

Growing People

Building a talent pipeline

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A decorative graphic at the bottom of the slide. It features a horizontal wavy line in shades of blue and green. To the right of the line, there is a cluster of several hexagons, some solid and some outlined, in various shades of blue and green.

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Local Enterprise Partnership

South East Midlands - Growth Sectors

TRANSFORMATIONAL FOR GROWTH



**High-Performance
Technology**



**Advanced
Manufacturing**



**Logistics &
Supply Chain**



**Cultural &
Creative**

KEY SECTORS WITH GROWTH AND/OR HIGH REPLACEMENT NEED

Health/Social Care



Education



Accommodation/Food



Retail/Wholesale



**Business &
Financial Services**



Construction

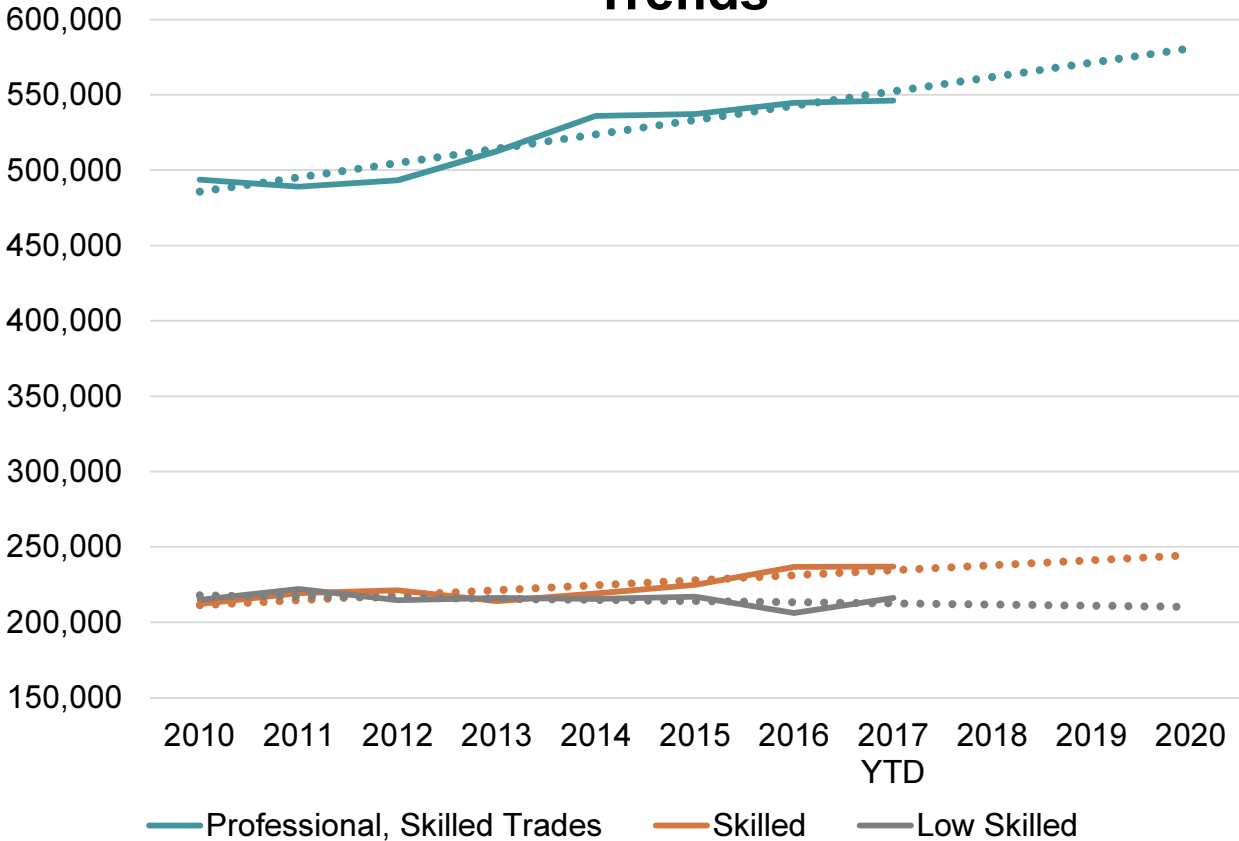
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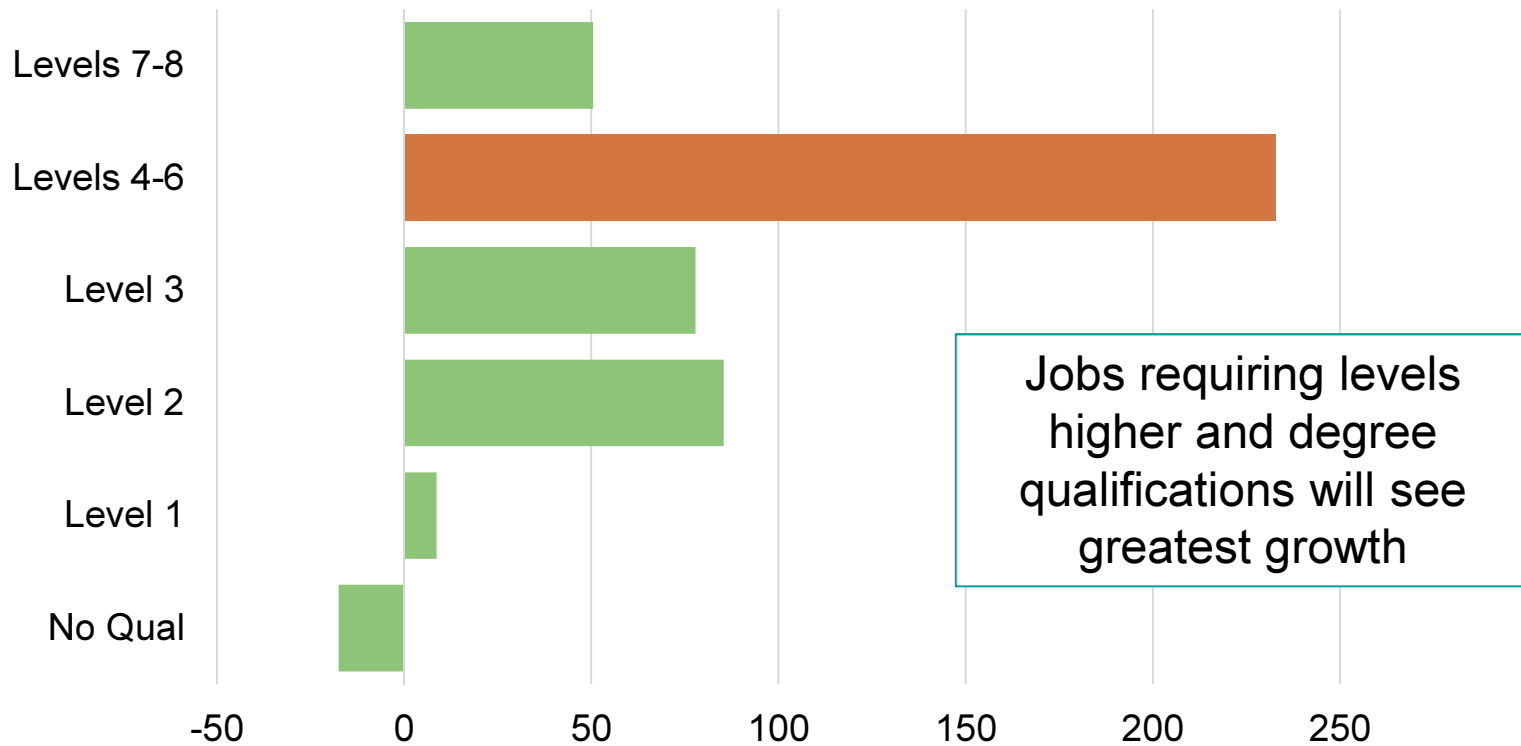
South East Midlands - Employment by Occupation Type

