



SOUTH EAST
LOCAL ENTERPRISE
PARTNERSHIP



SOUTH EAST LOCAL ENTERPRISE PARTNERSHIP



We represent the largest LEP area in England outside London in terms of population and economic output.

We were set up by government to make investments to drive growth and create jobs.

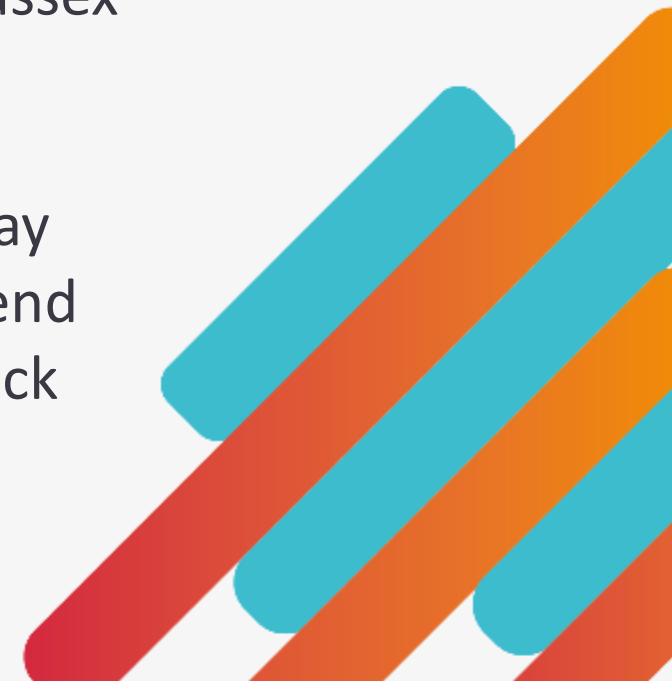
Our Skills Advisory Panel is driving and overseeing skills work.

We are part of the national LEP Network.
#LEPFutureValue

The South East LEP

We cover an area encompassing the local authority areas of:

- East Sussex
- Essex
- Kent
- Medway
- Southend
- Thurrock



- **Employer-led SAP** reflective of growth sectors and geography
- Informed by the LEP's original **Skills Strategy and Evidence Base**
- Funding from DfE for regular **analysis and research** to inform the SAP
- Chaired by **Helen Clements** of Morgan Sindall
- Works alongside a **Skills Working Group**, which includes FE, HE, Providers and local authorities



Informing Apprenticeship provision: SELEP SAP Skills Report

- Now produced as an [Executive Summary](#), with key headlines and forward look for 2022/23
- Fully refreshed [data report](#) also published
- Also [published by the DfE](#) along with all national Skills Reports and includes a DfE statement on Local Skills Improvement Plans





SELEP SAP Skills Report

2018-2022 STRATEGY HEADLINE	STILL A CHALLENGE/ PRIORITY FOR 2022?
Skills levels below the national average at levels 2-4	YES – but improving
210,000 people with no qualifications	YES – but improving – now 148,600
Nearly 68,000 people on out of work benefits	YES – now 103,445
163,000 workless households	YES – still 155,400
Workplace earnings below national average/neighbouring LEPs	YES – still below
Some of the most deprived and most wealthy areas nationally	YES
Fluctuating apprenticeship numbers and short-term decline	YES – recent decline
Declining adult participation in further education	YES
High levels of out commuting to London / surrounding areas	Possible area of change – more WFH
Shortage of Tutors	YES
A need for more flexible, modular training	YES
Lack of awareness of key sectors and opportunities?	YES

Vision: *To help deliver a flourishing and inclusive economy across the biggest LEP in the country by equipping employers, adults and young people with the skills, conditions and aptitudes required for significant and clean growth today and tomorrow.*

Priorities:

- Increase apprenticeships and industry relevant qualifications for all ages, particularly in priority sectors and at higher and degree level
- Simplify the landscape for employers, stakeholders and individuals
- Build a diverse and inclusive economy and reduce polarisation
- Raise awareness of jobs and growth across SELEP and the area's size, scale, national and international significance
- Foster and support the spirit of pride, entrepreneurship innovation and enthusiasm across SELEP to bring about change





