

Lifelong Learning & Belonging Strategic Plan

People and Families Scrutiny Committee

9th March 2023

Cllr Tony Ball

Cabinet Member for Education Excellence,

Lifelong Learning and Employability

PORTFOLIO VISION STATEMENT

WE WILL HELP SET THE AGENDA FOR EDUCATION AND SKILLS IN ESSEX, ENABLING SCHOOLS, PROVIDERS AND BUSINESSES TO UNDERSTAND KEY SKILLS PRIORITIES AND TRANSLATE THEM INTO DELIVERING RELEVANT AND JOINED UP PROVISION



Lifelong learning is about the people of Essex having equal access to excellent learning and training opportunities throughout their life-course. Opportunities that are clearly aligned to future need and relevant to local areas; levelling up success, driving down inequalities, and providing the means for success in achieving each person's ambitions



Shaping - the education and skills eco-system to provide clear pathways for these opportunities throughout people's lives



Influencing - taking the strategic lead in lobbying the government and influencing partners, so that we create the right conditions and structure for success



Re-imagining - the mechanisms the Council can use to effect meaningful and lasting change



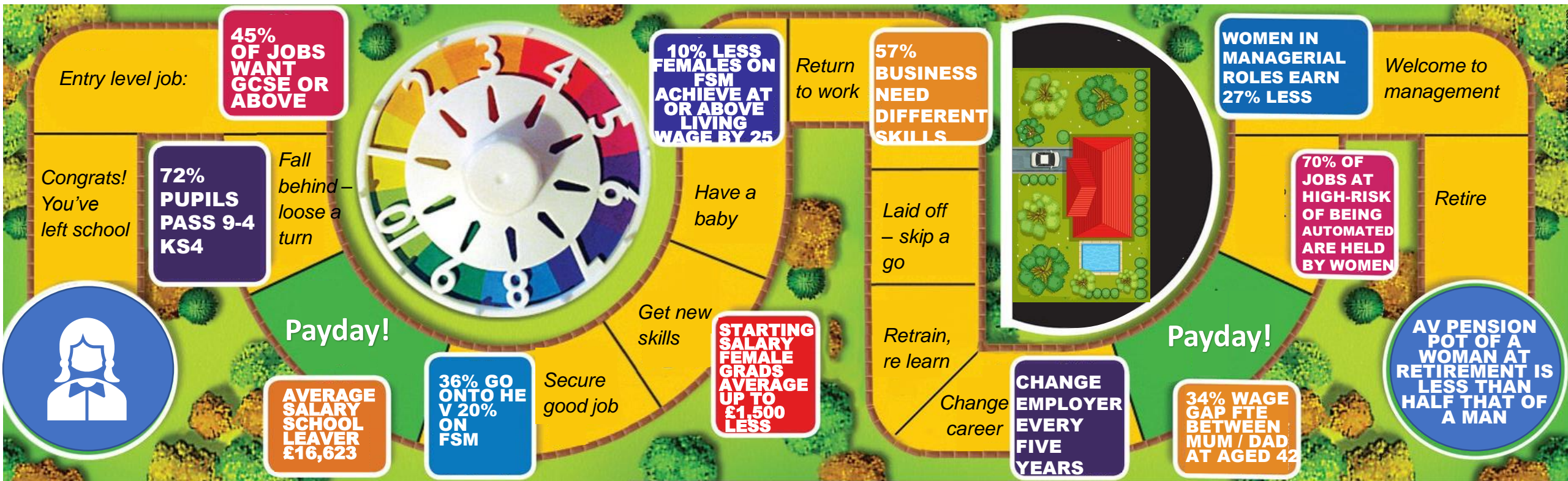
Overcoming – removing as many barriers as possible to excellent learning and training opportunities through the effective use of funding and investment



Inspiring – joining up the journey from early years to further years so that there is a coherent trajectory, and where parents aspire and also inspire subsequent generations

ECC is committed to Lifelong Learning

to improve prosperity for Essex residences and businesses



*for women who have first child before 33

Lifelong Learning & Belonging, 2023-24

Our Strategic Approach for delivering Skills and Employability Services to Employers, Residents and Providers

CONTENT

1. Background Information

2. Project Jigsaw

- Improving ECC impact through strategic & project cohesion.

