

# 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

## Care Leavers



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](mailto:chris.wright@suffolk.gov.uk)



Apprenticeships are an effective way to bring productive and ambitious people of all ages into your organisation.

**If you need support**, we can help employers and individuals to get the most out of apprenticeships.

For more info email: [apprenticeships@suffolk.gov.uk](mailto:apprenticeships@suffolk.gov.uk)



### Skills Bootcamps - Get involved?

If you are looking to fill a vacancy, you will be able to employ learners who have completed Skills Bootcamps free with no recruitment costs.

Please let us know if you are recruiting and have vacancies to fill!  
For more information please email: [skills@newanglia.co.uk](mailto:skills@newanglia.co.uk)



The Adult Learning Service can **help support your workforce** to gain English, Maths, ICT Level 2 qualifications and other Skills for the workplace.

Please let us know how we can help. To learn more, visit our website: [learnsuffolk.org](http://learnsuffolk.org)

Please email [learnsuffolk@suffolk.gov.uk](mailto:learnsuffolk@suffolk.gov.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 in employees.

Showcase employees you are proud of and inspire the next generation from education into employment.

For more info email: [team@icanbea.org.uk](mailto:team@icanbea.org.uk)



Multiply Suffolk can **help support your workforce** by delivering bespoke coaching, training, and mentoring to improve numeracy in work and daily life.

Please let us know how we can help. To learn more, please visit our website:

[Multiply - Learn Suffolk](http://Multiply - Learn Suffolk)

Please email [multiplysuffolk@suffolk.gov.uk](mailto:multiplysuffolk@suffolk.gov.uk)



The Careers Hub aims to increase **employer engagement with schools** and colleges, ensuring every student has at least one positive industry experience every year they are at school. By matching schools and colleges with Business Volunteers we create lasting partnerships that inspire young people!

For more info on the Enterprise Adviser Network and Cornerstone Employer Group please email: [careershub@newanglia.co.uk](mailto:careershub@newanglia.co.uk)

## T-Levels, Industry Placements



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.

Email [skills@suffolk.gov.uk](mailto:skills@suffolk.gov.uk) if you need help linking to a provider.



**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 some 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, or for a chat about what we have on offer please contact [skills@suffolk.gov.uk](mailto: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"> <li>More than 27,400 Suffolk residents with no qualifications.</li> <li>Half of Suffolk population with qualifications below level 3.</li> <li>1 in 4 people qualified below Level 2.</li> </ul>	<ul style="list-style-type: none"> <li>Provide training and skills opportunities for your workforce.</li> <li>Engage with the local skills system to strengthen skills provision and the quality of training systems.</li> </ul>	<p><b>NT9</b> – ‘No. of weeks of training opportunities on the contract...’</p> <p><b>NT54</b> – ‘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"> <li>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.</li> <li>A local commitment to increase the number of apprenticeships starts in Suffolk.</li> <li>To support more young people into apprenticeships.</li> </ul>	<ul style="list-style-type: none"> <li>If you are an SME, work with <a href="#">Apprenticeships Suffolk</a> to explore apprenticeships opportunities which are right for your business or supply chain. Larger businesses can receive advice and signposting.</li> <li>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?</li> </ul>	<p><b>NT10</b> – ‘No. of weeks of apprenticeships on the contract...’</p> <p><b>NT10a</b> – ‘No. of apprenticeships on that contract that have been completed.’</p> <p><b>NT10b</b> – ‘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"> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Work with our local colleges offering T-level industry placements to provide a 45-day industry placement for local young people.</li> <li>Offer a graduate placement for a student studying at university.</li> </ul>	<p><b>NT8</b> – ‘No. of staff hours spent on local school and college visits...’</p> <p><b>NT11</b> – ‘No. of hours dedicated to support young people into work...’</p> <p><b>NT13a</b> – ‘Meaningful work placements that pay real living wage (internships)...’</p>
	Opportunities and inspiration activity for young people	<ul style="list-style-type: none"> <li>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.</li> <li>High-quality careers guidance and work inspiration has significant long-term benefits for young people to make informed decisions about their future.</li> </ul>	<ul style="list-style-type: none"> <li>Create a profile on <a href="#">Icanbea...</a> 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.</li> <li>Engage with the <a href="#">Enterprise Adviser Network</a> which works with all secondary schools and colleges in Suffolk to improve careers education and in schools.</li> </ul>	<p><b>NT8</b> – ‘No. of staff hours spent on local school and college visits...’</p> <p><b>NT12</b> – ‘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"> <li>An ageing population and workforce at risk of displacement in the labour market due to lack of relevant skills.</li> <li>Longer and fuller working lives requires more opportunities for reskilling and career changes.</li> <li>Proportion of the adult population with literacy and mathematics skills below entry level or to operate effectively at work or their personal life.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>SCC’s <a href="#">Adult Learning Service</a> offers employability, specific courses and support for priority and disadvantaged groups</li> </ul>	<p><b>NT50</b> – ‘Innovative measures to promote local skills and employment to be delivered on the contract...’</p> <p><b>NT1</b> – ‘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"> <li>To reduce the number of young people classified as not in education, employment, or training (NEET).</li> <li>To ensure people who are vulnerable and facing disadvantage are supported to access skills opportunities.</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Offer work inspiration and employment opportunities to disadvantaged or priority groups.</li> <li>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.</li> <li>Take positive action to ensure that opportunities are accessible for people who are under-represented in the general workforce or a specific industry sector.</li> </ul>	<p><b>NT7</b> – ‘No. of hours of support into work provided to unemployed people...’</p> <p><b>NT6</b> – ‘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				