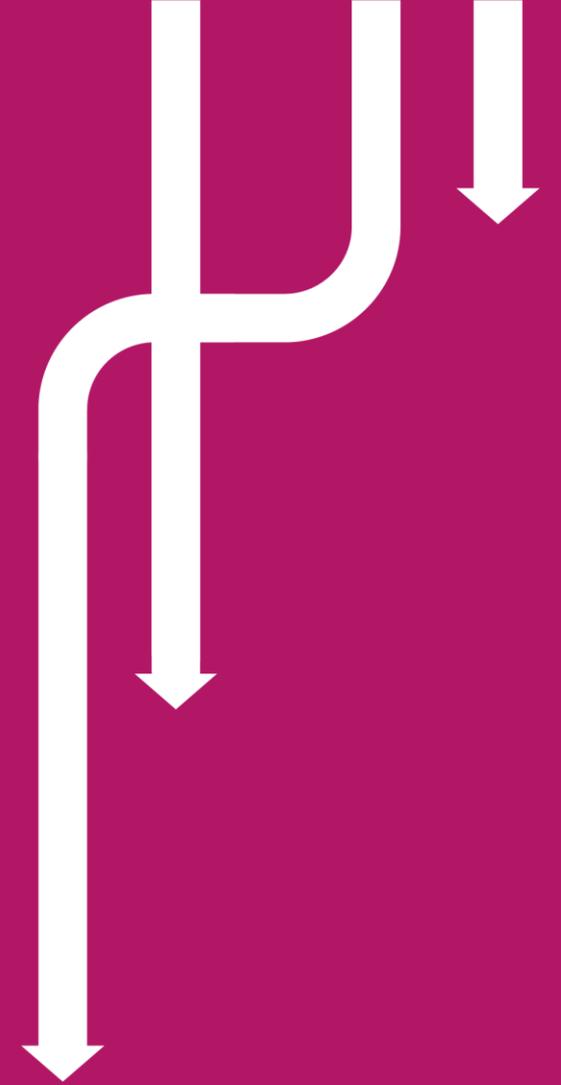


signpost2skills  
↓

## Skills Strategy

What we have done...what we are doing...what we want to do!

LEP Board Discussion 18<sup>th</sup> July 2017



# Executive summary

## Purpose

Confirm the LEP's strategy and approach to skills

## Key Points to note

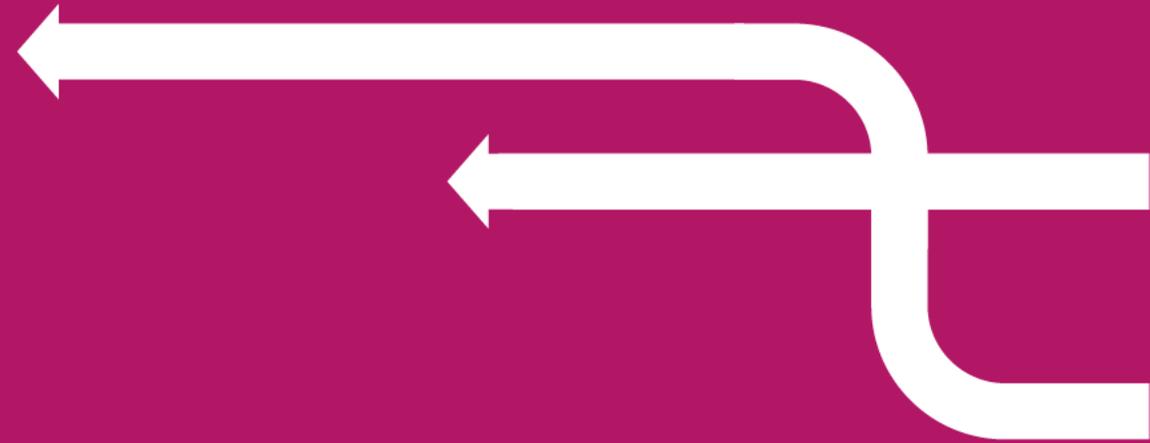
- ✓ LEP's have been positioned by government to drive the skills agenda in the UK
- ✓ Businesses/Employers require our support to make the skills system responsive to their needs
- ✓ Skills is a complex and ever changing landscape
- ✓ Our progress in the last 18 months has been significant but still lots more to do
- ✓ We need to maintain current activity and consider additional investment to create a truly employer responsive system