3. Recommendations and Next Steps



“Education is the most powerful weapon
which you can use to change the world.”

Nelson Mandela



Essex County Council

Portfolio context *strands* (since 2022 review)

Lifelong learning (LLL) covers learning from Early Years to Further Years, incorporating Early Years settings (0-5) schools (5-16), the FE and HE sectors and adult learning (16+). Lifelong learning encourages positive outcomes for individuals, communities, the environment and the economy. On the individual level, participation in learning activities has been shown to improve life satisfaction, health and well-being and self-confidence.

Which functions are in the portfolio?

- Anchors (public bodies, charities, others)
- Adult Community Learning
- Education (including specialist education)
- Employability & Skills
- Sector development

NB In the context of potential Devolution, we have a strategic eye on Skills beyond ECC's role- as a tool for economic development- where greater impact/pace may be derived through greater collaboration.

Linked functions include: Youth Service, Children & Families, Adult Social Care & Active Essex.

Everyone's Essex

- Education Outcomes
- Levelling Up
- Green/Net Zero imperatives
- Family Resilience and Stability

Collaborate and work in partnership with the organisations/groups below to deliver the programme outcomes.

- Local authorities- particularly priority localities
- Education Providers
- Anchor institutions
- Other key Essex employers
- Local Skills Improvement Plan- industry led

Good Jobs/Good Growth

- Increasing skills & employability- incl. upskilling, reskilling
- Focus on skills interventions to target economic development to areas of opportunity
- Levelling Up ambitions
- Green growth
- Integration with Sector Development Strategy- priority sectors

Collaborate and work in partnership to deliver Employability & Skills ambitions.

- Partners in ACL, Education, Sustainable Growth and Sector Development
- District and Borough Councils across Essex
- Schools/Education Partnerships
- Business Groups
- Freeports
- South Essex Technical University (ASELA)

Why include Belonging? “stay local – go further” (rather than leave to achieve)

Belonging is a key outcome we want to prioritise in Education, Excellence and Lifelong Learning and Employability over the next couple of years. Belonging is one of the core values/pillars of TPP**

- It is an essential part of effective SEND/Inclusion practice
- It is an essential need for helping disadvantaged make more progress
- It should be at the heart of social inclusion practices and culture (celebrating diversity) in school
- It helps connection to wider issues such as climate change and can engender positive actions and reduce anxieties.
- **It supports a more flexible approach to progression – the ability to be supported with a 2nd, 3rd, 4th chance e.g. no-one left behind or branded a failure at 16, and later in adulthood.**

‘Belonging—The Heart of School Life... Schools (and education at large) which are places of belonging are great places to be—for adults and young people. They foster the spiritual, moral, social and cultural development of children and young people. Staff who work there know they can make a difference.’

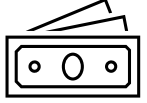
Kathryn Riley, Professor of Urban Education, UCL, Institute of Education

*Trauma Perceptive Practice (TPP) is the **Essex approach to understanding behaviour and supporting emotional wellbeing**. This course also incorporates a train the trainer model enabling each setting to have their own TPP practitioner trainer. See: <https://schools.essex.gov.uk/pupils/SEND/Pages/SEMH---Trauma-Perceptive-Practice.aspx>

2. Project Jigsaw

- improving ECC impact through strategic & project cohesion

Everyone's Essex requires more ECC cohesion on Skills & Employability



Economy



Environment



Children and families



Health, care and wellbeing

Bring together the work of ECC Teams in **Education, Excellence, Lifelong Learning and Employability** and support Everyone's Essex, ensuring **Lifelong Learning and Belonging**

Identify and manage **partnerships and collaborations** with other partners and stakeholders outside ECC

Identify the **workstreams** that are happening in the next 1-2 financial years

Identify support for **particular vulnerable groups** to support their Lifelong Learning and Belonging

Identify where **funding has been secured** from where and what additional funding might be identified.

