

1. SKILLS - DEVELOPING SUFFOLK'S TALENT

'DST' aims to support **economic growth and social mobility** in Suffolk by working to achieve skills and employment outcomes that benefit all people, places and the economy in Suffolk.

Supporting a high quality local skills offer for Suffolk, aligned with economic need and delivering the right opportunities for all residents now and for the future

- Provide a deep understanding of regional requirements to support planning within education, training providers, businesses, Government and other relevant stakeholders
- Encourage employer involvement, investment and ownership
- Enable and foster a culture of lifelong professional development
- Maximise skills and employment benefits of local investment and development for Suffolk

Skills for Growth

Assisting, enabling and encouraging young people to participate in education, employment and training

- Use data to identify and support young people whose transition into EET may not be straightforward
- Support the co-production, commissioning and development of education and training opportunities in Suffolk to ensure sufficiency of provision
- Ensure the needs of our most vulnerable young people are met

Post 16 Progression

Equipping adults and young people with the skills, knowledge and attributes needed for progression into work

- Ensure local people have the essential attributes and competencies to meet employers needs
- Learners of all ages to develop their skills to progress into better jobs and increase their earnings.
- Vulnerable adults have the additional support they require to help them develop workplace skills.
- Work collaboratively to maintain a local apprenticeship and learning system that is responsive to the needs of Suffolk

Into Work

Inspiring people to study, build successful careers and make informed choices

- Ensure people receive timely up to date careers education, information, advice, and guidance
- Promote the widest range of work inspiration opportunities linked to future careers and support people to access them
- Secure wide employer involvement at all levels of our work inspiration work

Work Inspiration

The Developing Suffolk Talent programme contributes and responds to a number of strategies including Education, Skills & Learning, Participation (EET), Adult Learning, Poverty, SEND and the Economic Strategy for Norfolk and Suffolk.

Developing Suffolk Talent is delivered by Suffolk County Council working collaboratively and closely with local partners incl. Suffolk local authorities, the Mason Trust, public health partners, local providers and Chambers of Commerce

2. LEP Skills Programmes - Bootcamps



Norfolk and Suffolk Bootcamp Programme

- Short courses (up to 16 weeks) designed to provide sector-specific skills needed by local employers. For the unemployed to gain work, grow the business for the self-employed, or enable progression if employed.

To date August 2022 –March 2024	24/25 Profile	24/25 Progress to Date
<ul style="list-style-type: none"> - Over 700 learners - £2.75m DfE investment - Over 100 vacancies filled - Over 70 new contracts for the self-employed - Over 110 have gained promotion or new responsibilities - 12 Providers - 14 bootcamps in 22/23 rising to 25 in 23/24 - High level of performance in relation to over areas 	<ul style="list-style-type: none"> • £2.2m programme • 18 Providers (including all 3 FE Colleges) • 560 - 628 learners • Over 30 programmes - Construction, Coding, Digital, Early Years, Engineering, Welding, Offshore Wind Technicians, HGV, Land-based, Education, Green Skills, Logistics, Care, Leadership and Management. • Start dates at intervals throughout the year from June 2024 to March 2025. 	<ul style="list-style-type: none"> • First providers commenced delivery in June 2024 • As of 31st August 119 learners have commenced training with a further 170 expected before the end of September. • All providers have now commenced provision • Particular good performance in construction and digital. • Completions will start to be reported after the next report

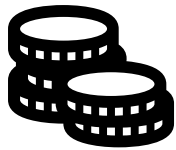
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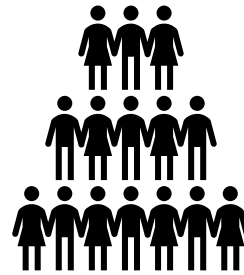
SUFFOLK
ECONOMY

Norfolk and Suffolk Bootcamp Programme

- Asked by DfE to submit **indicative proposals** for further Skills Bootcamps to be delivered in Norfolk and Suffolk in 2025/26.
- Undertook consultation and obtained feedback from providers, businesses and key stakeholders through survey.
- Still awaiting ministerial decision for continuation beyond 31st March 2025



Total Ask: £4.6m



1,345 learners +



**Covering 14 sectors from
Agriculture to the Visitor
Economy**

SKILLS BOOTCAMPS SUCCESS STORIES



GROWING NEW GARDENING SKILLS FOR HOSPITALITY EMPLOYEES

Katie Bowes from Jimmy's Farm & Wildlife Park in Suffolk recently completed training 'Practical Horticulture Skills' deepening her knowledge, broadening her skills and helping to increase responsibilities.

