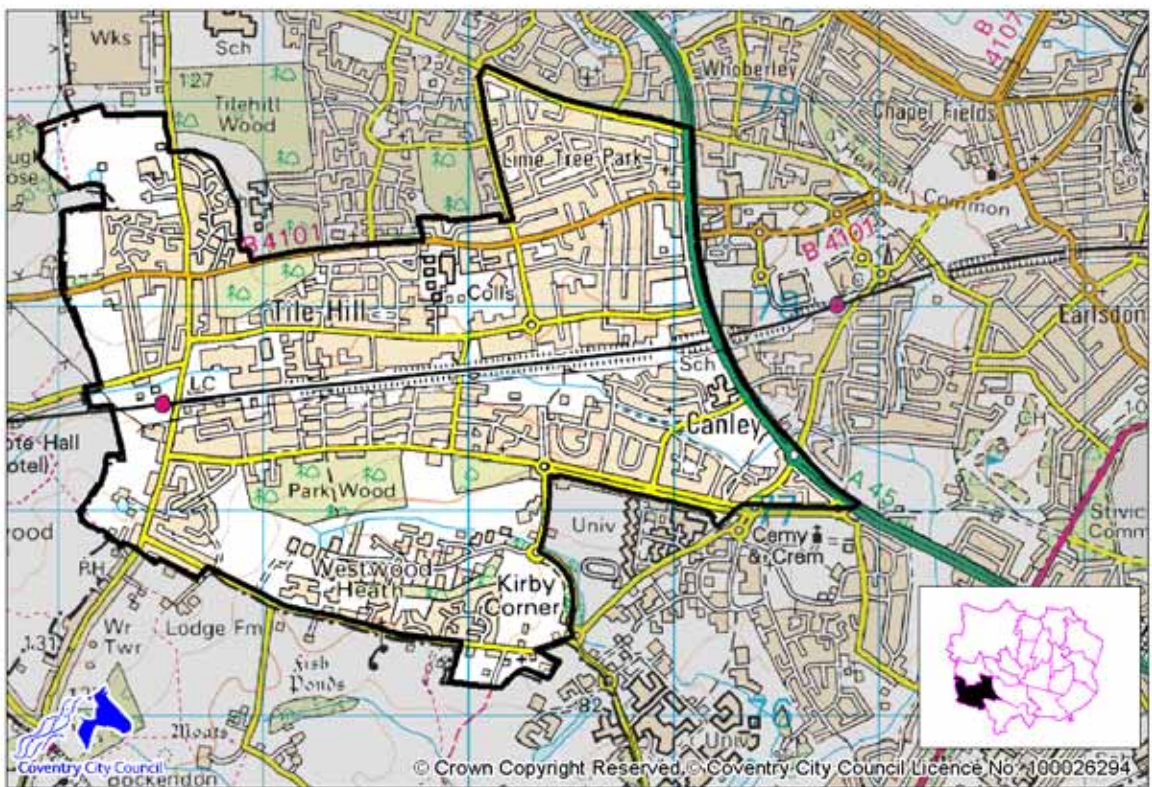


COVENTRY NEIGHBOURHOOD EMPLOYMENT AND SKILLS PLANS:

WESTWOOD WITH CANLEY



1. OVERVIEW ISSUES

The primary objective of this plan is to outline and develop an approach that helps to get people into sustainable employment that is right for them. We have analysed a significant range of data to identify key issues, gaps and areas of development and come to our views of what is needed within the priority wards.

Part of this process involves progression, both of those out of work and in lower skilled jobs and to enable individuals to progress to the next appropriate level of skills of employment. The key issues that need to be addressed are outlined below.

Labour Demand Employment Opportunities

Client engagement

Information, advice and guidance appear to be available on a patchy and inconsistent basis across the priority wards. There is also a gap in the depth of support available to direct and support people into training appropriate for current and anticipated jobs. The **first step of engagement** with those who have been out of the labour market or who need support to maintain their place within the labour market is the most important of all and needs to be handled with the utmost care and consideration.

We identified that the number of young people not in education employment or training (NEETS) is significantly higher than for Coventry overall with nearly half of this group coming from the 6 priority wards. Tackling the issues of disengagement in young people needs to be considered as part of the overall approach. (This is reinforced by levels of attainment well below the City average at Key Stage 4 in all 6 priority wards).

Priority area household income is significantly lower than the rest of Coventry and the opportunity to improve income should be a key part of the message to attract engagement.

Work experience

Incorporating the opportunity to gain **work experience** when combined with improving basic and vocational skills is crucial. Without some work-related experience by an individual, employers appear reluctant to take on a new employee. Those without a recent employment track-record will be seen as less employable in a situation where employers can recruit individuals with up to date skills and experience from the pool of economic migrants.

Therefore, work experience appears to be the critical success factor for those with a long period of worklessness or without basic skills and qualifications. However, people who are still on benefit and who go into work- experience face multiple barriers – reluctance, fear, uncertainty, ill health and perhaps above all, low self-

confidence and self-esteem. All of these issues need to be tackled within a holistic approach to engaging the target group and assisting them to progress towards employment.

Skills and the labour market

The boosted household survey samples in priority neighbourhoods within the 6 wards shows that a high proportion of those in those neighbourhoods have low or no skills. There is no reason to suppose that the other priority areas would be different. It is also clear that from statistics regarding recent participants in training, more **women** are achieving higher levels of skills at levels 2 and 3. It may be linked to employment structures or attitudes towards achievement of qualifications amongst young men in the priority areas or existing patterns of qualifications amongst men. However, without further detailed analysis of patterns of existing qualifications amongst men and women, in employment and not working, the exact reasons for this result are not clear.

