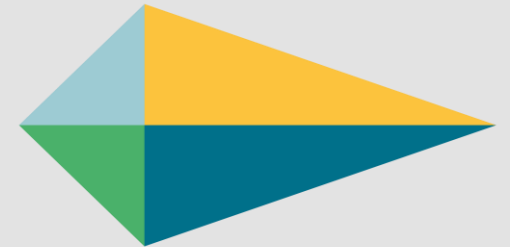


UKSPF skills programme workshop

Community Partnership Board

27 June 2023



EASTSUFFOLK
COUNCIL

What is UKSPF?

- The primary goal of the overall £2.6bn UK Fund is **“to build pride in place and increase life chances across the UK”** and is based around three investment priorities:
 1. Communities and Place
 2. Supporting Local Business
 3. People and Skills (can only be funded during 2024/25)
- UKSPF is not a replacement for EU structural funds, but previous programmes have been considered during the development of the East Suffolk Investment Plan.
- Our plan was approved by Government in December 2022.
- Programme delivery commenced October 2022 and ends March 2025.

East Suffolk's UKSPF Investment Plan

Communities & Place:

- East Suffolk High Street Improvement Grant Scheme (2022/23 – 2023/24)
- East Suffolk Events, Arts and Culture Grant Scheme (2022/23 – 2023/24)
- East Suffolk Shop Front Improvement Grant Scheme (2024/25)
- Funding to support the East Suffolk Ease the Squeeze programme (2022/23 – 2024/25)

Supporting Local Business:

- Suffolk wide business support programme (2023/24 – 2024/25)
- Start-up business support programme (2022/23 – 2024/25)
- East Suffolk Move to Net Zero grant scheme
- East Suffolk Capital Workforce & Business Skills grant scheme (2024/25)
- Young person's enterprise project (details TBC) (2024/25)

East Suffolk's UKSPF Investment Plan continued

People and Skills:

- Personal Development Service (2022/23 – 2023/24)
- Suffolk wide skills programme - to support those that are both economically inactive and active (2024/25)
- East Suffolk Local Economy Lead Skills and Community Skills programme (2024/25)

Today's workshop focus is on agreeing the Suffolk wide skills programme and identifying the local gaps in provision that can be addressed through the East Suffolk Local Economy Lead Skills and Community Skills Programme.



The context



PEOPLE & SKILLS SUFFOLK & EAST SUFFOLK CURRENT POSITION



EAST SUFFOLK COMMUNITY PARTNERSHIP BOARD
27 JUNE 2023

WHY IS IT IMPORTANT AND WHAT DOES 'GOOD' LOOK LIKE?

WORKFORCE DEVELOPMENT

Labour and skills in the right place at the right time to facilitate growth in local businesses and local employment.

A range of entry and progression pathways into employment in key areas of the economy such as apprenticeships

