SKILLS AND EMPLOYMENT STRATEGY 2024 - 2029
ACTION PLAN

Ref	Action and description	Metrics	Target date	Lead organisation (*supported by*)	Priorities
1	**Skills Bootcamps** Introduce further Skills Bootcamps - up to 16 week intensive sector-based learning programmes with a guaranteed job outcome Develop a bootcamp pathway at levels 1 and 2 to support individuals into Skills Bootcamps	Increase in number of individuals taking a Skills Bootcamp Increase the demand for learning and training from employers Decrease skills gaps within the existing workforce Increase employment rate Decreasing the number of individuals with 'no qualifications' or yet to obtain basic skills	Start January 2024	Buckinghamshire Council *(Buckinghamshire College Group)*	Boosting Business Anticipating Change Increasing Opportunities to Achieve Facilitating Collaboration

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2	**Apprenticeships** Develop a partnership-led place-based approach to apprenticeships, exploring: • apprenticeship levy transfers, • showcasing pathways and • introducing cohorts • increase marketing for learners and businesses to highlight apprenticeships as a route to upskilling and employment for all ages and up to Degree level • introducing a guaranteed apprenticeship scheme for care leavers	Increase the number of apprenticeship starts Increase the number of apprenticeship completions Increase number of employers offering apprenticeships Increase employment rate Increase in the number of in-work hours spent in training Decrease skills gaps within the existing workforce Increase number of enrolments and completions in courses which provide digital or green skills Decrease percentage of employers who have not provided training	March 2024	Buckinghamshire Business First (*Buckinghamshire Adult Learning, Buckinghamshire College Group, Buckinghamshire Council, Buckinghamshire National Health Service Trust, Buckinghamshire New University, June Medical*)	Facilitating collaboration Boosting Business Anticipating Change

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3	**Jobs and Careers Fairs** Produce a Jobs and Careers Fair Plan using data from existing events to ensure that the job and career fair offer facilitates collaboration without duplication or overwhelming the intended participants.	Individuals have increased awareness of career options Employers raise profile of their organisation and sector Decrease in employers with hard-to-fill vacancies	March 2024	Buckinghamshire Council *(Bucks Skills Hub)*	Facilitating collaboration

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4	**Supporting the Economically Inactive** Develop a holistic place-based approach to supporting the economically inactive, utilising the UK Shared Prosperity Fund to move economically inactive individuals towards employment and education.	Decreasing the number of individuals with 'no qualifications' or yet to obtain basic skills. Increase the employment rate	Ongoing New funding from January 2024	Buckinghamshire Council	Improving opportunities to achieve

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5	**Supporting individuals receiving unemployment benefits** Develop a holistic place-based approach to supporting unemployed and underemployed individuals towards employment outcomes. Interventions include: • Sector Based Work Academy Programmes (SWAPs) • Skills Bootcamps • Returnerships	Decreasing the number of individuals with 'no qualifications' or yet to obtain basic skills. Increase the employment rate An increase in the number of Sector Based Work Academy Programmes (SWAPs). An increase in the number of individuals reaching sustained employment as a result of a SWAP Increase in number of individuals taking a Skills Bootcamp	Ongoing Skills Bootcamps from January 2024	Department for Work and Pensions *(Buckinghamshire Council)*	Improving opportunities to achieve

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6	**Supporting individuals with additional barriers to employment and education opportunities** Develop a holistic place-based approach to supporting individuals with additional barriers to employment and education opportunities through: • Skills Bootcamps • Apprenticeships • Outreach programmes • Supported Internships • Increased work experience opportunities • Encouraging employers to become Disability Confident	Decreasing the number of individuals with 'no qualifications' or yet to obtain basic skills. Increase the employment rate Decrease the number of young people who are Not in Education, Employment or Training (NEET) with Special Educational Needs and Disabilities (SEND) Increased number of Supported Internships Increased number of Disability Confident Employers	Ongoing	Buckinghamshire Council *(Buckinghamshire Business First, Department for Work and Pensions, businesses and employers, education and training providers, employability support providers)* *(NDTI and Stony Dean School for Supported Internships)*	Improving opportunities to achieve

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7	**Work experience** Develop a partnership-led place-based approach to work experience, exploring: - Developing a repository of work experience opportunities on Bucks Skills Hub - Work with employers to encourage work experience opportunities - Introduce a virtual work experience platform, developed by Buckinghamshire Council - Expand and consolidate the Network and hubs to maintain coverage across Bucks secondary schools	Increase the work experience offer Increase the employment rate Increase number of apprenticeship starts The number of users accessing the virtual work experience platform Working with Bucks Careers Leaders and SEND Careers Leaders to increase the availability of work experience	Ongoing	Bucks Skills Hub *(Buckinghamshire Council, businesses and employers, education and training providers, employability support providers)*	Facilitating collaboration

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8	**Local Skills Improvement Plan's Volunteering Skills Record** Develop a pilot initiative volunteering skills record, through the LSIP, for the Health and Social Care Sector to address work readiness skills, which may be rolled out to other sectors if successful	Increase the number of volunteers in Buckinghamshire Decrease skills gaps reported by employers	Ongoing	Buckinghamshire Business First *(Buckinghamshire Health and Social Care Academy and Buckinghamshire College Group)*	Boosting business
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9	**T Levels** Increase awareness of T Levels to students considering their options, and to businesses to highlight industry placements as a route to new talent.	An increase in the number of students taking T Levels An increase in the availability of industry placements for T Level students	Ongoing	Bucks Skills Hub and Careers Leaders Hub *(Buckinghamshire College Group and other education and training providers)*	Facilitating collaboration Boosting business

