

**Annex A – Skills Action Plan  
Outcomes and Measures**

<b>Priority 1- People</b>			<b>Measures to be achieved by September 2025</b>	
	<b>Input</b>	<b>Outcome</b>	<b>General</b>	<b>Equality, Diversity and Inclusion focus</b>
<b>1a. Finding out about work</b>	Supporting young people to find out about and gain more experience of the world of work to improve their future career outcomes	<b>Improved career outcomes for young people</b>	<ul style="list-style-type: none"> <li>- an increase in the number of young people remaining in learning (including employment with training) until age 18</li> <li>- an increase in the number of apprenticeship starts</li> <li>- an increase in Gatsby Benchmark achievement for schools and colleges within the EAN programme</li> <li>* EAN – benchmarks 5 &amp; 6</li> <li>* Careers Hub – benchmarks 1-8</li> </ul>	<ul style="list-style-type: none"> <li>- females entering non-traditional sectors</li> <li>- BAME young people remaining in learning and starting apprenticeships</li> <li>- young people with learning difficulties and disabilities remaining in learning and starting apprenticeships</li> </ul>
<b>1b. Starting out in work</b>	A renewed focus on getting young people in the class of 2020	<b>A slowdown in the rate of increase in youth unemployment</b>	- NEET numbers	- males

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	and beyond into work to avoid a generation of high youth unemployment	<b>followed by a reduction as the impact of the pandemic recedes</b>	<ul style="list-style-type: none"> <li>- claimant count</li> <li>- unemployment rate</li> </ul>	<ul style="list-style-type: none"> <li>- young people from BAME backgrounds</li> <li>- young people with learning difficulties and disabilities</li> </ul>
<b>1c. Staying in work</b>	Helping people to remain in high quality well-paid work and to progress their careers, with a particular short-term focus on those at risk of redundancy as a result of COVID	<b>More people can remain in work locally and to progress their careers, increasing their earning potential</b>	<ul style="list-style-type: none"> <li>An increase in employment (increase in employment rate, reduction benefit claimants)</li> <li>- An increase in resident earnings (increase in average wage, decrease in earning gap between residents and commuters)</li> <li>- An increase in skill levels (increase in higher skills and decrease in no or low skills)</li> </ul>	<ul style="list-style-type: none"> <li>- people in low skilled roles</li> <li>- people with a learning difficulty or disability</li> <li>- over 50s</li> <li>- females</li> <li>- people from BAME backgrounds</li> </ul>

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<b>1d. Getting back into work</b>	Supporting people back into work, specifically those who have lost their jobs as a result of COVID	<b>More people are able to access work locally and to progress their careers, increasing their earning potential</b>	<p>An increase in employment (increase in employment rate, reduction benefit claimants)</p> <ul style="list-style-type: none"> <li>- An increase in resident earnings (increase in average wage, decrease in earning gap between residents and commuters)</li> <li>- An increase in skill levels (increase in higher skills and decrease in no or low skills)</li> </ul>	<ul style="list-style-type: none"> <li>- 16–24-year-olds</li> <li>- over 50s</li> <li>- people with low level skills</li> <li>- people from BAME backgrounds</li> </ul>

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<b>Priority 2 - Business</b>			<b>Measures to be achieved by September 2025</b>	
	<b>Input</b>	<b>Outcome</b>	<b>General</b>	<b>Equality, Diversity and Inclusion focus</b>
<b>2a. Retaining and training the workforce</b>	Helping businesses better understand their current and future skills and workforce needs and to build engagement with their existing workforce to ensure the business has the skills it needs to recover, build resilience and grow.	<b>An increase in the number of businesses that recover from the pandemic, build resilience and grow</b>	<ul style="list-style-type: none"> <li>- A reduction in redundancies</li> <li>- Employers report a reduction in skills gaps in their businesses</li> <li>- An increase in workforce skill levels</li> </ul>	<ul style="list-style-type: none"> <li>- people over 50 remaining in work for longer</li> <li>- people with low level skills</li> </ul>
<b>2b. Working together</b>	Bringing businesses and education providers together to build a better understanding of current and future	<b>A better understanding of current and future skills needs and an improved curriculum offer that meets the needs of the local economy</b>	<ul style="list-style-type: none"> <li>- Employers report a reduction in skills gaps in their businesses</li> <li>- Employers report an improvement in the</li> </ul>	Not applicable

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	skills needs and to develop collaborative approaches to planning and delivery		transferable skills of employees  - A reduction in hard to fill vacancies  - A reduction in skills gaps	
<b>2c. Making the most of digital</b>	Helping business owners and owner managers to understand the role that digital technology can have in the success of their business, particularly in the recovery from COVID	<b>An increase in the number of businesses that recover from the pandemic, build resilience and grow</b>	- A reduction in redundancies  - Employers report a reduction in skills gaps in their businesses  - An increase in workforce skill levels	- people over 50 remaining in work for longer  - people with low level skills