

Future Skills Sussex Improvement Framework

Principles and Action Plan – May 2023

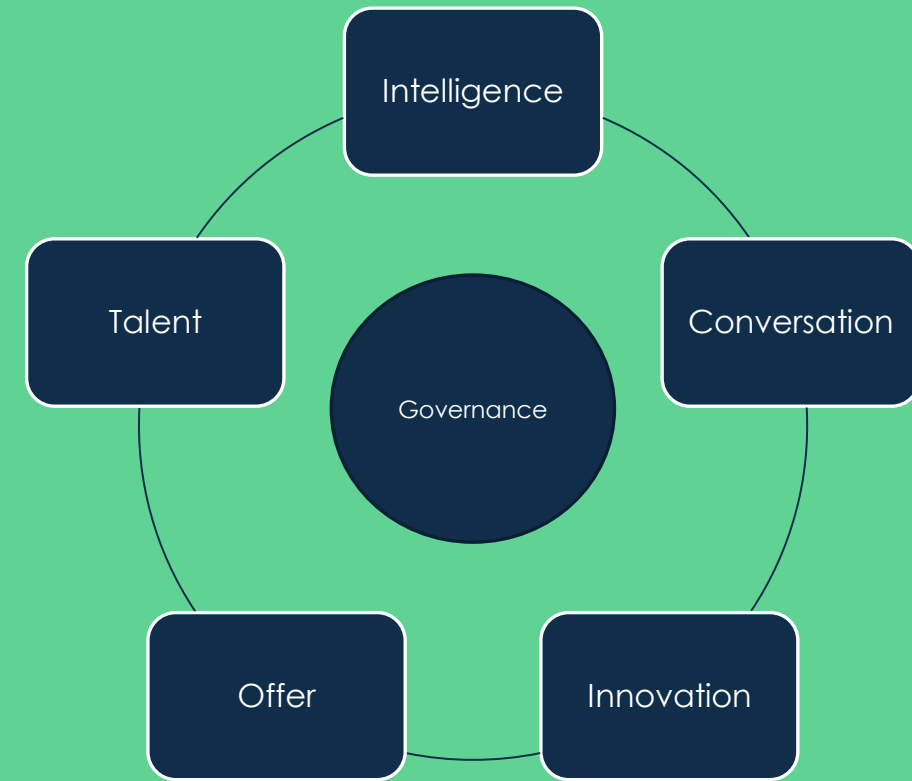
Future Skills Sussex Improvement Framework

The Future Skills Sussex Improvement Framework offers an opportunity for partners in Sussex to work collaboratively under one umbrella on the challenges faced by the people and businesses based in Sussex, as set out in the Sussex LSIP Case for Change.

This Improvement Framework gives us the scope to work effectively together to tackle new and historic skills issues, to speak with one voice and to make a lasting impact in Sussex.

The five themes of Intelligence, Conversation, Innovation, Offer and Talent build on the areas of focus detailed in **Part 3 - Delivering the Future Skills Sussex Priorities** within the main LSIP report.

There are close interdependencies between the themes, and each will inform the development and process of others. For example, findings from the Intelligence theme will be fed into the Conversations with businesses and also into the development of initiatives, programmes, and courses within the Innovation, Offer and Talent themes.



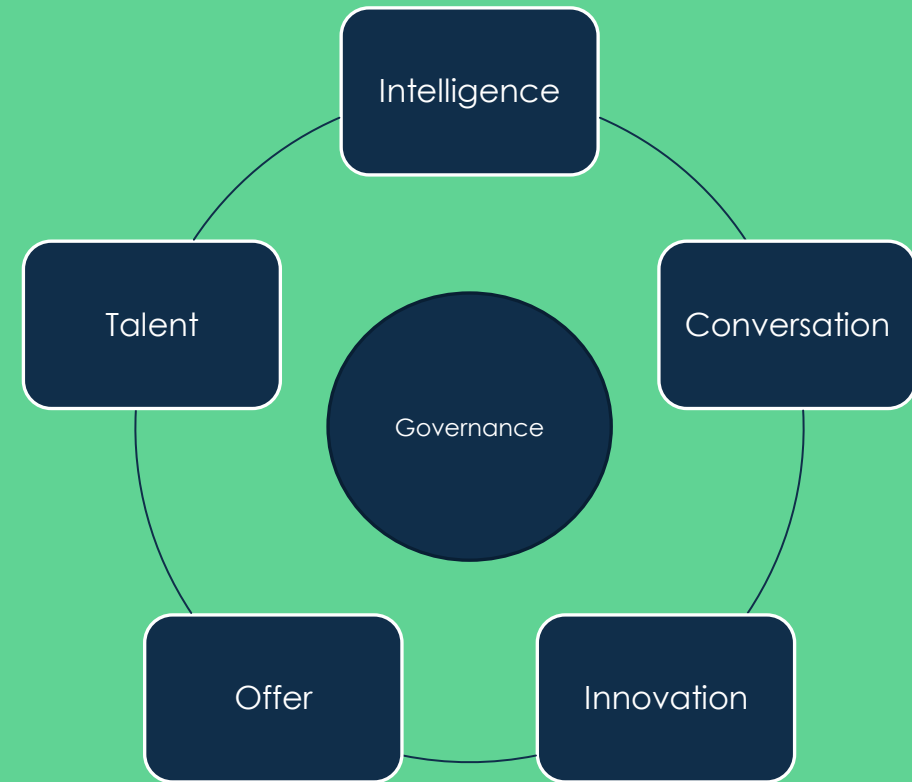
Future Skills Sussex Improvement Framework

Governance will be provided through the Future Skills Sussex Board, individual partner organisations and the FE College Accountability Agreements. See **Annex B – Future Skills Sussex – Background and Methodology** for further detail on the Future Skills Sussex Board.

The aim of the Improvement Framework is to facilitate, enable and empower all partners to take forward the recommended actions.

