4. SY ACCELERATOR LSIP ROADMAP FOR DELIVERING CHANGE

The SY Accelerator Roadmap is structured around the five themes that have emerged from the data and literature review, workshops activities and the intelligence received from employers and stakeholders.

The Department of Education (DfE) document plan guidance has been closely followed. Its asks trailblazers to

- Identify solutions that take a 'whole systems' approach to improving the capacity and capability of local provision collectively that will help better meet the identified skills needs of employers.

  Theme One focuses upon navigation and making improvements to the current system.

- Provide a framework for future action in a joined-up way around shared goals that employers, providers, other stakeholders, including MCAs, and government can support with confidence. *Our roadmap has been developed in consultation with stakeholders and focuses on enhanced navigation, the need for a 'real' skills conversation and a range of practical and achievable measures for South Yorkshire Accelerator partners to deliver against.*

This roadmap sets the higher-level direction of travel, DfE notes the map should include 'solutions' around the themes of:

- Making provision more responsive by for example expanding provision and improving the offer in ways that collectively help to better meet the growth needs of a sector, with providers working in partnership with employers to co-design and deliver the curriculum using industry standard equipment. *Theme Two highlights that the activation of employers is a key priority. South Yorkshire businesses will actively inform learning design and delivery.*

- Improving access and progression pathways such as for employers needing to upskill their workforce quickly as they pursue new higher-value product strategies, and for those looking to reskill and move into new sectors with better career prospects. *Theme Five will promote better pathways to employment and well as celebrating success (Theme Four). We will be developing new learning including proof of concept, new provision and measures that embed employability and soft skills more routinely into provision (Theme Three).*

- Greater employer engagement, investment and skills utilisation by, for example, helping employers, particularly SMEs, navigate the system and aggregate demand as well as the adoption of new to firm technologies that can help raise demand for higher skills. *Theme One is about creating a system that works whilst Theme Two will ensure that demand requirements are clearly articulated.*

Theme One: A series of practical measures under the theme of 'navigation' resulting in an easy to find, co-ordinated, and accessible South Yorkshire skills system for all.

Rationale: The ecosystem is complex, confused and tends to operate in silos. This means the full skills offer is not always easily articulated, understood, or effectively communicated. Investment in our business engagement infrastructure and resource is required to make it easier for businesses to access the skills and training they require.

Priority	Description	Outcomes
Amplifying existing networks.	Co-ordinate SY skills and training infrastructure provision better and building on what we have. We will help the provider ecosystem work better together promoting systems leadership. The aim is to work towards an independent organisation or body to support businesses to engage in learning and skills. We will create an environment where it is natural for businesses and providers to engage.	1. The development of a SY skills web portal acting as the first port of call for employers seeking skills support. Directing customers to the right doors and simplifying and clarifying our offer. Also providing an opportunity to share and celebrate employer, provider and stakeholder best practice. 2. Development of an impartial skills advisory service to support SY employers, building on rather than replacing our existing offers. 3. Improved targeting of micro and small employers to increase engagement, collaboration and representation from this cohort.
Understand the business engagement resource available in South Yorkshire.	We will ensure that employers understand the offer and advisors are well equipped to have better, high-quality conversations. This will require specialist training and, perhaps accreditation, to boost the quality and consistency employer engagement advice and communication.	4. Mapping of the South Yorkshire skills business support offers including within the provider base and employer facing business teams. 5. Enhancing services to employers through a consistent offer, delivered by trained and accredited staff. This will be published, marketed and communicated through our skills web portal/Skills Accelerator website. 6. Increased collaboration with stakeholders (Team SY) such as local careers services and Jobcentre Plus.
Promote a South Yorkshire Skills pledge to improve the service to business.	We will work towards offering any SY business the ability to identify, procure and confirm funding available for business growth quickly and easily.	7. Increase awareness through a 'Skills Pledge' to our employers from SY partners, articulating the service they should receive the speed of response and time commitment required from them.

		8. Pilot opportunities for employers to support and mentor other businesses to develop learning cultures.
Enhance platform capabilities.	We will communicate what we have clearly and make skills and training easy to find and accessible for all. This will result in a 'real world' skills system that is more SME/real economy friendly, with improved access to skills' supply and demand data (via a Skills Observatory).	9. An enhanced and better resourced Skills Observatory providing detailed information about both supply and demand to inform hubs and employer and provider groups. Regularly reporting outcomes of research. 10. Developing a range of key performance indicators or a balanced scorecard to help employers and stakeholders to understand, monitor and challenge the impact of skills provision throughout SY.

Theme Two: Initiating a more proactive approach to engaging employers in a 'proper conversation' with employers actively informing learning design and delivery.
Rationale: Building an enhanced two-way dialogue between employers and providers. Stimulating demand, building employer learning cultures and boosting the capacity of the system.

Priority	Description	Outcomes
Enterprise activation.	This measure will encourage better and more proactive employer engagement. It's time for a proper conversation and we need to know who to speak to! Sector specific discussions, industrial liaison groups and sectoral networks will form part of this theme. We will make it easier for the smaller and harder to reach SSY employers to engage.	1. An updated SY wide approach to engaging employers, developing appropriate employer / sectoral networks. 2. Stimulating demand and influencing curriculum design, particularly from a small employer perspective. 3. Enhanced employer and provider forums focussed on a two-way push and pull collaborative relationship.
Boosting the system's capacity.	We will enable and encourage companies to donate materials and technology and support teaching and CPD. Trainer training and swaps between trainers and businesses will be encouraged as well as engaging	4. Building Learning Cultures within our employer base. Targeting leaders and managers, through our skills advisory service and a short, digitised presentation on the business benefits of skills and how the Skills Accelerator is supporting employers. 5. A series of pilots encouraging employers (including SMEs) to support the delivery of technical education programmes.

	graduates and near retirees more routinely in learning delivery.	6. Employers and industry bodies encouraged to support upskilling and CPD of FE colleagues including 'coal face' projects. 7. Encouraging more 'industry" professionals and graduate placements into the FE Sector. Development of a model to bring those near / at retirement age into the sector. Supporting skilled professionals into the sector.
Captivate learners.	We will offer captivating careers advice and engage with employers on social mobility activities encouraging more employers into schools and colleges.	8. Reinvigorate meaningful work experience opportunities through central co-ordination and employer support. 9. Pilot linking work experience to the delivery of an updated 21st century core / soft skills offer. 10. Encouraging employees to 'push up' and challenge their organisations to provide skills / learning opportunities.

