

Coast to Capital

Reference: Coast to Capital Board Meeting
Date: 27 January 2022
Report Title: Skills Update
Report by: Kirsten Trussell
Item No: 5
Part: A

Recommendation:

The Board is asked to:

- note the latest national policy in which we are operating
- note progress made on delivery of the various initiatives within the Skills Action Plan.

1. Background

For background information, the Skills 360 Board was established in January 2019 following guidance from the Department for Education (DfE) requiring LEPs to establish Skills Advisory Panels. Initially the Board was focussed on establishing an in-depth understanding of the Coast to Capital skills and labour market as a part of our Local Industrial Strategy development.

The Board then undertook to develop a Skills Strategy and Action Plan based on its findings. Covid-19 hit midway through development of the plan, so we paused to assess the impact of the pandemic on the labour market. The final strategy and action plan were published in September 2020. We have been publishing and reviewing regional labour market data on a quarterly basis since then to ensure that we and our partners are aware of the impact of Covid-19 on the region and able to act accordingly.

2. Policy context

In January 2021 the DfE published a Further Education White Paper. Included in this paper were plans for the Skills Accelerator which included Skills Development Funding (SDF) pilots and Local Skills Improvement Plan (LSIP) trailblazers.

An SDF bid was submitted by a consortium of further education colleges/groups and sixth form colleges across East and West Sussex and Brighton & Hove, led by

Chichester College Group (CCG). The bid was successfully selected as a pilot region, securing circa £7 million to deliver a collaborative programme across the counties focused on boosting skills in sustainable industries by March 2022.

Also successful was the Sussex Chamber of Commerce's bid to lead an LSIP trailblazer in Sussex, one of eight around the country. The LSIP trailblazers aim to assess an approach that sees business representative organisations, such as Chambers of Commerce, leading an extensive engagement with businesses to establish their skills needs and to create plans to address them.

There are obvious similarities in this activity to the work that the Skills 360 Board has conducted over the last few years. Consequently, we have chosen to work closely with Sussex Chamber to minimise the risk of duplication and to make the best use of the funding that they must do this work. We have a seat on the LSIP Board which means that we can help inform and shape the development of the LSIP. In addition to this, we have been commissioned to do supplementary research and analysis on behalf of Sussex Chamber of Commerce which will help to inform the case for change and the subsequent road map.

It should be noted that a key distinction between the LSIP and the Coast to Capital Skills Strategy and Action Plan is that LSIPs will form a part of the Skills and Post 16 Education Bill that is currently making its way through Parliament.

The future role of LEPs in the skills agenda is uncertain as we await the outcome of the LEP review, the publication of the Levelling Up White Paper and the findings from the LSIP trailblazers.

3. Progress on key skills projects

Institute of Technology

The Skills 360 Board firmly backed the consortium bid to establish an Institute of Technology (IoT) in the Coast to Capital area. The bid received final approval by the Secretary of State for Education in December, securing a share of the £120 million capital funding pot to enhance higher level skills training across the UK.

In Coast to Capital the investment will create new cutting-edge facilities for higher level technical training with a focus on digital and sustainable technologies across a number of sectors including engineering and construction.

The project is now at pre-award stage and work will continue over the coming months to finalise plans and timings with the Department for Education (DfE). The IoT Hub at Crawley, which will be a new build, is planned to be complete by March 2024 but delivery is planned to commence in advance of this. The project also includes a major refurbishment at Nescot and investment in equipment at the Universities of Brighton and Sussex.

Coast to Capital's full press release on the award can be read [here](#).

Construction Sector Spotlight

The skills team and Skills 360 Board construction sector champions worked with consultants, Genecon, to produce a report which maps out the people and skills that will be needed to deliver the pipeline of construction and infrastructure projects over the next 10 years in the Coast to Capital area. The report is available on the Coast to Capital website [here](#).

This report will be of interest to various audiences within the education, public and private sectors and we would anticipate that it is used to:

- raise awareness of construction as an important economic sector in Coast to Capital and the significance of construction roles within the labour market
- highlight the economic, social and environmental drivers impacting the construction sector and what this means for the kinds of roles that will be in demand and the skills that will be needed
- encourage collaboration between education providers, construction companies and organisations responsible for large scale infrastructure projects

We have disseminated the report to our stakeholders, and it has been positively received. We are keen to see how we can use the report as a springboard to do some more in-depth change the image of construction. Our team of Enterprise Coordinators will lead on that, and we have plenty of construction companies willing to support.

