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**Delivery Plan 2024+**

**Priority Area: Employment**

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| **INPUTS: Potential ‘resources’ that you’re aware of that could help achieve the outcomes** | |
| **Outcome** What are we trying to do and why? | Employment – Mapping out current initiatives, connecting better with LDG partners and links to transport to enable people to access employment and training |
| **Lead officer** | Louise Aston [astonl@caerphilly.gov.uk](mailto:astonl@caerphilly.gov.uk) |
| **Policy Support Officer** | Heather Pells  [PELLSH@caerphilly.gov.uk](mailto:PELLSH@caerphilly.gov.uk) |
| **What do we have:** For example, skills, knowledge, experience of teams, officers; budget; assets (land, built assets, equipment, vehicles, etc); policies, strategies, programmes, plans; current/planned initiatives; anything else?  Experienced, knowledgeable staff within the Employment Team, Adult Education, Early Years and other noted wider experienced officers/ teams within other LA departments and local delivery partners. Good working relationships with local delivery partners, 3rd sector partners and other organisations e.g. local colleges, training organisations to aid outcomes. Existing delivery partners, existing budgets, strategies, and programmes.  We have grants programmes via SPF and Welsh Government aimed specifically at improving employability related skills, training and barriers related to employability e.g. childcare, benefits, volunteering.  There is an overarching Economic Regeneration Strategy being developed with an emphasis on employability. | |
| **Delivery partners:** Name, organisation and contact details  Louise Aston - CCBC [astonl@caerphilly.gov.uk](mailto:astonl@caerphilly.gov.uk)  Sarah Mutch - CCBC Early Years Manager [mutchs@caerphilly.gov.uk](mailto:mutchs@caerphilly.gov.uk)  Caroline Millington -CCBC Adult Education Area Coordinator  Jo Hillier-Rakes - Principal Town Centre Officer [RAIKEJ@CAERPHILLY.GOV.UK](mailto:RAIKEJ@CAERPHILLY.GOV.UK)  Andrew Griffiths - Caerphilly Cares Griffiths, Andrew R [GRIFFA5@caerphilly.Gov.Uk](mailto:GRIFFA5@caerphilly.Gov.Uk)  Matt Tucker - Assistant Principal - Coleg Y Cymoedd [Matthew.Tucker@cymoedd.ac.uk](mailto:Matthew.Tucker@cymoedd.ac.uk)  David Llewellyn - Integrated Wellbeing Network [david.llewellyn@wales.nhs.uk](mailto:david.llewellyn@wales.nhs.uk)  m-wyatt@southwales-fire.gov.uk  gina.jones@gavo.org.uk | |
| **Collaborations:** For example, groups, networks, forums, partnerships  PSB  Cardiff Capital Region Skills Partnership LA cluster group  Regional Employability Partnerships  Integrated Wellbeing Network  Caerphilly Business Club  Training Partners  Local FE Colleges Advisory Board | |
| **Stakeholders:** For example, communities, landowners, businesses etc.  IWB  Prime Cymru  Groundwork  Coleg Y Cymoedd  Coleg Gwent  CCBC Youth Service  GAVO  DWP  Adult Education  CCBC Early Years Team  Parent Network  CCBC Supporting People  CCBC Caerphilly Cares  CCBC Town Centre team  CCBC BERT Team  Fire Service  Police Service | |
| **Funding streams:**  Welsh Government, SPF, Families First. AB Health Board | |
| **Good practice resources:** For example, case studies, examples of good practice initiatives; guidance, toolkits; training, learning, development opportunities  Case studies, training toolkits | |

