

County Durham Skills Development

Economy & Enterprise Scrutiny Committee

4 March 2024



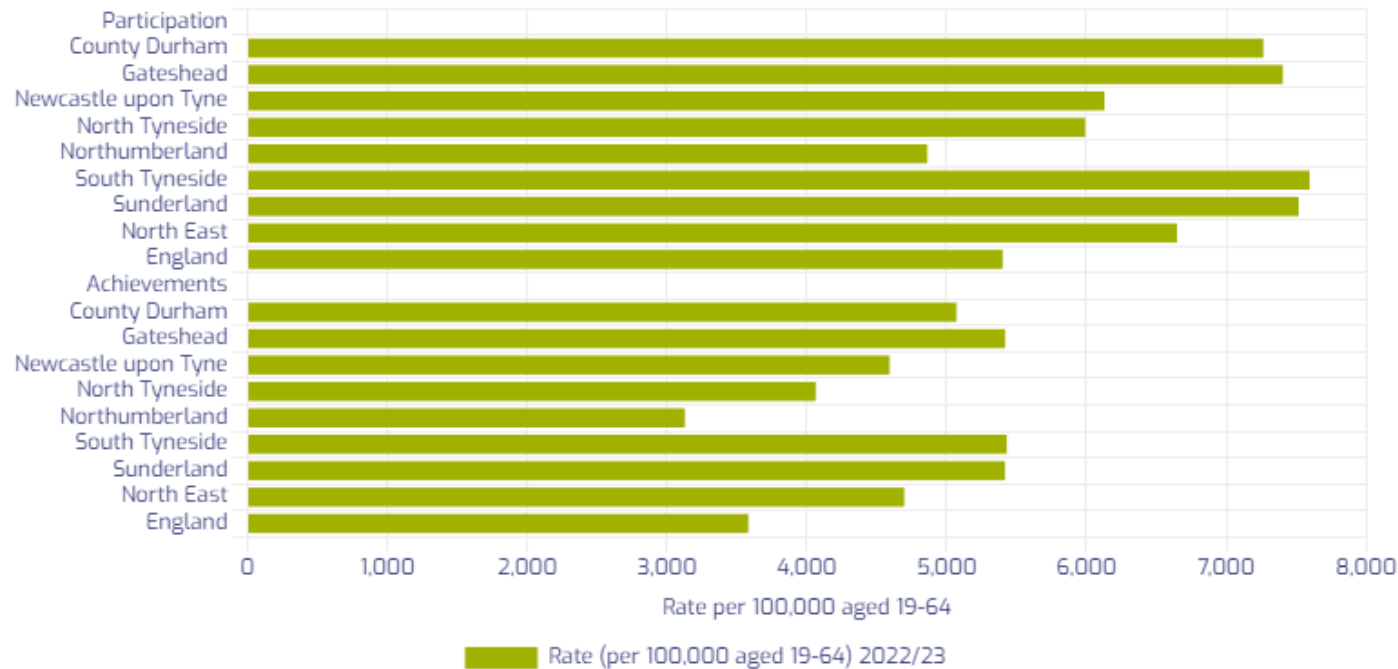
- Baseline Position
- Emerging Skills Issues
 - Spotlight on Low Carbon Skills
- Regional Skills Focus
 - Skills Devolution
 - LSIP
 - Apprenticeship Framework
- I.E.S Skills Priorities
 - Skills Commissions
 - Careers Framework
- Shared Prosperity Commissions

Baseline Position

Qualifications (Jan 2022-Dec 2022)

	County Durham (Level)	County Durham (%)	North East (%)	Great Britain (%)
RQF4 And Above	100,100	33.7	36.7	45.7
RQF3 And Above	175,700	59.1	60.4	66.9
RQF2 And Above	249,200	83.8	84.2	85.8
RQF1 And Above	261,700	88.0	88.1	88.5
Other Qualifications	12,000	4.0	3.9	4.7
No Qualifications	23,800	8.0	8.0	6.8

Source: ONS annual population survey
 Notes: For an explanation of the qualification levels see the definitions section.
 Numbers and % are for those of aged 16-64
 % is a proportion of resident population of area aged 16-64



