

Skills Strategy (2024-2027)



Our Island Plan:

Building A Secure,
Vibrant and Sustainable
Future For Our Island

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➤ Board Foreword



Peter Reid
Independent Chair
Skills Isle of Man



The world of work is shifting rapidly and how we work, where we work and what we do has and will change beyond recognition in just a short space of time. Businesses are powered by the talent and dedication of the people who work for them and, as Chair of the Skills Board, I am convinced the growth of the skills and workforce needed now and in the future are the foundation of building a secure, vibrant and sustainable future for our Island. As technologies and jobs change, it is critical we ensure the Isle of Man is well-equipped with the skills to respond positively.

This Strategy seeks to pave the way for an Isle of Man skills landscape that is well-understood, agile, dynamic and employer-led. We have developed a vision for a responsive skills ecosystem which, supported by reliable and robust intelligence, will enable us to meet labour market needs. Our strategic priorities will encourage employers to become more engaged and partner with government to continue to invest in their people. Our work will support businesses in achieving their objectives by ensuring individuals have high-quality opportunities to learn and develop and, where needed, the Island is a welcoming place for people who choose to live here.

Building on the momentum of the Island's existing skills ecosystem we are committed to creating a dynamic "One Stop Shop" for businesses and members of the community which will be a portal to the skills needs and opportunities the Isle of Man offers. Working together we can utilise the diverse culture and strengths of our community in creating, retaining and attracting skills and talent needed to become part of our success now and in the future.

What is Skills Isle of Man?

Skills Isle of Man is an action-based Board designed to help school leavers, job seekers and lifelong learners access employment, education, training, development and support services needed to succeed in life and the employment market. Skills Isle of Man will enable the skills of individuals to be matched to the needs of employers and the economy.

The work of Skills Isle of Man is overseen by a Board to ensure there is a continued focus on delivery against the Strategy, with a clear Action Plan, together with assessing the need to pivot, prioritising effort and resources to address other challenges as they emerge.

The Board comprises membership representing employers, through the Chamber of Commerce, Government, through the Ministers of Education, Sport & Culture, Enterprise and Treasury together with officer support from participating Government Departments and the Principal of University College Isle of Man (UCM).

➤ Background and Context

Similar to many jurisdictions, the Isle of Man faces a significant, long term challenge in ensuring that there is a sufficiently sized, and appropriately skilled, working population to enable the continued growth and diversification of the economy, and to support the delivery of essential services.

Whilst this is not a recently emerging issue, as the Island has undoubtedly faced challenges with the availability of labour for a number of years, the nature of the challenge is changing and the potential impact on the economic success of the Island is increasing.

The continued development of new technologies will lead to further digitisation, automation and the advancement of artificial intelligence which will impact many of our economic sectors and change the nature of our Island's skills requirements. The COVID-19 global pandemic has also accelerated change in how and where people are now choosing to work. Such changes present both a challenge and opportunity for the Island. As such, a shift in its focus is required, to different and higher levels of skills if our economy is to continue to adapt and grow in line with global changes.

The current skills shortage the Island is facing is amongst the highest priorities for the Isle of Man Government, as evidenced in both the objectives set out in the Island Plan and more recently the ambitions within the Island's Economic Strategy. This Skills Strategy therefore seeks to bring together key stakeholders across employers, Government and learning providers to work collectively to address the challenges that we face both now and in the future.

