

Priority 1: PEOPLE

AREA OF FOCUS	TARGET GROUPS	WHAT	HOW (examples)	TARGET SECTORS / BUSINESSES	TARGET PLACES
<p>FINDING OUT ABOUT WORK</p> <p>Supporting young people to find out about and gain more experience of the world of work.</p>	<p>School, college and university students</p>	<p>Information, Advice and Guidance; and building an understanding of the world of work</p>	<p>Enterprise Adviser Network</p> <p>Careers Hub</p>	<p>ALL</p> <p>ALL</p>	<p>ALL</p> <p>Phase 1: Towns around Gatwick Airport</p> <p>Phase 2: Everywhere else</p>
		<p>Experience of the world of work</p>	<p>T Level industry placements</p>	<p>ALL</p>	<p>ALL</p>
			<p>Under graduate work placements</p>	<p>As identified in the LIS as priority sectors</p>	<p>ALL</p>
			<p>Open Doors events</p>	<p>ALL</p>	<p>ALL</p>
<p>STARTING OUT IN WORK</p>	<p>School, college and university leavers</p>	<p>Work with learning</p>	<p>Pre/Apprenticeships</p>	<p>ALL</p>	<p>ALL</p>

Item 3 Annex 3: Emerging priorities in response to the impact of COVID-19 on the area (DRAFT)

AREA OF FOCUS	TARGET GROUPS	WHAT	HOW (examples)	TARGET SECTORS / BUSINESSES	TARGET PLACES
<p>A renewed focus on getting young people (the class of 2020 and beyond) into work to avoid a generation of high youth unemployment.</p> <p>Important to engage young people in learning for as long as possible to give them every opportunity to compete in the world of work</p>		Improving employability and developing a broad range of business skills (including business appropriate digital tech skills)	<p>Graduate internship programmes (paid)</p> <p>UK Gap Year – a year of employment in one or more sectors</p>	<p>As identified in the LIS as priority sectors</p> <p>Sectors impacted by Brexit and COVID 19 (agriculture; events; tourism)</p>	<p>ALL</p> <p>Rural and coastal (primarily)</p>
		Developing entrepreneurial skills	Business start-up programmes	ALL	ALL
		Collaborative provision	Regional response to FE & HE provision, reducing competition and safeguarding the quality of education, at all stages.	ALL with a focus on those identified in the LIS as priority sectors	ALL
<p>STAYING IN WORK</p> <p>Helping people to remain in high</p>	<p>Current workforce</p> <ul style="list-style-type: none"> • People in low skilled roles 	Rethink	<p>Career reviews</p> <p>Roving learning and employment</p>	As identified in the LIS as priority sectors	ALL with an immediate focus on those places

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quality well-paid work and to progress their careers.	<ul style="list-style-type: none"> Older workers People at short/medium term risk of redundancy due to impact of COVID 19 People in jobs vulnerable to longer term disruption (eg automation; ageing population) 	<p>IAG, finances, health, ways of working</p> <p>Refresh</p> <p>Improve skills (including digital skills)</p> <p>Reinvent</p> <p>New skills, new career, start own business</p>	<p>contracts between organisations in the area which would guarantee e.g. 18 month employment over 3 different organisations with a 3-4 month break in between for either sabbatical, travel or a specific learning programme.</p> <p>Apprenticeships</p> <p>Olderpreneur programmes</p> <p>Internal skills sharing/mentoring</p>		worst hit by COVID-19
<p>GETTING BACK INTO WORK</p> <p>Supporting people back into work, specifically those who have lost their</p>	<p>Short-term unemployed people actively seeking work</p> <p>Longer-term unemployed people</p>	<p>Rethink</p> <p>IAG, finances, health, ways of working</p> <p>Refresh</p>	<p>Industry/sector academies:</p> <ul style="list-style-type: none"> Collaboration between industry and education 	As identified in the LIS as priority sectors	ALL with an immediate focus on those places worst hit by COVID-19

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<p>jobs as a result of COVID-19, with a focus on those who may face a particular disadvantage such as such as younger and older workers, those with low level skills or in areas significantly affected by the crisis (e.g. Crawley)</p>	<p>actively seeking work</p> <p>Currently inactive people who are able and willing to return to work</p>	<p>Improve/develop new skills (including broad business skills and digital skills)</p> <p>Reinvent</p> <p>New skills, new career, start own business</p>	<ul style="list-style-type: none"> • Recruitment – job board/matching • Employability – pre-employment training <p>?</p>		

PRIORITY 2: BUSINESS

AREA OF FOCUS	WHAT	HOW (examples)	TARGET SECTORS / BUSINESSES	TARGET PLACES
<p>RETAINING AND TRAINING THE WORKFORCE</p> <p>Helping businesses to improve their understanding of and engagement with their workforce to improve retention of experienced and skilled staff and increase overall workforce efficiency and business productivity.</p> <p>In the short term businesses may need to rationalise their workforce in order to reduce costs but keep longer term growth in mind..</p>	<p>Retain</p> <ul style="list-style-type: none"> • Understand the potential of your business • Engage with your workers • Understand your current retention • Engage your managers • Promote & redeploy • Signpost staff to support <p>Train</p> <ul style="list-style-type: none"> • Embed a culture of workforce review & development • Ensure opportunities cover staff of all ages <p>Retrain</p> <ul style="list-style-type: none"> • Retrain your staff 	<p>Business Support opportunities:</p> <p>Explore the importance of workforce skills development through Growth Mapper assessment</p> <p>Develop Workforce Skills Canvas assessment (based on existing Innovation Canvas)</p> <p>Peer to Peer support eg. Coast to Capital Escalator Programme</p> <p>121 Clinics One to many webinars</p>	<p>As identified in the LIS as priority sectors with an immediate focus on those places worst hit by COVID-19</p>	<p>ALL with an immediate focus on those places worst hit by COVID-19</p>

AREA OF FOCUS	WHAT	HOW (examples)	TARGET SECTORS / BUSINESSES	TARGET PLACES
<p>WORKING TOGETHER</p> <p>Bringing businesses and education providers together to build a better understanding of current and future skills needs and to develop collaborative approaches.</p>	<p>Exchange of support</p> <p>Joint delivery of skills</p> <p>Joint planning (based on sharing of intel of current and future needs)</p> <p>Accessing support and information</p>	<p>A 'work charter' that sets out an offer to and an ask of businesses</p> <p>Institute of Technology</p> <p>Co-delivery across wider FE/HE</p> <p>Curriculum co-design</p> <p>Employment and Skills Portal e.g. https://www.hopinto.co.uk/</p>	<p>ALL with a focus on those identified in the LIS as priority sectors</p> <p>e.g. Advanced Engineering</p> <p>ALL</p> <p>ALL</p> <p>ALL</p>	<p>ALL</p> <p>The area around Gatwick</p> <p>ALL</p> <p>ALL</p> <p>ALL</p>

AREA OF FOCUS	WHAT	HOW (examples)	TARGET SECTORS / BUSINESSES	TARGET PLACES
<p>MAKING THE MOST OF DIGITAL TECHNOLOGY</p> <p>Helping business owners and senior managers to understand the role that digital technology can have in the success of their business, particularly in the recovery from COVID-19.</p> <p><i>(Is this a stand-alone area of focus?)</i></p>	<p>Raising awareness of the benefits of digital technology</p> <ul style="list-style-type: none"> • Conferences • Webinars • Peer to Peer support • 121 clinics 	<p>Digital Week e.g. being developed by Dorset Growth Hub</p>	<p>ALL with a focus on those identified in the LIS as priority sectors</p>	<p>ALL</p>