## Recommendation

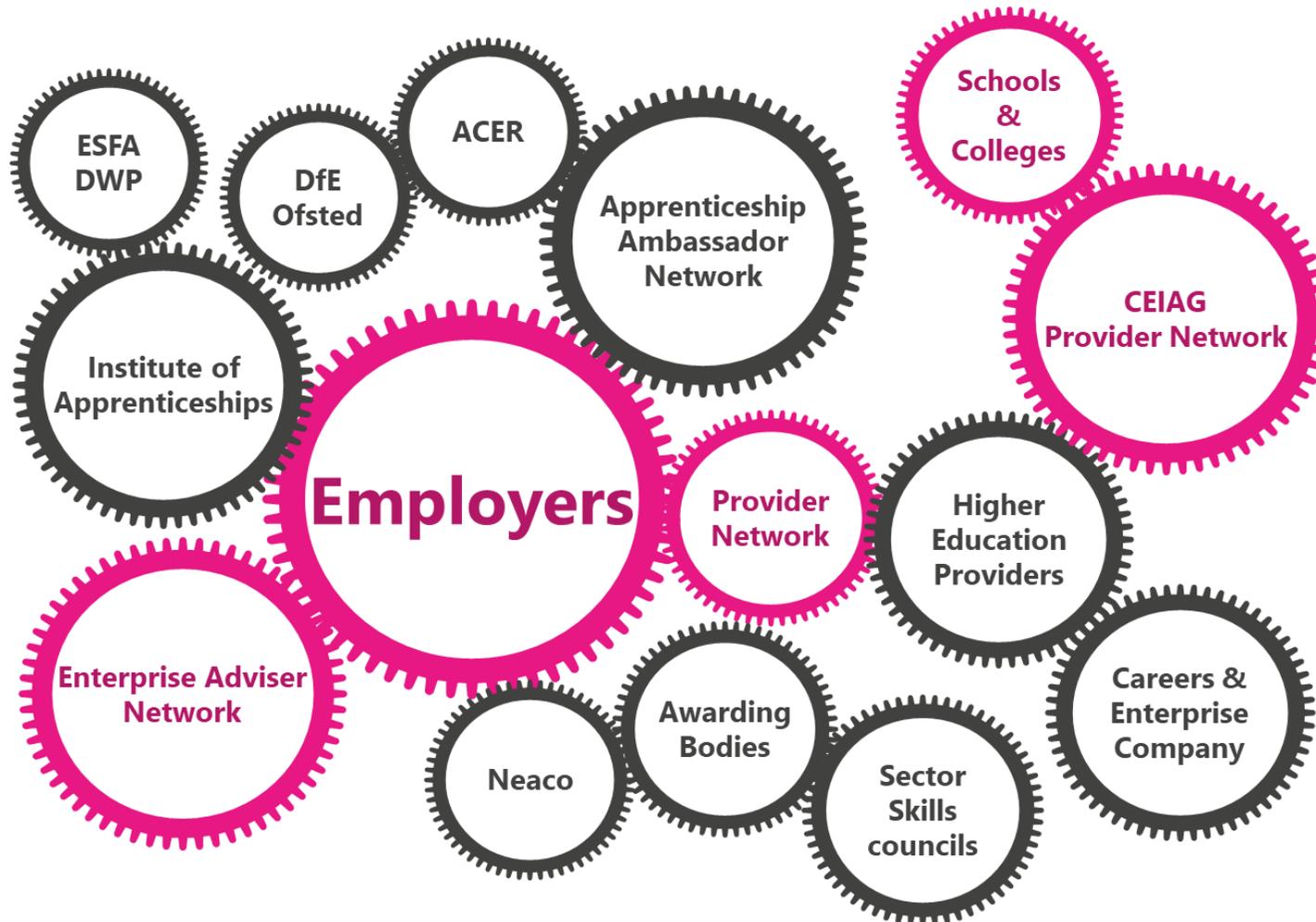
**Continue to support the strategic direction of travel & continuation of funding to support current commitments & recommendations from the Area Review**

