

2-5 Year Skills Strategy

Update on priorities

Progress and timeline for York Skills Strategy

- Bulk of narrative written
- Priorities identified
- Alignment with One Year Plan

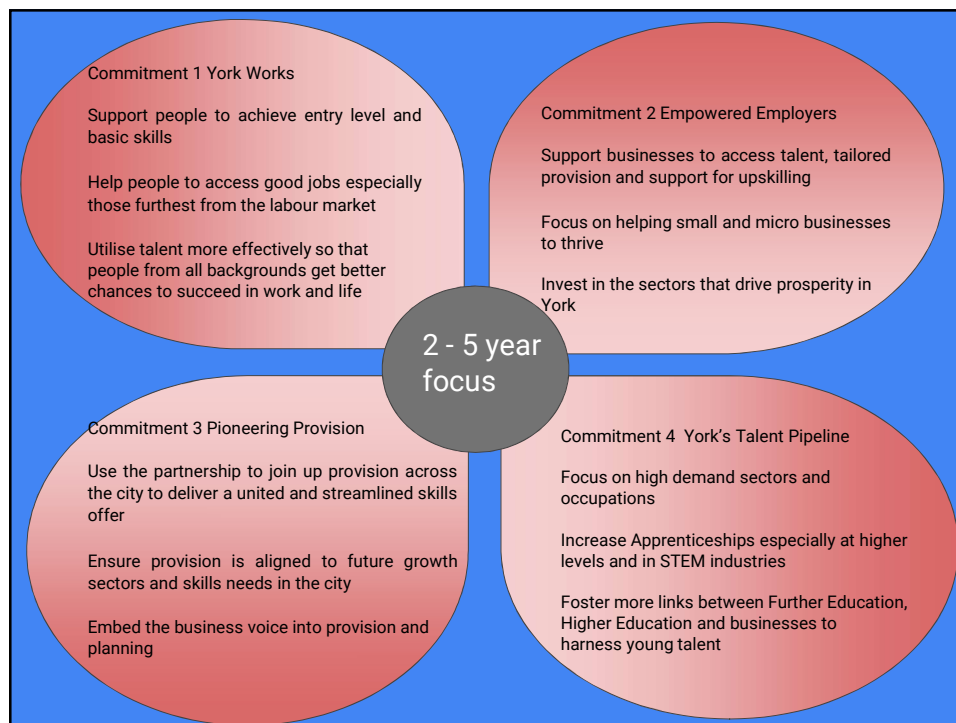
Next steps

Drafting Implementation Plan
Outputs, outcomes & measures
Further consultation over summer

Completion September 2021

Overarching principles

- ❖ Foster a culture of **lifelong learning**
- ❖ Put **mental health** and well being at the centre of what we do
- ❖ Focus on the **demand for skills** from businesses and residents as a priority
- ❖ Ensure individuals have the all round '**people**' skills that employers want
- ❖ Build and champion **partnerships** to enhance all aspects of skills provision
- ❖ **Prioritise disadvantaged people** when planning and delivering skills provision
- ❖ **Embrace technology and digitisation** to maximise opportunities for people and businesses
- ❖ Contribute to **Net Zero by 2030** ambition by proactively adapting and developing skills provision



Commitment 1- York Works

Top 3 priorities

Support entry level and basic skills (includes maths, English, digital skills, employability, transferable skills)

Help people to access good jobs especially those furthest from the labour market

Utilise talent more effectively so that people from all backgrounds get better chances to progress in work, get jobs in growth sectors and start businesses that prosper

Commitment 2- Empowered Employers

Top 3 priorities

Support businesses to access talent, tailored provision and support for upskilling

Focus on helping small and micro businesses to thrive

Invest in the sectors that drive prosperity in York

Commitment 3- Pioneering Provision

Top 3 priorities

Use the partnership to join up provision across the city to deliver a united and streamlined skills offer

Ensure provision is aligned to future growth sectors and skills needs in the city

Embed the business voice into provision and planning

Commitment 4 - York's Talent Pipeline

Top 3 priorities

Focus on occupations in highest demand eg nurses, care givers, software developers and help people who are underrepresented in high value professions to enter them

Increase Apprenticeships especially at higher levels and in STEM industries

Harness young talent by fostering more links between Further Education, Higher Education and businesses