Adult FE & Skills participation and achievement



Emerging Skills Issues

- Skills for Jobs : Lifelong Learning for Opportunity and Growth – ambitions include boosting apprenticeships, traineeships, and basic skills (English, maths, digital) to meet employer needs and individual aspirations.
- Continues focus on the development of Technical education – T levels inc the move towards 2nd generation T levels.
 - Building Services Engineering for Construction ,Design, Surveying and Planning for Construction, Onsite Construction, Digital Business Services, Digital Support Services, Digital Production, Design and Development, Education and Early Years (formerly Education and Childcare)
- Lack of employer awareness about technical qualifications
- Range and quantum of Green Skills (skills for a low carbon economy)

Skills for a Low Carbon Economy

- Green jobs cover diverse sectors like renewable energy, construction manufacturing and agriculture.
- Technical skills in areas like wind turbine maintenance, energy efficiency design, and sustainable farming are in high demand.
- Soft skills like critical thinking, innovation, and collaboration are equally crucial for green transitions.



Source: Deloitte: Blueprint for a green workforce transformation. (2022)

Skills for a Low Carbon Economy

- As 80% of the 2030 workforce are already in employment, the green skills transition will mainly involve upskilling existing workers. Further Education (FE) colleges, formal training and qualification providers, employers, and Higher Education providers will play key roles in delivering this training.
- Government and industry have established a Green Jobs Delivery Group to set out plans to grow a green workforce. co-chaired by the Rt Hon Graham Stuart, Minister of State in the Department for Energy Security and Net Zero, and Michael Lewis, CEO of Uniper.
- Local Skills Improvement Plans (LSIPs), developed by local authorities in partnership with FE colleges, identify local skills gaps and strategies to fill these.
- There are several UK Government schemes focused on upskilling, though not all are specific to green skills.

Skills Boot Camps are free courses of up to 16 weeks for adults aged 19+, which focus on digital, technical, and green skills.⁴⁶

Free Courses for Jobs allows eligible adults aged 19+ to gain a free Level 3 qualification

The Green Skills Gap and Opportunities



- The UK currently faces a green skills gap, with demand outstripping the available workforce.
- This gap presents both a challenge and an opportunity for individuals and businesses to upskill and thrive.
- Government initiatives, industry partnerships, and individual training programs are crucial for addressing the skills gap.

Source: Deloitte: Blueprint for a green workforce transformation. (2022)

NEMCA -The Low Carbon Economy

The wider North East region currently has around 7,600 individuals employed in the low carbon and renewable energy economy. Businesses in the sector have a high turnover relative to the size of workforce.

The low carbon workforce is expected to grow considerably in response to the drive to Net Zero and global demand. This growth potential is based on distinctive strategic assets in electrification, offshore wind and heat networks. Modelling suggests:

- The direct wind supply chain could reach 3,500 jobs and provide £140m in GVA in the next 10 years [Cambridge Econometrics].
- 3,300 to 13,300 net additional jobs could be created from the heat networks pipeline in the NEMCA economy by 2033 [Steer ED].
- A Government study found that aiming for Net Zero by 2050 could create an extra 27,000 direct jobs in the wider North East region through key opportunities in Energy, Transport, Buildings and Carbon Capture.

There is significant domestic demand to support sector growth. The number of licenced plug-in vehicles in the wider North East has increased 8% per quarter since 2009, while renewable electricity generation in the wider North East has increased at a faster rate than in England, excluding London.

12,227

licenced plug in
vehicles in the
North East:

£2.7
billion

turnover in North
East region low
carbon economy:

>59%

proportion of
renewable energy
generated in the
North East by
onshore wind:

Regional Skills

Employment Inclusion and Skills portfolio

- Individual workstreams operational since Summer 2023
- Skills workstream (Adult Education) first task group formed to develop plans ensuring allocations of funding for AY24/25

