

Health and Wellbeing Board – Formal (public)

Wider Determinants of Health:
Surrey Skills Plan

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15 March 2023

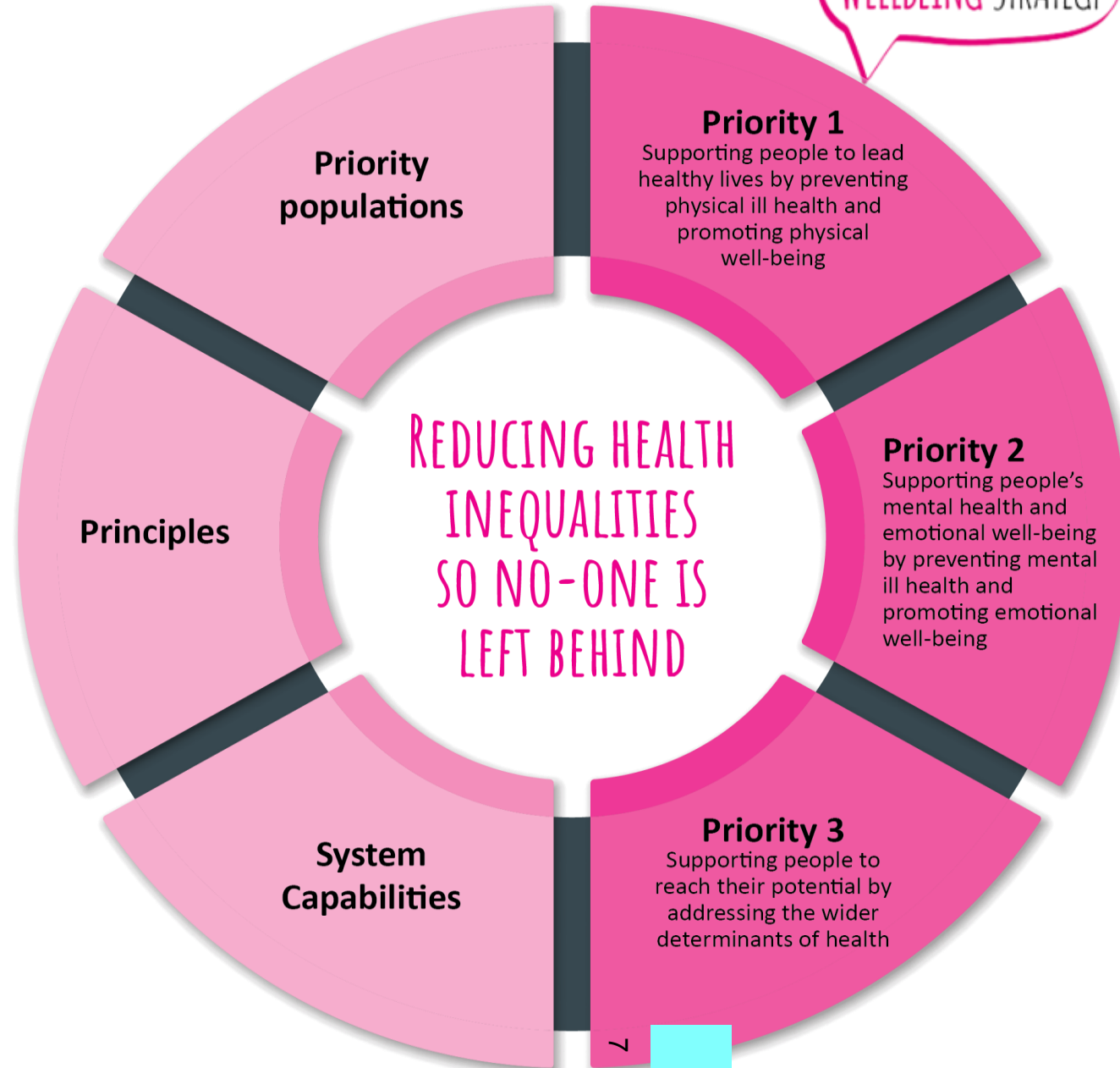


1. Alignment with the Health and Wellbeing Strategy
2. Recommendations
3. The skills landscape
4. Surrey Skills Plan
5. Discussion questions and asks
6. Next steps
7. Challenges / risks