Measuring progress and impact of the **workstreams/ project & identify gaps & collaborative opportunities**. To be measured at Portfolio Board.

“Project Jigsaw” is an internal Transformation Project which has been commissioned by the Skills and Employability Team to understand ECC’s current offer and bring cohesion to the Service received by Employers and Residents. We are using existing resources alongside Service Design support to achieve this.

So what's changed since May? (as at Dec. 2022)

1. Increasing financial pressure vs. ever greater service demands;
2. Additional/new imperatives- ESP, LSIP & Devolution- rightly all driving more Essex cohesion of approach;
 - Set against 214+ 'skills & employability initiatives' at ECC.
3. Inequalities remain & grow- Levelling Up agenda central;
4. Skills gaps continue to grow – all ages;
5. New ECC management of ACL & Skills & Employability- propagating review of impact evaluation and reset;
6. A need to join up/ avoid duplication/ maximise impact aligned to identified sector development opportunities, locality-focused needs, and support Essex inward investment in industry and skills and employability- coherently.



“A key source of motivation for students to study hard is to realise their dreams for work and life.

Those dreams and aspirations, in turn, do not just depend on students’ talent, but they can be hugely influenced by the background of students and their families, as well as by the depth and breadth of their knowledge about the world of work.

In a nutshell, students cannot be what they cannot see”.

OECD: Dream Jobs? Teenagers and the Future of Work, Mann et al, 2020

So what does this mean for the EELLE Portfolio?

For Education...	<p>Greater focus needed on informed careers education</p> <p>Need to raise attainment at 16 so more students can progress to L3 courses (especially vulnerable groups)</p>	<p>Statutory services</p> <p>Inclusion</p> <p>Driving achievement & progression</p>	<p>Continued drive to Level Up- address inequalities and social inclusion</p>  <p>Essex County Council</p>
For ACL...	<p>Ongoing refinement to the place-based curriculum offer- new/ growing career pathways & first step community based education</p>	<p>Continued focus on Levelling Up areas</p> <p>Supporting skills deficits for both residents and businesses</p>	
For Employability & Skills	<p>A more strategic approach to investment in initiatives- more depth for greater impact, locality and industry growth/career-driven- with greater sustainability</p>	<p>Maintain & grow Essex Opportunities Portal and Apprenticeship brokerage</p>	

Co-creation, Collaboration, Coherence, Convening and Communication – what will the 5 C's mean for me?

1. **A pupil in a school or college** – how will this impact their future possibilities?
2. **A busy school leader** – how will this land on their desk?
3. **An employer** – will this provide purpose to their social value and aid the pipeline into employment?
4. **A parent** – will this challenge unconscious bias and support them to create and engage with the climate of the possible?
5. **A teacher** – will this improve the quality of the curriculum, without creating a drain on capacity and challenge unconscious bias and support them to create and engage with the climate of the possible?
6. **An adult** – at work, or out of work, needing support to upskill/reskill- addressing skills deficits.

By adopting the 5 C's, we will improve the coherency of the offer Essex Employers and Residents receive and prepare the landscape for Devolution.



Education & Skills – Developing a possible updated vision for ECC

1. **Education and Skills-based Training is recognised as the key for health,* wealth and the planet's future** - “Education is the most powerful weapon which you can use to change the world.” - Nelson Mandela
2. **Careers and skills** should be central to school improvement as well as preparing **young people and adults** for their next best step.
3. To achieve social mobility and economic growth for levelling up in Essex we need an emphasis on “**stay local – go further**” (rather than leave to achieve)
4. ECC will coordinate a **flexible, agile and sustainable system** for helping schools, colleges, other skills/training providers, and communities, to engage with employers – **connecting the world of education to the current and future world of work.**
5. A more coherent and cohesive Skills Offer will prepare Greater Essex for **Devolution of the Adult Education Budget (AEB)**, which is a significant, potential, opportunity.

*Education/training is a key wider determinant of health, and therefore plays a vital role in wellbeing of our Essex residents.



