

<b>Item No.</b> 14.	<b>Classification:</b> Open	<b>Date:</b> 18 June 2019	<b>Meeting Name:</b> Cabinet
<b>Report title:</b>		Southwark Skills Strategy – Delivery Plan Progress Update	
<b>Ward(s) or groups affected:</b>		All wards	
<b>Cabinet Member:</b>		Councillor Stephanie Cryan, Jobs, Business and Innovation	

## **FOREWORD – COUNCILLOR STEPHANIE CRYAN, CABINET MEMBER FOR JOBS, BUSINESS AND INNOVATION**

The Southwark Skills Strategy was developed to ensure that Southwark residents are able to gain the skills they need to succeed and to help them make the most of the range of opportunities available across the Borough. The Strategy has built on the progress the council has made in recent years including delivering over 2,000 apprenticeships, the creation of the Passmore Centre with London South Bank University and establishing the Southwark Construction Skills Centre.

In 2018 Cabinet approved the Skills Strategy Delivery Plan which led to the establishment of the Southwark Skills Partnership which brings together an array of local partners from schools, colleges and universities, businesses, employment support providers and regeneration partners to ensure the delivery of the Skills Strategy continues to meet the needs of both residents and employers.

This report sets out the progress made by the Southwark Skills Partnership over the past year and also identifies key gaps in local skills provision alongside the proposal the Partnership is making to improve access and provision. The report also identifies proposals under development to address these gaps and challenges including developing a hospitality skills offer, creating a coordinated careers offer in school and increasing support for apprenticeships.

This report highlights the how this work will contribute to ensuring that residents are able to gain the type and level of skills they need to access local opportunities and very much supports our ambition for Southwark to be a full employment borough.

## **RECOMMENDATIONS**

1. That cabinet note the progress made in delivering the Skills Strategy in the last twelve months, following Cabinet approval of the delivery plan in June 2018.
2. That cabinet note the draft updated Skills Strategy delivery plan included at Appendix 1 which will be approved by the Skills Partnership in July.
3. That cabinet receives an update on progress in twelve months' time.

## **BACKGROUND INFORMATION**

4. The Southwark Skills Strategy was formally adopted by the council following approval by cabinet in December 2017. It was recommended that officers develop a delivery plan to set a framework for the implementation of the strategy.
5. Southwark's Skills Strategy delivery plan was developed in partnership with key local stakeholders and was approved by Cabinet in June 2018. The delivery plan seeks to improve the local skills offer and ensure that residents are able to access the employment opportunities on their doorstep.
6. The vision of Southwark's Skills Strategy is that "by 2022 Southwark will have a high quality skills offer that is accessible and responsive to learner and employer needs" and that "the offer will support all learners to build resilience and develop valuable skills for a strong local economy now and in the future." This aligns with the 2018-2022 Council Plan ambition for Southwark to be a full employment borough where everyone has the skills to play a full part in the economy.
7. The Skills Strategy includes three priority aims to deliver the vision:
  - Residents have the opportunity to gain the type and level of skills they need to access local opportunities and progress in the labour market
  - Employers invest in their workforce and have access to training provision that responds to their needs and allows them to recruit locally
  - Employers and providers work collaboratively to develop a local skills offer that is responsive to the needs of the local economy
8. The Skills Strategy and delivery plan is divided into four headline themes – learners, employers, providers and funding – and sets objectives for each, along with measures of success. The delivery plan proposed partnership arrangements for overseeing the implementation of the plan and includes the key risks and related mitigating actions.
9. The delivery plan is integral to broader regional and sub-regional work that is underway to improve the quality of the Further Education and the wider skills offer in London and to ensure local leadership influences how the delivery of the devolved Adult Education Budget (AEB) is prioritised. It is aligned to Mayoral priorities, the delivery of the Skills for Londoners Strategy, the AEB commissioning framework and the Central London Forward (CLF) Skills Strategy.

