



Swindon & Wiltshire
LOCAL ENTERPRISE PARTNERSHIP

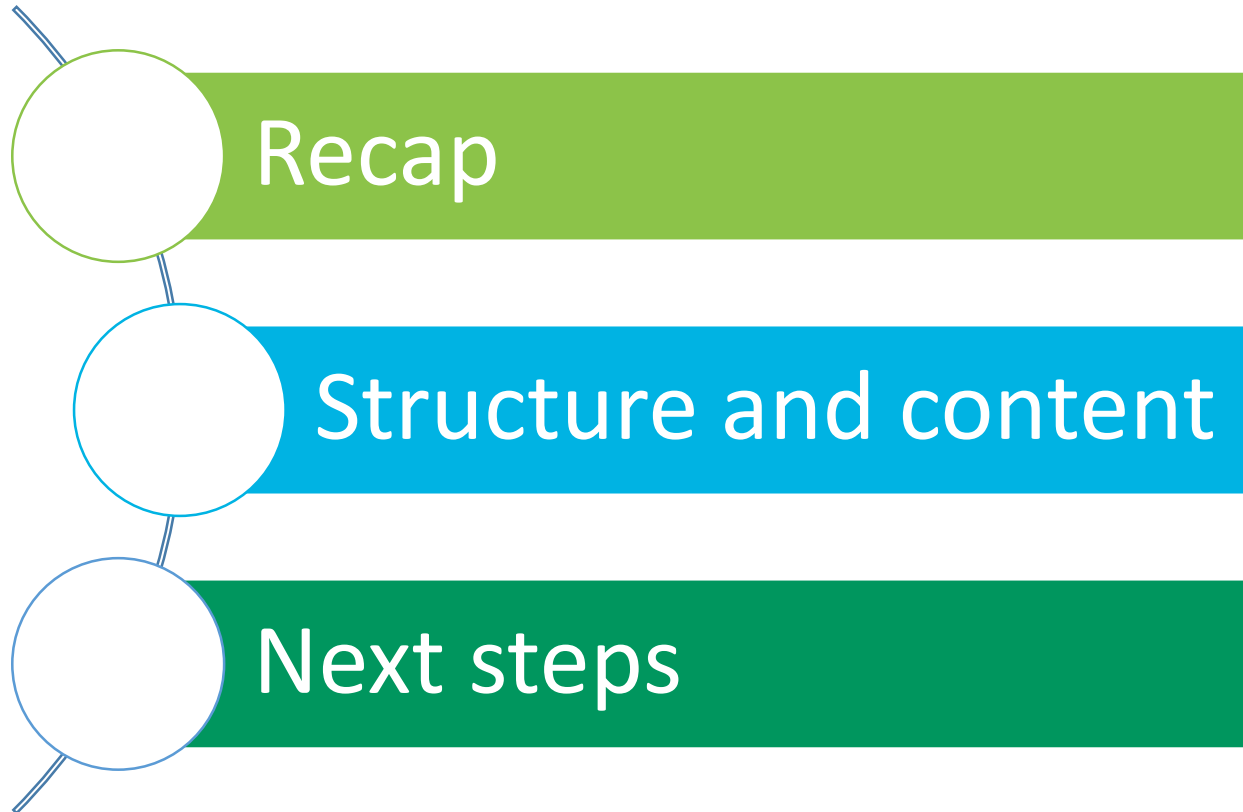
Update on producing the Skills Plan



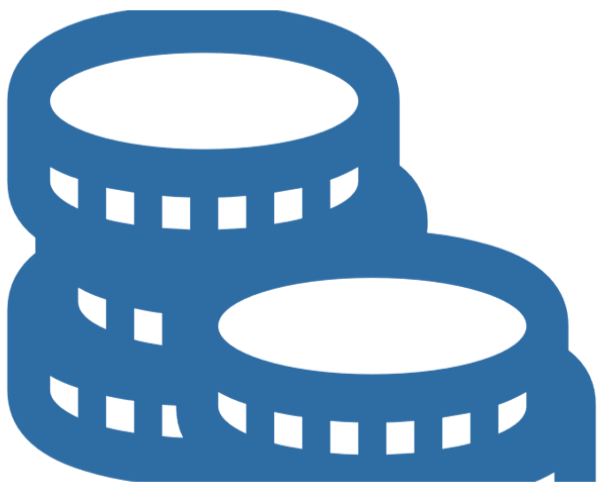
Department for
Business, Energy
& Industrial Strategy



