

# Transport and Logistics Skills and Employment Activity in New Anglia

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## THE NORFOLK AND SUFFOLK ECONOMIC STRATEGY



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The Economic Strategy for Norfolk and Suffolk is a shared endeavour between businesses, education providers, local councils, the voluntary and community sector and is led by New Anglia LEP.

It outlines ambitious plans for future growth across Norfolk and Suffolk

The strategy looks ahead to 2036, but focuses on the actions we need to take over the next four years to help secure long term success. It is a dynamic and living blueprint to guide the work and investment of many partners.

Skills and Employment is a key part of achieving the success we aspire to within the local economy – this presentation will cover the skills element of this work

# How We Support Employers

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There are a range of skills initiatives available to employers – our partners secure and manage a range of funding streams to deliver these.

These are designed to support businesses to grow and access a better skilled local workforce. Some examples include:

- Skills Deals
- LIFT
- Emerging Leaders
- Support with apprenticeships

# Skills Deals

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Skills Deals are a local innovation and unique to this area.

They were designed to respond to gaps in training provision identified by local employers and training provision – funding is provided to design and pilot new training.

Each Skills Deal is co-funded by Norfolk and Suffolk County Council, The Education and Skills Funding Agency and an Employer applicant.

Locally we lobbied for investment from the ESFA to support this testing.

Project Example: Fabric First – Construction Sector



# LIFT

## Local Investment in Future Talent



LIFT operates in the rural areas of Norfolk and North Suffolk.

£1m grant funding available for eligible projects. Grants from £5,000 - £50,000 are available; match funding is required.

The three funding strands are:

- 1. LIFT Jobs** - supporting individuals with barriers to work move into, or closer to, employment
- 2. LIFT Trials** - tailored support for businesses to offer a range of work experience to individuals who have limited or no workplace experience
- 3. LIFT Skills** - personalised skills support for people already employed in rural businesses

# Skills Support for Emerging Leaders

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A funding programme of training for emerging leaders in SMEs across Norfolk and Suffolk - managed by a partnership between the local colleges.

Once specific needs within each participating SME have been identified training (accredited and non accredited) is available in areas such as:

- Supervision
- Leadership and management
- Information technology
- Customer service
- Marketing



# Support with Apprenticeships

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Increasing the number and range of apprenticeships in New Anglia is a continuing priority for us and our partners

Changes to apprenticeships standards and the creation of the apprenticeship levy have created some new challenges and opportunities within the system

Partners including training providers and local authorities offer resources to help local businesses maintain or expand their apprenticeship provision, or to start employing apprentices for the first time.

Support is also available promoting your apprenticeship opportunities

# How Employers can Support Us

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We want our local business at the heart of our skills activities. This helps us:

- to design the interventions businesses need
- address persistent skills shortages; and
- enable more people to compete in their local labour market

Ways to get involved include:

- Enterprise Adviser Network
- New Anglia Youth Pledge
- Sector Skills Plans



# The New Anglia Enterprise Adviser Network

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National programme being delivered at a local level across Norfolk and Suffolk.

It recruits senior business leaders to work voluntarily with secondary schools and colleges as 'Enterprise Advisers'

By working strategically with senior leaders in schools and colleges the aim is to:

- improve the quality and consistency of careers, work related & enterprise education delivered to students; and
- broker activities with businesses and enterprise providers.

It allows pupils to learn about the world of work with a direct link into the local economy

# New Anglia Youth Pledge

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The New Anglia Youth Pledge Marque is awarded to businesses who are committed to supporting the future workforce. The marque will be given to businesses who can make a pledge in one or more of the following areas:

- Apprenticeships
- Work Experience
- New Anglia Enterprise Adviser Network

Opportunities for Young People remains a key element of our new Economic Strategy. Social mobility is still poor in many of our urban hubs and our youth pledge seeks to overcome this.

# Sector Skills Plans – Martin Collison

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The Skills Funding Agency, working with New Anglia LEP & funded by ESF is supporting the development of eight Sector Skills Plans for New Anglia during 2017/18

The sector skills plans are intended to be:

- Concise documents, recognised & owned by employers in New Anglia's key sectors
- Focused on a small number of priority actions to promote growth
- Once adopted, they will be priorities for the Skills Board to inform future funding by the public sector *and employers* to support growth

Each plan will contain both a short narrative & data pack:

- focus on barriers, both the types of training required & how the skills system works
- & propose 5-6 key actions by which barriers to skills development can be addressed

The following Sector Skills Plans have been drafted/completed:

- Agri Food Tech
- Digital Tech
- Energy
- Life Sciences and Bio-technology

The focus is now on:

- Advanced Manufacturing and Engineering
- **Ports and Logistics**
- Financial and Insurance Services
- Tourism and Culture

## **Question 1 – Current and Future Skills Supply and Demand**

What are the key skills issues facing the Ports and Logistics Sector in New Anglia?

This could include for example:

- Workforce supply or demographics
- New technology
- Recruitment & retention
- Nature of training & education provided (courses & providers)

## Question 2 – Proposed Skills Actions

What are the key 5-6 actions to address anticipated skills & workforce challenges in the Ports and Logistics Sector in the next 5 years?

This could include for example:

- New provision by Schools, Colleges or Universities
- New centres for training or education
- New models of delivery e.g. Higher Apprenticeships
- Groups of employers working together to procure training and skills development
- Careers advice and guidance
- New funding models
- Workforce development programmes

We are interested in both short term quick wins, as well as longer term more strategic interventions & particularly interested in types of action which employers would be prepared to invest in alongside the public sector

## Supplementary Questions

Question 3 – Consultees: who do you think we should be consulting in the sector in relation to future skills needs? (named contacts would be very helpful)

Question 4 – Reports on the Ports and Logistics industry & its skills needs: what reports should we be reviewing to help inform the plan?

We are particularly interested in:

- local and regional reports on the sector and its future development
- reports specifically focused on the skills challenges in the sector



We would be very pleased to meet, discuss by phone or receive comments by email to these questions to help inform the Ports & Logistics sector skills plan

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