

# RESPONDING TO FEEDBACK

*Dear colleague,*

*Further to our circulation of notes for our recent event, we outlined that we would be meeting as a Board to discuss our response to feedback. We are therefore pleased to be able to share our approach with you below and would welcome your comments on this. Positively, our current and planned programmes will address many of the barriers and issues you cited but we recognise that in the long-term there is still much to do. **We will need your help to make these a success** – collectively we will all benefit from a truly responsive skills system and we look forward to working with you to achieve this.*

*We are also working with our Local Enterprise Partnership<sup>1</sup> and Government to ensure that Greater Essex skills priorities are clear and driving funding. Feedback such as that gained through our event will help us to accurately articulate our priorities and get a fair share of resource where it is needed locally.*

*Thank you for your support,*

*Suzanne Jude (ESB Chair) and Tim Price (ESB Vice Chair)*

## **HOW TO GET INVOLVED**

*We will of course keep you updated via our [website](#) and you can continue to contribute in various ways:*

- ✓ *Join our **Linked-In Group** and share information, ideas & best practice*
- ✓ *Join one of our **Growth Sector Action Groups** – contact [essexemployment.skillsboard@essex.gov.uk](mailto:essexemployment.skillsboard@essex.gov.uk)*
- ✓ *Spread the word about our **Digital Skills for Growth Programme***
- ✓ *Share our **Skills Evidence Base** and **quarterly bulletin***
- ✓ *Volunteer to be involved in our **Education & Industry Programme***
- ✓ *Register to be part of our **Growth Sectors Careers website & CPD Programme** contact [essexemployment.skillsboard@essex.gov.uk](mailto:essexemployment.skillsboard@essex.gov.uk)*
- ✓ *Tell others about the **ESB** and our priorities – share our [leaflet](#)*

<sup>1</sup> Local Enterprise Partnership (LEP) <http://www.southeastlep.com/>

## CROSS SECTOR FEEDBACK AND SOLUTIONS

There were a number of issues that emerged as barriers across all sectors and we are therefore developing cross sector approaches to the following. We hope that this illustrates our holistic approach to creating a world class skills system in Essex.

YOUR FEEDBACK	OUR RESPONSE	TIMEFRAME
The <b>image and perception</b> of our sector is impacting upon recruitment and creating skills and employment shortages.	<b>Development of an Essex Careers website</b> to showcase our growth sectors in new and exciting ways and to be locally relevant	<ul style="list-style-type: none"> <li>• Consultation with key audiences to commence shortly.</li> <li>• Site to be live by autumn 2015.</li> </ul>
There is a <b>lack of awareness</b> of the <b>significant scale of jobs</b> , careers and future growth of our industry.  As <b>educators, we do not always have a coherent view of the local economy</b> and its needs.	<b>Extension of our Essex <a href="#">Education &amp; Industry Schools programme</a></b> to bring sectors to life through visits, mentoring, activities and projects  The <b><a href="#">Evidence Base for Skills</a> outlines our growth sectors</b> and will underpin our programmes of work.	<ul style="list-style-type: none"> <li>• 24 schools engaged</li> <li>• 2015 – additional 12 schools to be engaged</li> <li>• Extend programme to cover all growth sectors – from 2015</li> <li>• Continue to develop and add to our Skills Evidence Base - ongoing</li> </ul>
It can be <b>difficult to know where to go for training</b>	<b>ESB inputting to the development of a ‘SkillsAdvisor’ web portal<sup>2</sup></b> to enable employers to access and rate training	<ul style="list-style-type: none"> <li>• Currently undergoing testing with employers, to be live by Spring 2015</li> </ul>
We require <b>bespoke training</b> which is suited to our needs	Our <b><a href="#">Digital Skills for Growth</a> Programme enables recruiting employers to choose training that suits their digital skill needs</b>	<ul style="list-style-type: none"> <li>• Programme underway and taking applications</li> </ul>
<b>Educator knowledge</b> is not always keeping pace with changing industry requirements	<b>Development of a Tutor / Teacher CPD<sup>3</sup> Programme</b> to enable educators to understand the practical applications of their subjects and changing requirements	<ul style="list-style-type: none"> <li>• Scoping being undertaken by ESB Secretariat with a view to piloting by April 2015</li> </ul>

<sup>2</sup> To cover the Local Enterprise Partnership (LEP) area of Essex, Kent, **East** Sussex, Medway, Thurrock and Southend

