

Gloucestershire skills priorities to support local economic recovery 2020-2021

Pete Carr

Director of Employment & Skills,
GFirst LEP

Latest version 5 – 07/12/20

Rationale for priorities

- Circle of control and circle of influence
- Evidence of demand/need
- Local impact
- Funding limitations
- Achievable
- Partnership working

Main audiences

Education and training providers

Employers

Individuals (via the Skills Portal)

Employment and skills priorities

- **Information and signposting**
- **Apprenticeships**
- **Unemployment/redundancy support**
- **Cyber County - Digital and cyber skills**

This will be underpinned by up-to-date data, centralised information and collaboration between providers to maximise use of existing funding/resources and seek extra resources as required. This will link into and form parts of the workstreams of the Gloucestershire skills strategy and will be driven & monitored by the Gloucestershire Skills Advisory Panel (GSAP), reporting into the GFirst LEP Board and Gloucestershire Economic Growth Joint Committee (GEGJC).

Information and signposting

Needs: Up-to-date information required for those seeking careers advice, opportunities to retrain and upskills to enter/re-enter the job market. Currently this is fragmented. Local initiative would bring together current national and local information and disseminate it.

Deliverables:	What?	Resources?
Labour Market Information (LMI)	Up-to-date managed LMI that uses best national and local resources	<ul style="list-style-type: none"> ✓ Most data analysis and LMI tools in place via GFirst LEP, GCC, DWP, Adviza ✗ Need a way of gathering growth sector and sector shift success data, Adviza jobs and apps info no longer freely available
Skills Portal and co-ordinator	A central point of contact for businesses and individuals seeking skills	<ul style="list-style-type: none"> ✓ Resource from GCC to set up website, staff time to update and maintain employment and skills portal and co-ordinator role to work with agencies and providers to ensure action 'on the ground'

Information and signposting (contd.)

Deliverables:	What?	Resources?
<p>Careers Information, Advice and Guidance (CIAG)</p>	<p>Accessible and effective CIAG for adults and young people</p>	<p>✓ Adults: Increased funding for Adviza (NCS) via DfE; JCP work coaches increased via DWP, some to work remotely; education and training providers; GCC Forwards</p> <p>✓ Young people: Careers Hub via CEC and Gfirst LEP; education and training providers; Youth Hubs</p> <p>? Sufficiency of support? Best use of central sources of LMI; possible need for 'one stop shops' to link CIAG and providers?; greater clarity over Youth Hubs' remit and funding; possible additional training in CIAG for those able to provide this e.g. GEM project, Forwards, etc.</p>

Apprenticeships ^{1.}

Needs: More apprenticeship opportunities in local businesses; more Levy transfer to local businesses to retain funding in-county; apprenticeship offer to fit growth sectors including longer-term ambitions for the County (e.g. cyber, agri, green); support for businesses to retain existing apprenticeships; support for apprentices made redundant after furlough/from local businesses

Deliverables:	What?	Resources?
Supply stimulation	Campaign and support for local businesses to see the benefits of apprenticeships in economic recovery	<p>✓ National employer incentives via DfE; national campaign and collateral; new business navigator role within Growth Hub team; Adviza produce weekly apprenticeship listing for Gloucestershire</p> <p>✗ 'Apprenticeship clearing house' still needed to support businesses and individuals seeking apprenticeships – no funding for this</p>

Apprenticeships ^{2.}

Deliverables:	What?	Resources?
Increased Levy transfer to local businesses	More Levy-paying local employers to transfer unspent Levy to businesses that can use this to increase the number of apprenticeship opportunities	<ul style="list-style-type: none">✓ GCC strong track record of Levy transfer and therefore able to model this for other Levy-payers✗ List of other Levy-paying organisations in the County to target for Levy transfer; staff time for GCC staff to promote this and provide support to other Levy-paying organisations

Apprenticeships ^{3.}

Deliverables:	What?	Resources?
Retain existing apprentices	Risk of existing apprentices being laid off at end of furlough/as local businesses contract	<p>✓ National campaign via DfE and guidance for employers</p> <p>✗ V limited local resource to support this campaign and work directly with businesses affected (via business navigator in Growth Hub); limited insight into which businesses plan to shed apprentices</p>
Apprenticeship offer supports growth sectors and long-term ambitions of the County	The Apprenticeships offered in the County need to enable individuals to gain jobs and train in the growth sectors and the sectors identified in the LIS (e.g. cyber and digital, Green/renewables/retrofitting)	<p>✓ Historic data on which apprenticeships are offered by providers; most providers represented on GSAP so partial co-ordination route; progress on cyber and digital apprenticeships</p> <p>✗ No formal way of co-ordinating or incentivising apprenticeship offer to fit growth sectors/LIS sectors</p>