Occupations by Skill Level with Trends



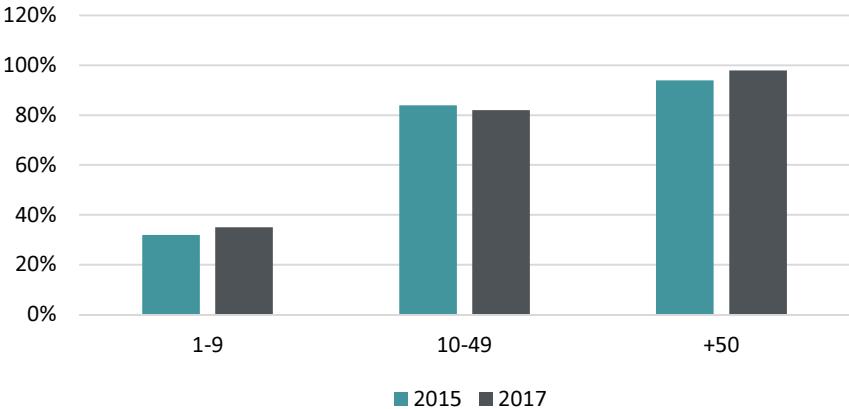
South East Midlands - Projected qualification levels

Projected Net Jobs by Qualification Level 2014-24
(thousands)

