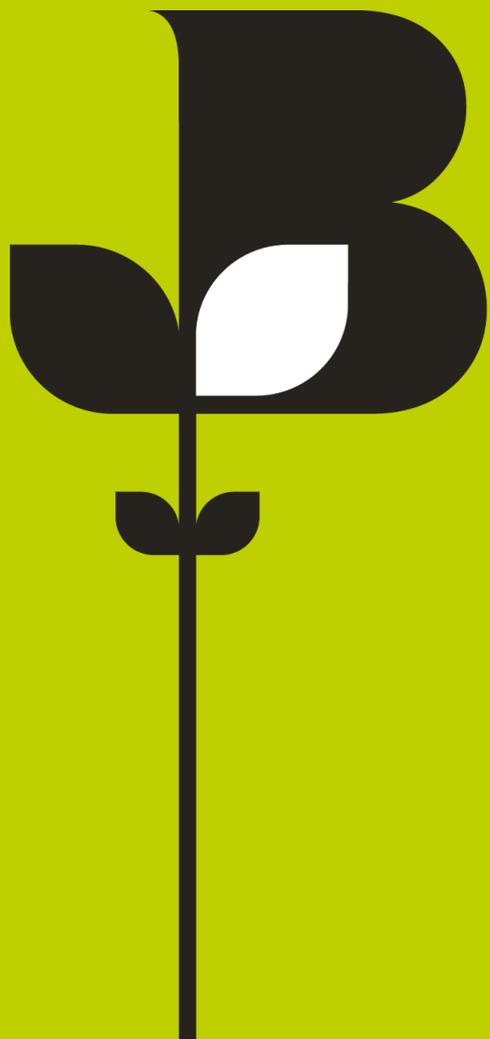


Sussex Local Skills Improvement Plan **Trailblazer Report**

March 2022



Sussex
Chamber of
Commerce

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This Trailblazer Local Skills Improvement Plan (LSIP) for Sussex has been produced by the Sussex Chamber of Commerce, one of eight employer representative bodies testing an employer-led approach to skills planning. This will help the DfE determine how best to rollout LSIPs across the country. It is DfE's intention that the employer voice articulated in this plan should help inform the decisions of local skills providers and inform relevant future funding bids. This Local Skills Improvement Plan will be a starting point for any future Local Skills Improvement Plan produced under a national roll out of the programme.

Foreword

By Ana Christie
CEO of Sussex Chamber of Commerce

I am delighted that the Sussex Chamber of Commerce was given the opportunity to develop the Sussex Local Skills Improvement Plan (LSIP) Trailblazer project. This involved working closely with partners, employer networks and local business leaders across the area to investigate and articulate the skills needed to support these organisations, improve the skills of local people, and increase the productivity of the local economy.

The plan proposes a reinstatement of Sussex as a functional economic area, reuniting East and West Sussex with the city of Brighton & Hove, to become a focal point for innovative education and skills development, with businesses and education providers working more collaboratively to better meet local need and driving economic and social prosperity.

An amazing amount of work has been carried out by the extended project team over the last five months to undertake employer surveys, individual and group employer engagement sessions and numerous consultation events. We have reached approximately 1,350 businesses and sought their views on the current skills system and the challenges their businesses face in the current economic climate.

This has been fed into the evidence base to produce the Case for Change and the subsequent Roadmap for Change, which will be taken forward over the next three to five years.

These activities have enabled us to articulate the current and future improvements needed to turbo-charge the Sussex economy as we come out of the Covid pandemic and adapt and innovate post Brexit.



Ana Christie Chief Executive
Sussex Chamber of Commerce

**‘Oh Sussex, Sussex by the Sea!
Good old Sussex by the Sea!
You may tell them all we stand or fall,
For Sussex by the Sea.’**

Refrain from Good Old Sussex by the Sea,
unofficial anthem of Sussex (1907)

Overview of Local Skills Improvement Plans

Local Skills Improvement Plans (LSIPs) were introduced in the Skills for Jobs White Paper in January 2021. They are a key part of the Government's transformational vision of an adult skills system where businesses, particularly SMEs, are given a much stronger voice in local skills planning. The plans will help ensure provision is more responsive to emerging and changing skills needs. Being locally driven, they can be tailored to the challenges and opportunities most relevant to the area.

LSIPs are needed to address:

- Skills shortages that are impacting businesses in all sectors and at all skill levels
- The current supply-led system, which has not resolved the problem
- People investing their hopes and resources in training courses that do not necessarily lead to good, secure jobs in their local area
- The lack of technical skills in the adult workforce, which is holding back individuals' progression opportunities and putting a brake on business productivity
- Training opportunities that lead to employment - and that the training meets the skills needs of local employers.

