



## The Local Skills Improvement Plan (LSIP)

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

Welcome to the December 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](#).

**We would like to wish all our stakeholders a very Merry Festive Season and a Happy New Year**

## LSIP Skills Provider Survey - Call to action!



Sussex Chamber of Commerce is continuing its development and delivery of the Local Skills Improvement Plan (LSIP) for Sussex – Future Skills Sussex. Collaborative working with partners including education and skills providers and employers remains central to our approach and forms a part of the commitment that we made in the LSIP to hold quarterly skills conversations.

These conversations will help us gather intelligence and an understanding of the challenges our partners face so that we can make sure the Future Skills Sussex LSIP report and Improvement Framework is as current as possible.

The first stage in that conversation is surveys and intelligence gathering with stakeholders across the area. This survey is specific to you as providers and the more comprehensive your response, the more in depth the intelligence will be that we share with employers and the Department for Education.

The information you give us will be analysed to inform a refresh of the LSIP, which you can then use to support you with provision planning, to collaborate with education and skills providers and employers and to innovate to meet the current and future skills needs in Sussex.

The Survey consists of 20 questions which should take no longer than 10 minutes to complete. We would be grateful for your contributions.

Please [click here](#) to begin the survey

**The closing date for this is Monday 16 January 2023.**



# LSIP Key Sector Deep Dive Updates



**If your organisations would like to feed into these important sectorial deep dives please email [skills@sussexchamberofcommerce.co.uk](mailto:skills@sussexchamberofcommerce.co.uk)**

## **Visitor and Cultural Industries (includes Hospitality, Cultural & Arts)**

We have been busy meeting with a wide variety of employers as part of our ongoing research for the Creative and Cultural Deep Dive. The sector is broad and includes anything from Museums and Art Galleries, Film, TV, Music and Design, through to restaurants, bars, venues and hotels.

The different sectors have different needs and challenges, however some clear themes are emerging in terms of skills listed below. We will be meeting with employers up until mid-January and would love to hear from any business in the Creative, Cultural and Visitor Economy who would want to give their view and have their voice heard.

### *Hospitality and Visitor Economy:*

- Lack of new staff coming through into hospitality or staff left during Brexit/Covid and have not returned
- Young people and parents not viewing it as a long term career
- Staff not always feeling respected or invested in
- Skills gaps in customer service
- Apprenticeships exist but salaries are low
- Lots of opportunities to progress quickly in the sector if committed and hard working
- Where companies provide positive, nurturing cultures there are some real success stories



### *Creative and Cultural:*

- Lack of apprenticeships and work placement opportunities generally across the creative sector
- Generational mismatched expectations about speed of progress into senior roles
- Senior staff left theatres during Covid to move into TV and Film
- Skills gaps in high end digital areas of media and TV
- Skills gaps in IP, investment and business development in Creative sector
- High freelance population needs training in managing portfolio career
- Theatres in particular have invested in apprenticeship pathways and nurturing staff
- Some great projects now funded in Sussex to bring young people and employers closer together



# LSIP Key Sector Deep Dive Updates



## Land-based (includes Agriculture and Viticulture)

- This is a critical sector for the country in terms of food security. There is a need to profile its importance within the region.
- There is a real challenge in terms of attracting people into jobs within the sector
- Businesses tend to be small and lack the capacity to scale and grow which often means that training and development of staff gets overlooked.
- Young people who come into the sector aren't always work ready and employers need to spend time building their capability to do the job. What this means is that businesses are open to employing less skilled people because of vacancy challenges but often people lack the attitude and find the work too hard.
- Training offsite can be a barrier to staff and employers. Taking practical people through academic routes can also be a barrier and there is a desire to see in-house training accredited to validate this approach to skills development within the sector
- There is still a need for practical skills but a growing demand for business management skills, and problem-solving skills.



## Health and Care (includes Bio Life Sciences and Pharmaceutical)

- The sector is facing a critical time. There is a real uncertainty about the future.
- Recruitment and retention of staff remains challenging. Against this landscape there are examples of best practice that are trying to address this by improving the way staff are inducted into services, for example.
- This challenge is across all businesses in the sector and not just health and social care. Pharmaceutical companies spoke of difficulties finding manufacturing, chemists, formulation scientists and analysts to name a few.
- Businesses open to employing less skilled people because of vacancy challenges but often people lack the attitude and professionalism. Because pay and conditions are better in different sectors they go elsewhere.
- People aren't fully aware of the range of jobs in this sector and there is more to do here.
- There is a need for more clinical training as patients have more complex needs e.g. Dementia, autism, mental health. Employers also spoke about the missed opportunities of not fully integrating health and care services
- There is a growing demand for digital skills as services move across to electronic care planning.
- Sometimes care homes don't have the capacity to release staff for training both in terms of providing the service or having the resources to back fill the gap in terms of releasing staff.
- Academic routes can also be off putting and an emphasis on having functional maths and English can be off putting to some. In contrast, those services which rely on foreign workers cite the lack of English as a second language training as a challenge.



