



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Agenda Item No: 2.3

Employment and Skills Strategy & Action Plan

To:	Skills Committee
Meeting Date:	17 January 2022
Public report:	Yes
Lead Member:	Councillor Lucy Nethsingha, Chair of the Skills Committee
From:	Fliss Miller, Senior Responsible Officer – Workforce Skills
Key decision:	Yes (for Combined Authority Board on 26 January 2022)
Forward Plan ref:	2021/077
Recommendations:	<p>The Skills Committee is invited to recommend the Combined Authority Board:</p> <ul style="list-style-type: none">a) Approve the Employment and Skills Strategy.b) To note that the Employment and Skills Strategy will be incorporated in the wider Economic Growth and Skills Strategy; due to be published in March 2022.
Voting arrangements:	A simple majority of Members present and voting

1. Purpose

- 1.1 The purpose of this paper is to seek approval for the new and final version of the Employment and Skills Strategy. The Skills Committee are also asked to agree to a review cycle of the Employment and Skills Strategy action plan every six months.

2. Background

- 2.1 The new Employment and Skills Strategy has been in development since April 2021. The Skills Committee has received papers throughout the process updating the Committee as the Employment and Skills Strategy has been developed; requesting feedback which has been incorporated throughout the process.
- 2.2 A final draft of the Employment and Skills Strategy has been circulated and presented to all of the constituent Local Authority CEOs within the Combined Authority and to all of the Leaders too. Feedback has been overwhelmingly positive.
- 2.3 The Employment and Skills Strategy, once approved will be incorporated into the new Cambridgeshire and Peterborough Combined Authority Growth and Skills Strategy which will be drafted in Quarter one of 2022.

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 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 and lifelong learning
 - Support into and between work
- 3.3 For each of these themes long-term outcomes have been identified, underpinned by a sub-set 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 final version of the Employment and Skills Strategy is in Appendix 1.
- 3.6 A detailed action plan is being created. The Employment and Skills Strategy identifies early actions. Focused Task and Finish groups will be created to develop detailed action plans for each of the core themes. This action plan will be a live document that will continue to be developed and refined. The action plan will be reviewed on a six-monthly basis and a report on progress will be brought to the Skills Committee.

Significant Implications

4. Financial Implications

- 4.1 Whilst there are no direct financial implications contained within this paper, there will no doubt be financial implications arising from the strategy. However, as these are currently not being put forward for approval there is nothing to comment on at this stage.

5. Legal Implications

- 5.1 There are no significant legal implications.

6. Appendices

- 6.1 Appendix 1 - Employment and Skills Strategy

7. Background Papers

- 7.1 [Approach to developing the Employment & Skills Strategy \(Report to Skills Committee June 2021\)](#)
- 7.2 [Employment & Skills Strategy Progress Update \(Report to Skills Committee September 2021\)](#)
- 7.3 [Draft Employment and Skills Strategy \(Report to Skills Committee November 2021\)](#)