<sup>3</sup> Continued Professional Development

YOUR FEEDBACK	OUR RESPONSE	TIMEFRAME
Qualifications do not meet the needs of our sector	Exploring new Qualification development to better meet the needs of local industry	<ul style="list-style-type: none"> <li>Scoping exercise being undertaken by ESB Secretariat to look at the potential for local Qualification development</li> <li>ESB response to apprenticeship reform and trailblazers to be prepared</li> </ul>
As employers schools, college, provider, university representatives <b>we didn't know about the ESB</b>	We are attending local forums, issuing press releases and holding events to engage more widely. We also have a Linked-In page for you to access and share information	<ul style="list-style-type: none"> <li><a href="#">ESB bulletin</a> with latest news available</li> <li>Join our <a href="#">Linked-In Group</a></li> <li>Further engagement, updates and promotion planned</li> </ul>

## SECTOR SPECIFIC FEEDBACK & DEVELOPING SOLUTIONS

There were some issues which were specific to sectors which we have captured below.

IT AND TECHNOLOGY		
YOUR FEEDBACK	OUR RESPONSE	TIMEFRAME
Providers and colleges struggle to recruit tutors with appropriate skills due to competition from the industry itself	Sector Action Group and Sector Lead exploring the potential for 'Train the Trainer' to support tutors to up skill and understand the needs of industry	Ongoing – sector lead engaging with sector  Tutor CPD solution also relevant
IT & Technology companies tend to be quite small so may lack the volume of need to make new courses viable	Inputting to the 'SkillsAdvisor' tool to be rolled out next year, to enable employers to articulate their need collectively	SkillsAdvisor Phase one Spring 2015
<b>NATIONALLY Coding in schools is now mandatory from age 5-15</b> <b>NATIONALLY, sector Lead and ESB exploring the Reformed Apprenticeships &amp; Trailblazers</b>		

## ADVANCED MANUFACTURING & ENGINEERING

YOUR FEEDBACK	OUR RESPONSE	TIMEFRAME
SMEs may lack resource and time to recruit an apprentice	Exploring a shared apprenticeship model to give a more rounded experience to individuals	Ongoing
Recruiting tutors with engineering knowledge is challenging and can be expensive due to shortages	<ul style="list-style-type: none"> <li>We will explore whether timetabling could help</li> <li>Explore releasing industry representatives to support teaching (current model already running)</li> </ul>	Ongoing

**NATIONALLY, ESB Secretariat and lead exploring the reformed Apprenticeships & Trailblazers**

**IMAGE is a particular problem for this sector so will be addressed as per cross sector work above.**

## CONSTRUCTION

YOUR FEEDBACK	OUR RESPONSE	TIMEFRAME
Work experience is important to gaining practical impact into the sector but has reduced	We will look at ways to increase work experience participation in the sector through our Education & Industry Programme and other work experience	Ongoing
There are misconceptions as to what careers in the industry involve	Our Careers website will help to convey the range of roles We need to ensure this includes messages and information from young people in the sector	Website due to launch in 2015
Construction is not well represented in the school curriculum	We will continue to work with schools to highlight our growth sectors and the wide range of roles within them	Ongoing

**ESB Sector Lead and ESB Secretariat to meet with CITB (Construction Industry Training Board) to discuss national initiatives such as the 'Crest Challenge for Construction' to help promote awareness of construction careers and Joint Investment Strategy covering aspects such as supporting unemployed people into construction.**

## HEALTH AND CARE

YOUR FEEDBACK	OUR RESPONSE	TIMEFRAME
Nursing shortages are an issue and for Care, there are legislative barriers where RGNs are required legally but the sector does not need all elements of this so a 'hybrid' nurse role would be worth developing to meet the needs of the sector	Sector Lead and ESB Secretariat exploring the potential for development of a nursing qualification to meet the needs of the Care sector  ESB Sector lead raising this issue with Care England	Proposal to be presented to ESB in December 2014
Further information on the nature of nursing shortages and where demand is would be helpful	ESB Secretariat to investigate data and vacancies	By end 2014
Ensure pathways into and within these sectors are clear	To be achieved by working with universities and by illustrating career pathways via our Careers Tool	

**The image of the Care sector is a particular barrier so will be addressed as per cross sector work above.**

## CREATIVE

YOUR FEEDBACK	OUR RESPONSE	TIMEFRAME
Many businesses are micro and so lack capacity to network and recruit apprentices	Shared apprenticeships are already proving a useful model and could be rolled out to the sector more widely Skills Advisor will help companies to articulate their skills needs collectively	Ongoing
There is an assumption regarding roles within the sector being those such as actors / dancers with less knowledge on technicians, digital arts, carpenters etc	The Careers website will help to convey the range of roles, which will be backed up through working with partners	Ongoing
Lack of appropriate courses locally and similar challenges to IT in getting suitable tutors	We will work with educators to support up skilling of tutors and explore solutions to recruitment challenges	Ongoing