

Achievements of the Skills Board and Skills Advisory Panel

Current and Ongoing Activity

Equipping Young People for Success	Providing Agile and Responsive Training Provision for Key Sectors	Driving Skills Progression for the Workforce	Tackling Barriers to Employment
<ul style="list-style-type: none"> • New Anglia Youth Pledge • Enterprise Advisor Network/Careers Hub • Apprenticeship focussed projects and support • Virtual work experience • Icanbea • Skills Shows • Kickstart and Traineeships • Opportunity Areas • Norwich for Jobs and parallel district initiatives • NEACO services • Young Apprenticeship Ambassador Network 	<ul style="list-style-type: none"> • Digital/ICT provision/new builds. • Skills Support for the Workforce • ESF Programme e.g. Health & Social Care • Apprenticeship standards & T level consultation • Response to Sector Skills Plans • New Anglia Skills Deals • New Anglia Learning Providers group consultation 	<ul style="list-style-type: none"> • Skills Support for the Workforce • Apprenticeship levy transfer • NAAME Talent Sharing • Skills Bootcamps • Basic Skills provision through adult and community funding/Multiply • Sector Skills Plans and groups • ESF Sector Skills and Supply Chain Call 	<ul style="list-style-type: none"> • Job Support Programme including triage referrals • DWP Flexible Support fund, Youth Hubs and sector based work academies • ESF/BLF Building Better Opportunities • Supporting graduates into the workplace • LIFT Community Grants • Integrated Work and Health (IHES) • Norfolk Police & Crime Commissioner – Gateway to Employment

SAP Achievements and Insights from the Local Skills Report – Where have we come from?

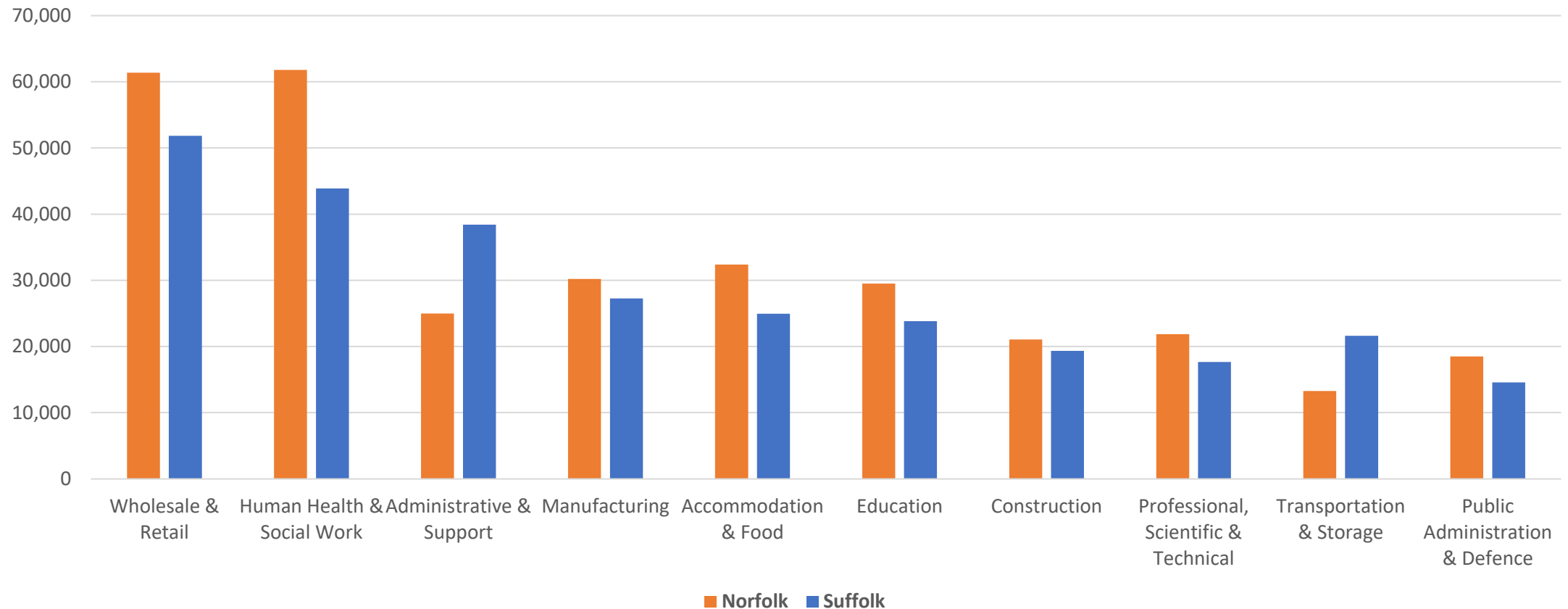
Important to bear in mind that we've been trying to tackle several long standing and seemingly intractable challenges:

- Low comparative attainment/qualification levels
- Lower value jobs – reflective of our distinct (historical) sector make-up
- Subsequent lower levels of comparative pay
- Emerging opportunities that call for increasing demand in areas where we've struggled to secure traction in terms of deliver and engagement

SAP Achievements and Insights from the Local Skills Report

Top 10 Industries by Employment

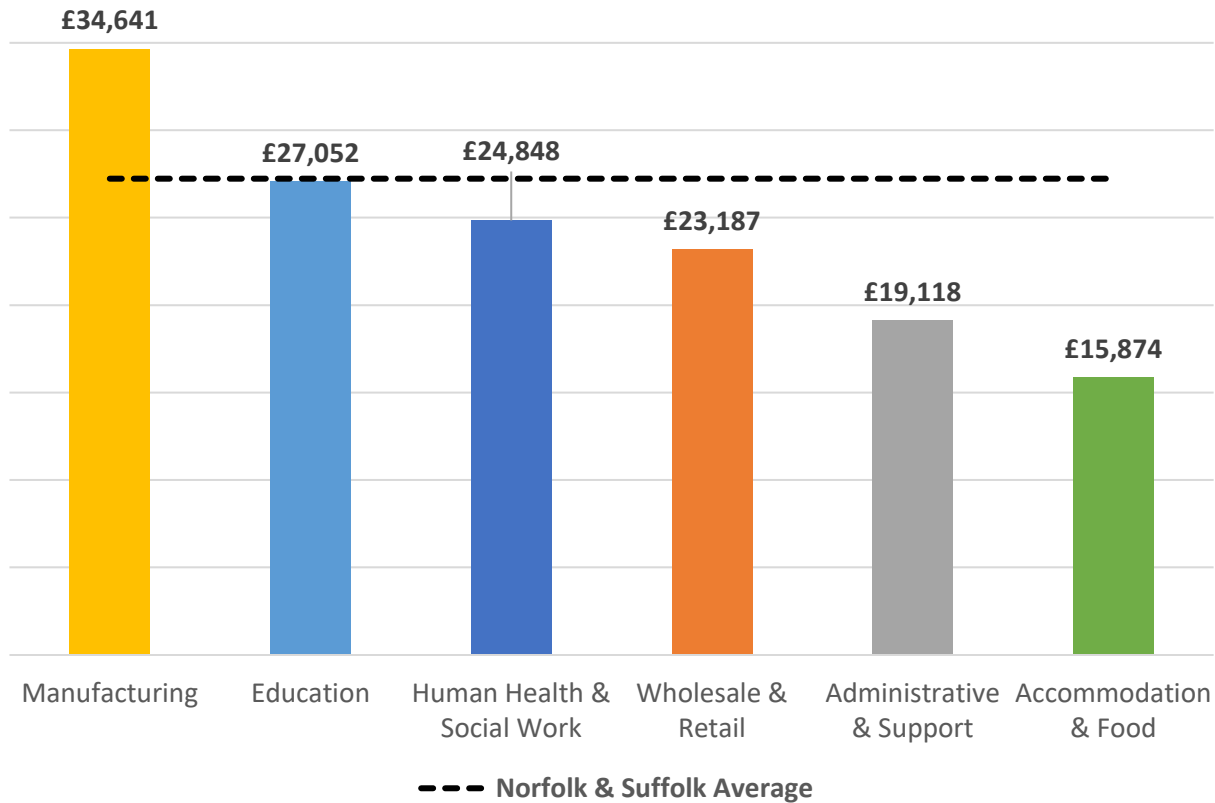
(sorted by combined employment across Norfolk & Suffolk)