Apprenticeships ^{4.}

Deliverables:	What?	Resources?
Greater flexibility for employers in the training they spend their Levy on	Shorter and more focused training programmes needed by employers but unable to fund this through Apprenticeship Levy and many employers unwilling/unable to spend on this training	<p>✓ Lobbying by GCC, GFirst LEP, AoC, AELP and training providers to increase flexibility</p> <p>✗ DfE and ESFA willingness to increase flexibilities?</p>

Unemployment/Redundancy Support

Needs: Businesses need brokerage support to help them to mitigate/ deal with potential redundancies; individuals facing redundancy need careers advice to help them switch to other sectors or retrain; unemployed individuals need support to get into/get back into work and tackle any barriers to this

Deliverables:	What?	Resources?
Brokerage support for businesses	Advice, guidance and brokerage to help businesses find ways of avoiding/mitigating redundancies; brokerage to relevant other support available	✓ Business Navigator (Skills) role in Growth Hub team to focus on SMEs; DWP redundancy support; Adviza redundancy support; GCC Forwards; trade union support ✗ Business Navigator (Skills) role only funded by BEIS until March 2021
CIAG support for individuals at risk of redundancy	Individuals need help seeking roles in sectors new to them and knowing which sectors are hiring/growing	✓ Adviza redundancy support; DWP/JCP job coaches; UoG SAGE project also available for support for those setting up a new business ✗ Need a way of gathering growth sector and sector shift success data

Unemployment/Redundancy Support 2.

Deliverables:	What?	Resources?
<p>Clear retraining offers/pathways for those who need it</p>	<p>Courses/programmes that enable individuals to upskill/re-train to enter/re-enter the workforce:</p> <p>To include:</p> <ul style="list-style-type: none"> • Employability skills • Growth sector-specific training/qualifications • Training/qualifications that match the skills sought by local employers • Self-employment & business start-up skills and support 	<p>✓ Most training providers in the County run programmes/courses to enable this, funded mainly by DfE and DWP; GEM project funded by ESF for those furthest from the labour market; Workstart project funded by ESF includes some in-work support; JCP/DWP have increased Flexible Support Fund to support this; informal agreement with GCC and colleges receiving Adult Education Budget (AEB) to co-ordinate offer to play to strengths and geographical coverage; GCC Ad Ed budget flexible enough to adjust support in-year; self-employment and business start-up support via Growth Hub; UoG delivering Start & Grow Enterprise (SAGE) support; DWP/JCP work coaches have sufficient contracted provision and dynamic purchased provision.</p>

Unemployment/Redundancy Support ^{3.}

Deliverables:	What?	Resources?
<p>Clear retraining offers/pathways for those who need it</p>	<p>Courses/programmes that enable individuals to upskill/re-train to enter/re-enter the workforce:</p> <p>To include:</p> <ul style="list-style-type: none"> • Employability skills • Growth sector-specific training/qualifications • Training/qualifications that match the skills sought by local employers • Self-employment & business start-up skills and support 	<p>X No devo deal therefore no formal way of co-ordinating/incentivising delivery of appropriate programmes/courses; no central source of information for individuals (see Skills Portal proposal)</p> <p>? Possible opportunity to develop specific programme for over 50s; further clarity for DWP over quality and funding available from providers offering employability programmes; further co-ordination of AEB spend and provision of employability programmes in County; further collaboration with Adviza, DWP/JCP, Growth Hub and unions over follow-on support for those being made redundant and companies planning redundancies</p>

Unemployment/Redundancy Support – Local contribution to national initiatives

Deliverables:	What?	Resources?
<p>Local co-ordination and contribution to national employability/redundancy support initiatives:</p> <p>Kickstart</p>	<p>A few larger local employers working with a large number of SMEs/smaller VCSE organisations to offer Kickstart placements</p> <p>kickstart-scheme</p>	<p>✓ Several local organisations preparing bids with a wide network of local SMEs/smaller employers; DWP proposals include payments for Kickstart ‘gateways’</p> <p>? Bidding process – how will DWP assess quality of support and co-ordination locally and avoid fragmentation of offer; contact details of successful bidders could be included in skills portal; some employers reluctant/offering fewer opportunities because of need to manage Kickstarters remotely</p>

Unemployment/Redundancy Support – Local initiatives

Deliverables:	What?	Resources?
<p>Commissioning , preparation and delivery of local employability/ redundancy support initiatives</p>	<p>Sector-based work academies for cyber and digital; green - renewables/retrofitting to meet longer-term ambitions of the Local Industrial Strategy (LIS)</p> <p><u>sector-based-work-academies-employer-guide</u></p>	<p>✓ DWP managers able to lead on this work; local employer groups and LEP business groups willing to contribute expertise; existing models already working with other sectors in the county e.g. care</p> <p>? Co-ordination of employer and training provider input for the proposed ‘sectors’ and sufficiency of work placements</p>

Cyber County -Digital and cyber skills

1.