## Next steps

**Develop detailed operational plan and requests for further investment for September Board**



# The Skills landscape is a complex one across the UK and the GCGP Region is no exception



LEP's are governments' chosen vehicle to lead and shape the skills system from an Employers perspective.

This is why GCGP developed our Skills Hub in January 2016 and it is called **signpost2skills**

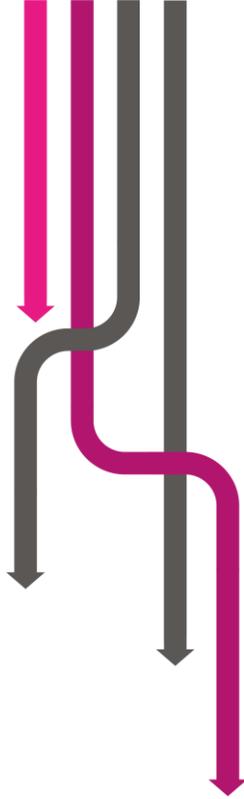
# What is Signpost2skills?

**It's a wrap around brand for activity we deliver, fund, drive or shape – A 'Skills Hub'**

It is a brand that signifies that activity is joined up to the local skills system and partners e.g. Signpost2skills Provider Network



signpost2skills



We have developed strong relationships & networks making sense of the complex landscape with our Skills Hub 'signpost2skills'



# Ensuring young people are aware of and ready for the workplace

signpost2skills

- ✓ Connecting employers to schools and colleges and young people has been a core part of what we do since 2013
- ✓ Developing Strategic plans in schools since January 2016 to compliment the work of local skills teams
- ✓ Developing the 'Skills Conclusions' to support careers education in schools



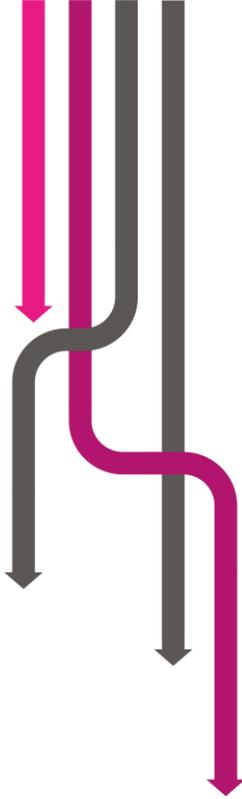
**38,850 Young People** taking part in employability, enterprise and careers events



**142 Schools & 8 Colleges**



**2,240 Businesses** including 65 Enterprise Advisers & 26 Apprenticeship Ambassadors



# Just some of our Achievements to Date.....



iMET is different and new (Apprentice Hub), focusing upon individual employers and employees but crucially, we are employer led

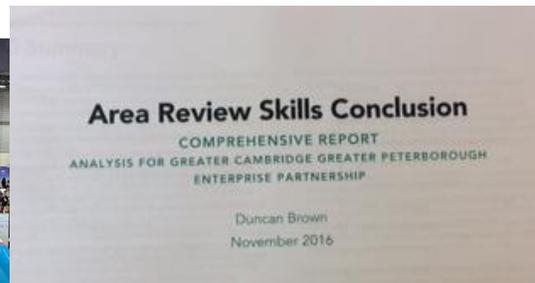
Our Apprenticeship Roadshow bringing employers and young people together