## **KEY ISSUES FOR CONSIDERATION**

10. This report sets out progress to date and the planned next steps against key elements of the delivery plan for the Southwark Skills Strategy. The draft updated delivery plan included at Appendix 1 sets out immediate priorities for 2019-20 and longer term goals. This will be agreed by the Skills Partnership by September 2019.
11. Cabinet set a high ambition for Southwark to be a leading borough in the delivery of high quality and accessible skills provision that supports all learners to build resilience and develop valuable skills to contribute to a strong local economy. Cabinet also set an ambition that our Skills Strategy is one that is owned by and delivered in partnership with a range of local partners, which requires time to build strong trust and collaboration.
12. Over the first year of the delivery plan a number of significant milestones have been

passed:

- The establishment of the Southwark Skills Partnership, bringing together local schools, colleges, universities, businesses, employment support providers and the council to improve provision of and access to essential and vocational skills learning
  - The creation of 730 apprenticeships through the council's partnerships with employers and learning providers
  - The Southwark Construction Skills Centre trained its 2,000th Southwark resident, achieving this key contract milestone six months ahead of schedule, and was also awarded the Mayor's Construction Academy quality mark status
  - Following a £5 million investment from the council, the Passmore Centre opened at London South Bank University to provide high quality apprenticeship training for 1,000 Southwark residents by 2023, with the first 75 already enrolled
  - The Southwark Adult and Community Learning Service delivered courses for just under 3,000 learners in the academic year 2017-2018, 1300 learners completed a accredited adult learning course (which includes basic skills, English and Maths), representing 96% success rate
  - Southwark libraries delivered over 7,000 digital skills training sessions for local residents.
13. Securing these first year outcomes has built important trust and confidence across the Skills Partnership. As we move into and through 2019-20, there will be more opportunities for partners to lead and deliver on our shared ambition, which will be reported back in future update reports and specific project proposals.
14. Since the strategy and its delivery plan were approved there have been a number of developments at a London and sub-regional level which have further exposed the need for a more localised response to address skills needs. More details are included in paragraphs 65-74 below.

### **The Southwark Skills Partnership**

15. The Southwark Skills Partnership was established in August 2018 and is chaired by the cabinet member for jobs, business and innovation. The Partnership was established to:
- Ensure ongoing cross-partnership support for the Strategy
  - Endorse and support the delivery of activity as set out in the delivery plan
  - Oversee the progress of the delivery plan and review outcomes
  - Advise on future skills activity and support effective prioritisation
  - Influence and inform sub-regional, regional and national decision makers, ensuring that Southwark's voice is heard.
16. The terms of reference, including membership details, are included at Appendix 2. The Partnership meets on a quarterly basis and has supported the ongoing implementation of the delivery plan. To aid this process, task and finish groups have been established, allowing Partnership members and other relevant partners to focus on specific skills issues most relevant to their areas of expertise.

17. The Partnership has explored a range of priorities, as set out in the delivery plan, through working with local employers, providers and other local partners to better understand current needs and to identify potential future initiatives. These can be grouped into the following areas of focus which are explored in more detail below.
  - Strengthening local skills provision
  - Promoting apprenticeships and vocational routes into growth sectors
  - Meeting sector specific skills needs
  - Shaping essential skills provision
  - Improving all-age careers advice and guidance.
18. Bringing together the outcomes of their learning over the last 12 months, the Partnership will host a skills event for wider stakeholders in autumn 2019.

### **Strengthening local skills provision**

19. The Skills Strategy set a vision that by 2022 Southwark will have a high quality, local skills offer that is accessible and responsive to learner and employer needs. Over the past year, the council has worked with local partners to strengthen and broaden local provision, support quality improvement and widen access to essential and vocational skills development for Southwark residents.

### Integrating skills development into service delivery

20. Access to skills development opportunities is continuing to be built into other existing council services to help residents improve their skills or obtain careers advice and guidance.
21. The council's commissioned employment support service, Southwark Works, is placing an increased focus on addressing skills needs as part of the delivery of new contracts starting in July 2019. A more detailed consideration of clients' essential skills needs will be built into initial employability needs assessments. Advisers will work closely with Southwark Adult and Community Learning to refer clients for full needs assessments where necessary and provide essential skills courses in Maths, English and ESOL.
22. Southwark libraries continue to play a key role in the delivery of essential skills support to residents, particularly focusing on essential digital skills. Over 7,000 digital skills training sessions were delivered in libraries over the past year. These services will also be increasingly promoted to those accessing Southwark Works.