SECTOR	SELEP PICTURE NOW	FUTURE OUTLOOK/PANDEMIC IMPACT
CONSTRUCTION	<ul style="list-style-type: none">• 27,325 enterprises• 124,000 employee jobs• Ageing workforce• Disproportionately male workforce• Competition from London• Vacancies include quantity surveyors, bricklayers, architects and carpenters	<ul style="list-style-type: none">• Continued growth - up to 300,000 new homes across SELEP• Large infrastructure projects, as per SELEP's Major Projects Group• Growing need for green and low carbon skills, digital practices in sector• Public perception hindering new entrants• Large requirements for 'off site' jobs
HEALTH AND CARE	<ul style="list-style-type: none">• 7,240 enterprises• 229,000 employee jobs• Disproportionately female workforce (particularly Care)• Occupations and vacancies include care workers, nurses, social workers and residential care managers	<ul style="list-style-type: none">• Population growth & ageing population (up to a fifth) will impact on sector• Public perception of sector (particularly care) hindering recruitment but good opportunities to progress• Opportunities to use digital technologies in care• Increase in need and vacancies through pandemic. Some reduction of EU and overseas care workers. Pandemic raised the profile of the sectors

SECTOR	SELEP PICTURE NOW	FUTURE OUTLOOK/PANDEMIC IMPACT
IT, DIGITAL AND CREATIVE	<ul style="list-style-type: none"> • 86,000 employee jobs • 19,170 enterprises • IT disproportionately male • Creative sector has a lot of freelancers - lack capacity to engage in traditional skills models (e.g. apprenticeships) • Vacancies include software developers, coders, IT support, graphic designers and programmers) 	<ul style="list-style-type: none"> • A number of clusters across SELEP and significant activity through areas of work such as the Creative Estuary Eastbourne creative clusters and London Resort • Digital roles required across all sectors given the 'digital revolution' • Sizeable Games, Entertainment and cultural part of sector likely to see growth • IT jobs resilient and saw growth through the pandemic. Creative sector - negative effect with high levels of furlough (70%+) & lack of income.
FINANCE	<ul style="list-style-type: none"> • 3,020 enterprises • 43,000 employee jobs • Strong relationship to London - high commuting to finance jobs • Occupations and vacancies include insurance underwriters, finance analysts, sales related roles and financial managers 	<ul style="list-style-type: none"> • Trend for some finance companies in London relocating to parts of SELEP due to available workforce / lower rents • Growing need for IT (software) skills due to online nature of industry • Potential risk of jobs moving elsewhere in Europe or beyond • Continued operation through pandemic as move to home working. Longer-term could see a shift in the London focus.
MANUFACTURING AND ENGINEERING	<ul style="list-style-type: none"> • 98,000 employee jobs • Disproportionately male workforce • Ageing workforce • Internationally famous companies (i.e. Ford, Raytheon, e2v) • Occupations and vacancies include mechanical engineer, production manager, engineering manager, test engineer 	<ul style="list-style-type: none"> • Public perception of sector hindering recruitment • Ageing workforce likely to impact on skills needed – high need for technical skills • Impact of digital and robotics on future skills requirements • Reduction in employment overall projected but replacement of ageing workforce, the need for digital skills and competition from other sectors means skills shortages still likely

Other sectors looked at:

- Transport and Logistics
- Agriculture and Land-based
- Education
- Energy and Utilities
- Accommodation, Food, Hospitality and Tourism

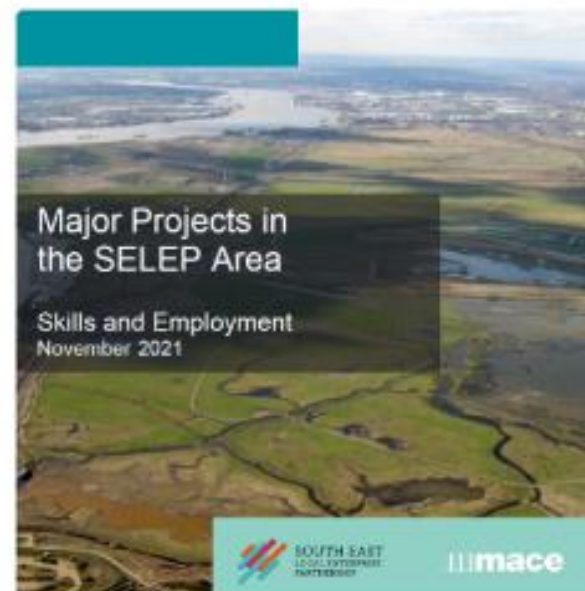


Through the Skills Advisory Panel work and to support its evidence base, a report was commissioned to look at the collective skills needs of major projects across the South East.