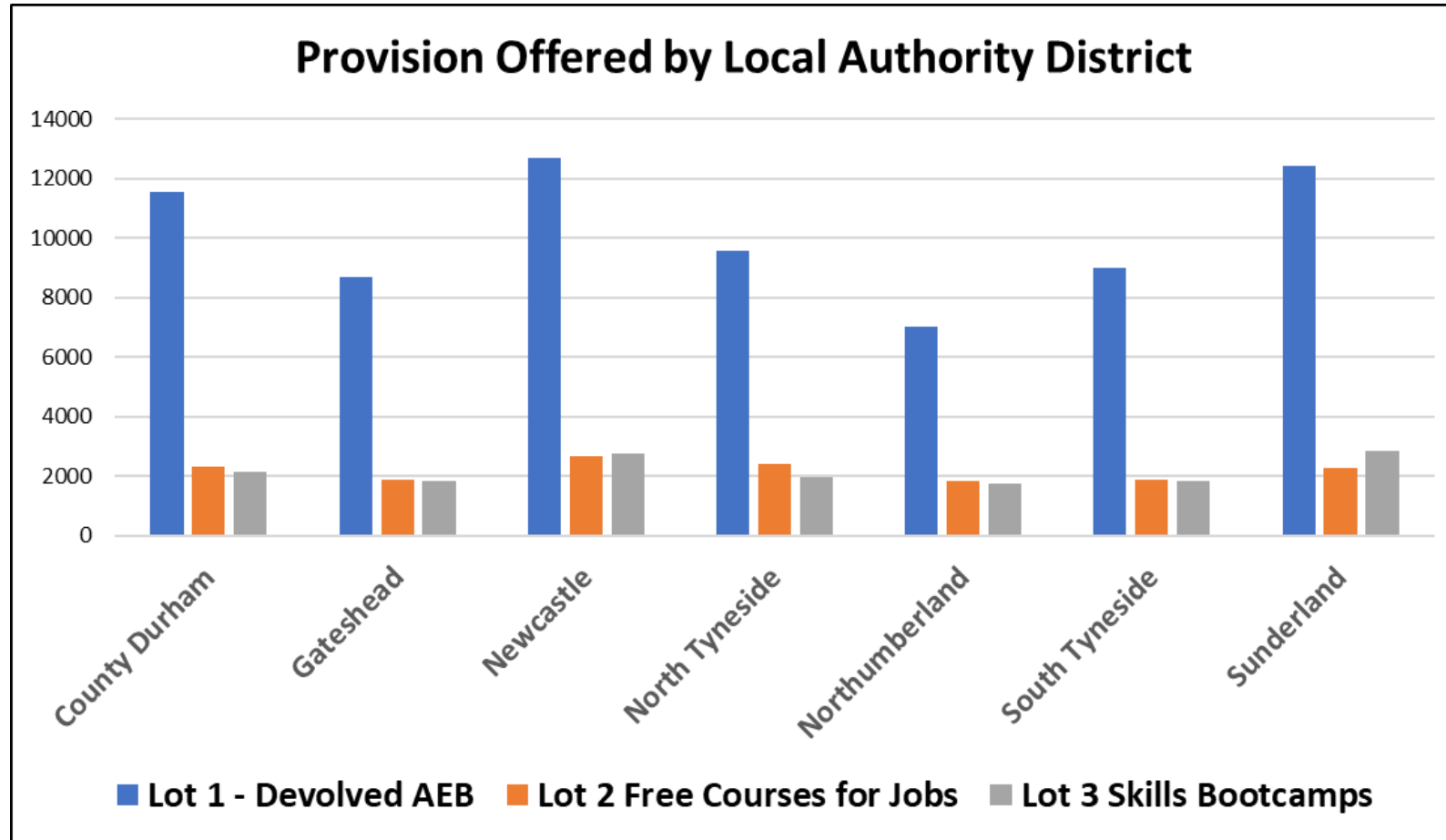
Key Milestones

- Regional Skills Strategy – Sept '24
- Skills Commissioning – May '24

Regional Skills

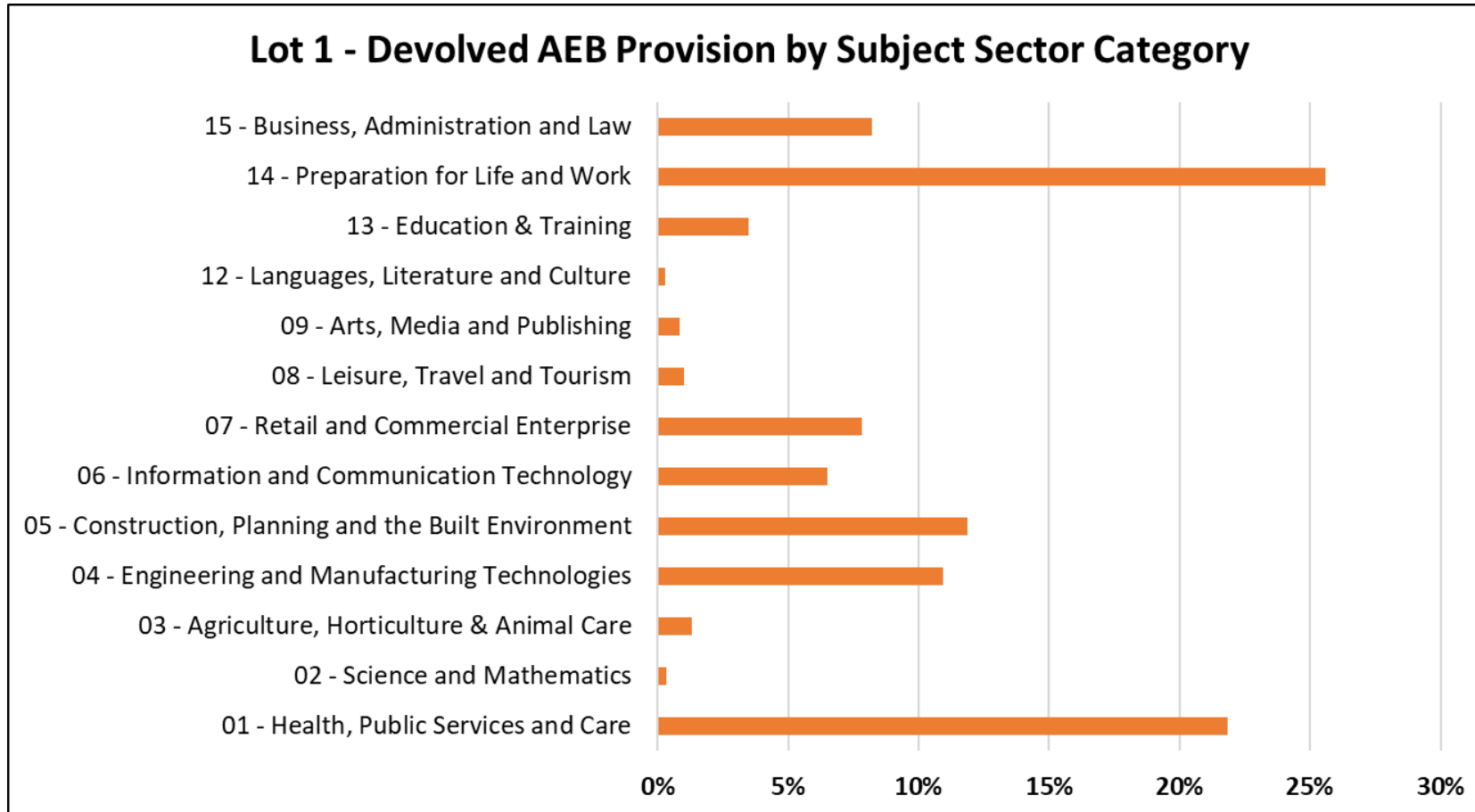
- 2x large scale provider events 2023
- Indicative allocations confirmed to grant funded providers February 2024
- Procurement for contracted services providers December 2023, award January 2024
- Skills bootcamps call off competition Feb 2024 go live May 2024
- Launch 'Call Off' competition in Lot 1 Devolved AEB & Lot 2 Free Courses for Jobs – March 2024
- Adult skills allocations / Free Courses for Jobs commence August 2024
- Continued dialogue with DfE over NE long term skills priorities