This document set out the principles for collaborative working between partners and the actions to address recommendations over the next three years.

This is a working document that will be reviewed and updated as part of the ongoing LSIP process and as the activities within the action plan are further developed.



How the Improvement Framework links to the LSP priorities

Priority 1: Support employers in Sussex to recruit, retain and upskill their workforce

- Innovation
- Offer
- Talent

Priority 2: Ensure a joined-up approach to meeting the skills needs in Sussex as identified by local businesses

- Intelligence
- Conversation
- Innovation
- Offer

Priority 3: Build a profile for and raise awareness of the key sectors in Sussex

- Intelligence
- Conversation
- Talent

Priority 4: Ensure training and employment in Sussex is open and accessible to all

- Conversation
- Innovation
- Offer
- Talent

Priority 5: Speak with one voice in Sussex to influence national and local policy using an evidence-based approach

- Intelligence
- Conversation
- Innovation
- Offer
- Talent

Overarching principles for partnership working

These overarching principles for partnership working have been created from the individual sets of principles agreed for each of the Improvement Framework themes – these can be found at Annex W - Partnership Framework and Action Plan Working Document

Principles for partnership working across all themes	
To have clearly defined roles and responsibilities	To embrace the spirit of collaboration and for partners to seek out opportunities for collaboration that do not necessarily involve their organisation
To keep the customer/s in mind at all times	To act on good ideas, to seek funding and to make things happen
To use plain and simple language	To limit the administrative and reporting requirements for partners
To have sensitivity towards each other's differing aims and motivations, funding conditions and strategic direction	To share the collection of data to report on evidence of impact, through existing methods and means
To be transparent and to share information in a timely way	To celebrate success and learn from failure
To be inclusive, fair and equitable	

Future Skills Sussex Intelligence

Area of focus and partners

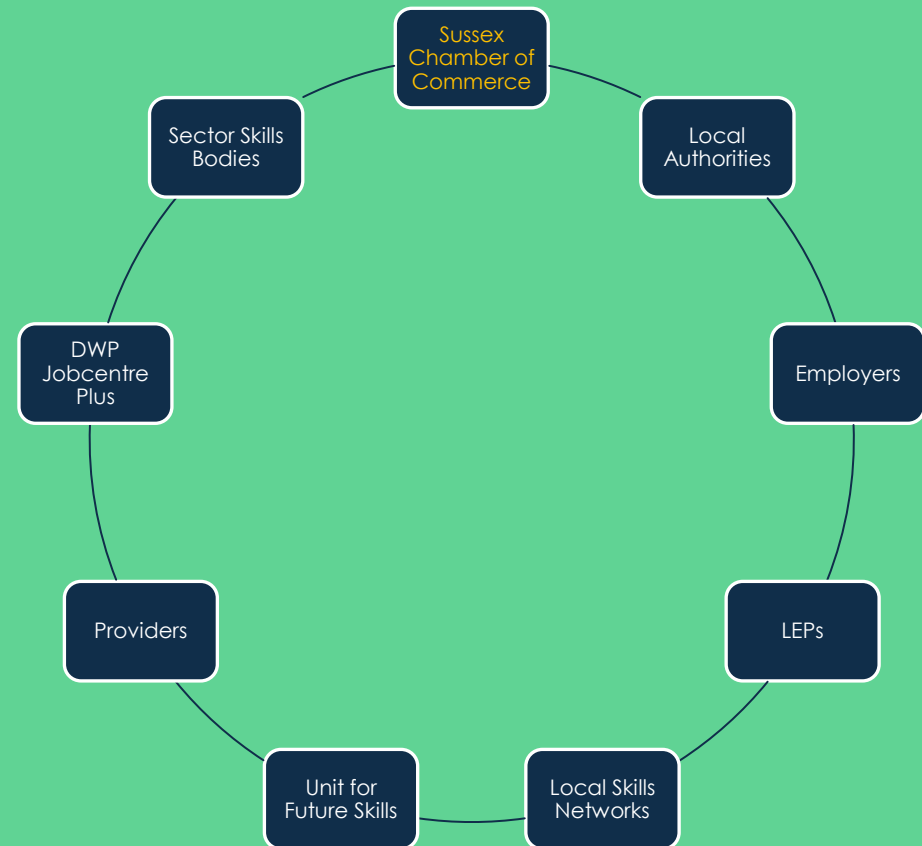
A comprehensive evidence base for Sussex, which is updated regularly and is accessible to partners.

The core partners to be involved in the activities of the Intelligence theme are shown in the diagram.

For further information on the partners, other stakeholders to be engaged, individual theme partnership principles, ways of working and support for further LSIP reviews can be found in the Intelligence section of **Annex W - Partnership Framework and Action Plan Working Document**.

A working group for each theme will be established involving the core partners and the working document will be used to support them in undertaking activities within the action plans which follow.

Theme lead: Sussex Chamber of Commerce



Future Skills Sussex Intelligence

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Map what already exists.</p> <p>Identify what data is needed by partners and when they need it and how it could be presented.</p> <p>Develop a set of core indicators.</p>	<p>Using the recommendations in the sector Deep Dive reports, identify what data/intelligence are needed for actions to be taken forward. To include identifying existing data sets, and gaps.</p> <p>For existing data, identify source, and when data is released and published. Also, establish who owns the data, who is the data controller and any current sharing protocols.</p> <p>Partners to establish how the data can be collected, collated and presented in a format which is digestible for all parties. Need to consider format, breakdown and how it would be shared so it is meaningful and useable.</p> <p>Identify existing data from different sources that could be collated.</p> <p>Working group to develop a timeline for when data/intelligence will be available plus data be collated to plug gaps.</p> <p>Working group to consult and write data sharing protocol.</p>	<p>2023/24</p>	<p>A greater understanding of the data and intelligence needed to take forward the recommendations by stakeholders and skills providers.</p> <p>A menu data/intelligence available and an action plan to plug the gaps. including who is responsible.</p> <p>Agreement to the best way of sharing the data/intelligence and the format it will take.</p> <p>A data sharing protocol</p>	<p>Lead: Sussex Chamber</p> <p>Contributors LEPs County Councils and Unitary Authority DWP FE Providers/ITPs Universities Chambers / FSB Sector bodies Career Hubs Employers</p>	<p>In kind staff resource – LSIP team and partner internal resources (particularly for data analysis and Lightcast reports)</p>