Alignment with the Health and Wellbeing Strategy

- **Health and Wellbeing Strategy:** Priority 3 - Supporting people to reach their potential by addressing the wider determinants of health Including: People access training and employment opportunities within a sustainable economy
- **Surrey's Economic Future:** Priority 3 - Maximising opportunities within a balanced economy
- **SCC's Corporate Priority:** Growing a sustainable economy where everyone can benefit

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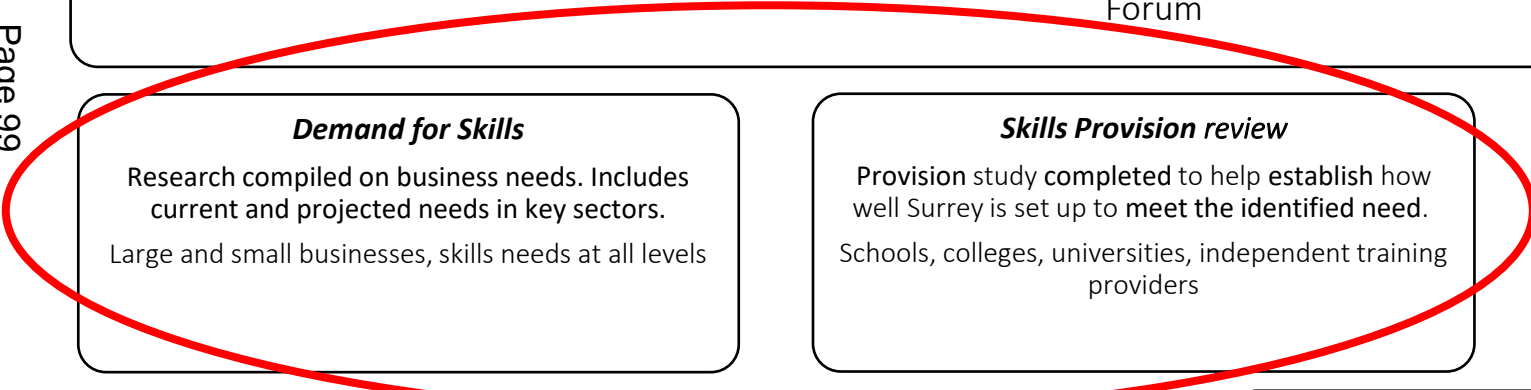
- The Board is asked to note progress against the implementation of the Surrey Skills Plan
- The Board is asked to consider how HWB members and organisations can engage with delivering the Surrey Skills Plan ambitions

The Skills landscape

Government's Local Skills Improvement Plans (as set out in Skills White paper)
LEPs x 2 - EM3 geography plus four C2C Districts
LSIP led by Surrey Chambers of Commerce

Surrey Skills Plan established as standalone chapter that can be incorporated into LSIP
Led by Surrey Skills Leadership Forum with all key partners
Key recommendations and a series of specific actions / asks to be progressed by the One Surrey Growth Board and Surrey Skills Leadership Forum

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Demand for Skills
Research compiled on business needs. Includes current and projected needs in key sectors.
Large and small businesses, skills needs at all levels

Skills Provision review
Provision study completed to help establish how well Surrey is set up to meet the identified need.
Schools, colleges, universities, independent training providers

Workforce Supply
No One Left Behind employment and skills research (SCC)
Establishing the provision targeted at priority communities of need (as defined by HWB Strategy)

Resources to deliver
Wider partner resources to support
NHS, LEPs, SCC,
Ds & Bs, Government

SCC led provision
e.g. NOLB, Adult Learning Service, Multiply, Infrastructure and Health & Social Care Academy approaches

Surrey Skills Plan - Overview



The Surrey Skills Plan (SSP) forms the strategic basis for delivering skills priorities in Surrey. This is a plan for all of Surrey's businesses, skills providers and people.