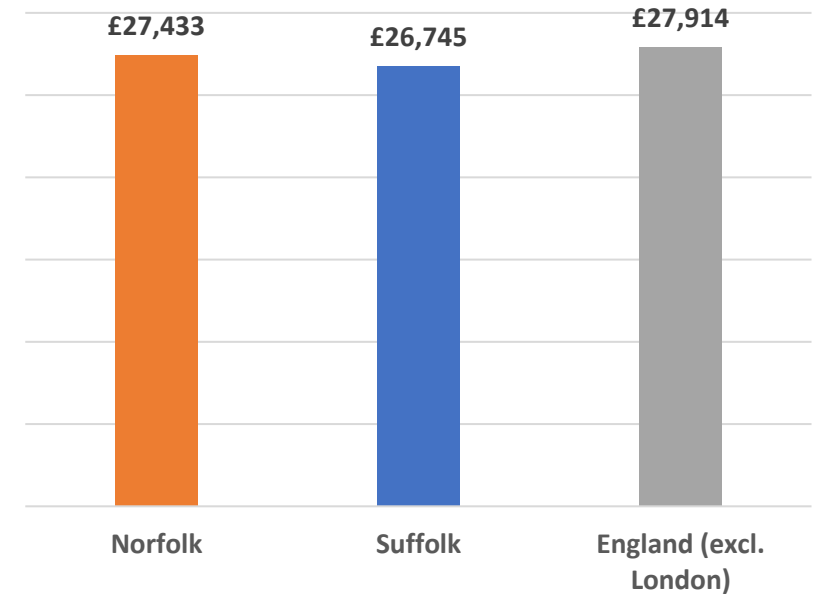
Source: Lightcast, 2021

SAP Achievements and Insights from the Local Skills Report

Average Wages per Job - Norfolk & Suffolk



Average Wages Per Job



Source: Lightcast, 2021

Equipping Young People for Success

Ipswich students secure dreams jobs through Enterprise Advisor Network

PUBLISHED: 14:45 13 September 2019 | UPDATED: 14:45 13 September 2019



BLOG – WORK EXPERIENCE CAN BE A WIN-WIN FOR BOTH STUDENTS AND BUSINESSES

January 5, 2023 | Blog

By James Potter, Managing Director, Superstructures

It is undisputed that the construction industry is facing a tsunami of issues with regard to escalating costs, skills and material shortages. And here at Superstructures, we are no exception.

However, we have found a way to address our difficulties around recruiting the right people, whilst at the same time attracting new young blood into the industry.

For the past three years, I have been working with the teachers and staff at [One Sixth Form College](#) in Ipswich.

My initial introduction to One came through Jordan Holder at New Anglia LEP. He asked whether I would come onboard as an Enterprise Adviser, to work with the college and the LEP's [Career and Enterprise Hub](#). The aim was to increase social mobility in Ipswich, and ensure young people have opportunities to progress

Every young person in Norfolk and Suffolk getting the post-16 support and opportunities they need to get into education, training, an apprenticeship or job

Youth Pledge for Employers

Outputs	CO23 Number of Micro & SME businesses supported	Micro & SME businesses completing projects
Planned Q4 2022	318	174
Achieved Q4 2022	311	133

Planned Activity:

- Opportunities Connector will continue to attend and support Wednesday club, a DWP initiative supporting unemployed young people
- Supporting jobs fair with engagement of YPFE employers e.g. Woodbridge JCP fair being planned for Spring
- Recruiting SMEs for WEX for Project Mackenzie, a project with the Akabusi Company, supporting care leavers
- Online careers fair in conjunction with the Careers Hub for schools and colleges
- Brining SMEs to meet young people at the Norfolk and Suffolk Careers Fair in March
- Launching of the YPFE 24/7 careers fair on www.icanbea.org.uk
- Launch of skills matching on www.icanbea.org.uk
- Continue to seek funding to ensure sustainability of approach



Careers Hub impact – Ipswich OA

Jordan Holder

Operational Careers Hub Lead





CAREERS HUB

New Anglia Careers Hub



Match Rate – 76%



Working in collaboration to share good practice across schools within the virtual career's hub, focused on improving the careers education within the hub schools



133 Schools in New Anglia Careers Hub



Shared vision to improve the outcomes for all young people in New Anglia

Project aims



MEANINGFUL
EMPLOYER
ENCOUNTERS



DEVELOPING
ROBUST CAREERS
STRATEGIES



TALENT PIPELINE



SECTOR
AWARENESS



GATSBY
BENCHMARKS



SUPPORTING
YOUNG PEOPLE



CAREER
EDUCATION

INSTITUTIONS

18
Institutions

8 mainstream

1 Sixth Form College

1 FE College

2 SEN

6 PRU

Over 40 meetings taking place during Autumn term between Enterprise Coordinator, Enterprise Adviser and Careers Leader

Cornerstone employers

Cornerstone Employers are a flagship community of 15 businesses across Norfolk & Suffolk. They work with the New Anglia Careers Hub, to support world class careers education at scale in our region.

Our Cornerstone Employers will work to tackle social mobility, provide meaningful encounters for students and be champions for their industries to ensure students understand the breadth of opportunities on their doorstep.

Enterprise Advisers



- 20 Enterprise Advisers
- Strategic & Operational



-  **A stable careers programme**
-  **Learning from career and labour market information**
-  **Addressing the needs of each student**
-  **Linking curriculum learning to careers**
-  **Encounters with employers and employees**
-  **Experiences of workplaces**
-  **Encounters with further & higher education**
-  **Personal guidance**

GATSBY BENCHMARKS

Benchmark performance

- **Autumn 2018 Benchmark 5:**
 - 69% fully achieving
 - 31% not achieving
- **January 2023 Benchmark 5:**
 - 97% fully achieving
 - Parkside PRU is 75% achieving

Julia Nix
District Manager
East Anglia



Young people aged 16-24 in East Anglia looking for work:

December 2020: 14,172

March 2022: 8,283

Kickstart provided Young People with a valuable experience and support in the workplace.