Enterprise Advisor Network bringing senior leaders together



THE CAREERS & ENTERPRISE COMPANY



EMS I Review of Skills Landscape which has underpinned our strategic direction

What we are doing is working....  
There is more to be done...  
Our success is born out of 3 things

1. Our partnership approach
2. Our values and rationale...meet the needs of businesses
3. Our ability & desire to compliment what is there not start again



# And so much in the pipeline too....



- **The WOW Show: An online platform delivered through 'You Tube' broadcasting live to Young People**
- **GCGP engaged to deliver the pilot**



- **GCGP have been approached by a charity to bring back 'Work Experience', but this time matching young peoples interests with Businesses requirements**

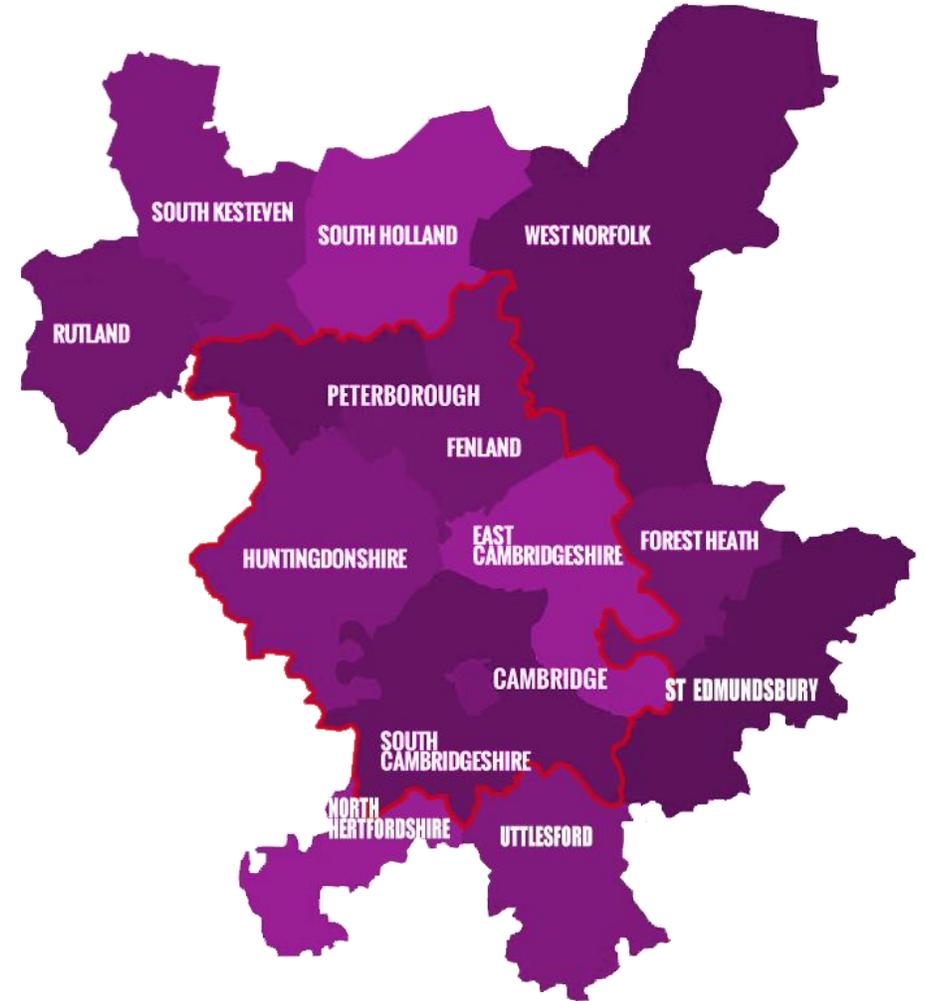


- **Microsoft connected with GCGP and conversations ongoing with how we can best leverage our relationship**