Enterprise Adviser Network (EAN) and Careers Hub Programme

Growth plans

The Department for Education's vision is full coverage of Careers Hubs across England. The Coast to Capital Careers Hub currently covers thirty schools across East Surrey, Crawley, Horsham, and Mid Sussex. We are currently modelling growth options, with a preferred option to expand to full coverage from September 2022. This is subject to the outcome of the LEP review and the Levelling Up White Paper and forms a part of the business planning process for next year.

Autumn term achievements

We collaborated with partners to fund and virtually deliver:

- **What Next Sussex and Best Next Steps Surrey** for Year 11 students and their parents which explored their post sixteen options
- **Building Green Foundations virtual work experience programme** which focused on sustainable construction. It was well received and rated 5 stars by participating students. See **Annex A** for a case study.

Progress against targets

Challenges for education institutions continue this year and many schools are reporting ongoing staff shortages. The Careers & Enterprise Company revised targets for Enterprise Coordinators (ECs) for this academic year and the team will be supporting institutions in the Careers Hub to achieve the best results possible in difficult circumstances. Senior leaders in some institutions have made the decision not to progress with work experience this year and the EC team are working with Careers Leaders to signpost impactful alternatives. Please see **Annex A** for a dashboard setting out this progress recorded at the end of autumn term in more detail.

Strategy for the year

We have produced our first Careers Hub Strategy (2021/22) and key messages will be shared with our partners and stakeholders. Our focus is to raise awareness of technical and vocational routes, to remove barriers to access and to help young people to transition smoothly into their next best step. Priorities are engaging with Head Teachers to help elevate the status of Careers Leaders and expanding our Careers Hub and Enterprise Coordinator provision. We will further support our networked institutions to build mutually beneficial, long term and sustainable partnerships with employers and will be effective in measuring impact.

4. Home Decarbonisation Academy

We have agreed with all partners involved that the best way to get momentum locally is through the Sussex SDF which has funding to deliver home decarbonisation 'centres of excellence' across Sussex.

East Sussex College is leading on the delivery of this strand of the SDF, and we have introduced them to the Energy Systems Catapult who are heading up the national pilot and understandably excited by the opportunity to get delivery underway in Sussex.

Coast to Capital will stay close to the delivery of the SDF and will remain as a part of the national consortia linking in with the Energy Systems Catapult but will not pursue the development of the pilot. We will continue our work with the Greater Southeast Energy Hub and be a conduit where that is helpful.

5. Equality, Diversity and Inclusion Statement

Tim Walder, as the equality, diversity and inclusion (ED&I) champion for the Skills 360 Board, is developing content for ED&I training for Board members in early February 2022. The training will be delivered by Tim, supported by Coast to Capital colleagues.

The Careers and Enterprise Company plan to issue a diversity survey for Enterprise Advisers to complete using census categories which will help us to better understand the diversity of the volunteer network. The Careers Hub and Enterprise

Adviser Network team will be discussing ED&I as a standard item at networking meetings with Enterprise Advisers and are looking to engage with local BAME organisations.

6. Legal Statement

There are no legal implications for consideration. This paper has undergone a legal review.

7. Finance Statement

There are no financial implications for consideration.

Annexes:

- Annex A - EAN and Careers Hub Dashboard December 2021

Enterprise Adviser Network (EAN) and Careers Hub

The Coast to Capital EAN works to connect senior, local business leaders with senior leaders in local schools and colleges to help motivate and inspire young people and make a major impact on their future career prospects.

The purpose of the network is to create powerful lasting connections between local businesses and education establishments in order to equip young people with the skills they need. To do this we have a team of Enterprise Coordinators who each support schools and colleges in their area and link them to local businesses.

Update

Enterprise Adviser Network Area

What Next Sussex 2021 transitions event for Year 11 students and parents was delivered in October. The two live broadcasts delivered in collaboration with East Sussex Careers Hub and Get Career Confident, reached a record number of young people. Students and parents were able to chat with qualified and impartial careers advisers and to hear about Apprenticeships, Further and Higher Education and University.

Careers Hub Area

The Careers Hub delivered a similar transitions event for Year 11 students and parents across Surrey called Best Next Steps Surrey. For this event, we collaborated with EM3 LEP and Pathway CTM .

Building Green Foundations virtual work experience was offered to all schools and colleges in the Careers Hub.



Case Study

Building Green Foundations

The Careers Hub recognized that work experience was evolving into a blended approach of face to face and virtual encounters to meet the needs of all students during the pandemic.