Nationally:

900 Gateways approved

152,000 job starts

235,000 job opportunities available



School	In Careers Hub	Enterprise Adviser matched
Northgate High School	Yes	Yes
Suffolk New College	Yes	Yes
Ipswich Academy	Yes	Yes
Copleston High School	Yes	Yes
Ormiston Endeavour Academy	Yes	Yes
Thomas Wolsey SEN	Yes	Yes
St Alban's	Yes	Yes
Chantry Academy	Yes	Yes
St Christopher's PRU	Yes	Yes
Westbourne Academy	Yes	Yes
Stoke High School	Yes	Yes
Stone Lodge SEN	Yes	Yes
One Sixth Form	Yes	Yes
Parkside PRU	Yes	Yes
Westbridge Academy	Yes	Yes
Alderwood	Yes	Yes
Sir Bobby Robson School	Yes	Yes
Woodbridge Road Academy	Yes	No

IN PRACTICE

Gatsby Benchmark		Definition	Category
5	Encounters With Employers and Employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	Talks And Websites
			CV Workshops
			Mock Interviews
			Mentoring
			Employability Workshops
			Enterprise Activities
6	Experiences Of Workplaces	Every pupil should have first-hand experience of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	Employer-Delivered Classroom Learning
			Workplace visits and experience
			Work Shadowing
			Volunteering and Citizenship

Source: Good Careers Guidance (2014), Sir John Holman; Deloitte What Works Project

Outcomes to date

Meeting East Anglia's demand for construction skills

Written by **Seetec** | Published: 14 May 2018 | Hits: 906 | Vote 5 | Rate

A partnership between employers and skills providers is helping to tackle construction skills shortages in East Anglia.

Supported by the New Anglia Local Enterprise Partnership, and co-funded by the European Social Fund, the scheme is delivering fully-funded NVQ construction skills qualifications to help employers to upskill their workforce.

Nearly 60 people across a range of construction-related roles and companies have signed up for the bespoke training organised by employment and skills specialist **Seetec**.

The Federation of Master Builders' State of Trade Survey, published in January, showed construction skills shortages had reached a record high. Two-thirds of those running small and medium-sized (SME) construction firms were struggling to hire bricklayers and carpenters, with almost half having problems finding plumbers, electricians and plasterers.

Seetec used local authority networks and worked with major

Chantel Hampton, Seetec's Operational Partnership Manager

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GPR recruitment

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Not ask

QTLS - the badge of

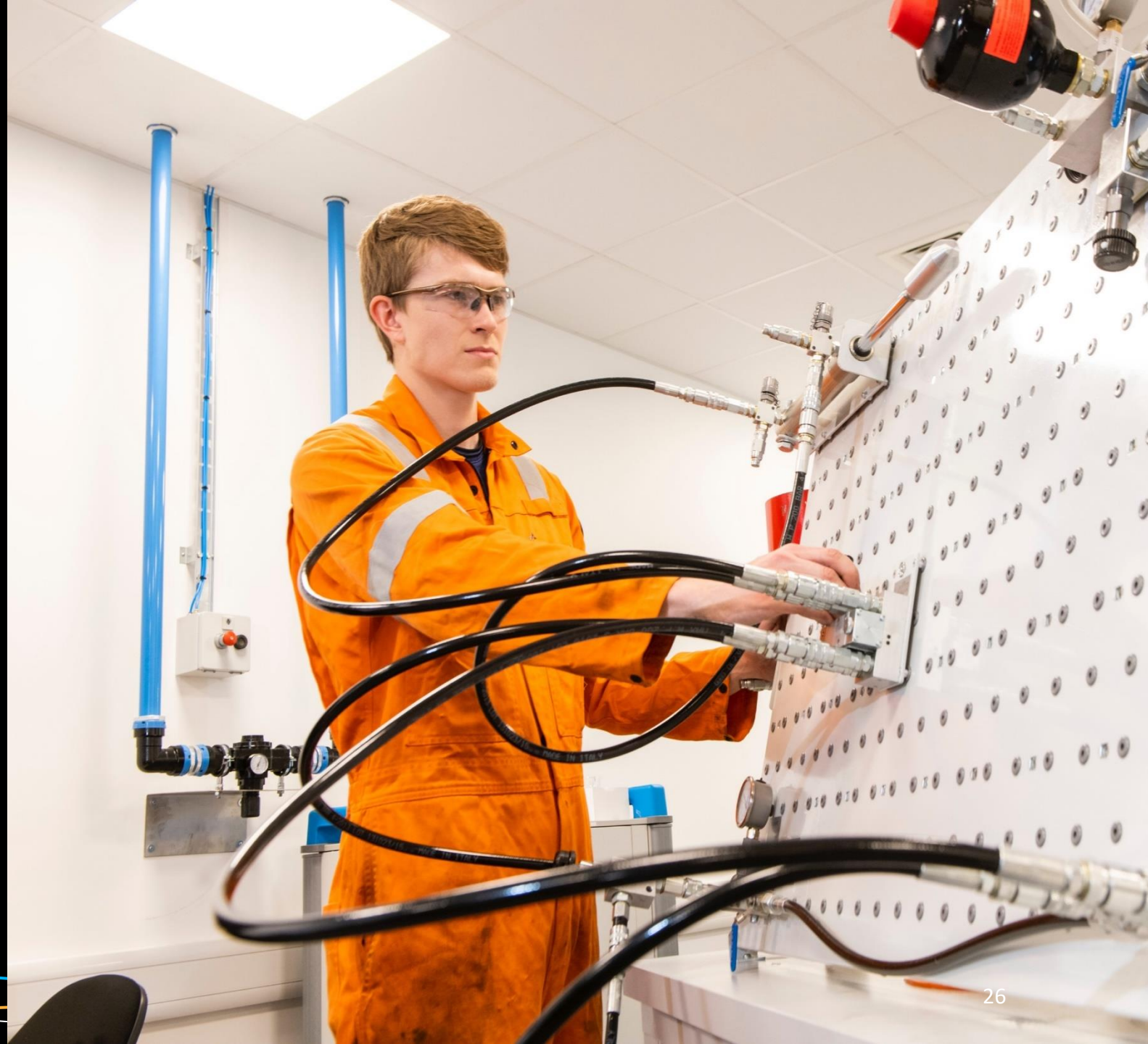
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Snapshot of our offer