The Sussex LSIP

The Sussex LSIP area runs from Gatwick Airport south to Brighton – the two areas of Sussex with the greatest concentration of skilled jobs – and along the entire Sussex coastal strip, described as an inverted T. This area presents a unique economic landscape within a compact space, with the more buoyant economies of the area around Gatwick and Brighton contrasting with the less economically or socially advantaged areas found in some of Sussex’s coastal towns. This is a compact, functional economic area, with natural travel to work patterns to Gatwick Airport and Brighton. The area encompasses Sussex’s larger settlements and contains the greatest concentration of employers and providers. The area outside the inverted T is mainly rural and dominated by the land-based sector, which is one of the LSIP sectors of focus to draw in needs from these rural communities. There are issues in accessing skills and

education across rural communities and this has been recognised in the recommended Framework.

The LSIP area comprises:

- 60,480 registered businesses, 79.7% of all Sussex businesses, producing over £35Bn GVA
- 855,000 working age population
- Three Local Authorities (LAs), two County Councils and one Unitary Authority
- Two Local Enterprise Partnerships (LEPs)
- 14 FE and three HE Institutions
- Sussex Council of Training Providers, representing 90 Independent Training Providers (ITPs), FE and HE institutions.

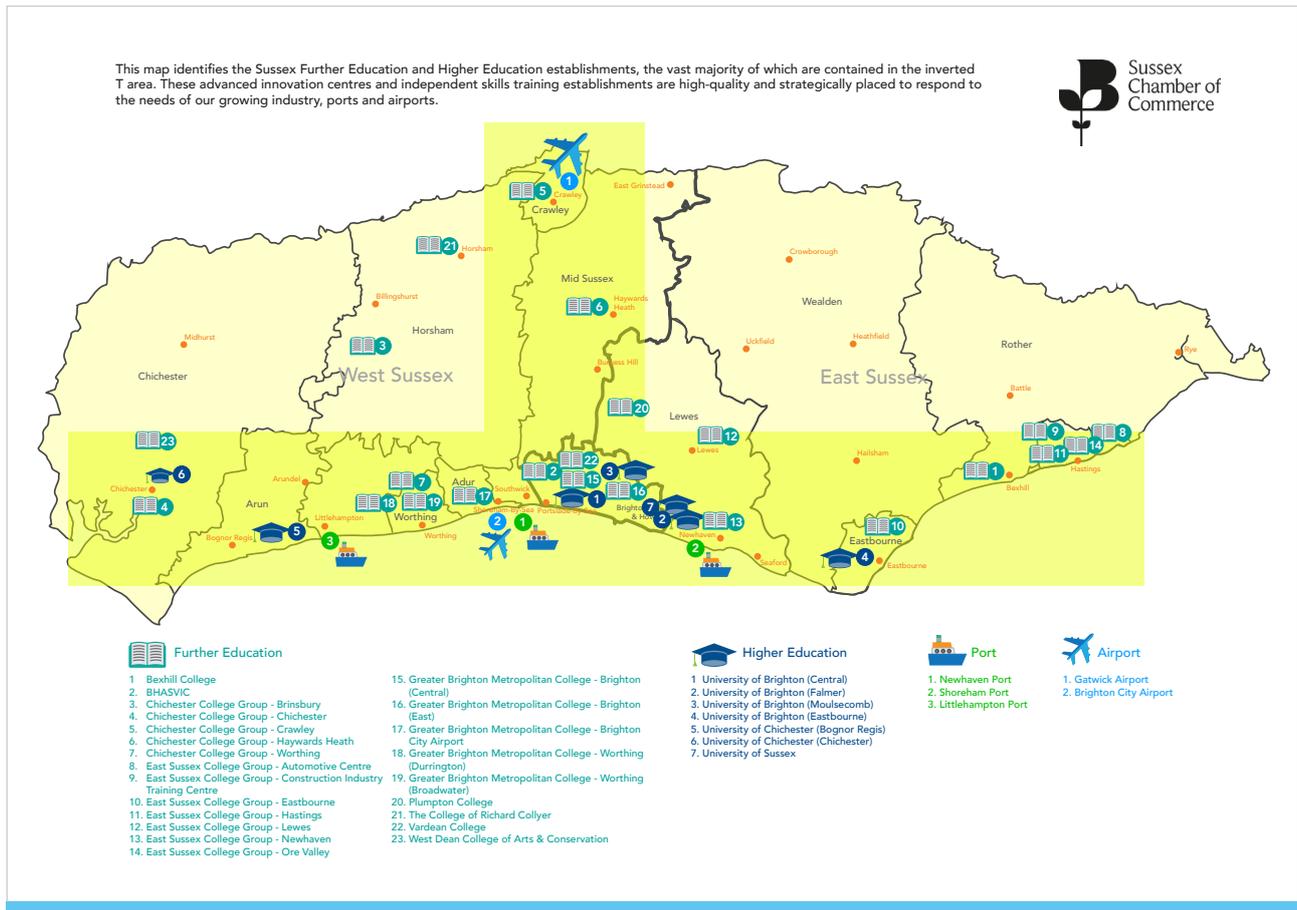


Figure 1: Sussex Further Education and Higher Education establishment

The LSIP businesses, skills groups and education providers work across the area and view Sussex as a whole. However, the area is covered by two LEPs and three local authority areas, and this tends to detract from the focus on Sussex as a distinct entity, leading to a tendency for silo working and missing out on the benefits of collaboration. There are also missed funding opportunities, particularly where government funding and/or differing priorities for local area funding means it can be accessed by some, but too often not across all locations that are in need.

