

Objective 2 – Smart Growth

Target 6 – Skills

Maximise the number of people ready for employment at all skill levels, and ensure they are continually equipped to progress in the labour market

- 82% of the population at NVQ level 2 or above by 2016
- 41% of the population at NVQ level 4+ by 2016

Action 6.1 – Ensure education and training providers deliver skills provision and services to meet business requirements and stimulate the demand for higher level skills, including the use of Sector Skills Agreements¹.

Activity(ies)	Contribution to the Target	Partner(s) (lead partner(s) in bold)	Timescales			Required Funding	Funding source(s)
			07-08	08-11	12-16		
Delivering Higher Skills Engage with Higher Education to ensure that they are providing the right skills needed for a globally competitive knowledge economy.	Aim for four to five clusters of Higher Education/Further Education and other educational establishments to be established. These clusters will work together to deliver coordinated education and training to a specific geographic area.	Higher Education Funding Council for England, Higher Education South East, SEEDA Learning & Skills Councils, Lifelong Learning Networks, SSCs, Higher Education Institutions, Further Education Institutions, Businesses, Learn Direct	●	●	●	£10M p.a. for Education led regeneration £2M p.a. for work-based learning, leadership, and entrepreneurship	SEEDA, Learning & Skills Councils, Higher Education Funding Council for England

¹ A set of 25 national/regional agreements between employers, SSCs, training providers, LSC, HESE, GOSE and national/regional partners to address range of short, medium and long-term skills needs in specific sectors. Each SSA has accompanying regional action plans with specific commitments from each partner. This enabling activity underpins a number of the actions listed below in 6.1 and 6.2. Each SSA has its own targets and priorities focusing on different aspects of the RES Implementation Plan – most focus on Employment, Skills and Enterprise.

<p>National Training & Quality Standard Ensure training providers are capable of delivering the skills and training solutions to meet business needs. This will incorporate activity of Sector Skills Councils and developing a Provision Matrix.</p>	<p>Continuously improve the delivery of skills training to meet the needs of business via the new National Standard using the existing network of 22 Action for Business Colleges achieved in 07/08, and roll-out the improvements to all 76 colleges in the South East in the period of the RES. 15 Colleges to take up the training and quality standard in 2008/09</p>	<p>Learning & Skills Councils, SEEDA, Association of South East Colleges Sector Skills Councils, Regional Skills for Productivity Alliance, Local Skills for Productivity Alliances/Employment and Skills Boards</p>	●	●	●	<p>National Standard funding - TBC</p>	<p>SEEDA, Learning & Skills Councils, Colleges, Action for Business Colleges, Sector Skills Councils, Regional Skills for Productivity Alliance</p>
<p>Train to Gain Provide funding to improve the delivery of skills development and training, including specialist sector brokerage provided by Sector Skills Councils. Programme has now been flexed to include support at Level 3. Subsequently pilot the delivery of higher level skills (for example, the technology skills managers).</p>	<p>Full 2007/08 achievements to be confirmed along with 08/09 targets by the LSC in July 2008.</p>	<p>Learning & Skills Councils, SEEDA, Skills South East Ltd, Sector Skills Councils, Business Link Providers, Job Centre Plus, Association of South East Colleges, ALPSE, Local Skills for Productivity Alliances/Employment and Skills Boards, Higher Education Funding Council for England, Foundation Degree Forward, Union Learn, Learn Direct</p>	●	●		<p>£530M</p>	<p>Learning & Skills Councils, SEEDA, Sector Skills Councils</p>
<p>Cross Cutting Issues</p> <p>Rural</p> <ul style="list-style-type: none"> • Skills within the land-base sector need to be addressed to allow the sector to address the opportunities presented by climate change, renewable energy and environmental management • The development of Fresh Start Academies throughout the region will begin to address the skills needs of the land-based sector • Heritage skills need to be recognised and supported in the region. <p>Equality & Diversity</p> <ul style="list-style-type: none"> • Develop a robust evidence base of the skills related issues causing disadvantage in the South East labour market. To include identifying any provider and user related barriers to improving the skills levels of disadvantaged groups, particularly in relation to race, disability, gender and age. • Use this information to ensure that the following activities take account of the specific needs of Black & Minority Ethnic groups, people with a disability, women and older people 							

Culture, Sport,
Leisure & Creative
Industries

- Develop opportunities for shared training between tourism, hospitality and cultural and creative businesses to raise the quality of customer services and the tourism offer

ICT & Broadband

- ICT skills gaps are a known problem for the South East at all levels.
- High level skills for experienced IT Professionals already in the workforce are a particular problem now that many mid level IT professional roles have been off-shored, removing the possibility of acquiring skills through work experience. An MSc/MBA Continuous Professional Development (CPD) programme will allow graduates with a few years experience to develop the skills necessary to undertake high level professional positions.
- A work-based Higher Apprenticeships scheme will help address the graduate ICT skills shortage through a work based route which sacrifices nothing in terms of educational attainment while providing valuable on the job experience and no necessity to get into student debt

Action 6.2 – (New Action). Clarify and simplify the skills offer to businesses across the region and address skills deficits, particularly those at intermediate level.

