

# **SOUTHEND ADULT COMMUNITY COLLEGE**

## **ACCOUNTABILITY AGREEMENT 2022-23**



**By Susanne Davies (Interim Principal)**

## Context & Place

- Southend-on-Sea is a coastal city in Essex located on the north side of the Thames Estuary, 40 miles east of central London. It is home to the longest pleasure pier in the world. Population: 180,700 in 2021.
- Essex is one of the largest counties in England, working with Southend and Thurrock across what is known as the 'Greater Essex' geography. It is a diverse area, with one of the longest coastlines, rural and urban areas and some of the wealthiest and most deprived parts of the country. Proximity to London is significant, with high levels of commuting to the capital or home-based working for London-based employers. Similarly, proximity to areas such as Cambridge, Hertfordshire and Suffolk are factors for people commuting in and out of Essex.
- Southend Adult Community College (SACC) has three campuses (Southchurch, Westcliff and Belfairs) and is the main provider of Adult education in the region. 2038 learners were supported by SACC in the last academic year. The college provides a nurturing and caring environment where learners can build their confidence and work with others to achieve a variety of qualifications.
- The council works very closely with Southend Adult Community College to provide the local community with every opportunity to achieve their full potential on a variety of courses that help learners obtain a qualification, increase their knowledge, start their own business or enhance their well-being by discovering and developing interests that enrich their quality of life.
- Achievement rates: maths 93% (NA not available), ESOL 92% (above NA), Level 2 GCSE grade 4 and above learners in English 81% and Maths 92%
- We employ approx. 150 staff on a series of full-time, part-time and by-the-hour contracts
- We have a diverse population of students that includes adults from both ends of the economic spectrum, vulnerable 16-19 yr olds, learners with Special Educational Needs & Disabilities (aged 19-21) and younger learners with High Needs, we have people studying English for Speakers of Other Languages (ESOL) (including refugees from Afghanistan and Ukraine), learners on vocational courses such as AAT and others studying maths via the governments new Multiply scheme and Skills Network.
- The city of Southend-on Sea is proud to be a thriving tourist destination, with over 7 million visitors per year and a vibrant tourist economy. Other businesses include manufacturing, creative, medical tech, digital, education and construction. The College is part of Southend-on-Sea City Council economic inclusion team, the head of which is part of our Governance Group.
- In 2023-24 we will expand our curriculum offer to reflect the collaborative work we are doing with a series of local employers and partners including Southend-on-Sea City Council, Southend United

Football Club, Garon's and other small- to medium- enterprises (Businesses in Southend-on-Sea data: 91.2% micro; 7.3% small; 1.1% medium; and 0.3% large<sup>1</sup>) and the Princes Trust Provision.

Last year, 19% of learners went on to other courses with SACC or other providers and 37% of learners were in employment or held a volunteering position.

Skills levels have improved in Essex within the last two years but are still generally below the national average. Collaboration between the public and private sector is strong, with a flourishing SME sector and some world-renowned employers already working to support skills in a variety of ways. Essex partners are clear on the importance of skills to economic growth and to individuals' prospects.<sup>2</sup>

There are three geographically focussed economic corridors in Essex. Whilst the Local Skills Improvement Plan (LSIP) plan has an Essex-wide remit, it is informed by the needs of each corridor.

**South Essex:** Work is being led by the Association of South Essex Local Authorities (ASELA), representing Basildon, Brentwood, Castle Point, Rochford, Thurrock, Southend and Essex County Council.

**The UK Innovation Corridor:** Stretching from London to Cambridge by the M11 motorway and including Harlow, Uttlesford and Epping Forest.

**North Essex:** Work is being led by the North Essex Economic Board, including Colchester, Chelmsford, Braintree, Tendring, Maldon, Uttlesford and Essex County Council.

## At a glance — key facts and figures

The forthcoming evidence base will expand on and regularly update these statistics

	Essex	Southend	Thurrock	Region	UK
Population (2020)	1,497,800	182,800	175,500	6,269,200	65,185
Working age population (16-64) (2020)	903,800	111,200	110,200	60.6%	62.4%
Workless households (and as % of all households) (2021)	51,000 (11.1%)	4,900 (9%)	4,300 (8.6%)	218,100 (11.2%)	2,866,800 (14%)
In employment (16-64) (Jul 2021-Jun 2022)	79%	76.8%	79.3%	77.9%	75.5%
Self-employed (16-64) (Jul 2021-Jun 2022)	8.8%	10.2%	11.8%	9.4%	9.2%
% Working age with <b>qualification level 1</b> and above (Jan-Dec 2021)	88.6%	88.4%	82.8%	88.5%	87.5%
% Working age with <b>qualification level 2</b> and above	74.5%	76%	68.6%	76.7%	78.1%
% Working age with <b>qualification level 3</b> and above	53.6%	56%	45.2%	58.2%	61.5%
% Working age with <b>qualification level 4</b> and above	35.2%	37.9%	27%	39.6%	43.6%
% Working age with no qualification	4.9%	5.6%	7.1%	5.8%	6.6%
Weekly earnings (residence based) (2022)	£689.90	£697.70	£702.0	£667.60	£642.20
Weekly earnings (work based) (2022)	£622.20	£600.80	£632.20	£667.60	£642.20
Out-of-work benefit claimants (2022)	3.5% (31,925)	4.7% (5,205)	4.0% (4,405)	3.6%	4.4%
Job density (2020)	0.77	0.72	0.74	0.85	0.84

