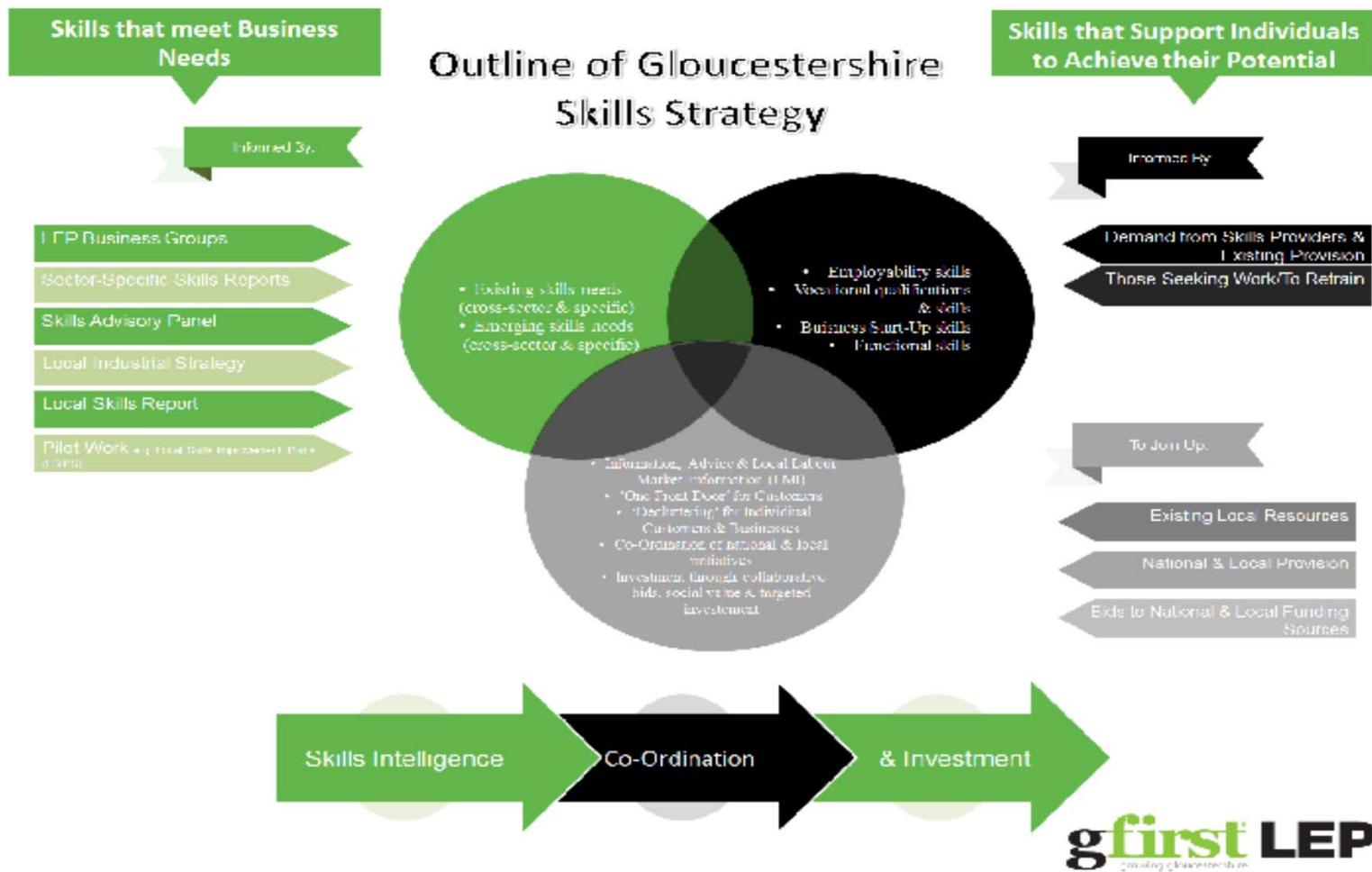




Overview of Skills Strategy for GEGJC

January, 2022





Approach with the strategy

- **Continuity of strategic direction:** Local Industrial Strategy (LIS); Economic recovery response; Local Skills Report 2021; establishment of the Gloucestershire Employment & Skills Hub
- **Take local business needs into account:** small-scale survey; focus groups; national sectoral reports
- **Links with existing strategies and plans:** Careers Hub Strategic Plan; 'transition to work' workstream of Child-Friendly Gloucestershire; GCC economic recovery, inclusive employment and Social Value plans; Business West-led Local Skills Improvement Plan (LSIP) Trailblazer for health & social care and advanced manufacturing, aerospace and engineering
- **Enable, co-ordinate and facilitate:** partnership working, sharing of resources, highlighting of funding gaps
- **Act as a 'hook' for funding:** needed to 'de-risk' investment by colleges and independent training providers; skills capital projects; UK Shared Prosperity Funding; other funding routes that will emerge
- **Staying relevant and flexible:** Considerable changes in employment; action plan will underpin and be refreshed and reported on annually

Skills that meet business needs

- **Apprenticeships:** numbers have declined; a way of attracting and retaining young people in the County; need better alignment from providers with County priorities (e.g. cyber and digital, health and care, 'green'); need more SMEs offering apprenticeships
- **Cross-sector skills:** leadership and management; cyber and digital; 'green'/sustainability
- **Some sector-specific skills:** trades; welding; 'green' construction; etc.

There will be greater competition within and between sectors for employees and for some sectors, there are structural issues to address which are beyond the scope of the strategy e.g. pay and conditions, EU Exit, etc.

Skills that support individuals to achieve their potential

- **Cyber and digital:** from 'digital citizen' through to advanced cyber security
- **Inclusive employment programmes:** support for employers as well as individuals; maximising impact of national programmes operating in Gloucestershire (e.g. Restart); providing inclusive employment support as existing local ESF-funded projects close (e.g. GEM, Workstart, NEETs project, etc.)

As competition for employees increases, the importance of earlier and more effective careers support and attracting a more diverse workforce and those currently further from the labour market will increase.

Skills intelligence, co-ordination and investment

- **Data analysis** to help careers, employment and skills providers plan and invest
- **'One front door'** careers, employment and training information and advice via online (skills portal, Careers Hub and Career Coach), face-to-face (Adviza, Careers Hub, DWP, E & S Hub, colleges and training providers)
- **Maximise limited local resources:** collaborative bids; Social Value and S106; Adult Education Budget; Gloucestershire Employment Charter; careers and jobs events/fairs; highlight funding gaps and seek solutions
- **Seek and obtain intelligence to help local providers:** e.g. green skills

Action plan to implement the strategy

5 workstreams:

- **Help local businesses to attract, retain and upskill employees (incl. through apprenticeships)** 2 workstreams
- **Help businesses and individuals develop their digital skills**
- **Provide skills and experiences that support individuals to achieve their potential**
- **Provide skills intelligence, co-ordination and enable investment**

Reviewed quarterly, updated every 6 months

Next steps

Final revisions, editing and design: January 2022

Publication, along with updated Local Skills Report and data analysis:
28th January 2022 at <https://www.gfirstlep.com/about-us/skills-for-business/>

Q & A

Any follow-up questions, please contact Pete Carr

Peter.carr@gfirstlep.com