Needs: Flexibly delivered and industry-standard digital and cyber skills learning programmes at various levels provided for local residents and organisations to upskill residents as 'digital citizens' who are equipped to work remotely for their current or future employers, help businesses with their 'digital transformation' and provide local employers with staff with appropriate digital and cyber skills

Deliverables:	What?	Resources?
'Digital citizens' and skills to work remotely	Local, flexible, affordable/free courses and learning programmes	✓ Many local providers able to deliver these (e.g. GCC Adult Education and Libraries, colleges, independent training providers) using AEB funding or other resources e.g. Skills Toolkit ? Explore opportunities to provide more courses to help people develop the skills to work remotely; any lessons learned from Digital Skills partnerships elsewhere

Cyber County - Digital and cyber skills

2.

Deliverables:	What?	Resources?
Digital skills for businesses to support digital transformation	Local, flexible, affordable learning programmes to help equip businesses to manage more of their work online/digitally	✓ Some local providers able to deliver these ? Explore opportunities for more courses to help businesses and for managers to manage remote teams
Cyber skills and qualifications to equip individuals to enter the cyber sector and increase cyber capabilities of local employers	Local, flexible, affordable learning programmes meeting industry standards and employer requirements including Degree Apprenticeships	✓ Some local providers able to deliver these including Gloucestershire College and UWE, University of Gloucestershire, Cirencester College as part of IoT and with skills capital funding from GFirst LEP ? Sector-based work academy for cyber and digital (see slide 13)

Incorporation of wider proposals and further consultation ¹.

Needs: Wherever possible, these proposals have incorporated national initiatives from DfE and DWP, requests for support raised through consultations on local economic recovery plans (GFirst LEP, GCC, District Council x 6 place-based recovery plans) but inevitably, the rapidly changing landscape and multiple stakeholders involved mean that further consultation and planning is required.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration/development:
<p>GFirst LEP Board, business groups and local businesses</p> <p>GFirst LEP local industrial strategy</p>	<p>Start-up business support, work from anywhere, apprenticeship programmes and clearing house, degree apprenticeships, adult education, digital business transformation, cyber county</p>	<p>Detailed actions within these proposals and resource implications of implementation. In particular, there are currently no resources for an apprenticeship clearing house.</p>
<p>GCC</p>	<p>Apprenticeship Levy transfer GCC Adult Education Service in AEB discussions and unemployment/redundancy support delivery.</p>	<p>New economic development officer (skills) role and remit Skills-related initiatives & priorities</p>

Incorporation of wider proposals and further consultation 2.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration:
DfE and DWP	National initiatives; alignment of these proposals with Skills Advisory Panel requirements set by DfE	Further information about impact of national initiatives locally and effective sharing of LMI/relevant data
<p>Gloucestershire Economic Growth Joint Committee (GEGJC) and District Councils</p> <p>Local recovery plans</p>	Skills priorities identified through GEGJC and Senior Officer Group meetings and in Districts' local recovery plans	Further discussion with economic development leads in the District teams to better understand the 'asks' and check the approaches included fit these. Possible funding by GEGJC to plug 'gaps' identified e.g. apprenticeship clearing house, longer contracts for staff working on redundancy support, etc.

Incorporation of wider proposals and further consultation ³.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration:
Adviza	Increased resource via National Careers Service (NCS) contract Inclusion of Adviza support in skills portal proposals and comms	On-going work on capacity vs demand and current offer to support those facing unemployment or redundancy; possible re-release of previously freely available apprenticeship and job postings listings
Careers & Enterprise Company (CEC), GCC and GFirst LEP	Gloucestershire Careers Hub EMSI LMI and job postings analysis to be made more widely available	Sample LMI and job postings reports to be shared to get feedback from various users e.g. schools, colleges, students, parents, careers links governors, enterprise advisers, people seeking work, etc.

Incorporation of wider proposals and further consultation 4.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration:
Training providers	Initial feedback from GWP meeting (Oct 2020)	On-going work on current offer to support those facing unemployment or redundancy and retraining options; links for use in employment and skills portal; LMI showing growth sectors; monthly updating on Gloucestershire LMI and employment data sets
End users of portal and support provided by agencies and organisations	Informal initial needs identified for use in employment and skills portal	