

Skills needs of the local economy

SELEP and Essex CC approach

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National picture – Levelling Up White Paper

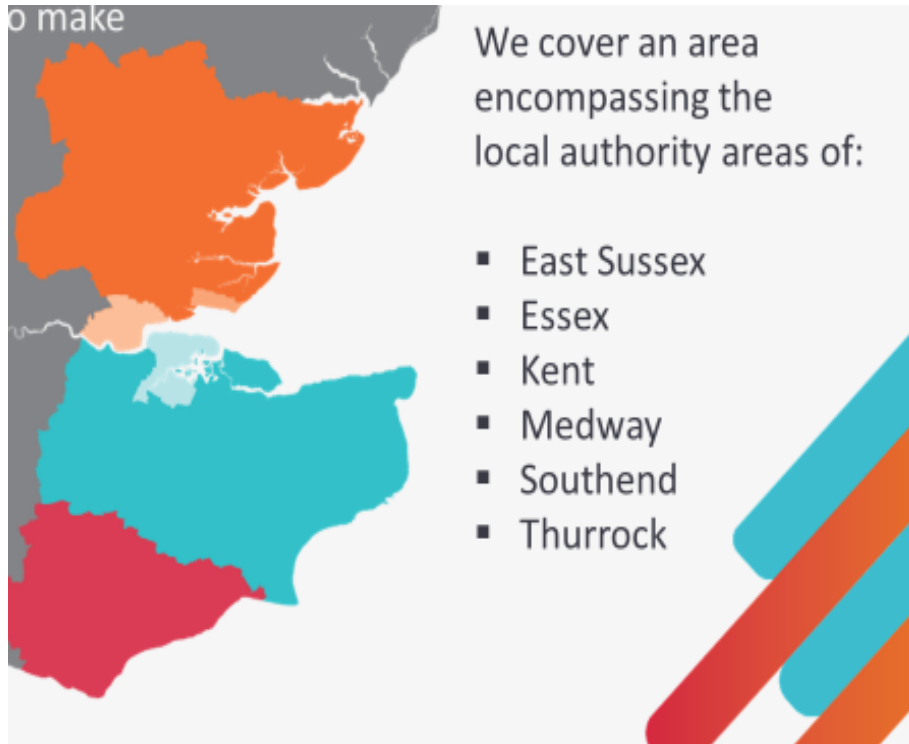
A number of new education and skills reforms support delivery of two of the Government's 12 levelling up missions which can be found in full on [gov.uk](https://www.gov.uk).

The missions that the Department for Education will lead are:

- **Education:** By 2030, the number of primary school children achieving the expected standard in reading, writing and maths will have significantly increased. In England, this will mean 90% of children will achieve the expected standard, and the percentage of children meeting the expected standard in the worst performing areas will have increased by over a third.
- **Skills:** By 2030, the number of people successfully completing high quality skills training will have significantly increased in every area of the UK. In England, this will lead to 200,000 more people successfully completing high quality skills training annually, driven by 80,000 more people completing courses in the lowest skilled areas.