<sup>1</sup> [Opportunity and Prosperity – Annual Report 2021/22 – Southend-on-Sea City Council](#)

<sup>2</sup> [Essex Skills Plan 2022 – 2023 \(ctfassets.net\)](#)

## SACC Vision and Values



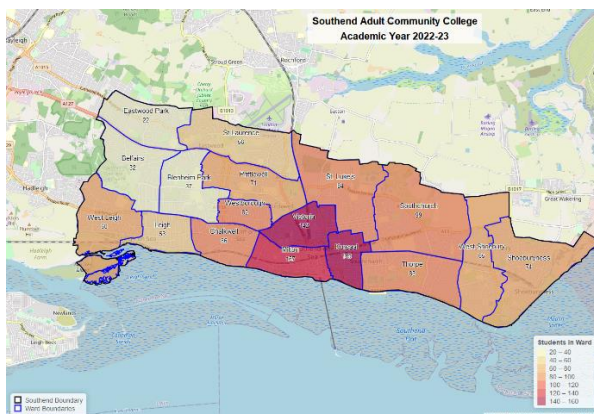
## SACC Aims and Objectives

We will:

- To provide high quality learning and skills that improves employment opportunities and enables people to progress
- To ensure that, as the council's learning provider, we are focussed on improved outcomes for local people, the workforce, business and community partners
- To be ready for growth and innovation creating a sustainable future for learning and skills in Southend
- To be a lead provider of learning and skills that is matched to Southend 2050 ambitions supporting community resilience and economic growth
- To be responsive to change locally ensuring our learning and skills offer is flexible, relevant and meets need
- To provide a caring environment where adults and young people can develop new skills and interests, gain confidence, raise their self-esteem, achieve their aspirations and make progress
- To collaborate with partners and employers to create more opportunities for local people to succeed in work and in their lives
- To develop and value our workforce, celebrating what we achieve together



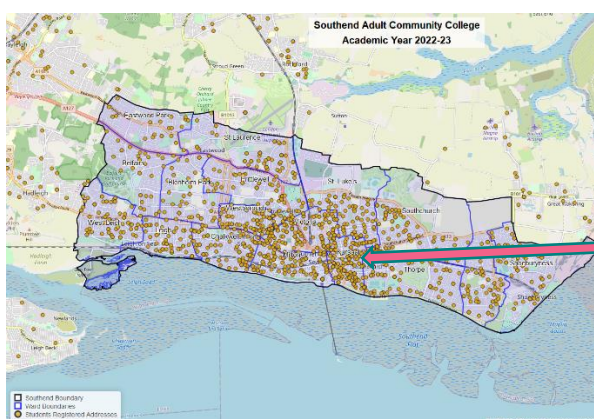
# SACC student wards



The City of Southend-on-Sea is made up of 17 wards. Each ward is made up of a series of polling districts.

The map shows the density of students coming to SACC from these wards.

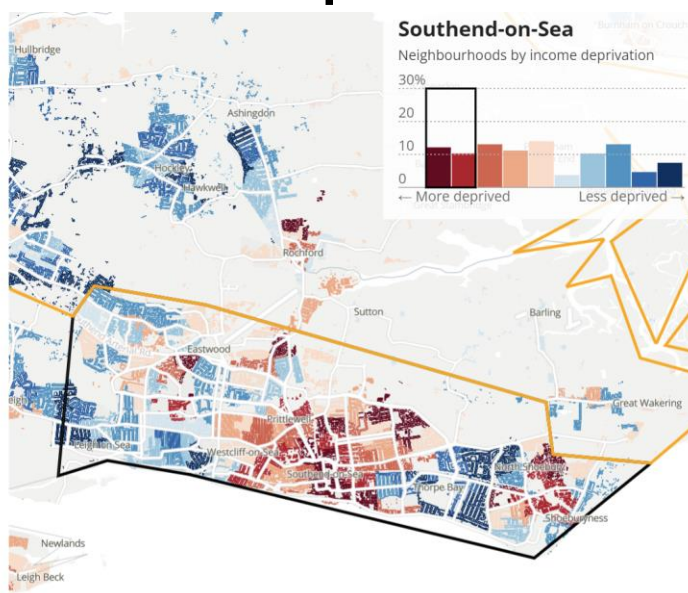
# SACC student locations



This map shows the students residential accommodation in relation to Southend Adult Community College's Southchurch campus location.

# Southend areas of deprivation

Of the 107 neighbourhoods in Southend-on-Sea, 24 were among the 20 percent **most income-deprived** in England. This is shown in the first two bars in the chart on the top right in red.



Clearly, the Southend Adult Community College is helping those who are most in need.

## Southend Adult Community College learners



98% of our learners would recommend Southend Adult Community College to a friend.

94% of our learners are happy with the learning on their course.



