

Rationale

Grow the productivity of Lancashire's worker & businesses

- Lancs productivity levels lower than North West & National averages.
- Requirement for higher level skills & difficulties recruiting; increased need to develop current workforce, but challenges engaging with education system.
- Reducing workforce size; working age population forecast to decline at a greater rate than nationally. At same time, people working longer & 'jobs for life' less common.

Anticipate & respond to market & technology change, with provision driven by employer demand

- Requirement to understand the implications of new technologies & markets.
- New business models & ways of working will reshape businesses, and types of skills needed.
- Existing roles are being re-designed, new occupations will emerge, some may cease to exist.

Start with education & experiences at primary level & support individuals through working lives

- Continual technological growth & development means technological mindsets likely to be increasingly in demand.
- Risk that insufficient understanding of the options available, alongside negative perceptions of technical routes, limits young people's choices & future pipeline of workers.
- Engagement with careers & industry required from a younger age to 'start the conversation' about Tech Ed.

Work to ensure providers & employers collaborate on the design & deliver of education & training

- Good existing relationships between employers and providers, lots of good practice to build on in providing work based learning.
- Where businesses are currently engaged tends to be large employers; concern that SME voice is insufficiently heard.
- Increasingly fast pace of change necessitates rapid response to training needs. Requires both broader and deeper collaborations between employers and providers to maintain industrial relevance.

Provide a co-ordinated & joined-up offer, through collective planning & management

- Lancs has a strong system of high performing & good quality providers. However, employers find it difficult to navigate & are unclear how to get what is best for them.
- Challenging geography, no 'one' centre, several Travel to Work & Learn areas, often connecting with areas outside Lancs.
- Need to work more collaboratively to manage & co-ordinate specialisms, avoid unnecessary replication & share best practice.

Objectives

- Develop range of high-quality technical routeways, leading to stronger technical skills base to enable business performance.
- Develop accessible training pathways for adults seeking to re-skill during their career.
- Improve work readiness of those completing education & training, providing soft/life skills alongside technical skills to optimise productivity of new recruits.

- Develop a proactive system to track & anticipate future market & tech change.
- Embed a clear process to translate changes into Tech Ed requirements, in the context of Lancs, recognising its sectoral uniqueness.
- Over time, enable employers to more effectively self-diagnose training needs as their businesses evolve.

- Provide consistent & positive information for learners & influencers (e.g. parents & carers) to ensure equal status with academic routes & enable informed choices at key decision points.
- Engagement with industry in education at all ages & stages, with work-related learning & activities embedded in all schools (primary & secondary), colleges & universities.

- Be sufficiently agile & flexible to respond to change & maintain fitness for purpose.
- Establish a virtuous cycle of collaborative work between employers & providers, sharing information in both directions.
- Work to common models for employer engagement to review the effectiveness & industry relevance of education & training.

- Co-ordinate provider specialisms & create centres of excellence for higher level learning to leverage the best provision.
- Simplify contact with, & access to, education & training for employers & learners, enabling them to make informed choices.
- Invest in, & utilise, digital technology to support collaborative working & share curriculum materials.

Outcomes

- More productive businesses, in a thriving economy, leading to greater wealth creation.
- Learners & workers will be better equipped to sustain & progress careers in an increasingly complex world of work.

- Providers will have an improved understanding of market & technology changes shaping world of work & skills implications;
- Lancashire's businesses will be increasingly sophisticated consumers of Tech Ed, able to identify how it can meet their skills needs;
- Business growth via accessing the skills needed to diversify into new/emerging sectors/activities.

- Greater understanding of routes & careers, resulting in higher levels of participation in Tech Ed;
- At all ages, people can access advice to make informed choices, changing between academic & technical routeways & identifying the right training options for them;
- A future workforce can capitalise on education, work & life experience & is more resilient to change.

- High levels of work readiness amongst leavers, resulting from the development & delivery of Tech Ed in response to industry demand;
- Employers experience fewer skills gaps as issues are resolved by co-designed training;
- Teaching staff have up-to-date understanding of industry trends, practice & skills requirements.

- An accessible offer of education & training that is networked to optimise available resources;
- A stronger & more sustainable market for Tech Ed, as employers are increasingly able to identify & source the training they

Excellent labour market information and intelligence

Strong monitoring and evaluation and a culture of constant learning (from the UK and international peers)

