



Skills Strategy

Strategy Aims:

- Provide our residents with the skills and qualifications to succeed.
- Provide businesses with the workforce to thrive now and in the future.
- Improving productivity and economic growth

Lead Member: Lynn Pallister

Officer leading on delivery: Andrew Carter

Alignment with Council Priorities

Start Life Well	Live and Age Well	Prosper and Flourish	Clean and Tidy	A strong and sustainable Council
The strategy sets out how the Council will seek to provide our residents with the skills to succeed and make a positive start to life post aged 16+.	The strategy sets out how the Council will provide skills and qualifications to residents allowing them to access employment and life skills encouraging them the live and age well.	The strategy sets out how the Council will provide skills and qualifications to residents allowing them to access employment opportunities and prosper and flourish.	No direct alignment.	No direct alignment.

Principles

Principle 1	Principle 2	Principle 3	Principle 4	Principle 5
Working in Partnership	Developing our Young People	Skilling and Upskilling our Workforce	Agree a Well Planned Provision	Teesworks and Other Strategic Sites

Actions

Principles	Actions and Timescales	Survive: Years 1 -2- Quarter to be delivered 2024/25, 2025/26		
		Strive – Years: 3 - 5	Thrive: Years 6 - 10	
Principle 1	Consider setting up a skills consortium.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
Principle 2	Further elevate School and College careers education, information, advice and guidance, by using in-depth and reliable local labour market intelligence from a Skills Observatory so that young people are able to make informed choices about their careers.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Working with Education Partners to implement an improvement plan for secondary education, supporting them to deliver industry relevant curricula that prepare learners for future success in their next steps, helping to raise GCSE attainment and increase participation in post-16 education.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
Principle 3	Prioritise the development of a range of employment support and employability programmes aimed specifically at moving Inactive residents who want to work back into Employment/Active status. Work with partners, including TVCA, to address this priority by maximising the use of appropriate existing funding streams.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Work to identify industries with an ageing workforce pressure and develop solutions to address future skills gaps.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter

	Further elevate information, advice and guidance for the general population by using indepth and reliable local labour market intelligence from a Skills Observatory so that adults are able to make informed choices about their careers and progress into higher level skills.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Promote Tees Valley Careers (and the business menu of how employers can support careers in school, college and training) so that local businesses are fully aware of what actions they can take to engage with local schools and colleges in order to promote their industry or their business and attract a potential future workforce.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
Principle 4	Undertake detailed work to identify what future skills are required from the jobs data already collected and ascertain what gaps there currently are (if any) in the skills landscape to address those requirements.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Increase the number of Apprenticeships (especially Higher Level) within employers based in Redcar & Cleveland.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Encourage more Sector Skills Academy approaches with employers to help recruit trained staff in specific industries.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Increase the level and volume of digital skills training (relevant to the workplace) available for residents as a stand-alone item but also encourage any local programmes and projects to include a digital skills element. Particularly reskilling older workers in digitalisation skills in order to increase employment skills.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
Principle 5	Support STDC/Teesworks to implement and deliver a skills plan/timetable for the site in order that it achieves the ambition for the site, and in doing so, benefits the residents of Redcar and Cleveland and the wider Tees Valley.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Work in partnership with TVCA to support local businesses through delivering skills/ qualifications training, and recruitment support in the Council's Employment Hubs.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Work with Business & Employment Growth to develop a skills plan/timetable for any major industrial development and promote that dynamic plan widely and regularly to stakeholders.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter

Measures of Success	Performance indicator / outcome	Outturn position 2023/24	Survive – Years 1-2	Strive – Years: 3 - 5	Thrive: Years 6 - 10
Employment	Increase in employment rates	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Skills	Increase in skill levels	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Academic Performance	Improved academic performance in our secondary schools	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Apprentices	Increased apprentice numbers	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Skills Shortage	Reduction in local employers reporting a skills shortage	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target