

We represent the largest LEP area in England outside London in terms of population and economic output.

We were set up by government to make investments to drive growth and create jobs.

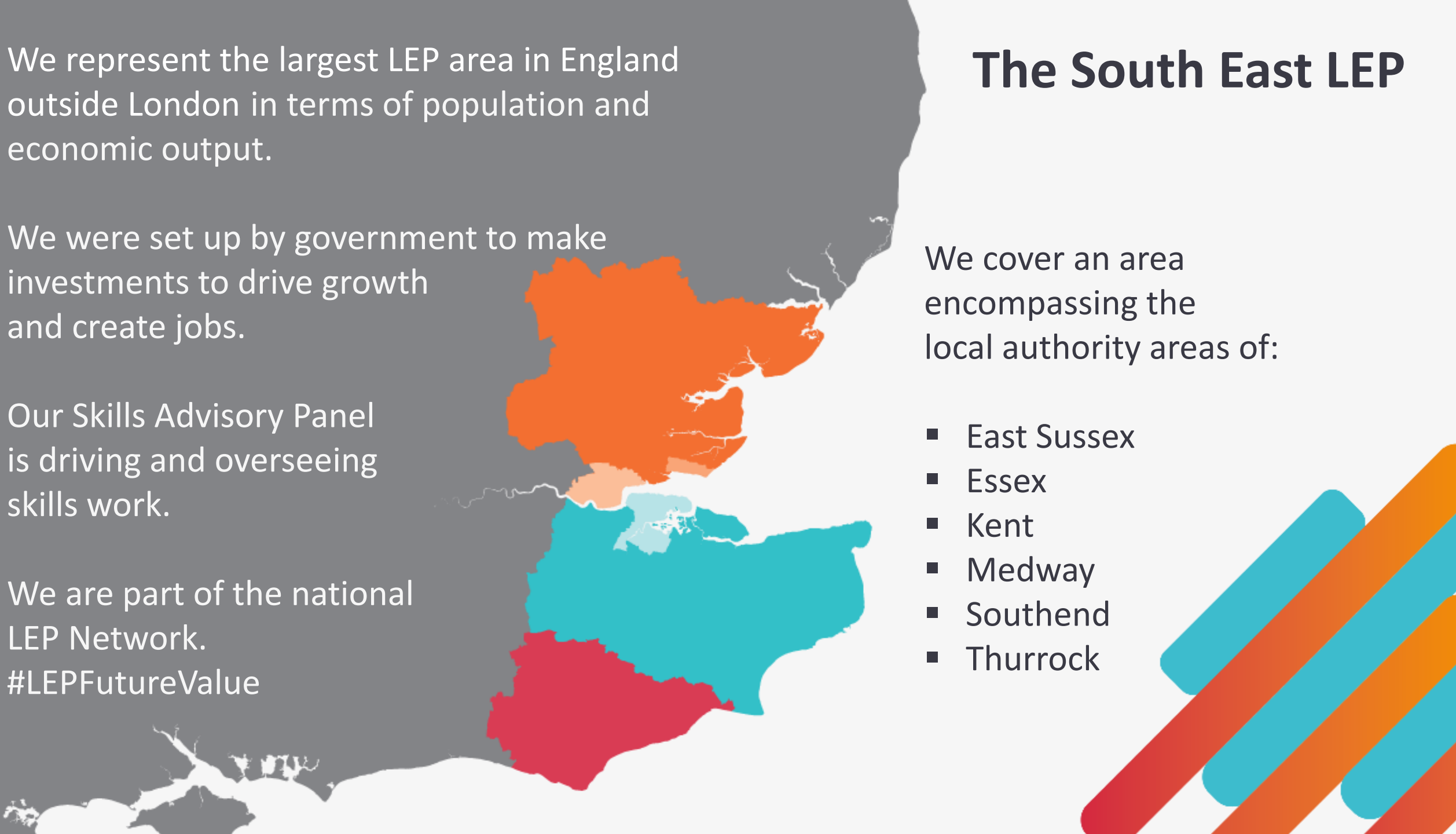
Our Skills Advisory Panel is driving and overseeing skills work.