Each year we provide hundreds of courses across our three sites for over 2,000 adults and young people within the City of Southend. Our courses start at entry level and progress up to level 4, enabling local people to make progress and achieve their aspirations. We pride ourselves on the caring environment we create and the skills of our talented workforce who always put learners' needs first.

### *Learner Cohorts*

Our learners come from a variety of backgrounds. They include:

## 1. Community Learning

This cohort is further subdivided into COMMUNITY LEARNING and LEARNERS FROM DEPRIVED COMMUNITIES.

**COMMUNITY LEARNING:** These learners pay a range of fees. The classes include jewellery making, pottery, foreign languages, learning to play the piano, script writing, singing classes, exercise classes etc. This curriculum offer creates stronger communities by helping residents learn new skills and reduce isolation by promoting well-being and offering creativity and cultural enrichment opportunities.

**LEARNERS FROM DISADVANTAGED COMMUNITIES:** This includes people from Southend and refugees from other countries (including Ukraine and Afghanistan). The classes we offer include drop in sewing and ESOL (English for Speakers of Other Languages), CV writing and interview preparations, money management, learning to use a slow-cooker etc. to name but a few (see list page 10).

## 2. Vulnerable 16-19 year olds

These learners are at risk of being Not in Employment, Education or Training (NEET). They come to Southend Adult Community College because they found school or college challenging and struggled to engage. The smaller class sizes and pastoral support we give them keeps most of them on track to achieve, helps them develop self-control, achieve targets and prepares them to move on to employment, or education at a higher level.

### 3. SEND (Special Educational Needs and Disabilities)

All the learners at our Westcliff Campus have special educational needs and disabilities with associated EHCP (Educational Health Care Plans). Their needs include physical disabilities, communication issues, sensory processing and developmental needs. The learners at Westcliff are aged 19-21.

### 4. SEN (Special Educational Needs)

We also have 16-19-year-old SEN learners based at the main Southchurch Campus. They undertake a series of credited and non-accredited qualifications with us and some undertake Study Programmes.

Our adult SEN learners undertake a range of courses, both accredited and non-accredited. These follow SCC 2050 themes, Pride & Joy, Safe & Well, Active & Involved, Opportunity & Prosperity, Connected & Smart.

### 5. Accredited Maths, English, ESOL, Digital & Vocational

Learners in these classes develop skills and gain qualifications in Maths and English Functional Skills and GCSE, English for Speakers of Other Languages (ESOL), Digital Skills and Vocational qualifications from Entry Level 1 – Level 4. Learners on accredited courses move into employment and onto higher level courses with us and elsewhere.

### 6. Study Programmes

We offer three Study Programmes:

1. Vulnerable 16-19 yr olds
2. SEN
3. ESOL

### 7. Miscellaneous Learners

We also have a variety of other provision that includes:

1. Skills Network
2. Multiply
3. ERRG (Essex Retrain, Retain, Gain)







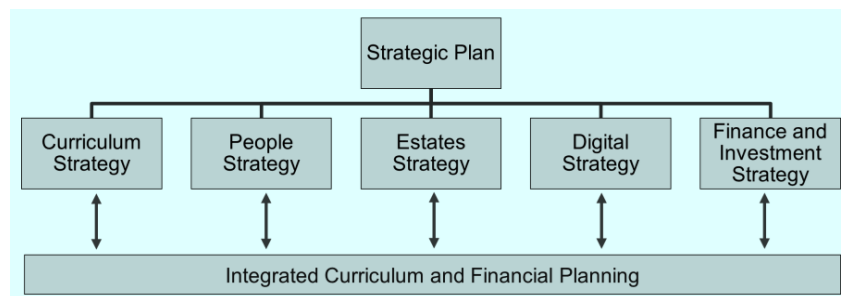
# SACC Strategic Plan & Curriculum Planning Cycle

The Senior Leadership Team at Southend Adult Community College (SACC) use the Draft LSIP, Southend Skills Strategy and local employment data to shape the curriculum offer for the year ahead.