### Southwark Adult and Community Learning Service

23. Nearly 3,000 residents benefit from adult learning provision delivered by the Southwark Adult and Community Learning Service every year. The service provides a range of courses including basic skills in literacy and numeracy, English for Speakers of Other Languages and Family Learning. In 2017-18, over 1,000 learners completed a Preparation for Life and Work course (which includes basic skills, English and Maths), representing a 96% success rate. The service has a focus on providing effective initial advice and guidance to place learners on appropriate courses which meet their skills levels and aspirations. Feedback from the awarding bodies is good and the service has been able to sustain the volume and quality of provision during a time of reducing funding. The service maintains a number of partnerships with Southwark schools and subcontracted partners to enhance provision in curriculum areas and to provide work

experience opportunities for learners. The service is currently being reviewed to understand how we can most effectively meet needs moving forward.

#### Local Further Education provision

24. The council is continuing to work closely with the borough's two major Further Education and Adult Learning providers, Southwark College and Morley College, who are both active participants in the Southwark Skills Partnership.
25. It was announced in September 2018 that Lewisham Southwark College would become two separate colleges, both remaining part of the Newcastle College Group. The council welcomed the opportunity for Southwark College, which provides post-16 and adult learning courses, to develop curriculum programmes that better meet the needs of local communities and to work more closely with a single locally focused provider. The council is continuing to engage and collaborate with the newly appointed principal of Southwark College.
26. Over the past year, Southwark College has seen significant improvement, ranking 4th in London and in the top 10% nationally in the latest Department of Education tables. Applications to the college from Southwark residents have also substantially increased. The council continues to support the College to maintain its positive progress and improve in certain areas highlighted in recent Ofsted reports.
27. The council also maintains a strong partnership with Morley College which offers a range of adult essential skills and community learning courses as well as preparation for further learning and study courses. It was announced in March 2019 that Morley College and Kensington and Chelsea College (KCC) are working towards a merger. The proposal is that KCC joins Morley College London, as one college with three centres in North Kensington, Chelsea and Waterloo. The council continues to engage with the college's leadership to ensure high quality local provision in Southwark, in line with the Skills Strategy.

#### London South Bank University

28. The council has continued to work in close partnership with the borough's higher education institution, London South Bank University (LSBU), to establish the Passmore Centre, as detailed in paragraphs 35-36, and on wider skills delivery. LSBU's apprenticeship delivery received an Ofsted rating of 'Good' in February 2019 with inspectors noting a culture of high aspirations for apprentices and a high level of support for apprentices to develop good practical skills that they can apply confidently in the workplace.
29. In 2019, Lambeth College became part of the LSBU group in the first Further Education and Higher Education partnership of its kind with the aim of creating a more joined up and accessible educational offer which meets the needs of learners, employers and the local community. This partnership helps to broaden vocational provision in the locality.

#### Southwark Construction Skills Centre

30. Local skills provision outlined above is complemented by the Southwark Construction Skills Centre (SCSC) which was set up in 2016 to increase provision in a prominent local sector, meeting employer's skills needs and improving access to career opportunities and pathways in this sector for local residents. The SCSC, which was established in partnership between the council and Lendlease, has continued to

develop in reputation and standing within the local community and wider construction industry over the past year. Some notable successes include achieving quality-mark status to become part of the Mayor's Construction Academy and successfully bidding for £1 million from the Construction Skills Fund, which is part of the National Retraining Programme, to support local residents who are unemployed or at risk of unemployment to enter to the construction industry. The SCSC has continued to deliver high quality sector focused skills training, having trained over 2,000 Southwark residents and supported over 370 residents into work. The Centre has also created or supported over 300 apprenticeships and engaged with over 2,000 school children.

31. The SCSC works closely with Southwark Works, which provides sector specific employment support, and with LSBU, which provides higher level apprenticeships, to enable a clear construction career pathway for residents. Plans are also in place for the SCSC to pilot the Government's new Technical Levels and to continue to develop vocational learning for 14-16 year olds. This will enable more residents to begin and develop their construction careers.