- A range of high-quality industry standard training courses and qualifications, which could include:
 - Pre-employment programmes
 - Programmes for entry-level staff
 - Licence to practice, passports or certification
 - Work-based training programmes
 - Apprenticeship offer
 - Higher Education offer
 - Bespoke training solutions or packages
 - Access to ESF funding to support employee upskilling in areas such as sustainability

Continued development

- Course developments focus on STEM.
- Level 4 plus higher technical training inclusive of environment, sustainability and energy for a reliable and sustainable supply of technical professionals.
- The need to evolve in order to be sustainable as well as growth
- Flexible space to meet training needs / hire facilities



Developing new and existing talent

- Support the development of a talent pipeline through our young people on full time programmes
- Identify and initiate industry placement opportunities for adults and young people
- Sector academies based on skills need and recruitment drives (college funding available)
- Research and innovation
- Skills Lead for East Wind



The journey

- Formation of partnerships with sectors and education to drive change, support need and ensure we meet the stretching targets of Net Zero
- Collaborate within the sector on existing skills and how we can retrain and upskill others to meet skills gaps in the region
- Educate the hearts and minds



Since 2019

- 9 new training staff that are dual professionals
- 2 new national and international partnerships
- Commercial work in new sectors of maritime, clean energy and engineering
- 353 level 3 students have/are studying in the area
- 1431 short commercial courses delivered (Nov 19-Dec 22)
- Over 500 delegates through commercial partnership training

2023.....

- Drive for new Net Zero courses (Opito) as well as Get Into Courses (Gateway)
- Pilot training and Simulated marine training
- ECITB core programmes for SZC readiness
- National College for Nuclear (Site Supervisors)
- Focus on Leadership and Growth courses
- Flexible offer for training on employer sites across UK
- Emergency Response Plan testing and Business Resilience