The Island Plan

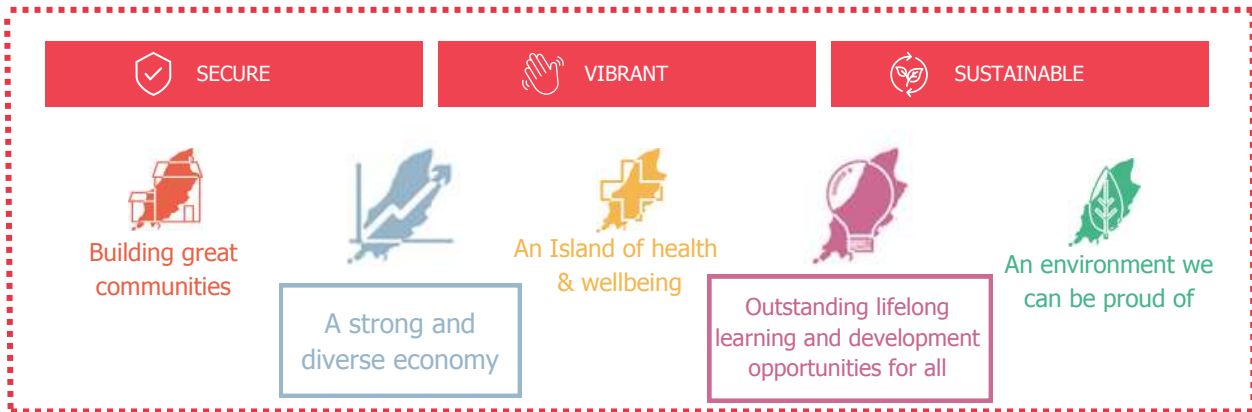
The Island Plan sets out the vision for a Secure, Vibrant, and Sustainable future, where there are 'Outstanding Lifelong Learning and Development Opportunities for All', and there is a commitment to continue developing a 'Strong and Diverse Economy'.

The purpose of the Skills Strategy is to directly support the economic ambition of creating and filling 5,000 new jobs across new, enabling and existing sectors by 2032, by providing the framework to actively invest in skills. This in turn will help to create prosperity for people and communities.

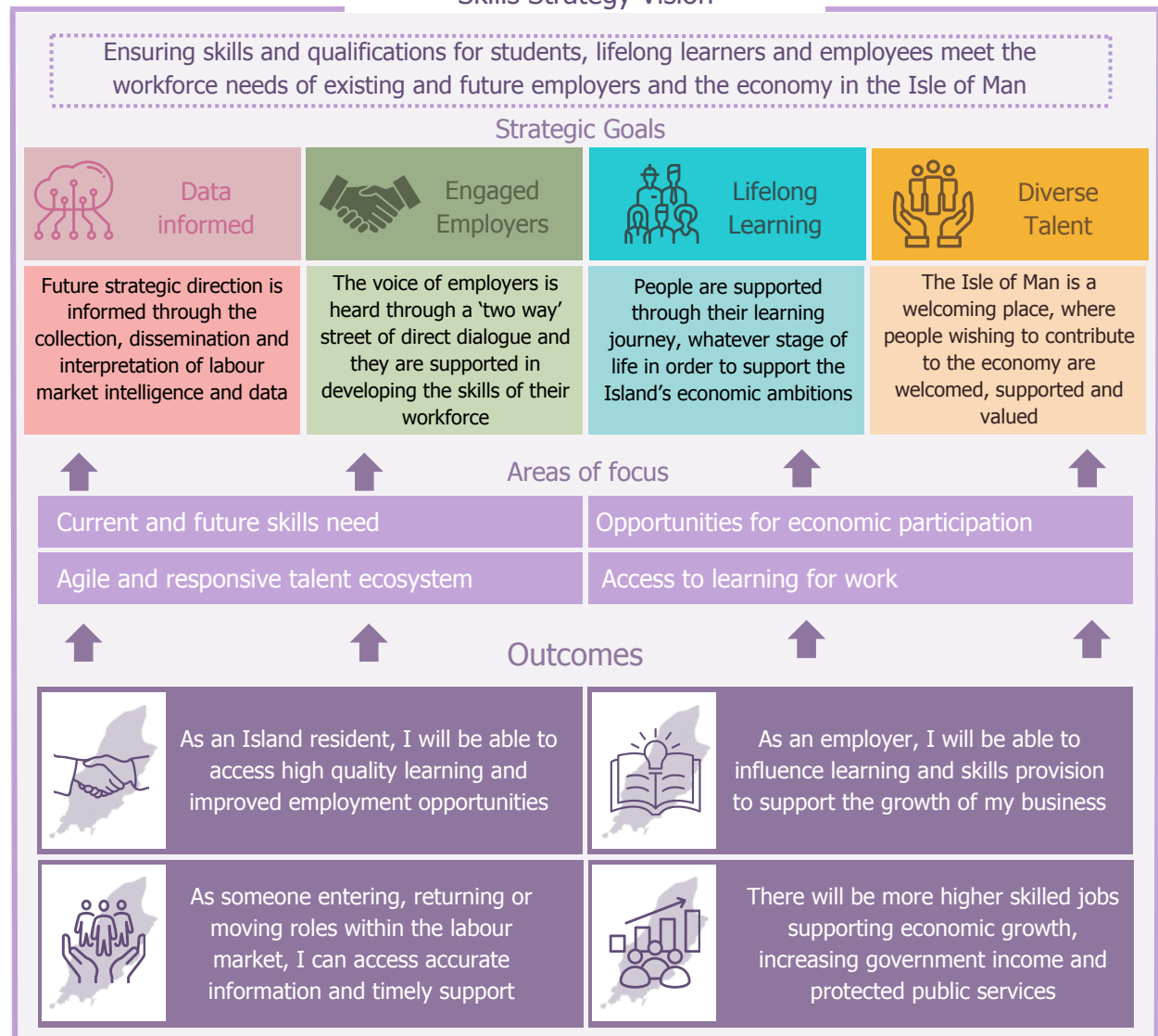
The actions from within this strategy will also contribute towards achieving the other three economic objectives of creating prosperity for business, building a resilient and sustainable economy, and protecting, nurturing and growing key sectors.

