

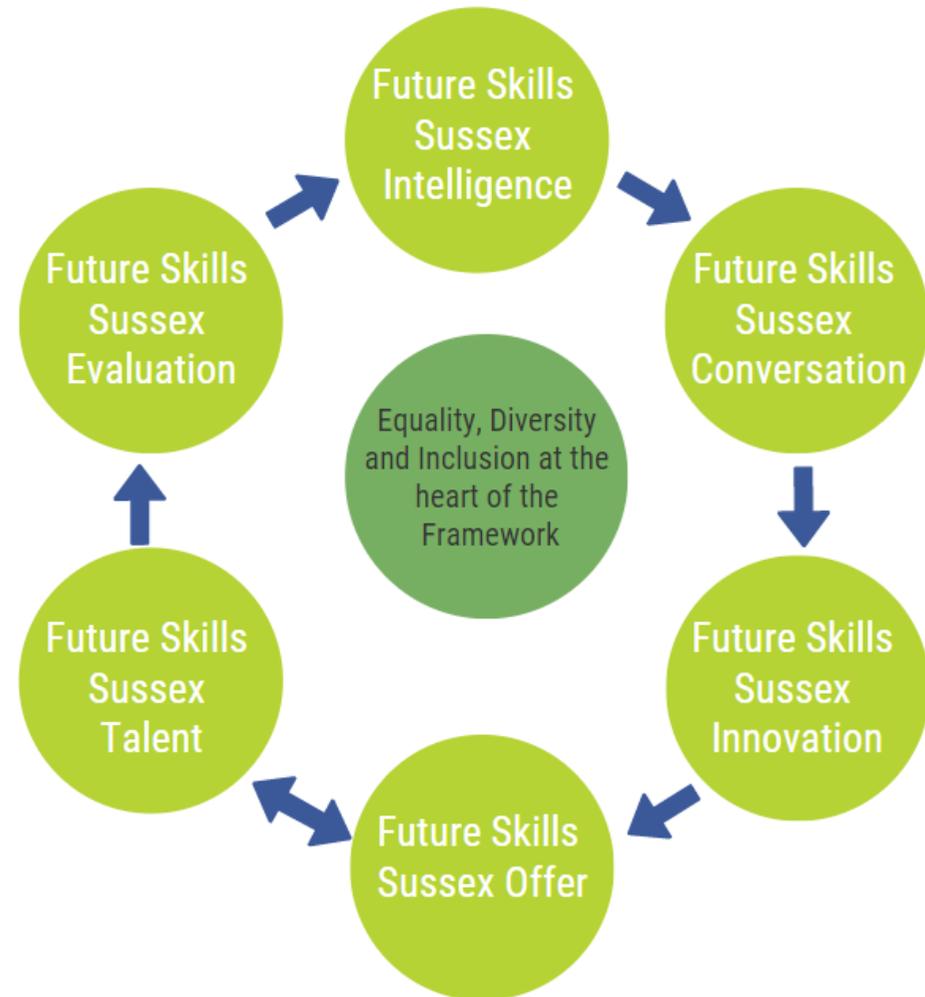
## Annex 2 - Sussex LSIP: Future Skills Sussex Improvement Framework

The following recommendations for action are in the initial stages of development and work will be undertaken with businesses and partners to create plans for each action and/or undertake further research and investigation where identified.

This high-level document includes actions to take place over a 3 year period which will evolve as the implementation of the Framework continues.

The measures and outcomes are at present loose but will be developed further with partners, through the task groups and activities mentioned.

**Where possible we have provided context for the primary solutions and for those solutions identified as 'recommended for research and further development' we will explore the options for taking these forward.**



# Annex 2 - Sussex LSIP: Future Skills Sussex Improvement Framework

## Priorities for Change

The priorities are the backbone to our Case for Change and describe what the skills provision that needs to be expanded, developed and innovated or adapted to better support employer skills needs and ensure a more responsive local skills system that is able to address the challenges and barriers that have been identified.

