

Southwark Skills Strategy Partnership Delivery Plan, 2019-2022- June 2019 update

The updated delivery plan below shows the key work streams the Skills Partnership will take forward to deliver the Skills Strategy ambitions. The strategy themes, aims and outcomes are included for reference from page 5.

Action	How monitored	Anticipated delivery date
Work stream 1: Promoting apprenticeships		
<ul style="list-style-type: none"> To increase the number of apprenticeship opportunities available in the borough in a range of growth sectors 	<ul style="list-style-type: none"> TBC- potentially through National Apprenticeship Service 	<ul style="list-style-type: none"> TBC
<ul style="list-style-type: none"> To create 2,500 apprenticeship by 2022 	<ul style="list-style-type: none"> Qly Council Plan Performance Monitoring 	<ul style="list-style-type: none"> May 2022
<ul style="list-style-type: none"> To support Southwark residents to access apprenticeship opportunities through pre-apprenticeship support 	<ul style="list-style-type: none"> The Local Economy Team will procure pre-apprenticeship support which will be aligned to Southwark Works delivery. Once in place key outputs will be tracked via quarterly monitoring. Apprenticeship Programme Reporting 	<ul style="list-style-type: none"> Pre-apprenticeship programme due to start in October 2019
<ul style="list-style-type: none"> To refresh the Southwark Apprenticeship Standard 	<ul style="list-style-type: none"> Apprenticeship Programme Reporting 	<ul style="list-style-type: none"> May 2022
<ul style="list-style-type: none"> For 1,000 Southwark residents to be enrolled in high level apprenticeships at LSBU by 2023 	<ul style="list-style-type: none"> Passmore Monitoring 	<ul style="list-style-type: none"> September 2023

Work stream 2: Meeting sector specific skills needs

<ul style="list-style-type: none"> • Test feasibility to create a food and hospitality offer in the borough to inform delivery plans 	<ul style="list-style-type: none"> • Working group established to manage feasibility study, reporting to Skills Partnership and wider stakeholders 	<ul style="list-style-type: none"> • Interim findings presented in September 2019
<ul style="list-style-type: none"> • Undertake a focused consultation exercise with learners and employers to gain better understanding of their experience of the skills system in Southwark and areas for improvement 	<ul style="list-style-type: none"> • Local Economy Team will commission external providers to conduct consultation who will report to the Skills Partnership 	<ul style="list-style-type: none"> • External partners commissioned to conducted consultation – July 2019 • Study complete – September/October 2019
<ul style="list-style-type: none"> • To develop a specification for skills provision as part of the Old Kent Road (OKR) regeneration site 	<ul style="list-style-type: none"> • Specification complete • Delivery partner secured for OKR site 	<ul style="list-style-type: none"> • September 2019 • TBC
<ul style="list-style-type: none"> • Support local employers to sign up to the Mayor's Good Work Standard (GWS) 	<ul style="list-style-type: none"> • Number of Southwark employers signed up to the GWS (by foundation, achievement and excellence levels) 	<ul style="list-style-type: none"> • Annual Reporting • End 2019/20
<ul style="list-style-type: none"> • Adopt strategic approach to skills delivery and consider requirements for skills training facilities in large scale area redevelopment and social regeneration, such as Canada Water • Explore strategic approach to skills delivery as part of the establishment of the Council's proposed Construction Company 	<ul style="list-style-type: none"> • British Land's Social Regeneration Charter, to be presented to the Skills Partnership 	<ul style="list-style-type: none"> • April 2020 for update report to Skills Partnership
<ul style="list-style-type: none"> • To support young people from low income backgrounds to get paid internships 	<ul style="list-style-type: none"> • Agree delivery programme • Number of internships delivered 	<ul style="list-style-type: none"> • July 2019