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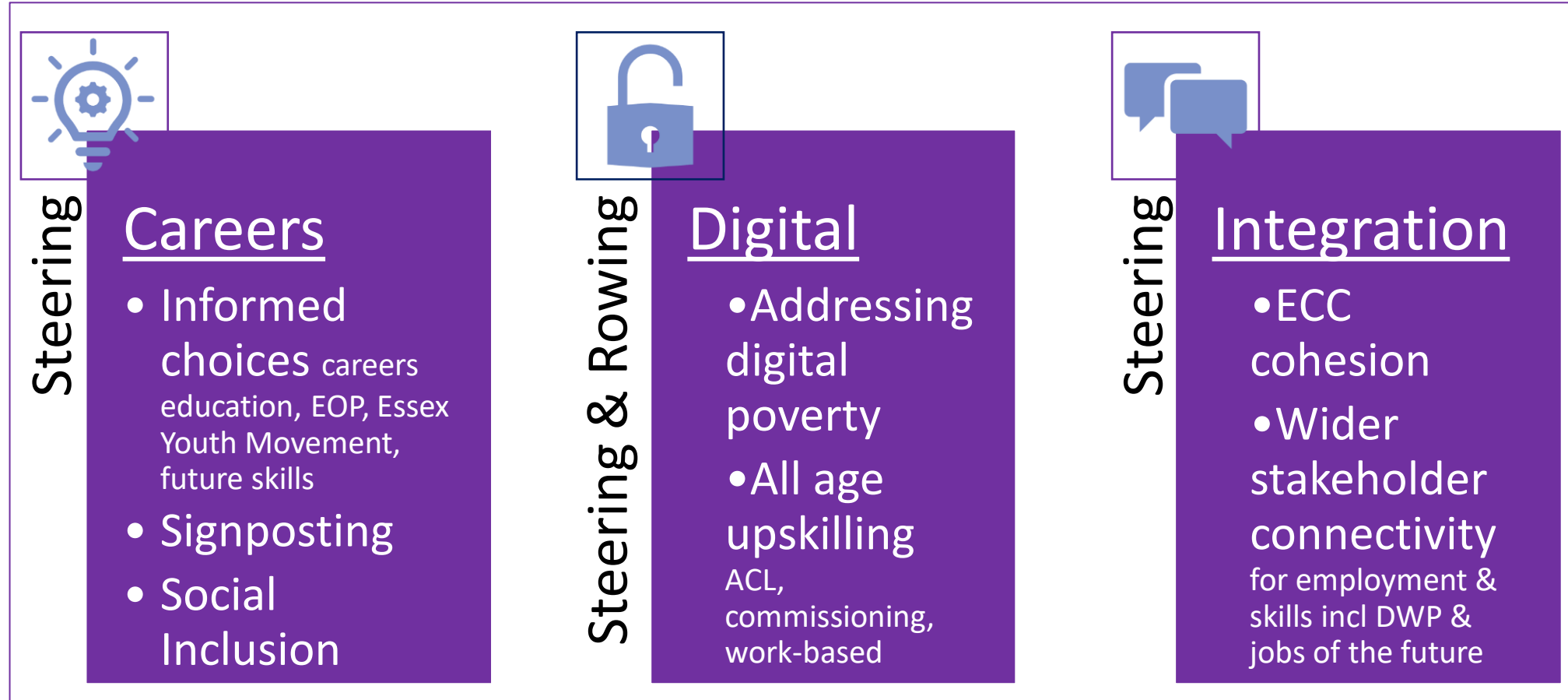
**Inclusion
should be a
key
consideration
in all
approaches**



3. Annual Plan 2023-4

- Key priorities
- Next steps

HOW & WHERE can ECC have the MOST IMPACT?



