



HM Government



# Invest in Skills

## Towns Fund Business Case

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Towns Deal Board

**CCG** | Chichester  
College  
Group

**Crawley  
College**

# Project Summary: Invest in Skills

- Enhance the development of skills and training provision in Crawley.
- Investment in critical infrastructure and equipment for vocational training.
- Work in partnership with businesses to directly address local skills shortages.
- Enable Crawley College to enhance/develop new provision to meet demand.
- Support lifelong learning and priorities in the FE White Paper: Skills for Jobs.
- Deliver ladders of learning from entry level to apprenticeships and HE.
- Drive up aspirations of local people and enable social mobility.
- Empower Crawley's local workforce and boost local businesses by helping them to recruit and upskill local people with the required skills.

# Project Strands: Invest in Skills

Investment of £4.5m to enable development of facilities and equipment to deliver new training programmes in **construction, professional services & ICT/digital**.

**1. Green construction skills** – the establishment of a new construction skills hub equipped with green construction training facilities and equipment – including a decarbonisation academy.

**2. New FE curriculum and infrastructure** – enabling Level 2 and 3 training pathways for Crawley residents to access employment in priority sectors.

**3. Expand HE/University level training and establish progression pathways at Level 4+ -** supporting the Institute of Technology through specialist equipment

# Background/Rationale

This programme will respond to:

- The immediate imperative brought on by the Covid-19 crisis to re-skill the local workforce diversifying alongside sectors like aviation and hospitality into the above business sectors where there are opportunities to access jobs and for jobs growth.
- The longer term priority to address a significant structural impediment in Crawley's local economy which is a lower than average proportion of the workforce with skills qualifications at Level 3 and 4 and above and the inability for local employers from the priority sectors to recruit into roles because of skills gaps and shortages in the workforce.
- Grow a local talent pool and pipeline – and retain it

# 1. Green Construction Hub

- The TIP Vision states that Crawley will have a “transformed green economy” by 2050 and a ‘burgeoning green technology and construction jobs base’.
- Vital need for investment in green construction skills training infrastructure to increase volume and specialisms.
- Support jobs required to ‘green retrofit’ and ‘green new build’ in the Borough.
- Provide the construction industry with the workforce and capacity to drive forward the delivery of green construction practices.
- Support driving down CO2 emissions in Crawley households and enabling the Borough to realise its net zero carbon by 2050 commitment.
- The Construction Skills Hub will provide opportunities for local residents to access construction skills, traineeships, apprenticeships and ultimately on site construction trade employment to support local regeneration.
- The Hub will include a specialist decarbonisation academy.

## 2. New FE Infrastructure and Curriculum

To address the displacement of jobs and the impact of Covid-19 on the local economy, we will deliver new/enhanced Level 2 and 3 training pathways for residents to access jobs within the professional services, ICT/digital and construction sectors.

This includes developing a new 'business school' brand and product offer to attract learners and employers to re-skill and upskill. The business school will support the development of innovative professional training pathways at level 2 and 3 in the following subject areas:

- Leadership and management
- Human resources
- Law and Procurement
- Construction Management
- Marketing
- Financial Services

### 3. Enhance Higher Education and the IoT

- The vision for Crawley in the TIP by 2050 involves the establishment of a successful, well established and thriving university level and HE presence in Crawley. The absence of such provision is holding back the workforce and stifling higher value jobs growth
- In December the Coast to Capital IoT was awarded £13m of funding to establish a new centre for HE in Crawley. There was a shortfall in funding awarded of £1m which this project proposes to plug – this will enable the purchase of critical equipment and technology to deliver specialist teaching & learning and to enable accessibility to under –represented groups and enable social mobility.
- The IoT brings together CCG, Nescot and the Universities of Sussex and Brighton. A dynamic group of global companies and SMEs have come together in support, including: NatWest, Roche, Gatwick Airport, Ricardo, Gatwick Diamond Business, Irwin Mitchell, Pearson, Wates and Pfizer.