New Policy	<u>Skills Mission:</u> By 2030, the number of people successfully completing high-quality skills training will have significantly increased in every area of the UK. In England, this will lead to 200,000 more people successfully completing high-quality skills training annually, driven by 80,000 more people completing courses in the lowest skilled areas.	
	Future Skills Unit	<ul style="list-style-type: none"> A new Unit for Future Skills will be formed.
	New HE Provision	<ul style="list-style-type: none"> Increased access to HE particularly in towns, cities and rural locations without access to this provision.
	IoTs and IoT royal charter	<ul style="list-style-type: none"> Further 9 Institutes of Technology (IoTs) announced and proposal that IoTs may apply for Royal Charter status
	DfE/DWP pathfinder projects	<ul style="list-style-type: none"> 3 Pathfinder areas aim to bring greater alignment to DWP and DfE interventions working with local government to match local employment sectoral demand via upskilling (Blackpool, Walsall and Barking and Dagenham)
	UK Shared Prosperity Fund (UKSPF)/Multiply	<ul style="list-style-type: none"> Firm ringfence of Multiply (support to adults with Maths skills) within the UKSPF as a DfE programme. For the non-Multiply portion of UKSPF, funding will be delivered through lower tiers or MCAs.
	Skills Devolution and Adult Education Budget (AEB)	<ul style="list-style-type: none"> New devolution framework for England with accountability devolved to local leaders through devolution deals with clear accountability Devolution of AEB
Existing Policy	Local Skills Improvement Plans (LSIPs)	<ul style="list-style-type: none"> 21/22 Skills Accelerator piloting new employer-led Local Skills Improvement Plans and supporting providers with Strategic Development Funding to help shape technical skills provision to better meet local labour market needs
	Funding and Accountability	<ul style="list-style-type: none"> Reforms to embed local employers at the heart of the system enabling providers to respond to local skills needs
	Skills Bootcamps	<ul style="list-style-type: none"> Announced at Spending Review 21 to ensure acute national and local skills shortages can be addressed at speed (e.g. HGV driving) through specialist training
	T Levels and Apprenticeships, HTQs	<ul style="list-style-type: none"> Higher Technical Qualifications (HTQs) to be rolled out from September 2022, enhanced apprenticeship recruitment service for SMEs and T Levels with employer input
	16-19 Free Schools	<ul style="list-style-type: none"> We will open new 16-19 free schools for talented children from disadvantaged backgrounds to have access to a college, school sixth form or 16-19 academy, with a track record of progress on to leading universities, targeted at areas where they are most needed t
	Lifelong Loan Entitlement	<ul style="list-style-type: none"> In 2025 will transform student finance system, to deliver parity between FE and HE
	FE Capital Transformation Programme (FECT)	<ul style="list-style-type: none"> £1.5bn FECT Programme to invest and transform college estate in England
	HE Role, new provision and access and participation	<ul style="list-style-type: none"> New Model Institute for Technology and Engineering (NMITE), Higher Education and Research Act (HERA), Office for Students (OfS), and refocussed Access and Participation plans focussed on true social mobility
	Lifetime Skills Guarantee (LSG)	<ul style="list-style-type: none"> LSG announced in September 2020 to enable individual's to access flexible support to train, retrain and upskill throughout their lives plus free approved L3 qualification infer Free Coursed for Jobs programme and expanded trial for high value L3 qualification for free

The role of LEPs



- Government confirmed continued role for the LEP earlier this year
- SELEP to continue until at least March 2024 and to focus on as much positive work as possible during this time
- Skills remains a core part of the LEP's focus
- Government and direction of policy going forward – clearly one to watch – potential for new approaches
- SELEP is supporting and assisting with devolution discussions to ensure what comes next is informed by what has worked well
- More streamlined approach due to reduced capacity of SELEP team and some shared resources already

SELEP Skills Advisory Panel

- **Employer led** SAP reflective of growth sectors and geography
- Informed by the LEP's original Skills Strategy and Evidence Base
- Funding from DfE for regular analysis and research to inform the SAP
- Chaired by Helen Clements of Morgan Sindall.
- Now also bringing together 3 LSIP leads
- Works alongside LEP Skills Working Group, which includes FE, HE, provider networks and local authorities



SELEP SAP Skills Report

- Produced as an [Executive Summary](#), with key headlines and forward look for 2022/23
- [data report](#) also published – to be refreshed soon
- Also [published by the DfE](#) along with all national Skills Reports and includes a DfE statement on Local Skills Improvement Plans



SELEP SAP Skills Report - highlights

- A **Virtual Careers fair in October 2021** opened by Rt Hon Robert Halfon MP and attracting over 400 visitors and more than 2000 booth visits and featuring presentations and stands from SAP employers
- The **production of a Careers Magazine** in collaboration with Career Map and spotlighting SAP sectors and work such as the major projects.
- The addition of **new tutor videos** featuring local colleges on the SELEP funded **www.becomealecturer.org** site
- The **launch of SELEP's £4.4m Covid Recovery Programmes in June 2021**, supporting individuals into key sectors and with digital kit and connectivity.
- The **continued growth of the South East Skills website**, showcasing the work of the SAP and Digital Skills Partnership.
- The **launch of new European Social Fund projects** including **Community Grants** and **Step Up** – over
- The establishment of a **Major Projects Skills Group**, with evidence report and action plan

SELEP Major Projects work

- Gathering further data to inform providers of the skills needs and job roles of the projects
- Work with CITB maximise benefits from Skills Academies, skills forecasting tool and other resources
- Devise a narrative to target MPs re tutor shortage barrier (many profiled MPs in SE – Robert Halfon, Sally-Ann Hart etc.) to raise awareness of the issues and ‘make the case’
- Pilot approaches and further research into the tutor shortage
- Webinars and report available at <https://www.southeastlep.com/major-projects-group>