ECC WORKFORCE PLANNING INSIGHT- working with Anchors & other employers in Essex to STEER on WHAT is needed, WHERE & WHEN- now & future

ECC- Escalator of opportunity- our iterative stepped approach

Essex Skills Plan/ LSIP

Essex Opportunities

HOP ON/ HOP OFF

IN WORK

- Skills bootcamps for those in work to progress
- Signposting to in work training
- Opportunity to create local version of education landscape for employers
- More employer engagement (e.g. STEM Ambassadors, Enterprise Advisers)

JOB READY

- Skills 'bootcamps' for adults
- Signposting to training programmes such as Retrofit and the HGV programme
- Raising awareness of growth sectors/ Freeport. Work with JCP/ National Careers Service, providers
- Apprenticeships - EALTs

IN EDUCATION

- Working with education providers to ensure skills-based training matches demand
- LSIP and Essex Skills Plan to set out training needs
- District profile / LMI information to inform provision
- Careers and Enterprise Company programme

BARRIERS TO WORK

- Restart programme & related programmes- targeted disadvantaged e.g. Disabled adults
- Signposting to local programmes (e.g. Mental Health, Multiply) – Essex Opportunities
- Raising awareness and access to opportunities & employability skills
- Careers magazine for Job Centre Plus / other stakeholders



Essex County Council

Multiply

Apprenticeship Brokerage



The Essex Apprenticeship Hub has launched!

Get help and support to find and apply for an apprenticeship - Contact the team today! | Email | Apprenticeship.hub@essex.gov.uk or call 0333 032 2591

[Find out more about apprenticeships →](#)

Speak to our careers advisor

Speak with our careers advisor Kaz! Kaz can help you find a job, retrain, get a qualification, set your career goals and much more. Book an appointment and speak with her for FREE!

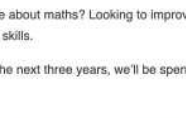
[Contact Kaz →](#)

Multiply

Essex County Council

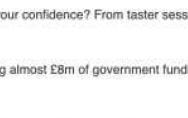
Unsure about maths? Looking to improve your confidence? From taster sessions to formal qualifications, we've got the support you need to improve your maths skills.

Over the next three years, we'll be spending almost £8m of government funding to bring maths courses to learners, businesses and community groups.



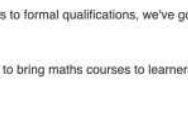
Learners

Discover courses and support.



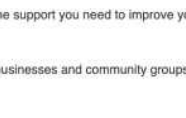
Support us

Help us to reach more learners.



Providers

Provide Multiply training (including information for the Community and Voluntary Sector).