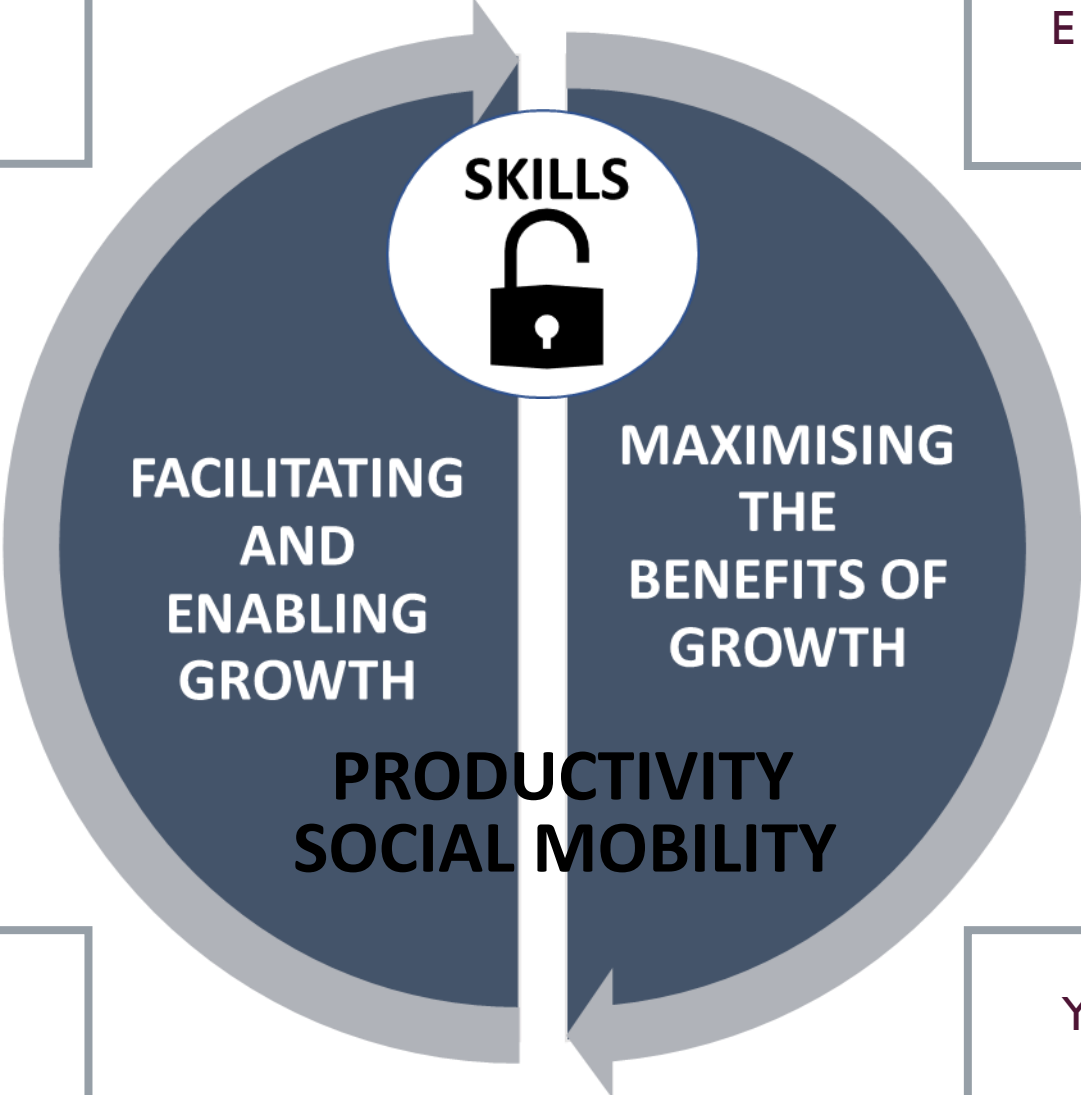
ENTRY & PROGRESSION PATHWAYS (INTO WORK)

ECONOMICALLY ACTIVE (READY FOR WORK)

A high proportion of all those of a working age economically active and in employment with good prospects for progression, development and security.

A high proportion of our young people participating in education, training or employment with learning

YOUTH PARTICIPATION AND EMPLOYMENT



WHAT IS NEEDED TO ACHIEVE 'GOOD'?

YOUTH PARTICIPATION AND EMPLOYMENT

- Good **range and sufficient availability of post-16** options aligned to individuals needs and ambitions (including alternative provision).
- High **inspiration and motivation** levels
- Availability and **provision of support** when and where needed

ECONOMICALLY ACTIVE

- Access and sufficient **provision of support** including physical and mental health support to remove barriers
- Participation in **Adult Learning**
- **Inspiration & Availability of Experience**
- 'Good' job availability

ENTRY & PROGRESSION PATHWAYS

- Wide **understanding of career opportunities** in the local economy
- Strong **alignment between provision and economic** needs
- **Availability and promotion of opportunities for new entrants** such as apprenticeships and Graduate schemes.

WORKFORCE DEVELOPMENT

- Employers valuing and **investing in their workforces**
- **Employees valuing** their own CPD
- **Financial and other barriers removed.**
- **Providers able to respond to employer and employee demands**

