



**REPORT of  
DIRECTOR OF STRATEGY, PERFORMANCE AND GOVERNANCE**

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**to  
PLANNING AND LICENSING COMMITTEE  
7 MARCH 2019**

**MALDON DISTRICT SKILLS STRATEGY**

**1. PURPOSE OF THE REPORT**

- 1.1 The purpose of this report is to seek the Committee's approval for the Maldon District Skills Strategy, updated following a period of public consultation that commenced on Thursday 25 October and closed at 5pm on Thursday 6 December 2018 (**APPENDIX A**). A summary of consultation responses and amendments made to the Maldon District Skills Strategy is provided in **APPENDIX B**.

**2. RECOMMENDATIONS**

- (i) That the Maldon District Skills Strategy, as updated following stakeholder and public consultation, be approved.

To the Council:

- (ii) That the Maldon District Skills Strategy 2018 - 2023 (**APPENDIX A**) be adopted.

**3. SUMMARY OF KEY ISSUES**

- 3.1 The development and implementation of a Skills Strategy for the District is one of the Key Corporate Actions (KCA's) within the Maldon District Council Corporate Plan 2015-19.

- 3.2 The Maldon District Skills Strategy sets out the skills challenges and the proposed actions to meet the skills needs of businesses, alongside maximising the opportunities for young people (including those in primary, secondary and higher education) and those already in the labour market in the District, between 2018 and 2023.

- 3.3 The objectives of producing a Maldon District Skills Strategy were to:

- provide a clear evidence base of the current issues and needs regarding skills in the district;
- identify key economic sectors to concentrate limited resources in areas of greatest potential return;
- identify key areas for attention as well as constraints and barriers to growth;

- and subsequently, to develop an action plan to address the issues identified
- 3.4 Priorities were identified and categorised as activities focused on people and activities aimed at supporting local business:
- Activities focused on people centre around key themes such as developing our future workforce, raising attainment and skill levels and thereby helping people become employed and raising the level of their jobs
  - Activities focused on supporting local business include key themes such as developing a robust supply of skilled ambitious talent for our priority growth sectors, thereby encouraging greater investment and more jobs
- 3.5 The expected outcomes by 2023 have been defined as the following:
- Maintain a vibrant and competitive economy, balancing the needs of industry and prosperity whilst sustaining a high quality of life, increasing incomes and promoting the Maldon District as a great place to live, play, work and do business.
  - Reduce the rate of out-commuting by supporting the provision of rewarding, well paid jobs locally and assisting businesses to reach people who are not aware of these opportunities.
  - Deliver a Maldon District Enterprise Centre to provide suitable accommodation and support for start-up businesses, fast growing Small or Medium-sized Enterprises (SMEs) and new inward investors arriving in the area, as well as a hub for training and other business support activities that enhance local skills.
  - Facilitate the development of intelligent solutions to the question of accessibility to training facilities and businesses in rural areas by those who do not have access to a car.
  - Work with businesses and further education providers to provide tailored and flexible training solutions for staff by encouraging businesses to provide modules for courses in areas that they have specialised expertise, e.g. electric motor winding or manufacture of wiring harnesses for motor vehicles.
  - Support businesses to grow more rapidly through increased investment in technology, improved business processes and efficiency and improved skill levels.

## **4. CONCLUSION**

- 4.1 The Council’s Economic Prosperity Strategy under Strategic Intervention 3 - Improve Skills and Training Provision, commits the council to “Increasing the availability of training provision in the District, expanding links between schools and employers, and developing opportunities for adult re-skilling” which “will create a foundation for long-term improvements to skills levels”. The Maldon District Skills Strategy elaborates in more detail our objectives and expected outcomes and the Maldon District Skills Action Plan will provide guidance on how this will be delivered.

## 5. IMPACT ON CORPORATE GOALS

- 5.1 “Identify and work with partners to implement the strategy to meet the skills need within the District” is identified as a key corporate activity (KCA) under the goal, “Creating opportunities for economic growth and prosperity” which contains a specific objective to “raise aspirations and improved skills and training provision”.
- 5.2 Supports the Economic Prosperity Strategy 2013-2029, especially strategic intervention 3, “Improve skills and training provision”.

## 6. IMPLICATIONS

- (i) **Impact on Customers** – The Maldon District Skills Strategy and the Maldon District Skills Action Plan will provide guidance for the implementation of activities that are focused on people and activities aimed at supporting local business. Activities focused on people centre around key themes such as developing our future workforce, raising attainment and skill levels and thereby helping people become employed and raising the level of their jobs. Activities focused on supporting local business include key themes such as developing a robust supply of skilled ambitious talent for our priority growth sectors, thereby encouraging greater investment and creating more jobs.
- (ii) **Impact on Equalities** – Disabled people and other disadvantaged sectors of our community are targeted for actions that will increase their skills levels and improve their access to employment. Actions are also identified to encourage more women to participate in STEM related education and take up careers in sectors that have traditionally been male dominated.
- (iii) **Impact on Risk** – Failure to deliver a Maldon District Skills Strategy could impact negatively on the Council’s ability to deliver the skills required by business to grow and therefore provide suitable employment opportunities for local residents. The impact would be migration of business and skilled employees to other areas with a knock-on effect for local suppliers and the community, impacting on sustainability of the economy and quality of life.
- (iv) **Impact on Resources (financial)** – The Maldon District Skills Strategy and Maldon District Skills Action Plan are being produced internally and in consultation with external partners, at no cost.
- (v) **Impact on Resources (human)** – The successful implementation of the Maldon District Skills Strategy and Maldon District Skills Action Plan will require significant time and interaction with skills providers, businesses, and the local community. This is one of the core functions of the Economic Development Service and will be managed with existing resources and leveraging new and existing partnerships.
- (vi) **Impact on the Environment** – Not applicable.
- (vii) **Impact on Strengthening Communities** – The Maldon District Skills Strategy and Maldon District Skills Action Plan are aimed at helping people

become employed and raising the level of their jobs through improving local skills training, thereby impacting positively on community activities.

Background Papers:

The Maldon District Skills Strategy (**APPENDIX A**),  
Summary of consultation responses and amendments made to the Maldon District Skills Strategy (**APPENDIX B**)

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