# LSIP Key Sector Deep Dive Updates



The Construction and Engineering & Manufacturing sectors cover a broad range of disciplines and have different skills and training needs and challenges, though there are some similar initial emerging themes. If we haven't already been in touch, it would be great to hear your views, so they can be captured and support the improvement of the future skills landscape in Sussex.

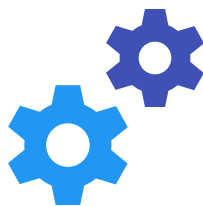
## Construction

- Recruitment is a challenge across the sector, skills shortages and agency staff are travelling a long way to get to site.
- Capacity on some courses is a key issue in Sussex, particularly for apprentices.
- Local flexibilities around the types of courses and industry tickets that can be delivered and funded is a key priority.
- A great need for technical and project management skills particularly in terms of CAD and associated jobs needed to meet the new Building Regulations.
- Recognition from the industry that it is difficult for colleges and training provider to recruit suitably experienced and qualified trainers/assessors.
- Employers acknowledge to make the sector appealing to young people especially females, they need a hook them at an early age from Key Stage 2, via topics such as biodiversity and ecology.



## Engineering & Manufacturing

- Skills needs in the sector are more around the ability to critically think and problem solving, rather than specific engineering/manufacturing skills.
- The sector is looking to attract a more diverse workforce and finding different ways of doing this.
- One size doesn't fit all employers' skills needs when it comes to training, particularly in manufacturing.
- A need to find a better way of attracting young people into the industry as it's still seen as dirty and very function based.
- There is an aging workforce in the sector particularly at management level, therefore succession planning is a key priority for a lot of businesses.
- A need for current and regular skills gap information from DWP, to determine skills needs and the planning and viability of training.
- Future skills needs are centred around decarbonisation and the emerging technologies around this.



## Partner Focus



This month's partner focus provides information from East Sussex County Council on their Multiply programme



Multiply is a new programme with up to £559 million in funding available nationally to help improve adults' functional numeracy skills. The provision offers a range of engaging and flexible provision for adults ages 19+ without a grade C (4) in GCSE Maths or equivalent.

In East Sussex, **we have been awarded £2.5 million over three years**; provision will focus on increasing confidence with numbers in everyday life, helping people to manage their money, budget, help their children, or take the first steps towards a formal numeracy qualification.

Specifically we will be offering a wide range of innovative programmes with delivery partners to employers including courses designed to cover specific numeracy skills required in the workplace. Targeted at key employment sectors including public sector, health and social care and construction and visitor economy as well as those starting up or running small businesses.

Further news on the Multiply programme will be provided in future LSIP newsletters.

# 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:

## **Equality, Diversity and Inclusion - 08:00 AM - 10:30 AM - Tottington Manor Hotel, Henfield**

It is good business practice for organisations to promote equality and diversity. Understand how the law impacts on all aspects of equality and diversity in the workplace and how the opinions and prejudices of individuals can influence those around them.

Our guest speaker will be **Harry Sherrard**, the Principal from **Sherrard's Employment Law Solicitors**.

### Benefits and Takeaways

- Enhance awareness of what is meant by equality, diversity and inclusion.
- Enhance your understanding of how the law impacts on equality and diversity.
- Gain an understanding of what your organisation can do to promote best practice in this area.

## **The Ultimate Sussex Network - 10:00 AM - 12:00 PM - Basepoint Business Centre, Crawley**

If you're looking to connect with some of the very best local businesses, then The Ultimate Sussex Network is *THE* business networking event to attend. It will be a great chance to meet with other businesses and grow your connections across the region.

### How does it work?

You will get a quick introduction from the Chamber team to welcome you to the event and to keep things fresh, the format will vary from event to event. This could include a guest speaker or updates from the Chamber. The Sussex team will then help to make your networking experience as enjoyable as possible.