Basic literacy and numeracy remains a problem for both the unemployed and those in low paid work. New approaches to identifying individuals and attracting those with such needs to access providers delivering basic skills training are needed. Delivering basic skills to individuals who are currently in work is another area that needs additional action.

Lower level and access training is often overlooked for those in poorer paid jobs who will usually receive less training than higher paid employees. This means there is less movement and progression out of lower skills/entry level jobs than is required to free up jobs in these areas for new entrants from the target workless groups.

Whilst the **overall quality and coverage of training providers** and suppliers of jobs brokerage services is thought to be adequate; provision of out reach services to engage 'hard to reach' and workless individuals who have the potential to enter employment is much more limited.

The capacity of providers to engage with employers and to develop techniques for reaching those individuals who have not been involved in training needs to be increased. The need for the 'Widening Participation' agenda to be re-established and re-emphasised is acute.

Engagement in the labour market

A number of the priority wards having some of the highest levels of **unemployment are also located close to areas where there are high levels of jobs**. For example, St Michaels ward includes the town centre, Foleshill is a major enterprise area for the Asian community and there are developments around the Arena close to residents living in Longford Ward and Henley ward contains the new hospital and Walsgrave Triangle developments. However, the evidence shows that engagement with the labour market in these areas remains a problem with barriers to local employment existing within these communities. The question is therefore how do we create a 'bridge' that provides greater emphasis

on working with existing employers and providing increasing access to those jobs already located close to the 6 target wards

In work support

A proportion of individuals are hard to engage and liable to drop out after a relatively short time. This means that **aftercare** (when seeking and starting a new job) for many of this group, who have been out of work for some time or in low paid menial jobs, is absolutely essential. And yet, if such provision exists at all it appears to be unplanned, informal and short-term. Furthermore, the aim should be to sustain employment for well beyond the 13-week target. Jobcentre Plus have estimated the conversion rates from first contact and engagement through to sustained employment and concluded that these rates are very low. In other words, a very high number of people not in work need to be engaged to lead to one positive, sustained job outcome. It is suggested that ways of addressing this need to be identified. Bringing in a range of community based support agencies to assist with this, supporting individuals through these stages may be one way of addressing this issue.

Previous research has pointed to the **volume and range of training and jobs brokerage** provision being about right. In other words, there is not a case for more of the same - amongst intermediaries or providers. However, especially amongst Third Sector organisations, there is an identified need for more secure, longer-term funding of their core activities (on a contractual basis, linked to agreed outputs and outcomes) that support their labour market interventions and work with individuals. Part of the reform would be for greater co-operation between organisations and co-operation between providers in order to rationalise some of the provision, increase its effectiveness and fill gaps that act as barriers to employment. For example the evidence may indicate that there a need to provide a WATCH or WEETC in every ward in order to match the achievements of these two organisations. However, it may be better to expand these organisations to provide a service for clients in wards where the level of service is much more limited – West Longford and Radford for example.

The collective response amongst providers in the past to the need for '**Widening Participation**' has been lost and there is a need to once again discover the means to promote learning amongst communities and individuals where participation levels are lowest. This is not about concentrating on new provision but about a longer-term review and change in the focus, funding and management of existing provision to meet the needs of those living and working (and not working) in the City Strategy wards. It emphasises that providers –as key partners in delivering the City Strategy in the 6 wards - can play a major part in encouraging those from the target client groups to become engaged in training and access a range of employment and skills services.

There is also a need to ensure that all funders **understand clearly the characteristics of the target client group** and to adapt funding streams to meet their needs rather than the other way round. Many of the most disadvantaged individuals will not have a clear path to an outcome and yet will need ongoing support throughout their time looking for work or training. For others there are a number of barriers that must be addressed to allow access to opportunities.

Those in employment, especially in low paid and part time jobs also have a number of issues that need to be addressed if they are to progress and achieve higher levels of income to improve their circumstances. And for a whole range of individuals, provision of aftercare (once the job output has been achieved) to sustain skill development and employment is seen as essential.

Finally, we see that all of this activity must be linked to the other strands of policy and service delivery. Within the local Community Strategy and Local Area Agreement for example, and importantly the Local Enterprise Growth Initiative.

Enterprise

There are already parallel plans in place through The **Local Enterprise Growth Initiative (LEGI)**. LEGI has an integrated plan to assist in reducing constraints on employers and to provide training to their existing workforce. Those constraints include