People accessing employment support

People with improving basic and life skills

People with reduced barriers to work or training

People with improved employability

People gaining qualifications and skills and /or re-training

UKSPF OUTCOMES

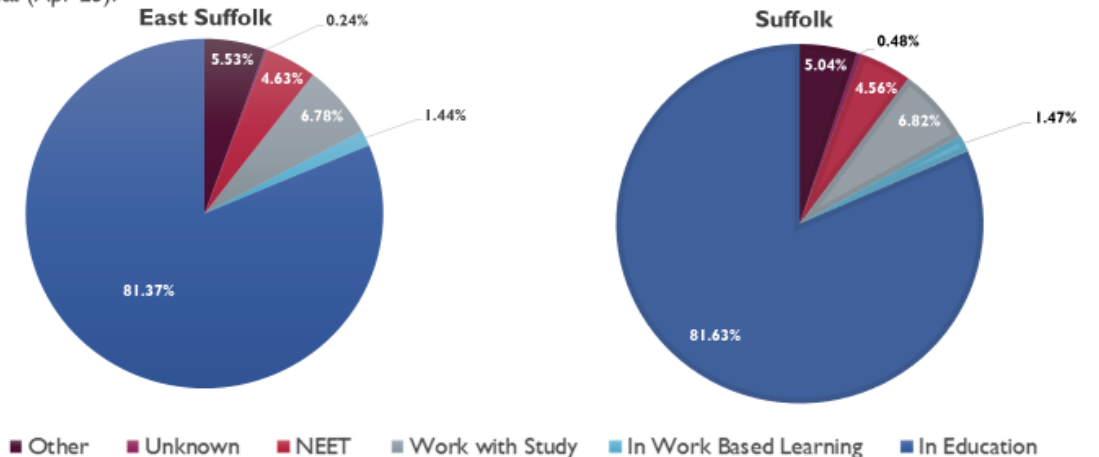
KEY CHALLENGES

Participation and Youth Employment

- *East Suffolk participation levels are broadly in line with those of Suffolk.*
- *Below East of England average but broadly in line with national average and better than statistical neighbours (considering NEET + Unknown).*
- *Same challenges*
 - *Vulnerable groups across Suffolk are disproportionately impacted.*
 - *Increase in YP becoming NEET & those going into employment without training at 16*
 - *Employment picture for those up to 24 – claimant count increasing (22-23) for those 16-24, reducing for all other age groups*

Claimant Count by Age	May 2022	May 2023
16-24	760	785
18-24	745	775
25-49	2,220	1,950
50+	1,095	925

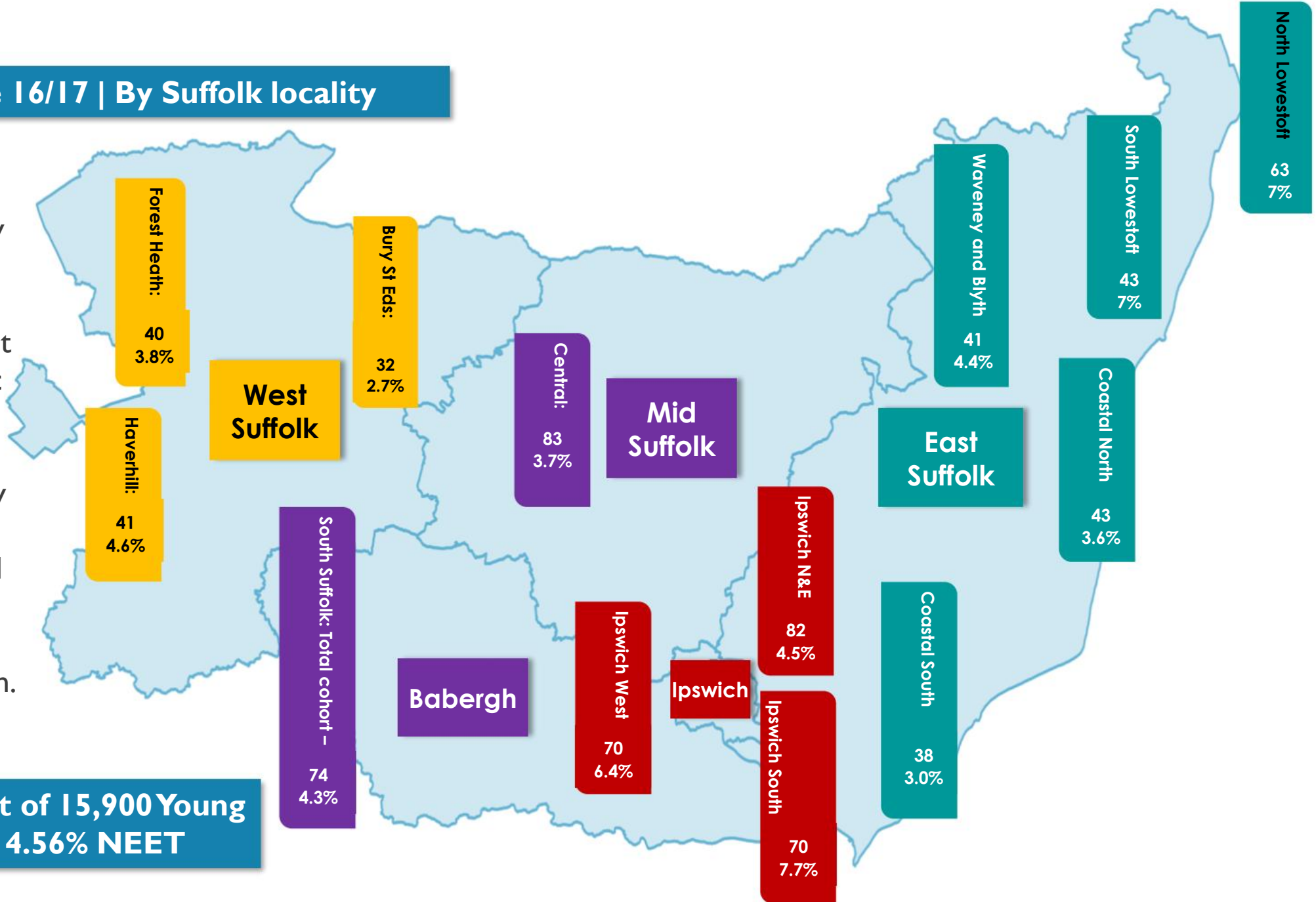
Latest data (Apr 23):