**Activities** add more lines if needed.

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| **Ref** | **Key Tasks** | **Lead** | **Partners** | **By when** | **Update** | **BRAG** |
|  | Further develop links with Town Centre officers to develop and utilise access to the ‘Meanwhile’ space in Bargoed - involve other partner agencies. Increase access in other parts of the Borough. | Louise Aston | Jo Hillier-Rakes - Town Centres  IWB, Adult Education, Caerphilly BERT Team, Caerphilly Cares team | October 2024 | Town Centre officers are linked with several partners to support the Meanwhile Space in Bargoed. This is well attended.  LA has sent details of other partners to JHR and town centre officers  Employment Team are currently looking at a potential space for staff and participant support at a MWS in Caerphilly Town Centre with JHR. This is currently being made into a useable space and hopefully will be promoted at the Little Cheese at the end of August.  Update - November 24 - a delay with the Caerphilly MWS - hopeful that this will be up and running before Christmas    Update - March 25. There was a delay with the Caerphilly MWS - Y Banc. We are confident that we will be the accessing space from the 1st April. We are currently promoting the space at Ffos during March alongside Cynefin Cymru, Urban Foundry and the CCBC town centre team | A |
|  | Set up an apprenticeship working group via the Employment Team - form a collective central group to share across the partners, apprenticeships, access to audiences and greater opportunities. | Louise Aston / Greg Roach | Coleg Y Cymoedd, Coleg Gwent, Training partners, Business Advisory Board (CYC) Adult Education, Local business networks, BERT team, Secondary schools. YEP Co Ordinator, Caerphilly Recruitment Team & Workforce Development, Various Public Services | August 2024 | Inaugural Meeting arranged 5th September  Update - November 24  Successful inaugural meeting in September. However, uptake for the October meeting was poor and contributions from partners to the initial action plan were also low. Rearranged meeting for the beginning of December in the hope that it may have been the timings with half term. Need stakeholder buy in  Very positive meeting with Louise Driscoll from ABUHB (Workforce Development) and discussions around joint apprenticeships  Update from 5th December meeting - very limited attendance. 2 in person, 2 on Teams. Tried to put forward ideas but need buy in. Suggest continuing to address and access partners where needed  Access apprenticeships via social value. JRW - working on Wilmott Dixon contract and Jemma Ford links via social value. Other apprenticeship opportunities based on need, via local training providers  Shared apprenticeship - would be a good start via the PSB, but buy in needed from all relevant partners | A |
|  | Develop existing Academy Provision to include expansion of paid placement scheme, CCBC apprentice support and complete feasibility study for early careers network (including graduate scheme) | Louise Aston/ Greg Roach | Training partners, Business Advisory Board (CYC) Adult Education, Local business networks, BERT team, Caerphilly Recruitment Team & Workforce Development, Various Public Services | December 2025 | Ongoing - expansion of paid placement scheme will depend on funding following SPF at end of March 2025  Update March 25  Funding continuing via SPF for paid placements  Pipeline proposal submitted to the SPF board – recruitment of priority roles in CCBC i.e. refuse, catering  Early careers network - needs a broader scope in terms of the Academy to allow this to progress. Corporate buy in needed. To discuss | A |
|  | Employment opportunities for over 50’s – retraining, upskilling. Including opportunities with local SME’s (Employment Team currently delivering via DWP and C4W+, SPF)  Increase recruitment opportunities via employers,50+ pathways and links with partners including wellbeing | Louise Aston | IWB,  Local Businesses, BERT Team, Adult Education, GAVO, Caerphilly Volunteering (Caerphilly Cares) Prime Cymru, DWP, Assist | May 2025 | Set up sub group - not required as lots of existing groups in place  In progress.  There are already access to wellbeing activities which are promoted across the Borough via the Cwtsch guides. Age Friendly Caerphilly also publicise on their Facebook Page.  Employment Team currently delivering specific 50+ sessions and related pathways via DWP and C4W+, SPF funding to increase recruitment opportunities  RH and LA have met and discussed actions moving forward. We don’t feel that a subgroup would be beneficial as the main work would be actions around linking partners to enable access to available support. Actions:   * LA to attend the Age Friendly Forum * Links with BERT Team re ‘Age Friendly employers - RH met with Adam Sadler . * Employment Team to attend several hubs and promote support - September 24 - LA waiting on go ahead from RH. RH to update * LA to link RH with DWP 50+ Co Ordinator and consider sessions in the Community   Age Friendly Hubs:   * Rhymney Library * Tirphil Community Centre ( keen to hold events) * Whiterose Resource Centre * Libanus Lifestyle * Caerphilly Miners Centre * Newbridge Memo * Snug Cafe (small venue not suitable for events)   Update March 2025 - awaiting further details from RH to access 50+ sessions and consider support needed  Employment team providing support via 50+ sessions in all Caerphilly job centres. Good links with DWP 50+ job coach  Links made with Dementia Friendly Co Ordinator ( Erin Roche) in Torfaen CBC. | A |
|  | More In-Work support to help people to increase their hours (zero-hour contracts) e.g. tackle underemployment.  **Employment team already provide this support via SPF provision** | Louise Aston |  | May 2025 | Contact Careers Wales and involve in LDG  **Employment team already provide this support via SPF provision along with other external partners such as Maximus** | G |
|  | Lack of transport is a major issue for residents particularly in the North of the Borough. Complete gap analysis to determine where the gaps are – i.e. preventing people getting to work, specific sectors affected – hospitality, manufacturing, construction  Transport Research – 3rd sector? particularly research what England do with 3rd sector to see what we can learn from this. | Louise Aston | Queried during November 24 meeting | May 2025 | Meeting 13/8/24 - LA, SJI, LH  SJI to arrange further meeting for an updates with CTW colleagues –  IWN colleagues have sent across most up to date list of community transport options available. Shared with SJI and LH. This list needs to be updated. Community Transport can only provide ‘one off’ rather than ongoing transport options. Is there a need for funding - e.g. cycling schemes etc ?  DL has provided contacts for exemplar schemes eg Blaenau Gwent Flexi Bus transport - LA to follow up  Check with Cllr Pritchard re enquiries at Cabinet level as this is a higher-level issue that has been a concern for several years e.g. access from the RV to other parts of the Borough and further.    