### **Promoting apprenticeships and vocational routes into growth sectors**

32. The Skills Partnership has built upon the council's previous successes, in collaboration with a range of partners, to promote apprenticeships as vocational learning routes into professions. The council worked directly with local employers and providers to meet its Council Plan target to create over 2,000 apprenticeships between 2014 and 2018, becoming London's top performing council for apprenticeship creation in recent years. Over the last financial year, a further 730 apprenticeships have been delivered.
33. The council also developed the Southwark Apprenticeship Standard in 2015, encouraging local employers to commit to high quality apprenticeships by ensuring minimum contract terms, payment of the London Living Wage, quality training provision and proper mentoring and support. To date, over 50 employers have signed up to the Standard.
34. The council and Skills Partnership have continued to build on this track record by increasing local provision of high quality apprenticeships, strengthening the support offer for employers and learners, continuing to support quality improvement and promoting the creation of more apprenticeships in growth sectors.
35. One of the single biggest delivery milestones in the last year was the opening of London South Bank University's Institute of Professional and Technical Education, known as the Passmore Centre. Opened in November 2018, the centre was supported by the council through a £5 million capital investment in return for at least 1,000 Southwark residents to have started a high quality apprenticeship by 2023. The centre provides a gateway for learners into higher professional and technical education and currently delivers 20 different apprenticeship courses. It is continuing to expand the offer, focusing on local high growth sectors. The partnership between the council and LSBU is continuing to increase the scale and widen the range of high quality apprenticeship courses, aligning with the Skills Strategy and Council Plan targets and ambitions.
36. The Passmore Centre's delivery of apprenticeships will make a significant contribution towards meeting the council's ambition to create 2,500 apprenticeships by 2022. To further support this ambition, the council is also reviewing the support available for learners seeking to start an apprenticeship, as well as support available to employers in creating and delivering apprenticeships.

37. The newly commissioned Southwark Works employment support framework will include an increased focus on supporting residents into apprenticeships and promoting apprenticeships as vocational routes into professions. This will see more collaboration with skills providers to ensure entry level skills are built into pre-employment support.
38. The council is also developing a dedicated pre-apprenticeship support offer which will provide information and guidance to residents interested in starting an apprenticeship, particularly those who are experiencing barriers to entry such as qualifications or skills. This support offer will also incorporate collaboration with employers to create and promote apprenticeships.
39. The council is reviewing the Southwark Apprenticeship Standard to ensure that it continues to be fit for purpose and sets the standards for others to follow, as it did when the Standard was first developed in 2015. It is important that the Standard is updated as the local economy grows and changes, particularly in light of implications arising from the UK's planned withdrawal from the EU later in 2019. The review includes consultation with local businesses to understand any challenges around delivering high quality apprenticeships.
40. As part of its work addressing sector specific skills challenges, the Skills Partnership will work with local employers to create more apprenticeships in growth sectors and more detailed proposals with a sectoral breakdown are being drawn up. Apprenticeships will be the theme of the next Skills Partnership meeting in July 2019.

#### **Meeting sector specific skills needs**

41. The Skills Strategy delivery plan recognised the need to improve local provision of sector specific skills and training to meet the needs of local employers in growth sectors and to improve access to career opportunities for Southwark residents. In establishing the Southwark Construction Skills Centre, the council has a track record of working with partners to develop a successful sector specific skills offer that meets the need of local employers and the Skills Partnership has undertaken work to understand how similar initiatives could work in other local growth sectors.
42. The Partnership established a series of task and finish groups to explore skills challenges in key sectors in the borough and central London – food and hospitality, health and social care, and digital - by engaging with local employers and providers to understand skills gaps and potential interventions to promote careers and progression in these sectors.
43. This work feeds into wider and ongoing consultation with local employers in a range of sectors covering recruitment and retention pathways, skills development, collaboration with schools and providers and progression pathways. Over the coming year, colleges and Business Improvement Districts engaged with the Skills Partnership will lead consultation with employers through hosting focus groups.
44. Work to develop sector specific skills offers or initiatives will be aligned with wider and longer term plans for skills delivery as part of regeneration projects, particularly at Canada Water and on the Old Kent Road.

#### Food and hospitality

45. The task and finish group identified some of the key issues and challenges for this sector as: a perception that a job in hospitality is not a long-term career, a lack of investment by employers, the potential impact of Brexit on a sector which is heavily

represented by EU workers, seasonal work not being seen as desirable and limited apprenticeship opportunities.

46. The Partnership has agreed that the food and hospitality sector presents a clear opportunity to develop a dedicated skills offer in the borough as the sector has an obvious skills and recruitment gap and there is an opportunity to better align training provision to meet these gaps. The group agreed that two areas of focus to help address the skills and recruitment gap in the sector are: school engagement (employers and colleges) and collaboration (employers and colleges).
47. The Partnership has established a working group made up of local employers and providers to develop a new food and hospitality skills offer for Southwark. Over the next year, the group will commission a feasibility study to identify options and resource implications and subsequently develop proposals.
48. This work will include identifying potential sites and will be aligned with a number of proposals under development in collaboration with education providers and regeneration delivery partners. These include discussions between schools and local businesses to establish a vocational training offer for young people aged 14-16, to run alongside their core curriculum requirements, as well as longer term plans to secure a new education facility at a site in the Old Kent Road development area, as identified in the Old Kent Road Area Action Plan. A food and hospitality skills offer could be established initially as a meanwhile use, ahead of longer term delivery of a site.