We are part of the national LEP Network.
#LEPFutureValue

The South East LEP

We cover an area encompassing the local authority areas of:

- East Sussex
- Essex
- Kent
- Medway
- Southend
- Thurrock



Skills Advisory Panel

- **Employer led** SAP reflective of growth sectors and geography
- Informed by the LEP's original Skills Strategy and Evidence Base
- Funding from DfE for regular analysis and research to inform the SAP
- Chaired by Helen Clements of Morgan Sindall – member of MPG Skills group also



- Now produced as an [Executive Summary](#), with key headlines and forward look for 2022/23
- Fully refreshed [data report](#) also published
- Also [published by the DfE](#) along with all national Skills Reports and includes a DfE statement on Local Skills Improvement Plans

SELEP SAP Skills Report



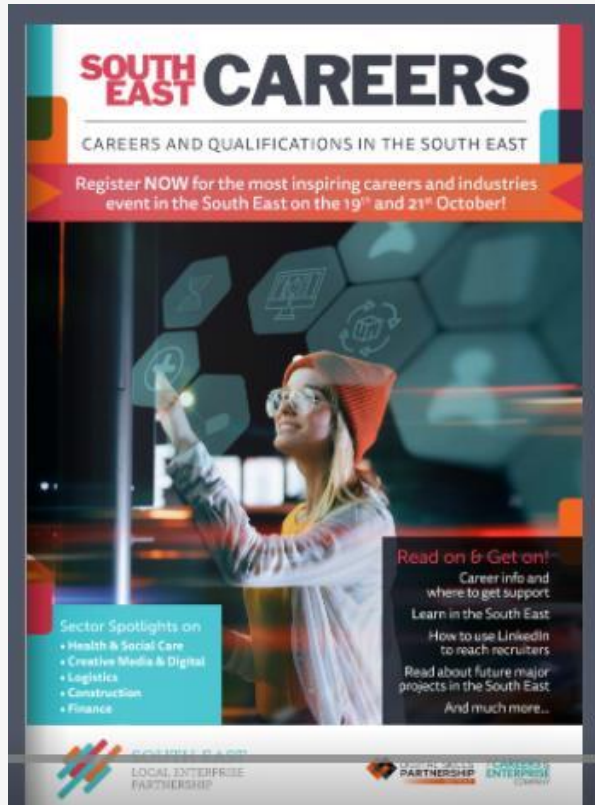


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South East Careers magazine

<https://www.southeastskills.org.uk/south-east-careers/>

Includes feature on major projects



MAJOR PROJECTS

Major growth, major opportunity!

The South East LEP geography (East Sussex, Essex, Kent, Medway, Southend and Thurrock) is set for large growth in the coming years and much of this is resulting from major projects due to happen across the area, such as the **Lower Thames Crossing**, **Bradwell B, London Resort** (to include Dinosaur Land!), **Ebbfleet Garden City**, Hoo Peninsula development, Garden Communities and new Freeports. This growth will generate skills needs and job opportunities for the local area. Let's take a look at some of these in more detail:

Ebbfleet Garden City



Ebbfleet Garden City - if you want to be part of the team that's creating a new community and you're keen to be involved with the creation of a legacy and to leave your mark, look out for opportunities to work at Ebbfleet Garden City.

Already over 2,500 new homes have been constructed and there are over 12,000 more to come in the next 15 years. Plus, there'll be schools, community centres, a city centre, creative hubs, health centres, retail and commercial facilities, not to mention the parklands and green spaces you'd expect in a Garden City.

There are many opportunities to work in the Garden City through the developers, contractors and suppliers to this exciting and vibrant new town. Find out more [here](#). Recent vacancies [posted by Redrow](#) at Ebbfleet included admin apprentice, senior design coordinator and land manager.



Lower Thames Crossing



The proposed **Lower Thames Crossing** is part of the biggest investment in the country's road network for a generation. It will better connect Kent and Essex with the longest road tunnel in the UK.

The new **LTC apprenticeship page** is already featuring information on the opportunities that the project will have and check out some exciting STEM Minecraft education resources [here](#).



Thames Freeport



Thames Freeport is set to become Europe's largest regeneration project and logistics hub. The Freeport will provide connectivity to the world.