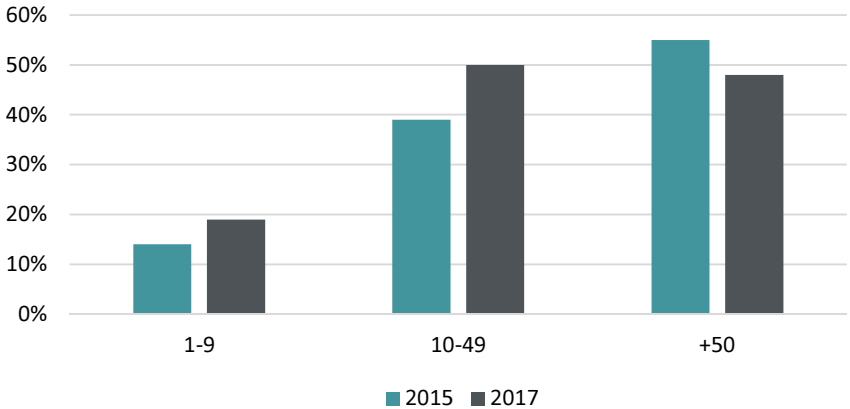


South East Midlands – Hard to Fill Vacancies

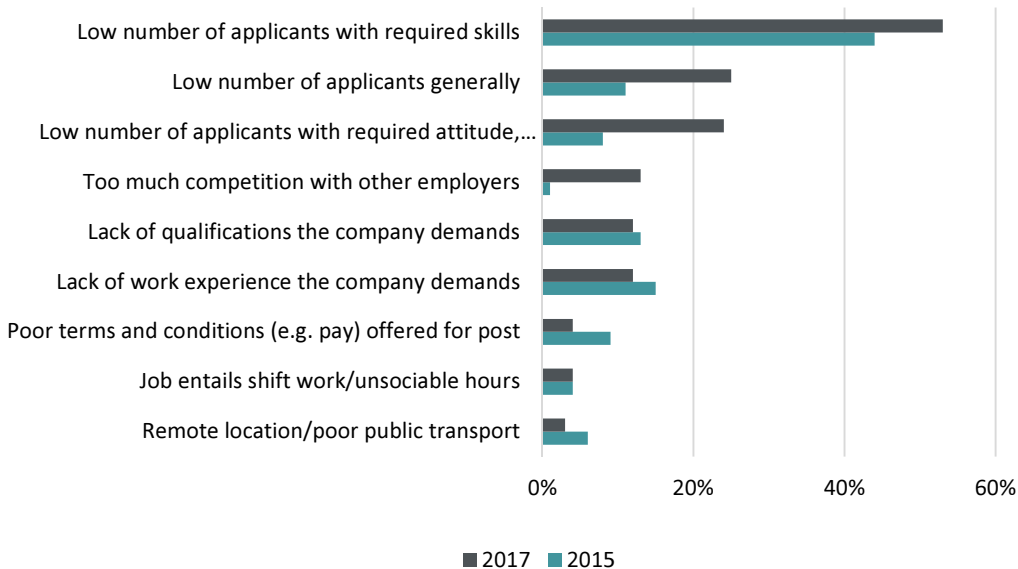
Businesses with vacancies



Businesses with hard to fill vacancies

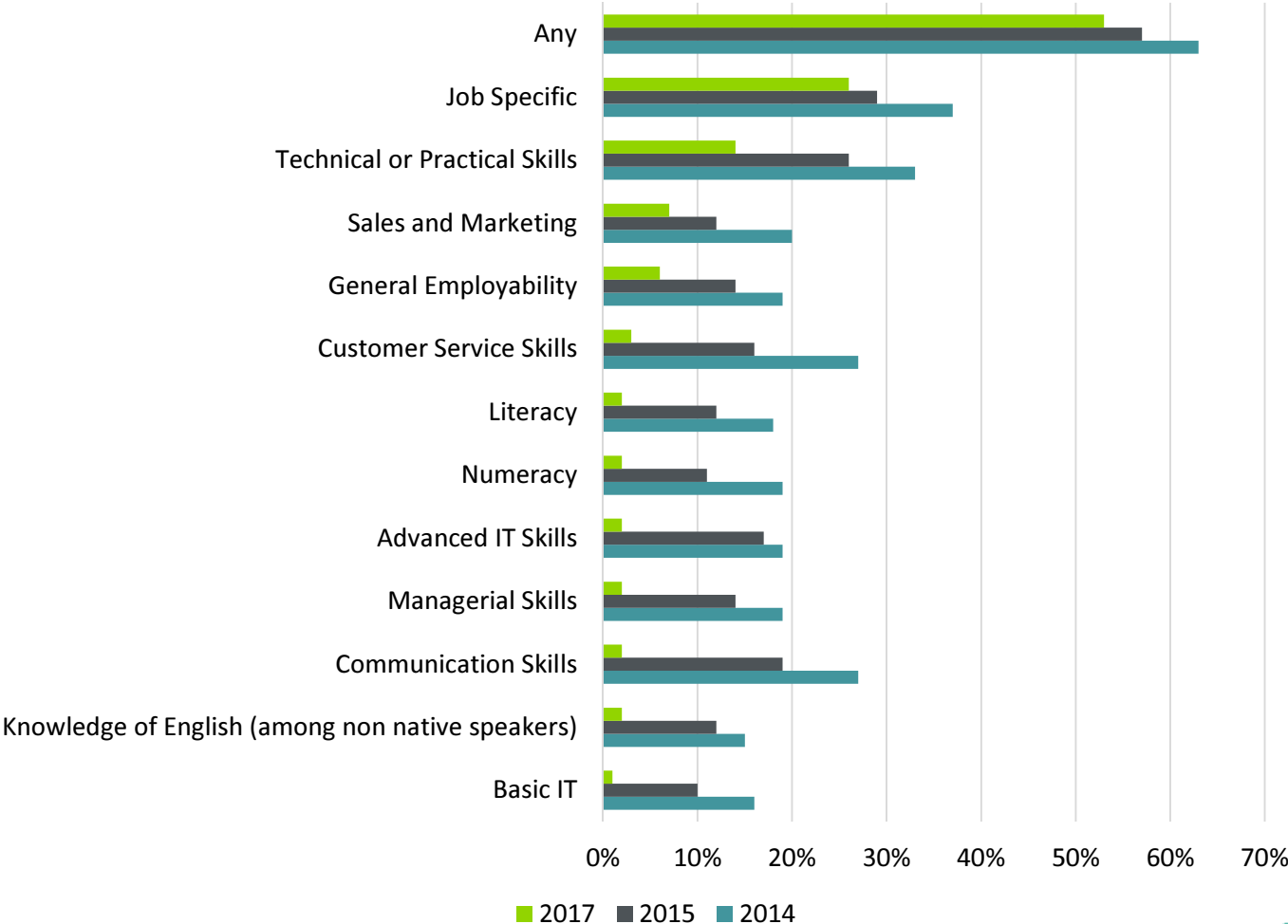


Reasons for having hard to fill vacancies



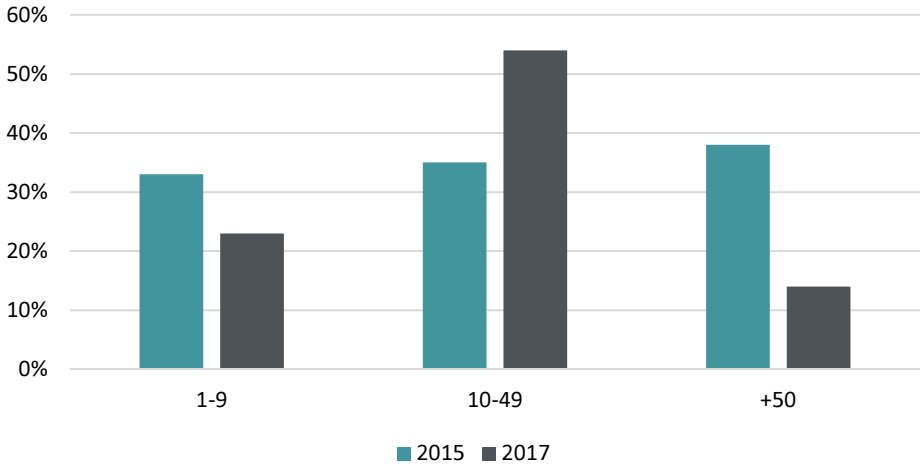
South East Midlands – Hard to Fill Vacancies

