

Hertfordshire Skills and Employment Strategy

2021-24



Stakeholder engagement webinar

Thursday 28 January, 1-2:30pm

In partnership with

Hertfordshire
Local Enterprise
Partnership



Department
for Work &
Pensions





Proposing our themes

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Proposing our themes

Theme	Priorities
Unlocking emerging talent – support for young people age 14 - 24	Supporting young people aged 16 to 24 years in the transition from education to employment by enabling their access to impartial advice and guidance to ensure informed career decisions. The catalyst being through YCH Services for Young People, The Careers and Enterprise Company and Careers Hubs and digitally via Hertfordshire Opportunities Portal, integrating with our FE and HE sector, National Careers Service and local programmes such as the Princes Trust
Adult learning and employment – working towards lifelong learning and full employment	Supporting vulnerable adults into employment, increasing the available workforce and enabling adults to adopt a culture of lifelong learning. Ensuring measures are in place to support adults to retrain for advanced and higher technical skilled jobs. Integrating with the 'Lifetime Skills Guarantee'.
Skills to grow small and medium size businesses	Providing targeted support to SMEs and their workforce in order to facilitate growth and improve the matching of skills to business needs in order to sustain economic growth. Enabling our employers to seize the opportunity to build their future workforce through implementing work-based learning programmes including Apprenticeships, Traineeships, T Levels and Technical qualifications.
Priority and growth sectors – harnessing the opportunities and investing in skills of the future.	Investing in our skills of the future including those required of our growth sectors - life sciences (with a focus on Advanced Therapies and Cell and Gene Therapy), advanced engineering and manufacturing, creative (with a focus on film & media), built environment (with a focus on modern methods of construction and clean technology), agri-tech and our knowledge and digitally based sectors.
Placemaking – opportunities arising from Hertfordshire's internal geographies and proximity to London and the Oxford/Cambridge arc	Fully understand the impact on Hertfordshire's productivity as a result of our county being a net exporter of highly skilled employees and a net importer of low-skilled employees. Seize the opportunity of our position in the Golden Triangle of London, Oxford and Cambridge. Optimize the assets of our internal geographies including Herts IQ (Hemel), the science corridor (Stevenage, Welwyn and Hatfield), the creative cluster (South West of Hertfordshire) and Innovation Corridor covering East Herts and the Harlow & Gilston Garden Community.



Cross cutting priorities

Cross-cutting themes	Priorities
Enhancing Digital skills	<p>Acceleration of Fourth Industrial Revolution has been rapid and our employers and residents are playing catch up. Data and digitalization is redefining much of what we do and how we do it and indeed many of the jobs in which we will be working in 20 years' time have yet to be defined.</p> <p>Hertfordshire will prioritize it's Digital Skills Strategy and action plan, working with national programmes such as the Digital Skills Bootcamp, learning lessons from colleagues in supporting LEP areas who are delivering Digital Skills Partnerships, support the development of the Hertfordshire Institute of Technology and work with our FE, HE and provider base to ensure the delivery of the full breadth of digital skills requirements.</p>
Supporting Hertfordshire's 'Net Zero Future'	<p>Hertfordshire intends to fully maximize the advantages for our industries from the global shift to clean growth. For example we will commission a study locally which will seek to establish how we can support and implement the government's proposals in its Energy White Paper 'Powering our Net Zero Future' which focuses on achieving zero carbon and fighting climate change and follows the Prime Minister's Ten Point Plan for a Green Industrial Revolution.</p>
Social Mobility and Inclusivity	<p>Work towards building an inclusive economy, creating opportunities for all. Seek to achieve true social mobility where our residents choose the path that will lead to their desired destination and provide the infrastructure through education, skills and employment support, enabling them to complete that path. In seeking to achieve this vision, we will work with partners to commission a study outlining the actions and improvements needed within our education, skills and employment infrastructure to enable this.</p>



Further priorities

COVID-19 recovery and renewal

We will continue to work towards the goals set out within our Recovery Plan – [Unlocking Hertfordshire](#). Several at-risk groups have been identified who will require skills/training support during the forthcoming recession and Hertfordshire LEP is working with partners to ensure those without work have the ability to maintain their work readiness and gain new skills to secure full employment.

The impact of the EU Transition – specifically the supply and demand of labour

We will work closely with London and Southern LEPs via their respective growth hubs on the "[Ready 2020](#)" campaign to make businesses aware of the online and face-to-face support available to support the EU Transition and ensure they are as resilient as possible specifically around recruitment and employment of staff. Through the first year of the EU Transition we will seek to understand the impact on skills and employment – challenges and opportunities.