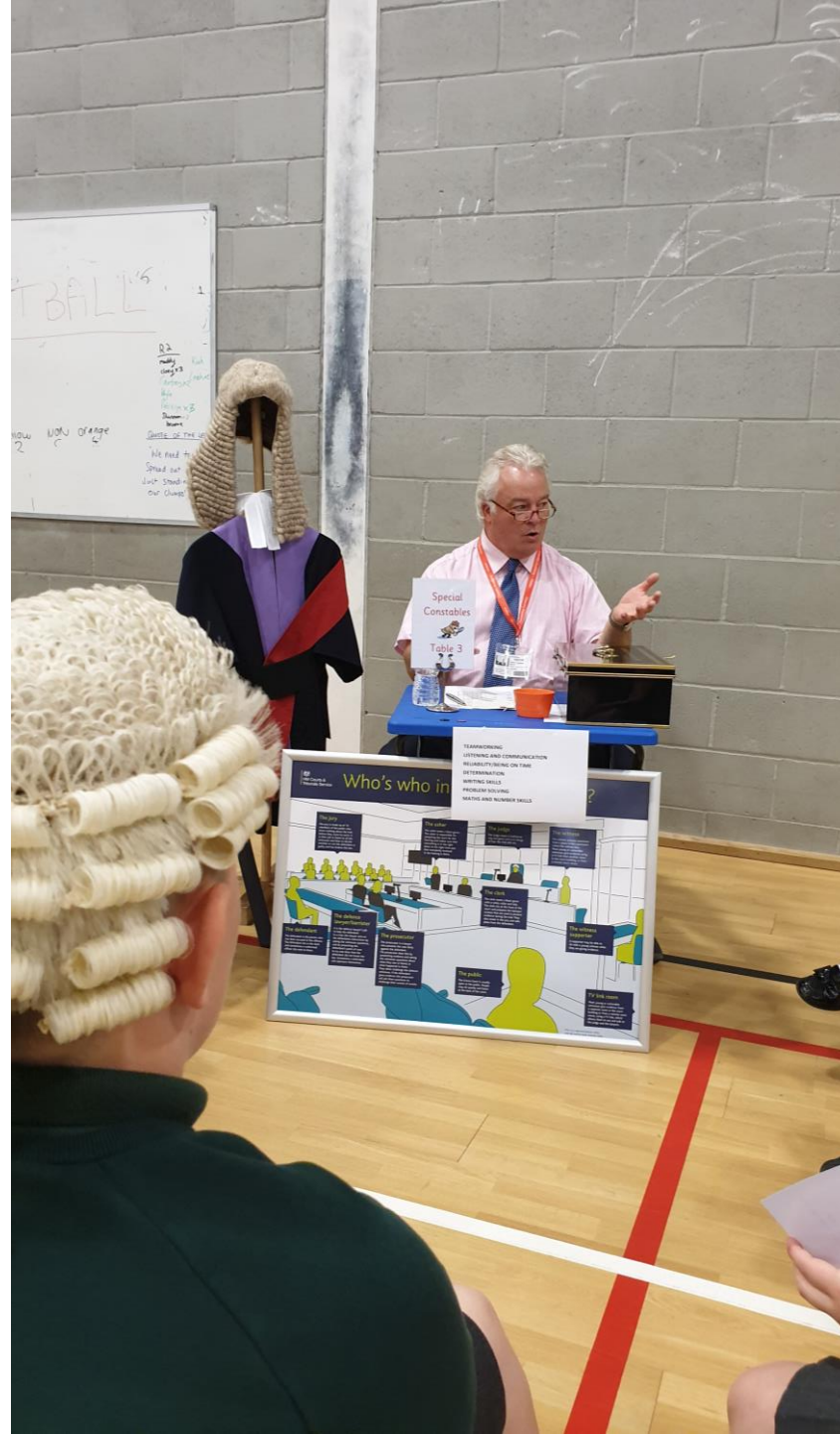




Sustainability enterprise day







SEN & Mainstream joint working



Opportunities

- UK Shared Prosperity Fund (UKSPF)

- Supports Levelling Up agenda.
- Primary goal is to ‘build pride in place and increase life chances across the UK.
- Locally Norfolk and Suffolk have been allocated £27.9m.
- Funds are determined mainly by the districts.
- 3 investment priorities:

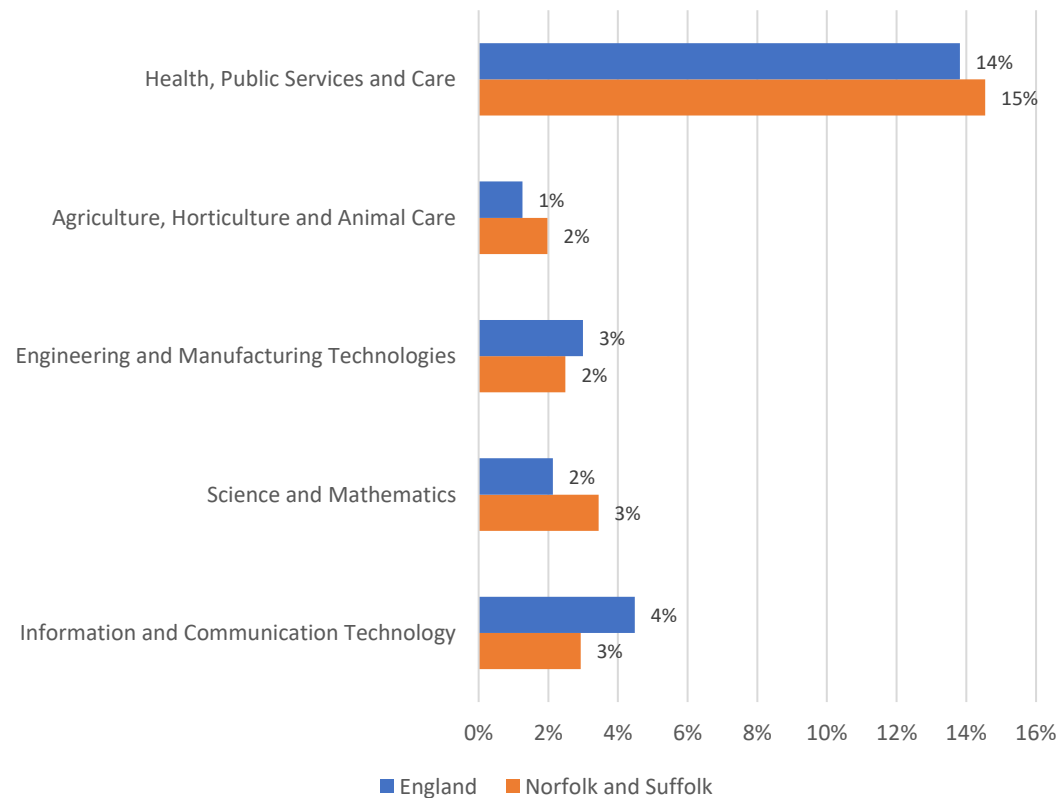
• Communities and place	All 3 years	
• Supporting local business	All 3 years	
• People and skills	2024/25	After ESF ends

