



The Marches Skills Action Plan

2017 – 2020

ANNEX 2- SKILLS ACTION PLAN 2017 – 2020

A1 - ATTRACT AND RETAIN TALENT					
Action	Lead/Partners	Named Lead	Key Tasks	Timescale	Funding
<p>Higher Education summit to understand the Higher education offer available to people in the Marches.</p> <p>Develop bids for Higher Education to grow the Higher Education offer in the Marches region.</p>	<ul style="list-style-type: none"> Marches LOCAL Enterprise Partnership Higher Education providers Harper Adams – Agri-tech University of Wolverhampton – KEEN and Advanced Manufacturing University Centre Shrewsbury New Model in Technology and Engineering 	A Caesar-Homden, Marches LEP	<ol style="list-style-type: none"> Meetings with the Universities on their offer and ensure details and links on the skills Portal to ensure local people are aware of local Higher Education offer. Summit of Higher Education providers Promote KEEN and Higher Level Apprenticeships to employers 	<p>December 2016 – March 2017</p> <p>June 2017</p>	Growth Deal 3 ERDF

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	<ul style="list-style-type: none"> Engineering (New Model in Technology & Engineering , Hereford) Keele University Staffordshire University Shrewsbury Colleges Group Hospitals University of Worcester 				
Further develop the Skills Portal to showcase the skills provision to young people, parents, teachers, advisors and community groups.	<ul style="list-style-type: none"> Marches LEP Marches Growth Hub Providers – Marches Skills Provider Network Further Education 	A Caesar-Homden, Marches LEP	Fact finding meeting with Clair Schafer 16th June re refresh	December 2016	

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	<ul style="list-style-type: none"> Higher Education Institutes Web Developer 		<p>Address MSPN meeting to ask for feedback on the current layout</p> <p>Discussion with Caroline Cattle and Tracey Flint re Growth Hub</p> <p>Meeting with Web Developer to discuss layout options</p> <p>Design approval agreed</p> <p>MSPN collating data</p> <p>Upgrade Software</p> <p>Complete Upgrade</p> <p>Launch of new Skills Portal site</p>	<p>14th July 2016</p> <p>June 2016 Ongoing</p> <p>15th August 2016</p> <p>September 2016</p> <p>August – September 2016</p> <p>September 2016</p> <p>November 2016</p> <p>December 2016</p>	Allocated budget

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A2 - CAREERS ADVICE AND GUIDANCE					
Action	Lead/Partners	Named Lead	Key Tasks	Timescale	Funding
Facilitate the comprehensive provision of Enterprise Advisors across the Marches to enhance school-business engagement	<ul style="list-style-type: none"> Marches LEP Local Authorities Schools and Post 16 providers The Careers and Enterprise Company Local Authority Skills Leads 	A Caesar-Homden, Marches Local Enterprise Partnership	Raise awareness of the Careers and Enterprise Company (CEC) Programme	Implementation by March 2017 to allocate funds	£50k CEC match funding for 'Start up' activities across the Marches LEP Region
		S Marston, Telford and Wrekin Council	CEC Enterprise Co-ordinator in place in Telford and Wrekin to include CEC Launch event	11 th October 2015	£25k CEC match funding per Enterprise Co-ordinator
		J Vernon, Shropshire Council	CEC Joining the Dots National Conference and meetings with successful tender applicants	11 th May 2016	
		A Heath – Herefordshire Council	Careers and Enterprise Advisors launch event in Telford and Wrekin	11 th October 2016	£50k 'Start up' fund plus match funding
			Additional Enterprise Advisor posts in Herefordshire and Shropshire. Herefordshire and Shropshire Skills Leads asked for a plan at the Skills Operations Group meeting on	By 31 st August 2017	£25k funding per post plus £25k non-match funded