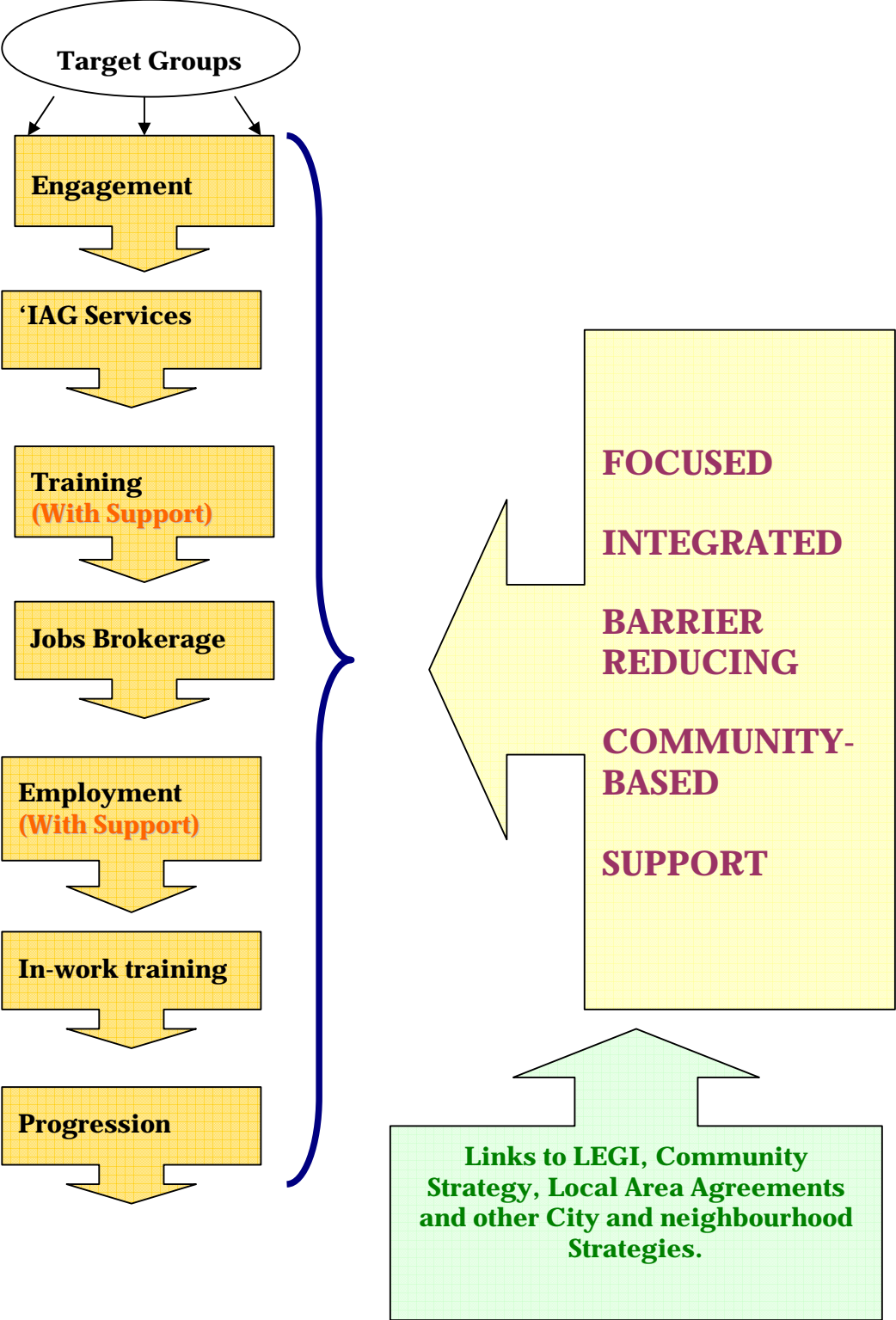
- the costs
- unavailability of staff to cover/lack of time and
- lack of information and support to analyse training needs and deliver upskilling.

The LEGI Plan includes **Business Support Coaches** who will assist businesses to identify training needs in a Training Plan and this will be forwarded through to the Train to Gain Brokerage service. Train to Gain will also be able to identify where free and reduced cost training is available to meet the needs of the plan.

LEGI also includes initiatives to encourage individuals to come forward to access employment and skills services. A **Creative Engagement Fund** will resource events and activities aimed at informing individuals and engaging them with service providers. **Community Engagement Points** will be a source of mainly paper-based information located around the LEGI area – in Community Centres and other places where people meet and visit. **Workmates** are people working in the community to guide people towards, for example, NextStep provision or to agencies such as the Client Support Unit, that is providing ‘**Barrier breaking**’ services.

It will be important that the Employment and Skills Plans dovetail in with LEGI and other existing service provision.

OVERVIEW
CITY STRATEGY GROUP AND LOCAL STRATEGIC PARTNERSHIP
Key Stakeholders: City Council, LSC, JC+



2. ACTIONS FOR CHANGE

Below are recommended Actions for Change' with the types of activities and services that could be commissioned with the aim of addressing the problems identified through the statistical analysis and research review and achieving the targets set for each priority ward and client group.

Barriers to Work and Learning

Description	Comment
Actions that address the difficulties of those with a disability entering employment or learning through supporting individuals and employers with appropriate equipment, counselling, and job-start aftercare	
Innovative actions that target particular gaps in current barrier breaking support and that enable local people to take up employment opportunities, especially those most distanced from job readiness. In particular, actions that incorporate appropriate aftercare for those entering the labour market are being sought.	

Skill Shortages

Description	Comment
Actions that develop existing provision in identified skill shortage area such as childcare (supervision and management), construction (including brick laying, plastering, gas and electrical installation and plumbing). In particular, proposals would be sought that engage those not in work or in very low skill areas to progress into higher skill employment.	

Developing experience

Description	Comment
Actions that mix training and delivery of on-the-job experience with the clear aim to assist individuals where their lack of demonstrable work-based experience restricts job opportunities. Intermediate Labour Market models are an example of the required approach.	
Programmes that address the needs of those wishing to return to the labour market but where qualifications and/or skills need updating and workplace experience is a requirement – in particular older people 50+ and those looking to leave incapacity benefit. Can include advice and guidance services and 'up-front support' to increase access to existing services.	