Theme Three: A series of measures that demonstrate how skills and training provision is able to deliver exactly what employers require, when and where they want it.

Rationale: Provider offers are often shaped by what government funding will sanction rather than what businesses need. We need to respond with pace and agility to employer demand.

Priority	Description	Outcomes
Proof of concept provision.	Many employers want a different and bespoke offer. We will fund new and different provision in the following areas - Industry 4.0, Digital and Construction e.g., zero carbon skills. We will also initiate interdisciplinary projects and challenges.	1. Pilot provision projects in a number of high growth sectors developed in conjunction with 'updated' employer provider networks. Modular and initially unaccredited provision will be supported to speed development and testing e.g., Building upon the Barnsley College led SDF pilot creating a modular library of digital literacy resources. It will be free to use and promoted and accessible through the Skills Accelerator website. 2. An opportunity to pilot 'digitisation' of provision in traditional hands-on sectors (a 'classroom in our pockets'). Further development of a

		free, readily available pick and mix approach to provision to encourage employers into our wider skills offer. 3. Developing and piloting interdisciplinary projects within curriculum and responding to South Yorkshire skills challenges.
Designing new and bespoke provision.	We will encourage the system to more serious about co-design. We will support new ideas that are responsive to specific business needs. For instance, this will include new provision for microbusinesses such as appropriate bite sized CDP and more flexible provision.	4. Pilot development and delivery of employer led bite size provision with a modular, "Netflix" approach to provision. 5. Potential to fund an offer to business, through the devolved Adult Education Budget.
Employability.	Employers and stakeholders would like to see core skills for the workplace better integrated into learning and skills provision. This includes non-digital technical skills, project-based learning as well as training for self-employment. We will identify where this is working well and support new key skills integration initiatives.	6. Development of a South Yorkshire branded 21st century core / soft skills offer, featuring an extended range of modules including the development of a consistent skill sets and language. 7. Increased opportunities and funding for those already in work to improve their core skills including project-based learning and understanding what's needed to start a business.

Theme Four: Celebrating success and activating employer learning.

Rationale: Sector groups and stakeholders would like to showcase and promote success stories and initiatives in South Yorkshire and learn from, and build on, what we already have. This will stimulate employer demand for learning.

Priority	Description	Outcomes
Good practice and success stories	These will be showcased through digital media and change perceptions of industry. We will publicise bespoke provision.	1. Better understanding and appreciation by employers of our significant learning and skills assets. Articulation through website and employer / provider forums. 2. Skills advisory services to promote learning cultures and stimulate demand through positive messaging and myth busting.

Existing exemplars/good practice	These will be scaled up across SY. This will include SY wide apprenticeship celebrations and employer/business activities.	3. South Yorkshire wide celebrations of skills success, including piloting 'technical skills' graduations. Cap and gown events for all levels of learning, including participation from families / employers. 4. South Yorkshire apprenticeships awards, regular celebrations of employer / learner involvement and achievement.
Commitment to leadership.	We will help businesses to demonstrate they are serious about building a learning culture and encourage leadership development in this area. Larger businesses will mentor smaller businesses in all sectors including foundation industries. We will activate demand from employers for learning.	5. Pilot 'skills mentor schemes for small employers, co-ordinated through the skills advisory service. 6. Target leaders and managers regarding benefits of skills acquisition. Promoting the South Yorkshire offer.

Theme Five: Promoting better pathways to employment resulting in a more inclusive South Yorkshire workforce.		
Rationale: Many groups are marginalised from the workforce. A lack of diversity is stifling innovation, creativity and ultimately productivity in South Yorkshire.		
Priority	Description	Outcomes
Workforce diversity	This will be encouraged through a range of skills and training pathways e.g., training will be tailored to the needs of marginalised groups including offenders and people with any disabilities and areas where there is underrepresentation from for instance women or the LGBTQ+ community	1. Mapping of South Yorkshire activity to improve diversity in skills provision / employment sectors. 2. Consider opportunities to mainstream diversity projects as they have tended to be short term. 3. Pilot projects to target work experience at underrepresented groups to improve diversity and address labour shortage sectors. 4. Enhanced support for the transition between education and the workplace to reduce dropout rates.
Special sectoral measures	Measures will be initiated in areas where action is required with the right mode of delivery/training e.g., Women in Rail. Reskills/retraining opportunities will also	5. Pilot projects to target work experience at underrepresented groups and those with additional needs to improve diversity and address "labour shortages" in a range of sectors.

	be offered to help new entrants and re-entrants access employment.	
Building resilience and work readiness	Enabling young people and returners, including those on the fringes of society, to develop social and work readiness skills. We will develop a set of SY core skills (good mental health, digital excellence, resilience). We will use the resource of older workers to become peer workers.	6. Initiating a South Yorkshire 21st Core Skills offer, for those entering and in work at risk of exclusion (see also Theme three). 7. Improved linkages with employers maximising work experience opportunities for those who need workplace skills.