A snapshot of the Sussex labour market

- Sussex has an ageing population and a much smaller younger population than other areas of England.
 - 30% of the Sussex population is aged 25 to 49, compared to 33% for England.
 - 38% of England's population is aged 50+, whereas in Sussex this age group makes up 43%.
- The Construction, Health and Retail sectors in Sussex employ a higher proportion of the workforce than nationally. In 2020:
 - 5.8% of the workforce were employed in Construction compared to 4.9% nationally
 - 14.6% of the workforce were employed in Health, compared to 12.9% nationally
 - 10.3% of the workforce were employed in Retail compared to 9.3% nationally
- Rural areas have a particularly large ageing workforce and lower levels of qualifications. There is limited choice of education providers for young people due to restricted access to public transport.
- Businesses in smaller towns are competing for skilled labour with the cities of Brighton & Hove and London which are often perceived as more attractive places to work.
- Coastal towns have lower education and skills attainment levels, a lower proportion of the working age population, and a high proportion of jobs in the hospitality and tourism sector.
- There are significant areas of deprivation along the coast, and towards the North of the County, including some of the most deprived wards in the country such as Brighton & Hove, Hastings, Selsey and Crawley.

The impact of Covid-19 and the departure from the European Union

- Due to their proximity to Gatwick Airport, and an overdependence on a single sector, areas of North Sussex have been disproportionately impacted by COVID-19 with high numbers of redundancies and furloughed jobs. Resident earnings are low and house prices in immediate areas surrounding the airport are high.
- By February 2021 nearly all areas in Sussex had take-up rates of the Coronavirus Job Retention Scheme (CJRS) higher than the national average and five areas were at least 3% higher.
- There are many hard to fill job vacancies, particularly for seasonal and part-time work.
- Salary inflation in many sectors means businesses have to offer higher salaries to successfully recruit or lose out on labour to other areas.
- External business pressures such as supply chain issues, tax increases, fuel and materials shortages mean employers have less time and money to invest in workforce development.
- Both Lewes and Rother districts had unemployment rates 3% higher than the national rate in June 2021, whereas in 2020 the rates in Sussex were in line with the national rates and in some cases much lower.
- Older workers, men and minority ethnic workers are over-represented in the sectors hit hardest by the pandemic.

LSIP Trailblazer Objectives

The overarching objectives of the Sussex LSIP trailblazer were to:

- Build a shared understanding around the skills needs of the key sectors, enabling Sussex to bounce back from the impact of Covid, and secure opportunities provided by Brexit
- Extend the collaboration between education providers to co-design new skills programmes and qualifications with employers to meet identified needs in the key sectors
- Deploy innovative and effective ways of reaching employers and collating futures skills needs in a meaningful way
- Translate needs into an effective tool to support providers adapt their offers and engage with schools, young people and adults.

We employed a blend of data, online communications and traditional face-to-face discussions, involving everyone from sole traders, the various public sector organisations and to large, private sector national organisations that have a local presence as well as MPs and councillors, schools and the third sector.

Case for Change

In pursuing the achievement of the objectives, significant focus was placed on adding value, being different, challenging the norm, providing new insights, disrupting the status quo and innovation. Working with employers and employer representative groups to identify the local needs, as well as identifying the solutions needed to address the local needs in the key sectors of engineering and manufacturing, construction, digital, visitor and cultural industries, land based and health and care.

A collaborative approach was taken to generate this plan that recognises the skills needs and the solutions that colleges, universities and provided need to implement to address these needs. As the economy transitions into a post-covid and post-Brexit world, skills development will play a key role in supporting this.

The team employed a blend of data, online communications, and traditional face-to-face discussions, with those who experience the challenges on the ground. This involved targeting various stakeholders such as sole traders, public sector organisations, large private sector national organisations that have a local presence, MPs, councillors, schools and the third sector. The goal was to identify what unmet needs currently exist, and to forecast the future skills needed in Sussex.