For academic age 16/17 | By Suffolk locality

NEET Data has many categories and is recorded and measured by different services with specific groupings and localities, this shows the Suffolk picture by the SCC Early Help Team Categories and is the official data Suffolk collect for statistical comparison.

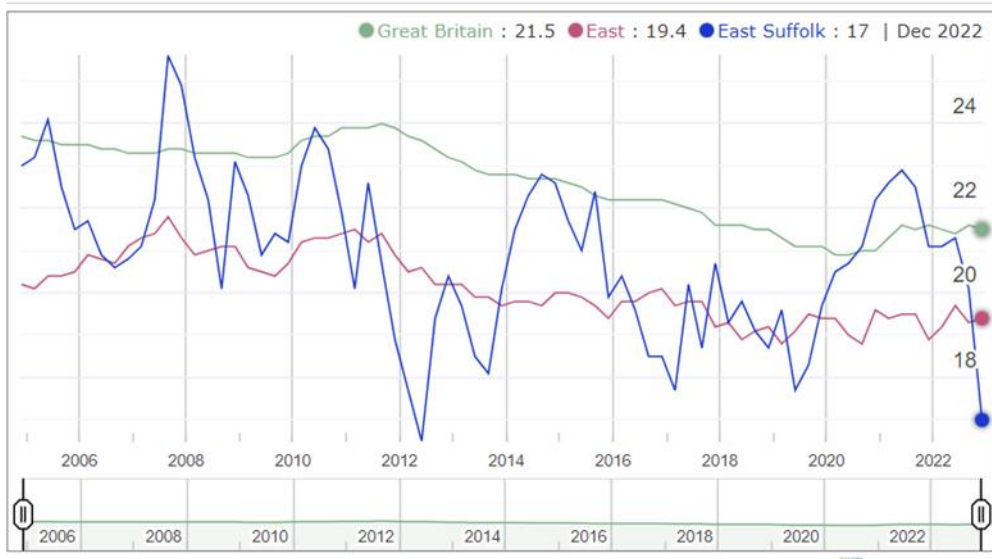
End April - 725 out of 15,900 Young People equals 4.56% NEET



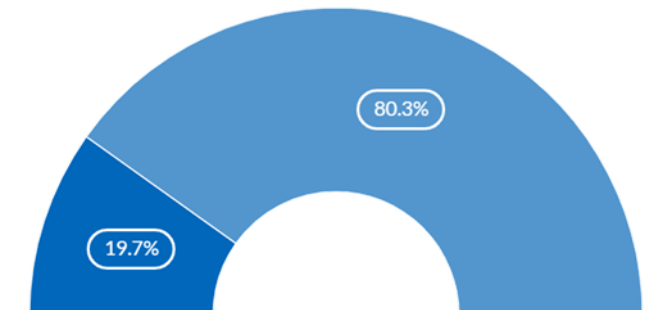
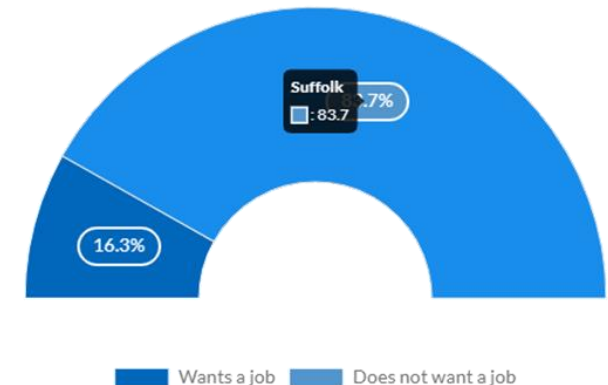
KEY CHALLENGES