### Priorities

#### 1. Labour Market

Support employers to recruit, retain and retrain their workforce

#### 2. Skills Provision

Ensure that the skills provision on offer in Sussex matches the skills needs of local businesses

#### 3. Sector Profile

Build a profile for and raise awareness of the key sectors to promote recruitment and retention

#### 4. Accessibility

Ensure training and employment is accessible to all

#### 5. Skills Policy

Influence national and local policy change using an evidence-based approach

### What needs to change

- 1.1 Focus on recruitment and retention initiatives
- 1.2 Ensure workforce development is accessible to all

- 2.1 Collaborate and consult
- 2.2 Tailor to business needs

- 3.1 Build a profile of each key sector
- 3.2 Raise awareness of each key sector

- 4.1 Offer more localised training
- 4.2 Transport subsidies
- 4.3 Offer affordable accommodation

- 5.1 Negotiate freedoms and flexibilities within current skills funding systems
- 5.2 Reinforce importance of clarity and longevity in Government policy for net zero initiatives

# Annex 2 - Sussex LSIP: Future Skills Sussex Improvement Framework

## LSIP Partners

The Future Skills Sussex Improvement Framework activities will be undertaken in collaboration with partners to formulate a Sussex systems leadership approach to undertake the LSIP actions over the next 3 years.

To ensure the Framework does not duplicate existing skills programmes and initiatives, we will work with partners to utilise their expertise in these skills areas and will undertake mapping exercises within the planned activities to identify existing programmes and initiatives across the area.

The aim is to galvanise all of the existing good work being undertaken in the area and where possible expand and build on these, as well as develop innovative skills programmes for the future.





# Future Skills Sussex Intelligence

Priorities: 1. Labour Market, 2. Skills Provision, 3. Sector Profiles

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p>Develop and share the <b>Sussex Skills Taxonomy and Open Jobs Observatory (OJO)</b></p> <p>What needs to change: 1.1; 3.1; 3.2</p> <hr/> <p><b>Key Sector Deep Dives – identifying short, medium &amp; long term need</b> – what are the emerging skills for the key sectors.</p> <p>What needs to change: 1.1; 1.2; 2.2; 3.1; 3.2</p>	<p>Work undertaken by NESTA during the LSIP Trailblazer to include:</p> <ul style="list-style-type: none"> <li>Open Jobs Observatory - data and information Sussex area skills needs from open source jobs adverts</li> <li>Key sector interactive Skills Taxonomy</li> </ul> <p>Report to be shared with partners via Future Skills Sussex website.</p> <p>Identify next steps to enable regular updating / signposting to new data throughout the life of the project</p> <hr/> <p>Development of a Sector Deep Dive framework to ensure consistency across all key sector deep dives</p> <p>LSIP project team to lead a partner wide taskforce to undertake sector deep dives, commencing with pilot deep dives into the digital sector and creative and cultural sector</p> <p>Utilise and build on existing work that has taken place into sector labour market intelligence</p> <p>Map existing skills programme delivery by key sector (provider led and business led) to identify good practice and where initiatives could be scaled up</p>	<p>●</p> <p>●</p> <p>●</p>	<p>●</p> <p>●</p> <p>●</p>	<p>●</p> <p>●</p> <p>●</p>	<p>Finalised slide deck report shared with partners via Future Skills Sussex website</p> <p>Section for Taxonomy designed on Future Skills Sussex Website to enable regular updating / signposting to new data throughout the life of the project</p> <p>Education providers and partners sharing links to Sussex Skills Taxonomy and OJO on their websites</p> <p>Timeline for regular updates agreed with NESTA</p> <p>Website utilisation metrics</p> <hr/> <p>Agreed framework/toolkit developed that is SMART and can be adapted/flexed as appropriate</p> <p>Initial pilot Deep Dive undertaken, report produced and shared. (year 1)</p> <p>Pilot evaluation and improvements made before roll out of further Deep Dives (year 1)</p> <p>Finalise analysis and reports articulating all key sector skills requirements both short and longer term. (year 2)</p>	<p>OJO and Skills Taxonomy to be widely available to support careers information, job recruitment and provider curriculum development</p> <p>Increased key sector and skills trend tracking over lifetime of project (3 years)</p> <p>Raised awareness across stakeholders of availability and use of data in OJO and Skills Taxonomy</p> <hr/> <p>Key sector Deep Dives undertaken and results shared to provide in-depth sector and skills insights</p> <p>Improved intelligence to support recruitment and training of staff, skills provision, careers advice</p>	<p><b>For Business</b></p> <ul style="list-style-type: none"> <li>Easy access information into the recruitment and skills trends within sector</li> <li>Improved recruitment and extended talent pool</li> <li>Saves HR resource time and money by aiding businesses to have a more tailored and skills optimised workforce.</li> <li>Improved employee retention and increased productivity</li> <li>Better understanding of employees wants and needs</li> <li>CPD planning and future proofing</li> <li>Supports company Equality Diversity and Inclusions (EDI) policies and Environmental, Social, Governance (ESG) responsibilities</li> </ul> <p><b>For People</b></p> <ul style="list-style-type: none"> <li>Careers information on what occupations will be available in the future and the skills required</li> </ul> <p><b>For Providers</b></p> <ul style="list-style-type: none"> <li>Easy access information into skills needs of key sectors, job trends in local areas to support careers advice, curriculum planning</li> <li>Careers information and resources</li> <li>Support for curriculum planning</li> <li>Identification of innovation opportunities</li> <li>Partnering opportunities with community groups providing support for disadvantaged communities</li> <li>Improved experience for learners through engagement with proactive and engaging employers</li> </ul>
<p><b>Recommended for research and further development</b></p> <ul style="list-style-type: none"> <li>Investigate existing programmes to support people with <b>Special Educational Needs &amp; Disability (SEND)</b> and those from disadvantaged groups into employment within Key Sectors</li> <li>Understand &amp; be able to articulate to businesses what people in Sussex are looking for from <b>careers and places of work over the next 10 years</b></li> </ul>							