Key Findings

From our analysis of existing reports, together with engagement with the stakeholders, we distilled the following **key findings**:

- There is a lack of **specialist practical training facilities** locally, which is particularly important for the land based, construction, and engineering and manufacturing sectors
- **Short courses** and **modular courses** are of particular interest to businesses, but there are few available and the existing funding rules often make them complicated to access
- A **blend of virtual** and **in-person training** fits well with the new hybrid approach to working practices in many sector
- Where course **accreditation** is appropriate, it needs to be **developed more quickly** to remain current and to meet employers needs
- **Soft skills** and **employability skills** are as important as technical skills in many businesses, and they need to be better identified and evidenced by candidates in the job market
- Employers would like to access training which is **local** to their business
- Employers understand the importance of training their employees to meet the emerging demand for **green skills** but are hesitant to invest
- The **skills system is complex**, and employers need support to navigate it

Skills demand via job postings

The following statements summarise some key findings regarding skills needs identified through job postings in Sussex:

- The Digital sector had the highest median advertised salary of the six sectors at £40k and Visitor, Hospitality, Creative and Cultural had the lowest at £20k.
- Within the Digital sector, skills in programming languages such as, SQL, Java and C# are some of the most in-demand hard skills with those skills being mentioned in 45% of digital postings. This aligns with qualitative feedback from businesses in the sector where the top required technical skills were C++ and C# programming languages, followed closely by game design.
- Jobs which require programme language skills typically have much higher salaries, for example the median advertised salary for Programmers and Software Developers in Sussex was £50,000 in October 2021. However, only 6% of postings in Sussex were for digital occupations.

- There are five sectors where skills are relatively in greater demand in Sussex compared to the rest of the UK, they are: Law, Construction, Horticulture, Animal Husbandry & Environment, and Care & Social work – they align in part with the six LSIP sectors of Construction, Digital, Health & Care, Land based, Engineering and Manufacturing and Visitor, Hospitality, Creative and & Cultural.
- In Sussex, the most in demand skills have been in Customer Services, Business & Project Management, Sales, and Financial Services.
- Many of the higher paying transferable skills require a degree of foresight (planning/identifying opportunities) or working with other people (compromise/ negotiation/cooperation).
- Sussex had less demand for skills in Construction, Manufacturing and Engineering compared to the rest of the UK. Core skills include surveying, creating AutoCAD drawings, creating technical drawings, and reading engineering drawings. Compared to the other six LSIP sectors, only 9% of all postings were for construction related occupations, compared to 18% of postings in Health & Care sectors.
- In October 2021, Sussex had a high proportion of workers claiming benefits where their previous occupation was Labourers in other construction trades at 53%, compared to 40% in England.
- At the highest Standard Occupational Classification (SOC) level, in Sussex 25% of postings in October 2021 were for Professional occupations which includes Nurses, Programmers and Software Development Professionals and Primary and Nursery Education Teaching Professionals. Nurses made up 21% of all postings in Professional occupations.
- The second highest proportion of postings was in the Associate Professional and Technical occupations at 20% of all postings in October 2021, this occupation includes Business and Public Service Associate Professionals, Science,

Engineering and Technology Associate Professionals, Health Care Associate Professionals, Culture, Media and Sports Occupations and Protective Service Occupations. Human resources and Industrial Relations Officers made up 10% of postings in the Associate Professional occupation.

- In October 2021 in Sussex, Management Consultancy had the highest number of new company registrations, possibly due to furloughed or unemployment residents starting their own businesses and businesses that could continue to trade under COVID-19 restrictions. This also aligns with the top two most in-demand transferable skills in job postings in October of ‘communications and management skills, at 25% and 17% respectively.
- Out of the six LSIP sectors, the Health & Care and Visitor, Hospitality, Creative and Cultural sectors had the highest percentages of job postings in Sussex in October 2021 at 18% and 17% respectively.
- Job posting activity levels in all Sussex local authorities over the two years analysed broadly tracked the national trend. Decreases in job postings can be observed just after each of the two main national lockdowns, and throughout 2021 all local authorities have seen an increase in posts to varying degrees.

To generate quantitative data on the skills needs for each of the identified key sectors, online job postings data, available through Emsi Analyst, was analysed. Emsi Analyst searches hundreds of millions of job postings daily, which can therefore be considered as real time labour market data. It should be noted that this approach does not account for any job vacancies that might only be advertised for example by word of mouth or through local hard copy media only.

A note of caution should be added around the data for those sectors that have not traditionally used online advertising. This might particularly apply to the construction, visitor economy, creative and cultural, care and land-based sectors and to micro and small businesses.

