

IT Professional Skills

Workforce Development Action Plan 2002-2005

Introduction

This action plan has been developed with our partner organisations and follows initial research and consultation with employers in the sector. This action plan is one of 12 sector action plans and four generic issue action plans.

Sussex Learning and Skills Council is focused on delivering its **overarching objectives** for Sussex employers, people and communities, namely:

- A step change in the number of level 3 qualifications obtained by the under 30 year old population
- A step change in the reduction of adults who lack basic skills in literacy and numeracy
- A step change in the skills of the workforce and the ways in which employers access training

This action plan is an important tool in achieving these objectives.

"Learning brings major benefits to everyone in the community and has been proven to provide the basis for a successful economy."

Henry Ball, Executive Director, Sussex LSC

IT Professional Skills

Access to IT is increasing rapidly in the workplace. The technology is now employed to simplify a range of technical and operational tasks as well as allowing much greater scope for communication.

Design and manufacture are becoming increasingly IT dependent and virtually all employers use computers and IT infrastructure in their operations.

The need for skilled IT technicians and operators is increasing rapidly as the economy expands and updates. Almost all of the workforce require IT literacy and the complexity of IT-related tasks is increasing.

Transferable IT skills increase employability and contribute to the success of organisations by allowing them to become more streamlined and efficient. Access to e-commerce is becoming increasingly important for business growth, and has a vital role to play in the development of rural and hard-to-reach areas.

Structured access to training opportunities allows employers to grow and develop their IT competency.



Training Supply

Training can be accessed via HE Institutions, FE Colleges and other training providers. Courses can be offered that are focused on the needs of individual employers and employees.

Encouraging Demand

There is a need to demonstrate that an improvement in an employer's IT capability positively affects its performance. Ability to increase technological access depends on the IT skills of the current and future workforce. The range of training opportunities needs to be promoted to employers.

Improving Supply

FE Colleges and training providers will offer courses which meet the needs of local employers.

Links between employers and all providers of training need to be established to develop new provision.

New and innovative ways of delivering training will be developed, including greater access to learndirect Sussex, as an example of employer-based e-learning.

Objective	Actions	Timescale	Working With...
Creating a demand-led system	Raise awareness of how IT skills can benefit employer output	Ongoing	Consultants, employers
	Invest in e-commerce and e-learning packages supporting learning and training	Plan by July 2003, start September 2003	learndirect Sussex, training providers
	Promote the range of IT skills available to employers	By July 2003	Consultants, employers
	Identify and promote successful implementation of IT in the workplace using Learning Champions	By March 2004	Consultants
	Establish rural access mechanisms and community locations for IT training	Start July 2003	Consultants
	Promotional activity to present joint approach to WFD, especially basic skills via learndirect Sussex	Start October 2002	learndirect Sussex
	Run employer-led events to demonstrate potential for e-learning in partnership with learndirect Sussex	Start January 2003	learndirect Sussex
Improving supply and capacity	Fund IT infrastructure development in schools and FE Colleges and awareness of importance of IT	By September 2004	Consultants, FE Colleges, schools
	Promote uptake of IT courses and key skills in FE Colleges including staff development	By September 2004	Consultants/SVL, FE Colleges
	Develop bespoke IT provision tailored to needs of employers	By July 2003	Consultants, employers
	Through monitoring visits, challenge Colleges on the investment/effectiveness of learndirect Sussex delivery	Ongoing	FE Colleges, learndirect Sussex
	Feedback on performance of providers and plan actions to develop offer by learndirect Sussex	Ongoing	learndirect Sussex, training providers
	Lobby for access to broadband in all areas	Ongoing	
	Embed IT training into discussions at sector network meetings	Start September 2002	
	Focus on IT centres in the community	Ongoing	

> Contact Us

We welcome your views and reactions to this action plan. We are especially looking for information about:

- Skills gaps and skills needs
- Hard to fill vacancies
- Future trends and challenges facing your industry

Call the Learning Pays Hotline
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Developing the Sussex workforce



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