# Future Skills Sussex Conversation

Priorities: 1. Labour Market, 2. Skills Provision, 3. Sector Profiles

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p><b>Investigate how we can make Future Skills Sussex (FSS) a platform for collaboration</b> a joined up approach to the 'skills conversation' and promote our key sectors across Sussex to link up all marketing for skills and provision</p> <p>What needs to change: 2.1; 2.2; 3.1; 3.2</p> <hr/> <p><b>Hold quarterly sector conversations with businesses building a more rounded picture from the skills identification data findings to be fed into education providers improvement frameworks</b></p> <p>What needs to change: 1.1; 1.2; 2.1; 2.2; 3.1; 3.2</p>	<p>Investigate existing portals and platforms already in place across the area that the FSS portal can link with and signpost to</p> <p>Establish how this will work in practice by establishing a portal collaboration action plan with partners through a strategic task group</p> <p>Engage with a digital and website experts for technological options and innovative ideas.</p> <p>Quarterly Sussex wide business taskforce meetings / conversations on to be sector specific and on cross-cutting themes.</p> <p>Include review LMI and skills developments taking place through LSIP</p> <p>Undertaken in conjunction with existing task groups, ERBs and sector bodies.</p> <p>ERB partners to regularly promote outcomes and dialogue from the conversations to their networks</p> <p>Link to the key sector Deep Dives to form a live document with links to latest LMI and feed into a Dashboard on the Future Skills Sussex website</p>	<p>●</p> <p>●</p> <p>●</p>	<p>●</p> <p>●</p> <p>●</p>	<p>●</p> <p>●</p> <p>●</p>	<p>A comprehensive list of existing portals to link to and actions for linking these up with FSS platform built into the portal collaboration plan</p> <p>Agreement from all partners to engage with FSS platform, measured through numbers of partner organisations linking to the portal (branding / logos / links)</p> <p>Portal collaboration action plan successfully implemented and reviewed on quarterly basis</p> <p>Quarterly LMI on Sussex businesses skills needs captured and shared with education providers</p> <p>Longer term trend information on skills needs and how businesses are meeting their skills need</p>	<p>FSS is recognised as the 'go to' easy to access platform that has skills information for businesses and residents with links through to appropriate partner portals/websites</p> <p>Awareness and clarity of Sussex skills requirements and provision</p> <p>Comprehensive LMI on skills requirements of businesses in the Sussex area, how to needs are being met and where gaps exist</p> <p>Intelligence that can support funders regarding the local skills needs e.g. LAs in their thinking for UK Shared Prosperity Fund strategies and planning</p> <p>Intelligence to support education providers curriculum planning and business advisory panels</p>	<p><b>For Business</b></p> <ul style="list-style-type: none"> <li>● Improved recruitment, access to data and understanding of local skills trends.</li> <li>● Increased understanding of what is on skills offer across Sussex</li> <li>● Easy quick access to information which will save time and money looking for and resourcing information</li> <li>● Benefits from knowledge sharing, as well as advanced knowledge on next steps in terms of Sussex skills identification and available skills provision</li> <li>● Closer relationships and collaboration with providers</li> <li>● Access to up-to-date key sector skills information and trend information</li> </ul> <p><b>For People</b></p> <ul style="list-style-type: none"> <li>● Clear picture of the sectors and occupations available in the local area</li> <li>● Easy quick access to information occupation and skills information</li> <li>● Increased understanding of key sectors and the opportunities available</li> </ul> <p><b>For Providers</b></p> <ul style="list-style-type: none"> <li>● Easy access information and data to support careers advice, curriculum planning</li> <li>● Coordinated marketing of their skills offer and links to existing websites and portals</li> <li>● Easy identifiable and utilised platform for all</li> <li>● Closer relationships and collaboration with businesses and other providers</li> <li>● Benefits from knowledge sharing, as well as advanced knowledge on next steps in terms of Sussex skills identification and available skills provision</li> <li>● Access to up-to-date business skills information and trend information</li> </ul>
<p><b>Recommended for research and further development</b></p> <ul style="list-style-type: none"> <li>• Using Future Skills Sussex (LSIP website in development) <b>coordinate a localised marketing campaign to businesses about the value of being engaged in the LSIP/skills agenda</b> and shared on partner digital channels</li> </ul>							



