



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

UK SPF - Future Skills Brokerage service

ESB October 2023

Growthworks with Skills

- Delivered as a commissioned service, within the CPCA's Business Growth Service, known as 'Growthworks'
- Combined funding streams, such as European Social Funding (ESF) and Careers and Enterprise Company (CEC) to create a Holistic Skills Service; Connecting provision with employers, showcasing best practice and linking the entire learning pathway from schools to high quality careers.

Current Skills Brokerage

Positioned within the CPCA commissioned Business Growth Service, branded as 'Growthworks with Skills', provides a 'shop front' for residents and businesses to access and engage with local skills provision.

Lead Indicators attached to service delivery drove engagement with SME Community, influencing the creation of CPD and apprenticeship opportunities within the local workforce

Funded to December 2023 through European Social Fund (ESF)

Future of Skills Brokerage

UK SPF Skills and People Projects

- ✓ 27th July 22 Investment Plan unanimously approved at CA Board
- ✓ 22nd March 23 Implementation Plan unanimously approved at CA Board
- ✓ 20th September 23 Combined Authority board approval secured to mobilise

Replaces ESF but significantly reduced allocations

1. Skills Brokerage
2. Internships
3. All-age careers service

Shift in focus of Lead Indicators – UKSPF success will be measured by its ability to engage residents into upskilling and employment opportunities

Holistic Online Skills support

Refocused 'Skills Brokerage' Service

- Central Digital Talent Platform providing skills signposting, resources, and diagnostics
- Partnership with Cambridge City led – Region of Learning, supporting wider participation and engagement
- Skills brokers, supporting employers to identify skills solutions to support business growth, creating opportunities for residents to upskill, reskill, move into or move between workplaces. Brokers will have sector and location specialisms.
- Targeted in person and hybrid events to educate employers, showcase provision

Internships

Based on the successful CRF 'Turning point Project';

- Funding to 12-week Internship Placements, paid at the National Living Allowance rate.
- Support for individuals to review their skills and identify complementary support and training
- Support for businesses to offer internship placements, including support to develop an inclusive workplace, as well as practical support for hosting organisations

All-age Careers Service

This project will seek to provide greater local join-up between existing national funded programme, local intelligence and networks to ensure residents of all ages can access high quality, relevant careers information.

In addition to providing strategic oversight and coordination, this service will:

- Facilitate employer engagement, and expand business engagement within the 'Talent Pledge'
- Expansion of careers hub website to provide a collaborative space for educators from Primary to Further Education, a resource repository for Employers
- Coordination of funded, centralised Careers Fairs targeted at all-ages.

Desired Outputs & Outcomes

- **Increase uptake in Basic Skills and Reduce Structural Barriers for those furthest from the labour market**
- **Engage economically inactive residents into job searching activities, 45% progression into paid work**
- **Provide tailored support for those in work to gain qualifications**

Planned Interventions

Stimulate access to Opportunities

- Funding the creation of paid Internship Opportunities
- Supporting businesses to create new Apprenticeship opportunities
- Drive participation in employer led skills initiatives that embed vocational knowledge and build local workforce capacity

Improve quality and access to high quality Information

- Increase access to in person and on demand careers content, signposting and support for residents across all age groups
- Delivery of Business events, webinars and activities designed to support businesses to engage in the local skills landscape

Working with local partners to develop Pathways

- Working with the 'Region of Learning' project to support systemic integration of 'badging' as a model of building informal skills pathways
- Expanding and supporting skills and careers pathways to increase talent pipelines for businesses and access points for individuals

Discussion...

Our Strategic aspiration - Innovative partnerships with Industry to identify or create solutions that drive value-add outputs for Businesses and Residents

-How do we work together to achieve this?

Operationally and practically

- What does the business community want and need from Skills Brokerage?