An Essex Skills Plan

- Drawing together a range of Essex based reports, evidence and feedback in one strategic skills document
- Illustrating a joined-up voice locally to share with key stakeholders, national bodies and government
- Preparing for (and aligning with) forthcoming LSIPs – opening statement from Chambers
- Future forecasting -factors such as housing growth and major projects
- A review of the impact of factors such as clean growth, sustainability, digital advancements and Covid-19
- Deliberately light touch and interim ahead of LSIP
- Showcasing success and case studies
- Engaged sector groups such as CITB, Make UK, Tech UK, Creative Skills and Skills for Care – all highlighting recruitment challenges and perception of their industries

An overview of Essex

Essex is one of the largest counties in England, working with Southend and Thurrock also across what is known as the 'Greater Essex' geography. It is a diverse area, with one of the longest coastlines, rural and urban areas and some of the wealthiest and most deprived parts of the country. Proximity to London is clearly significant with high levels of out-commuting or home-based working for London based employers. Similarly, border areas such as Cambridge, Hertfordshire and in commuting to jobs. Still, the national ...



Suffolk are a factor in both out but are still generally below district level, which the between the public and private and some internationally n a variety of ways. Essex ic growth and to prospects of

Essex Skills Plan 2022/23

An employer led partnership approach to local skills delivery

This is the final version of the Essex Skills Plan, further to the earlier draft being signed off by the Skills Roundtable and shared externally with Opportunity South Essex, Success Essex and district, borough and city Economic Development Officers.

This version is for the final Skills Roundtable on 24th October, following which it will be designed and published.

The Essex Skills Roundtable is chaired by Councillor Tony Ball with the specific remit to develop an externally facing Essex Skills Plan. Members include local employers, providers, further and higher education representatives, local authorities and sector bodies. Engagement has also taken place with key partners such as the Essex Anchor Network, sector bodies, National Careers Service and Job Centre Plus.

This plan is deliberately light touch due to emerging skills policy nationally including a potential forthcoming [Local Skills Improvement Plan \(LSIP\)](#) for Essex, Southend and Thurrock with the Department for Education (DfE) and which will provide further detail on local economy requirements for skills. This plan has been produced in the interim to articulate Essex priorities in the immediate term and will therefore feed into the LSIP.

A full evidence base (with district and sector sections) is also in development and will also be added soon and updated regularly, also utilising and contributing to [Essex Open Data](#).

As an early 'wir' and area of action, an Essex Careers magazine is due to commence development soon and for all ages to showcase local opportunities, sectors and support.

's in Essex:
outh Essex Local Authorities
Rochford, Thurrock and
Cambridge by the M11
ist
omic Board and
n and Uttlesford

Update these statistics

Region	UK
269,200	65,185
.6%	62.4%
,000 (12%)	2,772,600 (13.6%)
%	74.6%
	9.5%
	87.7%

The Essex Skills Plan: Vision and priorities

Vision: *To help deliver a flourishing and inclusive economy across Essex by equipping employers, adults and young people with the skills, conditions and aptitudes required for significant and clean growth today and tomorrow.*

Priorities:

- Increase apprenticeships and industry relevant qualifications for all ages, particularly in priority sectors and at all levels
- Simplify the landscape for employers and individuals
- Build a diverse and inclusive economy and reduce polarisation
- Raise awareness of jobs and growth across Essex and the area's size, scale, national and international significance
- Foster and support the spirit of pride, entrepreneurship innovation and enthusiasm across Essex to bring about change

Essex Skills Plan – showcasing success

Stansted Airport College

- Partnership between London Stansted Airport (MAG) and Harlow College – first of its kind nationally
- Unique opportunity to get into a career in the aviation industry
- Opened Sept 2018 – offers courses in Aircraft Engineering, Aviation Operations, Cargo and Logistics and event management
- funded by Essex County Council, MAG (London Stansted Airport), Uttlesford District Council and SELEP
- Alumni working in Royal Air Force, Boeing, Ryanair, British Airways, Virgin Atlantic, Hampton by Hilton Hotel, Harrods Aviation and Border Force

Morgan Sindall in Essex

- Diversifying the talent pipeline through a strategic educational outreach programme
- Site visits, mock interviews, careers fairs
- In year 9 – discovery activities
- Virtual work experience in year 10, delivering design briefs
- Diversity improvement as a result of these programmes
- 60% of Morgan Sindall current apprentices had engaged with the company through this programme



Essex Skills Plan driving new initiatives - Careers magazine

- Essex Careers magazine in development – quarterly publication from January 2023
- Directly responding to the Skills Plan feedback that awareness of local sectors is a barrier
- To focus on key sectors, projects, localities and support
- Also to feature FE, HE and training providers locally
- For all ages so to be shared with schools, colleges and partners such as Job Centre Plus
- Working with CEC and the National Careers Service to ensure join up
- Predominantly digital but with reference copies for libraries, schools, Job Centres etc
- To be hosted on the [Essex Opportunities Portal](#) (and shared for Thurrock Opportunities also)
- Regular LMI data to be produced alongside careers magazine – sector and district profiles



Essex
Opportunities
Essex and Southend

Essex Apprenticeship Levy Transfer Service

- Launched December 2020

Provides a fully managed service that supports levy paying organisations to utilize their unspent levy to pay for the apprenticeship training costs in smaller businesses across Essex.