Activity(ies)	Contribution to the Target (what it will achieve to delivering the target – quantitative where possible)	Partner(s) (lead partner(s) in bold)	Timescales			Required Funding	Funding source(s)
			07-08	08-11	12-16		
Regional Resource Centres Develop resource centres to address the supply of Science, Technology, Entrepreneurship and Management skills in priority sectors. Each Regional Resource Centre provides single point of access to high quality technical training.	Following the ceasing of ESF support, future funding arrangements are being considered. An evaluation of all RRCs is now taking place.	SEEDA , Sector Skills Councils, Association of South East Colleges	●	●		£500,000 p.a. for 3 years	ESF
Training Pools Funded support to employer-led partnerships to address Level 3 skills issues within their sector and/or supply chain.	Programme now undergoing evaluation pending further investment. Actual 07/08 outcomes and 08/09 targets to be confirmed. 50% of earliest training pools projects mainstreamed by 2009.	SEEDA , SSCs, Employers, South East Employers, Local Skills for Productivity Alliances/Employment & Skills Boards, Association of South East Colleges	●	●		£2.1M (07/08 - 08/09)	SEEDA
National Skills Academies Employer-led academies focusing on raising standards of content, scope and delivery of sector-specific provision.	8 skills academies to be in operation by 2010	Learning and Skills Councils , SEEDA, Employers		●	●	Varies between academies	Learning and Skills Councils
Cross Cutting Issues							
Culture, Sport, Leisure & Creative Industries	<ul style="list-style-type: none"> • Ensure that individuals working in the creative and cultural industries have opportunities to develop management and leadership skills which are cross sectoral and therefore contribute to the wider sustainable prosperity of the region • Create a clear relationship between industry need and training spend to ensure well-targeted cost-effective training 						
ICT & Broadband	<ul style="list-style-type: none"> • The ITQ/e-Skills Passport will significantly aid the development of ICT user skills, but will require a significant capacity building programmes to ensure that Train to Gain brokers, Further Education and private training providers are equipped to deploy ITQ correctly to high quality. 						

Action 6.3 – (New Action). Increase the percentage of the working age population with qualifications at Level 2 or higher from 66% in 2003 to at least 80% by 2016, and the percentage with qualifications at Level 4 or higher from 28% in 2003 to at least 40% by 2016.

Activity(ies)	Contribution to the Target	Partner(s) (lead partner(s) in bold)	Timescales			Required Funding	Funding source(s)
			07-08	08-11	12-16		
<p>Understanding Progression and supporting the development of the Children’s Workforce Take forward priorities identified at the regional Children’s Workforce Summit.</p>	<p>Finds of ETB progression study disseminated to partners. Children’s Workforce Development Summit held in September ‘07 and findings disseminated. This is an enabling activity that identifies vocational opportunities, skills and training gaps and gaps in provision to assist the children’s workforce and young people’s agenda.</p>	<p>Government Office South East, Learning & Skills Councils Children’s Workforce Development Council, Lifelong Learning Networks, SEEDA, Foundation Degree Forward, Sector Skills Councils</p>	●	●		TBC	TBC
<p>Adult Learner Grant Provide financial assistance to adults on low incomes studying for a Level 2 or 3 qualifications to facilitate access to the labour market (includes Adult Level 2 entitlement and jumpers) and higher level technical /professional qualifications.</p>	<p>2008/09 expected volumes will be set towards end of July 2008.</p>	<p>Learning & Skills Councils, Colleges</p>	●	●		TBC July 2008	Learning & Skills Councils, SEEDA
<p>Adult Learner Accounts/Skills Accounts Develop Skills Accounts to enable learners to record all training undertaken from a variety of providers to provide employers with evidence of their skills.</p>	<p>3,696 learners (including OCT and badged learners) so far recorded under ALA scheme against the 07/08 target of 3,000 learners. There are no numeric targets for 08/09. Numeric targets for Skills Accounts have not yet been agreed. In 2009/10 the trial will be further expanded both within the region and</p>	<p>Learning and Skills Councils</p>		●		TBC July 2008	Learning and Skills Councils