#### Health and social care

49. The task and finish group has explored skills challenges in the health and social care sector, identifying key issues for this sector as being: English and Maths requirements being barriers to progression, matching local residents to job opportunities, the apprenticeship levy and withdrawal of bursaries. The Partnership has engaged with local employers, including Guys and St Thomas Trust, adult social care providers and Skills for Care, to further understand challenges and to create links with Southwark Works and the wider apprenticeship programme. In particular, the Partnership is exploring how clear progression pathways, especially around nursing, can be built collaboratively in both the health sector and the social care sector.

#### Digital

50. The task and finish group explored key skills challenges in the growing digital sector which included: the development of the non-technical skills such as problem solving, creativity and critical thinking needed for digital roles, limited availability of computer science GCSEs and challenges in engaging schools. Creating more digital apprenticeships was identified as an opportunity to widen access to the sector. The Partnership will seek to engage with schools around the promotion of the digital sector and explore potential for creating more digital apprenticeships in the borough.

#### **Shaping essential skills provision**

51. The Skills Partnership is also supporting the council's work to ensure that all residents have a basic qualification in English and Maths and are able to access the essential digital skills required for everyday life and for work.
52. Work is underway to define what is meant by a basic English and Maths qualification. For learners who have taken examinations or assessments under the current system (since 2017), this has is a Standard Pass (grades 9-4) in GCSE English and Maths or



a Pass in Functional Skills English and Maths, Level 2. For learners who took examinations or assessments under the system that was in place before 2017, the definition includes equivalents (e.g. GCSE A\*-C). Work will continue to explore how valuable this level of qualification is to employers.

53. The Partnership is also supporting work to develop an action plan for digital skills in Southwark, focusing on supporting the delivery of essential digital skills and establishing a common approach across the council and local providers. 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 around need and improve collaborative working.
54. The current intention is to take a report on Basic English and Maths and Essential Digital Skills to Cabinet in the summer of 2019.

### **Improving all-age careers advice and guidance**

55. The Skills Strategy delivery plan recognised the need to improve the quality and coordination of careers information, advice and guidance available to residents of all ages. The Skills Partnership established a task and finish group to map the local careers support offer and identify any key gaps in provision. A draft All-Age Careers Advice and Guidance Framework has subsequently been developed.
56. The council has increased engagement with careers leads in Southwark schools to deliver a more coordinated careers advice and guidance offer, improve consistency of the offer between schools, make vocational routes more accessible and improve links with employers. Regular meetings of schools careers leads, facilitated by the council, have started comprising of representatives from secondary schools, including special schools, the Southwark Inclusive Learning Service (SILS), the Education Business Alliance, the Southwark Information Advisory Service (SIAS) and Southwark Choices. The group is initially focusing on improving access to information about Further Education for schools leavers, improving the quality of careers advice in schools and promoting apprenticeships, particularly to parents and carers.
57. The Partnership will support this working group to facilitate local collaboration on the careers guidance offer and will explore the potential to create a 'careers collaborative' to formalise collaboration and services.
58. As part of a wider council review of how the range of opportunities, activities and services available for young people in Southwark are communicated, the council is working to ensure that information around careers advice and opportunities is better coordinated, more readily accessible and more effectively promoted to young people. The council is also co-creating an initiative with a group of young people under the working name of 'Open the Door' to engage with local businesses to offer improved opportunities for young people including career development.
59. Work is also underway to coordinate the local careers IAG offer for adults, particularly those in work, seeking career advancement or a career change or facing redundancy. This has initially focused on ensuring that careers advice is available to residents in local libraries, and through the Adult and Community Learning Service, complementing the range of skills support currently offered in these locations. The National Careers Service is now working in several libraries and plans are in place for the service to deliver support via the Adult and Community Learning Service.
60. Southwark Works will also contribute towards a strengthened careers advice and

guidance offer in the borough through an increased focus on supporting residents to start apprenticeships and to progress within work.