Analysis by sector

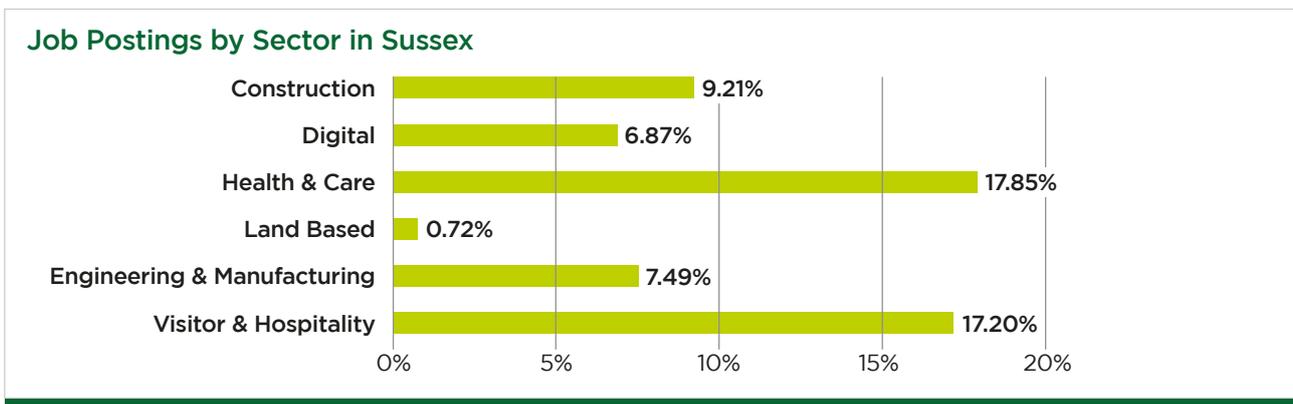


Figure 2: Job Postings by Sector in Sussex

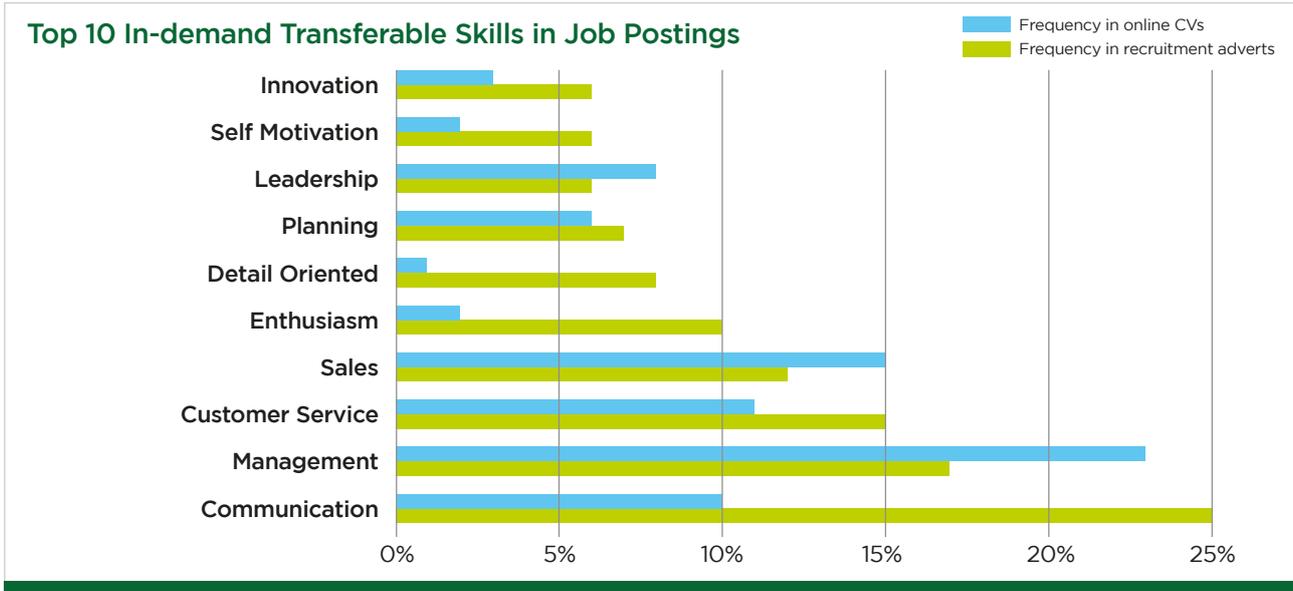


Figure 3: Top 10 In-demand Transferable Skills in Job Postings

Priorities for Change

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

Priorities	What needs to change
1. Labour Market Support employers to recruit and retain their workforce	1.1 Focus on recruitment and retention initiatives 1.2 Ensure workforce development is accessible to all
2. Skills Provision Ensure that the skills provision on offer in Sussex matches the skills needs of local businesses	2.1 Collaborate and consult 2.2 Tailor to business needs
3. Sector Profile Build a profile for and raise awareness of the key sectors to promote recruitment and retention.	3.1 Build a profile of each key sector 3.2 Raise awareness of each key sector
4. Accessibility Ensure training and employment is accessible to all	4.1 Offer more localised training 4.2 Transport subsidies 4.3 Offer affordable accommodation
5. Skills Policy Influence national and local policy change using an evidence-based approach.	5.1 Negotiate freedoms and flexibilities with current skills funding system 5.2 Reinforce importance of clarity and longevity in Government policy for net zero initiatives