	nationally.						
<p>Sustainable Employer-led consortia</p> <p>Developing and delivering vocational training and support for work-based learning to help meet level 4/5 targets and inform work to develop higher level skills.</p>	<p>Pilot with Pharma-bio companies underway, which is focused on engaging the six to seven top Pharma-bio companies in the region.</p> <p>Targets for people being up-skilled will be developed in the longer term.</p>	<p>Foundation Degree Forward, Sector Skills Councils, Employers, Providers</p>	●			£80,000	SEEDA, Foundation Degree Forward
<p><u>Cross Cutting Issues</u></p> <p>Equality & Diversity</p> <ul style="list-style-type: none"> • Develop a robust evidence base of the skills related issues causing disadvantage in the South East labour market. To include identifying any provider and user related barriers to improving the skills levels of disadvantaged groups, particularly in relation to race, disability, gender and age. • Use this information to ensure that the following activities take account of the specific needs of Black & Minority Ethnic groups, people with a disability, women and older people. <p>ICT & Broadband</p> <ul style="list-style-type: none"> • The IT Technician's Award will produce an IT professionally qualified workforce particularly for supporting Small & Medium Enterprises and will address known serious skills gaps. It is an all age programme to be offered by Further Education colleges and leading to qualified technician status. It will incorporate appropriate qualifications (including vendor qualifications) and be a "licence to practise" recognised by employers. 							

Action 6.4 – (New Action). Ensure that all young people and adults of all ages in the region have access to relevant vocational and work-based learning opportunities, including the number, range and quality of apprenticeships, specialised Diplomas aimed at 14-19 year olds, and other vocational opportunities including foundation degrees.

Activity(ies)	Contribution to the Target	Partner(s) (lead partner(s) in bold)	Timescales			Required Funding	Funding source(s)
			07-08	08-11	12-16		
<p>Information Advice & Guidance Develop and deliver impartial and effective information, advice and guidance to young people that meet the quality standards. This to include all local areas implementing the 'September Guarantees' and the schools Engagement Programme (SEP).</p>	<p>Over 18,000 people (including employers, teachers and 14-16 year olds) engaged through 4 Skills Festival events in 2007-08.</p> <p>Information, Advice and Guidance is essential for helping young people and adults make informed decisions about career choices and training opportunities.</p>	<p>Local Authorities, Learning & Skills Councils, 14-19 Partnerships, Government Office South East, SEEDA, Connexions, Job Centre Plus, Association of South East Colleges, Education Business Link Organisations, Voluntary and Community Services</p>	●	●	●	TBC	Local Authorities, Learning & Skills Councils, DWP
<p>Enhancing Employer Engagement in delivery of 14-19 Curriculum Co-ordinate employer engagement in the development and delivery of the 14-19 curriculum. This includes supporting the delivery of the 14-19 Diplomas and Sector Skills Councils career and qualification pathways. Also, extending opportunities for 14-16 year olds through LSC support for Colleges aimed at the hard to reach groups.</p>	<p>This will help to ensure young people are leaving education with attitude and skills required by employers and ensure they are equipped to enter the labour market. The target group are 535,000 young people across all schools in South East.</p> <p>In 08/09 there are plans to utilise regional LSC funding to further projects regarding employer engagement work with SSCs,</p>	<p>Learning & Skills Councils, Local Authorities, Sector Skills Councils, 14-19 Partnerships, SEEDA, Government Office South East, Education Business Partnership Network South East, DCSF, e-skills, SEMTA, Local Authorities</p>	●	●		£50,000 - £150,000	Learning & Skills Councils, Local Authorities, SEEDA, Department for Education and Skills, Government Office South East
<p>Inspire Young people through WorldSkills 2011</p>	<p>2 sets of skills competitions run at 2 Skills Festivals in 07/08.</p>	<p>WorldSkills 2011 Partnership Learning and Skills Councils,</p>	●	●		250K identified for	European Social Fund, Learning &