61. As the Skills Partnership further develops the local careers advice and guidance offer, as well as the other programmes set out in this report, it will seek to incorporate learners' perspectives. The Partnership will launch consultation with learners in 2019 to better understand a range of learners' perspectives on local provision, access to information, support and perceptions of different sectors. Future Skills Partnership meetings will also incorporate a focus on learners' perspectives.

### Policy implications

62. The delivery plan is in line with the 2018-2022 Council Plan and the council's Economic Wellbeing Strategy. This includes:

63. A full employment borough:

- Make Southwark a full employment borough
- Help 5,000 more people into work and create 2,500 new apprenticeships
- Introduce a Southwark Good Work Standard
- Make sure everyone has basic qualifications in English and maths, provide one to one support for low paid workers to help them get better paid jobs, and improve access to financial support to those who need additional funding for courses
- Make sure that 500 young people from low income backgrounds get paid internships with London's best employers.

64. A great start in life

- Guarantee education, employment or training for every care leaver

### Sub-regional policy implications

65. The Central London Forward Skills Strategy was approved by the Central London Employment and Skills Board in February 2019. This strategy aims to rebuild the skills system for central London to be more responsive to employer needs, focusing on shaping skills delivery to more closely match key sectoral needs and deliver more and higher quality apprenticeships. It aims to influence the GLA commissioning of the AEB and deliver outcomes based models that support residents and employees to develop the skills that will increase productivity and progression, particularly among the most disadvantaged and hard-to-reach learners.

66. The aims of the strategy are that:

- **Residents and workers** access the skills, jobs and support to thrive in Central London's dynamic economy. There is a specific focus on developing skills for vulnerable groups and those that are currently furthest from the labour market.
- **Employers** secure growth through access to a more diverse and better-skilled workforce, who are trained in the types of skills that employers need, in fields with skills gaps.
- **Providers** access information around the labour market and local needs, to improve the quality and relevance of courses that are offered.
- **Boroughs** take a leadership role in reforming the CLF skills system, through collaborating with partners and each other, to ensure that skills commissioning and provision is of a high and consistent quality across the sub-region.

## **Regional policy implications**

67. The Mayor's Skills Strategy for London was published in June 2018. The key priorities are as follows:
- Empower all Londoners to access the education and skills to participate in society and progress in education and work
  - Meet the needs of London's economy and employers now and in the future
  - Deliver a strategic city-wide technical skills and adult education offer.
68. In December 2017 the council contributed to the consultation process endorsing the London wide strategy given its alignment to our local strategy. In particular the council endorsed the following:
- The focus on vulnerable learners and those with low to mid skills.
  - The pan-London review of SEND
  - Focus on the quality of work through the Good Work Standard, payment of the London Living Wage and in-work progression initiative
  - Improving basic skills delivery through the devolved AEB.
  - 16+ pathways research
  - Proposed improvements to an all-age careers advice service
  - Proposals for the devolution of the Apprenticeship Levy and the creation of a skills levy
  - A Skills Sector focus providing better integration of employer needs in the skills system and the potential to develop a Skills Index for London
  - Focus on improving the technical skills and adult education offer in London
  - To ensure quality learning, employability skills and progression underpin the delivery of the devolved AEB.

## **Adult Education Budget**

69. In the autumn of 2016 it was announced that London's AEB would be delegated to the Mayor of London from 1 August 2019 under a devolution arrangement. Through this arrangement the Mayor will be responsible for the commissioning, delivering and management of London's AEB. The principal purpose of the AEB is to provide the skills and learning that adults need to equip themselves for work, an apprenticeship or further learning. Devolution is also intended to enable more tailored programmes of learning to be made available, which do not need to include a qualification, to help those furthest from learning or employment.
70. In April 2019, the GLA launched a consultation on the delivery of the AEB from 2020-21 onwards. The council has responded to the proposed changes in the delivery of the AEB, in line with the Skills Strategy and Council Plan ambitions. A copy of the response is available as a background paper.
71. Southwark's Skills Strategy is aligned to the regional and sub-regional aims and priorities outlined above. It emphasises the need for good work and the ability to progress in the labour market, addressing skills shortages and meeting the needs of the economy now and in the future. It supports the Mayor's aims to boost the technical and adult education offer and the sub-regional priority for the skills system to focus on employment outcomes.
72. Mirroring sub-regional ambitions, Southwark's strategy aims to address skills shortages in specific sectors for example by building on the Southwark Construction

Skills Centre model. It aims to ensure that any unspent Apprenticeship Levy funding is directed to where it is most needed and used to create apprenticeships in micro and small businesses locally.