Which sectors to include and why

1. **Health & Social Care** - massive need now and in the future, skills shortages, aging population and aging workforce
2. **Agritech, bioeconomy and life sciences** - growth sector and distinct for York, includes green skills/circular economy
3. **Heritage** - uses uniqueness of York offer to drive visitor economy in new ways
4. **IT & Digital** - skills needed at all levels now and in the future
5. **Tourism, hospitality and retail** (together as one sector?) - sectors important in York but large numbers, hit by COVID, mostly small businesses
6. **Construction** - to keep pace with demand and support developments
7. **Engineering** (includes food manufacture, transport and rail) - high value jobs in sectors that increase productivity
8. **Creative & Communications** - links with the new York culture strategy which specifically highlights skills needed to enhance the sector

Link to One Year Action Plan

Main actions from One Year Plan which are already being worked on			
Commitment 1	Commitment 2	Commitment 3	Commitment 4
Scope current and future IAG Provision including initiatives (potential pilot) to engage the hardest to reach groups	Scope a skills hub while continuing to align and promote support	Scope digital pilot and roll out national provision	Develop a framework for improved employer engagement and encourage creation of Apprenticeships and T-Level placements 2021/22 and beyond

Implementation

Commitment 1

York works – employment and skills support for individuals

- Careers education, information, advice and guidance is available to people of all ages and reflects local labour market intelligence
- Support residents to access the equipment and digital skills they need to compete in the new world of work
- Support residents to access skills packages and relevant funding to reskill and upskill
- Promote public-funded and private sector support for those who are unemployed, underemployed or facing redundancy
- Support individuals back into employment who have been displaced from the sectors most affected by Covid eg retail, tourism and hospitality
- A continued commitment to target and support those who are hardest to reach and may be further from the labour market as a result of the pandemic.

PLUS

Address barriers to learning for people without basic skills eg mental ill health, caring responsibilities, disability.

Target women returners to support career aspirations after a period away from the workforce

Create new mechanisms for sharing transferable skills to enable more people to access jobs in different sectors

Commitment 2

Empowered employers – skills support for businesses

Support businesses of all sizes to access national, regional and local skills provision to help them plan, diversify and grow.

- Promote existing and future public-funded and private sector support to help businesses develop the skills (human, vocational and technical) of their employees.
- Make it easier for businesses to identify and access the skills and training they need
- Giving businesses a voice to shape and inform future skills provision
- Support and engage with peer-to-peer business support mechanisms

PLUS

Encourage businesses to recruit with diversity principles to ensure widest selection of people considered for vacancies

Enable more businesses to adopt high performance work practices (HPW)

Devise and deliver specific initiatives to address issues in priority sectors where gaps exist

Commitment 3

Pioneering provision – productive partnerships

Work in partnership to make the most of national, regional and local initiatives and adapt local skills provision in response to emerging needs.

- Align and, where possible, adapt existing provision to meet local needs
- Shape local implementation of new national initiatives
- Support the development of employer informed provision addressing new and innovative modes of delivery
- Embed a city-wide partnership approach to addressing the challenges and harnessing the opportunities of the next 2-10 years

PLUS

By working with businesses understand new skills requirements created by advancing technology and automation and use this to adapt provision and develop new provision

Adapt and develop provision to meet the needs of the Net Zero agenda and allied priority sectors

Work with wider partnerships such as Grow Yorkshire, the IoT and BioYorkshire to maximise growth opportunities for York residents and businesses

Based on the priorities, work up 'oven-ready' projects as a partnership to take advantage of funding opportunities when they arise eg Skills Hub

Commitment 4

Education to employment – York's pipeline

Support positive progressions for all by preparing those transitioning from education or re-entering the new world of work for a culture of lifelong learning and entrepreneurship.

- Support young people who have had a disrupted experience of their formal education to re-engage with education, employment and training
- Support sustainable relationships between local employers and providers to help businesses develop their future workforce
- Promote lifelong education, training and career pathways to attract and retain talent in key sectors
- Promote entrepreneurship and the support available to people looking to start a business for the first time or scale up an existing business.

PLUS

Develop existing initiatives (eg UoY Management School student projects) to foster meaningful partnerships with local businesses and young talent

Work with businesses to grow paid internship opportunities (building on existing programmes)

Increase Higher and Degree Apprenticeship opportunities for people mid-career (explore new models of delivery such as that offered by Coventry University in Scarborough)