Projects include:

- The London Resort
- The Lower Thames Crossing
- Hoo Peninsula developments
- Ebbsfleet Garden City
- Bradwell B Nuclear Power Station
- Thames Freeport
- UK Health Security Agency
- Freeport East

Major Projects in the SELEP Area



Skills and Employment Report: Summary



Major Projects Work

- ‘The pipeline of major projects in the SELEP area represents an extraordinary amount of growth and a huge economic opportunity’
 - Conservative estimates put the combined construction value at around £28.5bn (noting that costs are not yet defined for all projects).
 - However, there are also significant challenges in meeting the skills/labour demands of these projects and ensuring that the local workforce and businesses are able to benefit.
 - It is estimated that a workforce of 76,300 is needed by 2024 with a peak demand of 117,400 in the period between 2025 and 2028.
 - Action plan in development, to include apprenticeship targets across the major projects
- 

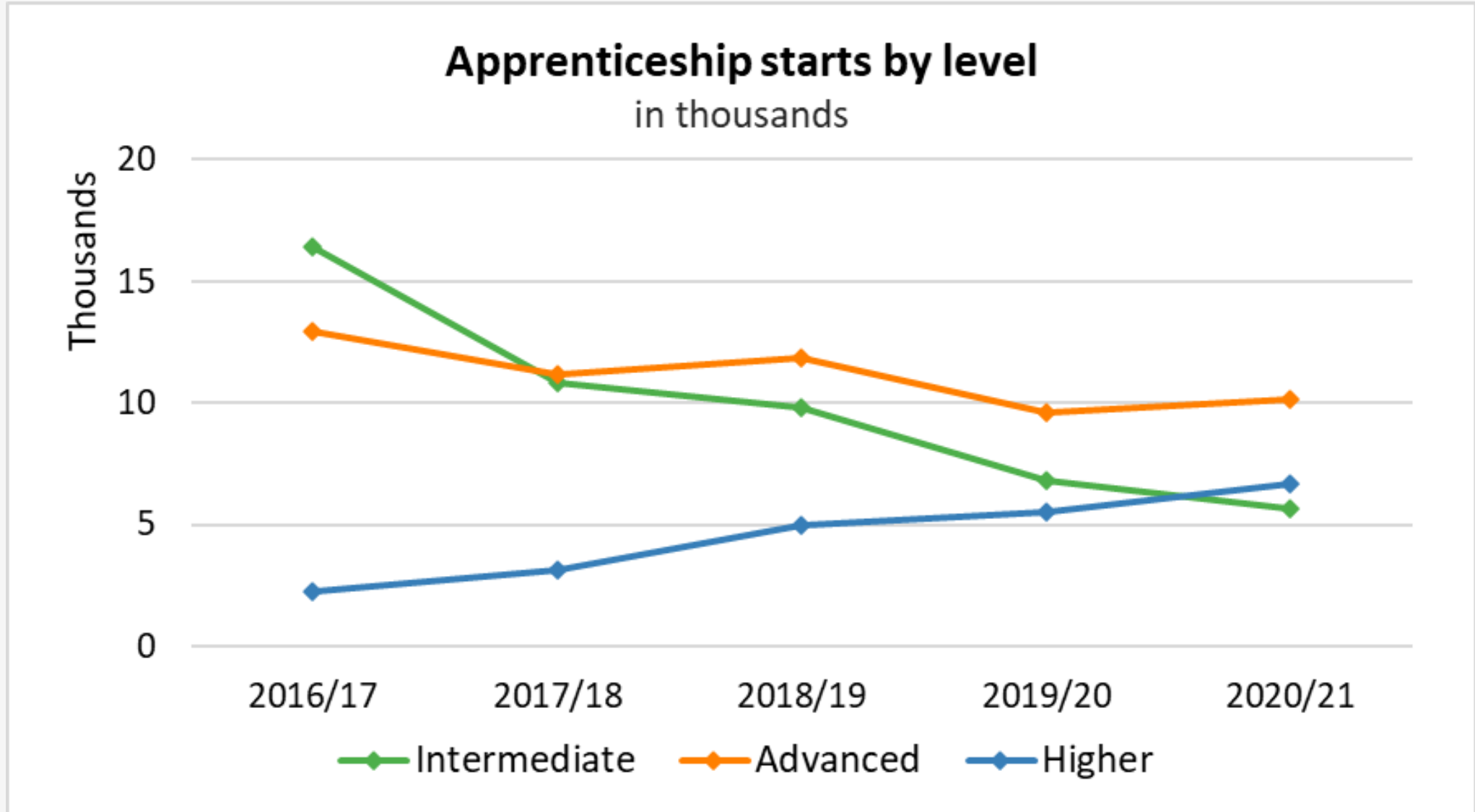


Apprenticeships in the SELEP area



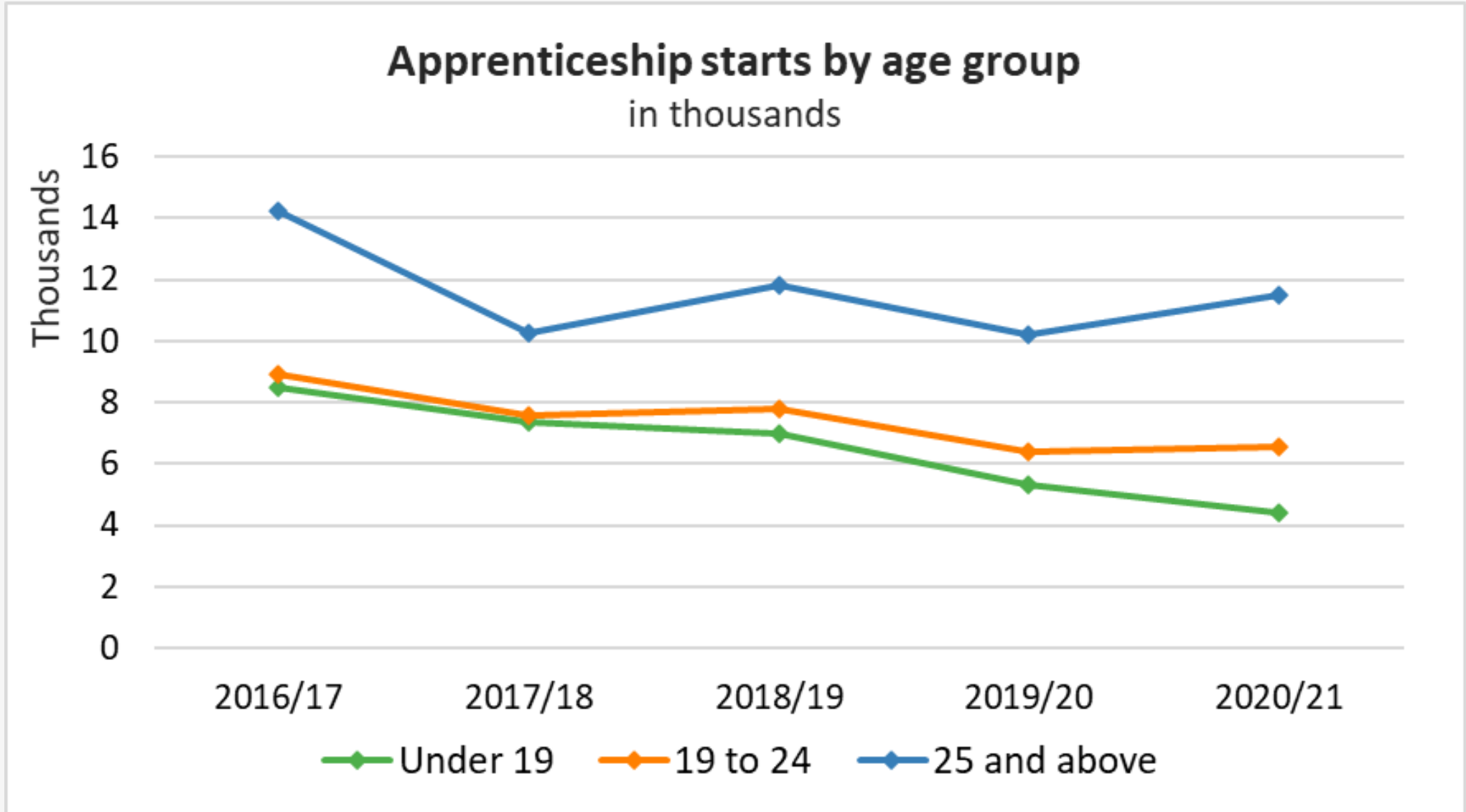


Apprenticeships in the SELEP area





Apprenticeships in the SELEP area



Showcasing Apprenticeships

- A [Virtual Careers fair in October 2021](#) opened by Rt Hon Robert Halfon MP and attracting over 400 visitors and more than 2000 booth visits and featuring presentations and stands from SAP employers and HE partners
- A range of booths and presentations
- Resources still on SELEP's Skills website, including resources for degree apprenticeships and videos about degree apprenticeships locally




WHAT IS A DEGREE APPRENTICESHIP?
Frequently Asked Questions

Q: Can an apprentice still achieve a degree?

- 1) No, apprentices are just for lower levels
- 2) Yes, it will part of your apprenticeship
- 3) No, because you don't get UCAS points

A: Yes!

- Apprentices can achieve a degree through a degree apprenticeship!
- A couple of years ago, the government introduced degree apprenticeships. This means that you can now study all the way up to degree level (and even master's level).
- Not all apprentices will leave school and go straight onto a degree apprenticeship. Most apprentices will need to complete an intermediate, advanced or higher apprenticeship before progressing on.

Is a degree apprenticeship a real degree?
Yes - it is exactly the same degree that you would study full-time, except it will be studied in a different way and your apprenticeship may also include additional qualifications and/or professional accreditation.

Do I apply to the employer or the university?
Firstly, you will need to secure an apprenticeship with an employer, and they will decide which training provider is best suited to the needs of their business. Depending on which training provider they are using, there could be additional applications or assessments that you will need to undertake.

