

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

October 2023

**Future Skills  
Sussex** ✨



Welcome to the October **2023** edition of our Sussex LSIP E-newsletter

In this month's edition we will be covering:

- **Future Skills Sussex - LSIP Launch Event**
- **Future Skills Sussex - Our website has launched**
- **Future Skills Sussex Flier**
- **Our partner focus**
- **Upcoming Sussex Chamber events**



# Future Skills Sussex - Launch Event



**On Friday 6 October, Sussex Chamber's LSIP team held the official launch of the Sussex LSIP and Future Skills Sussex Improvement Framework.**

The event was a great opportunity to celebrate the Secretary of State's approval of the Sussex LSIP report and continue the skills conversation with our partners.

We'd like to say a special thanks to:

- **Graeme Pedlingham** of University of Sussex for his warm welcome
- **Donna Harfield** and **Nick Backstrom** of East Sussex College Group for their presentation on the Centres of Digital Excellence (CODES)
- **Janet Clark** of FE Sussex for presenting on the forthcoming Local Skills Improvement Fund (LSIF) projects.

We'd also like to thank everyone who attended and for their participation in the networking session and the skills discussion session, the results of which are summarised on the next page.

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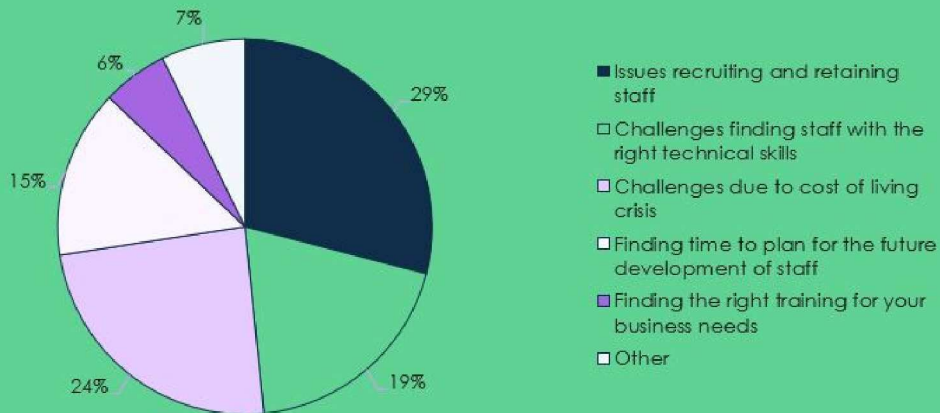
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### What issues remain a challenge for your organisation?



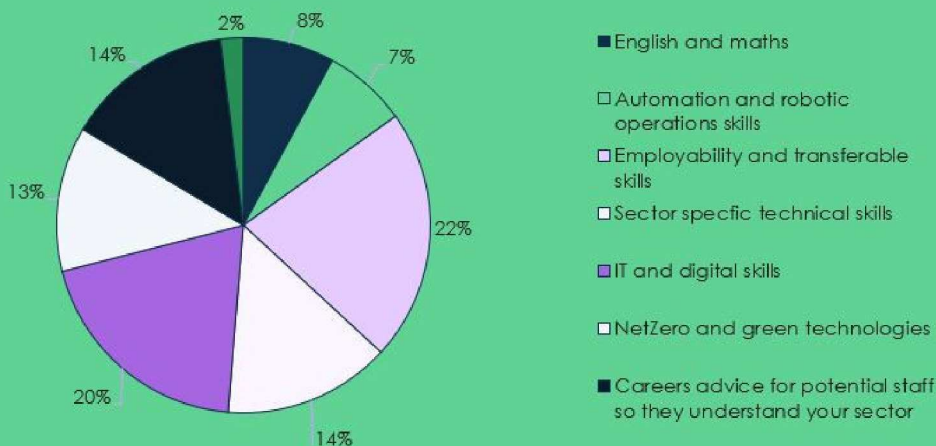
### Other examples of current challenges being faced by attending businesses include:

- finding technical skills courses with availability
- issues in recruiting staff to various sectors including care, land-based, sports & leisure and engineering
- retention of staff due to wage inflation/other businesses offering higher salaries
- Hybrid working/working from home can be impractical for some sectors and is causing recruitment issues
- Burn out, high sickness rates and mental health challenges in workforce.

### Examples of current challenges being faced by the attending skills providers include:

- Recruitment and retention of staff challenges
- Pay scales in further education not reflecting the real world
- Lack of ESOL tutors
- Lack of educators with the right specialist skills

### What skills do you feel your business needs?



### Other skills requirements of attendees included:

- Project management
- Personable skills
- Creativity
- Coaching
- Adaptability

# Future Skills Sussex - Our website has launched ✨

Future Skills  
Sussex +

About ▾ Intelligence ▾ Conversation ▾ Innovation Offer Talent Resources Contact us

## Placing Sussex business at the heart of Local Skills Improvement Plans

Welcome to the Future Skills Sussex  
Local Skills Improvement Plan.

Stay updated

We're pleased to announce that the new Sussex LSIP website – [Future Skills Sussex](#) has now been launched!

The website provides details on the LSIP report and Future Skills Sussex Improvement Framework.

We also aim to provide information and resources on the projects we undertake as part of the LSIP, as well as useful links to partners portals and recourses.

### LSIP Key Sectors

To build a deeper understanding of these key sectors, we carried out extensive research and engaged with employers and other stakeholders across Sussex to give us broad baselines of quantitative and qualitative evidence. We have produced a **Deep Dive Evidence Base Report** for each sector which covers skills demand, skills supply, careers initiatives, local and regional strategy, and cross-cutting themes such as net zero and equality, diversity and inclusion.