# Future Skills Sussex Innovation

Priorities: 1. Skills Provision, 2. Sector Profiles

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p><b>Development of a Centralised Modular Course Development Framework.</b> Centrally coordinated model to include flexible use of funding from various sources</p> <p>What needs to change: 2.1; 2.2; 5.1</p>	<p>Commission existing or establish new key sector task groups to develop and implement a strategic plan for development of a pan Sussex modular course/programme framework and undertake a pilot project to test the framework. Task Groups to be formed by sector and/or learning level</p> <p>Identify existing developments and work underway into modular qualifications/courses, which can feed into a collaborative framework to be achieved through the central coordination</p> <p>Identify funding sources including employer contributions and work with DfE regarding existing provider funds flexibilities (Apprenticeship Levy and AEB underspend flexibilities) as well as new funding opportunities</p>	●	●	●	<p>Task groups to identify volumes and units of modular courses to be developed</p> <p>Modular, employer led accreditation examples as direct impact of LSIP work</p> <p>Take up and popularity of modules with learners</p> <p>Positive feedback from businesses</p>	<p>A suite of accessible units that are fundable and relevant to employer needs made available to employers</p> <p>Increase employer engagement</p>	<p><b>For Business</b></p> <ul style="list-style-type: none"> <li>● Adaptable sector specific short training courses</li> <li>● More options to train staff using public funding</li> <li>● Supports CPD planning and induction of new staff</li> <li>● Improved and smarter recruitment and retention of staff</li> <li>● Modular courses less of a resource burden or challenge for businesses</li> <li>● Improved productivity and business growth locally</li> <li>● Supports employers Corporate Social Responsibility (CSR) plans and Environmental, Social, Governance (ESG) responsibilities</li> <li>● Increased links with local education providers</li> <li>● Assurance that providers are teaching up to date skills, using up to date equipment and facilities</li> <li>● Longer term improvement of availability of coders and technically proficient graduates</li> </ul>
<p><b>Skills Assessments and psychometric tools for learners</b> that can be used during college and continued into employment to support progression</p> <p>What needs to change: 2.1; 2.2</p>	<p>Build on the recommendations and next steps identified in the AQR International research into Mental Toughness (see Annex 12)</p> <p>Business and providers task group to establish clear plan and identify funding opportunities for Skills Assessments and Psychometric pilot project</p>	●	●	●	<p>Plan developed (year 1)</p> <p>Funding identified (year 1)</p> <p>Pilot undertaken and evaluated (year 1 and 2)</p> <p>Number of colleges and employers taking up offer and number of learners and employees involved (year 3)</p>	<p>Learners and employees better understand their own attributes and matching to certain career routes.</p> <p>Enhanced careers advice resources available</p> <p>Supports employers CPD planning and career routes for employees</p>	<p><b>For People</b></p> <ul style="list-style-type: none"> <li>● Better understanding of their attributes and matching to certain career routes.</li> <li>● Ability to develop other skills and attributes</li> <li>● Gain more relevant and up to date skills</li> <li>● Increased understanding of key sectors and the opportunities available</li> <li>● Improved digital skills from a young age</li> <li>● Development of employability skills including attitudes, resilience and flexibility</li> </ul>