There 21,000 direct and indirect jobs so look out for these and find out more about the Freeport [here](#). Freeport East will create 13,500 new jobs and you can find out more [here](#).



London Resort - Dinosaur Land!



THE LONDON RESORT

Some key facts and figures about the South East LEP area:

- The population is 4.3 million and set to be 5 million by 2039
- 748,373 of the population are Millennials and 1.7 million are retiring soon
- Home to over 176,000 enterprises!
- 90.4% of enterprises employ fewer than 9 people
- The biggest sectors of employment include construction, health and care, education, logistics, hospitality, digital and creative. These sectors also have high numbers of vacancies.
- Those offering some of the highest wages currently include energy, IT, construction and manufacturing
- The average annual salary for people living in the south east is £33,010 - above the national average (£31,596)
- The average annual salary for people working in the south east is £30,211
- There were nearly 522,000 job vacancies posted from June 2020 - May 2021
- Top locations included Maidstone, Basildon, Chelmsford, Medway and Wealden
- Across many vacancies, employers were looking for communication, enthusiasm, customer service, leadership and management.



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SELEP SAP Skills Report – national policy

The Levelling Up White Paper includes a Skills mission that ***'by 2030 the number of people successfully completing high quality skills training will have significantly increased in every area of the UK. In England this will lead to 200,000 more people successfully completing high quality skills training annually, driven by 80,000 more people completing courses in the lowest skilled areas.'***

POLICY AREA	SAP ENGAGEMENT
Local Skills Improvement Plans (LSIPs)	Continue to support and work with LSIPs and the roll out to other areas – support other local skills plans (e.g., Essex and Thurrock underway)
Skills Bootcamps	Continue to promote and support to ensure Bootcamps are responding to local employer need
Institutes of Technology (IoT)	Support the SELEP IoT
T Levels and Apprenticeships	Continue to promote and address barriers. Higher Technical Qualifications from Sept 2022 & enhanced apprenticeship recruitment service
Lifetime Skills Guarantee	Flexible support to train and retrain plus free approved Level 3 qualification – raise awareness locally
UK Shared Prosperity Fund	Including support to adults with Maths Skills. Support and help to inform the focus for UKSPF including sharing learning from ESF programmes
Future Skills Unit	To engage with the unit and utilise labour market information and insights provided

Major Projects work

- SELEP set up a major projects group in 2020, including Bradwell B, Public Health England (now UK Health Security Agency), London Resort, the Lower Thames Crossing, Freeports and housing communities
- One of the first areas of need identified by the group was skills and employment
- A skills sub-group was established this year to work with project skills leads on a collaborative approach



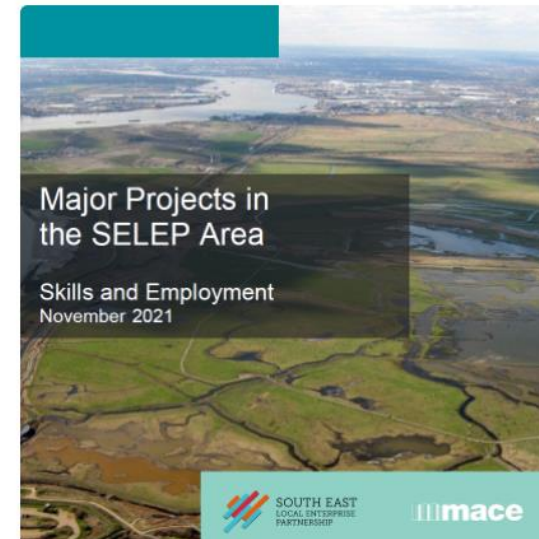
Major Projects work – report

Through the Skills Advisory Panel work and to support its evidence base, a report was commissioned to look at the collective skills needs of major projects across the south east.

