

Meeting:	Coast to Capital Skills 360 Board Meeting no. 1
Date:	7 February 2019
Report Title:	Our Priorities
Report by:	Claire Witz
Item No:	3b

Recommendation:

The Board is asked to **note** the information in this paper

Introduction

This paper provides an overview of the big issue priorities that have emerged from early research and consultation work undertaken by Coast to Capital and detailed in the Strategic Economic Plan, Gatwick 360°. However, further priorities are likely to emerge from discussion with the Skills 360° Board, other expert groups and stakeholders, as well as through the analysis to be undertaken through the Skills Advisory Panel.

Skills priorities identified to date

Below are five high level, big issue priorities that have been identified to date. Context on the needs for each of the priority have been summarised.

- **High level skills (Level 3 and above)**

Gatwick 360° identifies that the Coast to Capital area boasts one of the most highly skilled populations in the UK, with 44.6% of people holding a degree-level qualification, 6% higher than the national average. This is due having 4 universities across the area.

However, there is a need to work with areas that have pockets of low skills, such as along the coast in areas such as Shoreham and in Crawley and Croydon.

The need for high level skills is in part due types of sectors operating in the area, for example the financial services sector, which includes more high level roles and staff progression into management. In addition, there is a rising need for high level skilled jobs due to automation in various sectors.

- **Sector Analysis**

There is a need to carry out more work with partners to understand what the specific skills needs are in each of the 13 sub-sectors identified in Gatwick 360°, where there are commonalities between sub-sectors and what investment is required.

Sub-sectors:

- Med Tech
- Pharmaceuticals
- Computer Software Programming and Publishing
- Data Processing & Hosting
- Insurance and Financial Services
- Telecommunications
- Visitor Economy and Support Services
- Air Transport
- Horticulture and Food Manufacturing
- Computer & Consumer Electronic Manufacturing
- Communications & Navigation Equipment Manufacturing
- Electric Power Generation and Transmission
- Automotive Manufacturing

- **Digital skills across all sectors**

It has been identified that our area's economy will evolve significantly in the next few years, shaped by new technology, the growth of new businesses, and an ageing working population.

Our challenge is to prepare for this future disruption, particularly where there is a shortage of relevant skills, such as in Crawley, Arun and Adur, and where the digital skills of the existing workforce are out of date.

To help our ambitious digital and creative businesses to commercialise new technologies we need to provide access to a highly-skilled workforce.

- **Workforce training, re-training and up-skilling**

A challenge has been identified around the need to prepare for future disruption, particularly where there is a shortage of relevant skills, such as in Crawley, Arun and Adur, and where the skills of the existing workforce are out of date.

In order to up-skill and re-skill the adult workforce, we are seeking national revenue investment, as a way of subsidising investment in training made by employers and individuals.

- **Careers information, advice and guidance**

A need to take a greater role in coordinating all age careers advice and raising the aspirations of young people has been identified. This includes a particular need to undertake robust careers guidance around Apprenticeships and T Levels, as well as supporting the development of the adult workforce and retention of the older workforce.