



The Local Skills Improvement Plan (LSIP)



Sussex Local Skills Improvement Plan (LSIP) - E-newsletter November 2022

Welcome to the November edition of our Sussex LSIP e-newsletter



The Sussex Trailblazer LSIP report and associated Future Skills Sussex Improvement Framework can be found on the [Sussex Chamber's website](#).

LSIP Update



Over the last month we have been finalising our delivery plans with Department for Education and pulling together the Sussex LSIP team who will work on the refresh and further development of the LSIP over the coming months

LSIP Team

As reported in last months newsletter we undertook recruitment and procurement activities to secure external experts to join the LSIP Team and support on the delivery plan and development of the LSIP report.

We're very pleased to announce that we received a number of excellent proposals for experts across the area and through our assessment process have now engaged the following people to support the LSIP:

Our three **Stakeholder Engagement Leads** will undertake the articulation of local skills needs, engage with a range of stakeholders and undertake Key Sector Deep Dives to inform the refreshed LSIP and action plan.

Dan Wallman - TechNative Digital

Responsible for:

- Digital Sector
- Visitor, Hospitality, Creative & Cultural Sector

Nora Davies

Responsible for:

- Land-based, Agriculture & Viticulture Sector
- Health & Care, Bio Life Sciences & Pharmaceutical Sector

Melanie Butcher Education & Skills Consultancy

responsible for:

- Engineering & Manufacturing Technologies
- Construction Sector

In addition Kirsten Trussell Coaching and Consultancy will be undertaking the role of the **Strategic Expert**. Kirsten will support the LSIP team by providing high level strategic insight and support with the development and action planning of Future Skills Sussex Improvement Framework and LSIP report.

We have also recruited an apprentice to the role of LSIP Coordinator, who will be starting with us later in November to support the LSIP team.

Key Sector Deep Dives



Our newly formed team of Stakeholder Engagement Leads have held their first Deep Dive planning meeting to review the scope and timelines for the Key Sector Deep Dives.

Given our extremely tight timelines to the end of February for these Deep Dives, we have decided against forming large Steering Groups for each Key Sector. Instead we will look to our LSIP Board to provide support and governance for the Deep Dives.

Each Deep Dive will include:

- data analysis and research into existing sector skills reports
- research into sector innovation and existing good practice
- one-to-one conversations with businesses into their skills needs and challenges
- engagement with sector bodies and other employer representative bodies
- roundtables with providers and strategic partners
- conversations with employment and careers support organisations
- cross cutting themes, such as green skills, employability skills and digital skills

Our Stakeholder Engagement Leads will be reaching out to local businesses, skills providers and strategic partners over the coming weeks.

If you would like to support the LSIP, be involved in the Deep Dives, and influence the further of the skills system and supply in the Sussex area please do please do email us at

skills@sussexchamberofcommerce.co.uk to gain more information or to express an interest.

LSIP Business Survey – Call to action



As part of our skills intelligence gather for the LSIP we are working with The Telemarketing Company to undertake telephone interviews with local businesses to discuss their skills needs and challenges.

A vital part of the LSIP is around gaining the views of the business community of what skills needs and provision that wish to see in the local area, so we would ask for your involvement in this important survey.

If you can spare 10 minutes to speak with our partners at The Telemarketing Company please drop us an email at skills@sussexchamberofcommerce.co.uk with your contact details and we will be in touch to arrange a short telephone call with you.

Partner Focus



This month's partner focus includes information on two projects being undertaken by University of Sussex into NetZero and also West Sussex County Council's Advanced Digital Programme.

Skills and business approaches to Net Zero projects in Sussex



Two University of Sussex projects will be leading work on developing local decarbonisation skills for Net Zero and engaging small and micro businesses with Net Zero in Sussex.

Place-based business models for Net Zero is a project funded by the Centre for Research into Energy Demand Solutions (CREDS) which examines place-based solutions (green) hydrogen; the development of local decarbonisation skills and nature-based solutions.

Methods for embedding micro-businesses in change for Net Zero is a project funded by ASPECT Network which seeks to engage with micro-businesses and entrepreneurs to understand the barriers and suitable methods for engagement with Net Zero.

Both projects are led by Dr Ralitsa Hiteva, a Senior Research Fellow at SPRU, University of Sussex. For more information on any of the projects please contact Dr Ralitsa Hiteva at r.hiteva@sussex.ac.uk

Focus group invite

Are you a micro business or an entrepreneur in Sussex, with up to 49 people staff? Are your products and services not specifically branded as sustainable or helping to promote Net Zero? If so, we would like to speak to you!

We are a small project which seeks to engage with micro-businesses and entrepreneurs to understand the barriers and suitable methods for engagement with Net Zero, and we are running two focus groups online on the 21st Nov 18.00-19.30 and on 25th Nov 13.00-14.30. The focus groups will take 90 min and we offer a thank you payment of £100 voucher for your time. If you are interested in participating or if you would like more information please get in touch by 16th November 2022 with Franco Zenteno via email: fg90@sussex.ac.uk If you are interested in taking part but you are not able to make the two dates, let us know as we would be running two more focus groups in November and December.

The Methods for embedding micro-businesses in change for Net Zero project is led by Dr Ralitsa Hiteva, a Senior Research Fellow at SPRU, University of Sussex. For more information on any of the projects please get in touch at r.hiteva@sussex.ac.uk

Partner Focus continued ...



