

# Get Sussex Working

## Implementation Plan

Additional actions bespoke to West Sussex



Department  
for Work &  
Pensions



West Sussex County Council

# Introduction

The West Sussex Implementation Plan should be read in conjunction with the Get Sussex Working Plan and Get Sussex Working Implementation Plan which support the delivery of six ambitions:

<b>Ambition one</b> Build a skills and employment infrastructure to achieve the Get Sussex Working Plan.	<b>Ambition four</b> Respond to diverse place-based needs to increase economic activity, health and wellbeing outcomes.
<b>Ambition two</b> Address needs of diverse resident groups to increase economic activity.	<b>Ambition five</b> Embed careers, employment and skills at the heart of decision-making to facilitate a systems-wide approach.
<b>Ambition three</b> Develop a joined-up approach with employers to inclusive workforce development, training and careers progression.	<b>Ambition six</b> Develop and upskill our workforce to boost employment and growth.

The Get Sussex Working Plan has been created and approved by Brighton and Hove City Council, East Sussex County Council and West Sussex County Council.

## Acronyms

<b>WSSC</b>	West Sussex County Council
<b>DWP</b>	Department for Work and Pensions (Jobs and Careers Service)
<b>MSA</b>	Mayoral Strategic Authority for Sussex and Brighton
<b>VCS</b>	Voluntary and Community Sector



## **Ambition one:** Build a skills and employment infrastructure to achieve the Get Sussex Working Plan

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030)	Funding Status	Funding source & end date of funding
Submit proposal to the West Sussex Economic Growth Board that they have oversight of West Sussex GSWP implementation plan actions, with input from skills partners as required.	WSCC	West Sussex	Agreement with West Sussex Economic Growth Board over their role in supporting and oversight of the plan. Subject to agreement, monitoring plan agreed and in place.	Improvement in employer engagement and increase in local employment and skills levers that respond to resident and employer needs.	No funding required	
Consider and identify opportunities for co-location of Adult Skills services with other council and partner services.	WSCC	West Sussex	Space identified in key locations to deliver services.	Co-location of services delivering effectively.	No funding secured	

## **Ambition two:** Address needs of diverse resident groups to increase economic activity

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030))	Funding Status	Funding source & end date of funding
Continue to invest in improved tracking of NEET young people in West Sussex.	WSCC	West Sussex	Decrease in numbers of unknown NEETs.	Sustained decrease in numbers of unknown NEETs.	Funding secured	WSCC Careers Team.
Address barriers to young people accessing employment and training, including financial and transport challenges, through bursaries, maintenance allowance and transport solutions.	WSCC	West Sussex	Decrease in numbers of young people aged 16 and 17 who are NEET.	Decrease in numbers of young people aged 16 and 17 who are NEET.	No funding secured	Seek funding through Youth Guarantee Plan, MSA devolved funds or other routes.
Support existing networking opportunities (eg Synchronise Group), and promote deeper multi-agency partnership, to ensure coordination between providers and partners at a local level.	WSCC	West Sussex	Better understanding of support offers across the county. Opportunities for partnership working identified. Provision mapped.	Increase in partnership projects and continuing clearer mapping of existing provision.	No funding required	
Deliver and extend the reach of the Careers Service providing one-to-one support to NEET young people (currently 16-17) to enable them to engage with education, apprenticeships or training.	WSCC	West Sussex	Decrease in numbers of young people aged 16 and 17 who are NEET.	Decrease in numbers of young people aged 16 and 17 who are NEET.	Part funding secured	Funded by WSCC core budget. Seek funding through Youth Guarantee Plan, MSA devolved funds or other routes to extend reach and extent of delivery.

## **Ambition two:** Address needs of diverse resident groups to increase economic activity

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030))	Funding Status	Funding source & end date of funding
Build and extend the work of the Careers Hub to include a focus on Primary aged pupils.	WSCC	West Sussex and Brighton & Hove	Careers education is embedded in primary classroom practice; pupils experience more consistent, meaningful, and high-quality careers-related learning.	Careers education is embedded in primary classroom practice; pupils experience more consistent, meaningful, and high-quality careers-related learning and make good transitions to secondary school.	No funding secured	DfE funding through Careers and Enterprise Company.
Build on the work of the Careers Hub and WSCC Careers Service to deliver early interventions in years 9 and 10 for young people who are at risk of becoming NEET.	WSCC	West Sussex	Reduction in number of NEET young people.	Reduction in number of NEET young people.	No funding secured	
Build on the work of the Careers Hub to support young people at risk of referral to Alternative Provision Centres in years 9,10 and 11.	WSCC	West Sussex	More young people staying in mainstream school and reduction in number of referrals to APCs.	More young people staying in mainstream school and reduction in number of referrals to APCs.	No funding secured	