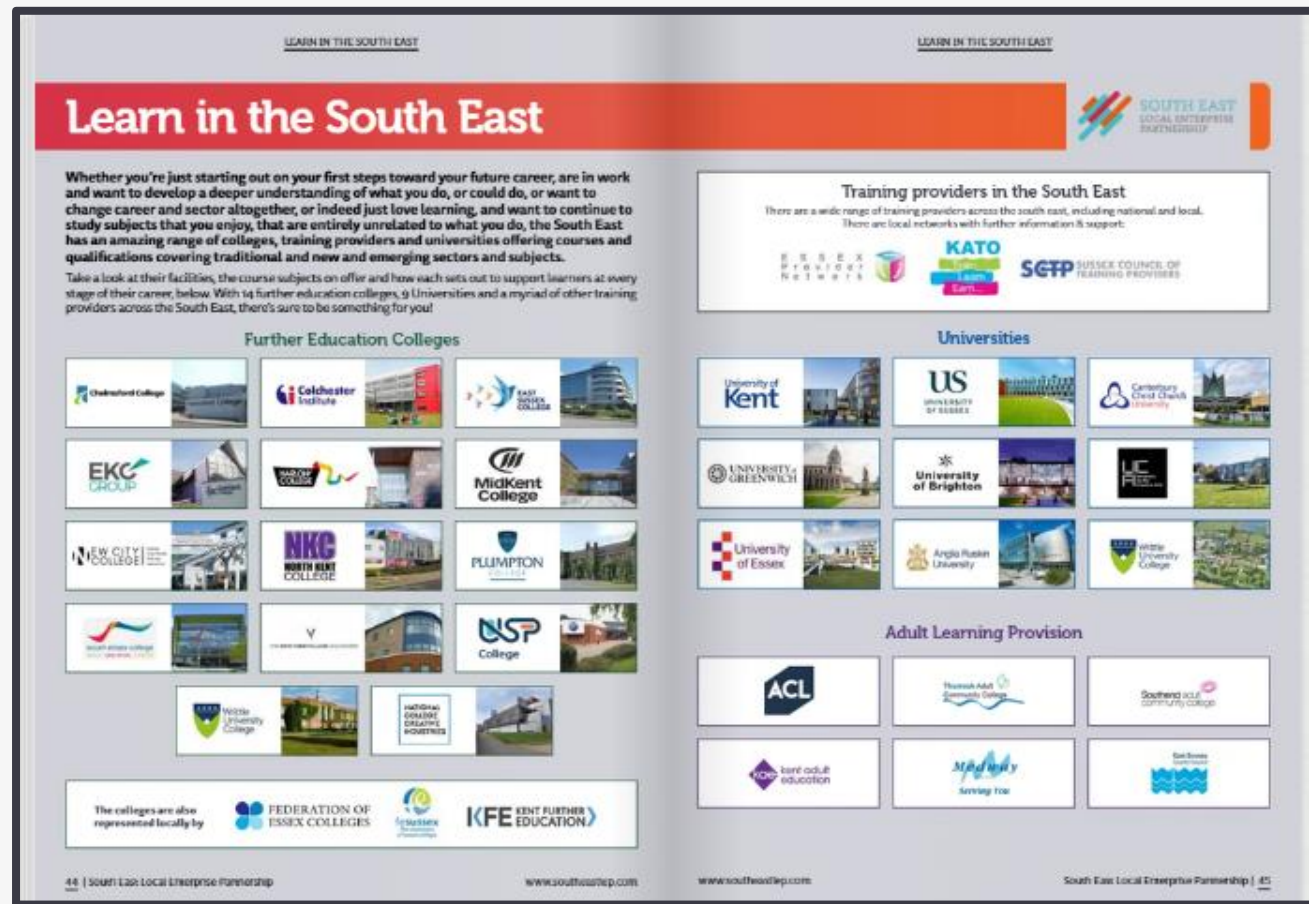
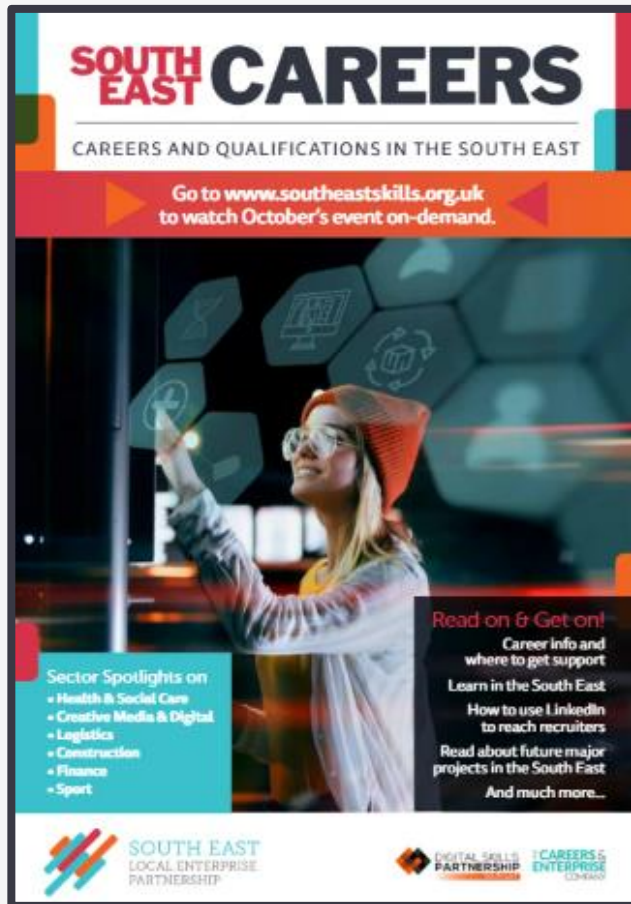
highways
england