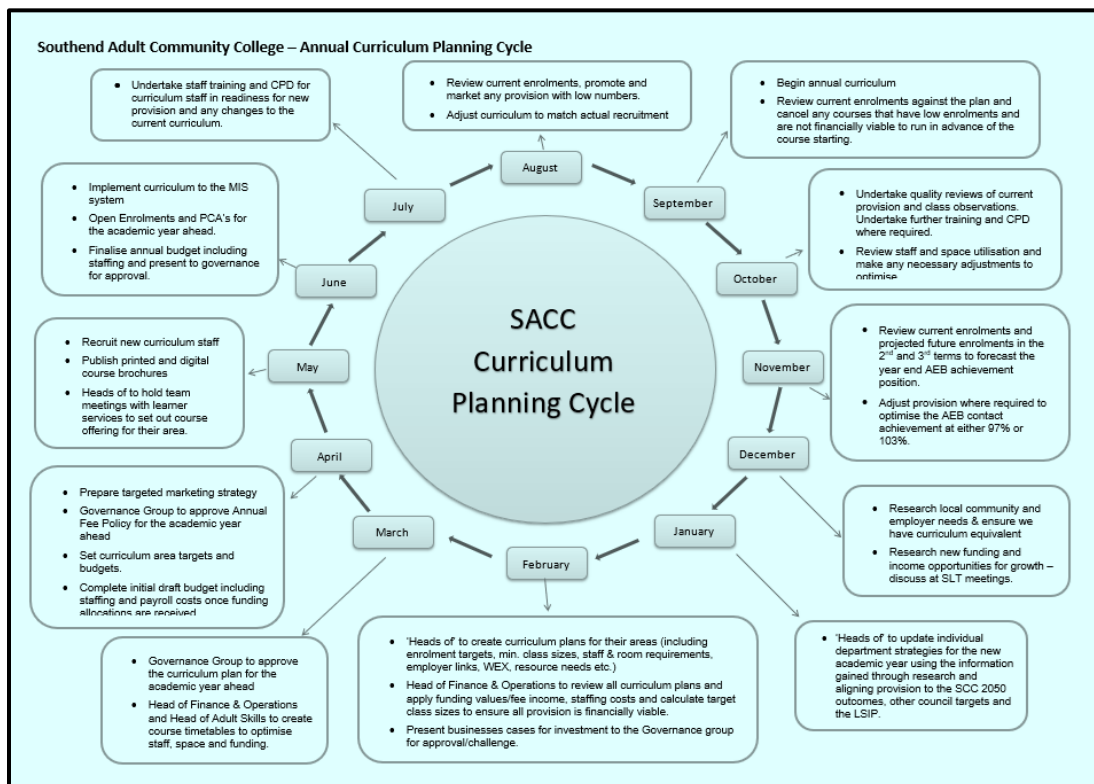
The Curriculum Strategy co-exists with the People Strategy, Estates Strategy, Digital Strategy and Finance & Investment Strategy to create a 5-year Strategic Plan (2023–27) for the College, incorporating the Southend-on-Sea City Council 2050 targets.

The Strategic Plan 2023-28 sets out the vision and ambition of the college and the route it will take to achieve this plan over the five-year period 2023-28. The Accountability Agreement (and related Annual Accountability Statement) contain the plans for the academic year immediately ahead.

**The Southend Adult Community College Strategic Plan 2023-28 is compiled as follows:**



**The Southend Adult Community College Annual Curriculum Planning Cycle is as follows:**



## Our contribution to local, national and regional priorities and skills needs

Sector	Curriculum offer 2023-24	Contribution towards local, regional and national priorities
<b>Accommodation &amp; Food Service Activities</b>		In 2021 there were 6,000 vacancies in this sector within Southend (9.2% compared to an 8.9% need nationwide)
<b>Accountancy &amp; money management</b>	AAT Accounting L2, L3 & L4 (Advanced Diploma)	At the time of writing this report there were 1,500 job vacancies in Southend for 'Financial and Insurance' related roles <sup>3</sup> .
	Excel Spreadsheet Beginners	
	Financial Literacy	
	Money Management	
	Numeracy audit	
	Numeracy in our Social Lives	
<b>Administration &amp; Customer Service</b>	The college is developing a Business school offer that will help address the demand for both business and administration skills training at level 2 and level 3	Labour demand UK wide for Administration & Customer Service is 6.8%, in Southend it is 7.5%
<b>Administrative &amp; Support Services Activities</b>		In 2021 there were 6,000 vacancies in this sector within Southend (9.2% compared to a 7.5% need nationwide)
<b>Basic English, Maths and ESOL (for more courses see English, ESOL and maths sections ahead)</b>	Functional Skills Math E1-L2	Businesses have identified that new entrants, existing and returning employees often lack basic English and maths skills that they need in work. Often, this is linked directly to how these skills are applied day to day in work and the issue can be exacerbated where English is not an individual's first language. The LSIP intends to: <ul style="list-style-type: none"> <li>Review and enhance curriculum integration of English and maths to ensure that learners understand how they are applied within specific industries</li> <li>Further promotion and engagement with national initiatives such as the maths Multiply programme</li> <li>Review and improve access for all to ESOL provision across the county</li> </ul>
	Functional Skills English E1-L2	
	ESOL Skills for Life E1-L2	
	Build Your Confidence With Numbers L1/L2	
	Confidence In Maths - Functional Skills	
	Maths For ESOL – Beginner & Advanced	
	Boost Your Numeracy Skills	
	Everyday Number Skills	
	W2W Money Management	
	Maths with families at Prince Avenue	
	Help Your Children - Numeracy Homework	
	Fun with Numbers	
	Living and working in the UK E1-L1	
	Mother & Baby ESOL	

<sup>3</sup> [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk/)