Future Skills Sussex Intelligence

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
Regular review and refresh of evidence base	Establish an Intelligence Subgroup to oversee the development of this work. Work with partners to identify a timetable for a data refresh and establish a structure for feeding that data into the LSIP at the right time	2023/24	An established mechanism for feeding in and publishing data reports that meet the needs of the LSIP. To be published on Future Skills Sussex website.	Lead: Sussex Chamber Contributors LEPs County Councils and Unitary Authority DWP FE Providers/ITPs	In kind staff resource – LSIP team and partner internal resources
Build on the sector deep dives with a particular focus on skills for net zero and climate change; and equality, diversity and inclusion	Collect data and intelligence regarding progress against EDI and Net Zero targets – including identifying where there are training needs and further activity needed to address gaps.	2024/25	A comprehensive evidence base for Sussex, which is updated regularly and is accessible to partners on the Future Skills Sussex website and shared through various stakeholders and sub-groups	Universities Chambers / FSB Sector bodies Career Hubs Employers	In kind staff resource – LSIP team and partner internal resources Sector bodies

Future Skills Sussex Intelligence

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Build a picture of existing programmes to support people with Special Educational Needs & Disabilities and those from disadvantaged groups into employment within key sectors</p>	<p>Gather intelligence and data from organisations that work with special educational needs and disabilities (SEND) to identify the types of work experience and jobs they are looking for. Map the current provision and initiatives already on offer.</p> <p>Through the partners/stakeholders encourage employers to sign up to the Disability Confident Scheme.</p> <p>Collect information as to which employers are proactively recruiting and provide support for those with SEND and disadvantaged groups. Include case studies for employers who have taken on young people / adults through supported apprenticeship schemes.</p>	<p>2024/25</p>	<p>Evidence base which informs the skills offer and targeted project innovation for these groups, promotes equality of opportunity within employers, creating a more inclusive and diverse workforce.</p> <p>Awareness of projects and organisations who can work with employers and skills providers to support SEND and the disadvantaged in the workplace.</p> <p>Awareness of what these groups need to support skills development and enhanced employment opportunities.</p> <p>Current provision identified across Sussex and an understanding of any gaps.</p>	<p>Lead: Sussex Chamber</p> <p>Contributors LEPs County Councils and Unitary Authority DWP FE Providers/ITPs Universities Chambers / FSB Sector bodies Career Hubs Employers</p>	<p>In kind staff resource – LSIP team and partner internal resources</p> <p>Sector Bodies</p>

Progress to date

Research and Analysis of Sussex Economy and Labour Market

LSIP Trailblazer - 2021/22

Sussex Open Jobs Observatory Report – March 2022

LSIP Refresh - 2022/23

Surveys to understand business skills needs and gaps

LSIP Trailblazer - 2021/22

LSIP Refresh - 2022/23

Sector Deep Dives

Digital – completed summer 2022

Remaining sectors – completed March 2023

Future Skills Sussex Conversation

Area of focus and partners

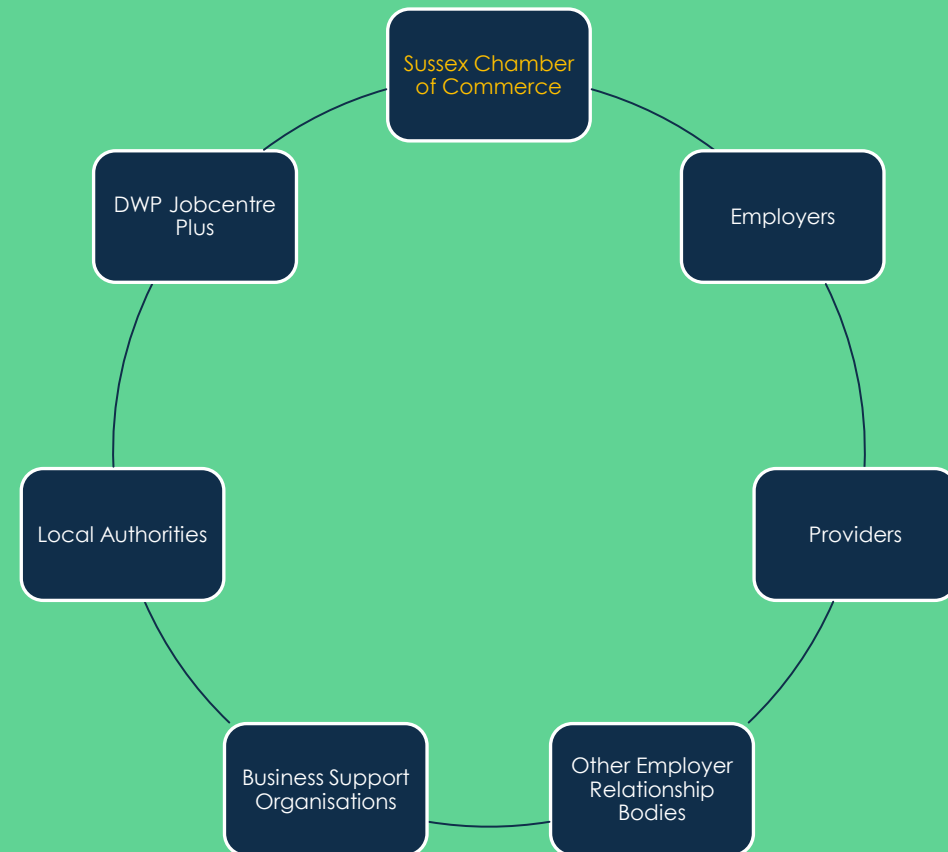
A Sussex-wide approach to skills related conversations with businesses.