Getting People Ready to Work – Economically Active

- ***Economic inactivity fluctuates year on year between 17% and 22%. Other areas in Suffolk in a similar position as per the rest of the country.***
- ***However still means around 1 in 5 are not economically active.***
- ***Of those economically inactive a higher proportion in East Suffolk would like a job than across the rest of the county – just under 20%.***



District	Economic Inactivity Rate
Ipswich	15.2%
East Suffolk	17%
Mid Suffolk	18.4%
West Suffolk	22.3%
Babergh	23.5%

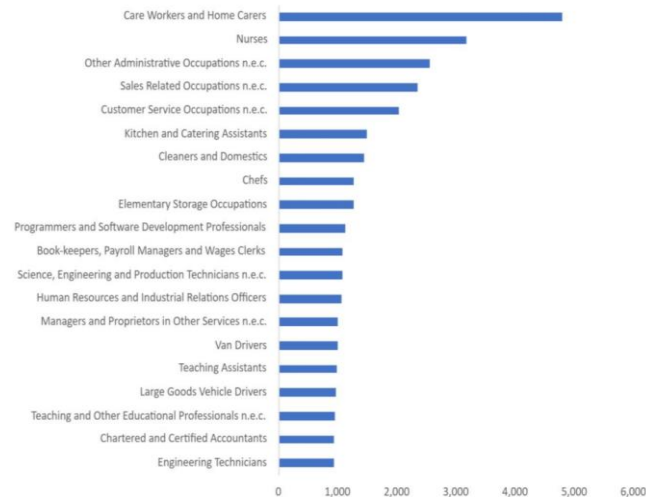


KEY CHALLENGES

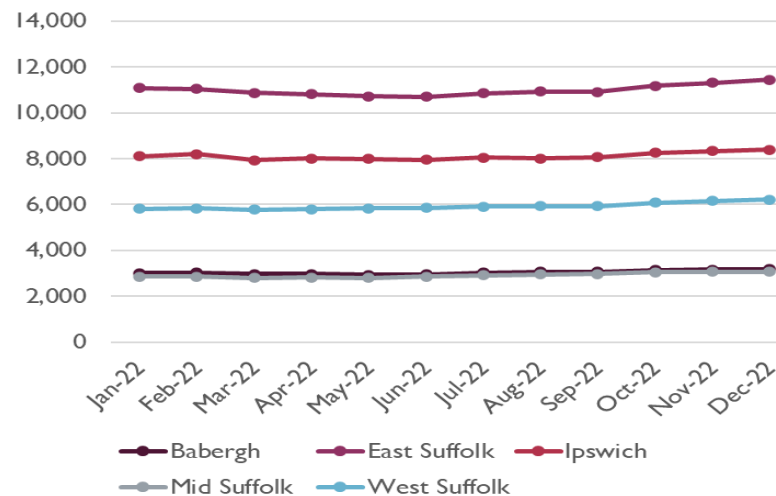
Supporting People Into Work

- **Vacancies still high in many key sectors including health and social care, logistics and hospitality and more job creation likely in key areas – e.g. SZC and Freeport East**
- **Employment rate in East Suffolk is slightly below the Suffolk average (77.9% vs 79.1%) but higher than national average. More claimants out of work than other areas of Suffolk.**
- **Community Learning Participation still recovering after the pandemic (-28% in comparison)**
- **Apprenticeship starts overall recovering after the pandemic but not as quickly at 'entry' levels (still 37% down) and for younger age groups as well as for non-levy payers.**

Unique Job Postings by Occupation, Suffolk, Feb 22 – Jan 23
(Source: Lightcast, Job Posting Analytics)