Skills lacking from applicants in the last 12 months

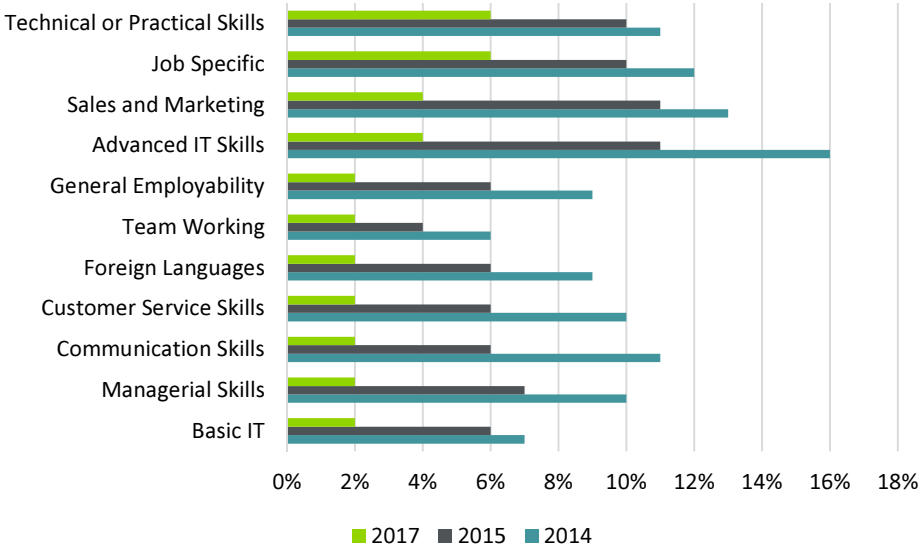


South East Midlands – Skills Gaps in Existing Workforce

Business Size - skills gaps in existing workforce



Skills Gaps for Existing Employees

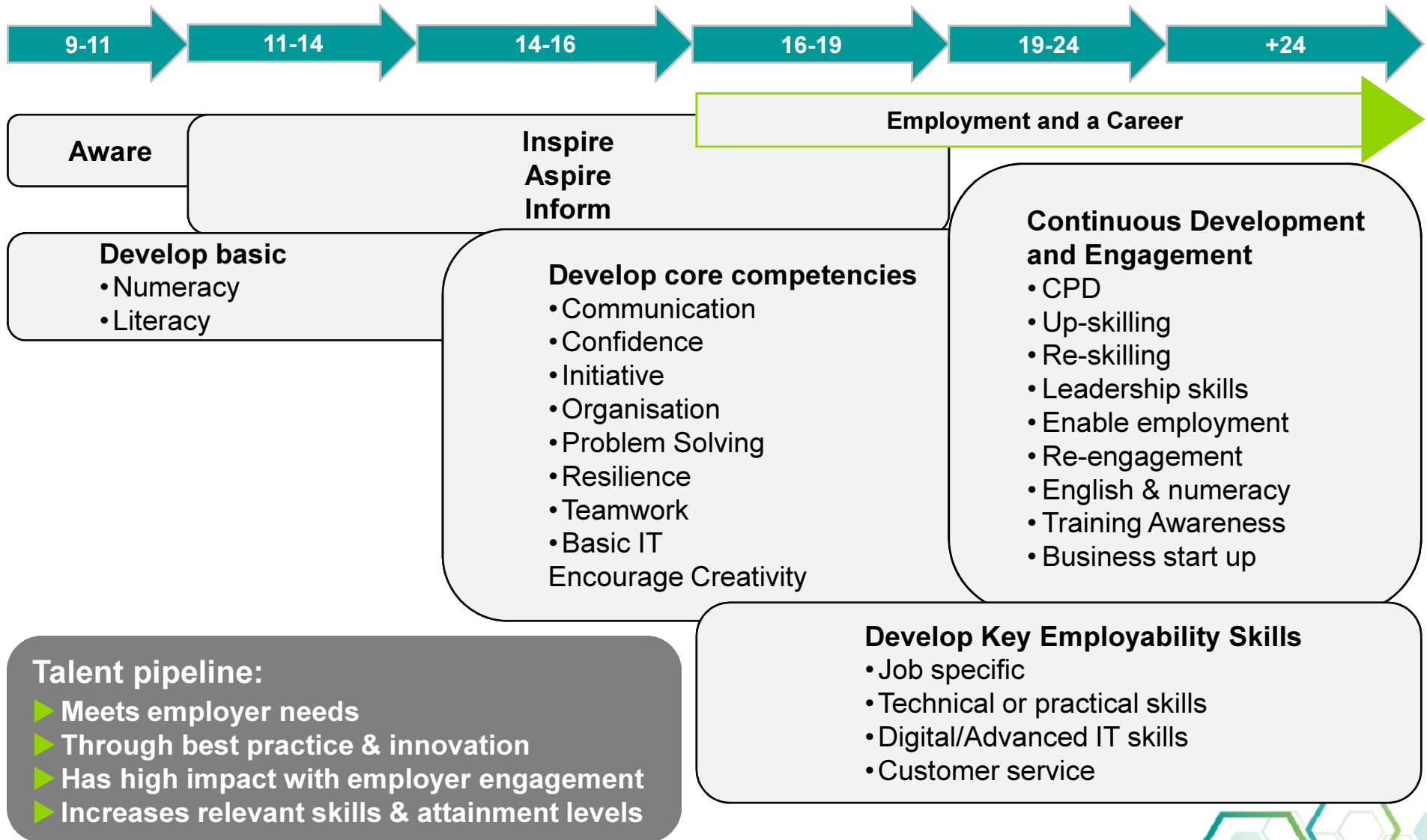


South East Midlands - challenges for employers, educators and individuals

- ▶ Skills gaps within the workforce and lack of skills held by applicants needed by employers
- ▶ Education leavers - not being work ready, number of businesses quoting from school 12%, college 11% and university 8%
- ▶ There is some CEIAG provision and STEM activity in schools but little evidence of relevance to opportunities of SEM labour market
- ▶ An ageing workforce
- ▶ Lack of applicants
 - ▶ Preconceived ideas of opportunities that the sectors offer
 - ▶ Capacity of relevant and appropriate provision and pathways
 - ▶ Awareness of education and training pathways and provision
- ▶ BREXIT
- ▶ Digital – pace and knowledge