**INDUSTRIAL
STRATEGY**



The National Industrial Strategy



Increased productivity



All communities contributing
to and benefiting from
economic prosperity

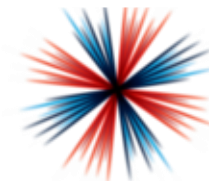


Priority areas

Address skills supply
and demand
imbalance

Ensure inclusive
growth across socio-
economic groups

Place
Business Environment
Infrastructure



Structure and Content

Priority	Rationale	Objectives	Actions	Responsibility	Start	Finish	Cost and Resources	Success Measures
Skills imbalance or inclusive growth	Reason from evidence base	5 objectives across 2 priorities	Range of short, medium and long term actions	Named role within an organisation who leads an action	Date to indicate short, medium and long term nature of the actions		Money – generally to produce something using external support	Performance measures related to the achievement of the Objectives
							Number of days; separate from cost	

Structure and Content

Objective	High Level Action	Detailed Actions	S&T Lead	Other Partners	Start	Finish	Progress RAG Rating	Success measures
Taken from the overall plan	Taken from the overall plan	Broken down into smaller, identifiable steps	Person who is responsible to the S&T Group for the success of the action	Eg, LAs, Colleges, other training providers, businesses, Govt			4 options – Green, Amber Green, Amber Red and Red	Taken from overall plan

Approval of the Skills Plan

- Obtain/procure support to write up the whole plan – April 2020
- Ensure structure is consistent with DfE guidance – April 2020
- Delay taking first draft of the plan to the SWLEP Board until May 2020
- Final draft for approval to go to the Board in July 2020
- Bring further iterations of the plan to the Skills and Talent Subgroup in May and July 2020



Address skills supply and demand imbalance

Improve use of skills and labour market intelligence

- Establish “real-time” source of labour market intelligence (LMI)
 - Promote participation in use of data source amongst partners delivering the skills plan
 - Produce quarterly update reports on focus sectors, towns and cities and jobs requiring different skill levels and attracting varying salaries
 - Use the intelligence and subsequent analysis to communicate priorities to business sectors through the Growth Hub and all partners
 - Produce an annual skills supply and demand and LMI report



Address skills supply and demand imbalance

Achieve a step change in take-up and achievement of apprenticeships

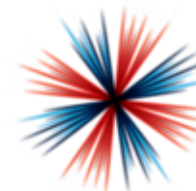
- Increase the number of school leavers taking up intermediate and advanced level apprenticeships
- Increase the number of employees upskilling through an apprenticeship qualification
- Build an understanding amongst all apprenticeship beneficiaries and stakeholders of the importance of progression pathways.
- Develop a marketing and communication campaign to increase understanding and expectation of parents and businesses to back apprenticeships as a key career choice for young people and employees.
- Improve the links between local businesses and education providers to embed technical education as an accepted education pathway



Address skills supply and demand imbalance

Establish a business-led multi-campus federation of higher education providers to meet the demand for jobs requiring STEM skills

- Establish a strategic partnership involving employers, local FE colleges and regional universities to develop demand-led provision linked to expansion of employment sites
- Support the Institute of Technology in Swindon to achieve success in its first five year charter
- Promote local higher education provision and support growth in its provision of STEM skills
- Increase the number of people and in particular females, achieving higher and degree apprenticeships in STEM subjects by incentivising people to move to the area with the draw of a job linked to training



Ensure inclusive growth across
socio-economic groups

Raise aspirations and improve employability of young people through effective support for independent careers education, information, advice and guidance the SWLEP Careers Hub

- Support an effective Careers Hub to enable all schools to reach the expectations of the Gatsby benchmarks
- Expand the Careers Hub approach to primary schools and create all-through provision for careers education
- Ensure the resilience of the education-business partnership to deliver sustainable and effective careers education, information, advice and guidance
- **Increase the rate of employment of young people from vulnerable groups**



Ensure inclusive growth across
socio-economic groups

Promote programmes to improve physical and mental health of employees

- Develop understanding of the impact of physical and mental health on employability and productivity
- Work with the NHS Federation and the two local Academic Health and Science Networks to develop and implement innovative programmes

Address skills supply and demand imbalance	Ensure inclusive growth across socio-economic groups
<p>Place</p> <ul style="list-style-type: none"> • Diversification of the economy, improved retail and cultural offer and better understanding of natural capital 	<p>Place</p> <ul style="list-style-type: none"> • Expansion of employment sites • Supporting the development of the Great West Way
<p>Infrastructure</p> <ul style="list-style-type: none"> • Addressing the Clean Growth challenge through the use of new technologies and renewable energy sources 	<p>Infrastructure</p> <ul style="list-style-type: none"> • Physical <ul style="list-style-type: none"> • Enabling people living in rural areas to access training and work • Digital <ul style="list-style-type: none"> • Supporting expansion of ultrafast broadband to rural areas • Supporting the creation of mobile provision in all parts of the SWLEP area
<p>Business Environment and Ideas</p> <ul style="list-style-type: none"> • Expansion of R&D • Development of the business-led Cyber Hub • Focus on low carbon and net-zero approaches to economic growth 	<p>Business Environment and Ideas</p> <ul style="list-style-type: none"> • Expansion of R&D • Focus on low carbon and net-zero approaches to economic growth