



CENTRAL SUSSEX COLLEGE

Skills Strategy 2008-2013

AIMS

1. To be a key Regional /Local strategic partner in workforce development across the Gatwick Diamond region.
2. To develop, in conjunction with partners, a skills curriculum offer that matches the demands/needs of specific sectors at Gatwick Diamond sub region level, incorporating the Skills Escalator from Basic Skills to HE and supporting the development of a University Centre at the College.
3. To continue to transform the organisation and provide a college-wide culture intent on further improving responsiveness to employers and perceiving engagement with the business community as integral for the purpose and future of the College.
4. To offer high quality education and training that meets the needs of the 'Demand Led' learner.
5. To provide well- resourced provision that meets the needs of the 'Demand led' learner.

1. To be a key Regional /Local strategic partner in workforce development across the Gatwick Diamond region

- Taking forward the outcomes of Strategic Area Review (StAR), the Joint Area Review, the South East Regional Economic Strategy (RES) and Local Area Agreements (LAA) and LSC Sussex Skills Review.
- Be an strategic lead in the Gatwick Diamond/ University of Sussex/ Partnerships/Sussex Local Skills for Productivity Alliance.
- Consult and prioritise with Local Stakeholders - Gatwick Diamond Economic Strategy/ Local Community Boards/ Local Learning Partnerships/ Voluntary/ Community / Employer Groups/ Sector Skills Councils to determine the key priorities for employers' needs.
- Creation of a Skills Escalator for employees in the Gatwick Diamond in conjunction with East Surrey College, through the development of a virtual 'Gatwick Diamond Academy'.
- To work in partnership with other Colleges and HE Institutions in the development of new level 4 provision in line with the College's HE Strategy.
- To support the development of a University Centre in Crawley.
- Plan for long term sustainability given changing funding landscape by reducing reliance on LSC funding, by significantly 'raising our game' in increasing full cost corporate provision and seeking new funding streams.
- To commit to and embrace the 'demand led' arena, appreciably growing Apprenticeships, (including YAs and Adult Apprenticeships) and Train to Gain (T2G) provision expanding into new markets in response to identified employer-training needs.
- To project manage/ lead provision for T2G within the Gatwick Diamond region and disseminate and share good practice amongst providers in order to grow provision.
- To make a commitment to the Skills Pledge and seek out opportunities to encourage and support other organisations within the Gatwick Diamond to follow suit.
- To expand the work of the Gatwick Learning Centre in partnership with BAA to maximise training opportunities for Gatwick airport employers.

2. To develop, in conjunction with partners, a skills curriculum offer that matches the demands/needs of specific sectors at Gatwick Diamond sub region level, incorporating the Skills Escalator from Basic Skills to HE and supporting the development of a University Centre at the College

- Ensure progression opportunities in skill priority areas (Skills Escalator) and at Level 4/5 work in partnership with HE and other neighbouring Providers, supporting the development of a Crawley University campus and continue to work with Sussex Aim Higher partnerships for progression.
- Increase the number of full Level 2 courses and Level 3 in priority areas that develop employability skills and support these with good essential skills delivery, especially through Train to Gain and Apprenticeships.
- Invest in the development of new provision designed to meet the needs of employers.
- Development of materials (paper free and remote) to supply training and underpinning knowledge to support NVQ achievement in the workplace.
- Ensure off-site provision is supported by a range of Learner Support Services.
- Ensure Essential Skills curriculum is available off-site to support T2G type programmes and is embedded into NVQ delivery/ underpinning knowledge.
- Pilot the equipping of Assessors with 'Essential Skills' skills to allow seamless delivery of NVQ and Essential Skills.
- Increase opportunities to expand and complement the college's Apprenticeship, T2G and full cost provision through sub contract arrangements with high quality, responsive specialist partners.
- Increase Skills Development activities with the Public Sector/Health Education Partnerships/ Jobcentre Plus and Union Learning Representatives.
- To concentrate geographically on delivering within the Gatwick Diamond Region but to expand in niche markets in wider regional provision in conjunction with partner organisations.
- To seize the opportunities that might arise from QCA's Skills drive in designing and accrediting qualifications for employment.

3. To continue to transform the organisation and provide a college-wide culture intent on further improving responsiveness to employers and perceiving engagement with the business community as integral for the purpose and future of the college

- Establish the Faculty of Training Solutions as the main commercial sales and delivery arm of the college to allow for a more seamless approach between demand and supply.
- Develop and increase capacity within the college's sales team to provide effective engagement with the business community by taking a single market approach with a variety of opportunities to broker training solutions and offer full cost and subsidised fee rates through T2G, Apprenticeships, European Social Fund (ESF) etc.
- Improve capacity to identify and meet the needs of employers through partnership working with Sussex Enterprise and other organisations to broker training solutions to employers.
- Develop opportunities for Employer Engagement with 14- 19 learners by increasing work placement opportunities.
- Establish a Job Shop facility which will enhance opportunities for learners and employers and increase our employer engagement.
- Increase understanding of the local employer base and market knowledge through extensive networking to support course development.
- Research competition and set realistic cost competitive fees.
- Increase engagement with employers through well-planned and targeted marketing, good follow up and evaluation and encouragement of repeat business.
- Evidence good management of relations with employers, in particular effective and efficient referral processes and prompt follow up to enquiries, leading to enhanced customer satisfaction.
- Build a new approach to Training and Assessing to ensure cost effective and quality delivery.
- Ensure the revised Skills Strategy is effectively communicated to staff across the college.

4. To offer high quality education and training that meets the needs of the 'Demand Led' learner

- Maintain Quality Kite-marks in Matrix Accreditation, Positive about Disability, IIP.
- Achievement of New Standard quality mark Part A and Part B commencing in the areas of Business, Retail, Care, Construction and Engineering, and to enable employers to access and purchase high quality learning that meets their needs.
- Ensure that all aspects of the Employer Charter are adhered to.
- Ensure that all courses (including full cost provision) are subject to appropriate quality assurance procedures.
- Ensure that all subcontracted provision (T2G, Apprenticeships, ESF) is quality controlled through strict monitoring and sampling of provision to meet quality and audit requirements.
- Ensure all provision surpasses minimum levels of performance and aims to deliver outstanding success rates.
- Ensure improving employer satisfaction rates for T2G, Apprenticeships ESF and Corporate work in line with the employer related Framework for Excellence standards.
- Establish Employer Forums for specific vocational areas to increase feedback.

5. To provide well-resourced provision that meets the needs of the 'Demand Led' learner

Accommodation and Health and Safety:

- High quality, separately located accommodation in Crawley Campus new build with excellent catering and appropriate social/study areas.
- Use of high quality off-site hired accommodation to deliver training courses to clients.
- Expand work-placement H & S monitoring to include Apprenticeships and T2G provision.

Staffing:

- Establish a bank of professional Trainers and Assessors with appropriate recruitment contracts that provide the flexibility needed to meet demand led training.
- Ensure good CPD opportunities accessible to part-time Trainers and Assessors.
- Ensure an experienced and well-resourced Contract Management team is in place within Employer Services, to allow for appropriate auditing/monitoring of Contracts.
- Ensure a well-trained and resourced sales team is in place to meet income targets for corporate income and funding streams.
- Provide opportunities for Industrial Updating for sales and delivery staff to maintain / improve market knowledge.