West Sussex – Advanced Digital Skills Programme September 2022 – March 2024



The context

To support the digital skills challenges of West Sussex SME's and help residents to understand and benefit from the range of digital roles in the county, the West Sussex Local Authorities are jointly funding an exciting, new 18-month project.

The mission of this high-profile and wide-ranging project, is to highlight the breadth of recent digital and technological advances in the county, and the subsequent opportunities these create for local people who are keen to begin or further their digital career.

The programme of work will aim to open new routes for businesses in the county who are struggling to attract digital talent. It will inspire people at all stages in their career – from young people to mature workers – to discover the opportunities of a local digital career and to benefit from the increased salary levels and career opportunities offered.

Businesses across the country, including those in West Sussex, often struggle to recruit relevantly qualified employees for digital roles. Developing a new narrative for digital skills in the county, increasing aspiration around digital careers and encouraging new collaborations will build confidence in local opportunities and additionally will highlight the investment benefits of West Sussex when considering scaling, starting up or relocating.

Part of the solution lies in better collaboration. By joining up the energy of local authorities, businesses, training providers, decision-makers and tech sector networks – a clear message that West Sussex businesses are leading the tech workforce revolution will reduce unfilled job vacancies and build a new understanding of the opportunities in the county.

The activity

Working in partnership with the West Sussex Local Authorities, always possible will be helping to kick-start a new and bold conversation about local advanced digital skills opportunities.

always possible is a local award-winning strategic development company, with experience of shaping regional skills, innovation, economic prosperity and social mobility conversations. They will be supported by PR specialists, Midnight Communications, as well as diverse digital-first business champions, to focus on building and attracting home grown tech talent.

Over 20 events will take place in 2023, right across West Sussex, strengthening the conversation about advanced digital skills – recruitment, investment and growth. Both industry events and community pop-up hubs aim to engage a diverse range of West Sussex residents at different stages of their digital skills career path. A clear brand and identity will be developed, offering an umbrella for digital workforce projects across the county, simplifying information for both businesses and jobseekers. A focus on coastal, rural and urban locations will ensure that engagement is wide and meaningful.

More information will be released throughout autumn 2022.

Initial questions and ideas can be directed to WSDigital@alwayspossible.co.uk

Partner Focus continued ...



The search is on for West Sussex digital skills ambassadors



The search is on to find three digital skills ambassadors to work on a new initiative to inspire West Sussex residents about digital jobs and careers and to connect local businesses with talented jobseekers.

West Sussex County Council and the West Sussex Districts and Boroughs are jointly funding the initiative, which is being led by local strategic consultancy Always Possible who will appoint the ambassadors from local businesses.

Ambassadors from three local businesses will be recruited to work in partnership with the team and cross-county partners to promote the programme to residents seeking a career change, jobseekers, graduates and students. By working with the project team, local authorities, education providers, business networks and other partners, the ambassador role will support businesses in their area by helping to build and attract homegrown tech talent, simplifying information for jobseekers and showcasing the benefits of building a digital career in the county.

Ambassadors will need to work for, or own, a small or medium-sized business which has a need for advanced digital skills, a business in any sector with tech requirements or an innovative business with a story to share. The role is an opportunity for businesses to support the project's development and to encourage business growth in the county, as well as sharing their own best practice and business experience.

A high level of interest is anticipated and businesses that apply but don't make the final three will still be invited to take part in a range of activities and showcase opportunities.

The selected businesses will need to commit one day per month for the role, to help promote the project on social media, network and attend events.

Businesses will be supported with professional media training. They will become a spokesperson for the programme, participating in media interviews and photos, as well as videos and podcasts to promote the project.

Businesses can involve up to two team members to support activities, providing at least one senior leader is included. Although this is primarily a volunteer ambassador role, a fee will be paid to cover resources and expenses.

To apply to be a digital skills ambassador, please complete the application [here](#).

Sussex Chamber Events



At the Chamber we hold many events for our members and also non-members. They are a great opportunity to hear about business and sectorial topics and network with others.

We are holding the following events that are available to book on our [Events Gallery](#) on the Sussex Chamber website:

Construction Forum - The Impact of New Building Regulations **08:00 AM - 11:00 AM - MERCURE, BRIGHTON SEAFRONT HOTEL**

The Impact of New Building Regulations

As 2022 draws to a close, we are pleased to announce our final Construction Forum of the year. With the UK construction industry facing challenges, it's an important time to gain some inside knowledge from some experts in the southern construction industry.

Janet Clark - FE Sussex

Understanding the skills gaps, opportunities and challenges in the Construction Sector to inform provision across Sussex.

Members Christmas Networking Lunch **12:00 PM - 14:30 PM - THE OLD TOLL HOUSE, STEYNING**

The Sussex Chamber welcomes all members to our festive CHRISTMAS NETWORKING LUNCH, at The Old Toll House, Steyning on Tuesday 6th December at 12.00pm

- This will be a fantastic way to celebrate the Xmas period amongst friends new and old, at a suitably idyllic venue.
- Join us for an Xmas 3 Course Carvery offering a yuletide selection of locally sourced produce.
- There will, naturally, be a chance, to network before a festive lunch.