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	•		11 th October to feedback at the next meeting. Outputs listed in Annex B £50k 'Start up' fund plan from Local Authority Skills Leads received 16 – 22 nd November. To be checked against criteria	7 th November 31 st August 2017	
CEC Mentoring Programme to work with Young People most at risk of disengagement pre GCSE to encourage progression into employment or training.	<ul style="list-style-type: none"> • Marches LEP • CEC • Local Authorities • Successful bidders 	A Caesar-Homden, Marches Local Enterprise Partnership	<p>Marches LEP active role in the assessment process.</p> <p>Contract Award Notification</p> <p>Outputs listed in Annex B</p>	<p>Proposed timetable August – November 2016 with awarding of contracts and launch in early November 2016 (subject to change by CEC)</p> <p>Week beginning 21st November (Subject to change by CEC)</p>	£10m nationally to be awarded by the CEC
Roll out of 'Life Ready Work Ready Programme' brokering links between schools and employers to create work experience, enhance access	<ul style="list-style-type: none"> • Telford and Wrekin Council 	S Marston, Telford and Wrekin Council	<p>Letters to be sent each term to parents advising on what careers support young people are getting and how to help. Actioned letter sent to parents of new year 11's</p>	<p>Ongoing until 2018</p> <p>Termly, commencing September 2016</p>	<p>£50k 'Start-up' fund plus match funding</p> <p>Telford and Wrekin Council</p>

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to employment, and grow apprenticeships. This should include pre-15 activities with a focus on parental engagement to improve parental involvement in education and raise awareness of career choices.			Launch of business school connector site to improve joint working. Developed and tested, sign off.	November 2016 (Subject to change)	
			Production of Virtual reality video for young people to promote apprenticeships. Filming at several employer's locations.	Nov 2016	
			Development of standards to improve work experience.	Work started October 2016	
			Improved attendance of employers at school careers evenings.	Starting Nov 2016 in one school	
			Links built for in school working with Work Pays advisor. First meeting scheduled.	Commencing October 2016	
			Joint working in schools with JCP advisor assigned to schools. Advisor appointed.	October 2016,	
			Initial meeting Nov 2016.	November 2016	
			Start Date.	January 2017	

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STEM programme with schools aimed at facilitating career progression into priority sectors such as advanced manufacturing, agri-tech and defence and securities. Include STEM ambassadors and business mentors, industrial visits, parental awareness programme.	<ul style="list-style-type: none"> Marches LEP Schools Post 16 Providers Employers 	<p>S Marston, Telford and Wrekin Council</p> <p>J Vernon, Shropshire Council</p> <p>A Heath – Herefordshire Council</p>	<p>Telford – TEENTech event briefing</p> <p>First TEENTech event held at Enginuity, Ironbridge for schools and businesses. Over 250 young people attended with their teachers and over 28 national and local businesses presented tasks and challenges to promote STEM careers</p>	<p>6th April 2016</p> <p>11th October 2016</p>	
A3 Priority Sector Skills Plans					
Strategic Economic Plan data refresh. Marches LEP Skills Plan.	<ul style="list-style-type: none"> Marches Local Enterprise Partnership Skills Board 	Marches Local Enterprise Partnership Team	<p>Sign off by the Marches LEP Skills Operations Group</p> <p>Distribution to the Marches LEP Skills Board</p> <p>Sign off by the Marches LEP Skills Board</p> <p>Sign off by the Marches LEP Board</p>	<p>Completed March 2016</p> <p>7th November 2016</p> <p>8th November 2016</p> <p>16th November 2016</p> <p>30th November 2016</p>	£53k research funding

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Sector data for strategy on skills needs to inform response to Industrial Strategy.	•		To further develop research on sectors, can be broken down into the following: <ul style="list-style-type: none"> – Defence/Cyber Security – Agri-Tech/Food and Drink – Advanced Manufacturing and Engineering – Enviro Tech – Digital and Creative – Construction – Tourism – Professional Services – Health and Social Care 		Enterprise Zone Skills Fund
Advanced Manufacturing Hubs – Skills Capital investment See A5 apprenticeship Strategy	<ul style="list-style-type: none"> • Marches Local Enterprise Partnership • Successful Bidders 	A Caesar-Homden, Marches Local Enterprise Partnership	Procurement Process Contract negotiation process	Award notifications sent July 2016 July – September 2016 (ongoing) Project Expenditure deadline 31 st March 2017 Outputs deadline 31 st March 2021	£2.8m Skills Capital fund
Invite Post-16 and HE providers to reflect in their Strategic Plans how their provision meets LEP priorities	<ul style="list-style-type: none"> • Marches LEP • Providers 	A Caesar-Homden, Marches Local Enterprise Partnership	HEI summit	December 2016?	