UK Shared Prosperity Fund (UKSPF)

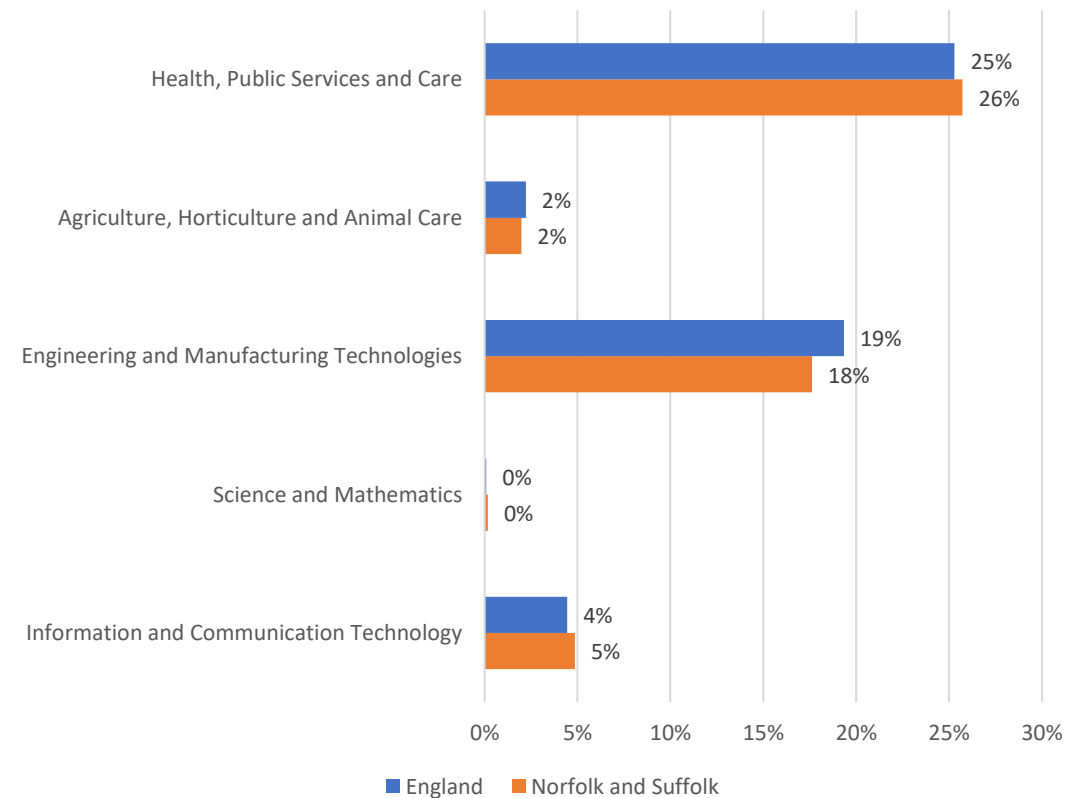
- Multiply funds have been allocated to Norfolk and Suffolk County Councils - £4,669.568 in Norfolk & £3,752,462 in Suffolk.
- Aims to increase the functional numeracy levels in the adult population and will be measured through the following success measures:
 - More adults achieving maths qualifications up to and including Level 2 (high grade GCSE equivalent)
 - Improved labour market outcomes
 - Increased numeracy across the adult population

Subject areas being studied related to Health and Social Care and the area's three Strategic Opportunities.