Levy share eliminates the need for smaller organisations to pay for their apprentice training costs...money that can be spent elsewhere!

Helps create opportunities to increase skills levels across Essex.

Retains unused levy within the Essex economy.

Received pledges in excess of **£2.25 million**

370 starts enabled to date across Public sector, Health, Construction, Hospitality, Schools, Accountancy, Social Care, IT and technical

End value of Apprenticeships enabled to date - **£2,248,986**

ECC as a levy paying employer has funded 42 apprenticeship opportunities with 16 different organisations to date with an end value of **£475,236**

60 % (of Apprenticeship starts) **are new recruits** and **40% are existing employees** who are developing new skills / upskilling

Average amount of levy per person **£6,200**

Number of app standards supported – over **30 different standards**

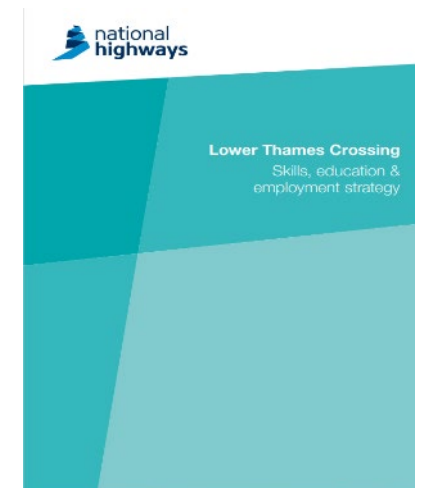
App level split – **L2 21%, L3 62%, L4 28%, L5-L7 7%**

Other key areas of focus

- Delivery of Multiply (numeracy) Programme (UKSPF)
- Establishing an evidence base with regular sector, district profiles to be disseminated
- Expanding Essex Opportunities
- Continuing a tutor bursary programme
- Working with our Anchor Institutions
- Levelling Up projects – e.g. training for electrification of vehicles in Harlow
- Establishing an Apprenticeship Hub
- Supporting the local LSIP development

Related developments

- Skills Plans for Freeport East and Thames Freeport
- New Skills, education & employment strategy launched by Lower Thames Crossing
- Institute for Technology now launched, focusing on technical qualifications with specialisms in logistics, engineering, automation, health & life sciences and underpinned by digital skills. £13m capital – refurbishment of colleges and spend on high tech equipment. Includes HE (ARU) and FE and employers include DP World London Gateway, Leonardo, Princess Alexander Hospital
- Thurrock Skills Plan draft and continued engagement with Southend on Skills plans
- Strategic Development Fund (linked to LSIPs) providing £2.7m for colleges enabling capital spend on digital, engineering & advanced manufacturing, green construction, green energy & life sciences



Essex Escalator of opportunity (examples only)

Careers magazine
Essex Opportunities

IN WORK

- Skills bootcamps for those in work to progress
- Signposting to in work training
- Opportunity to create local version of education landscape for employers
- More employer engagement (e.g. STEM Ambassadors, Enterprise Advisers)

JOB READY

- Skills bootcamps (and attracting more)
- Signposting to training programmes such as Shaw Trust (CV19) , HGV programme
- Raising awareness of growth sectors/ Freeport. Work with JCP/ National Careers Service, providers
- Apprenticeships - EALTs

IN EDUCATION

- Working with providers to ensure provision matches demand
- LSIP and Essex Skills Plan to set out training needs
- District profile / LMI information to inform provision
- CEC programme – Greater Essex Careers Hub