<p>Develop a sustainable infrastructure of skills competitions within identified sectors that align with national competitions. Also, develop the capacity to ensure a greater pool of potential candidates to feed into national UK Skills competitions and subsequent WorldSkills Competitions.</p>	<p>Engage and up-skill the 14-19 age group (who will be 19-24 in 2012 – some 535,000 young people) to take advantage of vocational skills development and employment opportunities created by the legacy of WorldSkills 2011, and subsequent national and international competitions.</p>	<p>SEEDA, SSCs, AOSSEC/ALPSE, Business Link, UK Skills, Skills South East, Government Office South East, Job Centre Plus, Specialists Schools and Academies Trust</p>				<p>2008/09</p>	<p>Skills Councils, SEEDA</p>
<p>Cross Cutting Issues</p> <p>Equality & Diversity</p> <ul style="list-style-type: none"> • The proposed evidence base of skills related issues causing disadvantage in the South East labour market, should be extended to include evidence that identifies the specific needs of young people growing up in disadvantaged backgrounds, particularly young people growing up in poverty, in care or with care responsibilities, with Black & Minority Ethnic communities, and with a disability. This information should be used to ensure that the activities take account of the specific needs of disadvantaged young people. • Ensuring that Learning & Skills Councils support for colleges extending opportunities to 14-16 year olds is provided to the hardest to reach through appropriate methods of delivery. <p>Culture, Sport, Leisure & Creative Industries</p> <ul style="list-style-type: none"> • Encourage entry level opportunities for employment in the cultural and creative sectors • Recognise the value of cultural activity to young people's education and educational attainment and personal development • Ensure that the creative and cultural sector contributes to the development of an Academy for Leadership Skills to support creative individuals and further creativity as a crucial element of entrepreneurship and innovation <p>ICT & Broadband</p> <ul style="list-style-type: none"> • Adoption of e-Skills UK's ITQ / e-skills Passport (working through the Regional Skills for Productivity Alliance, Learning & Skills Councils and embedding ICT skills as an integral part of workplace learning and other relevant programmes) will help increase the level of investment in ICT user training by providing a structured framework to diagnose skills and training requirements and to record achievement. The research base for e-Skills UK's Sector Skills Agreement in June 2005 indicated that 5.6 million people in the UK needed to increase their IT user skills to meet UK economic needs by 2008. 							

Action 6.5 – (New Action). Develop an action for communities model with providers and other partners.

Activity(ies)	Contribution to the Target	Partner(s) (lead partner(s) in bold)	Timescales			Required Funding	Funding source(s)
			07-08	08-11	12-16		
<p>Action for Communities Model Deliver a pilot programme aimed at disadvantaged adult learners, including Black & Minority Ethnic groups, in the community, to provide them with appropriate skills to enter the labour market in the light of the European Review of the social agenda. This also includes the Skills for Jobs/Employment and Skills Programme and the OLAS programme.</p>	07/08 target of 400 beneficiaries met (individuals who have participated in capacity building training). 08/09 targets to be confirmed.	<p>Learning & Skills Councils, Job Centre Plus, Local Authorities, National Institute of Adult Continuing Education, Association of South East Colleges, South East Employers, Sector Skills Councils</p>	●	●		£3.5M (covers first 2 years of pilot)	Learning & Skills Councils, SEEDA, European Social Fund
<p>Grow our own Deliver a community based pathways model providing an inclusive package of learning, training, skills, Information Advice & Guidance and support to economically inactive to return to employment.</p>	Deliver an additional 1,000 local residents into learning by 2009, and become sustainable to support Local Area Agreement targets thereafter.	<p>Local Authorities, learning partnerships, Job Centre Plus, Learning & Skills Councils, SEEDA, Voluntary & Community Sector, Training providers, Sector Skills Councils, Association of South East Colleges, Colleges</p>	●	●		£250,000	Local Authorities, learning partnerships, Job Centre Plus, Learning & Skills Councils, SEEDA, Voluntary & Community Sector
<p>Cross Cutting Issues</p> <p>Equality & Diversity</p> <ul style="list-style-type: none"> The Action for Communities model should focus on areas in the south east where there is a concentration of disadvantage in the workforce among Black & Minority Ethnic groups, women and people with disabilities Grow our own model should focus on areas in the South East where there is a concentration of disadvantage in the workforce among Black & Minority Ethnic groups, women and people with disabilities <p>Culture, Sport, Leisure & Creative Industries</p> <ul style="list-style-type: none"> Engagement in cultural and sporting activities is a means of acquiring transferable skills valued in a range of business sectors Expand use of cultural facilities and sites as informal learning environments that can extend the range of accessible learning provision in the community Volunteering in cultural activities is a route to gaining transferable skills in paid employment and can enhance the employment and productivity dividend <p>ICT & Broadband</p> <ul style="list-style-type: none"> Digital inclusion projects will help economically inactive people improve their ICT skills and gain important interpersonal skills and confidence; moving them closer to employment. 							