

Management Development

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

Management Development

The effective performance of key managers in organisations contributes to continued growth, development and success. Large organisations that invest in management training realise business benefits in reduced operating costs, streamlined practices and a more motivated and valued staff resource.

Smaller organisations can benefit from the creativity and innovation that management training can offer. Staff operate more safely and effectively and outputs are noticeably improved. Organisations engaged in the sharing of good practice can be seen to have minimised wastage, reduced staff turnover and empowered staff working more imaginatively.

"To compete in a world market, the UK needs world class managers. World class managers are made through expertise, training and the feeling of being supported."

CBI



Training Supply

The bulk of management development training can be accessed through Business Link, FE Colleges and training providers. Strong organisational networks can be used to share good practice.

Encouraging Demand

The Learning & Skills Council is committed to encouraging organisations to engage with management training.

Links to the benefits of training will be made to demonstrate that management development is an essential tool contributing to the success of organisations.

Learning champions will be identified to promote the management development and learning agenda.

Improving Supply

- Colleges sensitive to business needs will be developed and more effective links to training will be established
- The access to accredited training and the scope of provision available will be reviewed in the light of the needs of businesses and large public and commercial organisations

Objective	Actions	Timescale	Working With...
Creating a demand-led system	Promote the benefits of management development to organisations through presentations of good practice case studies	Start October 2002	Enterprise Agencies
	Demonstrate the link between high-growth SMEs and highly-skilled managers and disseminate this to SMEs through employer-based networks	Start January 2003	
	Enhance existing programmes of employer engagement delivered by partner organisations through additional funding support	Start October 2002	
	Extend employer training pilots for management positions by funding replacement costs of deputies	Start September 2003	
	Develop and maintain a network of management level learning champions	Start October 2002	
Improving supply and capacity	Fund Sussex training providers to deliver pilot projects of employer-led management and supervisory training	Start November 2002	SEEDA, HE Institutions, FE Colleges, training providers
	Deliver a targeted and flexible management development service	Start July 2004	
	Develop measures of business success as a result of management development	Start February 2003	
	Support development of qualified management training for high-growth start-up and small businesses through SFEDI (Small Firms Enterprise Development Initiative)	Start February 2003	
	Share good management development practice through training supplier networks	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



LEARNING PAYS!

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