# Future Skills Sussex Innovation continued

Priorities: 1. Skills Provision, 2. Sector Profiles

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p><b>Green Skills Development</b> Working with Strategic Development Project colleges</p> <p>What needs to change: 2.1; 2.2; 5.1; 5.2</p>	<p>Link with key sector Deep Dives</p> <p>Research existing initiatives and projects around green skills development to identify good practice and opportunities to develop and/or expand. Including linking with the Green Sussex (Strategic Development Fund) project.</p> <p>Influence the deployment of SDF and other project based skills funding to address issues and priorities in the Sussex LSIP</p> <p>Establish a Green Skills task group to develop innovate ideas into proposal and investigate funding opportunities.</p> <p>Work with DfE regarding existing provider funds flexibilities (AEB, Apprenticeship Levy underspend and SDF)</p> <p>Explore linkages with Higher Education for higher level green skills and progression routes from Further Education to Higher Education</p>	●	●	●	<p>Finalised report of existing initiatives and projects (year 1)</p> <p>Task group established and innovation proposal developed (year 1)</p> <p>Successful SDF funding secured by 2022/23. (year 1)</p> <p>Number of businesses proactively engaged in 'green themes' and 'green skill's promotion and development</p>	<p>Increase in green skills provision to meet business needs</p> <p>Businesses have better understanding of green skills offer</p> <p>Improved co-design and co-delivery of green technology skills</p>	<p><b>For Business</b></p> <ul style="list-style-type: none"> <li>● Broadening of skills offer, increasing relevant courses and improving progression routes</li> <li>● Modular course framework allows easier maintenance and scalability of courses.</li> <li>● Closer relationships and collaboration with businesses and other providers and access to sector experts</li> <li>● Support for innovative curriculum planning and development</li> <li>● Opportunities to use existing funds flexibly to meet employer skills needs</li> <li>● Improved careers advice</li> <li>● Improved ability to support employers in workforce planning/identifying future talent</li> <li>● Raised quality of delivery leading to better outcomes and progression</li> <li>● Unlocking potential for providers to access specialist teaching of technical skills from employers</li> <li>● Improved staff CPD planning, teaching equipment and facilities</li> </ul>
<p>Investigate existing <b>Training Clubs</b> and develop a more coordinated model based on good practice (e.g. Coding Clubs and Robotics Clubs) in schools/colleges from year 5</p> <p>What needs to change: 2.1; 2.2</p>	<p>Investigate existing Training Clubs and identify best practice and how they may be expanded pan-Sussex.</p> <p>Consult with sample of Primary Headteachers and digital businesses to determine what is possible, design clubs framework and provide early employer engagement.</p> <p>Invite early adopters into pilot programme</p>	●	●	●	<p>Existing Training Club analysis and recommendations (year 2)</p> <p>Pilot programme implemented (year 2)</p> <p>Number of Schools engaged in Training Clubs</p> <p>Number of businesses engaged</p> <p>Number of pupils engaged</p> <p>Learner and business feedback</p>	<p>Improved digital skills from a young age</p> <p>Increase number of Learners going on to study STEM subjects</p> <p>Increase number of girls going into STEM subjects</p>	



## Future Skills Sussex Innovation continued

Priorities: 1. Skills Provision, 2. Sector Profiles

### Recommended for research and further development

- Improving Technical Skills via "Technical Demonstrations"
- **Appropriately skills education provider staff - CPD grants scheme** to support teacher back-filling and funding for employers to undertake onsite, technical training of teachers/lecturers
- **Improved Equipment & Facilities scheme**
- **A centrally coordinated approach to 'real life' projects run by employers** - starting at year 10 run by businesses to provide insight into sectors, occupations and provide experience of work
- **Professional competency packages for new starters to build both employability skills and professional competency** - "Compliance Training PLUS" which can be adopted and adapted by all providers to support employers



# Future Skills Sussex Offer

Priorities: 1. Labour Market, 2. Skills Provision, 3. Sector Profiles, 4. Accessibility