# Objectives and Outputs

Indicator	Number to be delivered 2022-2026 (totals)
Temporary jobs supported during project implementation	50
FTE permanent jobs created through the project	15
FTE permanent jobs safeguarded through the project	15
Amount of capacity of new education and training facilities	450 m2 3100 m2
Learners/students/trainees gaining certificates, graduating or completing courses at new or improved training or education facilities, or attending new courses	200
Learners/trainees/students enrolled at improved education and training facilities	200
Number of closer collaborations with employers	100
Recruitment of learners/students/trainees to complete work readiness programmes	200
Number of apprentices	100



## Wider Outcomes

- Increased opportunities for all Crawley residents to upskill and progress from Level 2 to Level 3 in construction skills, digital and professional routes.
- Training courses for skills certification in green construction and decarbonisation.
- Increased opportunities for Crawley residents to participate in work readiness programmes to allow access into work placement opportunities.
- Increased number of Apprenticeships.
- High levels of employer engagement with training providers.
- Development of workplace relevant digital skills to support progression into digital and professional employment or HE.
- Progression ladders on to Level 4+ qualifications through the IoT.
- Commitment to EDI.
- To provide a skills ecosystem for Crawley to enable social mobility and support economic recovery and sustainable growth.

# Financial Case

Projects costs	Total cost (£) (Town Fund plus Matched funding)	Town Fund (£)	Match funding (£)
Fees including planning, surveys, design, project management etc.)	1,074,287	125,000	949,287
Construction costs	8,260,959	666,666	7,594,293
Fit out (inc. Fixtures, fittings and equipment	5,148,087	2,858,334	2,289,753
Revenue items including Course delivery costs	100,000	100,000	0
<b>Total Net Cost</b>	<b>14,583,333</b>	<b>3,750,000</b>	<b>10,833,333</b>
<b>VAT</b>	<b>2,916,667</b>	<b>750,000</b>	<b>2,166,667</b>
<b>Total Gross Cost</b>	<b>17,500,000</b>	<b>4,500,000</b>	<b>13,000,000</b>

# Governance and Management

- This project will be led by **Chichester College Group with oversight by the Crawley Skills Group**
- The CCG team will take responsibility for undertaking key project tasks including procurement, financial control, monitoring, legal and communications. RAG ratings will be used to flag up risks.
- A Project Steering Group, coordinated by CCG, will back to the report to the Towns Deal Board.
- A dedicated and experienced project team is in place.
- Procurement will follow the CCG procurement policy.

# Timeframe

1. Green Construction Hub – delivery commences September 2023
2. New FE Curriculum – delivery commences September 2023
3. Enhance FE Provision (IoT) – delivery commences September 2024

Key dates:

- Planning Approval: August 2022

Milestone	Start date	Completion date
<b>Strand one- Green Construction Hub</b>		
Design	Feb 2022	April 2022
Submit planning application		June 2022
Temporary facilities to hold on-site construction apprenticeships and traineeships	March 2022	August 2022
Finalise equipment requirements	Feb 2022	June 2022
Planning secured		August 2022
Procure contractor	May 2022	July 2022
Procure fixture, fittings and equipment	September 2022	March 2024
Appoint contractor		August 2022
Build	September 2022	May 2023
Fit out	May 2023	July 2023
Launch construction skills hub and roll out of construction skills and traineeships		September 2023
Design green construction skills training programmes and commence delivery	March 2023	September 2023
<b>Strand two- New FE Infrastructure and curriculum</b>		
Identify equipment to support delivery of curriculum	Feb 2022	August 2022
Procure new equipment	September 2022	September 2023
Identify appropriate courses to deliver	Feb 2022	August 2022
Launch new FE Training facilities and commence delivery of skills training programmes	September 2023	September 2024
<b>Strand three- Enhance HE Provision (IoT) – Subject to RIBA and planning</b>		
RIBA Stage 2/3 design	April 2022	August 2022
Planning application submitted	June 2022	June 2022
Finalise equipment requirements	Feb 2022	June 2022
Procure contractor	July 2022	Nov 2022
Planning secured		Sep 2022
Appoint contractor		Dec 2022
RIBA Stage 4	July 2022	November 2022
Procure equipment	Jan 2023	December 2023
Construction	January 2023	July 2024
Fit out	April 2024	August 2024
Launch new University level training centre and commence delivery of L4 and above courses		September 2024