'Growing People' Skills Plan - Lifelong Development



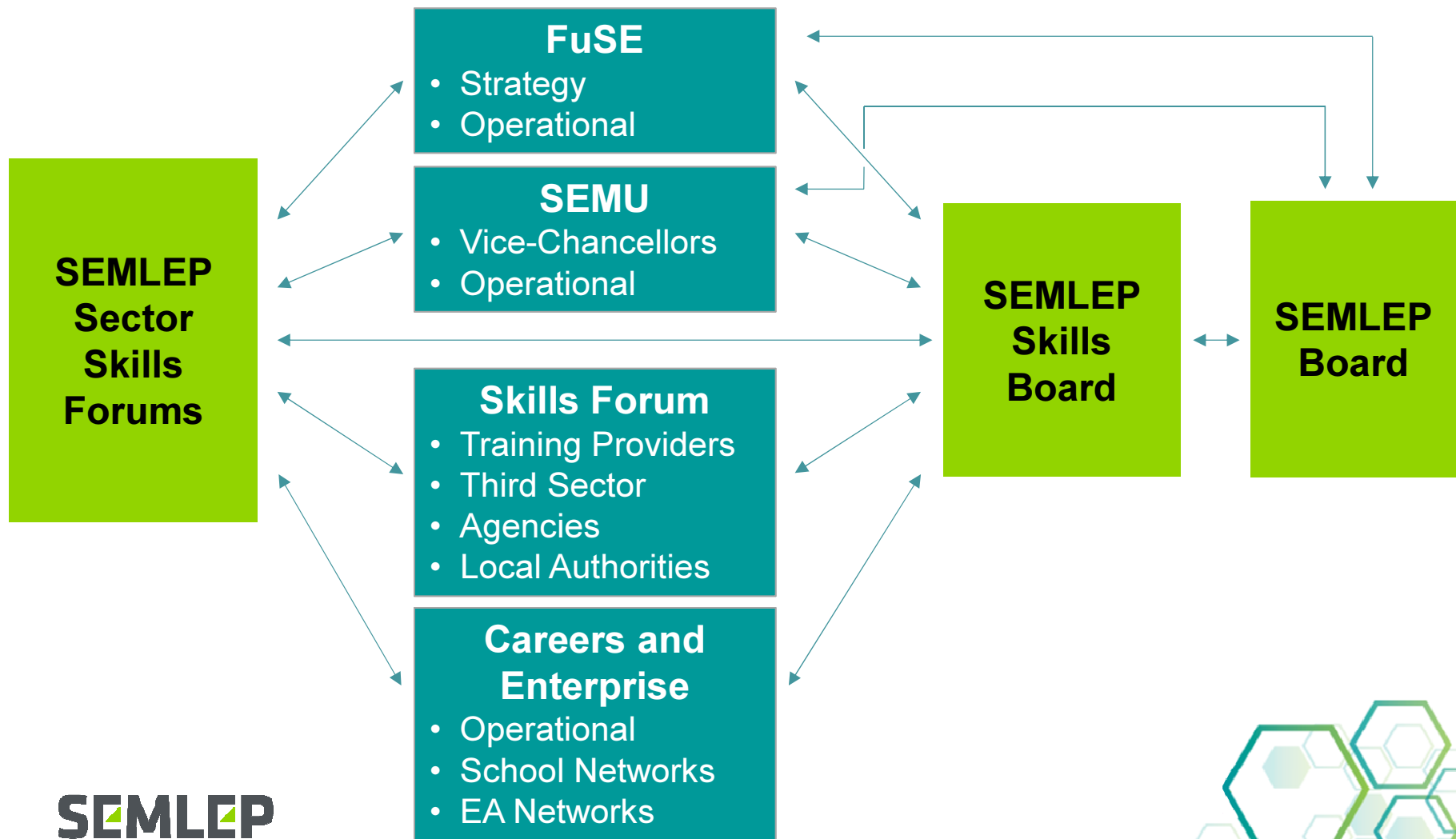
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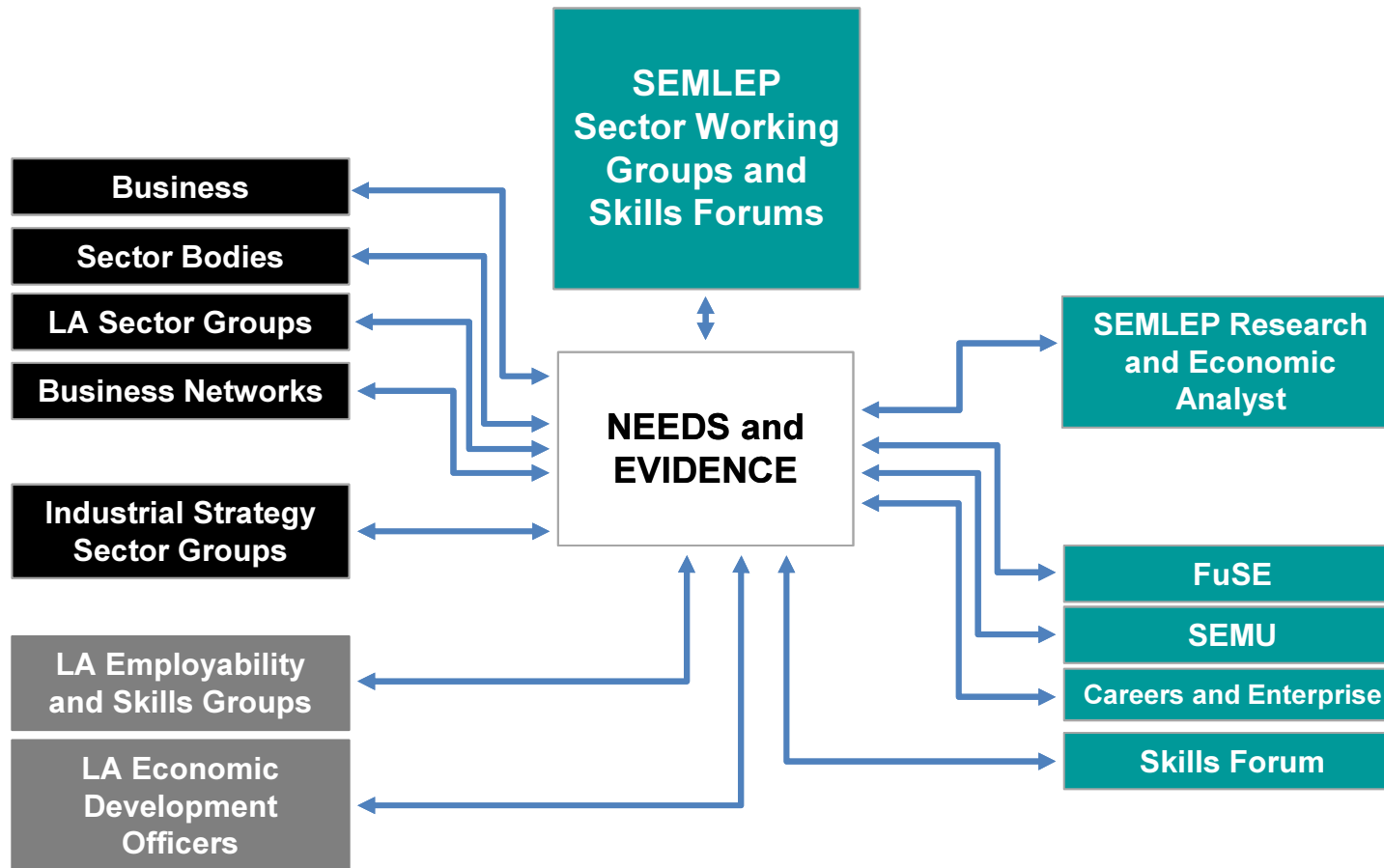
SEMLEP Skills Plan - Employer and sector driven

Developing understanding between sectors and educators and trainers through employer sector skills forums and focused working groups