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A4 – Innovation					
Action	Lead/Partners	Named Lead	Key Tasks	Timescale	Funding
Enhance the capacity of the Growth Hub to support businesses to innovate and take up the latest ideas and technologies.	<ul style="list-style-type: none"> • Marches LEP • Growth Hub Operations Group • Higher Education Institutes • Businesses 	C Cattle, T Flint Marches Local Enterprise Partnership	Workshops	December 2016	
Encourage participation in Knowledge Transfer Partnerships (KTP) between HEIs, graduates and businesses	<ul style="list-style-type: none"> • Marches LEP • Higher Education Institutes • Innovate UK • ERDF 	The University of Wolverhampton	Workshops, seminars and dissemination events. Plus targeted marketing to raise profile and awareness.	Activity will take place across the region every month commencing Oct 2016, through to Dec 2018	ERDF and ESIF
Facilitate take-up of the Innovate UK Innovation Voucher scheme to help SMEs grow	<ul style="list-style-type: none"> • Marches LEP • Higher Education Institutes • Innovate UK • European Regional Development Fund 				

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A5 - Apprenticeship Strategy					
Action	Lead/Partners	Named Lead	Key Tasks	Timescale	Funding
Develop a Communication and Marketing Plan for apprenticeships aimed at both learners and employers	<ul style="list-style-type: none"> • Marches LEP • BeBold • CEC • National Apprenticeship Service • Providers • Businesses • Schools • National Citizen Service • Midlands Engine Skills Group • Shropshire Ladder • Marches Skills Provider Network 	<p>A Caesar-Homden, Marches Local Enterprise Partnership</p> <p>S Marston, Telford and Wrekin Council</p> <p>J Vernon, Shropshire Council</p> <p>A Heath – Herefordshire Council</p>	National Apprenticeship Week 10 th anniversary events.	March 6-10 th 2017	SFA (To be confirmed)

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Increase uptake of Apprenticeships	<ul style="list-style-type: none"> Marches LEP Local Authorities Successful bidders <p>Lot 1: Shrewsbury Colleges Group</p> <p>Key Partners:</p> <ul style="list-style-type: none"> Shrewsbury College Shrewsbury Sixth Form College Staffordshire University Caterpillar Remanufacturing FESTO Marches Centre of Manufacturing and Technology Community Interest Company (CIC), 	A Caesar-Homden, Marches Local Enterprise Partnership	<p>Skills Infrastructure Capital Programme – x3 contracts awarded plus x4 GD1 projects</p> <p>Development of x3 Advanced Manufacturing hubs in the Marches LEP Region</p> <p>Outputs listed in Annex B</p>	<p>Commencing June 2016 – 31st March 2017 for spend. Outputs measured until 31st March 2021.</p> <p>Contracting stage - 31st March 2017 for spend deadline. Outputs measured until 31st March 2021.</p>	Skills Capital Fund £3.3m

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	<p>Grainger & Worrall Limited, Classic Motor Cars Limited, Salop Design & Engineering Limited, In-Comm Training and Business Services Limited</p> <p>Lot 2:</p> <ul style="list-style-type: none"> Herefordshire and Ludlow College with Herefordshire Group Training Association <p>Key Partners:</p> <ul style="list-style-type: none"> University of Wolverhampton Harper Adams University Hereford Group Training Association Hereford & Ludlow College Shrewsbury College 			.	