Skills Bootcamp 14th Feb 2024



FREE ENGINEERING SKILLS BOOTCAMPS HELPING PEOPLE FIND MANUFACTURING JOBS IN NORFOLK AND SUFFOLK

East Coast College has launched an 11-week course to bridge the technical skills gap in the engineering sector.

Skills Bootcamp 09th Jan 2024



HOW SKILLS BOOTCAMPS CAN HELP MANAGERS BECOME BETTER LEADERS

Care home manager Tom Greenhill has endorsed Skills Bootcamps after he and a colleague honed their leadership and management abilities on a 16-week course delivered by Turning Factor.

Skills Bootcamp 05th Sep 2023



SKILLS BOOTCAMP GIVES PROPERTY FIRM'S WEB DEVELOPER CODE FOR SUCCESS

Residential and lettings business Spicerhaart upskilled an employee in web development through a Skills Bootcamp course delivered by Netmatters.

Skills Bootcamp 10th Aug 2023



UNLOCK YOUR POTENTIAL: DISCOVER WHY AGE IS NO BARRIER TO LEARNING AND CAREER GROWTH

Le-Anne Burman from IKON Training has boosted her career with a Level 5 qualification in digital marketing thanks to Skills Bootcamps.

Skills Bootcamp 26th Jul 2023



BUILDING A NEW CONSTRUCTION BUSINESS WITH SKILLS BOOTCAMPS

HXBL's CAD for Construction Skills Bootcamp has helped Steve Huxley reboot his career designing construction projects.

Skills Bootcamp 09th May 2023



<https://www.suffolk.gov.uk/business/supporting-employers-training-your-workforce/skills-bootcamps>

3. LEP Skills Programmes – Careers Hub

Connecting Secondary schools/colleges and Employers across Norfolk and Suffolk in order to:



Support schools/colleges build a robust & sustainable careers education programme



Work across all 8 Gatsby Benchmarks



Peer support networks

- **Improve careers provision in schools and colleges** against the Gatsby Benchmarks through support, training for the education workforce and quality assurance
- **Provide more high-quality experiences with employers for students and teachers** – with a focus on current ‘cold spots’
- **Amplify apprenticeships, technical and vocational routes** alongside other further and education choices
- **Target interventions** for economically disadvantaged young people (FSM) and those who face most barriers (including SEND/SEMH/those at risk of becoming NEET)
- **Connect careers provision** in schools and colleges to the needs of the local economy across Norfolk and Suffolk

Currently working with **142**

institutions, this includes mainstream, SEND, Alternative Provision and Further Education institution

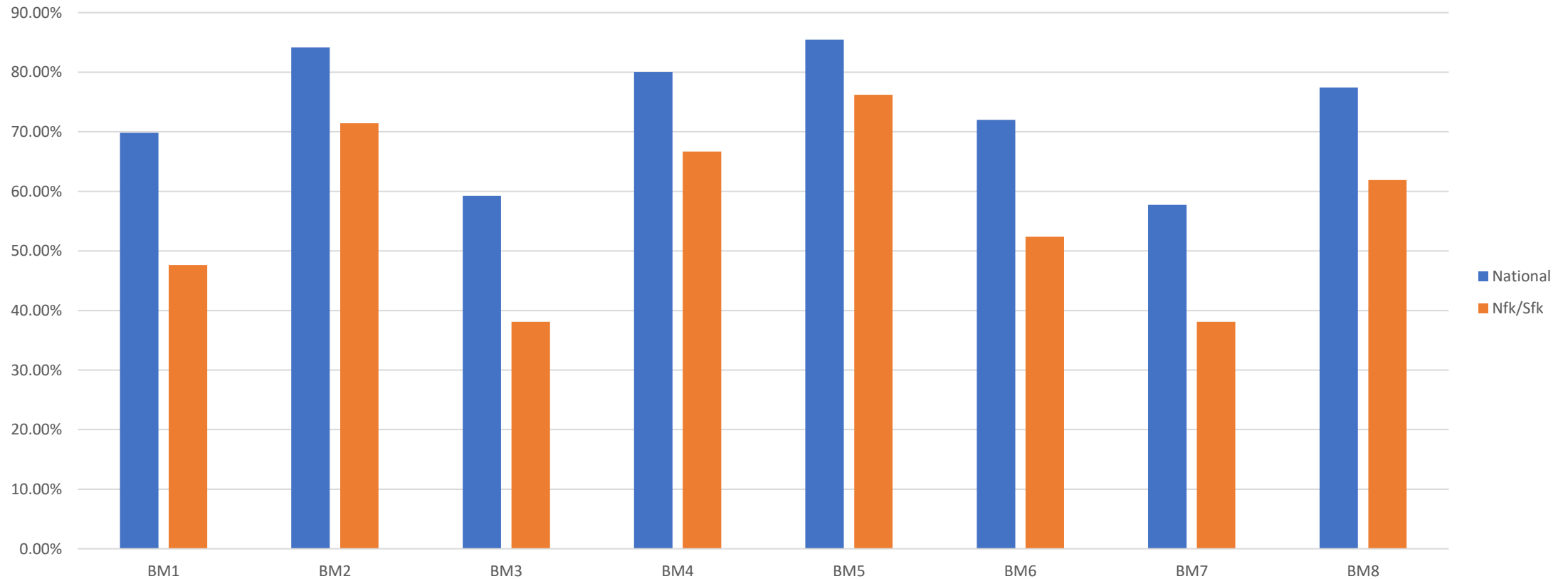
% of Norfolk and Suffolk settings currently fully achieving each Gatsby Benchmark
BELOW NATIONAL AVERAGE