Our vision is for a **dynamic, demand-led skills system which hones Surrey's leading edge, recognises the needs of all businesses and maximises inclusion, whilst powering economic growth across the UK.**

	OBJECTIVES	
1	Supporting Business	Help businesses prosper by making our skills system more responsive – both to immediate needs and those presented in the medium-longer term.
2	Supporting People	Support inclusive access for Surrey's residents to improved careers education, information and guidance, linked to clear learning, work and training pathways.
3	Enabling Collaboration	Deliver a step change in our skills system through enhanced and purposeful collaboration between and across businesses, anchor institutions and skills providers.
4	Future Proofing	As part of a thematic focus on skills of the future, strengthen the pipeline of priority skills to meet employer demand, recognising the needs of both SMEs and larger businesses.

Surrey Skills Plan - Supporting People



Where we are now	Priorities	Skills Plan Objective	Actions (now/within one year)	Actions (within three years)
<p>Not all our people share in the County's overall success. We have acute pockets of education deprivation, large differences in workplace and resident earnings, and residents who struggle to access employment.</p> <p>Our high cost of living and wider place challenges create further barriers.</p>	<ul style="list-style-type: none"> • Help people move between jobs to develop their career locally • Promote access to good quality jobs across foundation sectors • Enable access to opportunities for work progression • Ensure those traditionally excluded from sharing in Surrey's economic success are given the targeted support to enable them to do so • Tackle cold spots in support, education and training provision 	<p>Supporting People: Support inclusive access for Surrey's residents to improved careers education, information and guidance, linked to clear learning, work and training pathways.</p>	<ul style="list-style-type: none"> • No One Left Behind research to undertake in-depth discovery of those left behind in Surrey • Skills and Employment Network to bring together the region's employment support providers in a more effective network • Develop a Surrey County Council skills action plan, recognising the county's role as a leader, employer, procurer and provider • Establish annual Skills & Careers Festival • Pilot a collaborative approach to careers advice, focused on maximising inclusion • Produce baseline evaluation of current employment support and impact assessment 	<ul style="list-style-type: none"> • Promote work placements and establish a local forum for offering and finding work placement opportunities • Promote technical routes, T-Levels and apprenticeships at all levels across all sectors as alternative pathways into employment ♦ • Develop an employer led, sustainable model of vocational pathways. careers advice and guidance ♦ • Put in place career pathways to professional level for all key occupational routes in Surrey ♦