People on Universal Credit Not in Employment



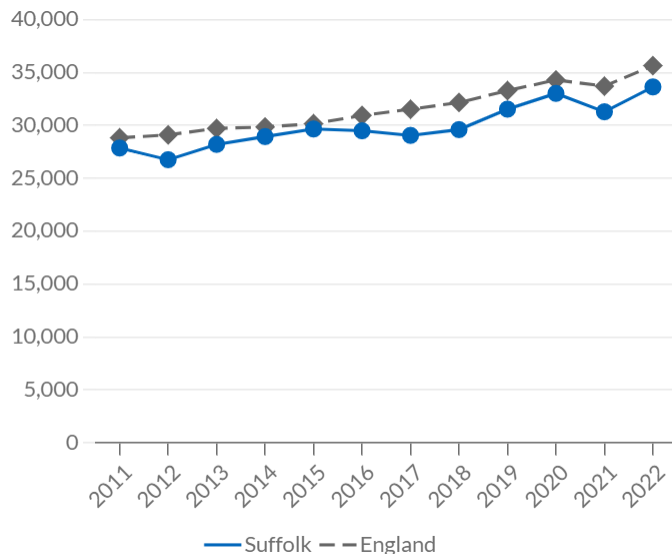
Starts by District	2021-22 Q4 Cumulative Starts	2018-19 Q4 Cumulative Starts (Pre-Pandemic)	Difference	Percentage Change
Babergh	457	433	24	6%
East Suffolk	1,287	1,400	-113	-8%
Ipswich	779	926	-147	-16%
Mid Suffolk	548	584	-36	-6%
West Suffolk	1,004	1,127	-123	-11%

KEY CHALLENGES

Workforce Development – Upskilling and Reskilling

- **Productivity levels across Suffolk are lower than the national average.**
- **Changing economy – data, digital, A.I., automation, large scale developments – requires a workforce able to adapt to capitalise**
- **Qualification levels remain relatively low – particularly among older workers already in employment (though slightly higher in East Suffolk than the Suffolk %)**
- **Recent national reports suggest employers are investing less in workforce development, anecdotal feedback would suggest this is also a concern in Suffolk**

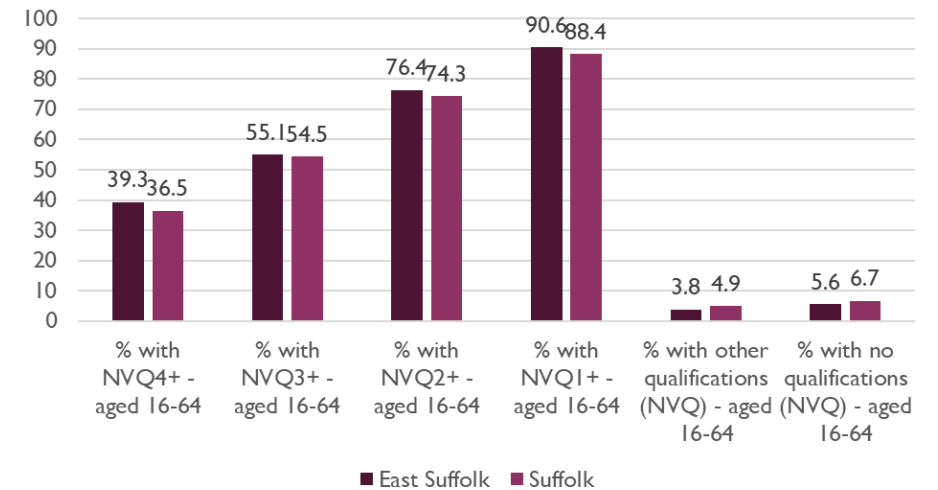
Average Wages of FT Workers



Top skills sought job postings, Suffolk, February 2023
(Source: Lightcast, Hot and Cold Skills by Job Postings)



Education Attainment Levels



Skills System - A Changing Picture



The European Social Fund was a key source of resource to fund people and skills activity (£20m+ over 8 year period) leading to concerns across the system and closure of activity in recent years and months.

Economic Strategy Setting

New Anglia Local Enterprise Partnership
Economic Strategy for Norfolk and Suffolk

2023-24 – a ‘transition year’ during which LEP functions will be subsumed into new bodies. Devolution to move towards county specific setting of strategy.

External Funding Landscape

Dominated by the European Structural Investment Fund programme. Allocated on a regional basis .

ESIF programme to come to a close. Other funding streams to be identified including UKSPF, allocated on a district basis.

Skills Planning

Skills Advisory Panel
Sector/Industry Skills Groups
Individual Curriculum Planning

- Chambers of Commerce to develop a ‘Local Skills Implementation Plan’ for Norfolk and Suffolk.
- Implementation of the Statutory Review of how well Further Education institutions meet local needs
- Skills Hub to support continuation of sector specific groups

Adult Education Budget

Currently allocated to Suffolk providers by the ESFA (national Government)

Suffolk County Deal to result in devolution of AEB. Plans to be developed to ensure Suffolk ready to manage and allocate funding from 25/26.