Currently supported by a **network of 119 volunteers** known as Enterprise Advisers (EAs) from across industry including finance, construction and manufacturing.



3. LEP Skills Programmes – Careers Hub

Comparison with National Average



- 1. A stable careers programme
- 2. Learning from career and labour market information
- 3. Addressing the needs of each pupil
- 4. Linking curriculum learning to careers

- 5. Encounters with employers and employees
- 6. Experiences of workplaces
- 7. Encounters with further and higher education
- 8. Personal guidance

3. LEP Skills Programmes – Careers Hub

Academic Year Performance 2023-24

KPI	Target	Start point	End Point	Change
Termly Compass Completion	100%	71%	84%	+ 7%
Institutions in hub	100%	94%	97%	+ 3%
Upgrade to Compass +	80%	78%	80%	+ 2% now at target
Achieving floor targets	90%	85%	90%	+ 5% now at target
FSQ Completion >100	20%	5%	12%	+ 7%
All 8 Benchmarks	20%	6%	9%	+3%
Average Benchmarks (hub)	5.5	4.6	5.0	+ .4
Alternative Provision	5.5	2.6	3.5	+ .9
Mainstream	5.5	4.8	5.1	+ .3
Post-16	5.5	4.6	5.0	+ .4
SEND	5.5	4.6	5.0	+ .4

4. Broader Workforce Development Activity

Skills for Infrastructure (including SZC and Freeport East)

Maximising the potential skills and employment benefits from all Nationally Significant Infrastructure Developments including specific measures agreed as part of the Deed of Obligation for SZC and the delivery of a skills strategy for Freeport East. Agreement in-principle that funds to be used to invest in skills infrastructure, outreach support and bursaries will be released in 24/25.



Norfolk and Suffolk Skills Hub & Local Skills Improvement Plan

Linking the employer engagement, research and other sector specific workforce development work undertaken through the Skills Hub (Norfolk and Suffolk CCs) and the LSIP (led by Chambers of Commerce). This includes the ongoing secretariat of sector skills groups and, where relevant, the production of sector skills programmes and plans.



Possible devolution of the Adult Skills Fund

Local control of the c. £9.4m of adult education funding utilised across the county to provide those 19+ with public-funded learning and training up to and including Level 3 (not higher education or apprenticeships). Options being explored following the scrapping of the in-principle devolution deal by Government.

UK Shared Prosperity Fund (UKSPF)

The fund which has effectively replaced the European Structural Funds which resourced a lot of skills and employment activity. UKSPF provided to the Districts, Borough and County Council now funding a 'People and Skills' programme for Suffolk including programmes such as Multiply (providing adult numeracy provision), Apprenticeship Suffolk and 'Thrive' – supporting those that are economically inactive back into work.

SEND Employment Forum

Widening the talent pipeline to help employers make the most of the talent present within our cohorts of those with SEND

Future Skills Festival & icanbea...

Means of informing and inspiring young people re: local career opportunities. Future Skills Fair confirmed for the 4th November at SNC campus