Existing Good Practice

- There are excellent skills initiatives already taking place in Sussex to address the current skills barriers and challenges. Not all are available across Sussex, but there is potential to adapt them and expand the coverage across the area. Here are some examples of how this could be achieved:
- College collaboration, through the Skills Development Fund, across the whole Sussex area to undertake green skills initiatives, including working with awarding bodies to design and develop short, employer co-designed modules that can be delivered as part of wider qualifications
- An organisation set up to support young people into the Creative Industries has developed a “badging” system to allow employers to recognise young people’s skills and aptitudes through informal accreditation
- Schools in Sussex have been working with a small community interest company, which is set up to support young people into Digital Careers to run coding clubs for their year 10 groups
- Awarding and sector bodies investing in resources to support schools to raise the awareness of the land-based sector
- Careers advice resources are available via various portals across the area, including Careers East Sussex and Learning 4 Life Sussex
- Skills and education networks, such as Sussex Learning Network, are working on projects to support progression pathways from further education into higher education via Uni Connect Funding, focusing on deprived areas and young people without a history of family members attending Universities
- Initiatives such as the Careers Hub’s Open Doors activities, which work with businesses and schools to bring students on site so they can see the range of jobs available leading to jobs and Apprenticeships.
- Impartial SME skills support and brokerage service, initiative led by East Sussex County Council, and delivered by the Sussex Council of Training Providers; designed to support SMEs to navigate the skills funding system, and access government funded provision, grants and incentives, including levy transfer.

Roadmap for Change

Future Skills Sussex Improvement Framework

The **Future Skills Sussex Improvement Framework** (Annex 2) will enable:

- The continuation and expansion of existing good practice
- the development of new and innovative approaches
- employers to be at the heart of an ongoing skills conversation.

The framework will ensure that all forms of intelligence is analysed and used to inform the skills provision on offer, and will embed regular evaluation points to monitor progress and adapt the Framework Plan.

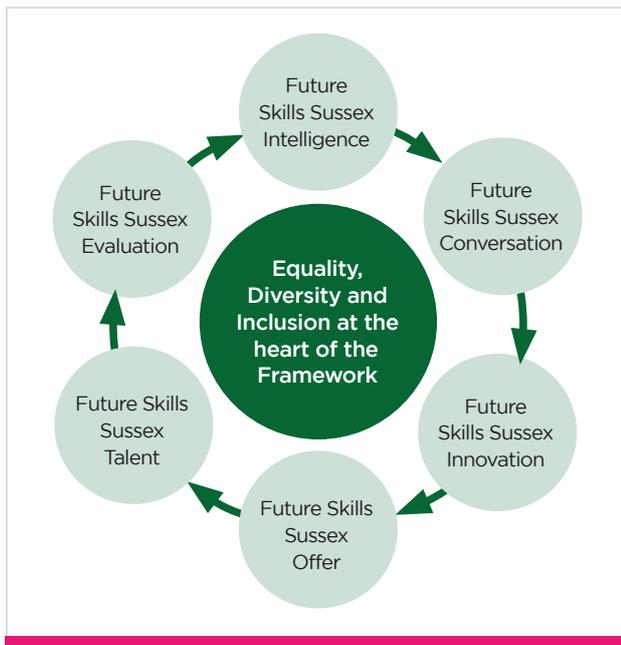


Figure 4: Future Skills Sussex Improvement Framework

The specific functions of each element of the framework are described below:



Future Skills Sussex Intelligence – developing innovative web solutions providing skills information and undertaking regular, sectoral research to update the intelligence on skills needs in Sussex.



Future Skills Sussex Conversation – quarterly conversations with Sussex businesses to understand their skills needs and encourage collaborations with education providers to solve these.



Future Skills Sussex Innovation – providing the testbed for collaborative and innovative skills solutions to develop including modular delivery models, coordinated employability and psychometric testing and sector skills development.



Future Skills Sussex Offer – encouraging and enabling co-development and delivery of skills solutions with businesses to address skills needs across Sussex.



Future Skills Sussex Talent – improving careers resources and providing innovative area based and online matching services to harness the talent of Sussex residents.



Future Skills Sussex Evaluation – effective governance arrangements assure the Sussex LSIP is successful, including the commissioning of additional evaluation or research to support implementation.

The **Future Skills Sussex Improvement Framework Plan** sets out a series of cohesive actions to be taken forward collaboratively by all partners across the Sussex area, to address the skills barriers for businesses and increase productivity for the whole area.

This Framework has the potential to enact change for the businesses and people of the area that is long overdue. It will enable innovation in technical education provision, further education and higher education progression routes, information sharing and best practice and the way we view employability skills. It will serve as a test bed for new ways of working within a fast paced, agile and adaptable skills system that is a true collaboration between businesses and education providers.

LSIP Partners

The Future Skills Sussex Improvement Framework activities will be undertaken in collaboration with partners (examples of which are shown in Figure 5) to formulate a Sussex systems leadership approach to undertaking the LSIP actions over the next three years. To avoid duplication the planned activities will be mapped with existing skills programmes and initiatives. The aim is to galvanise all the existing good work being undertaken in the area and develop innovative skills programmes for the future.



Figure 5: Example of LSIP Partners

Delivering the Roadmap for Change

Through an incredible willingness to collaborate, businesses, education providers and public sector partners have come together to provide creative, innovative, and challenging insights into the changes required to ensure a local skills system that is truly fit for purpose now and into the future. This has informed our Case for Change and Roadmap for Change and led to the creation of the **Future Skills Sussex Improvement Framework** (Annex 2).

