

## CORNWALL WORKFORCE DEVELOPMENT GROUP

### PRIORITY AND ACTIVITY LIST

1. Information, Advice and Guidance for Businesses and Individuals
2. Develop a skilled and adaptable workforce.
3. Reduce barriers to learning and employment and creating equality of access
4. Ensure effective partnership working
5. Sectors

PRIORITY	PROPOSED ACTIVITIES TO DELIVER PRIORITIES	WORKFORCE DEVELOPMENT ACTIVITIES
Information, Advice and Guidance for Businesses and Individuals	<p><b>Businesses</b></p> <ul style="list-style-type: none"> <li>• Regular contact with employers, MAP and SPOT cofinancing projects</li> <li>• Simplify brokerage to signpost employers to learning particularly for under-qualified/under-trained recruits and to prevent exclusion of micro businesses from access to skills support services.</li> <li>• Simplify brokerage to collect information on employer demand which is not provided</li> </ul> <p><b>Individuals</b></p> <ul style="list-style-type: none"> <li>• IAG available to <b>all</b> adults throughout a variety of community and workplace venues in Cornwall to provide advice and help on issues such as basic skills, training, qualifications, CV writing, interview skills etc</li> <li>• Providers have many staff qualified in A&amp;G who are involved in the recruitment process and promote progression</li> </ul>	<ul style="list-style-type: none"> <li>• Support for recruitment and training of new employees</li> <li>• Securing employer involvement and commitment to developing their staff, including supervisors and managers.</li> <li>• Securing employer involvement in developing the skills of individuals in their workplace by demonstrating the benefits of workforce investment.</li> <li>• Activities to promote the concept of lifelong learning to individuals and employers.</li> </ul>
Develop a skilled and adaptable workforce.	<ul style="list-style-type: none"> <li>• Trade Union and ULR activity in the workplace supported by local IAG provision.</li> <li>• Apprenticeship, advanced apprenticeship, ETP, mainstream FE funding, co-financing, foundation</li> </ul>	<ul style="list-style-type: none"> <li>• Measures to upgrade the skills and attainment levels of individuals in line with a changing, knowledge based economy</li> <li>• Ensuring that participation in learning within SMEs will</li> </ul>

	<p>degrees</p> <ul style="list-style-type: none"> <li>• Improve M&amp;L provision to increase higher skills of business managers and leaders</li> <li>• Improve basic skills to enable access to higher skills</li> <li>• Make learning available to all – not just BL2</li> </ul>	<p>endure beyond the lifetime of the project</p> <ul style="list-style-type: none"> <li>• Improving management skills around change, setting and achieving goals staff recruitment, induction, mentoring, coaching and staff development</li> <li>• Provision of skills training and development, and management and business training for managers</li> <li>• Providing individually tailored learning packages, involving guidance and counselling, leading to the achievement of NVQs.</li> </ul>
Reduce barriers to learning and employment and creating equality of access	<ul style="list-style-type: none"> <li>• Enhanced services available through IAG network to those adults seeing employment who require specialist help or guidance</li> <li>• E2E, basic skills, JC+ programmes</li> <li>• Improve basic skills to enable access to higher skills</li> </ul>	<ul style="list-style-type: none"> <li>• Providing support for new entrants to vocational learning, and those already participating, so that they complete their training</li> <li>• Development of new training packages and guidance material including new methods of delivery.</li> <li>• Improving the retention rate of those already participating in learning by providing additional support at critical points.</li> <li>• Activities to promote the flexibility of learning.</li> <li>• Ensuring that innovative and creative approaches to learning are delivered that reflect individual and business needs.</li> <li>• Providing childcare and travel support where it is essential for individual participation.</li> <li>• Providing learning opportunities for part time and seasonal workers.</li> <li>• Addressing the needs of beneficiaries</li> </ul>
Sectors	<ul style="list-style-type: none"> <li>• Additional support targeted at sectors to enhance the services provided to them in terms.</li> </ul>	<ul style="list-style-type: none"> <li>• Company-based anticipation activities for new and existing companies in sectors targeted for support.</li> </ul>
Ensure effective partnership working.	<ul style="list-style-type: none"> <li>• WBL providers network and wider partnerships, need better partnerships with sectors</li> </ul>	<ul style="list-style-type: none"> <li>• Collaboration between private and public sector, employers and providers.</li> <li>• Strong linkages and partnership working</li> </ul>