	ESOL for Confidence Development	
<b>Childcare</b>	Childcare L2 & L3 Early Years Practitioner	In its efforts to secure sufficient childcare arrangements in Southend on Sea, the council have produced a Sufficiency Report that provides an overview of the availability and quality of childcare by ward <sup>4</sup> .
<b>Community Learning</b>	Drawing & Painting	<p>This curriculum offer helps to create stronger communities by helping residents learn new skills and reduce isolation by promoting well-being and offering creativity and cultural enrichment opportunities.</p> <p>The student cohort includes British learners who pay a range of fees as well as refugees from other countries (including Ukraine and Afghanistan). The classes we offer are extremely varied and include drop in sewing and ESOL, CV writing and interview preparations, money management, learning to use a slow-cooker etc.</p> <p>Community Learning participants have access to free short courses in how to start an on-line business, how to sell on Etsy and amazon marketplace, how to write a business plan, how to set up a company, basic accountancy etc.</p>
	Developing Printmaking	
	Pottery & sculpture	
	Ceramics & stained glass	
	Clothes-making & sewing	
	Jewellery	
	Weaving & quilting	
	Piano & guitar	
	Foreign languages	
	Art & cultural history	
	Yoga & Pilates	
	Digital Photography	
	How to Sell & Exhibit Your Art Work	
	Bookbinding	
	Winston Churchill. A Controversial Life.	
	The Miracle of Dunkirk?	
	Who was Jack the Ripper?	
	Cookery	
	Creative/Film script writing	
	The Prince of Prittlewell	
	Beneath the Pier	
	Gentle Movement & Meditation	
	Healthy Lifetime Programme	
	First aid	
<b>Cybersecurity</b>		Cybersecurity is a real live issue for many businesses large and small. It is planned to offer one day courses each month for businesses to learn how to protect their business assets from Cyber criminals at TDA.
<b>Digital Skills</b>	Essential Digital Skills (EDSQ) E3 and L1	Baseline digital skills have become a near-universal requirement for employment and are insufficiently developed across the workforce. Generic digital skills such as Microsoft Office and other productivity software tools are commonly required in jobs across all skills levels and are often fundamental to entering the labour market. The curriculum does not often cover these skills in detail, instead focussing on equally
	Computing Beginners	
	Computing Next Steps	
	Smartphones and Tablets	

<sup>4</sup> SSC Sufficiency report

	Essential Digital Skills Entry 3 – Level 1	valuable, but more specialist digital skills like coding and cyber security. There needs to be a provision for generic digital skills also. Furthermore, with the advancement of Artificial Intelligence (AI) workplace digital skills are likely to become much more advanced. There is a difference between the everyday digital skills needed to order food etc, compared to more advanced workplace skills like the use of apps, technical support etc.
	ICT - Intro to Smart Phones	
	IT in the Community	
	ICT Crash Course	
	ICT For Beginners Short Course	
	Level 3 Diploma Networking	The Colleges new TDA - The Digital Academy: is due to open in September 2023. The academy will offer a range of full level 2 and level 3 courses to ready young people for a career in: Networking Systems Design Digital Marketing Games Technologies Ai Developments Programming Web 2.0
	Level 3 Diploma Systems Design	
	Level 3 Diploma Games Technologies	
	Level 3 Diploma Social Media Marketing	
	Level 2 Diploma – Digital Skills & IT User	
<b>Education &amp; Training</b>	Education and Training L3	Labour demand UK wide for Education & Training is 5.6%, in Southend it is 7.9%. There were 7,000 vacancies in this sector within Southend in 2021 (10.8% compared to a nationwide need of 8.8%).
	Assessor Award L3	
	Internal Verifiers Award L4	
	Level 3 Award in Assessing Vocationally	
	Level 4 Award In IQA Of Assessment	
	L2 Cert In Info, Advice And Guidance	
	Understanding Specific LD	
<b>English</b>	GCSE English	English is a skills priority for Essex, identified in the Essex LSIP report <sup>7</sup>
	Preparation for GCSE	
	Functional Skills English E1-L2	English & ESOL are a recognised priority for the college and city. ESOL is a growing provision at the college and extra courses are planned for 2024.
	English For Life & Work Level 1 & 2	
	New to ESOL	

<sup>5</sup> EssexLSIPPriorities190423Website.pdf (essexchambers.co.uk)

<sup>6</sup> EssexLSIPPriorities190423Website.pdf (essexchambers.co.uk)

<sup>7</sup> EssexLSIPPriorities190423Website.pdf (essexchambers.co.uk)



	ESOL Literacy (E2 – E3 to L2)	Our English curriculum is being re-designed and a marketing plan established to get more people without a level 2 in English to be identified and targeted.
	ESOL Entry Level 1, 2 & 3	
	ESOL Level 1 & 2	
	ESOL - NTE to E2	
	ESOL - online	
	ESOL For Afghan Mothers And Babies	
	Afghan Ladies ESOL	
<b>Green Skills</b>	Retrofit Academy qualifications	Green Skills is a skills priority for Essex, identified in the Essex LSIP report <sup>8</sup> and the 'Greening the UK's Skills' report <sup>9</sup> Embedded across curriculum
	Eco Crafts	
	Bicycle maintenance	
<b>Healthcare, Human Health &amp; Social Work Activities</b>	Health & Social Care Level 2 Diploma	Labour demand UK wide is 12.7%, in Southend it is 19.5%. In Southend (2021) there were 11,000 vacancies in this sector (this equates to a 16.9% need locally, compared to a national 13.7% vacancy need).  The college currently works collaboratively with the council on HALO delivery. This project is to move unemployed individuals into work within the H& SC sector, filling hard to fill roles.
	Awareness of Mental Health Problems	
	Behaviour that Challenges in Children	
	Certificate in Understanding Autism	
	Understand Children YP Mental Health	
	Principles of Care Planning	
	Principles of Working With Individuals	
<b>Higher Education – Access courses</b>	The college will be commencing Access to HE courses in September 2023.	In 2025, this will transform student finance system to deliver parity between FE and HE.  Currently, only four per cent of young people achieve a higher technical qualification by the age of 25, compared to 33 per cent who get a degree or above. Across a range of sectors, there is growing employer demand for the skills that higher technical education provides.  Evidence suggests that barriers to accessing higher and technical education include inflexibility of course delivery for adult learners and the availability of student finance for short course provision.
	Access Health & Social Care	
	Access Teaching & Education	
	Access Humanities	
	Pre- Access Course	