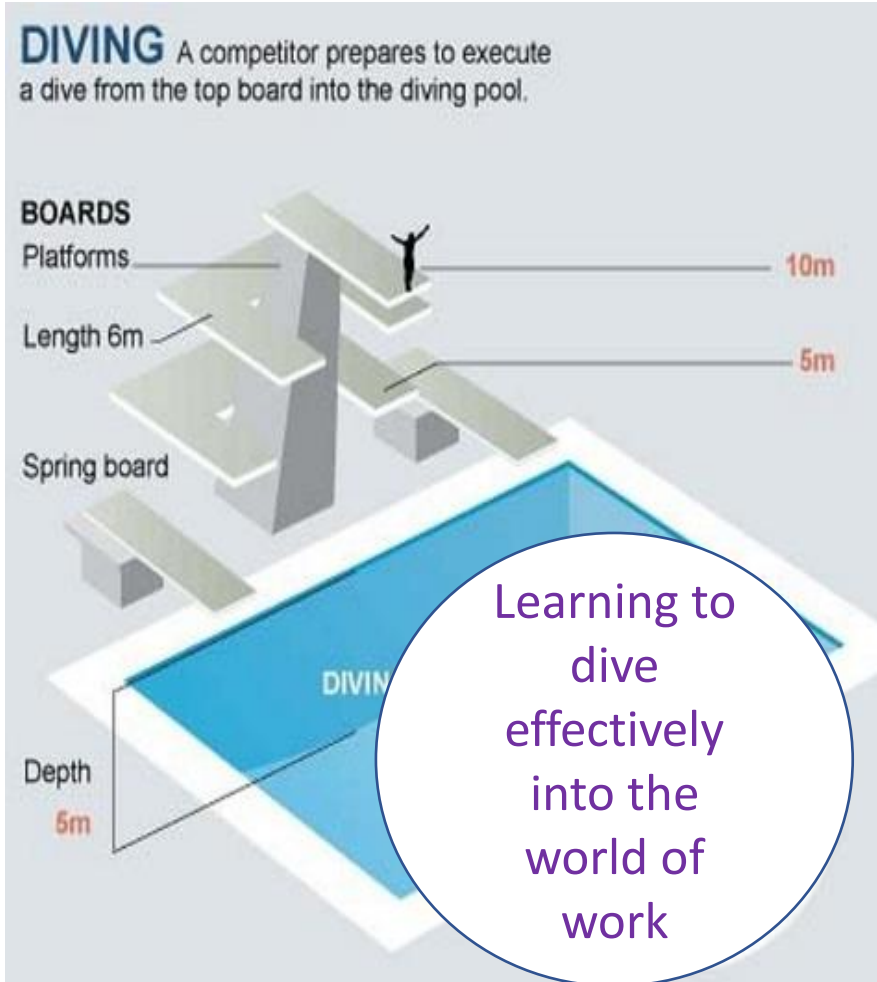


Employers

Support your employees with their maths skills.

The image consists of three vertical panels, each with a colored background and a photograph. The left panel has a red background and shows a red double-decker bus. The middle panel has a blue background and shows a person from behind wearing a backpack and carrying books. The right panel has an orange background and shows two people looking at a laptop screen.

An analogy for Lifelong Learning and Belonging



Everyone should enter the pool of the world of work. To reach the 10m synchronized Olympic competition you will need to have:

- Dipped your toe in the water at a young age and learnt to swim
- Repeatedly get in and out of the water to learn a new skill and climb the steps for education and confidence
- Work with expert coaches (teachers and mentors) and in partnership with others.

We need to close the gap between the world of work and the world of education & skills development to facilitate effective progression.



“Those people who develop the ability to continuously acquire new and better forms of knowledge that they can apply to their work and to their lives will be the movers and shakers in our society for the indefinite future.”

Brian Tracy



Essex County Council

Cross-sector skill- business needs

According to our research into Essex businesses in sectors of the future, 62% of businesses surveyed have either experienced or are currently experiencing difficulties finding new recruits with the right skills.

“Workforce and skills” was also the most frequently mentioned barrier to growth over the next 5 to 10 years.

The skills businesses are **currently** finding difficulties recruiting for

- Construction trade skills
- Operation knowledge (of company/products)
- Self-management skills (time and task management)
- Management and leadership skills
- Advanced or specialist IT skills
- Complex analytical skills
- Sales and customer skills
- Health & Social Care

