

# Skills and Workforce Development

*This position is taken by the Coastal West Sussex Partnership; we should lobby and gain support for this position from all local MPs and Local Authorities to help deliver sustainable growth across the Coastal West Sussex*

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*“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)*

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## **Our Skills Position Statement**

***We will lead and support actions that clearly aim to raise the educational aspiration of young people and improve the skills of the current and future workforce.***

## **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<sup>1</sup>
- Improving skills is one of ten pillars that will drive the UK Industrial Strategy, which aims to increase productivity and living standards across the country
- The UK’s impending withdrawal from the European Union may make it more difficult for businesses to address skills issues by sourcing labour from outside the UK.
- Two-thirds of the 2030 workforce has already left full-time education<sup>2</sup>, so there needs to be a strong focus on up-skilling existing workers
- There are skills shortages in sectors that depend on Science, Technology, Engineering and Maths (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<sup>3</sup>.
- 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.

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<sup>1</sup> Digital Skills and Inclusion – Giving Everyone Access to the Digital Skills they Need, Department for Culture, Media and Sport, 2017.

<sup>2</sup> Skills 2030 – Why the Adult Skills System is Failing to Build an Economy that Works for Everyone; IPPR; 2017

<sup>3</sup> England and Northern Ireland - Country Note – Survey of Adult Skills First Results; OECD; 2013.

## Why this is important to Coastal West Sussex

- There are forecast to be around 27,400<sup>4</sup> 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%)<sup>5</sup> of working age CWS residents do not hold a qualification at Level 3 or above
- Nearly a quarter (22%)<sup>6</sup> 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%)<sup>7</sup> 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<sup>8</sup>.

## 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.
- For local Universities to target local residents and schools so that local people can be better educated and retained in the area.
- Encourage businesses to take a more active role in the skills agenda by committing to provide careers and employment advice; and apprenticeship, internship and skills development opportunities at all levels 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 skills policy and investment decisions to enhance learning provision and facilities across CWS
- Develop a framework to make sure there is a strong, inclusive and collaborative programme of STEM activities delivered locally that can be better amplified to employers, stakeholders and schools.
- Promote lifelong learning so that all people can adapt to the changing skill needs of the workplace.

**Our Skills Champion:** Shelagh Legrave, through the Skills and Enterprise Group

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<sup>4</sup> Greater Brighton & Coastal West Sussex Background Papers – Background Paper 1: Economy; Nathaniel Lichfield & Partners, 2015

<sup>5</sup> Annual Population Survey, Office for National Statistics via NOMISWEB; 2017

<sup>6</sup> Greater Brighton & West Sussex Business Survey; Marshall-Nairne Ltd & Emergent Research & Consulting; 2014

<sup>7</sup> *ibid.*

<sup>8</sup> Annual Survey of Hours & Earnings (ASHE), Office for National Statistics, via NOMISWEB, 2016