Regional Skills



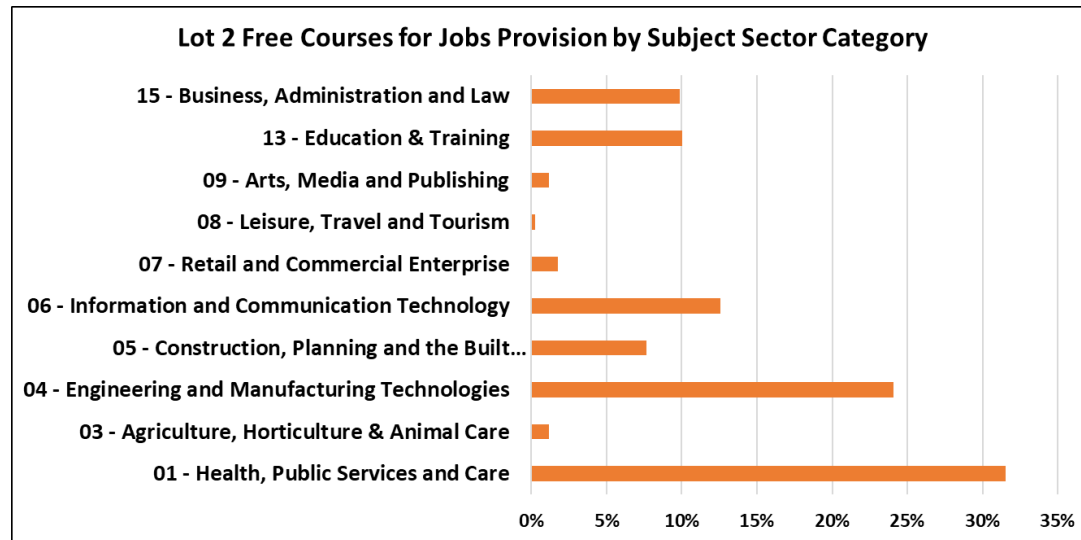
Regional Skills

Provision of AEB by subject category

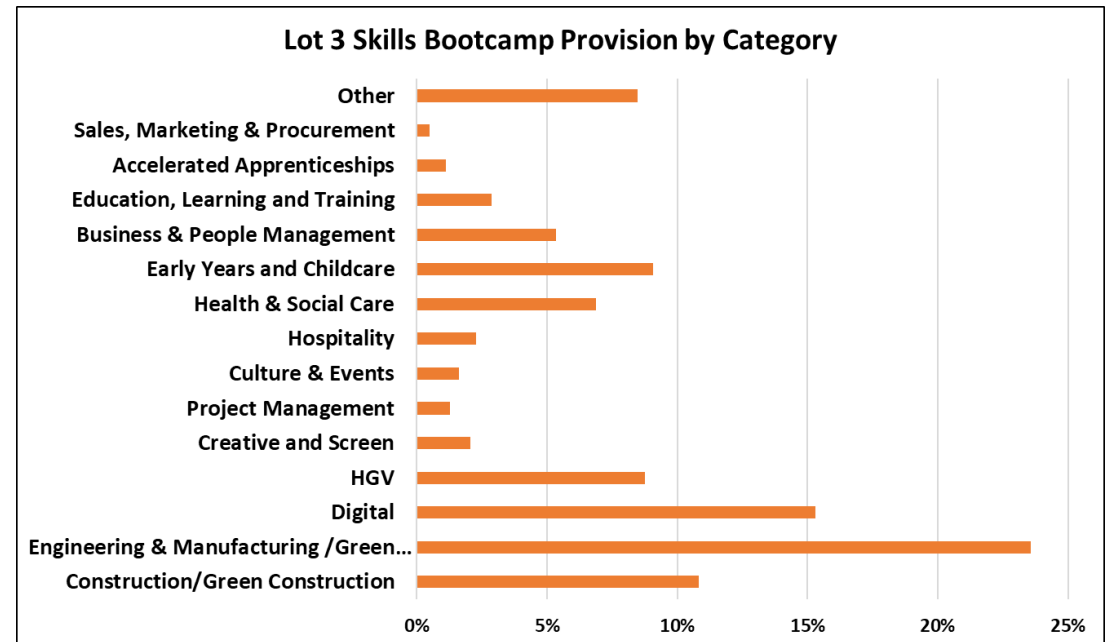


Regional Skills

Lot 2 Provision by Subject Sector Category



Lot 3 Bootcamp Provision by Category



North East Local Skills Improvement Plan (NELSIP)



- Local Skills Improvement Plan developed with employers, approved by government
- Focus on 5 high impact sectors
 - Digital
 - Advance Manufacturing
 - Construction
 - Health and Health science
 - Transport and Logistics
- Delivery process
- Delivery supported by £3.6 million LSIF Funding

NELSIP Priorities



NELSIP deployment

1.