### **National policy implications**

73. In December 2017 the government published the National Careers Strategy, an all-age strategy, which includes new Ofsted requirements for schools and recommendations for schools to follow Gatsby benchmarks in the delivery of careers advice and guidance. The Strategy includes the following key aims:
- All young people to understand the full range of opportunities available to them, to learn from employers about work and the skills that are valued in the workplace and to have first-hand experience of the workplace
  - All young people in secondary school and college to get an excellent programme of advice and guidance that is delivered by individuals with the right skills and experience
  - Everyone to get support tailored to their circumstances. All adults should be able to access free face-to-face advice, with more bespoke support for those who most need it
  - Everyone to get the information they need to understand the job and career opportunities available, and how their knowledge and skills can help them in considering suitable careers
74. In April 2019 the government announced plans to increase digital skills provision for adults aged 19 and over. The offer will include a range of new essential digital skills qualifications, available from 2020, and digital Functional Skills qualifications, available from 2021, that will support progression into employment or further education and develop skills for everyday life. The Southwark digital skills action plan currently being developed as set out in paragraph 53 will be aligned with the new standards and entitlements.

### **Community Impact Statement**

75. The Skills Strategy and associated delivery plan is key to ensuring wider wellbeing. The strategy recognises that the development of skills delivers wider social value.
76. The June 2018 Skills Strategy Delivery Plan approved by Cabinet provides an overview of the assessment of impacts on the community, this includes the equality analysis carried out in October and November 2017, and reviewed in April 2018, on the strategy. Specific measures and actions to address inequalities and assessment of the impact on protected characteristics in line with the Equality Duty will be developed as part of delivery plan implementation as relevant. The analysis will therefore be ongoing. It is the role of the Skills Partnership to consider ongoing equalities implications at a strategic level.
77. The Skills Strategy will impact on the whole community in all wards, including the borough's business community. A core aim of the strategy is to identify what actions the council and partners can take to create a local skills offer that responds to the needs of local people and the local economy. Improving the local offer, but focusing on residents and learners who are more likely to fall through gaps in the system.
78. The strategy encourages employers to offer good quality work, supporting the council's commitment to develop a Good Work Standard. It also supports the adoption of the London Living Wage, as set by the Living Wage Foundation, as a principal way to counter the threat of poverty.

79. Strategy delivery plan and project monitoring arrangements will continue to follow the council's equalities monitoring guidance to ensure it captures the information about impact on intended target groups and protected characteristics.

### **Resource Implications**

80. The Skills Strategy and delivery plan sets out the core ambition for how we work as a borough where everyone has the skills to play a full part in the local and London economy. This includes what partners will deliver, contribute and achieve.
81. The council's contribution to the delivery plan will be met from within existing resources. This includes a range of sources where funding is specifically tied to objectives that meet outcomes that promote vocational training and education tailored to job and career opportunities. This is especially in key growth sectors that are identified in the Skills Strategy. Agreement of any new and where necessary redirection of existing funding, if this arises will be undertaken in line with the council's normal resource setting processes to which the funding relates.
82. Proposals outlined in this report may require future commitment of resources. Section 106 funds have been identified which could contribute towards funding future skills initiatives.

### **Staffing issues**

83. Officer time to effect the proposals and work streams outlined in this report will be contained within existing resources and any Section 106 funds that are allocated.

### **Consultation**

84. A range of external and internal stakeholders have been consulted during the process of developing the Skills Strategy and its associated delivery plan. Consultation has taken place at three key stages following the formal adoption of the Skills Strategy in December 2017. Firstly an initial scoping session in January 2018 developed shared solutions to the areas the strategy needed to focus on. This then informed a second session in March 2018 to further consider the solutions, to discuss resources and assets as well as identifying and managing risks. Finally, the third session in May 2018 sought feedback on a draft delivery plan.
85. External consultation with partners included: Department of Work and Pensions, Southwark Business Forum, Better Bankside Business Improvement District (BID), Blue Bermondsey BID, Southbank BID, Team London Bridge BID, We Are Waterloo BID, Southwark Chamber of Commerce & Industry, Federation of Small Businesses, Guys and St Thomas' Hospital, London South Bank University, schools, Southwark Youth Forum, adult education providers and further education Colleges, Southwark Association of the School Governors, Central London Forward and delivery partners on our Southwark Works Framework. Partnership and key stakeholders engagement will continue as the strategy is implemented and reviewed.
86. The Skills Partnership is collaborative by nature, allowing ongoing consultation and discussion with a range of partners to understand future skills priorities and adapt the Skills Strategy delivery plan as required in order to deliver solutions to best meet these needs and challenges.
87. Further consultation is planned for summer 2019 to gain insight into how learners and

employers utilise the local skills system and the areas they would like to see improved.