Basic skills

Description	Comment
Provision of new, engaging and innovative ways of providing basic skills training – especially to those in employment and excluded groups for whom access to BS Centres is not appropriate or difficult.	

Workforce development

Description	Funding/ timing issues
Development of actions that will increase the numbers in employment who can be provided with opportunities for training at an initial or access level - such as NVQ level 1 – with clear progression pathways identified	
Actions to increase the availability of and interaction with information and guidance services for those in employment. Links to and synergy with LEGI provision to be identified.	

Promotion of Lifelong Learning and Training

Description	Comment
Identify opportunities for expanded IAG services, especially in areas where take up of services and number of beneficiaries is low. Priority should be given to proposals that combine IAG for adult individuals and employers and can demonstrate co-operation between providers and links to local community centres, libraries etc.	
Actions to provide life skills and personal skills in a co-ordinated package to run alongside vocational training for those aged 18+. Actions should be able to demonstrate added value to existing programmes.	

Learning innovation

Description	Comment
Actions to maximise the impact of new technology and the use of community based ICT facilities to assist people to be aware of and access job and training opportunities.	

Cross-Cutting Principles

In terms of new or expanded provision it is expected the activities would:

- Offer **community-based solutions** to addressing barriers to employment building on existing networks.
- In looking to remove barriers to employment and training, make provision that goes beyond training for accredited qualifications by fostering “**pathways to employment**”. This recognises and measures the intermediate achievements that are an important part of making progression towards employment. Measurement of the expected ‘soft outcomes’ from their activities and how these contribute towards a pathway to employment remain important. These intermediate stages could, for instance, include take-up of information, advice and guidance; breaking of drug related barriers; or achievement of positive ‘lifeskills’ training outcomes.
- promote **equality of opportunity** to communities within the target wards. Actions should foster diversity in the types of employment and learning opportunities created as well as clearly making specific provision to support under-represented groups in moving towards employment.
- offer longer-term, **sustainable solutions** increasing local capacity and supporting community empowerment and the **development of social enterprises**.

- offer **integrated solutions** with other programmes operating in and adjacent to the 6 priority wards and wider regeneration activity in the City including Neighbourhood Renewal Fund investments, New Deal for Communities, LEGL and the mainstream activities of stakeholder agencies.. In particular, activities should fit with the priorities of the Local Strategic Partnership and Local Area Agreement. .
- support the development of **enhanced infrastructure and innovative partnership action** to support “pathways to employment”. This will include use of new technologies, provision by the voluntary and community sectors, community-based provision, and provision which builds on best practice in working with hard-to-reach groups.

3. WESTWOOD WITH CANLEY

General Description

The Westwood neighbourhood sits to the West of Coventry to the border with Solihull Borough. It has major transport routes running through it such as the A45 and the London to Birmingham Main Rail route. It contains many manufacturing sites primarily along Torrington Avenue and is close to a number of major employment sites such as Warwick University and the Coventry Business Park. The ward itself contains the Westwood Business Park where a number of major organisations have located their Regional or National HQs.

The Westwood neighbourhood is less culturally diverse than some other areas of Coventry and is not an area with a strong tradition of building community support infrastructure.

Canley is an area within Westwood where there is considerable deprivation, where household incomes are low and housing stock is old. This is in contrast to the west of the ward where new aspirational /executive housing has been built.

Key statistics

An area with a working age population of approaching 10,600.

In 2001 49% of workers *in Canley* were in low skilled and elementary occupations the figure being lower for the ward as a whole.

It has a relatively high level of business units, 455 or 6.3% of the City total.

The highest concentration of those in the Working Age Claimant Group (WACG) are located in the Canley area of the ward.

Unemployment rates have remained at a consistent level over the last 12 months, just 3.1% to 3.4% in the 12 months to May 2006.

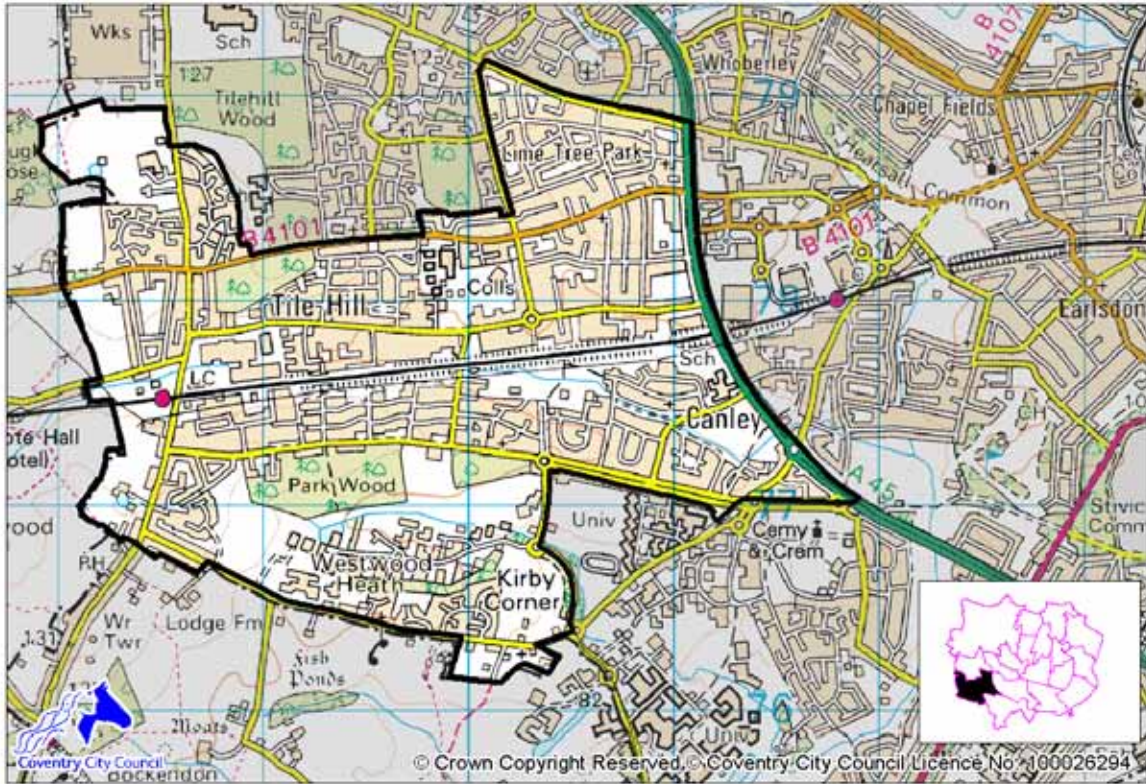
Westwood has a very low level of male IAG Clients compared to other priority wards, but a much higher level amongst women.