SEMLEP Skills Plan - Employer and sector driven

Developing better understanding between businesses and educators



SEMLEP Skills Plan - Aligning Activity to Employer Needs

Alignment of provision versus need

- ▶ Capacity
 - ▶ Apprenticeships
 - ▶ Post 16 education provision
 - ▶ Funding including capital investment
 - ▶ SEMLEP Growth Hub workshops
- ▶ Activity and programmes in schools, colleges, HE and extra curricular

Employer Engagement
People
Local Authorities
Schools
Further Education
Training Providers
Higher Education

Aligned to
ensure

Skilled people
Growth
Productivity



SEMLEP Skills Plan - Capacity to meet employer needs

Further Education



+ opportunities
through Institutes
of Technology and
SEMLEP Skills
Capital Fund



SEMLEP Skills Plan - Capacity to meet employer needs

Higher Education



University of Bedfordshire
STEM Building



University of Northampton
Waterside Campus



Cranfield University
Digital Aviation Research and Technology Centre and Multi-User Environment
for Autonomous Vehicle Innovation

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SEMLEP Skills Plan – Barriers to/Progression Within Work

Activity primarily supported through European Social Funding aimed at:

- ▶ Access to employment for unemployed individuals who are furthest away from the job market
- ▶ Holistic Support to young people to be work ready for NEET and pre-NEET. Particular focus on those who have a disability
- ▶ Active inclusion for those more distant from the labour market, facing multiple complex barriers to gain or progress within employment
- ▶ Access to lifelong learning to improve skills for those in work, especially those at risk due to skill deficiencies
- ▶ Improving labour market relevance of training and education systems through employer participation and engagement

Particular focus on:

- ▶ female and BAME participation
- ▶ SME engagement
- ▶ Construction and health and social care sectors
- ▶ Rural communities



SEMLEP Skills Plan - Relevant Provision, Right Time

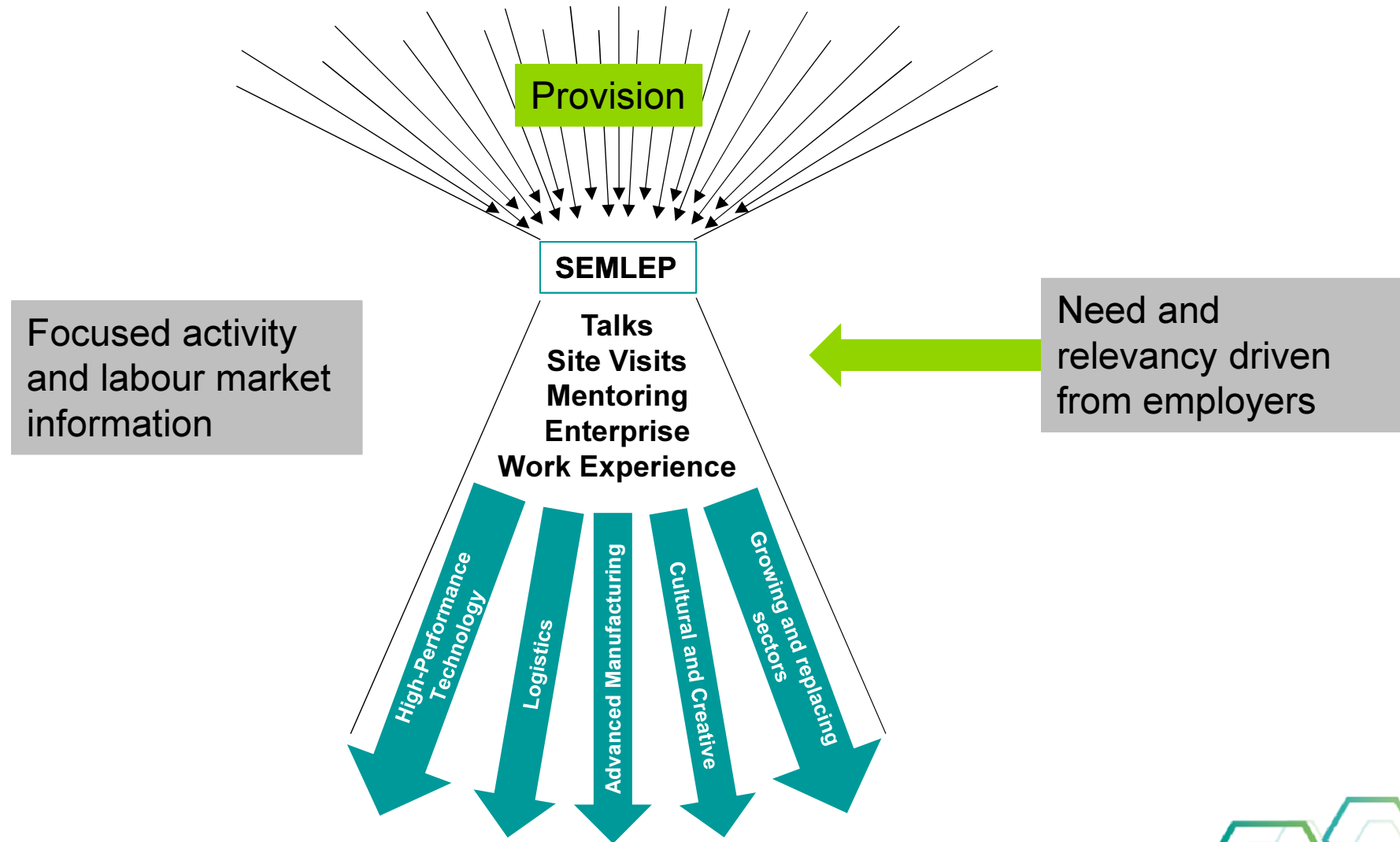
Sector Focused Knowledge, Attitude, Competencies and Skills
Development through Employer Engagement

Education Phase	Primary		Secondary					Further Education and Sixth Form		Higher Education and Adult				
	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22	+22
Desired Outcomes	Aware		Inspire - Aspire - Inform					Develop Competencies		Develop Key Employability Skills				
High Impact Sector Focused														
Enterprise Activities														
Workplace visits														
Work experience														
Medium Impact Sector Focus														
Talks and Websites														
Employability Workshops														
Employer-Delivered Learning														
Work shadowing														
High Impact Person Focus														
Mentoring														
Medium Impact Person Focus														
Volunteering and Citizenship														
CV Workshops														
Mock Interviews														