The core partners to be involved in the activities of the Conversation theme are shown in the diagram.

For further information on the partners, other stakeholders to be engaged, individual theme partnership principles, ways of working and support for further LSIP reviews can be found in the Conversation section of **Annex W - Partnership Framework and Action Plan Working Document**.

A working group for each theme will be established involving the core partners and the working document will be used to support them in undertaking activities within the action plans which follow.

Theme lead: Sussex Chamber of Commerce



Future Skills Sussex Conversation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Carry out mapping activity to understand what conversations are already happening.</p> <p>Define what 'coordination' looks like and identify what the gaps are.</p>	<p>Facilitate and enable partners to map out where existing employer conversations are taking place and identify areas where these are currently not taking place.</p> <p>Facilitate the development of mechanisms to plug any gaps in employer conversations, ensuring that the employer voice is representative of the business demography of Sussex.</p> <p>Co-create a process for feeding in insight from Sussex wide employer conversations into intelligence theme to ensure LSIP remains employer lead.</p>	<p>2023/24</p>	<p>Better coordination and streamlining of existing conversations and a process for feeding in insight from these into the intelligence work of the LSIP.</p> <p>The employer focus of the LSIP is strengthened and representative of the business demographic of Sussex.</p> <p>Avoid duplicating effort or "reinventing the wheel"</p>	<p>Lead: Sussex Chamber of Commerce</p> <p>Contributors: FE Colleges/ITPs Universities LEPs County Councils and Unitary Authority DWP</p> <p>Employers to be engaged in activities (including LSIP Board employer representatives, those involved in the key sector Deep Dives and wider employers particularly hard to reach micros & SMEs)</p>	<p>In kind staff resources - LSIP team and partner internal resources</p> <p>Identify other potential funding sources e.g. sector bodies, private investment, government funding</p>

Future Skills Sussex Conversation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Develop a Sussex-wide approach to sector-based conversations and collaboration to bring about change</p>	<p>Enable the creation of a LSIP Intelligence and Conversation Group to oversee and direct the work of this theme.</p> <p>Co-create a structure and mechanism for regularly feeding in insight from Conversation into the other four Improvement Framework themes and to streamline or reduce the number of existing conversations as and where appropriate.</p> <p>Identify actions where collaboration can have most impact and enable solution focussed projects that specifically address these. This could involve identifying pockets of excellence that could be scaled up and out across Sussex</p> <p>Co-develop a monitoring and review mechanism to ensure that employer conversations are having impact on the skills sector.</p>	<p>2023/24</p>	<p>Ongoing insight from relevant and necessary conversations is captured and fed back into the work of the LSIP and shared with partners.</p> <p>Relationships between employers and providers are developed through the process of collaboration; using the impact from the work to promote the LSIP and partnership approach.</p> <p>The LSIP can demonstrate that the skills sector is addressing the needs of employers.</p> <p>Employers and providers are provided with a forum to communicate, better understand one another's needs and barriers and to allow for the co-creation of solutions to identified challenges.</p>	<p>Lead: Sussex Chamber of Commerce</p> <p>Contributors: FE Colleges/ITPs Universities LEPs County Councils and Unitary Authority DWP</p> <p>Employers to be engaged in activities (including LSIP Board employer representatives, those involved in the key sector Deep Dives and wider employers particularly hard to reach micros & SMEs)</p>	<p>In kind staff resources - LSIP team and partner internal resources</p> <p>Identify other potential funding sources e.g. sector bodies, private investment, government funding</p>

Future Skills Sussex Conversation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Embed a focus on equality, diversity and inclusion in business engagement to understand good practice and promote opportunities</p>	<p>Co-create and co-deliver a Sussex wide engagement programme that shares knowledge and experience of equality, diversity and inclusion practice, ensuring sector representation.</p> <p>Use insight from these events to identify where there are knowledge gaps and enable core partners to find ways of filling these to support capability building across Sussex.</p>	<p>2024/25</p>	<p>Good practice is identified through knowledge exchange and gaps are identified where 'outside' knowledge can be pulled in to support capability building as and where appropriate.</p> <p>Employers are supported to close gaps in recruitment, understand better how to appeal to diverse groups when recruiting and how to embed a culture that recognises the needs of all groups to improve retention and staff development.</p> <p>Providers can better understand diversity issues in the workforce across key sectors and identify where changes need to be made in the education system to improve the pipeline of new talent at all ages entering relevant learning programmes.</p>	<p>Lead: Sussex Chamber of Commerce</p> <p>Contributors: FE Colleges/ITPs Universities LEPs County Councils and Unitary Authority DWP</p> <p>Employers to be engaged in activities (including LSIP Board employer representatives, those involved in the key sector Deep Dives and wider employers particularly hard to reach micros & SMEs)</p>	<p>In kind staff resources - LSIP team and partner internal resources</p> <p>Identify other potential funding sources e.g. sector bodies, private investment, government funding</p>

Future Skills Sussex Conversation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Raise awareness of and build engagement in local and regional skills initiatives</p>	<p>Enable the LSIP Intelligence and Conversation group to identify opportunities for engagement and plan and coordinate activity.</p> <p>Use insight from these events to identify where there are knowledge gaps and enable core partners to find ways of filling these to support capability building across Sussex.</p>	<p>2024/25</p>	<p>LSIP is informing and shaping regional skills strategy and economic development as and where appropriate.</p> <p>Sector bodies and employer groups are actively involved in the Sussex LSIP planning and that there is a clear LSIP led plan to impact on wider identified skills needs.</p>	<p>Lead: Sussex Chamber of Commerce</p> <p>Contributors: FE Colleges/ITPs Universities LEPs County Councils and Unitary Authority DWP</p> <p>Employers to be engaged in activities (including LSIP Board employer representatives, those involved in the key sector Deep Dives and wider employers particularly hard to reach SMEs)</p>	<p>In kind staff resources - LSIP team and partner internal resources</p> <p>Identify other potential funding sources e.g. sector bodies, private investment, government funding</p>