We recognise there is still much to do to continue the work that has begun through the LSIP Trailblazer process and by adopting a Sussex wide systems leadership approach we have the means to develop, grow and deliver the framework in coalition.

This Framework has the potential to enact change for the businesses and people of the area that is long overdue. It will enable innovation in technical education provision, further education and higher education progression routes, information sharing and best practice and the way we view employability skills.

We believe the Future Skills Sussex Improvement Framework would serve as a test bed for new ways of working within a fast paced, agile and adaptable skills system that is a true collaboration between businesses and education providers.

To achieve our ambition, we need to convert willingness into commitment. We have devised a set of commitment statements that will enable us to do just that and will work with partners through the systems leadership approach to get buy in to these commitments.

To ensure the key commitments materialise the various stakeholders have provided commitment to this programme.

Commitment Statements

Sussex Chamber of Commerce

- ✓ Hold bi-monthly (or quarterly) LSIP Board meetings to review progress against the plan and to establish enhanced governance processes following DfE guidance
- ✓ Ensure we continue to place employers at the heart of the programme through our Business Commitments below
- ✓ Review priorities quarterly to ensure they meet business needs and the current economic climate impacting business
- ✓ Develop and resource an LSIP team to enable plans to materialise
Oversee and develop the commitments below

Businesses

- ✓ Participate in the quarterly skills conversations and other Future Skills Sussex Improvement Framework activity
- ✓ Offer professional development opportunities to education provider teaching staff to continually refresh their knowledge and provide their expertise to teach or support specialist subjects, especially in technical subjects
- ✓ Provide access to specialist equipment or facilities where appropriate and feasible Support course development to ensure provision better meets local need
- ✓ Promote the benefits of involvement in the Future Skills Sussex Improvement Framework and encourage their employees, members and/or other businesses to get involved

Education providers

- ✓ Work collaboratively with Sussex Chamber of Commerce and further and higher education partners across Sussex
- ✓ Participate in the quarterly skills conversations and other Future Skills Sussex Improvement Framework activity and adapt provision to meet identified needs
- ✓ Be innovative in course development and in use of funding, including the development of modular based programmes
- ✓ Support the implementation of the Future Skills Sussex Improvement Framework by engaging in opportunities to align core and project funding to it, such as Strategic Development Fund (SDF) activities
- ✓ Encourage staff and learners to participate in the quarterly skills conversations

Local authorities, LEPs and area partnerships

- ✓ The County Council's and Unitary Authority and LEPs to provide strategic support via the LSIP Board and encourage synergy between LSIP priorities and existing skills and employment groups across Sussex
- ✓ All to engage with the Future Skills Sussex Improvement Framework as employers themselves and use their influence with businesses to encourage wider engagement

- ✔ Consider aligning and preparing bids for place-based funding is targeted to support the Future Skills Sussex Improvement Framework, e.g., borough and district local authorities through the UK Shared Prosperity Fund
- ✔ Promote the benefits of involvement in the Future Skills Sussex Improvement Framework

Other partners

Members of the community and voluntary sector, careers education providers, employment support organisations, awarding bodies and other partners commit to:

- ✔ Participate in the quarterly skills conversations and other Future Skills Sussex Improvement Framework activities
- ✔ Promote the benefits of involvement in the Future Skills Sussex Improvement Framework amongst their partners and stakeholders
- ✔ Ensure that funding, where appropriate, is targeted to support the Future Skills Framework.

Government departments and their agencies

In making these commitments to the Future Skills Sussex Improvement Framework, the Sussex Chamber of Commerce and its partners seek commitment from Government and its agencies to:

- ✔ Provide timely guidance on next stages of LSIP roll out so that delivery in Sussex can commence and the goodwill gained during this process is not lost
- ✔ Work with the Sussex LSIP through the Future Skills for Sussex Improvement Framework to pilot increased flexibilities within existing funding streams
- ✔ Continue to develop the relationship with Sussex Chamber of Commerce in relation to the Sussex LSIP
- ✔ Participate in quarterly skills conversations and other Future Skills Sussex Improvement Framework activity (e.g., Department for Education, Department for Work and Pensions, Department for Digital, Culture, Media & Sport, Department for Levelling Up, Housing & Communities, and Education & Skills Funding Agency)

How the LSIP Trailblazer Activity was Carried Out

To meet the LSIP Trailblazer objectives it was essential to undertake a business led, locally owned approach to identify the key sector skills challenges, and build a plan to address these. It was important to have open, transparent leadership and governance and inclusive approaches to stakeholder engagement. This has been achieved by:

- Creating an LSIP Board to provide strategic direction and oversight on the development of an effective LSIP for Sussex
- Placing employers at the heart of the programme by gathering their skills needs
- Establishing an innovative Sussex Taxonomy of Skills to provide stakeholders with an understanding of those skills needs
- Empowering local education providers to develop new skills opportunities linked to Technical Skills innovation

Project and relationship management

The project was managed internally by a core Sussex Chamber of Commerce leadership team including the CEO and the Skills Project Director.

