

Basic 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

Government Targets – Basic Skills

"Seven million people have poor literacy and numeracy skills, including around half a million or more who struggle with English because it is not their first language. This has disastrous consequences for the individuals concerned, weakens the country's ability to compete and places a huge burden on society."

'Skills for Life' National Strategy



In response to this identified need, the government has committed to raising the literacy/numeracy of 750,000 adults by 2004. The Sussex Learning & Skills Council's contribution to these targets equates to raising the basic skills levels of 19,561 individuals.

Within Sussex we have ascertained that a large number of this target group are in employment, therefore basic skills is a key priority for workforce development.

Using the Basic Skills Agency breakdown of beneficiaries, this equates to basic skills achievements of 9,229 employees.

Our definition of an achievement in workplace basic skills is:

An improvement in the ability to read, write and speak English and use mathematics leading to increased productivity and employability

The following action plan details how in Sussex we intend to achieve our targets.

Training Supply

The vast majority of basic skills delivery will be in the FE Colleges, private training providers, voluntary and community sectors.

Workplace Basic Skills Issues & Priorities

Encouraging Demand

Sussex LSC will raise awareness of workplace basic skills needs and encourage employers to identify them via Workforce Development tools such as Investors in People.

Demonstrable links should be made between poor basic skills and issues such as: staff retention/turnover, staff development and promotional prospects, productivity, health and safety, and equal opportunities.

Sussex LSC will enable providers to engage employers in influencing basic skills provision and participating in learning opportunities. This should include examples of discreet basic skills identification and provision.

Improving Supply

There is a need to attract qualified teachers to this specialist area and a need to upskill to level 4 existing teachers of adult literacy and numeracy.

Due to the large number of part-time/seasonal tutors, a database could be developed to help tutors find and consolidate employment, also enabling providers to find trained staff.

Objective	Actions	Timescale	Working With...
Establish partnerships and collaboration around workplace basic skills	Establish contact and collaborate with all South East LSCs and relevant providers to identify successful working methods and share good practice	Start June 2002	Sector skills councils, Unions, SEEDA, SEOEN, learndirect Sussex
	Engage with Sussex Enterprise, Sector Skills Councils and trade unions to identify demand	Start August 2002	
	Work with SEEDA to promote workplace basic skills in Sussex and identify additional sources of funding	Start March 2003	
	Establish a Workplace Basic Skills Training Framework to enable the dissemination of information, sharing of good practice and the coordination of the training and development of workplace basic skills tutors	Start July 2002	
	Work with the South of England Open College Network and learndirect Sussex to investigate innovative methods of workplace basic skills delivery	Ongoing	
Support the provider network in Sussex to engage with employers and deliver workplace basic skills initiatives	Implement a workplace basic skills brokerage scheme in Sussex	Start January 2003	
	Provide a number of targeted employers with consultancy on identifying and addressing basic skills training needs with tailored funding solutions	By March 2003	
	Train key staff from the provider network to design and develop innovative LSC-funded workplace basic skills initiatives	By March 2003	

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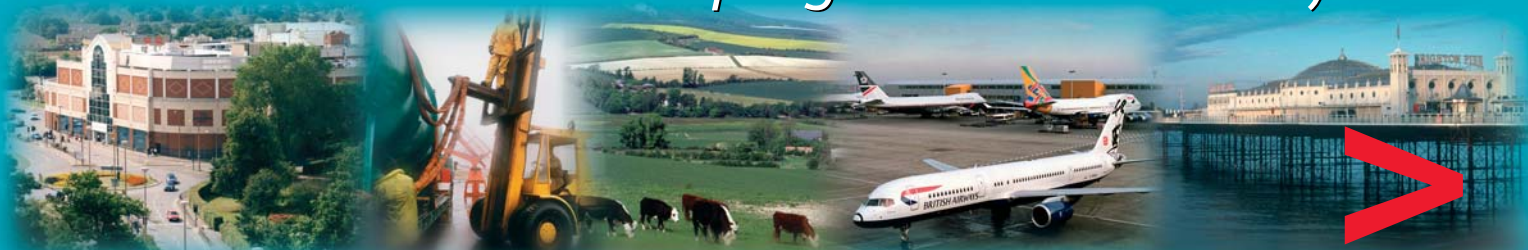
We welcome your views and reactions to this action plan. We are especially looking for information about:

- 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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