Further Policy Changes

Closing of traineeships, ending of some L2 and L3 provision in favour of T-Levels and further impact of further funding changes

Additional ambiguity as to what pathways will be available and recognised, concerns that a reduction in options will not suit some learners and lack of funding for alternative support and provision

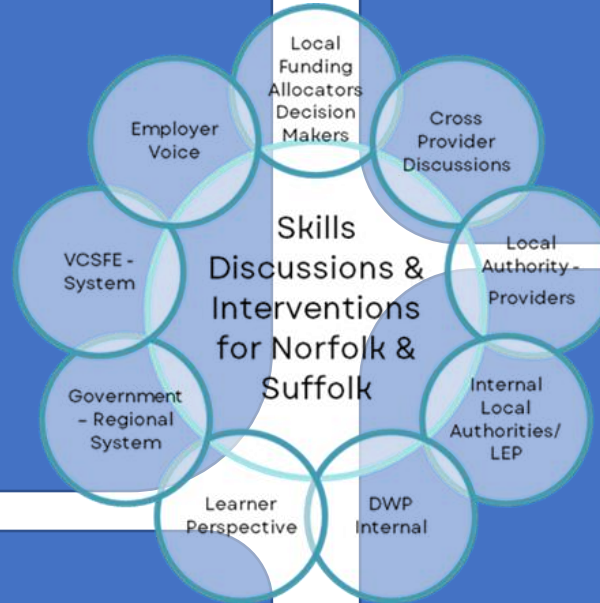
Current Activity to Build On

YOUNG PEOPLE PARTICIPATION & EMPLOYMENT

Early Help Team
SEND Internships Employer Forum
New Anglia Careers Hub
Multiply Suffolk
icanbea...
Good Youth Employer Charter
Youth Pledge for Employers
Apprenticeships Suffolk
East Coast College core offer and projects
Suffolk New College core offer and projects
Access Community Trust
Inspire Suffolk - Youth Employment Service
Lapwing
Princes Trust / Career Ready
Seckford Foundation
Department for Work and Pensions

WORKFORCE DEVELOPMENT

Supply Chain Skills Development Fund
Pathways Training Fund
New Anglia Skills Bootcamps
East Coast and Suffolk New College & HE & ITP Provision
Sector Skills Programmes
Local Skills Improvement Plan and Fund
Apprenticeships Suffolk



