

One Surrey Growth Board

September 2025



Agenda

No.	Timings	Item	Speaker(s)
1.	09:00-09:10	Welcome and introductions	Matt Furniss (OSGB Chair)
2.	09:10-10:20	Workforce, Employment and Skills:	
		Strategic Framework	Simon Griffin (Head of Economy & Growth – Place Delivery)
		Surrey Bacc and Connect to Work	Marie Tulley-Rose (Head of Economy & Growth – Operations)
		Construction Technical Excellence College and Adult Skills Fund	Simon Griffin
		Local Skills Improvement Plan	Louise Punter (Chief Executive Officer, Surrey Chambers of Commerce)
3.	10:20-10:50	Surrey Innovation Board and Local Innovation Partnership Fund	Caroline Fleming (Director of Surrey Innovation District, University of Surrey)
4.	10:50-11:00	Reflections and Close	Matt Furniss (OSGB Chair)



Welcome

- **Matt Furniss – One Surrey Growth Board Chair**
 - *Declarations of Interest*

Workforce, Employment and Skills

Item 2

Strategic Framework

Surrey's response to national challenges

- Targeted engagement of **residents excluded from the labour market** through new employment support programmes
- Alignment of support to our identified **key neighbourhoods and priority groups to address disparity** in labour market outcomes
- Direct provision to **help employers fill vacancies in Surrey** through employment programmes and supporting workforce planning, succession, and inclusive employment practices
- **Early intervention in schools** to reduce the risk of young people being NEET and supporting those without skills or access to further learning, through clear vocational pathways
- **Address insecure, poor quality, low-paying work** through targeted employment services and employer support / training
- Streamline our employment and skills offer through our **new Skills, Training, and Employment portal (STEP Surrey)**, implementing a triage model to support residents to find the right services
- **Work cross-system** to coordinate a Surrey employment-support offer that responds directly to our local situation

Strategic Framework objectives and operating principles

- The Framework establishes **three cross-cutting objectives** under which the emerging government policies can be set. In Surrey, we will ensure that:
 - We understand the priority workforce needs of our employers and support them to have access to the appropriately skilled local workforce they need
 - Surrey residents facing barriers to employment are given the support they need to take up the substantial range of employment opportunities available in Surrey
 - We work across the system to actively support access to good quality, sustained employment as a significant opportunity to improve health and wellbeing outcomes for people, particularly those with long-term health conditions and / or those facing mental / physical health challenges.

- In working towards these outcomes, we will embed the following **operating principles**:
 - We will recognise the core role of employers as investors in developing a thriving Surrey workforce
 - We will take a strengths-based, individualised approach in our employment service offer to residents
 - We will take a joined up, cross-system approach to delivering exceptional outcome-based employment and skills services

Economic Growth Delivery in Surrey 25-26

Workforce, Employment and Skills Strategic Framework

GSW Plan

ASF Commissioning Framework

LSIP (Chamber leading)

Connect to Work

Economic Growth Fund

STEP Survey

WorkWell

Surrey Growth Hub

Skills Bootcamps

Innovation Board Joint Delivery Plan

Surrey Baccalaureate

Made Smarter Adoption SE

Business Survey

Surrey Careers Hub

Business Growth Grants

Next Steps

- Initial **Get Surrey Working Plan** to be submitted for DWP approval in October 2025
- Our submission will
 - include a detailed summary of key issues contributing to economic inactivity in Surrey, linked to challenges at national level
 - map existing provision in Surrey and analyse duplications, gaps and opportunities for future activity
- **OSGB are asked to review and comment on the GSWP by 9th October**
- Ongoing engagement with partners will drive collective actions against the objectives of the Workforce and Skills Strategic framework

Surrey Bacc

Surrey Baccalaureate

Aim: Development of a high-quality Surrey-based system of education and training pathways into priority professions with a focus on local technical and vocational education.

Based loosely on the Greater Manchester (MBacc) pilot, enabling the education system to be better responsive to local employer need and workforce planning, providing sustainable employment opportunities based on skills-demand and economic growth in priority sectors.

Recent achievements / activity in progress

- Review of current data, evidence and trends for initial scoping of priority professions of focus for the programme rollout in academic year 2026/27
- Engagement with internal and external stakeholders to develop programme aims and objectives
- Lessons learned and direction of travel shared by Greater Manchester Combined Authority colleagues at Surrey Skills Forum.
- Internal working group formed.
- Labour Market and post-16 study factsheets on 10 priority sectors created and shared with schools and colleges.

Key upcoming activity

- Agree priority professions for mapping and launch in Sept 2026
- Identify and engage stakeholders and networks to map all current technical and vocational pathways.
- Identify (real and perceived) gaps in sectoral training provision
- Confirm governance arrangements to oversee and monitor implementation and delivery
- Identify comms and marketing requirements
- Workshop panel session at Employment & Skills conference on Modern Work Experience and Surrey Pro-Bacc.

Connect to Work

Connect to Work - operationalisation

Aim

Connect to Work is a supported employment programme funded by government and delivered by Surrey County Council. It is for adults (18+) who want to work, but face complex barriers to finding, or keeping a job.