		<ul style="list-style-type: none"> Qtlly Council Plan Performance Monitoring 	<ul style="list-style-type: none"> May 2022
<ul style="list-style-type: none"> Increase number of Supported Internship opportunities available to young Southwark residents with learning difficulties and learning disabilities To work with CLF and the GLA to implement wider employment and wellbeing outcomes in AEB commissioning 	<ul style="list-style-type: none"> Number of Supported Internship vacancies created Number of Southwark residents in Supported Internships Southwark is part of the CLF Skills Officer Group, which supports the Central London Employment and Skills Board. Progress will be tracked via the Skills Group and reported to the Skills Partnership 	<ul style="list-style-type: none"> September 2019 September 2019 September 2020 	
Work stream 3: Shaping essential skills provision			
<ul style="list-style-type: none"> To support more residents to achieve basic qualifications in English and Maths 	<ul style="list-style-type: none"> Numbers achieving GCSE grade 4 or L2 Functional Skills as the basic English and Maths qualification – captured through partner delivery. To be developed through Skills Partnership and Education department. 	<ul style="list-style-type: none"> TBC 	
<ul style="list-style-type: none"> To establish a common approach across the council and local providers for the delivery of essential digital skills in Southwark. 	<ul style="list-style-type: none"> A working group of local essential digital skills providers has been established to define what is meant by essential digital skills, identify need and demand, explore re-shaping local provision and improve collaborative working. This will report to the Skills 	<ul style="list-style-type: none"> September 2019 	

<ul style="list-style-type: none"> To increase collaboration between Southwark Works and Adult and Community Learning; delivering more essential skills needs assessments and supporting more residents to access courses For the National Careers Service to support x Southwark residents per year 	<p>Partnership</p> <ul style="list-style-type: none"> Quarterly tracking of referrals from Southwark Works to ACL as part of Southwark Works performance monitoring TBC- Checking with National Careers Service 	<ul style="list-style-type: none"> To be reviewed in March 2019 TBC
Work stream 4: Improving all age careers advice and guidance		
<ul style="list-style-type: none"> To develop an All Age Careers Advice and Guidance Framework to oversee delivery of local provision Explore the potential to create a careers 'collaborative' to formalise collaboration and IAG services in the borough 	<ul style="list-style-type: none"> Managed by the Skills Partnership An approach will be developed with schools via the career leads working group and the all age careers IAG task and finish group will manage deliver of an improved offer for adults. These will report to the Skills Partnership who are overseeing the All Age Careers IAG Framework. 	<ul style="list-style-type: none"> September 2019 Proposals will be presented to the partnership in September 2019
<ul style="list-style-type: none"> To ensure support IAG offer is accessible and promoted 	<ul style="list-style-type: none"> All provision will be promoted via Southwark Works and available on the council website The task and finish group will explore options to develop a digital platform to improve accessibility of support 	<ul style="list-style-type: none"> November 2019

Skills Strategy themes, aims and outcomes

1. Learners

We want Southwark to be a place where people of all ages have access to a high quality local offer to learn, improve their skill levels and earn a good living. We want learners to have access to good quality and impartial information, advice and support so they can make informed choices about their careers and personal development.

Strategy aims:

1. Learners have access to information on the wide range of learning opportunities available to them
2. Learners enjoy a comprehensive range of good quality learning opportunities on their doorstep
3. Young people leave education equipped with the skills and knowledge they need to enter the world of work
4. Vulnerable learners have the additional support they require to help them develop workplace skills
5. Learners of all ages, including those in work, are able to develop their skills to progress into better jobs and increase their earnings

Outcome / impact:

- Young people in secondary education receive a co-ordinated approach to early school based work related learning and impartial advice
- Schools, colleges, work-based learning providers and universities are able to join forces to enable flexible learning journeys
- Southwark has a culture of ‘no wrong door’ and provision works on the basis of equal access for all

2. Employers

We want Southwark to be a place where employers have access to a highly skilled local workforce. We want employers to invest in and help shape local skills provision and have the confidence that it is meeting their recruitment needs. We want our employers to offer good quality skills and employment opportunities for residents.