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p><b>Collaborative approach to business advisory panels across all providers</b></p> <p>What needs to change: 2.1; 2.2</p> <hr/> <p>Development of a <b>centralised repository of skills provision</b> available to key sectors</p> <p>What needs to change: 1.2; 2.2; 4.1</p>	<p>Link with all Skills Conversation solutions.</p> <p>Set up task and finish group of providers and businesses to identify what intelligence and resources are needed to support education providers business advisory panels that feed into annual curriculum development</p> <p>Develop framework of tools and resources for business advisory panels that can be used and adapted by education providers across Sussex</p> <hr/> <p>Link to Future Skills Sussex website.</p> <p>Investigate the possibility of a centralised repository of skills provision, including a review of existing resources and how these can link to a centralised resource</p>	<p>●</p>	<p>●</p>	<p>●</p>	<p>A set of resources and LMI produced to the agreed framework on an annual basis</p> <p>Number of providers utilising framework resources</p> <hr/> <p>Research and way forward identified (year 2)</p> <p>Repository developed (year 2 and 3)</p> <p>Number of engagements on site</p> <p>Number of people enrolling on courses through website links</p>	<p>Providers have a common framework of resources to support curriculum planning and their business advisory panels</p> <p>Providers increased understanding of the skills needs of key sectors and ability to develop and delivery provision required.</p> <p>Future talent pipeline trained to business requirements</p> <hr/> <p>Improved accessibility of information about local skills offer</p> <p>More engagement with training programmes</p>	<p><b>For Business</b></p> <ul style="list-style-type: none"> <li>● Improved staff CPD planning</li> <li>● Improved productivity and business growth</li> <li>● Ability to articulate CPD and progression pathways available</li> <li>● Support with recruitment into sectors that may not be as established as others e.g. viticulture/wine</li> <li>● Opportunity to influence change in course content and delivery model to ensure it meets the needs of their business sectors</li> <li>● Supports employers Corporate Social Responsibility (CSR) plans</li> <li>● Sustainable talent pipeline</li> <li>● Improved accessibility of information about local skills offer</li> <li>● Shorter R &amp; D development timelines</li> <li>● Speed to market for new or improved products and services</li> <li>● Less reliance on recruiting from out of area</li> </ul> <p><b>For People</b></p> <ul style="list-style-type: none"> <li>● Easy to access information on local skills offer and progression pathways</li> <li>● Improve skills in technical and leadership and management areas</li> <li>● Graduate courses with more relevant and up to date skills</li> </ul>



# Future Skills Sussex Offer continued

Priorities: 1. Labour Market, 2. Skills Provision, 3. Sector Profiles, 4. Accessibility

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p>Coordinated approach to offering <b>employees from businesses with secondment opportunities within education provider organisations</b> for CPD/co-design &amp; co-delivery opportunities</p> <p>What needs to change: 1.2; 2.1; 2.2</p>	<p>Assess Co-design of curriculum already taking place as best practice examples</p> <p>Task group of employers and providers already showing best practice to develop broader offer that can be rolled out as part of centralised approach, including existing initiatives that may be adapted/expanded on across Sussex e.g. Take Teaching Further</p>		●	●	<p>Existing best practice identified (year 2)</p> <p>Plan in place to broaden offer (year 2)</p> <p>Number of secondment opportunities undertaken (year 2 and 3)</p> <p>Impact report into changed attitudes, understanding and skills of employees (year 3)</p> <p>Total teaching hours being delivered by Industry employees</p>	<p>Improved understanding of education and pedagogy good practice by employer staff</p> <p>Improved understanding of up-to-date work practices by providers</p> <p>New co-designed curricula to offer relevant and up to date skills to students</p> <p>Improved links between providers and employers</p>	<p><b>For Providers</b></p> <ul style="list-style-type: none"> <li>● Supports curriculum planning and development</li> <li>● Broadening of skills offer</li> <li>● Better able to meet the skills needs of businesses</li> <li>● Innovation opportunities</li> <li>● Opportunities to use existing funds flexibly to meet employer skills needs</li> <li>● Opportunities to facilitate skills training within employers.</li> <li>● Access to up-to-date tech and machinery/facilities</li> <li>● Supports learning provision in rural areas</li> <li>● Improved careers advice</li> <li>● Increased visibility</li> <li>● Improved numbers applying for programmes</li> <li>● Closer relationships and collaboration with businesses and other providers</li> </ul>
<p><b>Recommended for research and further development</b></p> <ul style="list-style-type: none"> <li>• <b>CPD Benchmark Framework system</b> that can be easily adopted and adapted by businesses, including planning tools, templates, resources</li> <li>• <b>Local Competency Frameworks</b>, which include knowledge, skill and behaviours for occupations within the key sectors</li> <li>• Investigate <b>Two way beneficial relationship development between</b> Education providers and businesses</li> <li>• Investigate <b>Research &amp; Development Community linking to FE and HE. For R&amp;D and manufacturing</b> - businesses could be involved is incentives (such as rate relief) provided to ensure more growth in the area</li> <li>• <b>Access to Learning and Work</b> through localised training, transport and affordable accommodation</li> </ul>							