➤ Strategic Approach

Island Plan Vision



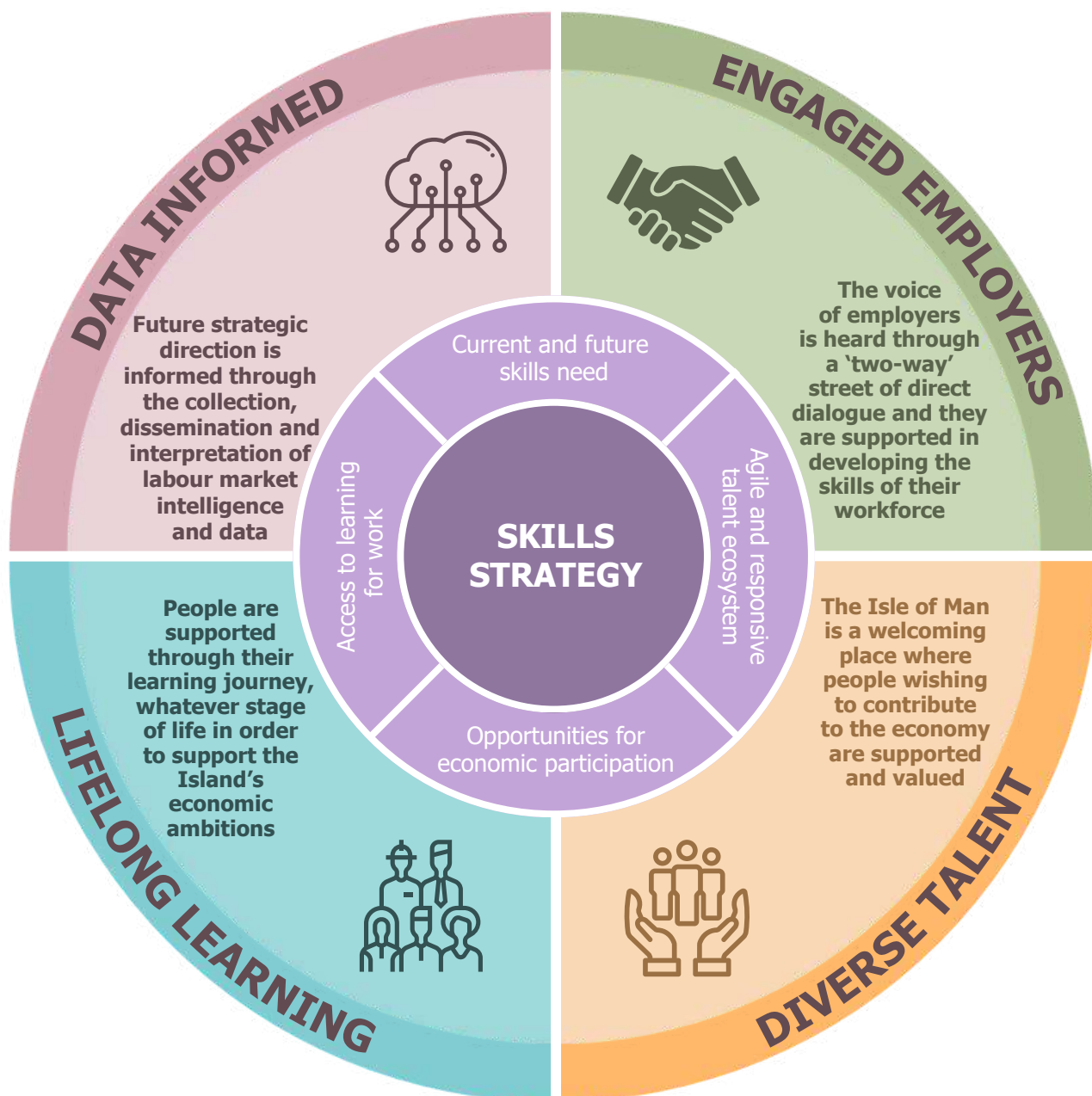
Skills Strategy Vision



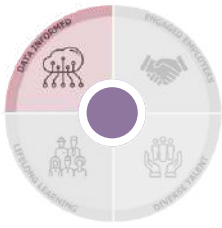


► Our Goals

The Skills Isle of Man Strategy sets out four clear goals, which are supported by four areas of focus. For each of the goals, we set out the high level outcomes we wish to achieve, together with an initial set of actions. The actions form part of a living plan and will evolve over the life of the Strategy, however, the clear goals and focus areas provide a strong framework against which delivery will be assessed.



Data informed



Our Goal

Future strategic direction is informed through the collection, dissemination and interpretation of labour market intelligence and data

Developing a sound understanding of what skills are needed both now and into the future will be pivotal to the long term success of this Strategy. Obtaining the necessary evidence and data on which to base decision making around specific action plans is an essential strategic pillar. Initial and ongoing research, intelligence gathering and liaison with learning providers and employers will deliver better outcomes for individuals, businesses and the broader economy.

The outcomes we want to achieve:

- A clear understanding of the current skills needs across the economy
- A detailed understanding of the learning opportunities currently available and in development
- Understanding the impact of digital, technology, climate and population change and Government policy on the future skills landscape
- A future skills framework developed in partnership with employers and learning providers, enabling Skills Isle of Man to make strategic decisions

To achieve this goal we will:

- Establish an agreed set of metrics on skills and vacancies across all employers and Government
- Review current skills shortages across all economic sectors, using surveys and other means such as focus groups to identify current shortages and future trends and needs
- Review learning and skills development opportunities currently available, or being planned, across the public and private sector
- Forecast the impact of changing technologies, working with employers to understand future skills needs and assessing how training/upskilling/reskilling opportunities should be provided
- Develop a 'Skills Barometer' to project the skills needed across the economy of the Isle of Man
- Develop a dynamic online 'one stop' portal to provide information, advice and guidance on skills and careers in the Isle of Man

Engaged Employers



Our Goal

The voice of employers is heard through a 'two way' street of direct dialogue and they are supported in developing the skills of their workforce

Employers and Government need to work together in partnership to ensure that any support for the development of workforce and skills needs is focused and meets the needs of the economy. To address this, however, it is important that employers, who have first-hand knowledge of business requirements, play a central role in ensuring real-world needs are met. Improved engagement with and by employers will also result in the availability of greater expertise along with a more focused, responsive approach which contributes to economic growth.

