

Gloucestershire Skills Strategy 2021-2025 – Structure info for GEGJC November 2021

Structure of Skills Strategy

Section	Pages	Overview
Introduction		
Executive summary		
Overview of skills strategy		<p>Purpose – direction for local and national E & S providers working with us, to encourage collaboration, to help secure further resources, to encourage local businesses/employers to continue to articulate their skills needs in a way that enables providers to support them, to give a sense of overall direction in the face of short-term issues/unintended consequences of EU Exit/Covid pandemic</p> <p>Direction of travel – Builds on previous work in SEP, ESIF Strategy, LIS and Local Skills Report</p> <p>Main elements</p> <ul style="list-style-type: none"> • Skills that meet business needs • Skills that support individuals to achieve their potential • Skills intelligence, co-ordination and investment
Objectives of the strategy		<ol style="list-style-type: none"> 1. Businesses/employers are able to recruit and retain the staff they need and with the skills they need to deliver their business objectives/grow 2. Individuals are able to maximise their potential through developing their skills 3. 'Declutter', simplify and co-ordinate E & S work in Gloucestershire 4. Secure additional funding to enable 1. and 2.
Measuring success		The strategy is supported by an E & S action plan (see section X on pages Y to Z) and each action has its own success measure/s.

How the strategy was developed		Progression from Strategic Economic Plan (SEP) and ESIF Strategy, Local Industrial Strategy, Employment & Skills Evidence Base, Local Skills Report Input from small scale local employer survey and focus groups, discussions with local authority leaders, input from training providers, input from GSAP working group
Skills that meet business needs		Overview of local economy with explanation of mainly SMEs, numbers employed per sector, etc.
Factors affecting local employment and skills needs		
Impacts of Covid and EU Exit		Shift from 'employers market' 'candidates market'; has accelerated and amplified issues that
Shortages of talent to fill particular roles		Reduced number of skilled workers in UK
Pressure to increase wages and benefits		
Increases in job postings		Healthy job market but shifts in jobs advertised (explain increases and decreases). Highlight which Districts are showing the fastest/greatest growth e.g. Tewkesbury. Overview of pre-Covid figures and patterns through to now.
Job retention scheme – Furlough		Overview of pattern and numbers on furlough, sectors and ages affected to now. Emphasise impacts on 50+ and young people.
Growing the talent pipeline in the UK		Previous reliance of some sectors on EU and overseas workers – now need to attract more UK staff. For some sectors this will require structural changes beyond the scope of this strategy e.g. higher wages, better working conditions and Ts & Cs.

Covid-19 and EU Exit factors combined with other existing factors		
Ageing population and replacement demand		Overview of the underlying factors pre-pandemic and EU exit
Cross-sector skills needs		<p>Themes/needs emerging cross-sector</p> <ul style="list-style-type: none"> • Apprenticeships • Digital and cyber • Green/sustainable • Leadership & Management <p>What can be done locally Link to Action Plan and any other proposals from the business survey</p>
Future Skills Needs		<ul style="list-style-type: none"> • Digital • Achieving Net Zero • Sustainable construction
Sector specific employment and skills needs - existing and emerging		Explanation of structure/content of this section.

<p>Advanced Engineering and Manufacturing</p>		<p>Sectoral issues Significant sector in the county. Covid has hit demand for aerospace in particular.</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally Link to LSIP Trailblazer work by Business West</p>
<p>Agri-food and Rural</p>		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally Maximise 'tech to plate' project findings</p>
<p>Banking and Finance</p>		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally</p>
<p>Business and Professional</p>		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally</p>
<p>Construction and infrastructure</p>		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally</p>

Cyber and Digital		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally Maximise employment opportunities presented by Golden Valley Development & The Forum; share lessons learned from the Cirencester College's 'digification' of curricula; promote and extend Digital Skills Bootcamps training opportunities; extend work done by CYNAM/Careers Hub on pathways into employment and schools investment in digital & cyber skills</p>
Energy		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally</p>
Green, renewables, retrofit		<p>Sectoral issues Qualifications and training lags skills needs of rapidly developing sector</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally Link with national initiatives (Catapult and Green Jobs Taskforce + WECA + Cornwall SDF-funded green skills centre)</p>
Health and social care		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p> <p>What can be done locally Link with LSIP Trailblazer work by Business West</p>
Retail and the High Street		<p>Sectoral issues</p> <p>Specific sector skills and employment needs</p>

		What can be done locally
Visitor Economy and Tourism		Sectoral issues Specific sector skills and employment needs What can be done locally
Issues and opportunities highlighted by Local Authorities		Issues: What can be done locally
Skills that support individuals to achieve their potential		
The need for high quality, accessible CEIAG		Issues What can be done locally Child Friendly Glos, Retain and expand Careers Hub, greater integration of Adviza via E & S Hub
Vocational qualifications and programmes		Issues National qualifications review; intro of T-levels What can be done locally
Functional skills		Issues What can be done locally

Business start-up skills		Issues What can be done locally
Inclusive employment support - national & local		Overview and need for local co-ordination and collaboration.
JETS		Issues What can be done locally
Kickstart		Issues What can be done locally
Restart		Issues What can be done locally
Local initiatives (GEM, Workstart)		Issues What can be done locally
Skills intelligence, co-ordination and investment		Brief overview
Skills intelligence		Labour market Information (LMI); Careers Support;
Skills co-ordination		Complex landscape, needs simplifying and decluttering for employers and individuals as well as E & S providers. Strategic co-ordination through GSAP and links to DfE (this strategy, annual local skills report). Operational co-ordination through E & S Hub and Careers Hub.
Skills Investment		Funding routes: CRF; UKSPF; SDF; LSIPs; possible county deal Social Value: E & S outcomes built into local contracts. Districts already delivering these. GCC major work on this.

Action Plan		
Annexes		
Links to key previous documents (SEP, ESIF Strategy, LIS, Local Skills report)		
E & S Evidence base		
Business group master plans		
Business group responses to survey		
CERTF apprenticeships survey findings		
Sectoral national skills reports		Provide links