Priority activity
 High impact
 Medium impact



SEMLEP Skills Plan - Efficient, Effective Provision



SEMLEP Skills Plan - Employer and sector driven LMI

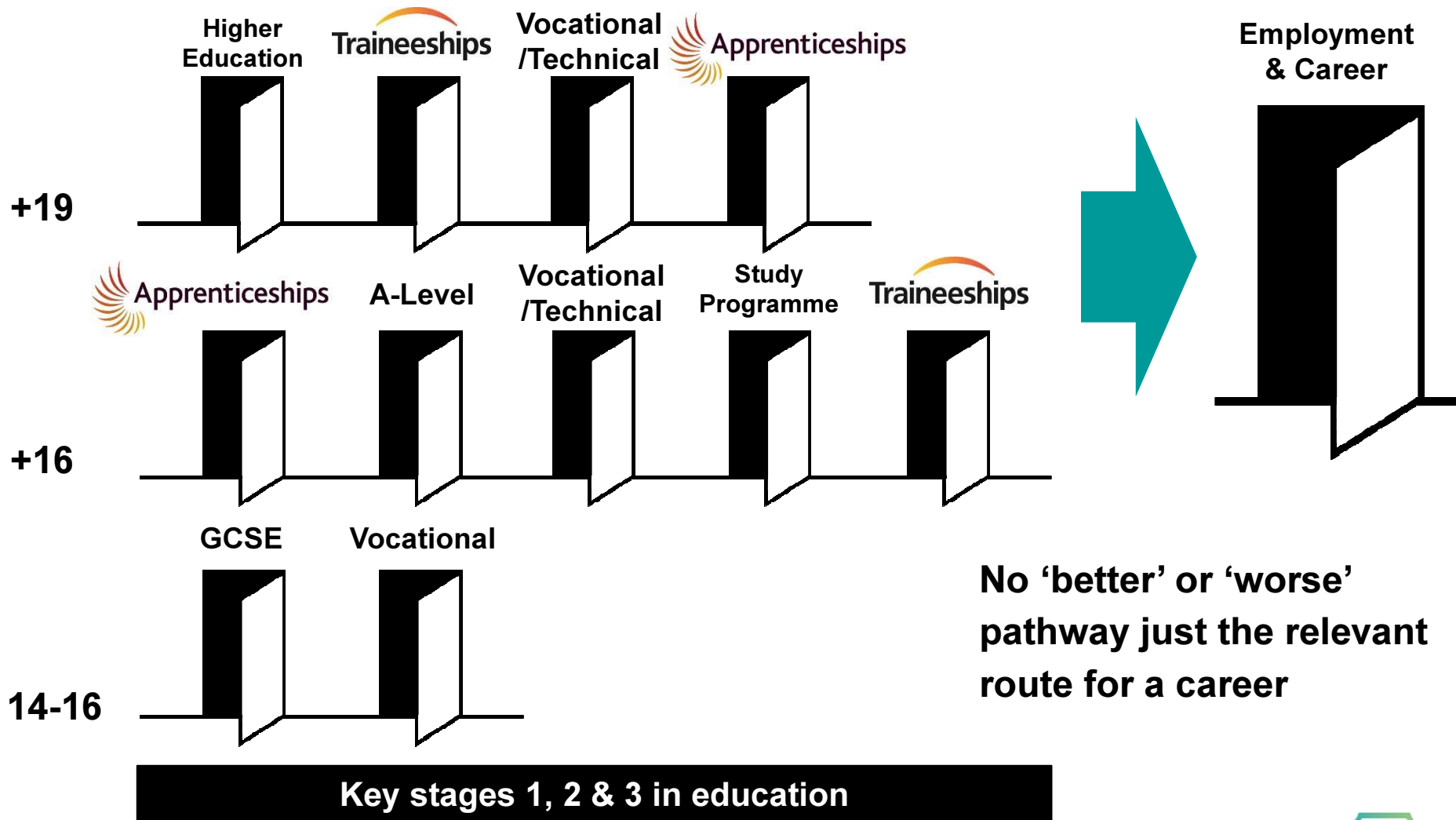
Education Phase	Primary	Secondary	Further Education and Sixth Form	Higher Education and Adult
Age Range	9-11	11-16	16-18	+18

<p>Use by schools, colleges, training providers, local authorities, agencies</p> <p>End users Individuals Parents/carers</p>	<p>LMI introduction infographic based outlining the local economy and sector focus</p>	<p>Sector themed LMI digital, sector based including definitions, opportunity, job types, earning potential, local company profiles, pathways for entry and where to study, relevance of competencies to sector and employer needs</p>	<p>Sector themed LMI aimed at HE, agencies and training providers, sector based including definitions of sectors, where opportunities will be, job types, earning potential, local company profiles, pathways for entry and where to study</p>
Available to stakeholders	Detailed LMI information with evidence base		

Focused relevant LMI for use by all stakeholders. All material will be digital and appropriate for branding by users



SEMLEP Skills Plan - Promotion of Relevant Pathways



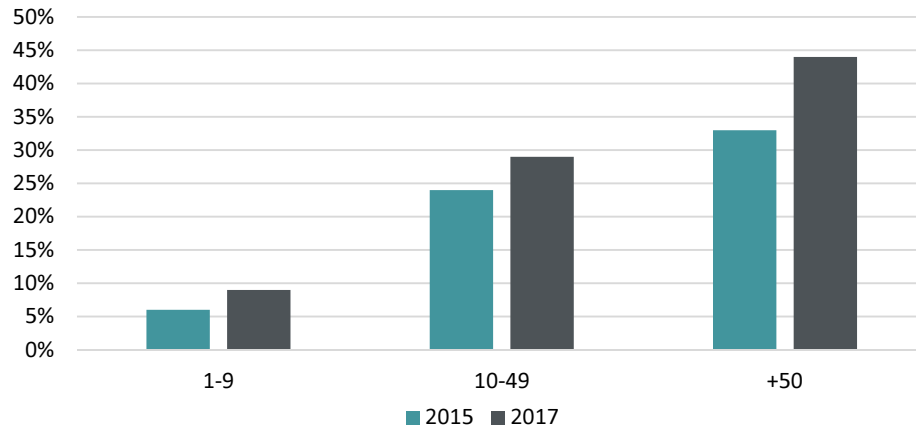
SEMLEP Skills Plan - Apprenticeships

- ▶ Growing list of functions through training partners - multiple providers and further education in South East Midlands
- ▶ Introduction of Higher and Degree Levels
- ▶ Use of levy
- ▶ Promoting the benefits through resources, Apprenticeship Champions and Ambassadors
- ▶ Help businesses to navigate process
<https://www.velocitybusinesssupport.com/apprenticeship/>