In the poorest part of the ward, household incomes are estimated to be 80% of the average for the City as a whole.

The ward has a proportion (43.6%) of dwellings in the lowest Council Tax Band A that is very similar to the City average (41.9%).

Neighbourhood

Westwood and Canley



Vision and Purpose

Agencies operating in Westwood, in particular the Canley area are determined to help and assist local residents to acquire the skills and knowledge that will give them every opportunity to find employment in good jobs or to develop by themselves or with others local economic enterprises.

4. ANALYSIS OF NEED IN THE NEIGHBOURHOOD

Labour Demand Employment Opportunities

4.1.1. Information on Numbers in employment and number of businesses

Major 3 employer sites in Radford (Office for National Statistics- IDBR) (2004)

1. E.ON UK PLC
2. Peugeot Motor Company PLC
3. Severn Trent Laboratories LTD

Working age population of Westwood (Office for National Statistics - Population Survey):

Number of people who are of working age: 10,592

Employment by sector (2001)

All Industries (2001)	6275
Agriculture, Hunting and Forestry	38
Fishing	0
Mining and Quarrying	6
Manufacturing	1359
Electricity, Gas and Water Supply	62
Construction	310
Wholesale and Retail trade, Repair of Motor Vehicles	1076
Hotels and Restaurants	332
Transport, Storage and Communications	429
Financial Intermediation	220
Real Estate, Renting and Business Activities	712
Public Administration and Defence, Social Security	249
Education	712
Health and Social Work	520
Other community, Social and Personal service Activities	243
Private Households With employed Persons	7
Extra-Territorial Organisations and Bodies	0

Source: Office for National Statistics - 2001 Census (© Crown copyright 2003)

Employment by Occupation (2001)

	<i>Large employers and higher managerial occupations</i>	<i>Higher professional occupations</i>	<i>Lower managerial and professional occupations</i>	<i>Intermediate occupations</i>	<i>Small employers and own account workers</i>	<i>Lower supervisory and technical occupations</i>	<i>Semi-routine occupations</i>	<i>Routine occupations</i>
Coventry	5073	8914	32237	19443	10114	15825	28055	21535
	3.6%	6.3%	22.8%	13.8%	7.2%	11.2%	19.9%	15.3%
Canley	27	84	309	246	109	283	499	517
	1.3%	4.1%	14.9%	11.9%	5.3%	13.6%	24.1%	24.9%

Source: Office for National Statistics - 2001 Census (© Crown copyright 2003)

4.1.2. Businesses in the Ward

	<i>Westwood</i>	<i>% of City Total</i>
TOTAL	455	6.3%
Agriculture	5	11.1%
Production	70	8.9%
Construction	45	7.1%
Motor Trades	25	7.8%
Wholesale	45	9.9%
Retail	45	3.6%
Hotels & Catering	30	5.7%
Transport	10	4.8%
Post & Telecommunications	5	3.7%
Finance	10	6.9%
Property & Business Services	105	5.9%
Education	15	6.7%
Health	10	6.9%
Public Admin & Other Services	5	7.0%

Source: National Statistics 2004

Size Band	Ward Totals	Ward Breakdown	City Breakdown
0 – 4 Persons employed	25	5.6%	60.5%
5-9 Persons Employed	120	26.7%	16.0%
10-19 Persons Employed	90	20.0%	10.0%
20+ Persons Employed	215	47.8%	13.4%

Source: National Statistics 2004

Labour Supply – Client profile

4.1.3. Population profile by ward

Population

Counts	All people	Males	Females
Westwood	14983	7471	7512
Canley	5554	2696	2858
% of Ward Total	37.1%	36.1%	38.0%

Source: Office for National Statistics - Census (© Crown copyright 2003)

Age Groups (2001)

	Age 0 to 4	age 5 to 15	age 16 to 17	18 to 59	60+	65+
Canley	364	928	163	2897	1197	1114
% of total	5.5%	13.9%	2.4%	43.5%	18.0%	16.7%

Source: Office for National Statistics - 2001 Census (© Crown copyright 2003)