Deliverables

- 5-year programme to a total budget of £9.8m, 2 years confirmed with 3-year extension
- Supporting 2,575 people into employment
- Employment Specialists will deliver 1:1 tailored support to help participants get into work quickly. Participants can expect to start engaging with employers within 4 weeks of joining the programme.
- Employment Specialist supports both the participant and their employer for the whole time they are on the programme.

Progress to date

- Programme Lead in post - July
- Grant Funding Agreement and Delivery Plan agreed with DWP - September
- Commencement of referrals due in September
- Integration of CRM with STEP Surrey to provide front door access to services for individuals



Surrey Skills Conference – 17th October

- Inspiring and action-focused day hosted by Surrey County Council in partnership with the Surrey Chambers of Commerce, bringing together thought leaders, educators, employers, and decision makers to shape the future of skills in Surrey.
- This dynamic one-day event will encourage conversation between participants on how we can build a future-ready, inclusive, and thriving workforce that drives regional growth and ensures opportunity for all.
- Day will consist of keynote speakers and a panel to set the vision for the future of skills in Surrey followed by afternoon interactive sessions highlighting key programmes in Surrey

STEP Surrey

Residents seeking
employment / skills support

Devolved / local
government services

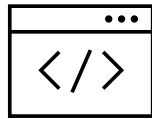
Training providers

Government programmes

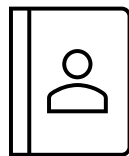
Employers' workforce
needs

TM

Unique brand

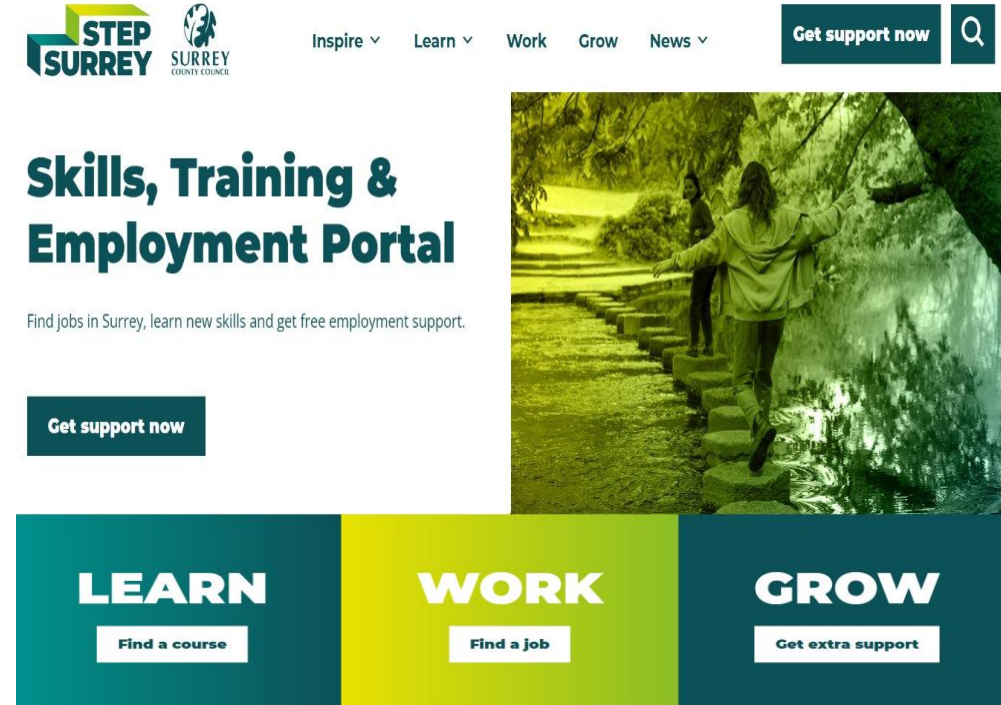


Standalone
website



Integrated
CRM

Single streamlined journey



Purpose:

A single front door for skills and employment support for the whole of Surrey which:

- Inspires residents to learn new skills, start a career or re-enter the workplace
- Supports delivery of multi-year government funded projects (starting with the five-year £9.8m Connect to Work programme in September 2025)
- Showcases opportunities across Surrey to residents, training providers, employers, investors and government partners

Discussion / reflection

How can we better reach cohorts and engage with them through our programmes?

What further opportunities are there to ensure we support successful programme referrals?

How can we ensure our programmes deliver most effectively against the strategic framework principles?

