



Agenda Item No: 3.2

Employment and Skills Strategy Implementation Plan

To:	Business Board
Meeting Date:	14 November 2022
Public report:	Yes
Lead Member:	Chair of the Business Board, Alex Plant
From:	Interim Associate Director for Skills, Fliss Miller
Key decision:	No
Recommendations:	The Business Board is recommended to: Endorse the Employment and Skills Strategy implementation plan.

1. Purpose

- 1.1 The Business Board is asked to endorse the Employment and Skills Strategy Implementation Plan. This plan will be taken into consideration as the Implementation plan for the Economic Growth Strategy Implementation Plan is developed in the Autumn.

2. Background

- 2.1 On 26 January 2022, the Combined Authority Board unanimously approved the Employment and Skills Strategy, attached at Appendix 1.
- 2.2 This strategy builds on the ambition for Cambridgeshire and Peterborough set out in the 2019 Skills Strategy. The updated vision is for a successful, globally competitive economy offering high-skilled, well-paid, good quality jobs, delivering increased productivity and prosperity to support strong, sustainable and healthy communities and enabled by an inclusive, world-class local skills system that matches the needs of employers, learners and communities.
- 2.3 The Employment and Skills Strategy focuses on four core themes:
- Pre-work learning and formal education
 - Employer access to talent
 - Life-wide and lifelong learning
 - Support into and between work
- 2.4 For each of these themes, long-term outcomes have been identified, underpinned by a subset of core short-term priorities and objectives, which will assist in delivering the long-term outcomes.
- 2.5 To ensure the Employment and Skills Strategy delivers on its ambition, a comprehensive implementation and delivery plan has been developed. This plan was approved by the Skills Committee on 5 September 2022.

3. The Employment and Skills Strategy Delivery Plan

- 3.1 The Employment and Skills Strategy Implementation Plan sets out the path for change, identifying longer term system wide projects which will address many systemic challenges within the skills system, based on desk-based research and engagement with skills stakeholders.
- 3.2 The Implementation Plan also outlines the proposed additions to the management and governance structure, and how the proposed functions will engage with the existing governance structure.
- 3.3 The plan sets out the findings of the mapping and gapping exercise, and provides analysis of any gaps and, where changes are needed, further outlines a timeline of activity which highlights implementation plan review points.
- 3.4 The Implementation Plan also updates the progress measures indicators with the latest

data. A table comparing the baseline and 2022 data for each district is provided in Appendix 3 of the plan.

Significant Implications

4. Financial Implications

- 4.1 The implementation plan redirects and reprioritises existing investments in the skills portfolio, rather than requiring any additional funds to be awarded.

5. Legal Implications

- 5.1 There are no legal implications at this stage

6. Public Health implications

- 6.1 The report recommendations have positive implications for public health. Participation in adult learning improves the health and wellbeing of participants and wider society. In addition, some of the actions identified in the strategy are to develop skills in the health care sector.

7. Environmental and Climate Change Implications

- 7.1 The report recommendations have positive implications for net zero, as significant focus is given to green skills and careers.

8. Other Significant Implications

- 8.1 There are no significant implications.

9. Appendices

- 9.1 Appendix 1 - Employment and Skills Strategy Implementation Plan

10. Background Papers

- 10.1 None