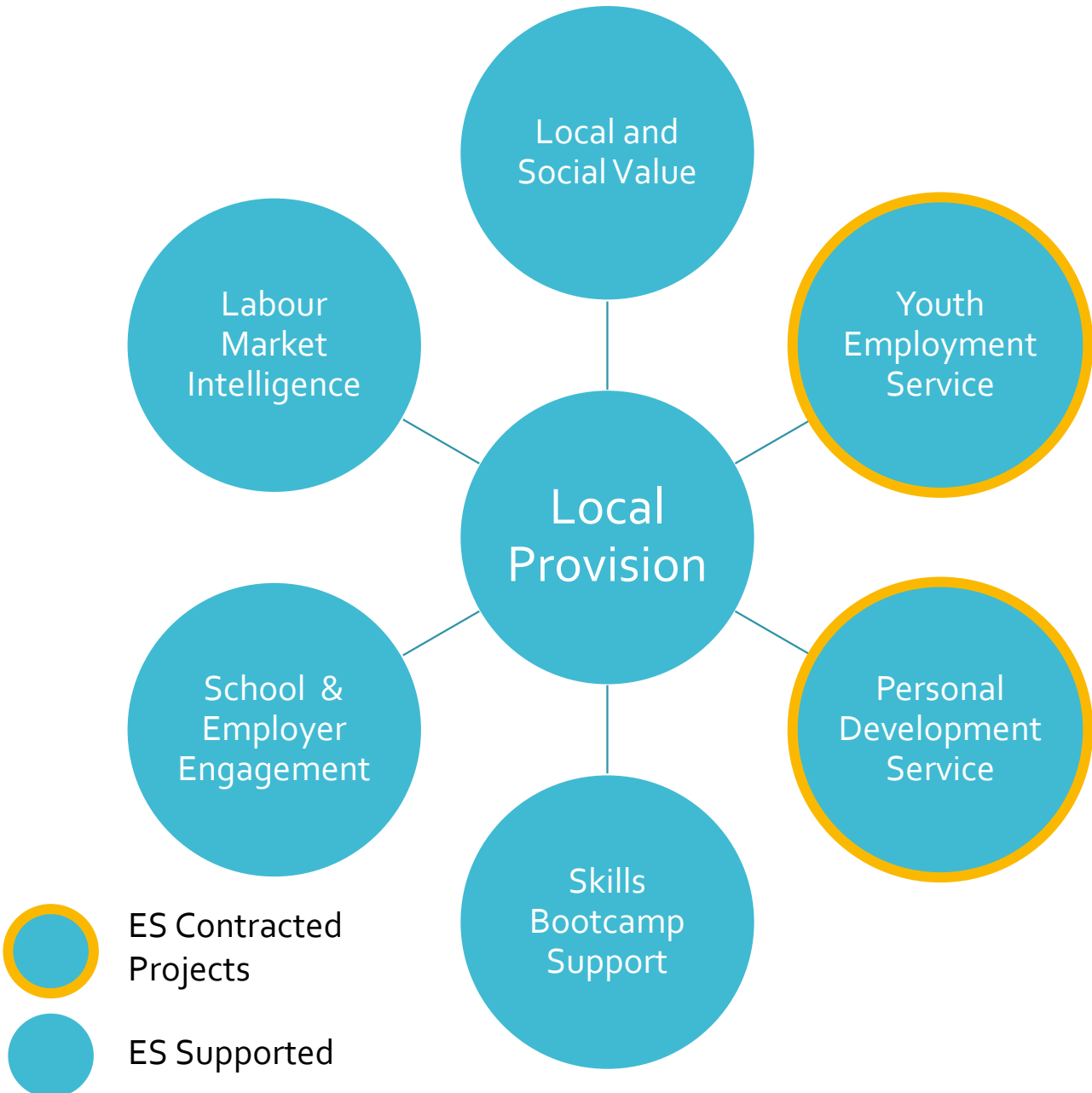
GETTING PEOPLE READY FOR WORK

Adult Learning Service
Adult Learning from SNC and ECC
Department for Work and Pensions – JCP, NCS and Restart
Inspire Suffolk
Access Community Trust
VCSE
Higher Education, Further Education and Private Providers
Multiply Suffolk
SEND Internships Employer Forum

ENTRY AND PROGRESSION PATHWAYS

Apprenticeships Suffolk
TrAc / New Anglia Apprenticeships
Youth Pledge for Employers
New Anglia Skills Bootcamps
Procurement and Planning Social Value Asks
Private FE and HE Apprenticeship and T-level Provision
Access Community Trust
Inspire Suffolk
Seckford Foundation
Apprenticeship Ambassador Network
Disability Confident

East Suffolk Provision




Youth Employment Service


Ross' journey

"YES. gave me guidance and helped me understand what options are available. I now have a better understanding of my next steps."

Inspire's Youth Employment Service supported Ross on his journey into employment. He's now working as a Gardening Assistant - a role he's always dreamed of!



What are the gaps in
local provision to meet
local need?



Responding to local need

Thematic Groups	Potential examples
Youth 16-25	Pre-employment readiness/aspiration Addressing complex barriers i.e. Mental Health Work experience support
Over 50's	Industry Insights and re-training Returning to work development
Rural Communities	Outreach skills activities
Secondary Education	Career resources and admin Employer Engagement At-risk of NEET status
Key Sectors and Assets	Visibility of employment/training options Accessible career pathways

UKSPF Funding parameters

- We can only provide support to those that are ‘economically inactive’ if:

For UKSPF people and skills investments the term includes people not in work who are on and off benefits, with the *exception of Universal Credit, Jobseekers Allowance or Employment and Support Allowance claimants who are in the all work related requirements legal conditionality groups (i.e. Light Touch and Intensive Work Search).*

Funding Criteria

- 16 – 64 year olds only.
- 1 April 2024 and end on 31 March 2025.
- Must complement, not duplicate, mainstream provision.
- Activity can be delivered through: public procurement of services, competitive grant schemes and internal delivery.
- Delivery must meet the set outputs and outcomes by Gov (*Note: see your handouts for full details*)

Workshop

Task 1: *Independently* identify your top-5 gaps in local skills provision you feel exist and up-to 5 suggested programmes that could address these.

Task 2: In your *groups*, please identify the top 5 most common responses to Task 1 by sharing your responses. Please record these on the flipchart paper provided.

Task 3: Feedback, the presenter will ask groups for their collective responses to Task 2 and seek clarity on responses where needed.



Thank you for
your input

- Your suggestions will now be taken away and developed into an East Suffolk specific local skills programme for delivery in 2024/25 by the Economic Development Team.