

# Southwark's Skills Strategy 2018 – 2022

## Our vision

Our vision is that by 2022 Southwark will have a high quality, local skills offer that is accessible and responsive to learner and employer needs. This offer will support all learners to build resilience and develop valuable workplace skills for a strong local economy now and in the future.

## 1. Learners

We want Southwark to be a place where people of all ages have access to a high quality local offer to learn, improve their skill levels and earn a good living. We want learners to have access to good quality and impartial information, advice and support so they can make informed choices about their careers and personal development.

### Ambitions:

- Learners have access to information on the wide range of learning opportunities available.
- Learners enjoy a comprehensive range of good quality learning opportunities on their doorstep.
- All young people leave education equipped with the skills and knowledge they need to enter the world of work.
- Vulnerable learners have the additional support they require to help them develop workplace skills.
- Learners of all ages, including those in work, are able to develop their skills to progress into better jobs and increase their earnings.

## Working collaboratively, our aims are to:

- ✓ Improve access to information and digital support for learners and help young people make informed decisions about their future.
- ✓ Work closely with our schools, Further Education (FE), Higher Education (HE) partners and other providers to develop and promote a quality local skills offer.
- ✓ Support the development of work place skills in education and training through quality work placements and links with employers.
- ✓ Support vulnerable learners by addressing barriers to learning, improving access to supported learning programmes and other opportunities to gain workplace skills.
- ✓ Work with employers and providers to increase the range of opportunities, including Technical Levels and related vocational qualifications and entry points for learners to develop their skills and gain work based training.

## 2. Employers

We want Southwark to be a place where employers have access to a highly skilled local workforce. We want employers to invest in and help shape local skills provision and have the confidence that it is meeting their recruitment needs. We want our employers to offer good quality skills and employment opportunities for residents.

### Ambitions:

- Employers are enabled to take a leading role in shaping a local skills offer that meets the needs of their workforce.
- The current and future skills needs of employers of all sizes are understood and met locally.
- Local employers invest in their workforce to increase productivity and pay.
- Employers provide more opportunities for employment and work based learning, including apprenticeships and quality work experience.
- Employers offer more opportunities to people with complex needs.
- Employers are supported to respond positively to workforce challenges that arise from Brexit.

### Working collaboratively, our aims are to:

- ✓ Improve dialogue and collaboration between providers and employers in the delivery of local skills provision.
- ✓ Continue to promote the benefits of investing in the workforce through the Good Work Standard and Apprenticeship Standard, encouraging employers to invest in workforce training for increased productivity.
- ✓ Support local businesses to remove barriers to employment for those with complex needs, supporting them to access available resources and improve their recruitment practices.
- ✓ Help to ensure the local workforce is equipped with the skills to respond to changes in employer demands, including those that arise from Brexit.



## 3. Providers

We want to make Southwark a destination for learning with high quality skills and training provision for all ages which addresses local economic needs and the future demand for skills. We want learners to develop the skills they need to secure well paid jobs that are shaped by employer demand. We want local providers to be partners in the development and regeneration of the borough and for our skills offer to be a local asset.



### Ambitions:

- Southwark has a high quality skills offer that is attractive to learners and employers.
- Employers and providers work collaboratively to provide innovative demand led skills solutions.
- A greater range and quality of vocational learning, including apprenticeships, is available and their value recognised.
- Good quality careers advice is provided to all who need it across the borough.

### Working collaboratively, our aims are to:

- ✓ Facilitate innovative collaboration between employers and providers to enhance the local skills offer.
- ✓ Continue to build on the Southwark Apprenticeship Standard and promote vocational learning routes to schools and employers.
- ✓ Work with schools and training providers to ensure access to good quality information, advice and guidance.
- ✓ Work with colleges, adult education, higher education, employers and employment support providers to ensure that learners and those in work have access to advice about career choices and progression options.

## 4. Funding

We will put Southwark learners first in getting the best possible funding deal for learning and skills. We want Southwark to be a powerhouse for innovation, using local resources to test out new ways of delivery and build on recent successes like the Southwark Construction Skills Centre.

We want to use the funding available to better equip Southwark residents with the tools they need to access today's jobs and those of the future. We will use every tool at our disposal, working with employers, providers, schools, national and regional funding bodies and learners to align resources and put Southwark in pole position to be the borough of choice for high quality learning and skills.

### Ambitions:

- Skills funding is aligned to local needs.
- Devolved skills budgets meet the needs of learners, employers and funders in Southwark and London.
- Employment outcomes are considered in the planning and delivery of skills provision.
- We make the most of partnerships, funding and resources to develop innovative local solutions.

### Working collaboratively, our aims are to:

- ✓ Use every tool at our disposal to influence the reform of skills funding so it aligns better with local needs.
- ✓ Work with the Mayor and at a sub-regional level to ensure the needs of residents and employers in Southwark are included in the planning and delivery of future Adult Education Budgets.
- ✓ Model best practice in the recruitment, retention and development of apprentices.
- ✓ Promote access to and take up of broader funding opportunities for learners, such as Advance Learner Loans.