Update from DL below   * Huw Lewis (GAVO) re Flexi bus in Blaenau Gwent - [huw.lewis@gavo.org.uk](mailto:huw.lewis@gavowales.org.uk) * Gemma Lelliot is the person at Community Transport Wales - [gemma@ctauk.org](mailto:gemma@ctauk.org) * We did a business study for Community Transport Wales back around 2017 with my business at the time – contact Rob Owen for details I suggest as he was our lead on that – [rob@bro.cymru](mailto:rob@bro.cymru) * Contact [clair.roper@wales.nhs.uk](mailto:clair.roper@wales.nhs.uk) re NCN viewpoint   Transport to Health Project - Em  Active Travel – bikes. Charity upcycling - Changing Gearz ( Gareth Jones)  Update from Cllr Pritchard - November 2024  bus patronage figures and km trends for the last 5 years we have received from the regional bus administration team.  Unfortunately, they are unable to disaggregate the data to LA and / or route level, as many services are cross boundary, and they only receive the full totals.   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  | Patronage |  |  |  |  | | Financial Year | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 | | Total passengers | 58,362,136 | 16,415,370 | 31,549,796 | 39,123,363 | 41,288,190 | | As % of 19/20 | 100% | 28% | 54% | 67% | 71% |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  | Kilometres |  |  |  |  | | Financial Year | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 | | Total km operated | 50,000,489 | 28,685,013 | 39,451,197 | 39,611,269 | 38,333,044 | | As % of 19/20 | 100% | 57% | 79% | 79% | 77% |   Although we don’t have Caerphilly specific figures, we believe the trend is generally reflective of our circumstances.   1. Welsh Government’s Roadmap to Bus Reform published in March 2024 states “*Franchising means that decisions about bus services in Wales (including routes, timetables, fares, hours of operation and service quality standards) will be made by Welsh Government and Transport for Wales. Decisions will be made in partnership with Corporate Joint Committees. Bus operators can bid for contracts to run services to these specifications*”. 2. The benefits of a franchised network could include integrated ticketing, services and networks designed to meet needs rather than a commercial focus on the most profitable routes, co-ordinated timetables, improved links between bus and rail, and an increase in the use of buses, helping with modal shift and reduction of emissions associated with car journeys. 3. A Bus Bill has been included in Welsh Government’s legislative programme. The aim is to introduce it into the Senedd later this year and for the legislation to be in place before the end of this term of office. Franchising will then be rolled out in a number of phases, each covering different parts of Wales.   Update March 2025  Discussed during the LDG in November that the work needed sits outside of the scope for CCBC and to try to manage this locally as able to. Eg - cycling schemes, community transport schemes  The Bus Bill has been included in the Welsh Government legislative programme, but we need more of an update on this. As a Bus Bill is coming we need to put the Transport action on hold until we know what it means in practice. There may be work that can be done around active travel. | A  On hold |
|  | Support with childcare to enable parents/carers to return to work.  Sufficient information available to parents to make childcare choices. Could use the Better Off calculator to check which scheme is best via the Gov website.  Employment support programmes can help to support parents to get ready for employment  Adult Education to offer training (accredited/non-accredited) to support resident to get ready for employment (as outlined above) | Louise Aston, Sarah Mutch | Early Years Team, Employment Team, Housing Team, Adult Education, Multiply, IWB |  | Update November 20204  The information for support for families to pay for childcare is clear on the Early Years website. While there is not funding available to fund all childcare that parents may need to be able to work, Caerphilly Early Years promote the schemes to support parents to pay for their childcare needs [Paying for childcare - Caerphilly Early Years](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.caerphillyearlyyears.co.uk%2Fchildcare%2Fhelp-paying-for-childcare%2F&data=05%7C02%7CASTONL%40CAERPHILLY.GOV.UK%7C8a0db7e5fa59489b8c8e08dccd8e8845%7C5a3d68bcadcf462e918129b4b42b314d%7C0%7C0%7C638611259254291165%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=ICmtpUTTluGKgwD2ph2m0%2Bt%2FE1DEoktL%2FQTobeOzP8Y%3D&reserved=0)  The Employment Team are aware of how to access the Childcare offer and promote this as pat of their support as required. The Early Years Team have strong links with Employment Team.  Better off calculations are also supported via the DWP, the Employment Team, Caerphilly Cares and the Housing Team.  Adult Education have established links with EY and Employment Team to access training as well as promoting this support via the Dewis website  No update March 25 - ongoing | G |
|  | Multiply Provision links | Caroline Millington/ Jodie Gwilt | Adult Education, Multiply, IWN, CC, Employment Team |  | Update - November 2024  Multiply link with the listed partners to make them aware of the provision offered and via the Dewis Website. Currently waiting on funding news regarding future provision.  Update - March 2025  Funding continuing for Multiply via SPF but not ringfenced. Links already in place | A |
|  | ‘Green’ employment opportunities and links | Louise Aston/ Paul Cooke/ Louise Wooley / Carolyn Beddis |  |  | Employment Team and other partners are involved in the NET Zero Strategy meetings. There are strong links with the Decarb Team and other partners eg Multiply, BERT Team.  The Employment Team are providing training to upskill in relation to ‘Green’ jobs  Info from DL below as per last meeting to follow up   * Tree Nursery report as a possible route. * Contact Daniel Lock - the new director at Nature Service Wales. I have told him you might contact him. Great guy and they did a recent study on Green Jobs opportunities – [daniel.lock@ffcc.co.uk](mailto:daniel.lock@ffcc.co.uk) * We helped to initiate the following work when I was with Valleys Regional Park -worth a look, [www.woodknowledge.wales/home-grown-homes-report](http://www.woodknowledge.wales/home-grown-homes-report)   Update - November 2024  The Net Zero Strategy has a business chapter which the Employment Team are involved in putting together following a recent consultation, LA discussed transport as an issue. There is a clear overlap with the Transport chapter currently being written - PC will ensure that this is linked  Update March 2025  Employment team supported with the consultation for the Net Zero Strategy business chapter  SPF funded work under the P&S pillar via the decarbonization team. The Employment team will refer residents to the carbon literacy training.  The Employment Team will be continuing to provide training to upskill in relation to ‘Green’ jobs as a result of further funding via SPF  As a result of a paid placement, 1 resident has gained a role in the decarbonisation team. | A |