<sup>8</sup> EssexLSIPPriorities190423Website.pdf (essexchambers.co.uk)

<sup>9</sup> [https://www.nocn.org.uk/Data/Products\\_Downloads/GreeningUKskillsreport.pdf?date=12/05/2023%2012:59:03](https://www.nocn.org.uk/Data/Products_Downloads/GreeningUKskillsreport.pdf?date=12/05/2023%2012:59:03)

		In September 2020, the government announced the introduction of a Lifelong Loan Entitlement (LLE) from 2025. The LLE is a loan entitlement equivalent to four years of post-18 education for students to use over their lifetime. It will be available for both modules and full years of study at higher technical and degree levels (Levels 4-6) in colleges or universities. The LLE will support increased access to high-quality technical qualifications in a way that allows people to build up learning and skills over time in a way that suits them.
<b>Hospitality &amp; Catering</b>	The College is exploring with the city council a similar programme to Halo to introduce job seekers to opportunities in the hospitality sector in the city.	Labour demand UK wide for Hospitality is 3.5%, in Southend it is 4.8%
<b>Installation, Repair &amp; Maintenance</b>		Labour demand UK wide for Installation, Repair & Maintenance is 3.1%, in Southend it is 4.5%
<b>Leadership &amp; Management</b>	Working alongside partners the college is launching a Business School to provide leadership and management courses from level 2 to level 5.	Leadership & Management is a skills priority for Essex, identified in the Essex LSIP report <sup>10</sup>
<b>Leisure, Sport &amp; Tourism</b>	Sport is now being offered at the college through the Study Programme routes for young people.	Labour demand UK wide for Leisure, Sport & Tourism is 0.79%, in Southend it is 1.13%
<b>Marketing</b>		Labour demand UK wide for Communication, Marketing and Public relations is 3.0%, in Southend it is 1.4%
<b>Management, Policy &amp; Governance</b>		Labour demand UK wide for Management, Policy & Governance is 6.8%, in Southend it is 7.5%
<b>Maths</b>	Maths GCSE	Maths is a skills priority for Essex, identified in the Essex LSIP report <sup>11</sup> Firm ringfence of Multiply (support for adults with maths skills) within the UKSPF as a DFE programme. For the Non-Multiply portion of UKSPF, funding will be delivered through lower tiers or MCAs. Multiply Programme is rolling out (led by Essex County Council and Southend and Thurrock Councils)
	Maths - Preparation for GCSE	
	Maths GCSE Foundation	
	Maths for Life & Work E1/E2	
	Maths for Life & Work E3	
	Maths - Preparing for Level 1	
	Maths for Life & Work Level 2	
<b>NEET (vulnerable 16-19 yr olds)</b>	Study Programme - Maths	3.3% of 16-17 year olds in Southend are at risk of NEET, compared to 4.9% in England.
	Study Programme – English	
	Personal, Social, Health & Education	

<sup>10</sup> EssexLSIPPriorities190423Website.pdf (essexchambers.co.uk)

<sup>11</sup> EssexLSIPPriorities190423Website.pdf (essexchambers.co.uk)

	Living & Working in the UK	The College offers a series of courses to vulnerable 16-19 yr olds who have struggled to engage in main-stream education settings and are consequently at risk of NEET.
	Health and Care L1/L2	
	Catering E3/L1	
	Travel & Tourism E3/L1	The College also works closely with our LA to develop a programme of study for our Unaccompanied Asylum Seeking Children aged 16-19 (UASC) .
	Working in Sport & Active Leisure	
	Media L1/L2	Preparing learners for the next steps in terms of employability and independence, our learners undertake regular CEIAG meetings per year with L6 Qualified IAG team. The college also works with the Greater Essex Careers Hub to enable learners to have meaningful work experiences meeting and speaking with local employers, mock interviews and guest speakers.
<b>Soft skills and Behaviours and being work-ready</b>	Embedded across curriculum	<p>Essex LSIP report states:</p> <ul style="list-style-type: none"> <li>• Embed a focus on employability skills throughout the skills system</li> <li>• Implement a framework to systematically develop soft skills and behaviours in young people pre and post 16 e.g. Skills Builder Universal Framework</li> <li>• Review and enhance (where necessary) industry specific soft skills and behaviours content within all vocational programmes</li> <li>• Explore the development of a VR / online package to teach soft skills and behaviours – ‘be ready for work in Essex’</li> <li>• Develop a “pathways to work” programme to support adults entering and returning to the labour market</li> </ul>
	Job club	
	Equality and Diversity for Community	
	CV Writing and Interview Skills	
	Award in Personal Progress	
	Certificate in Personal Progress	
	Diploma in Personal Progress	
<b>Special Educational Needs &amp; Disabilities</b>	Personal and social skills E2	In 2021-22 there were a total of 32,066 children with special educational needs and disabilities in Southend. 2966 had SEN support and 1191 had an EHCP.
	Personal Progress – Award/Certificate/Diploma	
	Bespoke - Active & Involved	The college works with our community partners to offer various volunteering/work opportunities including Garon Wellbeing Park and The Ramblers Animal Sanctuary.
	Bespoke - Safe & Well	
	Bespoke - Connected & Smart	
	Bespoke - Pride & Joy	
	Bespoke - Festival of Learning	
	Bespoke - Opportunity & Prosperity	
	Bespoke - Preparing for Adulthood G1 & G2	
	SEND Study Programme	