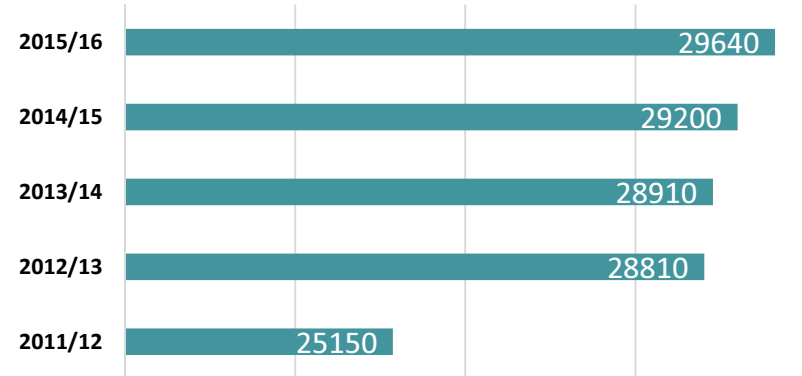


SEMLEP Skills Plan - Apprenticeships

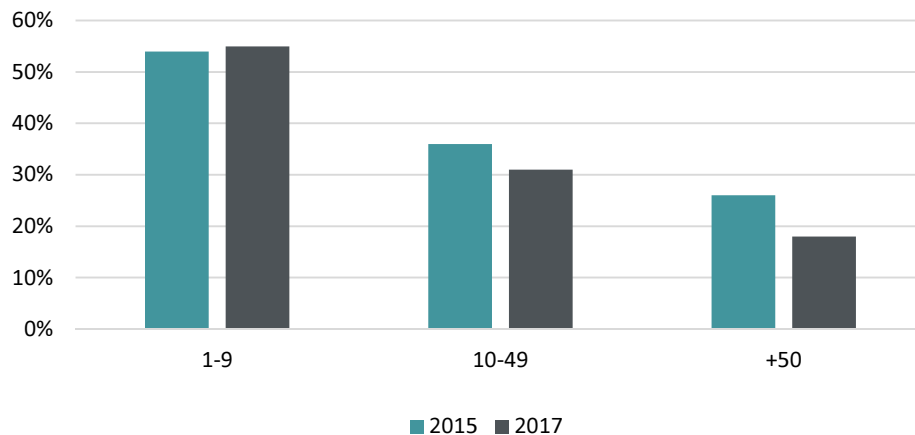
Business Size - with Apprentice(s)



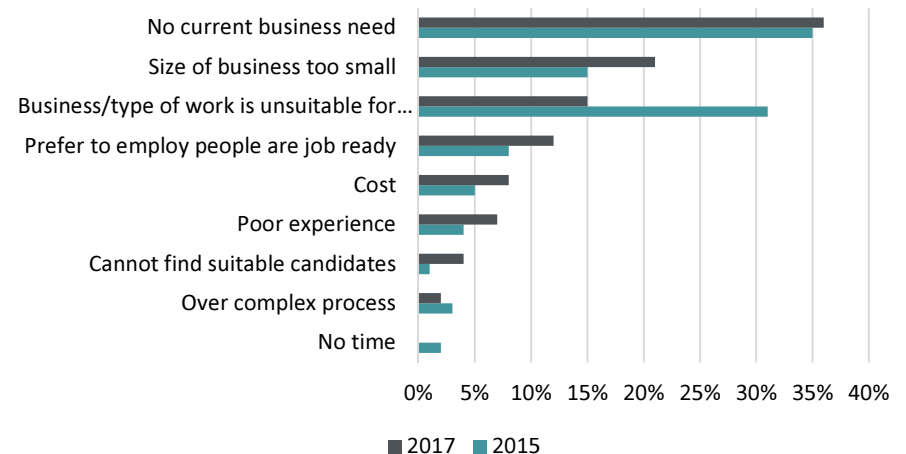
Apprenticeship Participants



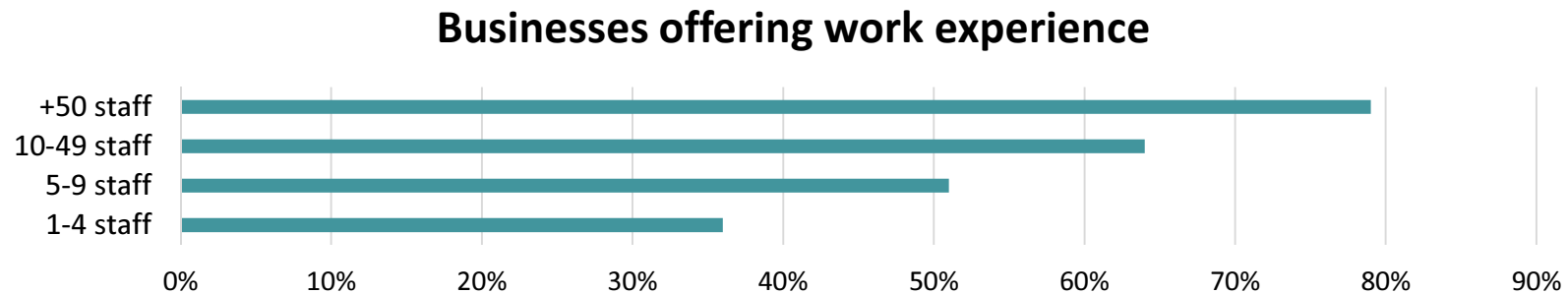
Would Not Consider Having an Apprentice(s)



Reasons for not having an apprentice



SEMLEP Skills Plan - Employer Engagement



Employers can make a difference through engagement

- ▶ **Enterprise Advisers** – assist with planning in schools and driving employer engagement
- ▶ **Inspirers** – to work with and motivate people through focused, relevant provision
- ▶ **Facilitating** relevant provision
- ▶ **Informing** for provision content, attainment types and LMI



SEMLEP Skills Plan – Building a Talent Pipeline

Talent pipeline:

- ▶ Meets employer needs
- ▶ Through best practice & innovation
- ▶ Has high impact with employer engagement
- ▶ Increases relevant skills & attainment levels

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