**Critical links with other Priority Areas** (grey out this Priority Area)

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| Housing | |  |
| Town Centres/Community Hubs | | The Employment Team sit under the Regeneration Service area and link directly with the Town Centre and Business Enterprise teams (SPF intervention aimed at delivering a Meanwhile Space program for the benefit of businesses and voluntary organisations and other partners) |
| Employability | |  |
| Decarbonisation | The Employment Team link with the Decarb Team providing relevant training around ‘Green Skills’ to local employers via SPF funding and are involved in the consultation around the NET Zero strategy | |

**Who else needs to be involved** are there people/groups/organisations that can help to deliver the priority

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| Who | What can they bring/why should they be involved | How will you include them |
| Transport for Wales | Knowledge of transport issues in the Borough | Stakeholder meetings |
| Other LA’s | Knowledge | Stakeholder meetings |
| Government organisations | Funding and guidance | Stakeholder meetings |

**Risks** are there any risks you have identified.

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| **Actual risks** | **Risk rating** (low/medium/high) | **How will you manage/mitigate this risk** – what are you doing to reduce the risk | **Risk owner** |
| Funding | High | Awareness of all funding opportunities | Lead |
| Internal Resource / funding changes | High | Look to utilise several partners on tasks to avoid overreliance on one area - ensure contingency plans in place | Lead |
| Politics | High | Take all options into consideration | Lead |

**Well-being of Future Generations Act – 5 Ways of Working**

Have you considered the Ways of Working in the development of your actions? (tick where appropriate)

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| Long term | Prevention | Integration | Collaboration | Involvement |
| ✓ | ✓ | ✓ | ✓ | ✓ |

More information is available here: <https://www.futuregenerations.wales/about-us/future-generations-act/>

**Measures of success** how will you know if you’re making a difference

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| --- |
| Case Studies, evaluation of support, targets on grant funded programmes  Continuation of funding  Reduction in employment rates locally  Increase in engagement of residents onto employability programmes  Increase in residents accessing childcare provision  Increase in number of apprenticeships being offered to businesses  Improved transport links in areas of the Borough - e.g. Rhymney  Increase in use of local community spaces and attendance by partner agencies including attendance at community groups/hubs |