

NEW FRONTIERS

EMPLOYMENT AND SKILLS



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Context

To deliver our economic growth aspirations, we must ensure the right environment for our people, businesses and places to build better careers in an inclusive and prosperous way. Cornwall and the Isles of Scilly has set a clear vision in regard to these aspirations: we will have a 'healthy, skilled and productive workforce with access to rewarding jobs, career progression and opportunities for all' in a 'place where every household both contributes to and benefits from our growing economy'¹³.

Underpinning the delivery of the Cornwall and Isles of Scilly LEP's Vision 2030 is a strong strategic and leadership approach. The LEP Employment and Skills Board (ESB), supported by a dedicated People and Prosperity Team, will deliver and co-ordinate the Employment and Skills Strategy 2016-2030. This approach is key to ensuring the right levels of skills and employment opportunities for individuals and businesses in an inclusive way.



Unlocking barriers

The rationale for change

Our economy is developing and changing and we are developing new systems and technologies that have the potential to change the way we work, live and do business. As a result Cornwall and the Isles of Scilly will identify, design and deliver a range of education, training and employment opportunities that will allow a positive contribution from and provide benefits for individuals, whilst making these opportunities both attractive and viable to local education providers and businesses.

Cornwall and the Isles of Scilly has been selected by the Department of Education (DfE) to help frame the Skills Advisory Panel Framework and analytical methodology; this will allow the ESB to fully understand skills demand and supply, the local employment and skills landscape and barriers and blockages in the local market.

Cornwall and the Isles of Scilly must also increase the capability and capacity across our leadership and business communities, and translate approaches to funders into a comprehensive and inclusive skills delivery programme. This will allow Cornwall and the Isles of Scilly to provide mainstream and bespoke skills opportunities which meet the aspirations of young people, people furthest away from the labour market, training providers and developing sectors and business¹⁴.

¹³ Cornwall and Isles of Scilly Employment and Skills Strategy

¹⁴ Ibid, Appendix 1, <https://www.cioslep.com/vision/employment-and-skills-strategy-2016-2030>

Our ask

We are seeking Government support and flexibility to provide skills and employment opportunities, which will truly enable our people and economy to thrive:

- 1 The Cornwall and the Isles of Scilly ESB, using the robust approach and evidence base which will be generated by the work of the Skills Advisory Panel (SAP) seek:
 - a Training and capacity building to locally manage and update the evidence base generated by the SAP
 - b Use of the SAP evidence base to influence and programme local skills opportunities in priority sectors and generic cross sector skills e.g. determining local T-Levels and apprenticeships outside of the national framework
 - c A delegated fund that will pump prime opportunities for skills providers to procure training, assets and design courses that deliver priority and cross cutting sector skills that are not delivered through mainstream funding, for example on a consortium basis.

- 2 The Cornwall & Isles of Scilly LEP is supportive of a South West bid to deliver an Institute of Technology. This bid is based on a lead provider in the South West, utilising a number of anchor sites (providers) and delivery partners. To ensure a local focus our ask is to have fuller access to a range of sites and providers across the South West to provide skills opportunities which underpin a number of sectors outlined in the Cornwall & Isles of Scilly LEP's '10 Opportunities' campaign and links with national and local Industrial Strategy developments.
- 3 Following an identification of a gap not eligible for European Social Fund (ESF) support, Cornwall and the Isles of Scilly seeks the opportunity to pilot the early use of UK growth programme funding of £2m for early year's education. The identification at an earlier age, of children who may become NEET in later years, is crucial to developing programmes and interventions which engage children throughout their education and make a successful transition from compulsory education to further education or to the workplace. The funding will be strongly aligned to our successful approach to the Troubled Families' agenda and the positive outcomes already being delivered.

Our offer

Cornwall and the Isles of Scilly hold Intermediate Body status for the European Regional Development Fund (ERDF) and ESF; one of ten in the UK. This allows for more local discretion over the allocation of funds than most other parts of the UK. Utilising a strategic approach to the allocation of ERDF funds targeting capacity building for businesses together with ESF funds to support individual participants provides a solid foundation for both the growth and skills agenda together with future funding approaches, for example SPF and the Work and Health Unit Innovation Fund. To support our programme and commissioning approach we will:

- 1 Investigate opportunities to become a lead provider, working in collaboration with delivery partners, to deliver our strategic programme approach and providing the 20% match funding required. A strategic programme development approach to the delivery of remaining ESF. This would allow added value to the delivery of the Cornwall and Isles of Scilly programme as the only Less Developed Region in England; addressing local priorities, allowing for greater innovation and creativity and with stronger strategic influence over activity.

- 2 Be the delivery partner for the Work and Health Unit's Innovation Fund to deliver business engagement tools, a communications and social media campaign and support to business. The project will provide the opportunity to link businesses with people who are furthest from the labour market, develop innovative approaches to business engagement, especially hard to reach SMEs, and to change behaviours and build confidence. Our aim is to test and trial how established and new networks, led by business, could effectively create a market to recruit and retain disabled people and people with long term conditions.
- 3 Maintain and extend the Cornwall & Isles of Scilly LEP and Cornwall Council funding for the our dedicated People and Prosperity Team which will underpin, manage and monitor the delivery of the devolution and employment and skills agenda.
- 4 Continue to Match Fund the Enterprise Co-ordinator Network, funded by the Careers and Enterprise Company, delivering robust Careers Advice across our network of schools and employers.
- 5 Continue to fund our Careers Offer through a Service Level Agreement with Education and Early Years, providing a range of benefits such as post 16 education, employment and training, STEM/STEAM Strategy and the SEND Employability Strategy.
- 6 Support the SAP by creating and maintaining a skills analyst network, reporting findings and skills proposals for decision to the Employment and Skills Board; ensuring that we are linking skills and training to our sector approach
- 7 We will source match funding opportunities for ESF, strongly aligned to the delivery of the Employment and Skills Strategy.

- 8 We will provide support to the consortium of organisations to deliver a South West Institute of Technology and align our emerging Investment Programme to support the provision of activity in Cornwall where this is appropriate. We will host and deliver the Innovation Fund Project, embedding the project and staff within the People and Prosperity Team.

Benefits

- 1 The benefits of a strategic programme development approach include:
 - securing better value for money,
 - ensuring that ESF adds more value to the delivery of local programmes,
 - delivering and addressing local priorities,
 - allowing for greater innovation and creativity,
 - stronger strategic influence and integration over activity as the specification would deliver cross cutting activities and reduce duplication across programmes with positive alignment as already agreed by the Cornwall and Isles of Scilly Integrated Territorial Investment – agreed as part of the Cornwall Deal,
 - promotes greater coherence,
 - co-ordination and targeting of provision.
- 2 Reduction in the number of NEETS.
- 3 Fewer people in receipt of Employment Support Allowance.
- 4 More people retained or entering the labour market with a long term health issue or disability.
- 5 Increased local job creation and progression.
- 6 Increase in higher level skills and apprenticeships.