Source: Office for National Statistics, Labour Demand Volumes by Profession and Local Authority UK

	= In-progress
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# Southend Skills Strategy 2023-28<sup>12</sup>

The Southend Skills Strategy 2023-2028 was developed by the council in response to the continued need to provide the skills that employers need now, and in the future, and to help educate and train young people and adults to be able to engage productively with work, and to succeed throughout their lives and careers via continuous improvement and progression in the workplace.



The Skills Priorities of Essex, Southend-on-Sea and Thurrock are being merged into a new Local Skills Improvement Plan that is due to be finalised by end of May 2023. These priorities have been derived from information gathered from employers and stakeholders from across the county, coupled with detailed analysis of labour market information. They are an interim step in the development of the Essex Local Skills Improvement Plan and are designed to be used by providers to inform their Accountability Agreements with DfE.

The document is split into 3 sections:

- Essex Skills Priorities
  - Soft Skills and behaviours
  - Basic English. Maths and ESOL
  - Digital Skills and “Digitech”
  - Green Skills
  - Leadership & Management skills
- Essex Skills System Priorities
  - Lack of flexibility in an over-bureaucratic education system
  - Information, Careers Advice and Guidance
  - Tutor shortages and capacity of providers to respond
  - Inclusive employment

<sup>12</sup> [Ambition Southend - A Skills and Labour Market Strategy for Southend-on-Sea – Southend-on-Sea City Council](#)



- Barriers to engagement
- Skills planning system for Essex
- Essex Sectors and Technical Skills
  - Advanced Manufacturing, Engineering & Aviation
  - Agri-Tech & Food-Tech
  - Community & Voluntary
  - Construction & the Built Environment
  - Creative & Cultural
  - Digi-Tech
  - Education
  - Health, Social Care & Med-Tech
  - Professional Services
  - Transport & Logistics

These findings will be further reviewed and refined and help form the fuller LSIP report and recommendations.

## The Essex Local Skills Improvement Plan

The development of an Essex Local Skills Improvement Plan is in progress, and is being led by Essex Chambers of Commerce.

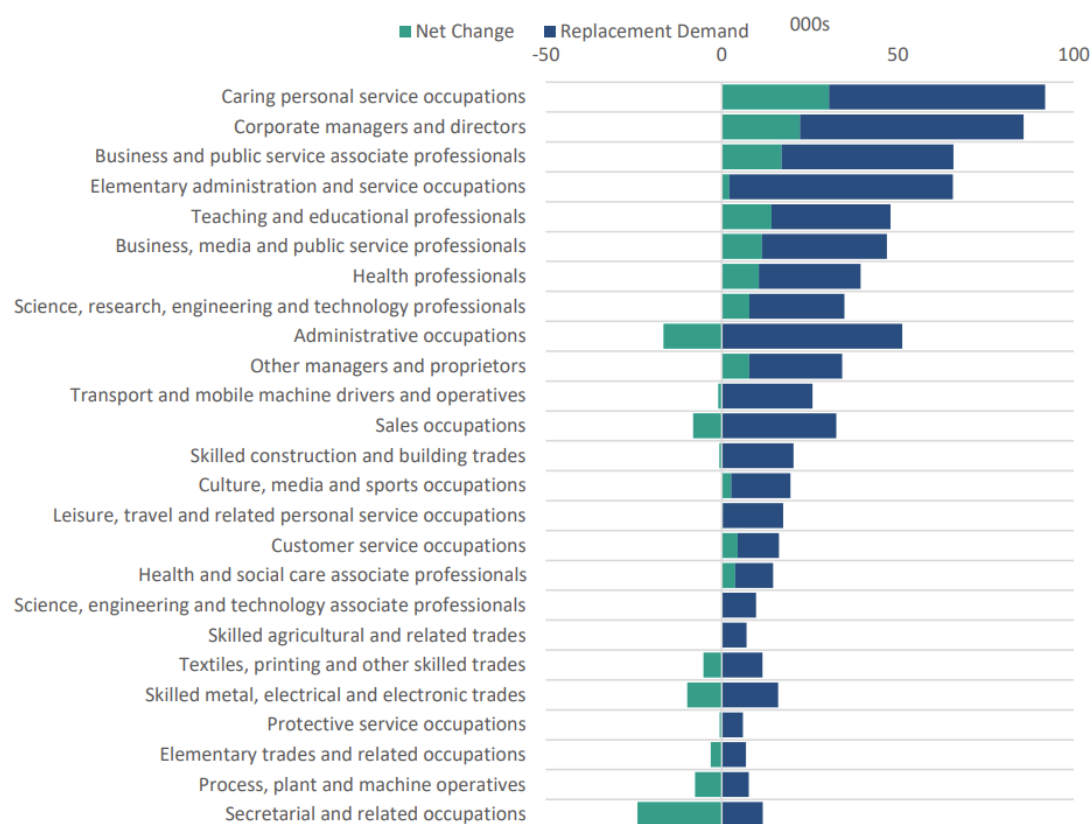
Local Skills Improvement Plans (LSIPs) were introduced in the Skills for Jobs White Paper in January 2021. They are a key part of the Government's transformational vision of an adult skills system where businesses, particularly SMEs, are given a much stronger voice in local skills planning. The plans will help ensure provision is more responsive to emerging and changing skills needs and, being locally driven, can be tailored to the challenges and opportunities most relevant to the area.