FE achievements by subject, 2018/19



Apprenticeship achievements by subject, 2018/19

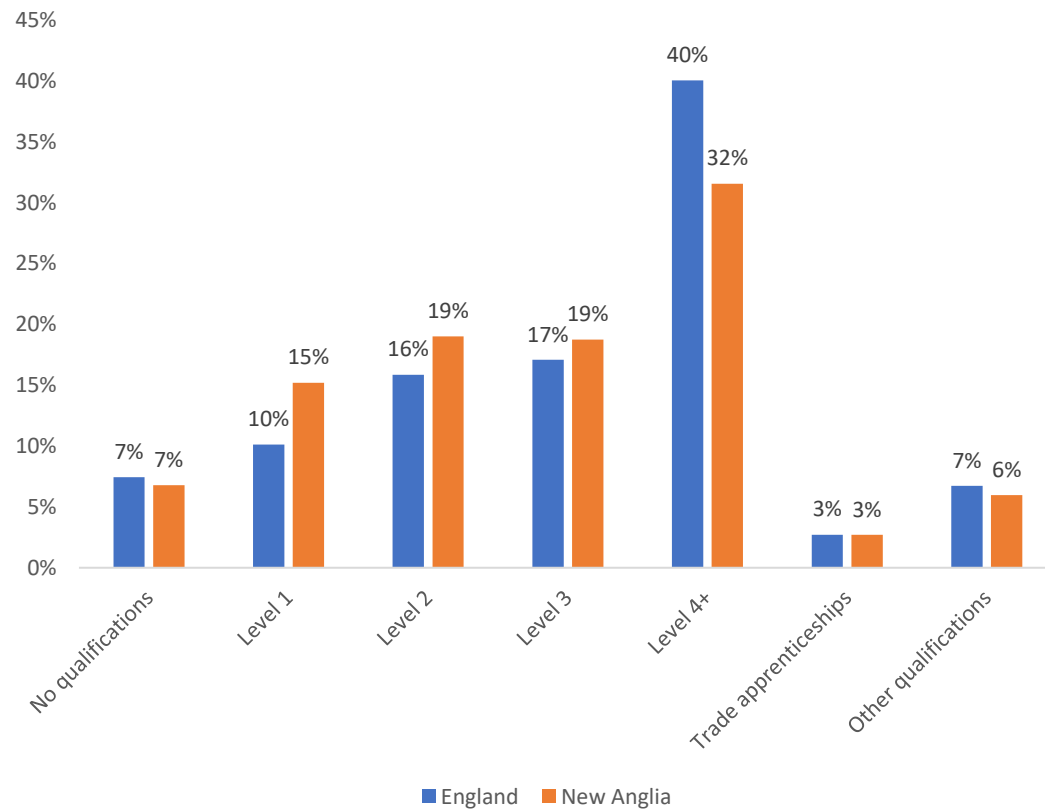


Source: DfE Localism Dashboard

*Geographies are based upon the home postcode of the learner

While the overall attainment level is still relatively low, it is in effect a reflection of the skills demand in the economy.

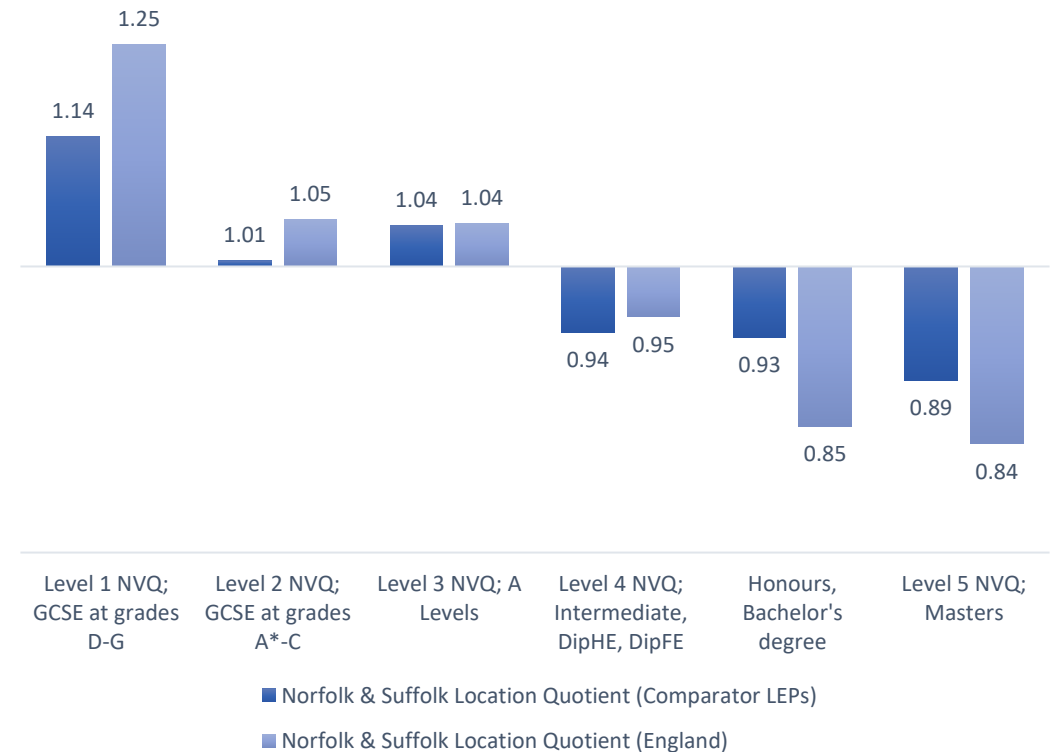
Qualifications of people aged 16-64, 2019



Source: Annual Population Survey 2019

*If a person holds multiple qualifications, all of them are counted

Location Quotient by Education Level - Norfolk and Suffolk



Source: EMSI 2019