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8	**Career pathways** Develop a series of Buckinghamshire-specific career pathways across our key sectors to support individuals to understand the steps to take to further their career, enable young people to access academic and vocational pathways and deliver a pipeline of talent for employers.	Decreased skills gaps within the existing workforce Increase GVA in Buckinghamshire's economy Increase the employment rate	Start January 2024	Buckinghamshire Business First *(Buckinghamshire Council, Buckinghamshire College Group, Buckinghamshire New University)*	Facilitating collaboration Boosting business A whole system approach
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9	**Growth sector investment** Explore funding opportunities to strengthen the talent pipeline for Buckinghamshire's Strategic Growth Sectors and key skills shortage occupations by working with the Enterprise and Investment Board.	Decreased skills gaps within the existing workforce Increase GVA in Buckinghamshire's economy Increase the employment rate	Start January 2024	Skills Strategy Officer Working Group *(Buckinghamshire Council, Buckinghamshire Business First, Buckinghamshire College Group)*	Facilitating collaboration Boosting business A whole system approach

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10	**Leadership Management programmes** Identify programmes to support Leadership and Management – including Peer Networking programmes and new national initiatives	Decreased skills gaps within the existing workforce Increase the demand for learning and training from employers Increase the number of individuals participating in leadership and management courses	On-going	Buckinghamshire Business First (*Education and Training Providers*)	Boosting business

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11	**Opportunity Bucks: Jobs, Careers and Skills theme** Targeted support for individuals in the 10 disadvantaged wards to access support into employment or a better job through: • Employability support programmes • Supported skills and learning opportunities • Employment programmes	Increase the employment rate Reduce the number of people of people who are unemployed or economically inactive but would like a job Decreasing the number of individuals with 'no qualifications' or yet to obtain basic skills.	Ongoing	Opportunity Bucks Board *(Bucks College Group, Buckinghamshire Council, Employability Support Providers, Education and Training Providers)*	Improving opportunities to achieve

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13	**Horizons** Employment programme to help individuals overcome multiple barriers to employment with job matching support and ongoing personal development and career progression advice for employees and managers	Increase employment rate Reduce the number of people of people who are unemployed or economically inactive but would like a job Increase in the number of in-work hours spent in training	Start September 2023	Buckinghamshire Council *(Partner agencies – DWP, Adviza)*	A whole system approach Increasing Opportunities to Achieve Boosting Business
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14	**Local Skills Improvement Plan and Fund** Track and work in partnership to support successful interventions to be delivered as proposed in the Local Skills Improvement Plan, including the development of new facilities through the Local Skills Improvement Fund.	Decrease skills gaps reported by employers Increase the demand for learning and training from employers Increase the number of course starts in LSIP priority areas	TBC	Buckinghamshire Business First (Plan) Buckinghamshire College Group (Fund)	Boosting business

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17	**Promoting opportunities through contracting and planning opportunities** Explore introducing skills and employment opportunities through: • social value conditions on contracts and procurement in line with forthcoming Government legislation • introduce specific conditions for apprenticeships, work placements and measures to support local people into employment in the Buckinghamshire Local Plan	Increase the number of apprenticeship starts Increase the number of apprenticeship completions Increase the number of T Levels work placements Increase employment rate	Starting November 2023	Buckinghamshire Council	A whole system approach

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18	**Cross-collaborate across Buckinghamshire as a Place** Housing Strategy To secure affordable housing to attract people to live and work in Bucks including keyworker housing Regeneration Strategies To provide new employment opportunities and education provision Digital Strategies for Buckinghamshire, ensuring that all residents, communities and employers have access to high-speed, reliable internet capability to enable connectivity and access on-demand learning, upskilling and pathways to employment Transport Strategy which will enable learners and	Increase the employment rate Increase the number of hours spent upskilling	Ongoing	Buckinghamshire Council	A whole system approach

		Decrease the number of young people who are Not in Education, Employment or Training (NEET) with Special Educational Needs and Disabilities (SEND)			

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	employees access employment and upskilling. Education Strategy and SEND Inclusion Strategy Track the support provided to NEET individuals and individuals whose activity is 'not known' and NEET and 'not known' activity individuals with SEND through the partnership-led NEET solutions panel of delivery supports young people to access appropriate provision to support positive and sustainable progress	Decrease the number of young people who are Not in Education, Employment or Training (NEET) with Special Educational Needs and Disabilities (SEND)			
19	**Volunteering strategy** A strategy to highlight the range of opportunities in the Voluntary, Community and Social Enterprise (VCSE) sector, including pathways to employment in the sector and how volunteering can lead to employment.	Increase the number of volunteers in Buckinghamshire Increase the pathways to employment in the VCSE sector Increase GVA in Buckinghamshire's economy Increase the employment rate	Starts October 2023	Aylesbury Community Board (link: Exec Lead)	Boosting business A whole system approach Facilitating collaboration