

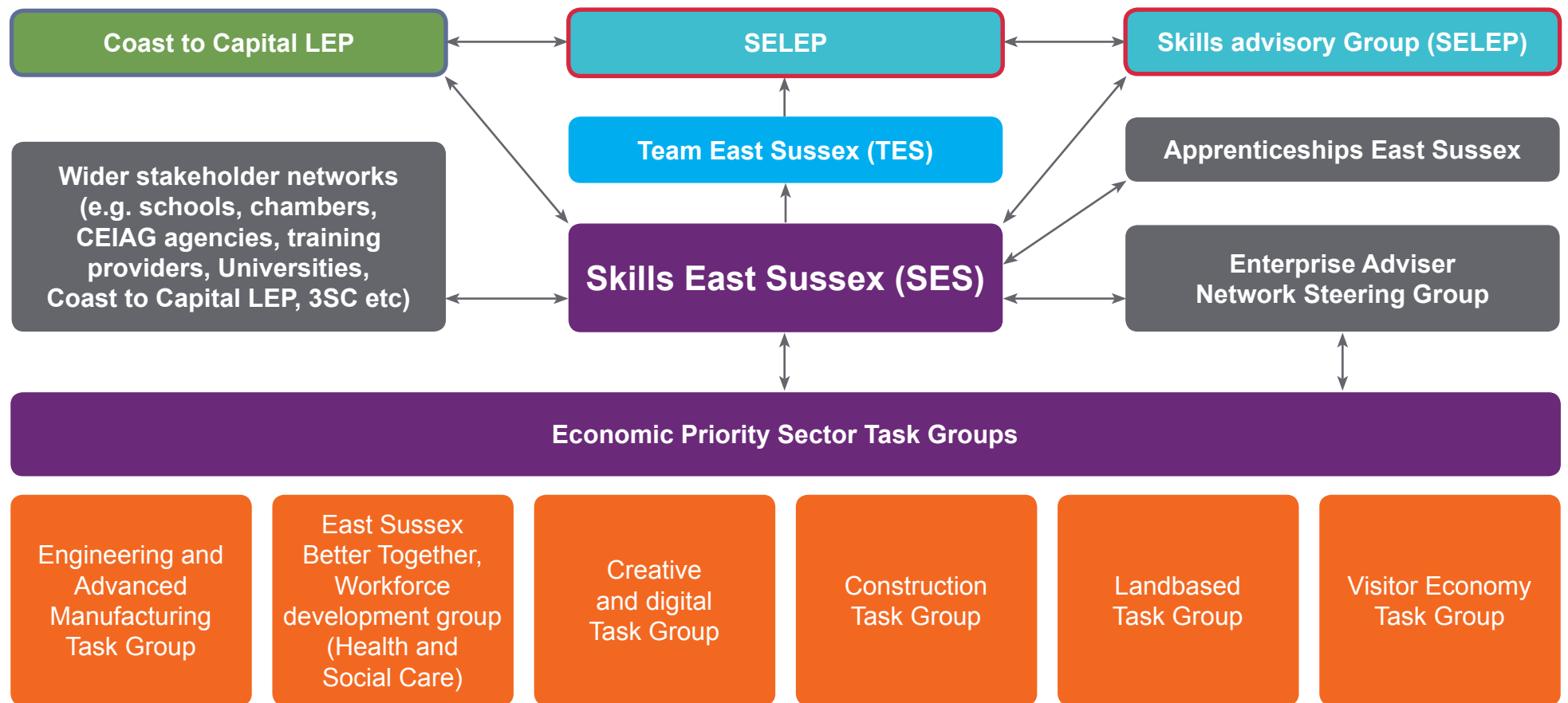
Skills > East Sussex

Activity Plan 2017-2020



Skills East Sussex Activity Plan 2017-2020

Skills East Sussex (SES) is the county’s strategic body for employment and skills. The Employment and Skills Partnership Board, comprises key stakeholders in the local skills and employment agenda, and aims to drive an improvement in employment and skills in order to increase the economic prosperity of East Sussex. Using a firm evidence base, it agrees and sets priorities, and provides direction for the county’s approach to employment and skills.



SES agreed that it should set some specific KPIs to measure its impact on the five priorities that it identified, based on initial LMI research into the skills needs of the East Sussex Growth Sectors. The priorities are:

- 1) Improving the quality and relevance of Careers Education Information Advice and Guidance for people of all ages
- 2) Helping young people become ready for the world of employment
- 3) Addressing gender imbalance in employment and study in key industries/sectors
- 4) Making sure that the curriculum is shaped by employers wherever there is scope for this to be done
- 5) Helping to stimulate the uptake of Apprenticeships and higher level skills and learning

A workshop was held with wider stakeholders, as SES Board members felt that a Countywide Activity Plan was needed in order to create a sense of collective ownership of the SES priorities. A list of contributors to the Plan is appended. The workshop identified common activities that could support the five SES priorities and suggested a number of KPIs that could be used to indicate progress in working towards these priorities.

What follows is an activity plan to which SES members and wider stakeholders will actively contribute through their own organisational plans and strategies.