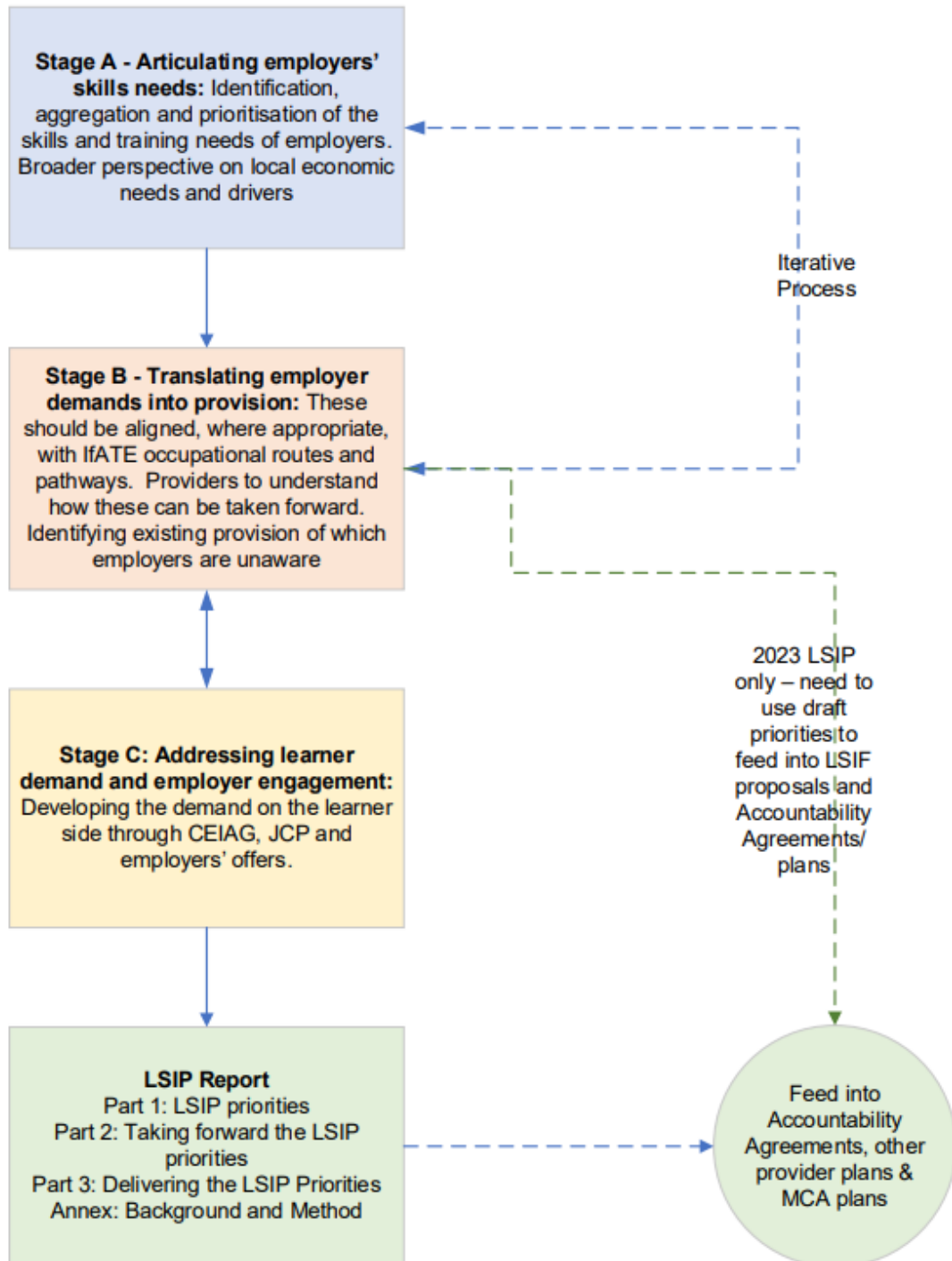
BARRIERS TO WORK

- Working with Restart programme to ensure responding to Essex needs
- Signposting to local programmes (e.g. Mental Health, Multiply) – Essex Opportunities
- Documenting ESF / Covid 19 programmes and influencing UKSPF focus
- Careers magazine for Job Centre Plus / other stakeholders

Local Skills Improvement Plans (LSIPs)

- Being rolled out by DfE to set out key priorities and changes needed in a local area to make post 16 technical education responsive and closely aligned to local labour market needs
- Actionable priorities that employers, providers and stakeholders can get behind to drive change
- Not the entirety of provision but key changes and priorities that can gain traction and maximise impact
- Up to 3 years ahead – expected to be repeated every 3 years with interim reviews
- Two trailblazers in the SELEP area – Kent and Sussex. Led by Chambers of Commerce. Aim that all areas will have an LSIP by Summer 2023
- DfE published confirmation last month that Kent, Sussex and **Essex Chambers of Commerce** are the [designated ERBs](#) for their geographies
- Essex Chambers of Commerce submitted an application to the DfE for 3rd October. LSIPs likely to be produced by May next year. Further information [here](#)

Local Skills Improvement Plans (LSIP)



- Statutory Guidance available at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1095099/Statutory_guidance_for_the_development_of_a_Local_Skills_Improvement_Plan.pdf