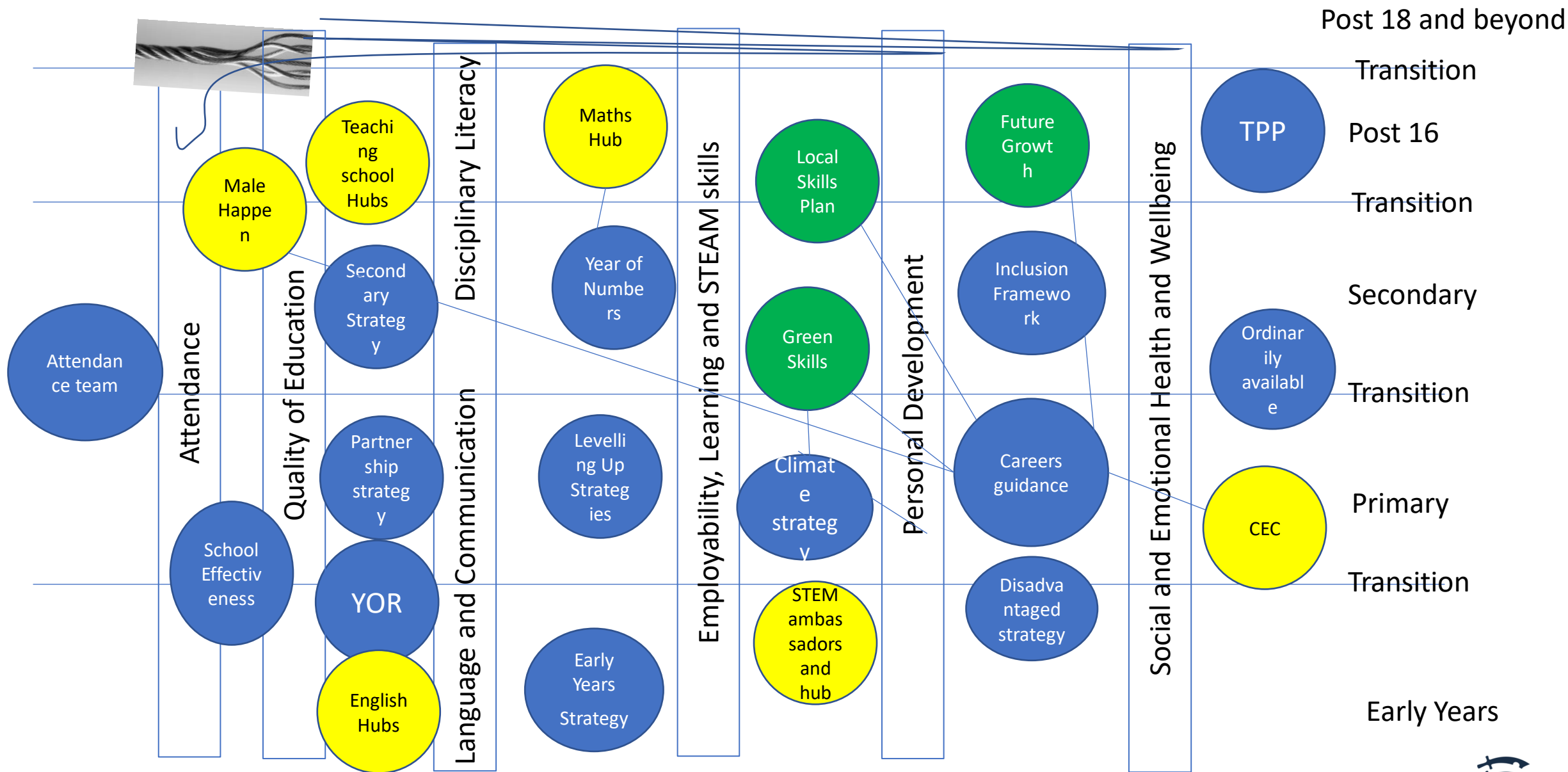
The skills businesses believe they **will** find difficulties recruiting from in **5 years**:

- IT or digital & software knowledge
- Staying up-to-date with technology/industry
- Health & safety
- Green or eco knowledge
- Electrical knowledge
- Self management skills/drive
- Construction skills
- Health e.g. nursing & care management

