

Developing Suffolk Talent – The Skills Ask

Here is how you can help equip our workforce and young people with the skills required to deliver inclusive growth in Suffolk



This European Social Funded (ESF) project supports SME businesses to create new opportunities for those aged from 16 to 24 from taster sessions and work experience to apprenticeships and work placements.

For more info email:

youthpledgeforemployers@norfolk.gov.uk



This European Social Funded (ESF) project recognises apprenticeships are an effective way to bring productive and ambitious people of all ages into your organisation. We support employers and individuals to get the most out of apprenticeships.

For more info email:

apprenticeships@suffolk.gov.uk



This European Social Funded (ESF) project supports businesses working as part of a supply chain to co-fund training for existing staff. The project can offer up to 50% of the training cost back to the employer up to a max of £1000 per employee.

For more info email:

supplychainskills@suffolk.gov.uk



This European Social Funded (ESF) project supports SME businesses to co-fund training for existing staff in one of four key themes to support progression, adaptability and resilience after Covid. The project can offer up to 75% of the training cost back to the employer up to a max of £500 per employee.

For more info email: sparc@suffolk.gov.uk



Connecting, local business leaders with senior leaders in local schools and colleges to develop and shape their careers strategy and align it to the needs of our local economy.

Become an Enterprise Adviser and work with local schools to better prepare the employees of tomorrow.

Email: jordan.holder@newanglia.co.uk



Set up a free profile on icanbea... and introduce young people to your industry and company, you can inform them about the skills you look for and value, showcase employees you are proud of and inspire the next generation through education into employment.

For more info email: team@icanbea.org.uk



Connect with a local college or university and offer students looking to supplement their learning with industry experience in your sector and workplace. Alternatively, take on a graduate once they have left university and provide them with in work support while benefiting from new ideas and skills for your business



Young people leaving the care system can face disadvantage entering employment, we urge employers to consider supporting care leavers. If you can offer an opportunity to a child in care or care leaver, please do contact us so that we can help make this a reality.

Please email: chris.wright@suffolk.gov.uk



DWP Department for Work and Pensions

Work with the Department for Work and Pensions (JobCentre+), to recruit your next employee, participate in Sector-based Work Academy Programmes (SWAPs) to upskills job seekers and interview/recruit new staff. Consider offering work trials and work experience which can last from 2 to 8 weeks and can deliver benefits for your business and the individual.

This 'Skills Ask' provides additional detail to our SCC **Social Value Ask**, providing a brief overview of the priority areas supported by Suffolk County Council's Skills Team.

You can engage with many initiatives to incorporate skills into your social value proposals and commitments. Many of these initiatives will allow your organisation to jump straight into delivering meaningful opportunities which are well established in Suffolk.

For more information please contact skills@suffolk.gov.uk



Being a **Disability Confident employer** can benefit your organisation in several ways. It could help you:

- tap into the full talent pool, and recruit, retain and develop people with the skills you need
- understand how to make the most of the opportunities provided by employing disabled people
- remove barriers preventing disabled people from accessing employment with you

How it all comes together and can be measured...