Progress to date

Sector specific conversations with businesses

LSIP Trailblazer - 2021/22

Sector Deep Dives – 121 conversations with business

Digital – completed summer 2022

Remaining sectors – completed March 2022

Sector Deep Dives – business workshops

Digital – completed summer 2022

Remaining sectors – completed March 2022

Future Skills Sussex Innovation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Test and trial a knowledge exchange programme to help businesses improve their understanding of the skills needed to meet Net Zero and Climate Change targets, particularly in Land-based and Health & Care</p>	<p>Mapping of provision to understand what and where the gaps are.</p> <p>Development of provision to fill the gaps.</p> <p>Impact evaluation and review of new provision.</p> <p>Web-based resource to identify Sussex-based skills provision in this area.</p> <p>Working with businesses and learners to access Greener Sussex identifying specialist skills Net Zero and Climate change courses and careers sharing information</p>	<p>2023/24</p> <p>2023/24</p> <p>2024/25</p> <p>2024/25</p> <p>Web based tool. Updated 3 times per year 2023-2026</p>	<p>Land-based and Health & Care workforce with the skills required to meet Net Zero and Climate Change targets.</p> <p>Evidence that employers can access these skills needed in these areas.</p> <p>Employers' and learners' understanding of where and how they can acquire the skills required above.</p> <p>Revised and updated Greener Sussex web portal updated with all new modular provision</p>	<p>Lead: FE Sussex</p> <p>SLN: project partner.</p> <p>Colleges and universities: develop and deliver new programmes/content where necessary.</p> <p>Awarding Organisations: support accreditation where appropriate.</p> <p>University (tbc): develop impact evaluation framework.</p> <p>Sussex Chamber of Commerce: partner (convene relevant employers' group).</p> <p>Employers: support development and delivery SLN, FE Sussex and partners</p>	<p>LSIF</p> <p>Other government funding</p> <p>AEB</p> <p>Partners internal funding</p> <p>Innovate UK</p> <p>LSIF funding / OfS 2023</p>

Future Skills Sussex Innovation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Test and trial a modular programme of higher-level short courses to develop specialist technical skills to support content creation in HI-End TV sector, Streaming services, Postproduction in the Creative and Cultural sector</p>	<p>Working with employers and possible learners to gather intelligence on their views on proposals to offer 'Digital' Higher Technical Qualifications (HTQ) in various formats (including modular). Particularly in line with the provision of the Lifelong Learning Entitlement (LLE). Specifically, structure of offer and possible modes of delivery will be explored.</p> <p>Mapping of provision to understand what and where the gaps are.</p> <p>Development of provision to fill the gaps.</p> <p>Impact evaluation and review of new provision.</p> <p>Web-based resource to identify Sussex-based skills provision in this area.</p>	<p>2023/24 – Exploratory Study and Funding for Pilot Testing</p> <p>2024/25 – Pilot Testing with Employers</p> <p>2023/24</p> <p>2023/24</p> <p>2024/25</p> <p>2024/25</p>	<p>New (draft) modular structure of the HTQs to be concluded by the end of 2023/24.</p> <p>Outcomes of pilot testing</p> <p>Creative and Cultural sector workforce with the skills required to support content creation in HI-End TV Sector, Streaming services, and Postproduction.</p> <p>Evidence that employers can access these skills needed in these areas.</p> <p>Employers' and learners' understanding of where and how they can acquire the skills required above.</p>	<p>University of Brighton and Industry Advisory Group members supporting the Digital courses.</p> <p>Lead: FE Sussex SLN: project partner. Colleges and universities: develop and deliver new programmes/content where necessary. Awarding Organisations: support accreditation where appropriate. University (tbc): develop impact evaluation framework. Sussex Chamber of Commerce: partner (convene relevant employers' group). Employers: support development and delivery.</p>	<p>LSIF Funding to be sought. Where possible OFS funding to support Level 4 and 5 provision will also be utilised.</p> <p>LSIF</p> <p>Other government funding</p> <p>AEB</p> <p>Partners internal funding</p>

Future Skills Sussex Innovation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Test and trial a programme of support for aspiring managers/business owners specifically targeted at the Engineering & Manufacturing sectors to address an ageing workforce in leadership roles</p>	<p>Mapping of provision to understand what and where the gaps are.</p> <p>Development of provision to fill the gaps.</p> <p>Impact evaluation and review of new provision.</p> <p>Web-based resource to identify Sussex-based skills provision in this area.</p>	<p>2023/24</p> <p>2023/24</p> <p>2024/25</p> <p>2024/25</p>	<p>Engineering and Manufacturing sector workforce with the management/business owner skills required to address ageing workforce in leadership roles.</p> <p>Evidence that employers can access these skills needed in these areas.</p> <p>Employers' and learners' understanding of where and how they can acquire the skills required above.</p>	<p>Lead: FE Sussex</p> <p>SLN: project partner.</p> <p>Colleges and universities: develop and deliver new programmes/content where necessary.</p> <p>Awarding Organisations: support accreditation where appropriate.</p> <p>University (tbc): develop impact evaluation framework.</p> <p>Sussex Chamber of Commerce: partner (convene relevant employers' group).</p> <p>Employers: support development and delivery.</p>	<p>LSIF</p> <p>Other government funding</p> <p>AEB</p> <p>Partners internal funding</p>