# Future Skills Sussex Talent

Priorities: 1. Labour Market, 2. Sector Profiles

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p>Increase awareness of and access to information regarding <b>Adult Careers Information Advice and Guidance</b></p> <p>What needs to change: 1.1; 1.2; 3.2</p>	<p>Link to Future Skills Sussex Website, Deep Dives and Open Jobs Observatory &amp; Skills Taxonomy</p> <p>Research to be undertaken to enable development of Future Skills Sussex portal, to act as central hub for awareness raising campaigns. Linking to other local partner and provider information, initiatives and resources.</p>	●	●	●	<p>Research complete and web-based awareness campaign implemented (year 2)</p> <p>Number of people accessing website</p> <p>Uptake of careers initiatives</p>	<p>Improved access to careers information and advice</p> <p>Easy to access information of local careers opportunities</p>	<p><b>For Business</b></p> <ul style="list-style-type: none"> <li>● Support with recruitment into sectors that may not be as established as others e.g. viticulture/wine</li> <li>● Improved and smarter recruitment and retention of staff</li> <li>● Saves HR resource time and money by aiding businesses to have a more tailored and skills optimised workforce.</li> </ul>
<p><b>Online skills and opportunities matching service</b></p> <p>What needs to change: 1.1; 3.1; 3.2</p>	<p>Investigate existing portals to identify good practice and what might be developed for the local area.</p> <p>Identify funding opportunities to develop a best practice portal and service.</p>	●	●	●	<p>Recommendations made on which portal options might be taken forward (year 2)</p> <p>Funding identified and portal implemented (year 2)</p> <p>Numbers accessing the portal</p>	<p>Increased support for key sector recruitment in the local area</p> <p>Easy access to information and local opportunities</p> <p>Enhanced careers change opportunities</p>	<p><b>For People</b></p> <ul style="list-style-type: none"> <li>● Easy to access information on local opportunities</li> <li>● Enhanced career change opportunities</li> </ul>
<p><b>Large Scale Business recruitment solutions</b></p> <p>Where key sectors are looking to attract large numbers of recruits support a coordinated recruitment approach across Sussex.</p> <p>What needs to change: 1.1; 3.1; 3.2</p>	<p>Work with HR from large businesses to identify recruitment needs in short and longer terms.</p> <p>Establish the offer to large scale businesses and support to be provided through Online Skills and opportunities matching service.</p>	●	●	●	<p>Offer established (year 1)</p> <p>Numbers of large scale businesses engaging</p> <p>Numbers of staff recruited</p>	<p>Increased support for key sector recruitment in the local area</p> <p>Easy access to information and local opportunities</p>	<p><b>For Providers</b></p> <ul style="list-style-type: none"> <li>● Increased learner participation</li> <li>● Improved careers advice</li> <li>● Increased visibility</li> <li>● Closer relationships and collaboration with businesses and other providers</li> <li>● Improved ability to support employers in workforce planning/identifying future talent</li> </ul>