## **SUPPLEMENTARY ADVICE FROM OTHER OFFICERS**

### **Strategic Director of Finance and Governance**

88. This report is requesting cabinet to note the progress made in delivering the Skills Strategy in the last twelve months, following cabinet approval of the delivery plan in June 2018 and to note the draft updated Skills Strategy delivery plan included at Appendix 1 which will be approved by the Skills Partnership in July 2019.
89. This report is also requesting cabinet to receive an update on progress in twelve months' time.
90. The strategic director of finance and governance notes that there are no immediate financial implications arising from this report.
91. The strategic director of finance and governance expects that financial appraisals will be carried out as any new plans are developed and will be subject to future reports, including identifying the suitable financial resources for any new commitments.
92. Staffing and any other costs connected with this report are to be contained within existing business unit revenue budgets.

### **Director of Law and Democracy**

93. This report sets out the progress to date since June 2018 when cabinet approved the Southwark Skills Strategy Delivery Plan for the period 2018-2022. This report contains an updated delivery plan (in Appendix 1) which sets out the key work streams the Skills Partnership will take forward to deliver the Skills Strategy ambitions, including how the work streams will be monitored and the anticipated delivery dates. As this report is for noting, there are no legal implications.

## BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Southwark Skills Strategy and Skills Strategy Equalities Analysis	160 Tooley St London SE1 2QH	Elaine Gunn 020 7525 5479
<b>Link:</b> <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=5753">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=5753</a> (Item 11)		
Southwark Skills Strategy Delivery Plan	160 Tooley St London SE1 2QH	Elaine Gunn 020 7525 5479
<b>Link (please copy and paste into your browser):</b> <a href="http://moderngov.southwark.gov.uk/documents/s75952/Report%20Southwark%20Skills%20Strategy%20Delivery%20Plan.pdf">http://moderngov.southwark.gov.uk/documents/s75952/Report%20Southwark%20Skills%20Strategy%20Delivery%20Plan.pdf</a>		
Draft Skills for Londoners Strategy Consultation Response	160 Tooley St London SE1 2QH	Elaine Gunn 020 7525 5479
<b>Link (please copy and paste into your browser):</b> <a href="http://moderngov.southwark.gov.uk/mgIssueHistoryHome.aspx?Id=50017874&amp;Opt=0">http://moderngov.southwark.gov.uk/mgIssueHistoryHome.aspx?Id=50017874&amp;Opt=0</a>		
Economic Wellbeing Strategy 2012-2020	160 Tooley St London SE1 2QH	Danny Edwards 020 7525 5105
<b>Link (please copy and paste into your browser):</b> <a href="http://www.2.southwark.gov.uk/info/347/economic_wellbeing">http://www.2.southwark.gov.uk/info/347/economic_wellbeing</a>		
Skills for Londoners Framework AEB Consultation Year 2 (2020/21) Response	160 Tooley St London SE1 2QH	Susan du Toit 020 7525 2970
<b>Link (please copy and paste into your browser):</b> <a href="http://moderngov.southwark.gov.uk/mgIssueHistoryHome.aspx?Id=50020210&amp;Opt=0">http://moderngov.southwark.gov.uk/mgIssueHistoryHome.aspx?Id=50020210&amp;Opt=0</a>		

## APPENDICES

No.	Title
Appendix 1	Skills Strategy Delivery Plan, July 2019 – July 2020
Appendix 2	Terms of Reference, Southwark Skills Strategy Partnership

## AUDIT TRAIL

<b>Cabinet Member</b>	Councillor Stephanie Cryan, Jobs, Business and Innovation	
<b>Lead Officer</b>	Eleanor Kelly, Chief Executive	
<b>Report Author</b>	Susan Du Toit, Senior Strategy Officer; Elaine Gunn, Principal Strategy Officer, Local Economy Team	
<b>Version</b>	Final	
<b>Dated</b>	6 June 2019	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments Included</b>
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
<b>Cabinet Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Team</b>	6 June 2019	