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	<ul style="list-style-type: none"> In-Comm Training Matrix Training North Shropshire College SBC Training Telford College Total People The Marches School 				
Skills Support for the Workforce programme	<ul style="list-style-type: none"> Marches Local Enterprise Partnership Local Authorities Skills Funding Agency Riverside Training 		Tripartite meetings with SFA, Marches LEP and Riverside Training monthly to monitor contract negotiations. Outputs listed in Annex B	22 nd November 2016 24 th January 2017	Marches LEP, Local Authorities, Skills Funding Agency, Riverside Training
Apprentice Day	<ul style="list-style-type: none"> Local Authorities Providers Businesses Shropshire Ladder 	A Caesar-Homden S Marston, Telford and Wrekin Council	Marketing activity	National Apprenticeship Week	Allocated marketing budget

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	<ul style="list-style-type: none"> Marches Skills Provider Network 	J Vernon, Shropshire Council A Heath – Herefordshire Council			
National Apprenticeship Week	<ul style="list-style-type: none"> Marches LEP Local Authority Skills Leads 	A Caesar-Homden, Marches Local Enterprise Partnership S Marston, Telford and Wrekin Council J Vernon, Shropshire Council A Heath – Herefordshire Council	Apprenticeship events	6 th -10 th March 2017	

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<p>Post 16 Area Review – FE College provision</p> <p>Engaging employers with FE Colleges</p> <p>Employers to be involved in curriculum development to address the skills gaps and supporting Governing Bodies</p> <p>Consultation with Business Boards</p>	<ul style="list-style-type: none"> • Marches LEP • Local Authorities • Department for Education • Colleges • Businesses • Marches LEP Skills Ops Group 	<p>A Caesar-Homden, Marches Local Enterprise Partnership</p> <p>S Marston, Telford and Wrekin Council</p> <p>J Vernon, Shropshire Council</p> <p>A Heath – Herefordshire Council</p>	<p>Refresh of Telford College of Art and Technology/New College Telford</p> <p>Merger of North Shropshire College/Reaseheath</p> <p>Shrewsbury merger – monitoring and building relationships</p> <p>Development of x3 sub-groups – Herefordshire, Shropshire and Telford and Wrekin - to build relationships with colleges and employers. To be discussed at the Marches LEP Skills Operations Group meeting</p> <p>To be discussed as an agenda item at the Marches LEP Board meeting</p> <p>Growth Deal 3 Skills bid – ‘Investing in our Future Workforce’ to develop IT Skills offering in the Marches LEP Region</p>	<p>From September 2016 onwards.</p> <p>7th November 2016</p> <p>30th November 2016</p> <p>Submission June 2016 – decision announcement Autumn Statement</p>	<p>Growth Deal 3 Funding</p>

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A6 - Widening Participation and Access to Employment					
Action	Lead/Partners	Named Lead	Key Tasks	Timescale	Funding
Not in Education, Employment or Training (NEET) Support Contract – delivering activity to support young people who are NEET or in danger of becoming NEET	<ul style="list-style-type: none"> SFA Local Authorities Providers Schools Job Centre Plus Interserve 	<p>A Caesar-Homden, Marches Local Enterprise Partnership</p> <p>S Marston, Telford and Wrekin Council</p> <p>J Vernon, Shropshire Council</p> <p>A Heath – Herefordshire Council</p>	<p>Contract awarded to Interserve.</p> <p>Tripartite meetings with Skills Funding Agency, Marches LEP and Interserve monthly to monitor contract negotiations.</p> <p>Ongoing monthly Tripartite meetings to monitor delivery against contract criteria. Outputs listed in Annex B</p>	<p>Commenced 4th July 2016</p> <p>5th July</p> <p>13th September</p> <p>7th November</p> <p>31st March 2018</p>	ESF Funding
Delivery of Activity 1.1 and 1.2 ESF Health and Work Programme	<ul style="list-style-type: none"> Marches Local Enterprise Partnership Local Authorities Department for Work and Pensions 	<p>A Caesar-Homden, Marches Local Enterprise Partnership</p> <p>S Marston, Telford and Wrekin Council</p>	Special ESF Group formed under the remit of the Skills Ops Group	Regular meetings to progress programme	ESF Funding

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	<ul style="list-style-type: none"> Partners 	J Vernon, Shropshire Council A Heath – Herefordshire Council			

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