Projects include:

- The London Resort
- The Lower Thames Crossing
- Hoo Peninsula developments
- Ebbsfleet Garden City
- Bradwell B Nuclear Power Station
- Thames Freeport
- UK Health Security Agency
- Freeport East

Major Projects in the SELEP Area



Skills and Employment Report: Summary



[View the Report](#)

Major Projects work – report

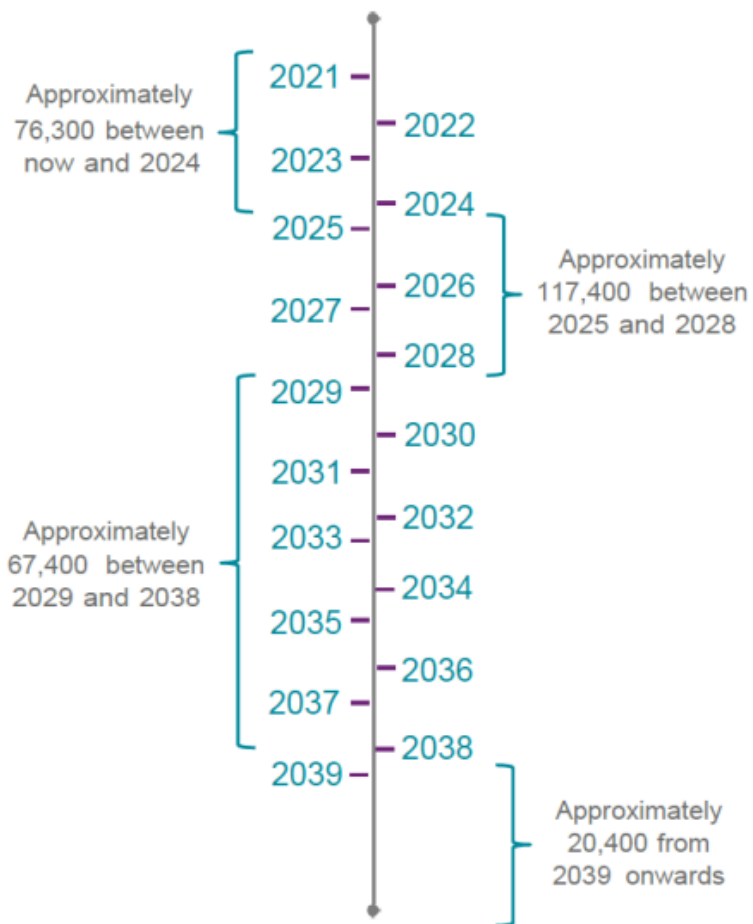
- ***‘The pipeline of major projects in the SELEP area represents an extraordinary amount of growth and a huge economic opportunity’***
- Conservative **estimates put the combined construction value at around £28.5bn** (noting that costs are not yet defined for all projects).
- However, **there are also significant challenges in meeting the skills/labour demands** of these projects and ensuring that the local workforce and businesses are able to benefit.
- The MPG and the SAP have an opportunity to develop a skills response that benefits the local labour market and is based on collaboration rather than competition.
- It is estimated that a workforce of 76,300 is needed by 2024 with a peak demand of 117,400 in the period between 2025 and 2028.



Major Projects work – report

Forecast Total Workforce of the Combined 16 Projects

We have estimated the total required workforce of the 16 projects will be:



Localised Forecast Summary

To provide some granularity in terms of the location of those jobs (to inform local workforce planning) these are shown below:

NB. The figures have been rounded in the summary to illustrate the imprecise nature of the forecasting due to the many variables involved.

Kent and Medway – eight projects

- Approximately 51,300 between now and 2024
- Approximately 66,500 between 2025 and 2028
- Approximately 48,600 between 2029 and 2038
- Approximately 17,300 from 2039 onwards.

East Sussex – one project

- Approximately 400 between now and 2024
- Approximately 1,600 between 2025 and 2028
- Approximately 2,000 between 2029 and 2038
- Approximately 2,500 from 2039 onwards.

South Essex, Southend-on-Sea and Thurrock – three projects

- Approximately 2,700 between now and 2024
- Approximately 23,600 between 2025 and 2028
- Approximately 11,300 between 2029 and 2038
- Approximately 600 from 2039 onwards.

North Essex – three projects

- Approximately 21,800 between now and 2024
- Approximately 25,700 between 2025 and 2028
- Approximately 5,500 between 2029 and 2038
- Approximately 20 from 2039 onwards.

Mace Report recommendations

Recommendation R1: That Higher Education , Further Education Providers collaborate together and with industry to align their work to the pipeline of job opportunities, building a total talent pipeline from secondary age through master 's degree.