4.1.4. Unemployment Levels – Westwood Ward

Claimants	May 2006	April 2007	May 2007
	319	359	357
Unemployment Rate (%)¹	3.1	3.4	3.4

Source NOMIS OMS

¹ Resident Based, the claimant count as a % of working age residents (16-retirement age)

4.1.5. Car Ownership (2001)

Canley Households (number of cars or vans):						
All households	None	One	Two	Three	Four or more	
2254	1100	887	217	44	6	
	48.8%	39.4%	9.6%	2.0%	0.3%	
Coventry	33.1%	44.2%	18.7%	3.1%	0.8%	

Source: Office for National Statistics - Census (© Crown copyright 2003)

4.1.6. Worklessness – from benefits information including disability information

Numbers of benefit Claimants November 2006

Total	Job Seeker	Incapacity Benefits	Lone Parent	Carer	Others on Income Related Benefit	Disabled	Bereaved	Male	Female	16 - 24	25 - 49	50 and over
1,535	290	660	295	100	45	105	40	755	780	265	785	485

Percentage Change Nov 2005 – Nov 2006

-0.3%	13.7%	-7.0%	0.0%	11.1%	-10.0%	5.0%	0.0%	0.0%	-0.6%	6.0%	-2.5%	0.0%
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Age of JSA Claimants

CANLEY	Under 25 yrs	25-50 yrs	50+ yrs
Number	90	150	50
% of Total	31.0%	51.7%	17.2%

4.1.7. Information Advice and Guidance (IAG) – client records analysis

Below are tables showing the characteristics of those attending IAG sessions through the NextStep network. The tables show the qualification level of clients at the start of the IAG programme from Westwood Ward.

Unemployed Males

	01 Level 1	02 Level 2	03 Level 3	04 Level 4	05 Level 5	07 Other qualifications below Level 1	09 Entry Level	99 No Qualifications	Total
<i>Asian</i>	0	0	0	0	0	0	0	0	0
<i>Black</i>	2	0	0	0	0	0	0	0	2
<i>Mixed</i>	0	0	0	0	0	0	0	0	0
<i>White</i>	9	2	1	0	0	1	0	3	16
Total	11	2	1	0	0	1	0	3	18
20-24	4	0	0	0	0	0	0	1	5
25-49	7	1	0	0	0	1	0	1	10
50 - 74	0	1	1	0	0	0	0	1	3
Total	11	2	1	0	0	1	0	3	18

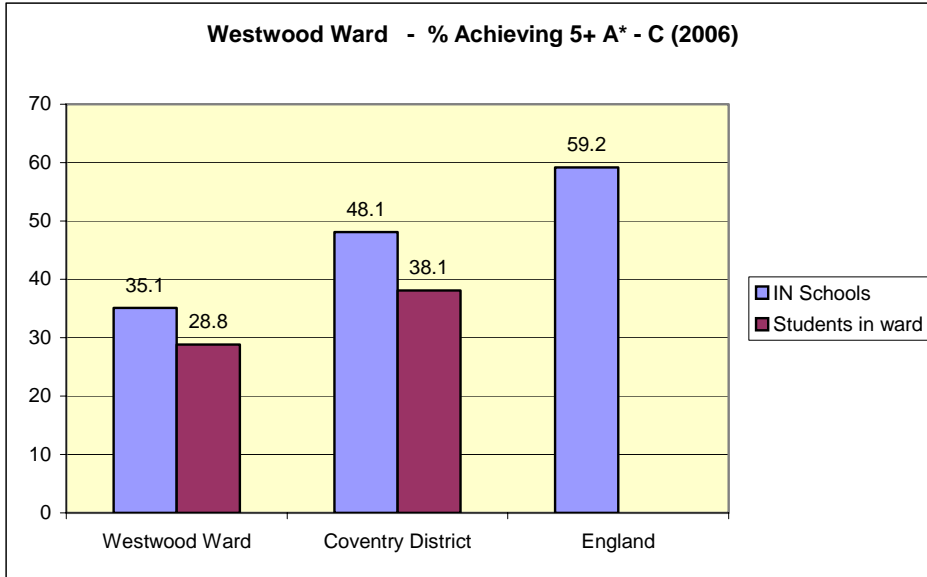
Unemployed Females

	01 Level 1	02 Level 2	03 Level 3	04 Level 4	05 Level 5 or Other qualifications below	09 Entry Level	99 No Qualifications	Total
<i>Asian</i>	0	0	0	0	0	0	0	0
<i>Black</i>	4	38	2	1	2	5	7	59
<i>Mixed</i>	0	0	0	0	0	0	0	0
<i>White</i>	2	4	1	1	0	1	0	9
Total	6	42	3	2	2	6	7	68
Age								
20-24	1	8	1	0	1	0	6	17
25-49	2	30	1	2	1	6	1	43
50 - 74	3	4	1	0	0	0	0	8
Total	6	42	3	2	2	6	7	68