| Outcomes | Activities | Context and rationale | What can you do? | TOMs Measure (examples) |
|--|---|---|---|---|
| For people in Suffolk to have the skills and knowledge required for work and career progression | Local people supported to achieve qualifications at or above NVQ/level 2 and 3+ | <ul style="list-style-type: none"> More than 27,400 Suffolk residents with no qualifications. Half of Suffolk population with qualifications below level 3. 1 in 4 people qualified below Level 2. | <ul style="list-style-type: none"> Provide training and skills opportunities for your workforce. Engage with the local skills system to strengthen skills provision and the quality of training systems. Contact the New Anglia Growth Hub and speak to our Skills Advisor for skills support for your business. | <p>NT9 – ‘No. of weeks of training opportunities on the contract...’</p> <p>NT54 – ‘Support a just transition for workers by supporting those in traditional high carbon industries to retrain...’</p> |
| | Apprenticeship opportunities offered to local people | <ul style="list-style-type: none"> Apprenticeships are an effective way to bring ambitious people into your organisations growing the practical skills and certifications required to succeed in their job role and for your business. A local commitment to increase the number of apprenticeships starts in Suffolk. To support more young people into apprenticeships. | <ul style="list-style-type: none"> If you are an SME, work with Apprenticeships Suffolk to explore apprenticeships opportunities which are right for your business or supply chain. Larger businesses can receive advice and signposting. If you are an apprenticeship levy paying employer, can you allocate and transfer a share of your levy to support the training needs of SMEs in Suffolk? The Local Apprenticeship Levy Transfer Scheme can help. | <p>N10 – ‘No. of weeks of apprenticeships on the contract...’</p> <p>N10a – ‘No. of apprenticeships on that contract that have been completed.’</p> <p>NT10b – ‘No. of weeks on the contract of apprenticeships relating to the low carbon economy...’</p> |
| For businesses in Suffolk to have access to a skilled workforce to enable business growth and productivity | Employer support for Industry Placements, Internships, and the roll out of T-levels | <ul style="list-style-type: none"> T-levels are equivalent to 3 A levels. these 2-year courses have been developed with employers and businesses so that learning and content meets the needs of industry and prepares students for work. Industry placements and grad schemes help bring new talent to your business. | <ul style="list-style-type: none"> Work with our local colleges offering T-level industry placements to provide a 45-day industry placement for local young people. Offer a graduate placement for a student studying at university. | <p>NT8 – ‘No. of staff hours spent on local school and college visits...’</p> <p>NT11 – ‘No. of hours dedicated to support young people into work...’</p> <p>N13a – ‘Meaningful work placements that pay real living wage (internships)...’</p> |
| | Opportunities and inspiration activity for young people | <ul style="list-style-type: none"> Inspiring the next generation about their future careers and local employment opportunities is vital to ensure we have the right people for jobs in the future. High-quality careers guidance and work inspiration has significant long-term benefits for young people to make informed decisions about their future. | <ul style="list-style-type: none"> Engage with the Youth Pledge for Employer's project to support the life chances of young people in Suffolk. Create a profile on Icanbea... A local website and app which helps young people in Suffolk to discover the range of job , careers and skills opportunities open to them locally. Engage with the Enterprise Adviser Network which works with all secondary schools and colleges in Suffolk to improve careers education and in schools. | <p>NT8 – ‘No. of staff hours spent on local school and college visits...’</p> <p>NT12 – ‘No. of weeks spent on meaningful work placements or pre-employment course...’</p> |
| An inclusive economy with more local people in work | Adult work inspiration and lifelong learning | <ul style="list-style-type: none"> An ageing population and workforce at risk of displacement in the labour market due to lack of relevant skills. Longer and fuller working lives requires more opportunities for reskilling and career changes. Proportion of the adult population with literacy and mathematics skills below entry level or to operate effectively at work or their personal life. | <ul style="list-style-type: none"> Work with the Department for Work and Pensions (Jobcentre+), and local Adult Education Providers to offer an unemployed older worker with employment opportunities, work trials and work experience. Support your older workforce by adopting approaches and initiatives which unlock the potential of older workers. SCC's Adult Learning Service offers employability, specific courses and support for priority and disadvantaged groups | <p>NT50 – ‘Innovative measures to promote local skills and employment to be delivered on the contract...’</p> <p>NT1 – ‘No. of local direct employees hired or retained on contract...’</p> |
| | Employability support offered to priority and disadvantaged groups | <ul style="list-style-type: none"> To reduce the number of young people classified as not in education, employment, or training (NEET). To ensure people who are vulnerable and facing disadvantage are supported to access skills opportunities. Improve access into work opportunities for people with special educational needs and disabilities (SEND). Supported Internships are opportunities which provide training for young people and support employers and provide an entry point into work for people with a range of special educational needs into the world of work | <ul style="list-style-type: none"> Offer work inspiration and employment opportunities to disadvantaged or priority groups. Work with our local FE colleges and training providers to provide supported internships and work opportunities for local young people with special educational needs and disabilities. Take positive action to ensure that opportunities are accessible for people who are under-represented in the general workforce or a specific industry sector. | <p>NT7 – ‘No. of hours of support into work provided to unemployed people...’</p> <p>NT6 – ‘No. of disabled people hired on the contract as a result of a recruitment programme...’</p> |
| To develop and inspire the current and future workforce | | | | |