It is key that this plan remains live and fluid, so that it can be changed and adapted in line with new government policy, such as the Industrial Strategy and Skills White Paper. The Plan also needs to be able to reflect changes in local needs caused by external economic, social and political circumstances. As such the priorities will be reviewed annually, and amended if required, and activities will evolve to reflect ongoing needs. The priorities are therefore a 'guide'.

KPIs are indicative only of progress towards meeting the SES priorities. The KPIs are notional KPIs. There are few indicators available that are backed up by locally available data that directly relate to the SES priorities. Consequently SES has selected indicators where there are datasets available which most closely align to the SES priorities. These will be measured annually, to see whether the work of SES members and wider stakeholders is contributing to positive changes in skills and employability for our County.

This plan also shows how SES can influence policy and funding decisions at a regional and national level through lobbying, feeding into consultations and making representations to key decision makers. This extends to nationally awarded contracts and funded projects, and shaping how they are delivered within East Sussex.

1. Improve the quality and relevance of Careers Information Advice and Guidance for people of all ages

Activities

- Mapping the availability and range of current delivery
- Monitoring the quality of CEIAG
- Sharing of best practice and promotion of CEIAG
- Active engagement of employers in CEIAG activity
- Delivery of new/improved/best quality CEIAG provision
- Influencing policy about the implementation of CEIAG at regional/national level
- Helping parents/guardians to advise their children
- Provision of evidence and labour market information to support delivery of CEIAG especially in economic growth sectors
- Provision of up to date labour market information to inform CEIAG

Sector task group activities supporting this priority

Production of an infographic promoting career pathways

Talking Heads videos to promote careers

Sector specific campaigns (e.g. STEAMfest)

Digital resources to promote sector careers (e.g. videos and online forums)

Paper resources to support and promote learning journeys into careers

Industry champion activities and interventions in schools

| Notional KPIs | | | | |
|---|--|----------|----------------|--------------------------------------|
| No. | Aim | Baseline | Target | Source |
| 1 | Encourage schools and colleges to attain and sustain the Quality in Careers Standard accreditation | 28 | ≥28 | CB |
| 2 | Maintain the number of 16 year olds in learning at or above targets | 95% | 95% | Aspire |
| 3 | Maintain the number of 17 year olds in learning at or above targets | 88% | 88% | Aspire |
| 4 | Maintain the employment rate for East Sussex at a higher level than the England rate to 2020 | 74% | > England rate | Office for National Statistics/NOMIS |
| 5 | Maintain the Claimant Rate for East Sussex at below the England rate to 2020 | 1.8% | < England rate | Office for National Statistics/NOMIS |
| *** Employment and Claimant Rate will be replaced by National Careers Service data should this be available | | | | |

2. Helping young people become ready for the world of employment

Activities

- Increased career interventions in schools, colleges and HEIs by businesses
- Provision of work experience
- Traineeship delivery
- Delivery of work readiness initiatives
- Improve employers understanding of what they can expect from new entrants
- Exchange of best practice between CEIAG providers, recipients and businesses
- Shape the implementation of ESF projects locally

Sector task group activities supporting this priority

Shaping and creating work readiness programmes

Input into/recognition of Digital Badges and employability passport

Direct campaigns and in school interventions by task group members

| Notional KPIs | | | | |
|---------------|--|----------|--|---------------------|
| No. | Aim | Baseline | Target | Source |
| 1 | Maintain the number of employers offering work experience placements/tasters | 1600 | 1600 | Aspire and Colleges |
| 2 | Maintain the number of year 14-16 olds participating in work experience programmes | 40% | 40% | Aspire |
| 3 | Increase in the number of Traineeships delivered to 16 & 17 year olds | 27 | 54 (2019/20) | Aspire |
| 4 | Deliver work experience to school and college learners | N/A | SDC target 16/17: 2000 students receive work experience SCCH target 16/17: 80% of learners to have meaningful work experience Plumpton College: 90% of learners | Colleges |

3. Addressing gender imbalance in employment and study in key industries/sectors

Activities

- Monitoring entry data at age 16 to identify gender trends in learning
- Improved CEIAG activity to market sectors where there is gender imbalance
- Targeted interventions to promote careers and learning in key sectors by providers of adult and youth Careers Advice and Guidance, including ESF contract holders

Sector task group activities supporting this priority

Shaping and creating work readiness programmes
Input into/recognition of Digital Badges and employability passport
Direct campaigns and in school interventions by task group members

| Notional KPIs | | | | |
|---------------|---|---|--|---------------|
| No. | Aim | Baseline | Target | Source |
| 1 | Increase the proportion of people starting Building and Construction apprenticeships who are female | 2014/15: 0 females/101 total apprentices 2015/16: 2 F/133 | 2019/20: Minimum 4% of total | SFA Data Cube |
| 2 | Increase the proportion of people starting Manufacturing Technologies and Engineering apprenticeships who are female | 2014/15: 19 F/403 2015/16: 29 F/460 | 2019/20: Minimum of 8% of total starts | SFA Data Cube |
| 3 | Increase the proportion of people starting Health and Social Care and Child Development and Well-Being apprenticeships who are male | H&SC: 2014/15: 168 M/1,011 all 2015/16: 205 M/1,209 CD&WB: 2014/15: 14 M/206 2015/16: 11 M/210 | H&SC: Increase to 18% by 2019/20 CD&WB: Increase to min 7% by 2019/20 | SFA Data Cube |
| 4 | Increase the number of Women studying STEM subjects at A-Level | A Level 2014/15: 598 F/1,406 all 2015/16: 973 F/2,105 AS Level 2014/15: 1,314 F/2,829 2015/16: 719 F/1,700 | A level: Increase to 48% of total by 2019/2020 AS level: Increase to 44% of total by 2019/2020 | SFA Data Cube |