Future Skills Sussex Innovation

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
Test and trial an accessible leadership and management training programme for middle managers in the Visitor and Hospitality sector to address skills gaps	<p>Mapping of provision to understand what and where the gaps are.</p> <p>Development of provision to fill the gaps.</p> <p>Impact evaluation and review of new provision.</p> <p>Web-based resource to identify Sussex-based skills provision in this area.</p>	<p>2023/24</p> <p>2023/24</p> <p>2024/25</p> <p>2024/25</p>	<p>Visitor and Hospitality sector workforce with the leadership and management skills required to address skills gaps.</p> <p>Evidence that employers can access these skills needed in these areas.</p> <p>Employers' and learners' understanding of where and how they can acquire the skills required above.</p>	<p>Lead: FE Sussex</p> <p>SLN: project partner.</p> <p>Colleges and universities: develop and deliver new programmes/content where necessary.</p> <p>Awarding Organisations: support accreditation where appropriate.</p> <p>University (tbc): develop impact evaluation framework.</p> <p>Sussex Chamber of Commerce: partner (convene relevant employers' group).</p> <p>Employers: support development and delivery.</p>	<p>LSIF</p> <p>Other government funding</p> <p>AEB</p> <p>Partners internal funding</p>

Future Skills Sussex Innovation Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Test and trial the use of skills assessments and psychometric testing to develop the employability skills identified as missing by employers</p>	<p>Audit of employability skills frameworks and psychometric tests used across Sussex.</p> <p>Comprehensive list of employability skills required by Sussex employers: post-18 and adults.</p> <p>Implementation of systems to capture employability skills achieved, and development of programmes/modules/content to deliver those missing.</p> <p>Impact evaluation and review of employability skills provision.</p>	<p>2023/24</p> <p>2023/24</p> <p>2023/24 – 2024/25</p> <p>2024/25</p>	<p>Employers are able to access the employability skills they need.</p> <p>There is a common understanding across Sussex (employers, colleges, universities, DWP), of which employability skills are required by employers at different levels and by key sector.</p> <p>Learners (young people and adults) understand the employability they have; how articulate these in a way that employers understand; and how to access programmes/</p> <p>Content/activity to develop the gaps in their employability skills.</p>	<p>Lead: FE Sussex</p> <p>SLN: project partner.</p> <p>Colleges and universities: develop and deliver new programmes/content where necessary.</p> <p>Awarding Organisations: support accreditation where appropriate.</p> <p>University (tbc): develop impact evaluation framework.</p> <p>Sussex Chamber of Commerce: partner (convene employers' group).</p> <p>Employers: support development and delivery.</p> <p>DWP: partner.</p>	<p>LSIF</p> <p>Other government funding</p> <p>AEB</p> <p>Partners internal funding</p>

Progress to date

Sussex-wide approach to modular courses

CODES project developed and currently being tested by Sussex colleges through second round of Strategic Development Fund

Sussex-wide approach to investing in green skills

Greener Sussex project developed and tested by Sussex colleges through first round of Strategic Development Fund

Improving the technical skills of teaching staff

Back to the Floor Teacher Encounters project developed and currently being tested by Coast to Capital Careers Hub
CODES project – knowledge exchange industry placements

Future Skills Sussex Offer

Area of focus and partners

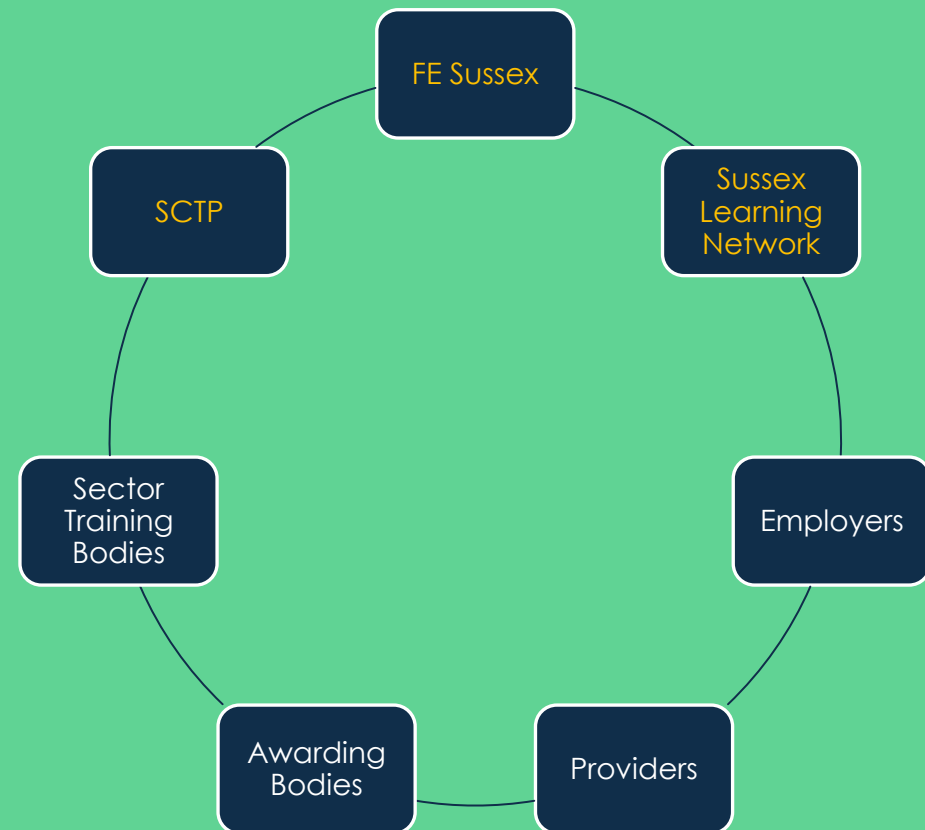
Development of Sussex-wide opportunities to address skills gaps, gaps in the labour market, future skills needs, and recruitment and retention issues in Further Education.

The core partners to be involved in the activities of the Offer theme are shown in the diagram.

For further information on the partners, other stakeholders to be engaged, individual theme partnership principles, ways of working and support for further LSIP reviews can be found in the Offer section of **Annex W - Partnership Framework and Action Plan Working Document**.

A working group for each theme will be established involving the core partners and the working document will be used to support them in undertaking activities within the action plans which follow.