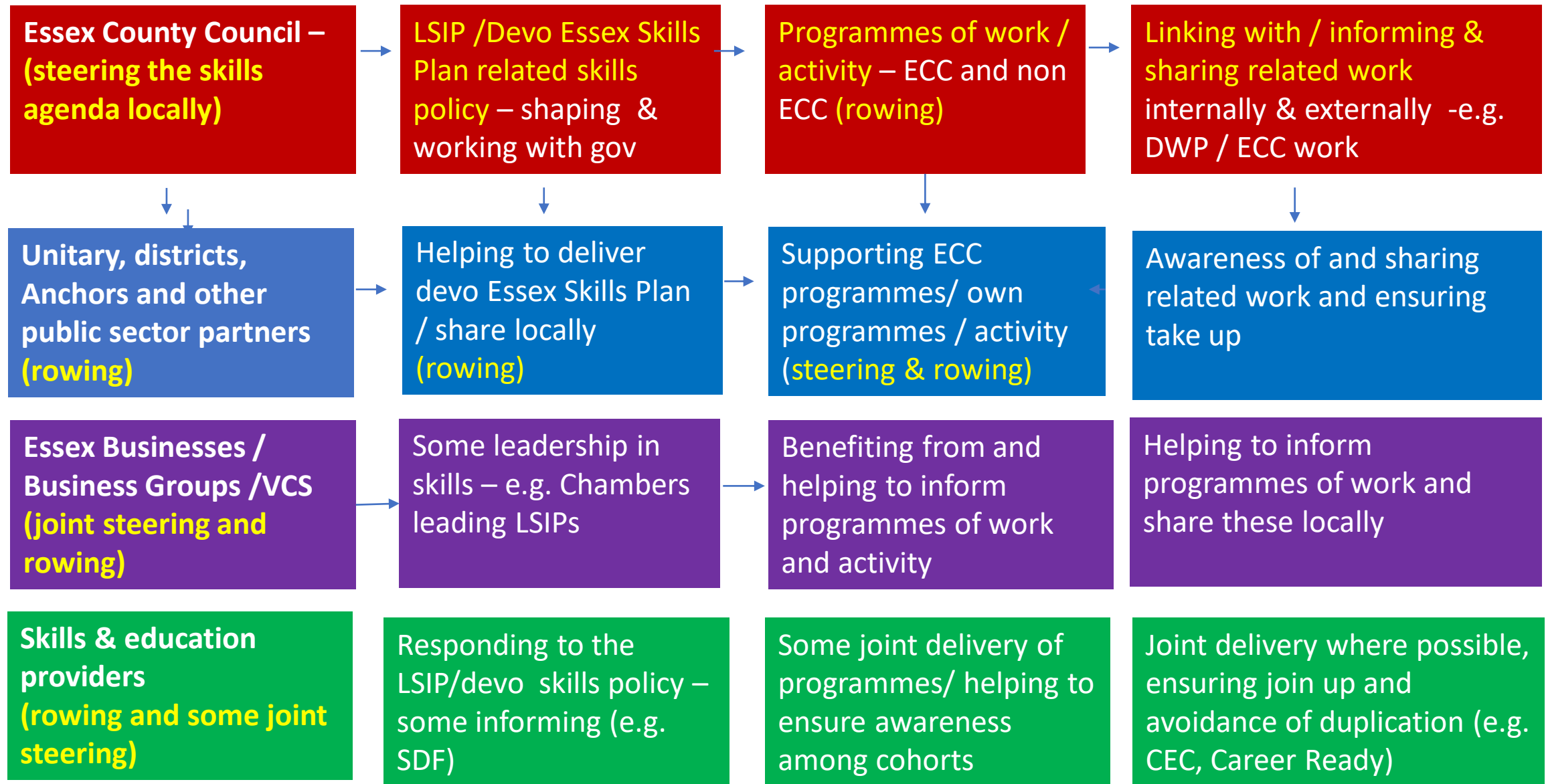
It is projected that Essex will need a large number of jobs in these **green areas in the future**:

- Heat pump installation
- Solar panel installation
- Building insulation installation
- The transition from combustion engine vehicles to electric vehicles
- Bioenergy
- Hydrogen boiler installation

An integrated approach to tackling KEY transition (decision) points for education/training/employment



ECC and “Anchors” (Public Sector) Stakeholders – “As Is” Position



Business Groups, Charities, Skills and Education Providers – “To Be” Position

Key reference documents/strategies for information

1. ACL	ACL Strategy 2022/25 Curriculum Plan 2023/24	
2. Education	School Improvement Offer / Traded Work and Education outcomes Levelling Up place based projects Year of Reading / Numbers Inclusion Framework and SEND strategy Early Years Strategy Disadvantaged Strategy Schools Partnership Strategy Response to Education White paper and SEND and AP Green Paper Climate / Green; Culture; Careers; Data insight and Performance	
3. Essex Skills Plan soon to be followed by the Local Skills Improvement Plan (LSIP)	External 'interim plan'- pending LSIP, with our leadership of business/wider stakeholder engagement	In the public domain
4. Green Skills Plan	Draft- capturing work to date, and next steps- critically costing- to determine viability of actions/recommendations from Mace's Review.	Costing for viability now Community Pledge in draft

