

## For 2019/2020 the Skills Guernsey Action Plan has focussed on the following areas

### Overview

The objective of **Skills Guernsey** is to ensure that Guernsey has a highly skilled workforce, equipped for the opportunities and challenges of the global economy. This is achieved by coordinating actions across government, the community and industry through a **Skills Guernsey Action Plan**.

The **Skills Guernsey Action Plan** was published in 2018 following engagement with industry and States of Guernsey delivery partners. Progress on the agreed actions since 2018 is noted below.

Following the publication and agreement of the States of Guernsey of its Revive and Thrive Strategy, a key focus for the future will be on development of a **Human Capital Strategy**. This will be further developed and articulated through the Sustainable Economy Plan to be published later in 2020.

### Skills Action Plan – Update on progress:

- **Support post 16 education through The Guernsey Institute**
  - The Guernsey Institute is currently providing technical, vocational and professional training to over 4,000 learners. From entry level through to Master degrees and everything in between.
  - The Mission and Vision which captures the ambition for The Guernsey Institute is as follows:
    - **Mission**
      - *A vibrant and inclusive centre of excellence for technical, vocational and professional learning which serves industry and our community.*
    - **Vision**
      - *In a changing world The Guernsey Institute will be the touchpoint for life-long learning for our community.*
      - *The Guernsey Institute will deliver excellent teaching, learning and development.*
      - *The Guernsey Institute will provide an environment that enables and inspires creativity and prosperity for employers and individuals.*
      - *Through efficient and effective use of resources, The Guernsey Institute will support the Bailiwick's growth by driving economic success and fostering healthy and connected communities.*

- *By investing in our people we will ensure The Guernsey Institute is a great place to work.*
  - The Guernsey Institute provides islanders with the skills to take their first steps on a career ladder, develop or change career and return to the world of work following redundancy or breaks for family responsibility or ill health.
  - The Guernsey Institute takes pride in its ability to horizon scan in order to identify the skills needed by real people so that they can support the Bailiwick's growth and economic success and foster healthy and connected communities. During the Covid crisis The Institute was able to work with ESS to offer a range of programmes to support those recently made unemployed
  - The Career Advantage: we also offered a free course focused on CV writing and interview skills held at the GTA. We are currently exploring a new range of courses to be offered as part of the Revive and Thrive strategy focused on those people who may need to change career.
- **Support work to develop best in class digital skills, education and training;**
    - This work has been carried out as part of the Digital Framework, notable achievements have been made since the Digital Framework was launched in 2017:
      - There has been notable success in developing digital skills on the island. This includes changing the Bailiwick curriculum to include digital skills. A digital roadmap has also been developed by the Committee *for* Education, Sport and Culture. The Committee's ambition is to provide every teacher with IT which is of high quality and reliable and which they are well trained to use wisely, and to make every student digitally competent. This will help them to succeed as their education progresses or they enter employment.
      - The Digital Greenhouse has been instrumental in developing awareness of digital careers and has worked closely with the Guernsey Careers Service, including profiling 50 local people in digital career pathways, to build a digital Guernsey skills profile for young people and career changers.
      - The Summer Digital Internship programme has just concluded its fourth year, with over 45 students and 12 companies having worked in partnership during that time, leading to employment, bursaries and apprenticeships
      - The Digital Innovator Programme run by the Digital Greenhouse with First Central Group has now seen over 350 young people learn digital and employability skills through the past two academic years.
      - PWC have launched a new Hive Hack initiative, working with the Digital Greenhouse and Education, to deliver coding opportunities to young people.
      - Working with Blenheim Chalcot, the Digital Greenhouse has been able to develop and introduce opportunities for upskilling in industry, including:

- A pilot digital Data analyst apprenticeship, with fully funded positions for business
  - A number of fully funded Digital leadership bootcamps
  - Up to 1,000 licences available to access the Hive learning app.
  - 10 fully funded scholarships in digital marketing through Squared online, starting next month.
- The Digital Greenhouse delivered over 200 events in 2019, building a strong range of learning and networking opportunities for people in Guernsey to build new skills
- **Look at opportunities to develop and enhance innovation and entrepreneurship in Guernsey;**
  - A new approach to delivering entrepreneurship advice and programmes was launched in March 2020, led by the Digital Greenhouse, leveraging partnership working with Blenheim Chalcot/Agilisys, Barclay's Eagle Lab and other industry leaders. With a full virtual, online service as well as face to face support.
  - The programme is receiving extremely positive feedback and high engagement numbers, with courses at capacity.
  - The first student business accelerator was delivered by Eagle Lab and the Digital Greenhouse in 2019, which will repeat annually.
- **Continue to review and recognise industry need for qualified staff;**
  - Working with Careers Guernsey to consider opportunities to develop a platform to promote career opportunities in Guernsey.
  - Working with Guernsey's industry groups to consider opportunities to encourage Guernsey graduates back to the Island.
- **Consider opportunities to establish lifelong learning incentives in Guernsey;**
  - The Committee for Economic Development has commissioned a piece of research in this area, to understand the economic benefits of lifelong learnings and successful programmes used in other jurisdictions – this will be completed in early September 2020 and will provide some very important insight which will inform the further development of a Human Capital Strategy as identified in the Recovery Strategy.
- **Ensure continued recognition of the importance of readiness for work, attitudes and employability skills;**
  - This is being undertaken by the Committee for Education, Sport and Culture as part of the curriculum delivery in Secondary education.
- **Support the Guernsey Apprenticeship and the identification and development of future apprenticeships and work based learning opportunities;**
  - Three new modern apprenticeships have recently launched in Retail, Adult Care and Early Years Care
  - A fully funded pilot Data Analyst Apprenticeship launched with Avado through the Digital Greenhouse, working directly with businesses looking to grow their data teams.

- **Close working with the Population Management Office (PMO) to develop opportunities for skills development**
  - Skills Guernsey representatives will continue to liaise with the Population Employment Advisory Panel meetings to act as a link and liaison point between the PMO and Skills Guernsey.