Employers want evolution – they want to build on existing good practice and relationships. The employer role in the skills system could be formalised, and engagement has been welcomed by businesses.

Creating an agile and responsive skills system that can respond to technological and market change is vital, and employer engagement can play a valuable role.

Employers want to see a more integrated skills system that is easy to navigate and encourages entry at all levels and progression. At the same time, employers also want more responsive and agile course formats, such as modular courses. Employers recognise that they need to increase the gender and ethnic diversity in some of their industries, and that they have a responsibility to develop and act upon this.

**Figure 1.13: Projected total requirement for new workers by occupation, South East LEP area, 2017-2027**



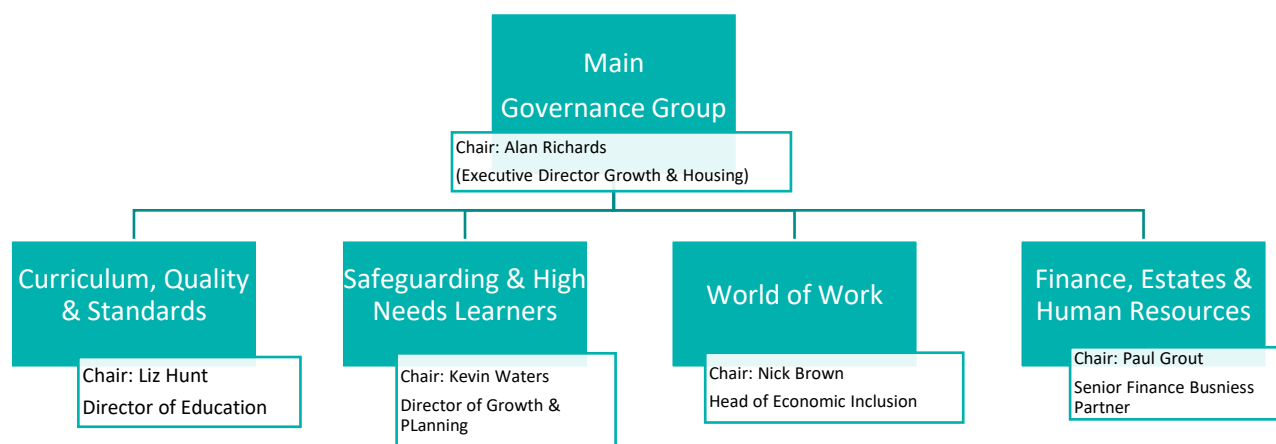
Source: Working Futures 2017-2027, University of Warwick and Cambridge Econometrics

# The SACC Governance Group Sign-off

The council works very closely with Southend Adult Community College to provide the local community with every opportunity to achieve their full potential on a variety of courses that increase knowledge, help learners obtain a qualification, start their own business or enhance their well-being by discovering and developing interests that enrich quality of life.

## Governance Group membership:

The Governance Group at the College is in the process of being changed. From September 2023 it will be as follows (this structure is being tested out in the interim period):



The sub-groups report on and make recommendations to the Main Governance Group.

Membership is comprised of the following people:

Council members:	College Senior Leadership team:
<b>Executive Director Growth &amp; Housing - Alan Richards</b> Head of Economic Inclusion - Nick Brown Safeguarding Advisor - Director of Growth & Planning - Kevin Waters Senior Finance Business Partner - Paul Grout Director of Education - Liz Hunt SEND Lead - Margaret Wall	<b>Principal - Susanne Davies</b> Head of Adult Learning & Skills - Stuart Wesselby Head of Finance & Operations - Jason Raymond Head of Quality - Caroline Quirk Head of SEND & Young People - Jay Ellis Head of Community Learning - Patricia North Head of HR - Lorraine Reader

The SACC Accountability Agreement has been approved by the SACC Main Governance Group.

This document can be accessed via our website [Policies & Key Documents – Southend Adult Community College \(southend-adult.ac.uk\)](#)