



# Cambridgeshire & Peterborough Combined Authority

## Employment Skills and Strategy

### Overview 2022

Metro — Dynamics



**CAMBRIDGESHIRE  
& PETERBOROUGH**  
COMBINED AUTHORITY

Vision

A successful, globally competitive economy offering high-skilled, well-paid, good quality jobs, delivering increased productivity and prosperity to support strong, sustainable and healthy communities and enabled by an inclusive, world-class local skills system that matches the needs of our employers, learners and communities. In this skills system:



People experience fulfilment and good physical and mental health with productive, quality working lives. They drive their own learning and career journeys and feel confident to enter and re-enter the labour market over the course of their lives. They can access support and learning to meet their personal and work ambitions when and how they need.



Employers are providing good quality jobs; have the skills they need in their staff and can recruit the right person for the right job. They understand their skills needs and their inputs shape an agile, responsive skills system that delivers a regional pipeline of talent, matched to job opportunities to support strong businesses and enable business growth.



Providers work collaboratively across Cambridgeshire and Peterborough in an integrated education and skills system to deliver learning, qualifications, careers education and support to enable people to enter the labour market in the ways that suit individual's needs and ambitions.



Place leaders secure outcomes for the whole place, convening and supporting collaboration between employers and the integrated skills system, as well as linking into other local services for people across Cambridgeshire and Peterborough to lead healthy lives and fulfilling careers.

Core themes



Pre-work learning and formal education

People can access learning and experiences during formal education that provide a strong foundation for labour market entry and future working lives.

- People understand how their ambitions can be realised through learning and training.
- Providers have increased courses and apprenticeships aligned to local job opportunities and people's ambitions.
- Providers are outcomes driven, progressing learners into careers with the skills that employers need.
- Skills system drives social mobility with access to advice, skills, and opportunities.
- Improving careers education, specifically around STEM and green skills, as well as information, advice and guidance.
- Widening education access and participation to make education more inclusive and the student body (and future workforce) more diverse.
- Enhancing exposure to role models, work experience, and understanding of various training routes into sectors and occupations.
- Capital investment to improve teaching facilities and kit, particularly for providers of FE, alongside support for staff capacity building.



Life-wide learning and training

People are aware of their learning needs and opportunities and able to access provision that enables their development.

- People are drivers of their own learning and work journey, making informed decisions about training, development and experience.
- People are equipped with the soft and technical skills to respond to opportunities and plan clear pathways.
- People can access and navigate an agile and responsive skills system to upskill and reskill throughout their careers.
- Providers are outcomes driven, progressing learners into and between jobs with the skills that employers need.
- Improving access to careers information, advice and guidance at any age.
- Providing support to upskill and reskill in response to economic restructuring (e.g. following Covid-19, Brexit, digitisation, as net zero transition intensifies).
- Increasing work-based learning, particularly apprenticeships, and introducing more accessible formats (e.g. short courses/ online/blended learning).
- Ensuring inclusion in continued and community learning and support for disadvantaged people, adults with SEN, care leavers and ex-offenders.

Core themes



Employer access to talent

Employers both drive and consume a dynamic market of skills provision, which shapes the current and future workforce.

- Employers access a pipeline of skilled people and the right skills development training.
- Employers easily access and navigate support to adapt their workforce planning.
- Employers articulate their skills needs workforce planning and short-term workforce demand.
- Employers have well defined and designed jobs, with clear requirements and development.
- Providers collectively design and deliver training provision with employers.
- Supporting Covid recovery, growth and net zero transition by developing priority skills and responding to acute issues
- Driving up and sustaining employers' engagement with provision
- Embedding modern work practices and conditions and improving job quality



Support into and between work

Coordinated support is available for those who need additional assistance to transition into or between work.

- People can access support into education and employment how and when they need it, at any point in their lives and whatever their starting point.
- Place leaders collectively reduce barriers – health, mental health, digital and connectivity – for people to access learning, training and employment.
- Supporting unemployed and NEETs into training and employment
- Providing support for disadvantaged groups to access the labour market
- Targeting support for Covid-19 recovery and transitions for displaced workers

Progress measures



People

Economic activity (increasing)  
Low or no qualifications (decreasing)  
Universal Credit claims (decreasing)



Employers

Median wages (increasing)  
GVA and productivity (increasing)  
Skilled jobs (increasing)



Providers

Participation rates (increasing)  
Progression at 18 into FE, HE, and apprenticeships (increasing)  
Skill levels (increasing)



Place Leaders

Employment levels (increasing)  
Economic inactivity (decreasing)  
Travel to work and learn times (improving)

