

EMPLOYMENT & SKILLS PLAN SUMMARY



Across the West of England we have an ambition to drive clean and inclusive growth. We want to ensure people can contribute to and benefit from the opportunities growth brings; and we are focused on helping grow our economy in ways that protect the climate and environment upon which we and future generations depend.

The West of England Employment and Skills Plan contributes to that ambition, ensuring we are supporting the people, communities, and businesses of the region to thrive; and ensuring we are developing the skills that will enhance our capacity to grow our economy in ways that also protect our environment.

The Skills Plan sits alongside, and is a key component of, our Local Industrial Strategy. It recognises the distinctive strengths of our people and the places across the region.

OUR VISION

“By 2036, the West of England will be internationally recognised for its sustainable, inclusive and diverse economy, providing a high quality of life, prosperity and opportunities for all its residents. Our people will be skilled, healthy and able to access a ‘ladder of opportunity’ to achieve their potential and our businesses will be able to find the skills and talent they need to innovate, add greater value and thrive.”



Integrating our employment, skills and education system to ensure it is aligned with demand and responsive to changing patterns of employment

Priority areas

- Identification of duplication, gaps and conflicts in the system
- Intelligence to align funding and investment decisions
- Ensuring provision aligns with employer needs
- Ensuring provision is evidence led, informing national and regional decision making

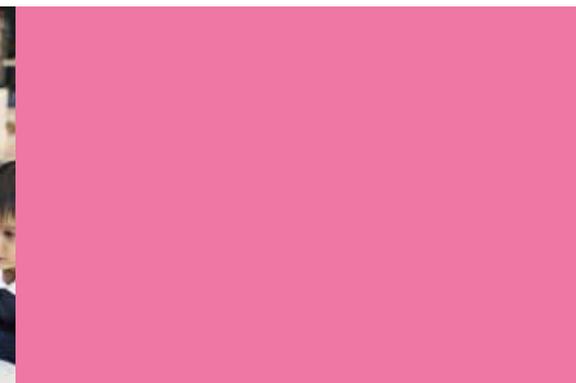
Proposed actions

Work towards more integrated regional skills system, including the following new functions:

A labour market intelligence function assessing current trends, forecasting needs/opportunities, and evaluating the impact of future interventions.

An evidence based commissioning function, covering funding opportunities, including the Adult Education Budget.

A co-ordination function to ensure alignment of provision investment and decision-making.





Encouraging all young people to achieve their potential

| Priority areas | Proposed actions |
|--|--|
| <ul style="list-style-type: none"> • Development of skills with a focus on employability and skills requirements of the future • Ensuring young people progress to Higher Education and other routes to higher skilled jobs • Ensuring disadvantaged young people receive the support to progress • Improving outcomes for young people with special educational needs | <p>Co-design activities to raise aspiration among young people. Developing proposals for transition programmes, family learning programmes, and school improvement models to:</p> <ul style="list-style-type: none"> • Prevent disengagement at key transition points such as primary to secondary, Year 8-9 and Key Stage 4/Key Stage 5 • Improving engagement and prevent young people not in education, employment, or training • Raise attainment levels in Maths, English and Digital skills in particular • Improve engagement, attainment and progression of disadvantaged young people • Enhance careers education, advice and guidance through expansion of the Careers Hub model <p>Co-designing a world class careers advice service that provides:</p> <ul style="list-style-type: none"> • Integrated and early career insights and pathway support for young people • Improved parental engagement, communication and support • Meaningful inspiration from employers • Promotion of routes to access higher level skills |



3 Supporting everyone who is able to work by helping to address their barriers to employment

| Priority areas | Proposed actions |
|--|--|
| <ul style="list-style-type: none"> • People with low level or no skills • Older workers who may need to reskill or upskill • Locations with higher levels of deprivation • Supporting people with complex barriers to employment • Supporting people from diverse backgrounds and ensuring employers recognise the value of a diverse workforce | <p>Secure investment for a small community grant scheme for projects targeting local need or specific hard to reach groups.</p> <p>Coordinate our skills investment with transport, housing and broader plans ensuring people are linked to opportunities.</p> |



Empowering people to progress within employment, including to better higher paid opportunities, if they wish to do so

| Priority areas | Proposed actions |
|----------------|------------------|
|----------------|------------------|

- People in low paid and insecure employment
- People without level 2 qualifications
- People working part-time & self-employed

Future Bright Plus

Build on the most successful parts of the existing Future Bright programme and expand its remit to support more residents and employers across the region.

Develop an Adult Education Budget Commissioning Strategy

- Ensuring future provision helps residents improve their opportunities and provides local employers with the skills they need





Ensuring employers are able to recruit and retain the diverse skills and talent they need to thrive from within and beyond the region

| Priority areas | Proposed actions |
|--|---|
| <ul style="list-style-type: none"> • Increasing awareness among employers of the range of skills pathways • Development of skills to support clean growth • Increased employer engagement with school and colleges • Improving workforce diversity | <p>Further development of the existing apprenticeship hub to:</p> <ul style="list-style-type: none"> • Provide an advice service that matches employers with apprentices and provides impartial advice linked to the Growth Hub • In the longer-term work with employers to ensure there are apprenticeship opportunities that help people to progress in their careers <p>Develop initiatives to help employers plan for improving skills by:</p> <ul style="list-style-type: none"> • Ensuring employers from a range of sectors are heard in planning forums • Maximising the impact of key institutions and employers, for example through engagement in careers information advice and guidance • Supporting SMEs through the Workforce for the Future project and enhanced Growth Hub <p>Supporting key growth sectors and innovation</p> <ul style="list-style-type: none"> • Talent Institutes – provide investment to maintain a steady supply of skills to support local business • Maximise the value of the South West Institute of Future Technologies (SWIFT) • Address digital diversity with programmes such as Women into Digital Jobs, Employment or Training (WIDJET) |