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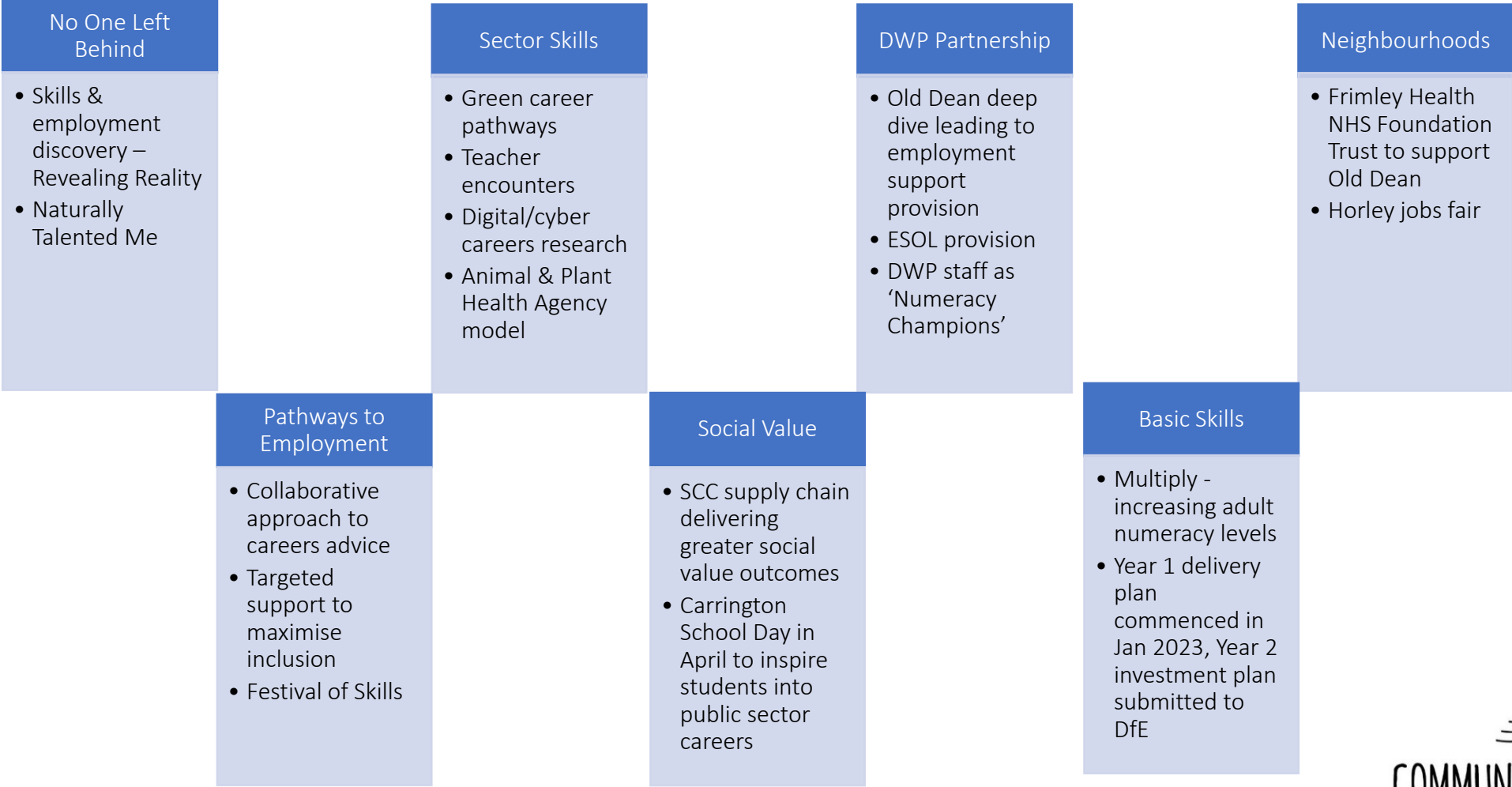
Key Bold text = already underway ♦ = likely LSIP alignment

Surrey Skills Plan – Example of current activities



Supporting People

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Discussion Questions and Asks of the HWB

How can the HWB members and their organisations:

- Help meet current and future skills needs in health and social care through local provision?
- Support delivery of better, earlier career guidance for young people, including alternative career pathways?
- Support inclusive employment across Surrey's economy through social value opportunities in your own organisations and with your supply chain?
- Help deliver better adult careers guidance to improve workforce retention, particularly post-retirement

- Continued delivery of the Surrey Skills Plan ambitions
- Development of the 'Pathways to Employment' business case and funding model
- Continue with ambitions around securing County Deal to access greater devolution on skills and employability
- Build on key findings from NOLB research, sector skills approaches and pilot projects in neighbourhoods

- **Partnership and collaboration** – actions in the Surrey Skills Plan must be delivered through system-wide collaboration, using a range of mechanisms. Taken together, these mechanisms offer meaningful ways to create change in our skills system and interface with the broader policy context for Surrey. There is a risk of partners acting in isolation or not effectively collaborating to deliver system change
- **Growing economic inactivity** - although unemployment is back down to 2.1%, after rising during the pandemic, and well below the South East (2.9%) and UK (3.7%) averages, there has been an increase in economic inactivity, driven in part by an increase in those who are long-term sick and those who have retired from the workplace

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