

Basically...

Key Terms in Plain English

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Local Employment Partnerships (LEPs)

A definition:

Jobcentre Plus (JCP) agree to get their priority customers 'work-ready' and employers with vacancies agree to give them a fair shot at the jobs.

What is it all about?

A LEP agreement can be made with a large, medium or small employer and at a national, regional or local level. JCP have three groups of priority customers to help into jobs through LEP agreements, they are: Lone Parents; Long-term unemployed; People with health issues who are claiming Incapacity Benefit but could work (with some support).

Each LEP agreement can be different. When an LEP is agreed **JCP** will have:

- Agreed to match people to the jobs on offer and get them 'work-ready'. Getting people 'work-ready' might mean referring them to other services that will help them such as health, housing or education – many people need to brush up skills/learn new things before getting a job, this is called pre-employment training.
- Offered a range of support to the employer to help them make their workplace 'priority customer friendly'. For example, this might include looking at their recruitment systems to make sure it is fair for all to get a job, and telling them about further training once people are in the jobs (such as Train to Gain courses).

When agreeing a LEP, the **employer will have agreed** to give priority customers a fair shot – this may have included accepting some of the support offered by JCP (above) and as a result, making some changes.

What does this mean in real terms?

For the Learning and Skills Council (LSC) and JCP: The LSC funds pre-employment training such as 'Skills for Jobs'. JCP might refer some of their LEP customers to these courses to gain skills before applying for the jobs.

At the LEP meeting, JCP will have asked the employer what sort of skills people need to apply for the jobs, e.g.

Employer: *We can offer work trials and job interviews and at the end, we will provide 20 jobs.*

JCP: *Great. What sort of training would you like people to have before the work trial/ interview/job?*

Employer: *They would all need to have basic computer skills and to be able to take notes from a phone call*

JCP: *No problem—we will find people who will be suitable and make sure they have had the training so that they have those skills*

What more can we do?

LSC and JCP staff need to work together to make sure that Train to Gain Brokers are linked to LEP employers so that they can follow up. This would help us to link pre-employment training with post-employment training. Therefore not only helping people to get a job, but also to gain skills when they are in work so that they do a good job and have the chance to progress. In this way we can see that LEPs are a vital part of the Integrated Employment and Skills (IES) system. IES is explained in 'Basically... issue 1'

Want to find out more? Visit the LSC IES Noticeboard:

<http://www.lsc.gov.uk/regions/SouthEast/whatwedo/Adult+learners/Integrated+Employment+and+Skills.htm>

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