Recommendation R2: That the larger long -term employers (such as Bradwell B, the London Resort, Freeports, Lower Thames Crossing) engage with schools (including University Technical Colleges).

Recommendation R3: That extensive use is made of advanced design and manufacturing techniques.

Recommendation R4: That the tutor shortage issue is addressed collectively and that teacher and tutor recruitment and training plans align to industry needs.

Recommendation R5: That an effective Supply Chain Strategy is developed that aligns to skills availability.

Recommendation R6: That the untapped workforce in the region is harnessed as much as possible in the development of lower skilled jobs

Emerging Actions

Recommendation 1

That Higher Education and Further Education Providers collaborate together and with industry to align their work to the pipeline of job opportunities, building a total talent pipeline from secondary age through master's degree.

ACTIONS
SELEP Skills Working Group to consider collective sector needs, provision and gaps to help develop a strategic talent pipeline.
Hold another webinar with the Skills Advisory Panel to share the report headlines and proposed actions for stakeholders to feedback on.
Work with the new Institute of Technology to ensure alignment and to utilise the IoT fully in addressing skills needs identified.
Undertake activity to advise about and promote careers and opportunities across the projects.
Agree joint projects with organisations and resources such as Career Ready, Go Construct, Construction Youth Trust and Class of Your Own.
Work with programmes supporting adults into employment (such as DWP Restart) and those in employment to upskill (e.g., Skills Bootcamps).
Explore the roll out of CITB National Skills Academies across SELEP, ensuring existing provision and facilities are utilised where apt.
MPG Skills Group to work with SELEP/SWG to refresh skills needs data and information to present a 'real time' picture (volume and occupations/skill).

Recommendation 2

That the larger long-term employers (such as Bradwell B, the London Resort, Freeports, Lower Thames Crossing) engage with schools (including University Technical Colleges).

ACTIONS
As per actions in R1– e.g. Enterprise Advisers, STEM Ambassadors and Governors.
Projects/SELEP to produce materials for schools (including Primary) to better understand the projects and job roles attached.
Showcase existing resources to schools (e.g., Lower Thames Crossing Minecraft, Ebbsfleet Garden City apprenticeships and work experience) and share learning in relation to school engagement activity.
Explore a major projects showcase event/series of events.
Showcase and coordinate activities taking place with schools and projects in their vicinity.

Recommendation 3

That consideration is given to expanding use of advanced design and manufacturing techniques to help alleviate forecast skills shortages.

ACTIONS
Ensure knowledge and awareness of new skills needs such as on-site assembly and the changing nature of digital skills/BIM. Capture in materials and videos for schools.
NB: It has been agreed that this is also appropriate for the main MPG Group to consider.

Recommendation 4

That the tutor shortage issue is addressed collectively, and that teacher and tutor recruitment and training plans align to industry needs.

ACTIONS
Agree a collaborative approach to tutor shortage issue to explore barriers and solutions more fully.
Build upon (and promote) existing SELEP project and website becomealecturer.org and maximise the current government campaign promoting teaching in FE through promotion by projects.
Explore benefits of bursaries (as per previous SELEP programmes), sponsorship and/or financial incentives to encourage people into teaching.
Explore a major projects showcase event/series of events.
Provide CPD and support for existing tutors and teachers to increase and update knowledge of projects and new techniques etc.

Recommendation 5

That an effective Supply Chain Strategy is developed that aligns to skills availability.

ACTIONS
Agree skills related targets for supply chain – e.g. apprenticeship, traineeship, work experience, unemployment support KPIs.
Utilise and ensure take up of existing tools – such as talentview.org/construction .
Work with I-Construct / Haven Gateway partners to explore skills aspects of digital platform for Major Projects (utilising existing ERDF funding).
Work with Planning Authorities to ensure skills and employment outcomes and built into S106 were possible.
Help to facilitate a collaborative approach with Tier 1s, building on the Sizewell civils alliance.
Work with LSIPs to ensure alignment with plans/activities to support SMEs.





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Next steps

- Building the draft action plan and KPIs based on feedback today
- Meeting of SELEP Skills Working Group to consider further on 30th June
- Updated version to be published and shared
- Colleagues welcome to share thoughts and ideas