Strategy aims:

1. Employers are enabled to take a leading role in shaping a local skills offer that meets the needs of their workforce
2. The current and future skills needs of employers of all sizes are understood and met locally
3. Employers provide more opportunities for employment and work based learning, including apprenticeships and quality work experience
4. Employers offer more opportunities to people with complex needs
5. Employers are supported to respond positively to workforce challenges that arise from Brexit

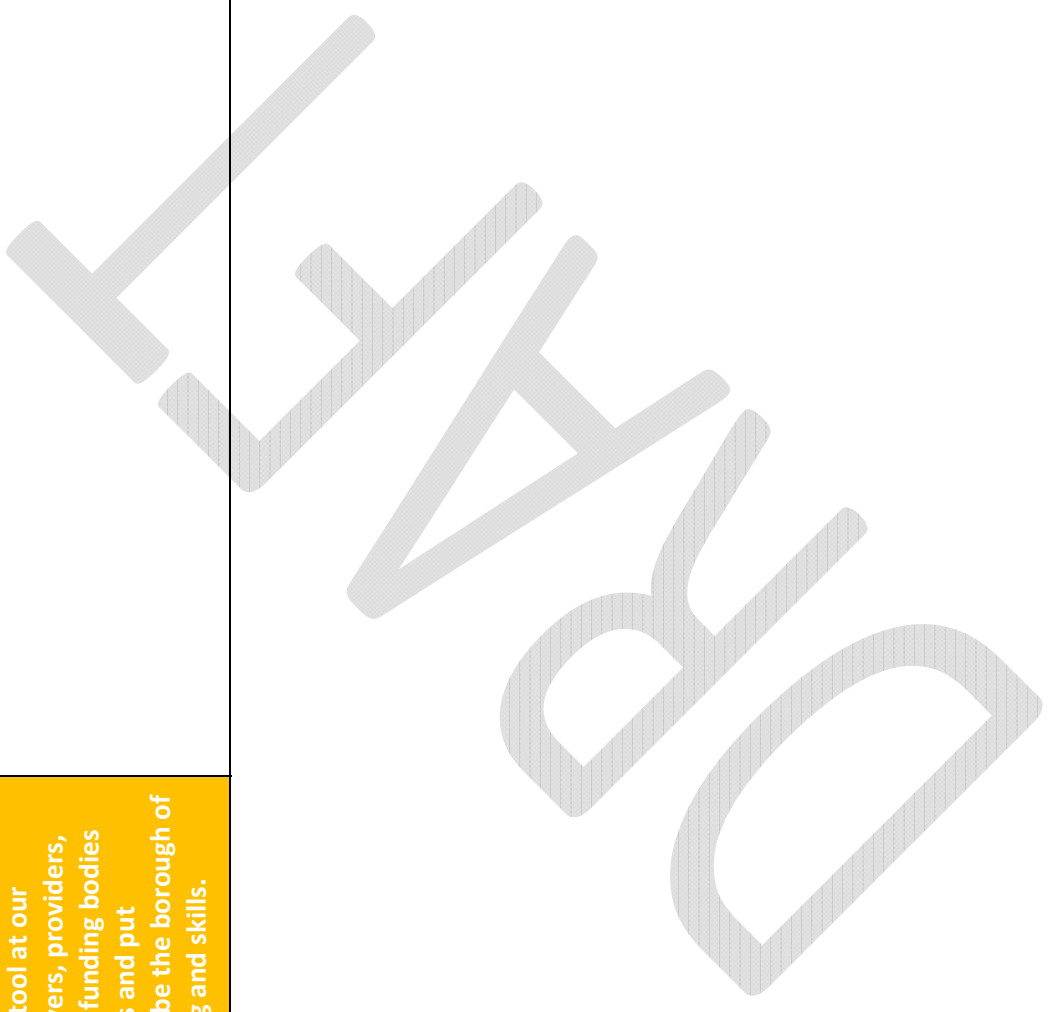
Outcome / impact:

- Current and future skills needs are better understood and communicated
- Employers are able to engage with skills providers about their skills needs

