

**pro-manchester / GMSA Skills Strategy and Action Plan
July 2008**

This document aims to be a jointly agreed Skills Strategy and Action Plan for pro-manchester and the GMSA to meet the strategic goals of each organisation.

pro-manchester: The currency of Manchester education is of Ivy League standard. The F&P sector is reliant on quality people to deliver competitive service offerings. Skills are paramount in the sector.

GMSA: To be a vibrant and effective alliance of GM universities, colleges and other stakeholders, promoting progression into higher education by adding value through working in partnership.

This Strategy and Action Plan will support the objectives each organisation where they have common purpose and will also fit into the wider context of other skills strategies that cover the Greater Manchester area including the regional sector skills strategy, the GM skills action plan and Multi-Area Agreements.

The strategy aims to:

1. Ensure the sector is able to attract the highest caliber candidates with the right skills at graduate and under-graduate levels
2. Ensure the skills needs of businesses in the FPS sector are met by the education sector in Greater Manchester
3. Improve the understanding and awareness of graduates and non-graduates about jobs in the sector
4. Enhance academic-business links to improve business productivity

Objectives	Deliverables	Current or proposed	Lead Partner	Supporting Partner	Delivery date
To promote sector careers and assist new and potential entrants to understand career progression with the relevant sub-sectors	Develop a calendar of careers events for 09/10 in schools, colleges and universities in GM and recruit members (including sectors with poor image, small and niche companies) to attend to improve the breadth and depth of careers information provided With future pro.manchester, develop a "Manchester Roadshow" to showcase the sector in Manchester as a place to "work, live and play". Emphasis on conveying quality and range of professional opportunities.	Current	pro-manchester	GMSA	Sep 08
		Proposed	pro-manchester		

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	Organise business insight and career awareness sessions for school, college and undergraduates with member companies including careers teachers and advisors	Proposed	pro-manchester	GMSA University Careers Staff Aim Higher Connexions	Oct 08
	Identify existing mentoring schemes and link members into these and assess the need for added value further action	Proposed	pro-manchester	GMSA	
	Invite selected students to future events to give them networking experience and introduce them into the business community in Manchester, buddying with committee members	Current	pro-manchester	GMSA	On-going
	Stimulate demand for careers in target sub-sectors by creating progression routes from school to professional and HE qualifications through <i>GMSA Pathways</i> project	Proposed	GMSA		
To support staff development and retention strategies to improve business performance and return on investment in training.	Supporting the Continual Professional Development (CPD) of existing employees through the <i>GMSA Advance</i> project	Current	GMSA	pro-manchester	
	Help companies who do ad hoc and in-house training to maximise the benefits in terms of improving performance and incentivising staff using the <i>GMSA Advance</i> model and accreditation of in-house training	Proposed	GMSA		
To support the development of the City Academy for Financial & Business Services to raise educational and vocational aspirations and attainment and	Identify with Principal areas for member involvement such as curriculum development, teaching, master classes, business awareness and experience	Proposed	pro-manchester		Academy open Sep 2010

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help young people in to the sector	Position with members and recruit				
To the potential for innovation and knowledge transfer into the sector and ensure the appropriate skills sets are developed to exploit the growth potential	Idea to be developed in conjunction with the Business Development Committee and Future pro-manchester	Proposed	pro-manchester		
To develop the skills area of pro-manchester website	Develop the website to include: <ol style="list-style-type: none"> 1. Committee minutes and feedback? 2. Action Plan and progress monitoring? 3. Skills related events? 4. Services available such as internships, student placements, knowledge transfer partnerships, university research etc. 5. Library of skills research and reports 6. Link to database of skills contacts to encourage participation, canvass opinion, facilitate research 7. Good news and success stories 8. Link to future pro-manchester area targeting undergraduates 	Underway	pro-manchester		Sept 08
To organise events to engage members in skills initiatives	2-3 discussion groups per year, committee to propose ideas, keep business-led Potential annual event to showcase case studies with GMSA	Proposed	pro-manchester		