Source – NextStep Client Records

4.1.8. GCSE Statistics by ward

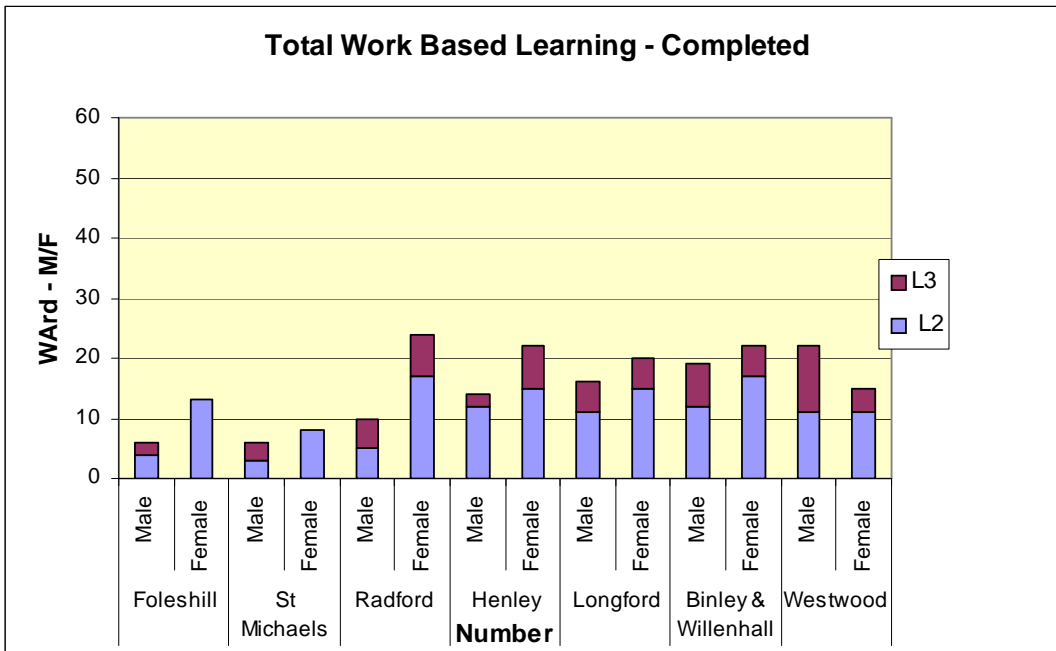
The figure below shows the latest GCSE achievement levels for students in Westwood Ward.

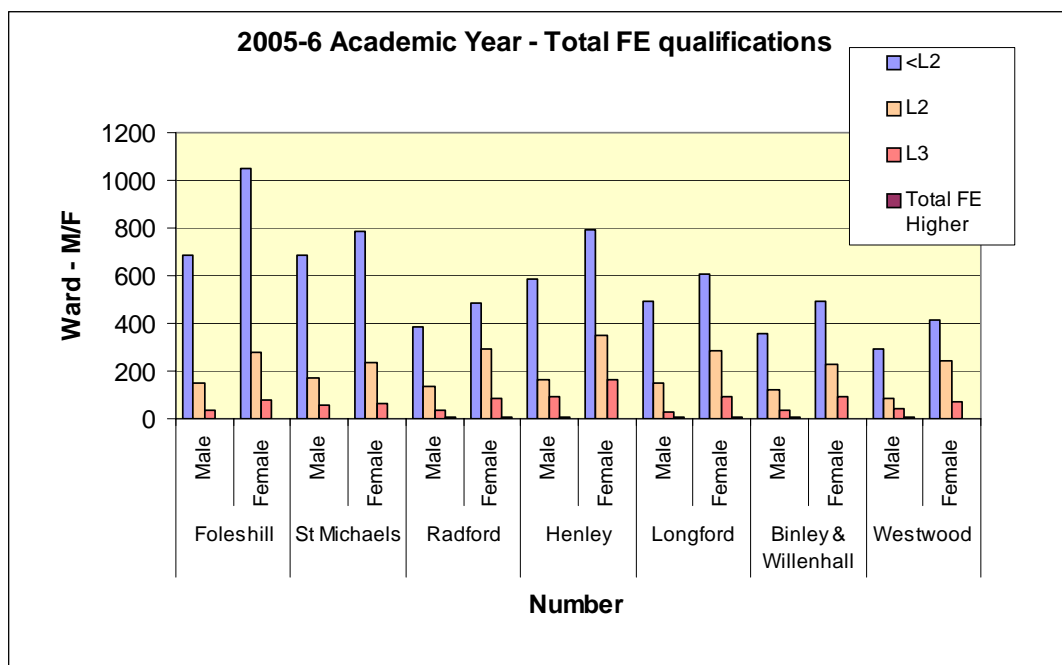


Source DFES

4.1.9. LSC - skills, qualifications and participation

The charts below illustrate the numbers of individuals achieving qualifications at Level 2 and 3 through Work-based Learning programmes (WBL) and through Further Education (FE).





Source LSC

Other issues by ward

4.1.10. Household income

Average Household Income (2005) and 2006(CACI)

	2005	2006
Westwood Ward	£27,096	£30,960
Canley	£20,107	£24,312
Tanyard Farm	£21,318	£23,738
Tile Hill Nth & Sth	£21,402	£24,050
Coventry priority n'hoods	£22,028	£25,425
Coventry	£27,692	£30,225
2006 Ward Average Income as a % of City Average		102.4%

4.1.11. Housing

Council Tax Band of Housing in Westwood Ward compared to City of Coventry and England

Dwelling Stock by Council Tax Band, 2004			
	Westwood Ward	Coventry	England
Council Tax Band All	7,138	128344	
Dwellings in Council Tax Band A	3,115	53793	
	43.6%	41.9%	25.6%
Dwellings in Council Tax Band B	1,891	38244	
	26.5%	30.0%	19.2%
Dwellings in Council Tax Band C	991	20715	
	13.9%	16.1%	21.5%
Dwellings in Council Tax Band D	325	8097	
	4.6%	6.3%	15.1%
Dwellings in Council Tax Band E	360	4024	
	5.0%	3.1%	9.4%
Dwellings in Council Tax Band F	198	2085	
	2.8%	1.6%	5.0%
Dwellings in Council Tax Band G	253	1215	
	3.5%	1.0%	3.6%
Dwellings in Council Tax Band H	5	163	
	0.1%	0.1%	0.6%