Construction Technical Excellence College (CTEC)

CTEC

- 10 Construction TECs confirmed in August – each receiving a share of £80m capital and £20m revenue over the next 4 years
- Addressing skills and workforce gaps by training 40,000 construction students by 2029 and helping to improve provider standards
- North Kent College confirmed as the Construction TEC for the south-east – plans currently being finalised for how CTECs will work with stakeholders in their region
- Plans for 5 Defence TECs now confirmed – similar funding as CTECs; applications live by the end of 2025 with successful TECs to be launched in 2026
- Details of Wave 2 of TECs expected 'in the autumn'
- SCC will continue to work with Surrey colleges to pursue TEC opportunities

Adult Skills Fund

Adult Skills Fund summary

- Key dates: final SoS decision in November; 26/27 funding envelope confirmed early in the new year
- Engagement is highlighting opportunities in ASF devolution – e.g. innovative provision
- ASF Commissioning Framework will reflect stakeholder feedback and local priorities
- Key link to LSIP
- Adult FE, skills and apprenticeships moving from DfE to DWP – focus on employment aligned with Surrey's principles

ASF priorities:

- Local skills provision is **reflective and responsive to current and future needs** of Surrey businesses
- **To upskill residents to help address workforce needs** across Surrey employers
- Align ASF provision to support pathways to **employment opportunities are available for all** – particularly those without formal qualifications and helping lower-skilled residents into high demand sectors
- All residents can take advantage of **employment support and skills/professional development** provision

Commissioning principles include:

- **Commissioning to local needs**, placing Surrey's residents and employers at the heart of decision-making
- **Evidence-led:** Decisions will be driven by data, insight and ongoing engagement with providers, employers and learners
- **Employer-led outcomes:** We will use an evidence-led approach to establish process and practice that will drive employment related outcomes from the provision
- **Market stability:** Our contracting process will establish and maintain consistent, high-quality provision Surrey
- **Accountability & Performance:** Providers must show clear, measurable progress – monitoring impact not just outputs



One Surrey Growth Board - LSIP update

Tuesday 23rd September 2025

What is a Local Skill Improvement Plan? (LSIP)

A Local skills improvement plan is a plan which is developed by a designated employer representative body (Surrey Chambers of Commerce) for a specified area; Working in conjunction with the Local Authority (Surrey) it draws on the views of employers operating within the specified area and any other evidence, to summarise the skills, capabilities or expertise that are, or may in the future be, required in the specified area.

Working closely with providers It identifies actions they can take regarding any English funded post-16 technical education or training that they provide so as to address the requirements mentioned.

- ▶ **Why is it important:**
 - ▶ Influences Local Training provision to meet local needs
 - ▶ Helps to develop and prepare the future workforce, supporting a growing economy
 - ▶ Connects skills and training initiatives with more engaged employers ensuring maximum take-up e.g. Connect to work, Skills Boot Camps, T. Levels, Apprenticeships etc
- ▶ **Timing**
 - ▶ **October 2025-March 2026-** Collect evidence to inform a plan which will last 3 years-June 2026- March 2029
 - ▶ Between October 2025 and March 2026 we will engage as many employers, providers and other stakeholders to understand specific local challenges around skills.
 - ▶ Plan published June 2026 with clear actions

Ask of OSGB



- ▶ Support the creation of the Plan (put together by Surrey Chambers and Surrey County Council)
- ▶ Fill in the survey if you have skills issues to share
- ▶ Encourage your networks to get involved in the creation of the plan, completing this initial survey and sharing their expertise in training settings
- ▶ Employers are key BUT all other stakeholders are also crucial i.e.:
 - ▶ FE Colleges, 6th Form Colleges, Universities, Private providers
 - ▶ DWP/jobcentreplus
 - ▶ Voluntary sector
 - ▶ Sector groups

Surrey Innovation Board and Local Innovation Partnership Fund

Item 3

What is the Surrey Innovation Board?

Driving forward Innovation in Surrey

- Innovation board brings together economic growth and innovation leaders.
- Focus areas: Commercialisation, AI strategy, Innovation clusters, creating the conditions for skills
- Sets shared priorities across universities, business and council (triple helix)
- Shapes the county innovation strategy and portfolio
- Champions Surrey with national funders and partners
- Holds partners to delivery through light-touch governance

Innovation Civic Agreement Activity

Partnership delivery and engagement

- Delivery Lead in post to coordinate Civic Agreement priority one delivery
- Growth fund: Collaboration with shared delivery and strategic alignment for applications
- Delivery lead enables attendance at cluster events, converging narrative and strategy
- FE and clusters engaged, building on existing relationships to realise broad ambition
- Engaging locally to influence nationally



Local Innovation Partnerships Fund (LIPF)

The national route to local innovation funding

- UKRI fund of £500m to scale regional innovation; only national route to local innovation funding
- Surrey eligible for the competed strand up to £20m
- Focus: near to market R&D, SME growth and infrastructure
- Partnership: triple helix with inclusive governance and 2:1 private match
- Process: UKRI co-creates portfolios with local partners; final guidance pending, due in September



Building the evidence base

- Innovation Board positioned to develop Innovation vision to feed into the bid
- Engaged BLF to input business guidance to the strategy
- Making use of university networks to understand what other regions' priorities are and how we differentiate ourselves nationally.

Shaping the Bid

- Proposal must operate in a clearly defined functional geography and defined cluster(s)
- Stage 1 = readiness check
- Requires Civic leadership and governance on the geography, structures and systems
- Requires match funding – a collation of relevant private investments planned in the region and who bid partners need to be
- Requires coordination and partnering across administrative boundaries to create required scale
- Recommended next step – assemble a bid team with business, university and civic partners to drive forward creating response to readiness check.

Reflections and close