**Skills and Workforce Development – Position Statement**

*“The Internet of Things, Big Data, artificial intelligence (AI) and other new technologies are expected to create new and different jobs, substantially change many existing jobs, and make others obsolete. Adapting to and benefiting from these profound changes requires new skills, now and in the future…*

*…In addition to ICT skills, workers also need entrepreneurial and organisational knowhow and the right social skills to work collaboratively. Workers also need the flexibility to adapt as technologies evolve”.*

*The future of work: a world of new and changing skill; OECD Insights (2016)*

**Our Skills Position Statement :**

***Through our networks We will lead and support actions and initiatives that clearly aim to improve the current and future supply of a skilled workforce for businesses within, and looking to relocate to, Coastal West Sussex.***

**Why this is important nationally**

* Having highly skilled people is a key driver of high productivity levels and rising living standards
* People must continuously adapt to evolving technologies, because over the next two decades 90% of jobs will require some digital proficiency
* The UK has a poor record on technical education and there are skills shortages in sectors that depend on STEM skills. Poor take-up of advanced maths qualifications contributes to the UK’s STEM skills shortages
* England is the only OECD country where 55-64 year olds perform better in literacy and numeracy than 16-24 year olds and it scores particularly poorly on numeracy skills.
* To thrive in the digital economy, people will need a range of good skills including ICT, literacy and numeracy skills and socio-emotional skills to work collaboratively and flexibly.

**Why this is important to Coastal West Sussex**

* There are forecast to be around 27,400 new jobs in the Coastal West Sussex economy by 2031, but most skill needs are likely to be driven by changes to jobs that already exist.
* Coastal West Sussex has a large number of businesses that rely on STEM related skills, including pharm-bio, horticulture, creative and connected digital technologies, and advanced engineering.
* Nearly half (46%) of working age CWS residents do not hold a qualification at Level 3 or above
* Nearly a quarter (22%) of local businesses with recruitment or skills issues identify ‘work readiness/communication’ as their main skills challenge. For 16% it is ‘engineering/technical’ skills
* Fewer than half (45%) of local businesses that recruit young people directly from education believe that they are well prepared for work.
* Median earnings for full-time workers are below the England median in all CWS districts/boroughs, but they are particularly low in Arun district.

**What we will do**

* Work with schools, Further Education and Higher Education institutions to develop relevant education and skills programmes, and employment pathways for young people and adults.
* Encourage businesses to commit to providing careers and employment advice; and apprenticeship, internship and skills development opportunities for people across Coastal West Sussex.
* Help improve enterprise education, develop new vocational learning pathways and strengthen the supply of people with STEM skills locally.
* Encourage greater provision and take up of apprenticeships and help to ensure that Coastal West Sussex maximises the local use of the Apprenticeship Levy.
* Influence on behalf of CWS businesses to improve skills policy and provide high quality CEIAG
* Develop a framework to co-ordinate and evaluate the provision of STEM activities.
* Promote lifelong learning so that all people can adapt to the changing skill needs of the workplace.

**Our Skills Champion: TO BE ADDED**