

Health and Wellbeing Board (HWB) Paper

1. Reference Information

Paper tracking information	
Title:	Wider Determinants of Health: Surrey Skills Plan
HWBS Priority populations:	All of working age that can work
Priority - 1, 2 and/or 3:	<ul style="list-style-type: none"> • Priority 3 Supporting people to reach their potential by addressing the wider determinants of health
Outcomes/System Capabilities:	<ul style="list-style-type: none"> ▪ People access training and employment opportunities within a sustainable economy
Principles for Working with Communities:	<ul style="list-style-type: none"> • Community capacity building: 'Building trust and relationships' • Co-designing: 'Deciding together' • Co-producing: 'Delivering together' • Community-led action: 'Communities leading, with support when they need it'
Interventions for reducing health inequalities:	<ul style="list-style-type: none"> • Civic / System Level interventions • Service Based interventions • Community Led interventions
Author(s):	Jack Kennedy, Head of Economy and Growth, Surrey County Council; jack.kennedy@surreycc.gov.uk , 07790 773496
Board Sponsor(s):	Mari Roberts-Wood, Managing Director, Reigate and Banstead Borough Council (Priority 3 Sponsor)
HWB meeting date:	15 March 2023
Related HWB papers:	N/A
Annexes/Appendices:	<ul style="list-style-type: none"> • Annex 1 - 'Wider Determinants of Health: Surrey Skills Plan' presentation

2. Executive summary

The [Surrey Skills Plan \(SSP\)](#) was launched in November 2022. The plan forms the strategic basis for delivering skills priorities in Surrey and sets out a collective vision for a dynamic, demand led skills system.

The SSP has four strategic objectives, with the second objective 'Supporting People' aligning most closely with Priority 3 of the Health and Wellbeing Strategy.

The attached presentation provides an overview of the SSP, an update on the implementation of the Supporting People objective and asks the Board to consider how it can support the delivery of the SSP ambitions going forward.

3. Recommendations

The Health and Wellbeing Board is asked to:

1. Note progress against the implementation of the Surrey Skills Plan.
2. Consider how HWB members and organisations can engage with delivering the Surrey Skills Plan ambitions.

4. Reason for Recommendations

The SSP sets out the challenges and opportunities facing the Surrey economy in terms of recruitment and skills. Due to the combination of factors impacting the Surrey labour market which have seen substantial increases in demand for people and skills against a decreasing level of supply, action is required by both Surrey County Council and a wide range of partners, including members of the Health and Wellbeing Board, businesses and training providers, to positively impact this agenda. Through doing so, we can help to support economic growth and provide greater opportunities for Surrey's residents, supporting the principle of leaving no one behind (NOLB).

It is essential the ambitions of the SSP are delivered in partnership with all stakeholders in the skills system, and to this end Board members and their organisations are asked to consider how they can support the delivery of the SSP ambitions going forward.

The development phase of the SSP was presented to the HWB in July 2022. This report and the attached presentation (Annex 1) provide the HWB with an overview of the SSP, an update on the implementation of the Supporting People objective and sets out a number of asks for the Board to discuss concerning supporting the delivery of the SSP.

5. Detail

Overall, the UK's skills system is complex and largely fragmented and Surrey is no exception to this. Activity generally takes place on an institution-by-institution basis; whilst colleges, universities and businesses connect with each other, prior to the launch of the SSP there has been no coherent Surrey-wide perspective on what good practice is being delivered and where opportunities to operate at scale and make improvements might be implemented.

In Surrey we are fortunate to have several effective and well-respected training providers including our schools and sixth form colleges, further education colleges, universities and independent training providers. However, we also hear regular feedback from businesses, both large and small, that the current skills system is

difficult to engage with and is not always flexible enough to respond to modern day business demands.

Not only do employers find it hard to navigate the system but people who face barriers to employment equally find that it is hard to both enter and progress through the system which is primarily set up for a linear academic pathway into a recognised career. Through the work being led on 'No One Left behind' in SCC the SSP recognises the importance of ensuring opportunities are available to all.

We know there is a clear, established link between improved employment outcomes and improved health outcomes. Therefore, the 'Supporting People' is closely linked to Priority 3 (*Supporting people to reach their potential by addressing the wider determinants of health*)

SSP Objective 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.

- *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*

It is important to note the importance of shared ambition and added value from joint delivery that is central to the intent of both the Health and Wellbeing Strategy and the SSP. The SSP itself is not a representation of all existing activity that is currently supporting skills development in Surrey but is instead a recognition of where combined approaches can deliver new and improved outcomes. It requires each stakeholder to build from individual operational drivers towards mutually beneficial complementary action as part of a coherent strategic plan. This, in turn will not only deliver singular benefits to each organisation but will also secure enhanced, multiple outcomes across Surrey.

The attached presentation sets out the focus of the SSP and the activity that is already underway under the *Supporting People* priority.

6. Challenges

- **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 therefore a risk of partners acting in isolation or not effectively collaborating to deliver system change.
- **Economic factors** - 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.

7. Timescale and delivery plan

The SSP sets out actions to take within the next twelve months and the next three years that will drive real change in Surrey's skills system, including as part of the Surrey and Mid/North Hampshire Local Skills Improvement Plan (LSIP).

8. Next steps

- Continued delivery of the Surrey Skills Plan ambitions.
 - Development of the 'Pathways to Employment' business case and funding model.
 - Build on key findings from NOLB research, sector skills approaches and pilot projects in neighbourhoods.
-