The outcomes we want to achieve:

- Employers are well informed and engaged with learning providers, Government and other stakeholders
- Employers support the development of their people
- Employers are able to access guidance, support and assistance towards upskilling, retraining and expanding their workforce

To achieve this goal we will:

- Establish an employer representative group which will bring together all key stakeholders
- Engage employers in consultation on the curriculum mix in schools and at UCM
- Chamber of Commerce to facilitate sector engagement forums to support the development of vocational learning and educate employers on employability and transferrable skills
- Review the support available to employers through the Apprenticeship and Vocational Training Assistance Schemes
- Establish mentoring partnerships with employer champions of vocational learning across a range of employment sectors

Lifelong learning



Our Goal

People are supported through their learning journey, whatever stage of life in order to support the Island's economic ambitions

In order to meet the skills needs both now and into the future, access to relevant learning and skills development opportunities which are aligned to the needs of industry will be an essential part of the Island's offer. Provision, support and funding will need to adapt and flex to the needs of the broader economy to ensure that as the needs of the economy evolves, the mechanisms to equip our people with the skills they need keep pace with change.

The outcomes we want to achieve:

- High quality vocational learning opportunities, aligned to the Island's skills needs, are available and accessible
- Vocational learning options are understood, valued and respected by employers, Government, educators and the wider community
- Change is embraced and people are supported to develop new skills

To achieve this goal we will:

- Develop vocational pathways in conjunction with industry to provide relevant opportunities for those leaving school, changing careers or returning to the workplace
- Review the implementation of DESC careers and employability framework
- Review of Apprenticeship and Vocational Training Assistance Schemes and implement refreshed and modernised schemes
- Present option for a more cohesive and collaborative post-16 education programme linked to future skills and student aspirations
- Develop the use of employability and transferrable skills in the curriculum across schools and UCM
- Actively promote vocational learning opportunities
- Develop a framework to monitor the quality of the vocational learning experience
- Research into the viability of developing niche educational and training campuses based on the Island's sector strengths

Diverse Talent



Our Goal

The Isle of Man is a welcoming place, where people wishing to contribute to the economy are welcomed, supported and valued

The Island must continue to be a vibrant place where people choose to live and work. In an increasingly competitive global marketplace for skills, this will require concerted efforts to continually review and improve the offer to relocating workers and provide coordinated activity to reach target markets and promote opportunities for skilled workers.

We must also provide support for existing residents throughout their careers and nurturing our own talent by focussing specific efforts on programmes which support graduates and young professionals.

The outcomes we want to achieve:

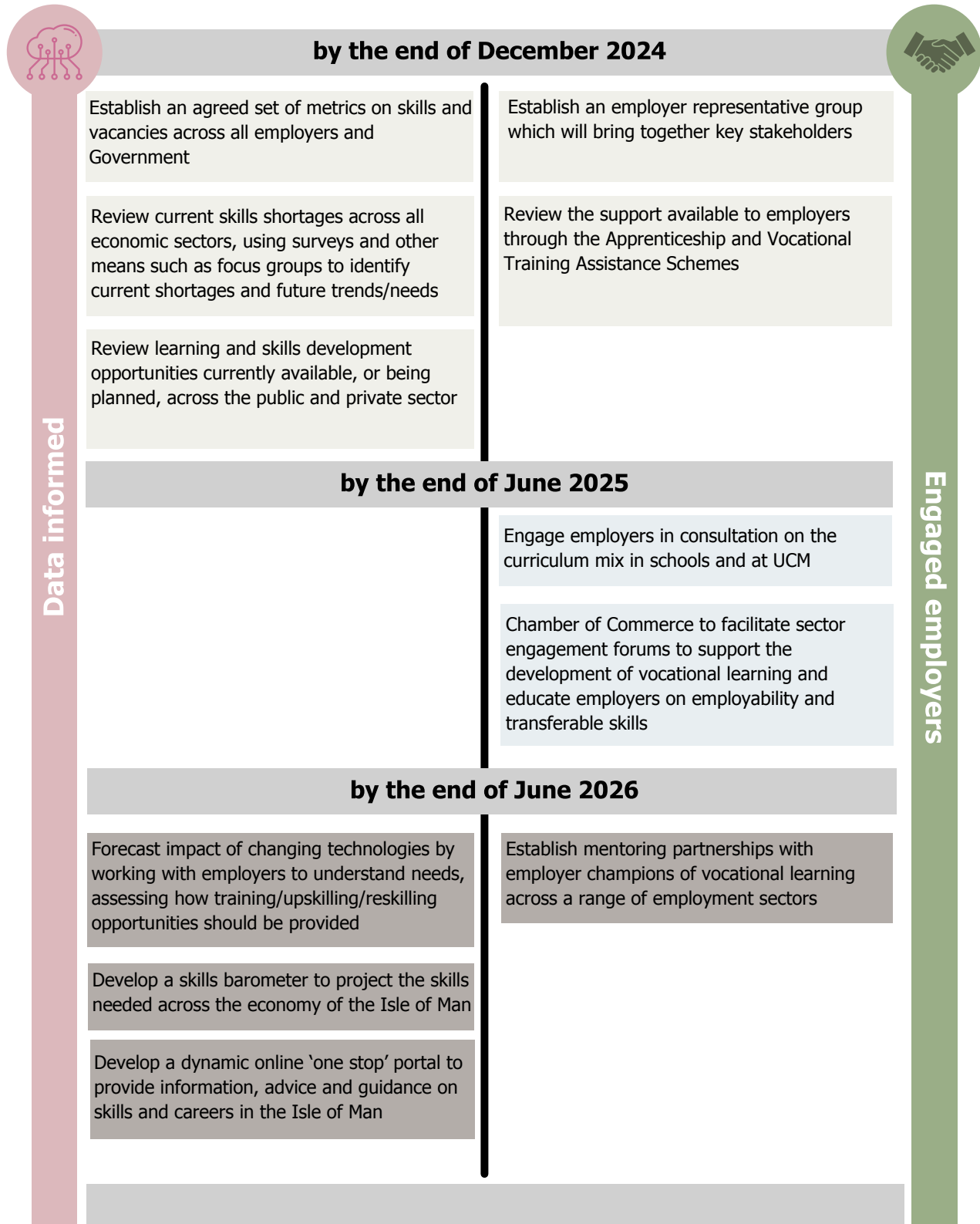
- Increased business confidence in the ability to find suitably skilled employees to support their growth ambitions
- Real or perceived barriers to growing the economically active population are minimised
- The number of graduates and young professionals choosing to live and work in the Isle of Man increases
- The Isle of Man is seen as a vibrant economy where people choose to live and work