Theme leads: Sussex Learning Network, FE Sussex and SCTP



Future Skills Sussex Offer

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Develop a Sussex-wide Continuing Professional Development (CPD) offer for further education staff (teachers, assessors, support, managers) - to include a focus on industry led CPD</p>	<p>For each curriculum area delivering skills to the core sectors identified in the Sussex LSIP, develop and deliver a programme of employer-led CPD, and a community of practice.</p> <p>Programme of CPD for the FE workforce, to fill the gaps in what is currently available across Sussex. To include provision that can also be delivered to employers' workforce where appropriate, e.g. EDI programme for FE workforce, adapted for delivery in construction sector, to meet the need identified in the Sector Deep Dive. Leadership and Management CPD adapted to meet the needs of the Visitor and Hospitality sector.</p> <p>Impact evaluation and review of new provision.</p>	<p>2023/24</p> <p>2023/24 – 2024/25</p>	<p>Entrants to workplaces operating within the seven key sectors identified in the Sussex LSIP, have the technical skills required by employers.</p> <p>Teachers delivering in these curriculum areas have the skills, knowledge and confidence to incorporate the latest technology and processes within their lessons.</p> <p>Increased retention within the Sussex FE workforce.</p> <p>Employers in the sectors identified in the Sussex LSIP have the skilled workforce they require (e.g. management skills in Visitor and Hospitality sector).</p> <p>Evidence of improved retention and staff satisfaction within the Sussex FE workforce.</p>	<p>Lead: FE Sussex</p> <p>Sussex Chamber of Commerce: partner (convene relevant employers' group). Employers: support development and delivery. SLN: project partner. Colleges and universities: develop and deliver new programmes/content where appropriate. Awarding Organisations: support accreditation where appropriate. University (tbc): develop impact evaluation framework.</p>	<p>LSIF.</p> <p>AEB.</p> <p>Careers and Enterprise Company.</p> <p>Other government funding, e.g. FE Innovation Fund.</p>

Future Skills Sussex Offer

Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
<p>Develop a Sussex-wide approach to delivering 'employability' skills to address the gaps identified through data, surveys and deep dives</p>	<p>Audit of employability skills frameworks and psychometric tests used across Sussex.</p> <p>Comprehensive list of employability skills required by Sussex employers: post-18 and adults.</p> <p>Implementation of systems to capture employability skills achieved, and development of programmes/modules/content to deliver those missing.</p> <p>Impact evaluation and review of employability skills provision.</p>	<p>2023/24</p> <p>2023/24</p> <p>2023/24 – 2024/25</p> <p>2024/25</p>	<p>Employers are able to access the employability skills they need.</p> <p>There is a common understanding across Sussex (employers, colleges, universities, DWP), of which employability skills are required by employers at different levels and by key sector.</p> <p>Learners (young people and adults) understand the employability they have; how articulate these in a way that employers understand; and how to access programmes/</p> <p>Content/activity to develop the gaps in their employability skills.</p>	<p>Lead: FE Sussex</p> <p>SLN: project partner.</p> <p>Colleges and universities: develop and deliver new programmes/content where necessary.</p> <p>Awarding Organisations: support accreditation where appropriate.</p> <p>University (tbc): develop impact evaluation framework.</p> <p>Sussex Chamber of Commerce: partner (convene employers' group).</p> <p>Employers: support development and delivery.</p>	<p>LSIF</p> <p>Other government funding</p> <p>AEB</p> <p>Partners internal funding</p>

Future Skills Sussex Offer

Action plan

Future Skills Improvement Framework Intelligence Theme Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
Develop Sussex-wide 'access to employment' schemes such as skills boot camps or Sector-based Work Academy Programmes (SWAPs), with priority for sectors such as creative and land-based where jobs are not widely advertised	Audit of the current 'access to employment' schemes in Sussex and identification of potential opportunities. Delivery of 'access to employment' schemes based on opportunities identified above.	2023/24 2024/25 – 2025/26	Greater numbers of skilled workforce available to work in key Sussex sectors, particularly creative and land-based. Higher employment and increased opportunities for career progression.	Lead: FE Sussex Colleges and SCTP/ITPs: audit of current provision. Employers, colleges and ITPs: scoping opportunities for additional provision + development and delivery of new schemes. DWP	LSIF. ESFA-funding DWP/JCP Flexible Support Fund
Explore the use of clear and simple 'offer' language which is understandable by the target audience and consistent across Sussex	Mapping of current skills provision at level 2 and above across Sussex. Web-based resource to identify Sussex-based skills provision.	2022/23 2024/25	Learners and employers have a clear understanding of where to find out about the provision they need. Increased achievement rates due to learners enrolling on the correct programmes to meet their needs and aspirations. Employees more easily able to find and access provision to update their skills, resulting in better outcomes for employers.	Leads: FE Sussex & SLN: (plus gather data on provision from L2 upwards) FE Sussex: oversee development of a web-based resource to host this information. Employers, SU reps (and other learners): advise on language used for accessible present Sussex skills provision. All partner organisations: publicised web-based resource through their networks.	LSIF. Other funding sources e.g. FE Innovation Fund.