	<ul style="list-style-type: none"> • Employers are able to meaningfully engage with young people and those who want to progress, to communicate the range of opportunities available • Employers are supported to offer equal access to opportunities that develop work place skills • Employer networks are supported, enabling knowledge sharing and promotion of best practice within and beyond sectors
<p>3. Providers</p> <p>We want to make Southwark a destination for learning with high quality skills and training provision for all ages which addresses local economic needs and the future demand for skills. We want residents to develop the skills they need to secure well paid jobs and that are shaped by employer demand. We want local providers to be partners in the development and regeneration of the borough and for our skills offer to be a local asset.</p>	<p>Strategy aims:</p> <ol style="list-style-type: none"> 1. Southwark has a high quality skills offer that is attractive to learners and employers 2. Employers and providers work collaboratively to provide innovative demand led skills solutions 3. A greater range and quality of vocational learning, including apprenticeships is available and its value recognised 4. Good quality careers advice is provided to all who need it across the borough <p>Outcome / impact:</p> <ul style="list-style-type: none"> • Vocational learning opportunities are promoted, leading to more people taking on careers in target sectors (i.e. hospitality, tourism, construction, health and social care, digital) • A broader range of unaccredited and upskilling courses available that both meet the needs of employers and are accessible to vulnerable learners
<p>4. Funding</p> <p>We will put Southwark learners first in getting the best possible funding deal for learning and skills. We want Southwark to be a powerhouse for innovation, using local resources to test out new ways of delivery and build on recent successes like the Southwark Construction Skills Centre. We want to use the funding available to better equip Southwark residents with the tools</p>	<p>Strategy aims:</p> <ol style="list-style-type: none"> 1. Skills funding is aligned to local needs 2. Skills budgets are successfully devolved and work for London and Southwark 3. New partnerships harness local assets and resources to generate innovative skills funding models 4. Employment outcomes are embedded in the planning and delivery of skills provision <p>Outcome / impact:</p> <ul style="list-style-type: none"> • Formalised partnership arrangements will allow for partners to influence funding proposals and

they need to access today's jobs and those of the future. We will use every tool at our disposal, working with employers, providers, schools, national and regional funding bodies and learners to align resources and put Southwark in pole position to be the borough of choice for high quality learning and skills.

explore opportunities for joint bidding



Risks

Risk	Impact (high, medium, low)	Likelihood (high, medium, low)	Mitigation / management	Impact with mitigation (high, medium, low)	Likelihood with mitigation (high, medium, low)
<p>1. The strategy’s ambitions exceed our ability to influence / deliver</p>	M	M	<ul style="list-style-type: none"> • Ensure targets in the strategy are realistic and achievable – with a focus on what we can do locally; starting small and building on our achievements • The delivery plan is clear in how actions will be monitored • Skills Partnership and employers are encouraged to play a central role in contributing time, resources and money 	M	M
<p>2. Funding / resource uncertainty</p>	M	M	<ul style="list-style-type: none"> • Maximum access to a range of funding routes (e.g. crowdfunding) • Work together across different types of organisations, ensure we have the expertise to write winning bids • Lobby proactively for devolved and flexibility of funding that is needed to meet the strategy’s ambitions • Ensure we can demonstrate our success for future funding opportunities – monitor projects closely and communicate successes 	L	L

Risk	Impact (high, medium, low)	Likelihood (high, medium, low)	Mitigation / management	Impact with mitigation (high, medium, low)	Likelihood with mitigation (high, medium, low)
<p>3. Accountability structure does not allow for the strategy's ambitions to be delivered</p>	M	M	<p>Clear Skills Partnership structure in place that:</p> <ul style="list-style-type: none"> - Is clear on roles and responsibilities - Allows us to hold each other to account - Mirrors sub-regional arrangements and allows for the GLA to take a role - Has the right representatives, ensuring visibility and weight to our work - Is able to address ongoing resourcing of the strategy, monitoring and evaluation 	H	L
<p>4. The Strategy is not addressing existing inequality of outcomes in the skills system</p>	H	M	<ul style="list-style-type: none"> • Using data insight effectively; ensure alignment with employers' needs and future jobs • Help to create social networks to encourage increasing social mobility • Promote a better understanding of outcomes across the partnership 	H	L
<p>5. The Strategy is not flexible enough to keep pace with change (i.e. changes in labour market, local economy, resident needs)</p>	M	M	<ul style="list-style-type: none"> • The partnership commits to collecting business intelligence and continuing an open dialogue with providers, learners and employers 	L	L