



**CAMBRIDGESHIRE  
& PETERBOROUGH**  
COMBINED AUTHORITY

Agenda Item No: 3.1

## Employment and Skills Strategy

|                      |   |
|----------------------|---|
| To:                  | Skills Committee  |
| Meeting Date:        | 10 November 2021  |
| Public report:       | Yes   |
| Lead Member:         | Councillor Lucy Nethsingha, Chair of the Skills Committee                                     |
| From:                | Fliss Miller, Senior Responsible Officer – Workforce Skills                                   |
| Key decision:        | No  |
| Forward Plan ref:    | N/A   |
| Recommendations:     | The Skills Committee is recommended to:<br><br>a) Approve the Employment and Skills Strategy. |
| Voting arrangements: | A simple majority of Members present and voting.  |

# 1. Purpose

- 1.1 The purpose of this paper is to present to the Skills Committee the final draft of the Employment and Skills Strategy.

# 2. Background

- 2.1 At the Skills Committee on the 13<sup>th</sup> September 2021 the Skills Committee unanimously agreed to note the progress undertaken to develop the Employment and Skills Strategy and direction to complete the final Strategy. This paper provides an update of the progress made and presents the final draft of the Employment and Skills Strategy.
- 2.2 A further stakeholder engagement session was held on 11<sup>th</sup> October with representation from providers, employers, schools, employer representative bodies, district councils and district councillors. Short and long term objectives were shared. Participants were also asked to name their priorities for action. This feedback has been included in the drafting of the Employment and Skills Strategy.

# 3. The Employment and Skills Strategy

- 3.1 The new strategy builds on the work of the CPCA's previous Skills Strategy Developing Talent: Connecting the Disconnect was published in 2019 with an overarching imperative to deliver 'an inclusive, world-class local skills eco-system that matches the needs of our employers, learners and communities'. The intervening years have seen significant changes the national and global context. As we move through the Respond phase of the Local Economic Recovery Strategy (LERS) and further into Recovery, it has been essential to review and update the skills strategy, to reflect the changing skills needs and challenges in the current and predicted future economic context.
- 3.2 There are four core themes that the Strategy identifies for employment and skills in Cambridgeshire and Peterborough:
- Pre-work learning and formal education
  - Employer access to talent
  - Life-wide learning and training
  - Support into and between work
- 3.3 For each of these themes long-term outcomes have been identified, underpinned by a subset of core short-term priorities and objectives that will move forward the process of delivering the long-term outcomes. Five-year delivery plans will accompany the strategy.
- 3.4 The themes are applied to four groups of stakeholders. It is by these groupings that impact will be measured:
- People
  - Employers
  - Providers
  - Place leaders

3.5 The full draft of the Employment and Skills Strategy is in Appendix 1.

## 4. Next Steps

4.1 The final draft of the Employment and Skills Strategy is attached in Appendix 1. This strategy will be included into the wider Business and Skills Strategy that will be considered in March at the Combined Authority Board.

4.2 A detailed action plan will be developed to accompany the strategy. It is proposed that this is reviewed every six months by the Skills Committee to review progress.

## Significant Implications

### 5. Financial Implications

5.1 There are no financial implications in this report. Any financial considerations will be made through the development of the action plan.

### 6. Legal Implications

6.1 There are no legal implications in this report.

## 7. Appendices

7.1 Appendix 1 - Employment and Skills Strategy

## 8. Background Papers

8.1 [Skills Committee Report 13 September 2021 - Employment & Skills Strategy Update \(Item 3.2\)](#)