Reflecting the Skills 360 Board priorities, the Careers Hub worked with provider Springpod and three construction industries – Thakeham Homes, Balfour Beatty and Morgan Sindall to develop a series of eight on-demand modules with construction as a primary sector focus and green/digital roles as a secondary focus. This opportunity was offered to all Year 10 and Year 12 students in Careers Hub schools and colleges. Four live broadcasts with construction employers and East Surrey College were delivered during October half term. Sanji from Balfour Beatty said, “One of the best ways of inspiring young people about their future is to give them the chance to meet people from the world of work, and I absolutely loved engaging with students and answering their COP26 and embodied carbon focus questions at the sustainable construction initiative”. We received a number of 5-star reviews from participating students. Evan said, “Thank you very much for this experience. This sector sounds fascinating, and I will definitely explore more. I am able to gather crucial experience to write down on my CV and personal statement”.

Coast to Capital Targets

The tables below show the movement towards targets in our Grant Offer Letter in Coast to Capital for the EAN area (table 1) and the Careers Hub (table 2) for all institutions matched with an Enterprise Adviser.

Table 1: EAN Area targets and actuals

	Revised Target	December 2021
Benchmark 1	40%	35%
All EAN schools/colleges to achieve at least 2 Gatsby Benchmarks		46 of 57
The EAN to achieve an average of at least 4 Gatsby Benchmarks		3.7 average
Clear evidence of progress in BM5 and BM6 should be made throughout the year		On track BM5

Table 2: Careers Hub targets and actuals

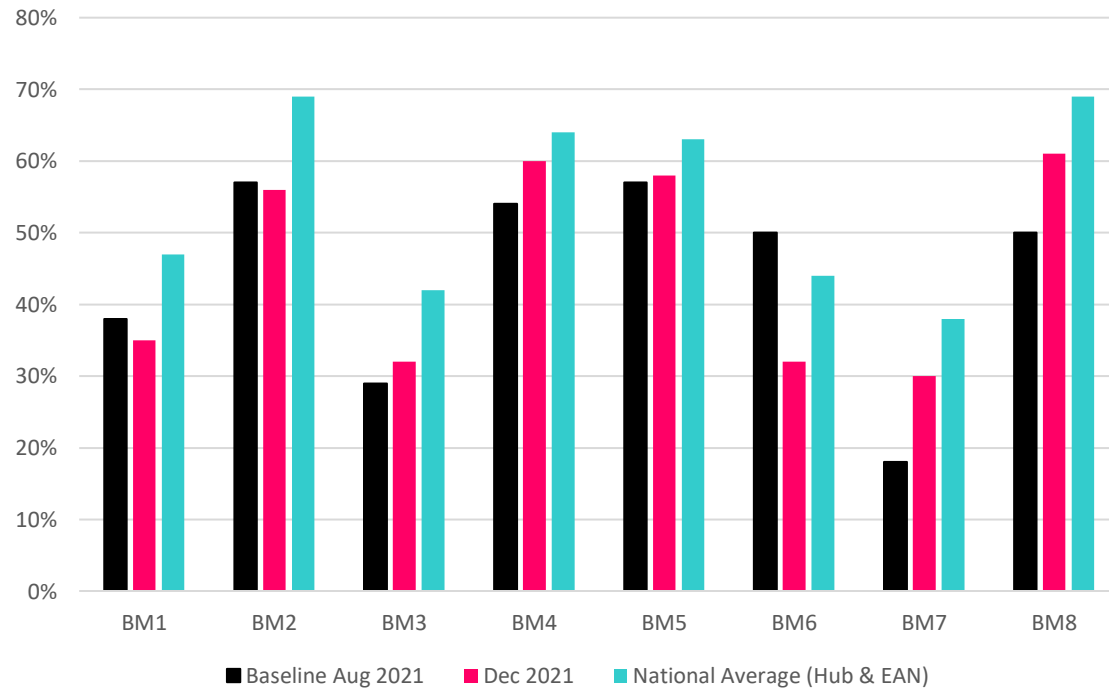
	Revised Target	December 2021
Benchmark 1	80%	46%
All Hub schools/colleges to achieve at least 3 Gatsby Benchmarks		22 of 35
The Hub to achieve an average of at least 5 Gatsby Benchmarks		3.3 average
Clear evidence of progress in BM5 and BM6 should be made throughout the year		On track

Figures include SEND & APC Education Centers. All matched institutions.

Performance against Targets

The data below provides information collected from the most recent Compass reports submitted by the EAN area and Careers Hub schools and colleges (December 2021), as well as national data from Careers and Enterprise Company (CEC) on how the programme is progressing towards meeting our contractual targets.

Coast to Capital Enterprise Adviser Network



Coast to Capital Careers Hub