Progress to date

Sussex-wide approach to investing in green skills

Greener Sussex project developed by Sussex colleges through first round of Strategic Development Fund

Future Skills Sussex Talent

Area of focus and partners

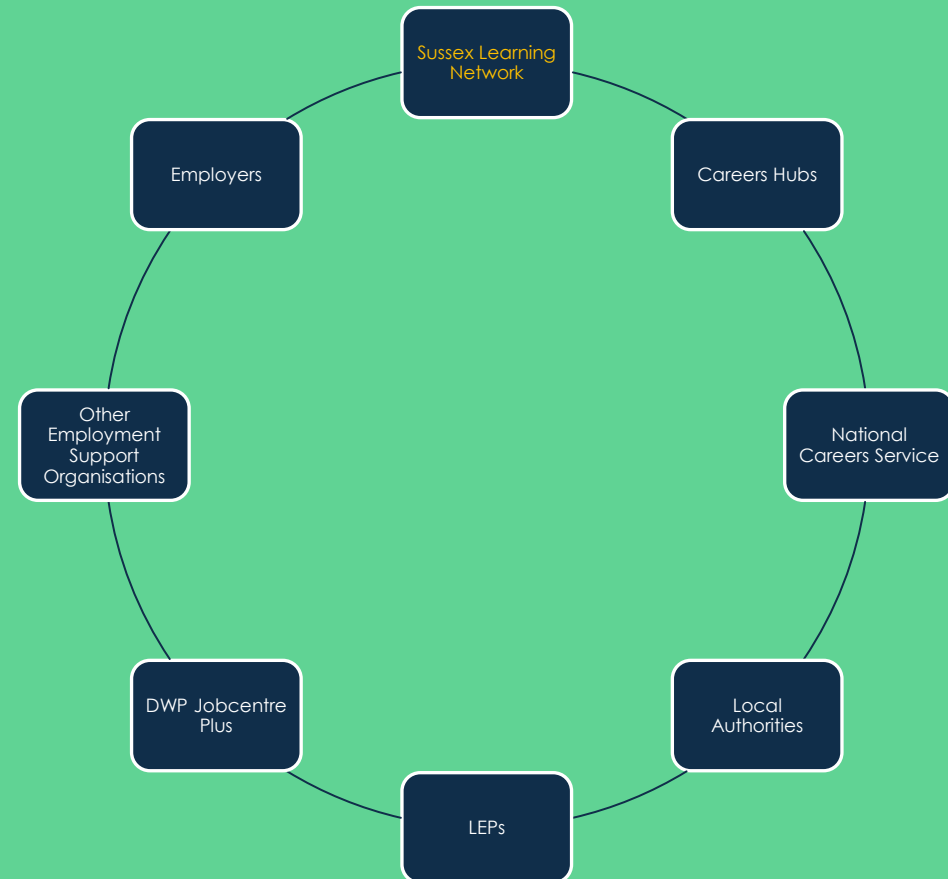
A collaborative approach to create a better understanding and awareness of the employment and career opportunities in Sussex

The core partners to be involved in the activities of the Talent theme are shown in the diagram.

For further information on the partners, other stakeholders to be engaged, individual theme partnership principles, ways of working and support for further LSIP reviews can be found in the Talent section of **Annex W - Partnership Framework and Action Plan Working Document**.

A working group for each theme will be established involving the core partners and the working document will be used to support them in undertaking activities within the action plans which follow.

Theme lead: Sussex Learning Network



Future Skills Sussex Talent Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
Map the existing activity being done by the core partners	Survey developed by the partnership	2022/23	<p>A user-friendly visual map of CEIAG activity taking place across Sussex, specifically in relation to LSIP priority sectors.</p> <p>A visualisation or record of partner's strategic aims and objectives, target groups and geographies.</p> <p>A high-level overview of CEIAG provision across the region</p>	<p>Lead: SLN - Lead & delivery</p> <p>Partners – consultation & dissemination</p>	LSIP research and development fund
	Survey disseminated by the partnership	2022/23			
	Results analysed and visualisation created	2022/23			
	Results feeding into action plan fed into action planning by the partnership	2022/23			
Develop a Sussex-wide approach to raising the profile of the priority sectors in Sussex	To be developed in response to the results of the mapping exercise.	2023-24 2024-25	To be agreed in partnership meetings following analysis of mapping	TBC	
	Continuation of the partnership meetings that include analysis of gaps and development of actions planned, by individual organisations and in collaboration across the partnership.				
	On initial discussion a need identified for development of Labour Market Intelligence (LMI) for partners to be developed that better explains the entry points to professions in terms of qualifications and training requirements.				

Future Skills Sussex Talent – Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
Develop a Sussex-wide approach to increasing awareness and understanding of the types of jobs on offer	<p>To be developed in response to the results of the mapping exercise.</p> <p>Continuation of the partnership meetings that include analysis of gaps and development of actions planned, by individual organisations and in collaboration across the partnership.</p> <p>On initial discussion a need identified for development of LMI for partners to be developed that better explains the entry points to professions in terms of qualifications and training requirements..</p>	2023-24 2024-25	To be agreed in partnership meetings following analysis of mapping	TBC	
	NESTA - Job Similarities Tool (working title) – to be finalised and published on Future Skills Sussex website	2023/24	Online support tool for employers, jobseekers, career changers and careers professionals to understand what transferable skills, working environment and education entry level are in different occupations and sectors	Sussex Chamber of Commerce NESTA	LSIP

Future Skills Sussex Talent Action plan

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes	Partners involved and role	Any funding attached or funding opportunities to be sought.
Develop a Sussex-wide approach to increasing the supply of people into sectors/jobs with skills gaps and/or labour shortages	Identify the support that employers may require to better support new recruits via a survey disseminated by the Skills East Sussex task groups and summit.	2023-24 2024-25	TBA with Skills East Sussex; for example, a set of recommendations to the LSIP to develop a set of principles or a framework for employers to adopt to best support new recruits	SLN – lead Skills East Sussex – partner	LSIP research and development fund
Embed a Sussex-wide approach to equality, diversity and inclusion	To be developed in response to the results of the mapping exercise. Continuation of the partnership meetings that include analysis of gaps and development of actions planned, by individual organisations and in collaboration across the partnership.	2023-24 2024-25	To be agreed in partnership meetings following analysis of mapping	TBC	

Progress to date

Raising the profile of digital careers in West Sussex

Digital Futures West Sussex initiative launched to connect local businesses with local talent and increase aspiration for digital careers across the county

Understanding transferrable skills between occupations

Job similarities tool (working title) developed by NESTA to identify common skills, work environment and education levels between occupations. Development is being finalised and the tool will be available on the Future Skills Sussex website when launched

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