**We have lots of conversations we wish to develop further.....**



# With limited resources currently and the need to service a considerable patch....



## **GCGP staff**

Interim Head of Skills – Stella Cockerill

Business Relationship Manager – Fiona McGonigle

Enterprise Coordinator

## **Local Skills teams we have worked with in the last year:**

- ➔ Form the Future
- ➔ The Skills Service
- ➔ EDGE partnership (SFA part funded but delivered by the partners of which we are one)

## **External Funding**

Careers Enterprise Company provide some funding to deliver the Enterprise Adviser Network



# The Skills Vision

Developing a rich and relevant talent pool that is meeting the needs of existing employers and support inward investment

We will continue to do this through 4 themes:



1

Developing the infrastructure to support skills, **using data to influence change**, **simplifying** the landscape and **signposting** to information **connecting employers to** partners, providers and schools



2

**Stimulating** and **aggregating** employer demand for skills



3

**Shaping the learner** demand by ensuring young people are aware of and ready for opportunities in the workplace



4

NEW - Developing the **capacity** of key partners and providers to ensure that the **offer is shaped by employer need** and that **learner demand is in line with employer need**



# Recommendations & Next Steps

## Recommendation

Continue to support the strategic direction of travel & continuation of funding to support current commitments & recommendations of the Area Review

## Next steps

Develop detailed operational plan and requests for further investment for September Board



# Appendices



# The Skills Vision

## Developing the Infrastructure



1

Data strategy- refresh of skills priorities in line with SEP use this to shape our capital investment in skills

Produce careers materials in response to key messages

Produce on line training for staff in response to key messages

Single platform to track all activity between employers and schools & assess the impact of interventions more fully

Map the offer, simplify the landscape and signpost employers, providers, schools and young people



# The Skills Vision

## Stimulating & aggregating demand from employers



2

Supporting businesses to undertake a Training Needs Analysis & establish the return on their investment in skills

Aggregating the demand for skills to enable SME's to collectively commission the provider base and influence career decisions for young people and adult

Support businesses to develop their talent development strategies by facilitating strategic relationships with schools and colleges



# The Skills Vision

## Understanding & shaping the learner demand



3

- Continue to build the Enterprise Adviser Network developing strategic plans in schools and colleges
- Developing MOU's for apprenticeship strategies in schools
- Local skills team- delivering employer brokerage ensuring schools and colleges can source **4 or more encounters with employers for all young people**
- Fund and deliver working interviews to support recruitment and support businesses to develop local talent pools
- Develop young people to be their own career coach (aggregate the learner demand)



# The Skills Vision

**Developing capacity amongst the provider base (including schools) : ensuring learner demand is in line with employer demand**



4

Promote a whole school/college approach to careers by training career coaches in schools and colleges

Supporting schools & colleges to achieve quality awards for careers

Develop a new process supported by area wide data strategy to inform the LEP's sign off, of curriculum plans

Develop a Continued Professional Development Programme (CPD) programme for staff in schools -know my economy, know my employers & know my pathways



# Skills team



## Stella Cockerill

Interim Head of Skills

- Private & Public Sector experience in Education & Skills
- A commissioner for Post 16 across East of England managing schools, colleges & providers ( policy development, funding, capital investment, curriculum & quality improvement post 16)
- Worked for Government, FE, Chamber of Commerce, Business Link, LA & schools & has been a Governor for a school, community & FE college
- Track record of developing partnerships & a shared infrastructure to deliver education & skills



## Fiona McGonigle

Businesses Relationship Manager

- Private and Public Sector background working in Construction, Insurance and Recruitment, including NHS Trusts across Cambridgeshire
- Previously worked in FE, experience working in Apprenticeships, Workplace Place Learning and Sector Based Work Academies (DWP)
- Experience in business development, employer engagement and partnership working