Amazing
Apprenticeships



Showcasing Apprenticeships

- The [production of a Careers Magazine](#) in collaboration with Career Map and spotlighting key sectors, apprenticeships and further and higher education across the South East



Support for Employers and Individuals

- [Dedicated section of SELEP Skills website](#) with resources, videos and information on apprenticeships
- Local spotlights
- Ambassador networks
- Local tools and support
- Local graduation ceremonies
- Case studies
- Key information
- Includes information on degree apprenticeships





SOUTH EAST
LOCAL ENTERPRISE
PARTNERSHIP

Videos and Events

Welcome to South East LEP's Apprenticeship Q&A
National Apprenticeship Week 2021



See more Apprenticeship-related content and info at www.southeastskills.org.uk

Chris Travers, Area Director, Morgan Sindall
Helen Clements, Social Value Manager, Morgan Sindall
Jasper Lea, Apprentice, Morgan Sindall
Adele Carnera, Chair, Essex Ambassador Network
Monique Lavers, National Account Manager, Skills Funding Agency
Louise Aitken, Skills Lead, South East Local Enterprise Partnership



Hear from Brad, IT Apprenti...



salary when they start working
full time. Through my



Nurse Associate Apprentice...



**NURSE
ASSOCIATE
APPRENTICESHIP
UNIVERSITY OF
BRIGHTON**

DP World - Transport and Logistics: Essex Apprenticeship Ambassador Network



Aran Walrond
4th Year Mechatronics Apprentice



Essex Apprenticeship Levy Transfer Service

Provides a fully managed service that supports levy paying organisations to utilize their unspent levy to pay for the apprenticeship training costs in smaller businesses across Essex.

Levy share eliminates the need for smaller organisations to pay for their apprentice training costs...money that can be spent elsewhere!

Helps create opportunities to increase skills levels across Essex.

Retains unused levy within the Essex economy.



Achievements to Date

Received pledges in excess of **£2.25 million**

370 starts enabled to date across Public sector, Health, Construction, Hospitality, Schools, Accountancy, Social Care, IT and technical

End value of Apprenticeships enabled to date - **£2,248,986**

ECC as a levy paying employer has funded 42 apprenticeship opportunities with 16 different organisations to date with an end value of **£475,236**

60 % (of Apprenticeship starts) are **new recruits** and **40%** are **existing employees** who are developing new skills / upskilling

Average amount of levy per person **£6,200**

Number of app standards supported – over **30 different standards**

App level split – L2 **21%**, L3 **62%**, L4 **28%**, L5-L7 **7%**





Steve Leakey, Managing Director of Higgins Partnerships said:

“Apprentices are a valuable part of our business and many of us, including myself, have undertaken an apprenticeship throughout our career progression.

“Training and developing our team is a fundamental part of what we do and through our apprenticeship roles we are able to bring in early talent and progress them through the organisation allowing them to develop a fulfilling career.”



Local Showcase

Essex Apprenticeship Levy Transfer Service

“

"People are at the heart of everything we do"

Apprenticeships really help us to attract, retain and nurture our teams who provide person-centred care, supporting independence as much as possible. A simple, uncomplicated and well-organised Levy-transfer system is vital to supporting our apprenticeship training

— June Hillyard, Operations
Director - Bloomsbury Home Care



“

Promoting a culture of kindness and care through the levy share

Utilising our levy through a transfer is straightforward and simple, enabling us to support colleagues in like-minded organisations to train, develop and upskill their staff.

— James Timpson
Timpson Group



TIMPSON
Great Service by Great People

#TheLevyGift



#TheL

The Essex Apprenticeship Levy Transfer Service has helped The Timpson Group share its levy with Bloomsbury Home Care to fund five apprentices.

FOLLOW US



@southeastlep



linkedin.com/company/south-east-lep

GET IN TOUCH




hello@southeastlep.com

STAY UP TO DATE



southeastlep.com

southeastskills.org.uk



WORKING TOGETHER FOR A FASTER,
SMARTER AND MORE SUSTAINABLE
ECONOMIC RECOVERY