The delivery team consisted of Chamber colleagues supporting project administration, events administration, stakeholder communications and social media.

We engaged four Stakeholder Engagement Leads from partner organisations and local education and skills experts (including a college, local authority and an employer representative organisation) to undertake in depth discussions and intelligence gathering across from key sector businesses.

Executive support has been provided by a Sussex Chamber of Commerce Non-Executive Director who works within the Further Education sector. Their role has been to support the implementation of the project, provide strategic direction and expert advice regarding education policy and to chair the LSIP Board.

Coast to Capital Local Enterprise Partnership, was appointed to undertake detailed skills research and analysis for the Case for Change, Roadmap for Change and the overall LSIP document. Always Possible, a local company, undertook engagement activities and provided feedback to Coast to Capital LEP to assist in the research and analysis work for the project.

Stakeholder engagement activities

The project plan included a series of stakeholder engagement interventions to gather intelligence from a range of stakeholders including businesses, employer representative bodies and sector organisations, local authorities and Local Enterprise Partnerships, employment and skills groups and employment and careers support organisations.

Being mindful of how busy local business owner/managers are, we used a variety of ways that people could engage to attract as much participation as possible. This included group face to face and virtual events, individual meetings and telephone or online surveys.

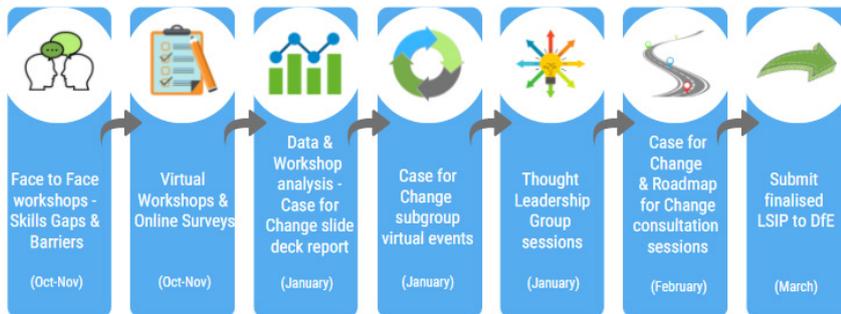


Figure 6: Sussex LSIP Stakeholder Engagement Process

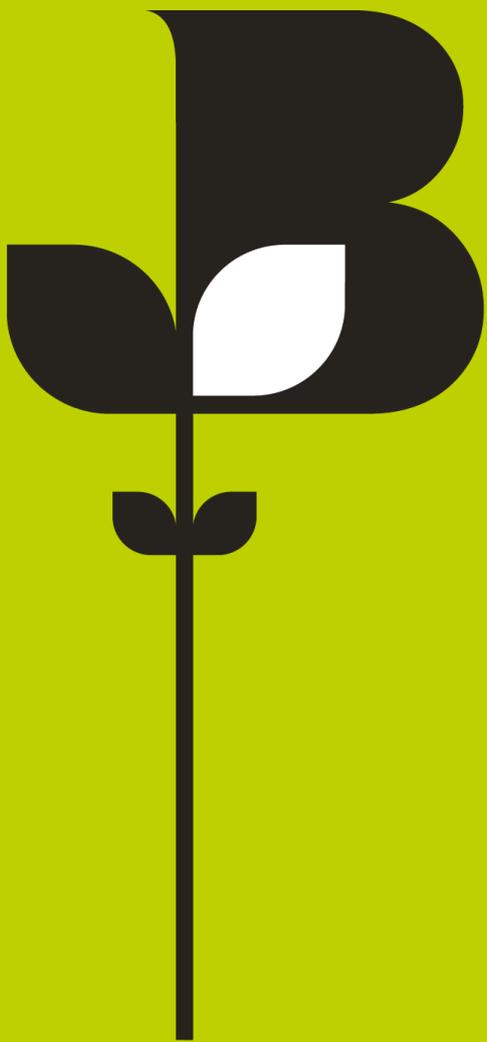
Stakeholder communication

To ensure stakeholders were kept informed, update emails were sent, and one-to-one meetings held with various national and local employer relationship bodies and sector bodies, requesting that they share LSIP information with their members and encourage their involvement in all stakeholder engagement activities. There was also regular engagement with Local Authorities and Local Enterprise Partnerships throughout the project, who provided skills information, reports and links to their networks.

There were regular communications with Further Education and Higher Education providers, and they were encouraged to attend our LSIP engagement activities. Additionally, regular meetings were held with the college Principals and Chairs of their governing bodies. Project updates were provided to independent training providers through their local membership organisation Sussex Council of Training Providers.

Two update meetings were held with the MPs from across the Sussex area to ensure engagement with other public, private and community organisations.

Targeted press and social media activity, and a series of radio adverts regarding the LSIP achieved 6,669 hits via social media and press releases reached a readership of 21,000.



Sussex
Chamber of
Commerce

Thank You.