The reports look at what employers want from provision and set out the specific skills components and competences they need in the workplace but are struggling to find. They also look at what current skills/training provision exists within the area and explain where and why changes in local provision are needed to better meet those needs.



Construction



Creative & Cultural



Digital



Engineering & Manufacturing



Health & Care  
(includes Life Sciences & Pharmaceuticals)



Land-based  
(includes Horticulture & Forestry)



Visitor & Hospitality

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# Future Skills Sussex Flier



We have produced a flier to provide an overview of the LSIP and the Future Skills Sussex Improvement Framework. There is also information on how Sussex businesses can get involved and the benefits to them.

The flier can be downloaded from the [resource page](#) of our new website and shared with your contacts.

## Future Skills Sussex



### Future Skills Sussex – Local Skills Improvement Plan

Local Skills Improvement Plans (LSIPs) are a key part of the Government's vision for a skills system where businesses, particularly SMEs, are given a much stronger voice.

Future Skills Sussex aims to ensure skills provision is more responsive to businesses' needs and addresses the challenges and opportunities that matter most to the people of Sussex.

How are we doing this? By working in partnership with employers, education providers and other stakeholders to deliver a unified approach to the skills needs across the Sussex region.

#### PRIORITIES FOR CHANGE

Support employers to recruit, retain and upskill their workforce

Joined-up approach to meeting the skills needs in Sussex

Build a profile for and raise awareness of key sectors

Ensure training and employment is open and accessible to all

Speak with one voice in Sussex to influence national and local policy

### Putting employers at the heart of the Sussex skills system

The Future Skills Sussex Improvement Framework has been developed in collaboration with local businesses, education providers and other key stakeholders. The Framework is underpinned by five themes:

**Intelligence**  
Building a comprehensive picture of skills needs

**Conversation**  
Engaging in skills-related conversations with local businesses

**Innovation**  
Creating a testbed for skills innovation and collaboration

**Offer**  
Focusing on Sussex-wide opportunities to address skills gaps

**Talent**  
Better understanding and awareness of employment and careers opportunities

# Future Skills Sussex



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# Partner Focus

In association with

Coast to  
Capital



JOHN HALL  
CONSULTING

**'The Brinsbury Project'** was a Commercial Horticulture Skills Research and Curriculum Development Project commissioned by **Brinsbury College**, funded by **Coast to Capital** and led, managed and delivered by **Matt Craig, Agrimatters** and **Rebecca Beveridge, Grow Projects**.

The [Data Highlights](#) communicate key points from the full Research Findings and Strategy report, published in **May 2023**. The Brinsbury Project responded to the importance of the land-based sector, as identified by the Sussex LSIP, as well as the value of commercial horticulture as a regional economic specialism in the Coast to Capital area.

The research brought together data from skills gap surveys and in-depth interviews with senior leaders from **21 commercial horticulture businesses** in West Sussex, representing **£437.5M turnover**. Areas of investigation included trends in permanent and seasonal staff, business growth outlook, technical, business and soft skill priorities, recruitment challenges and use of apprentices. The research sought to identify which qualifications would best meet the sector's skills needs. This led to a strong recommendation for Brinsbury College to invest in the Crop Production T-Level as its flagship commercial horticulture qualification. The need for sector stakeholders to work together to promote career opportunities in the sector was also identified as critical to support training uptake and job recruitment.

Please direct any queries to Matt at [matt@agrimatters.co.uk](mailto:matt@agrimatters.co.uk) or Rebecca at [rebecca@growprojects.co.uk](mailto:rebecca@growprojects.co.uk)

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# 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:

## The Ultimate Sussex Network

10:00AM- 12:00PM  
Plumpton Racecourse



**26 October - 10:00 AM - 12:00 PM - PLUMPTON RACECOURSE LTD**

The Ultimate Sussex Network will be hosting its monthly networking event at Plumpton Racecourse, an independent National Hunt racecourse located in East Sussex, offering breath-taking views of the South Downs.

Start your day off right by networking with the amazing Sussex business community and enjoying some light refreshments. The Ultimate Sussex Network is the go-to business networking event for connecting with some of the top local businesses.

Chamber Members book your FREE place now!



Events

## Construction Forum

The Avisford Park Hotel

09/11/2023  
8:00AM-11:00AM



**09 November - 08:00 AM - 11:00 AM - AVISFORD PARK HOTEL**

We are delighted to announce our third annual Construction Forum will take place at the stunning Georgian mansion house, Avisford Park Hotel, situated between Chichester and Arundel on 89 acres of beautiful Sussex parkland.

Join us in the Grand Hall for an exciting opportunity to learn from our keynote speakers and expand your industry knowledge while enjoying a full English breakfast.

Our construction forums are popular, so early booking is strongly advised to avoid disappointment!

## The Ultimate Breakfast Club

17/11/2023



Tottington Manor Hotel



**17 November - 08:00 AM - 10:30 AM - TOTTINGTON MANOR HOTEL**

## EMPOWER ENGAGE EXCEL

We are delighted to invite you to the picturesque Tottington Manor Hotel, to enjoy a full English breakfast along with continental breakfast.

You will have the opportunity to network with like-minded business professionals from across the Sussex County and learn about current and informative business topics from our expert speakers who will provide insight to increase growth and succeed further in business.

# Future Skills Sussex



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