# Future Skills Sussex Talent continued

Priorities: 1. Labour Market, 2. Sector Profiles

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p>Develop <b>role/sector specific jobs sheets</b> to support employers with recruitment</p> <p>What needs to change: 1.1; 3.1; 3.2</p> <hr/> <p>Improve the coordination of Sussex based <b>Job fairs and/or online portal for employers to showcase sectors and available jobs</b></p> <p>What needs to change: 1.1; 3.1; 3.2</p>	<p>Identify existing resources already in the public domain and identify best practice.</p> <p>Link with partners to plan how existing resources can be utilised, adapted and further developed for key sectors.</p> <hr/> <p>Link with Future Skills Sussex Website.</p> <p>Link with existing jobs fairs and online portals to signpost and support.</p>	<p>●</p>	<p>●</p>	<p>●</p>	<p>Comprehensive list of existing resources.</p> <p>Resources further developed for local use and made available on website.</p> <p>Numbers accessing the resources.</p> <hr/> <p>Number of links to existing jobs fairs and online portals.</p> <p>Numbers accessing/attending jobs fairs and online portals.</p>	<p>Improved careers advice resources.</p> <p>Easy access to information regarding occupations within key sectors.</p> <hr/> <p>Improved careers advice resources.</p> <p>Increased support for key sector recruitment in the local area.</p> <p>Easy access to information and local occupations and job opportunities.</p>	<p>See previous page</p>
<p><b>Recommended for research and further development</b></p> <ul style="list-style-type: none"> <li>• Online portal for people to showcase themselves through a video/animation showcasing their skills with a <b>'Digital Calling Card'</b></li> <li>• <b>Job fairs and/or online portal for employers to showcase sectors and available jobs</b></li> <li>• <b>Role/sector specific jobs sheets</b> to support employers with recruitment</li> </ul>							



# Future Skills Sussex Evaluation

Priorities: 1. Labour Market, 2. Skills Provision, 3. Sector Profiles, 4. Accessibility, 5. Skills Policy

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<p><b>An effective LSIP Board provides a successful governance framework to assure LSIP activity is successful</b></p>	<p>Work with existing Board members to review current structure to strengthen and ensure appropriate representation to take forward the governance framework</p> <p>Update LSIP Board Terms of Reference to reflect the Board's governance role in overseeing a whole system skills planning framework</p> <p>Governance process developed and implemented, to include agreed ways of working with all partners</p>	●	●	●	<p>Review of Board structure complete</p> <p>Updated Terms of Reference and membership</p> <p>Governance process and ways of working adopted by partners</p>	<p>Effective governance of all Future Skills Sussex Improvement Framework activities</p>	<p><b>For Business</b></p> <ul style="list-style-type: none"> <li>● Support with recruitment into sectors that may not be as established as others e.g. viticulture/wine</li> <li>● Improved and smarter recruitment and retention of staff</li> <li>● Saves HR resource time and money by aiding businesses to have a more tailored and skills optimised workforce.</li> </ul> <p><b>For Providers</b></p> <ul style="list-style-type: none"> <li>● Opportunity to be involved in evaluation and continuous improvement of skills</li> <li>● Increased links with local businesses</li> <li>● Better meets the skills needs of businesses</li> </ul>
<p><b>Successful coordination and monitoring of the framework</b></p>	<p>The central LSIP Project Team working to coordinate and monitor across partners and framework workstreams</p> <p>Processes to be developed to support the framework development and provide partners/task groups with strong implementation frameworks</p>	●	●	●	<p>Project Team in place</p> <p>Finalised and implemented processes across all elements of Framework</p> <p>Monitoring reports to LSIP Board</p>	<p>Effective coordination and monitoring of all Future Skills Sussex Improvement Framework activities</p>	



# Future Skills Sussex Evaluation continued

Priorities: 1. Labour Market, 2. Skills Provision, 3. Sector Profiles, 4. Accessibility, 5. Skills Policy

Solutions	How will this be realised	Timescale			Measures	Outcomes	Impact
		Short term (0 - 1 year)	Medium Term (1 - 2 years)	Long Term (2 - 3 years)			
<b>Evaluation of all elements of framework and overall LSIP impact</b>	<p>The central LSIP Project Team working to coordinate and monitor across partners and Framework workstreams</p> <p>Processes to be developed to support the Framework development and partners/task groups</p> <p>Development of process to support Framework evaluation including good practice, areas for improvement and action planning to implement improvements</p>	●	●	●	<p>Finalised and implemented processes across all elements of Framework</p> <p>Monitoring reports to LSIP Board</p>	<p>Continuous evaluation of Future Skills Sussex Improvement Framework activities</p>	<p>See previous page</p>
<b>Identification of good practice and where improvements need to be made</b>	<p>Development of process to support Framework evaluation including good practice, areas for improvement and action planning to implement improvements</p>	●	●	●	<p>Finalised and implemented processes across all elements of Framework</p> <p>Monitoring report to LSIP Board</p>	<p>Areas of good practice identified and built on</p> <p>Continuing improvement undertaken for all areas of Future Skills Sussex Improvement Framework activities</p>	