### **Ambition three:** Develop a joined-up approach with employers to inclusive workforce development, training and careers progression

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030))	Funding Status	Funding source & end date of funding
Explore ways to improve coordination on employer engagement for Skills & Employability across council teams and directorates.	WSCC	West Sussex	Skills reset actions plan delivered and council teams working together effectively on skills initiatives and strategy.	Identified actions continued.	Funding secured	Internal WSCC funding.
Use the levers and expertise of the West Sussex Economic Growth Board to inform and support employer engagement strategy and delivery.	WSCC	West Sussex	Employer engagement included on agenda and opportunities / actions identified for inclusion in the Economic Growth Board Action Plan.	Identified actions continued.	No funding secured	Funding TBC dependant on actions identified.
Continue the Early Years and Childcare Workforce Steering group to co-ordinate and influence provision in the county.	WSCC	West Sussex	Work to support Early Years recruitment is co-ordinated and vacancies reduced.	Work to support Early Years recruitment is co-ordinated and vacancies reduced.	Funding secured	Funding secured.

## **Ambition four:** Respond to diverse place-based needs to increase economic activity, health and wellbeing outcomes

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030))	Funding Status	Funding source & end date of funding
Identify targeted provision for disadvantaged communities in rural areas, providing transport and digital access solutions that enable equality of access to training, support services and work.	WSCC	West Sussex	Priority areas identified and routes to funding and existing levers explored. Priority projects identified.	Funding drawn down where available, and projects in train.	No funding secured	

## **Ambition five:** Embed careers, employment and skills at the heart of decision-making to facilitate a systems-wide approach

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030)	Funding Status	Funding source & end date of funding
Digital Infrastructure Strategy to reflect the employment needs of residents and businesses across West Sussex.	WSCC / ESCC / BHCC	Pan-Sussex	Digital Infrastructure Strategy reflecting local employment and skills needs.	Digital Infrastructure Strategy reflecting local employment and skills needs.	No funding required	
Employment and employability related support delivered across council teams or delivered through funding administered by the council, including health related employment focused services.	WSCC	West Sussex	All employment support co-ordinated, reducing duplication and delivering effectively for residents.	All employment support co-ordinated, reducing duplication and delivering effectively for residents.	No funding required	Funding has been secured for multiple employment programmes including from DWP, DfE and OHID.

## **Ambition six:** Develop and upskill our workforce to boost employment and growth

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030)	Funding Status	Funding source & end date of funding
Continue to promote the apprenticeship levy transfer to businesses in West Sussex for support with cost of apprenticeship training.	WSCC	West Sussex	Actively promote Apprenticeship Levy transfer to West Sussex businesses. Full Levy Transfer is used each year.	Actively promote Apprenticeship Levy transfer to West Sussex businesses. Full Levy Transfer is used each year.	Funding secured	DfE funding and use of existing levers.
Use ringfenced Skills Bootcamp budget to promote Bootcamps to businesses and to collaborate on co-creation.	WSCC	West Sussex	Programme in place to promote Skills Bootcamps for in-work upskilling. Increase in number of co-created skills bootcamps for 26/27.	Skills Bootcamps recognised as effective route for upskilling and co-produced Bootcamps used to fill identified skills gaps in the county.	Funding secured	DfE funding secured to 2026 and new funding anticipated ongoing.
Build on successful Routes Into Adult Learning programme to deliver training and courses aligned to the needs of priority sectors.	WSCC	West Sussex	Adult Learning budget continues to deliver for the needs of the economy and additional priorities identified.	Adult Learning budget continues to deliver for the needs of the economy and additional priorities identified.	Funding secured	DfE funding through the Adult Skills Budget.



## **Ambition six:** Develop and upskill our workforce to boost employment and growth

Activity	Owner/Delivery organisation(s)	Geography	Short term measure /KPI (March 2027)	Medium term measure /KPI (March 2030)	Funding Status	Funding source & end date of funding
Build on Free Courses for Jobs programme to deliver training to move residents into work.	WSCC	West Sussex	Increase in funding allocation to meet the needs of the economy.	Courses delivering to meet the needs of the economy.	Funding partially secured	DfE funding through the Adult Skills Budget, with additional funding requirement to grow the service.
Continue to deliver the Established Adult Skills programme using a mixed model of in house and commissioned provision, closely aligned to local need and strategic skills plans. Build capacity within the county to deliver Adult Skills.	WSCC	West Sussex	West Sussex priorities inform the delivery of adult skills programme. Established and successful adult skills infrastructure and teams continue to commission and deliver for residents.	Continued in-house delivery of Adult Skills programme.	Funding secured	DfE