Source: Office for National Statistics (© Crown Copyright) March 2004

Counts	All households	Households: Owner occupied:			Rented from:			
		Owns outright	Owns with a mortgage or loan	Shared ownership	Council (now RSL)	RSL	Private landlord	Other
Canley	2255	417	559	10	565	388	149	165
		18.5%	24.8%	0.4%	25.1%	17.2%	6.6%	7.3%
Coventry	122353	37153	46687	821	10144	12173	10644	4731
		30.4%	38.2%	0.7%	8.3%	9.9%	8.7%	3.9%

Source – Census 2001

Annex 1: Summary of priorities

Overall Coventry City Strategy Wards

- **Work experience, with basic and vocational skills**
- **Skills supported :**
 - **Skills for Life L1 and 2.**
 - **Addressing skills gaps.**
 - **Lower level and access training for those in lower paid jobs**
- **Working with employers to increase access to jobs.**
- **Job scoping with employers to increase access to jobs with SMEs**
- **Outreach to engage**
- **Promote learning in communities with low participation levels**
- **Support to reduce drop out.**
- **In work skills progression**
- **Post employment in work skills progression**
- **Jobs brokerage and post employment support**
- **In depth skills and employment assessments**
- **Lone parent engagement**

- **Main gap is engagement across nearly all geographic areas – there is a mobile bus for the whole City.**
- **Information, advice and guidance is inconsistent across the city.**
- **There is no activity to support hard to reach workless.**
- **There are lower male achievement levels across all wards**

<p>Binley and Willenhall</p> <ul style="list-style-type: none"> ▪ Priority for benefit dependency on Incapacity benefit ▪ Priority for over 50's ▪ Priority access to transport links ▪ Priority for improving Skills for Life ▪ Claims for all benefits in the 16- 24 year old age groups 	<ul style="list-style-type: none"> ▪ High numbers of lone parents. ▪ Low numbers of IAG sessions for unemployed males and females ▪ High numbers on incapacity benefit, especially 16-24 year females on incapacity benefit ▪ Low number so males in work based learning ▪ 8.1% of Coventry NEETS in Binley and Willenhall
<p>Foleshill</p> <ul style="list-style-type: none"> ▪ Priority for Lone parents and carers ▪ Priority for benefit dependency is Incapacity benefit and long term Job Seekers Allowance ▪ Priority for residents with low qualifications ▪ Priority for BME and economic migrants 	<ul style="list-style-type: none"> ▪ High numbers/ proportion on incapacity benefit ▪ Low numbers of males in work based learning ▪ High proportion of workless – 9.4% m, 11.9% f ▪ High numbers of not on benefit but not working ▪ High transient population ▪ High numbers of refugees, asylum seekers and economic migrants ▪ Low GCSE achievement levels ▪ 8.5% Coventry NEETS in Foleshill

<p>Henley</p> <ul style="list-style-type: none"> ▪ Priority for Lone parents and carers ▪ Priority for benefit dependency on IB ▪ Priority for residents with no level 2 qualification ▪ Engagement with people with health problems and disabilities 	<ul style="list-style-type: none"> ▪ Low number of male IAG ▪ Low numbers of males in work based learning ▪ Low GCSE achievement rates ▪ 10.7% of Coventry NEETS in Henley
<p>Longford</p> <ul style="list-style-type: none"> ▪ Priority for improving Skills for Life ▪ Priority for females on benefit ▪ Priority for over 50's 	<ul style="list-style-type: none"> ▪ Low numbers of IAG sessions for unemployed females and males ▪ Low numbers of males in work based learning
<p>Radford</p> <ul style="list-style-type: none"> ▪ Priority for residents with no level 2 qualification ▪ Priority for benefit dependency on IB and males claiming benefit 	<ul style="list-style-type: none"> ▪ Low numbers of IAG sessions for males. ▪ High proportion of routine and semi routine occupations

<p>St Michaels</p> <ul style="list-style-type: none"> ▪ Priority for Lone parents and carers ▪ Priority for benefit dependency is Incapacity benefit and long term Job Seekers Allowance ▪ Priority for residents with low qualifications ▪ Priority for BME and economic migrants 	<ul style="list-style-type: none"> ▪ High numbers on benefit ▪ Move from IB to JSA – help to get into work needed ▪ Low numbers of males in work based learning ▪ High numbers on benefit but not working.13.3% m, 10.4% f ▪ Barriers to accessing jobs that are in close proximity ▪ Low GCSE achievement levels ▪ High transient population levels ▪ High number s of refugees, asylum seekers and economic migrants. ▪ High student population and high private rented housing.
<p>Canley</p> <ul style="list-style-type: none"> - Priority for lone parents - Priority for benefit dependency - Priority for residents with low qualifications - Priority for over 50s - Priority for access to transport links - Priority for unemployed - Priority for improving skills <p>Claims for all benefits high in the 16-24 age group</p>	<ul style="list-style-type: none"> • Low numbers of male in work based learning • High proportion of people under 25 on JSA • Third of benefits are Incapacity