To achieve this goal we will:

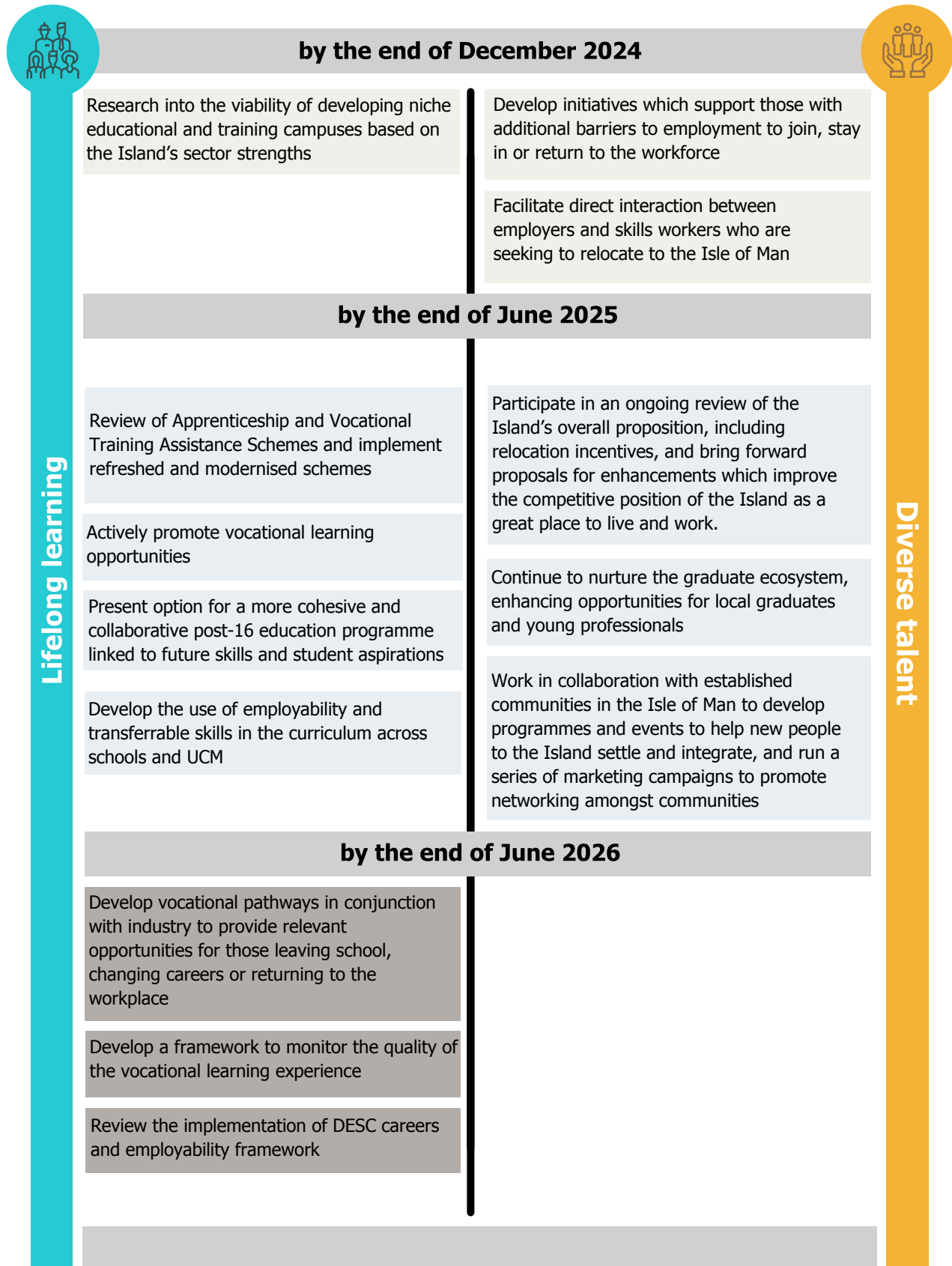
- Participate in an ongoing review of the Island's overall proposition, including relocation incentives, and bring forward proposals for enhancements which improve the competitive position of the Island as a great place to live and work
- Continue to nurture the graduate ecosystem, enhancing opportunities for local graduates and young professionals
- Develop initiatives which support those with additional barriers to employment to join, stay in or return to the workforce
- Work in collaboration with established communities in the Isle of Man to develop programmes and events to help new people to the Island settle and integrate, and run a series of marketing campaigns to promote networking amongst communities
- Facilitate direct interaction between employers and skilled workers who are seeking to relocate to the Isle of Man

► Timeline of Deliverables

The first, overarching, action for the Skills Isle of Man Board will be to finalise and agree a clear action plan with assigned leads and defined resource requirement, including any forecast budget. Subject to final agreement, the expected deliverables across the four Goals, and the indicative timeline for delivery are set out below.



► Timeline of Deliverables



➤ Summary

The Skills Isle of Man Strategy sets the foundation for a long-term action plan to address one of the most important priorities for the Isle of Man Government over the life of the current administration.

The research undertaken in developing this strategy highlights the need for alignment between industry, Government and learning providers. There is a requirement for a more flexible approach to the development of skills including Government support for learning and delivery methods that are aligned to industry needs both now and into the future and for business to be placed at the heart of decision making in respect of future curriculum and vocational learning pathways.

Fundamental to the success of this Strategy is the need to develop reliable data on labour and skills shortages in order to support fully informed decision making and for our understanding to be regularly and consistently refreshed to ensure that any initiatives or programmes are accurately aligned to the changing needs of employers and our economy.

The Strategy sets out four clear primary Goals, against which there are clearly articulated outcomes and specific actions. Together, the action plan which underpins this Strategy demonstrates a collaborative approach across Government and employers and follows the establishment of a collaborative working group.

The Skills Board, made up from employer and Government representatives, will own and drive forward the delivery of actions, consider and agree revised and new approaches, secure funding and monitor progress so that the overall aim of this strategy, which is to provide the Isle of Man with a secure, resilient and sustainable economy that will allow both employers and individuals to flourish and prosper, can be achieved.







Isle of Man
Government

Reiltys Ellan Vannin