Provide essential digital skills required by all learners at the appropriate level, including upskilling & reskilling support for employers and adult learners and ensuring a work-ready supply of specialist digital skills.

2.

Align 16+ technical education and training provision to ensure the key technical skills required by the five LSIP sectors are prioritised.

3.

Increase the supply of level 3+ technical skills to meet current and future regional requirements.

4.

Collaborate to deliver key technical skills for regional growth.

5.

Employer focussed - Enable employers, including SMEs, to identify their technical skill requirements, and access high quality technical skills development for their current and future workforce.

6.

Prioritise Social Inclusion – aligned approach to enable those from under-represented and disadvantaged groups to develop the skills needed and provide the support required to remove barriers to access good jobs and careers.

Priorities 1 & 2 are broadly addressed by:

- NE Local Skills Improvement Fund (NELSIF) – Supporting four sector skills workstreams. (Digital, Advanced Manufacturing, Construction, Health & Health Science.)
- Alignment of Accountability Agreements to LSIP priorities through FE Governance

Four of the NELSIP priorities require three systemic challenges to be addressed.

The underlying issues related to these challenges are complex and often interrelated. Addressing them will involve the cooperation and support of a diverse set of stakeholders.

IES Skills – 1.1 Raise Skills levels

Ambition	Action	Lead	Timescale	Resource
Address skills gaps / raise skills levels	Commission new training support programme	DCC	To March 2025	£4 million UKSPF secured
Raise skills levels to meet business needs	Ensure residents skills needs are articulated in regional skills strategies and commissioning	DCC / NEMCA	From AY 2024/5	Regional allocation of C£64 million
Improve literacy, numeracy and digital skills	Deliver the Multiply programme to 19+ y.o.	DCC	To March 2025	£2.8 million of UKSPF secured
	Deliver the Communicate programme to support Literacy & Digital Skills	DCC	To March 2025	£800,000 UKSPF
Residents equipped with skills to access services and progress in work	Develop Digital Inclusion programme	DCC	To March 2025	
	Improve access to online benefits	DCC	To March 2025	
	Link with community hubs to provide better access to ICT and upskilling opportunities	DCC	To March 2025	UKSPF Community Infrastructure programme inc enhanced digital capability
	Link to digital elements of the LSIP	DCC	To March 2025	£3.6 million LSIF funding regionally

IES Skills – 1.3 Progression and Upskilling

Ambition	Action	Lead	Timescale	Resource
Address skills gaps for key and emerging sectors	Commission a new workplace skills development programme	New College Durham / East Durham College	To March 2025	From £4 million UKSPF allocation
	Shape and support the roll out of the skills for jobs programme	New College Durham	To March 2025	From £4 million UKSPF allocation
	Embed the findings of the NELSIP to support key growth sectors identified in IES	All Providers		£3.6 million LSIF allocation regionally
Provide local people with Technical Training needed to secure employment within high demand / growth sectors	Deliver skills bootcamps for green skills providing bespoke training solutions to bridge skills gaps within high demand sectors	New College Durham	To March 2025	Devolved Skills programme
	Development of new teaching facilities aligned to key /Growth sectors eg Cleanroom facilities - EDC / the HUB - NCD	Providers		LSIF / Provider investments
Others				
	Work with anchor institutions to maximise utilisation of the apprenticeship Levy	DCC / Anchor Institutions	By March 2025	Apprenticeship Levy u/s
	Commission a new careers framework for County Durham	DCC	By Sept 2024	UKSPF commission

UKSPF – commissioned skills programmes

Multiply / Communicate

- Multiply activity delivered across four engagement themes 2023-25
 - Direct delivery, to parents, via Community organisations & in the work place,
 - Currently showing 3199 engagements (less than 2 hours support) FY2 compared to target of 2300
 - 490 progressing into learning (more than 2 hours intervention)
- Communicate programme launched January 2024 to track alongside Multiply activity
 - Delivery Partners secured
 - 750 beneficiaries by March 2025

Access to work and Workforce skills

- Access to work delivered Countywide by New College Durham
- Workforce skills – tailored support for the employed.
- Delivered By
 - New College and partners 663 beneficiaries by March 2025
 - East Durham College and partners 637 beneficiaries by March 2025

County Durham Skills Development

Questions?