4. Making sure that the curriculum at FE and HE levels is shaped by employers wherever there is scope for this to be done

Activities

- Working with businesses from key sectors to identify new course requirements
- Joint working between learning providers and employers that leads to improvements to current training/courses
- Development of new employer-led qualifications

Sector task group activities supporting this priority

Employers and Training providers identifying curriculum, trialling curriculum and employers 'providing' apprenticeship opportunities for FE/HE learners on new courses.

Employers working with Universities to develop new Higher level (degree) Apprenticeships

FE colleges working with employers and with Universities to develop new Apprenticeship standards and to ensure that existing Standards that are required locally are delivered locally

Employers to work with FE colleges to shape new technical qualifications (FE level)

| Notional KPIs | | | | |
|---------------|--|--------------|---|-------------------------------------|
| No. | Aim | Baseline | Target | Source |
| 1 | Increase the number of businesses actively engaged in SES task groups, Enterprise Adviser Network and Industry Champions | 42 (2014/15) | 148 (2018/19) | Employability and Skills Team, ESCC |
| 2 | FE Learning programmes are designed or adapted as a result of employer engagement | N/A | RAG rated & annual reporting from Colleges | Colleges |
| 3 | College curriculum plans endorsed annually by Skills East Sussex | N/A | RAG rated | Colleges |
| 4 | HE and FE learning programmes designed or adapted as a result of employer engagement | N/A | RAG rated & annual reporting from Colleges and Universities | Universities and Colleges |

5. Helping to stimulate the uptake of Apprenticeships and higher level skills and learning

Activities

- Apprenticeship promotion activity to young people
- Increasing the availability of higher level apprenticeships in East Sussex
- Promotion of the Apprenticeship Levy Grant Offer to businesses
- Promoting the value of higher level apprenticeships to SMEs
- Increased CEIAG activity to promote higher level learning in East Sussex priority sectors
- Working with employers to upskill employees
- Working with DWP contract holders and JCP to promote higher learning as a pathway to new/better jobs
- Working with SLN to promote higher learning opportunities via the NCOP programme
- Shape the implementation of ESF projects locally

Sector task group activities supporting this priority

Employers actively engaging in Apprentice Ambassador training

Employers promoting Apprenticeship opportunities at Careers events and in schools

Training providers and businesses working together to explore opportunities to deliver higher level learning to upskills existing workforce

Employers and training providers influencing CEIAG contract holders (e.g. NCS and ESF) to shape provision for unemployed or for those looking to change careers.

Contribution to NCOP programme activities

| Notional KPIs | | | | |
|---------------|--|----------|----------------|---|
| No. | Aim | Baseline | Target | Source |
| 1 | Increase in the number of Apprenticeship starts by 8.5% annually | 3590 | 4585 (2020) | Data Cube (2015/16) |
| 2 | Reduce the percentage of working age residents in East Sussex with no qualifications and qualified only to NVQ1 to below the England level by 2020 | 22% | < England rate | Annual Population Survey (Jan-Dec 2016) |
| 3 | Increase the percentage of working age residents qualified to Level 2 and above | 73% | 74% (2020) | Annual Population Survey (Jan-Dec 2016) |
| 4 | Increase the percentage of working age residents qualified to Level 3 and above | 53% | 54% (2020) | Annual Population Survey (Jan-Dec 2016) |
| 5 | Increase the percentage of working age residents qualified to Level 4 and above | 34.1% | 36% (2020) | Annual Population Survey (Jan-Dec 2016) |

Stakeholders and Consultees

| | |
|---------------------------------------|---|
| Alliance of Chambers East Sussex | SES Engineering and Advanced Manufacturing Task Group |
| Apprenticeships East Sussex | SES Land Based Task Group |
| Bexhill College | South East LEP |
| Causeway School | Speak Up |
| CXK | STEM Sussex |
| East Sussex County Council | Sussex Chamber of Commerce |
| East Sussex Highways (Costain / CH2M) | Sussex Coast College Hastings |
| Eastbourne Borough Council | Sussex Community Development Association |
| Hastings Borough Council | Sussex Council of Training Providers |
| Jobcentre Plus | Sussex Downs College |
| Lewes District Council | Sussex Learning Network |
| Medway Youth Trust | Team East Sussex |
| Plumpton College | UTC Harbourside |
| Recruitment South East | Wealden District Council |
| Rother District Council | |
| SES Construction Task Group | |
| SES Creative and Digital Task Group | |