Local Skills Improvement Plans: Swindon & Wiltshire

Matt Tudge, Head of Skills Planning
Business West Chambers of Commerce

- LSIP, principles, trailblazer, national rollout
- Progress, Report & Priority findings process – activity, response, format, expectations
- Phase 2: intentions and delivery
- Q&A
- Findings: Common threads: Core, Digital, Net Zero
- Findings: Sectoral
- Q&A

Principles of BW LSIP delivery

- In as full partnership as possible – collaborative delivery with primary stakeholders
- Qualitative, granular, current business intelligence
- Build on what's known, identify gaps for future investigation
- Add value to all and not replace existing understanding
- Open format engagement, in ways that work each stakeholder and employer
- Agile and flexible project delivery, multiple routes to market and completion

Local Skills Improvement Plan: Trailblazer vs. National Rollout

Districts Covered by the West of England Plus LSIP Trailblazer

Timeline of national LSIP rollout

October – April 2023	Direct business intelligence (1-2-1s and events)
January – March 2023	Translating business needs (events)
February – May 2023	Developing a regional roadmap (events and meetings)
May 2023 – March 2025	Deep-dives and refinements

Priority Findings

- Duty to Respond (accountability statements, Ofsted skills review, account taken in curriculum planning) & duty to have regard

- Re-prioritised March as deadline for LSIP activities as primary output for the above, alongside LSIF and end of year requirements/timescales

- Highlighting too existing understanding of sectoral change and need – replacement and growth needs, known changes to sector….

Parts	Content
1. LSIP Priorities	• Explain what the LSIP is seeking to achieve and why it matters, including how it fits with the strategic context and priorities for the area (which can be set out in more detail in the annex). • Describe what is currently happening and what is key to retaining, why changes are needed and the expected benefits. • Set out how the LSIP can help drive change, who needs to be involved and what success will look like.
2. Taking the LSIP Priorities Forward	• Set out the key outcomes local employers want. • Articulate the specific skills and training requirements employers need, clearly identifying where this currently exists and/or where new provision is required. • Explain the resulting priority changes in local provision required.
3. Delivering the LSIP Priorities	• Set out the key programmes, provision and providers currently delivering against the LSIP priorities and explain what needs to happen locally to bring about the changes identified in the LSIP. • Describe what specific actions are proposed to take forward the priorities. • Describe the process for managing effective delivery, reviewing progress and realising the expected benefits.

6.3 Part 3: Delivering the LSIP priorities

Purpose and audience

This part should set out a "roadmap" for delivering the LSIP setting out specific actions for employers, providers and other stakeholders, bringing out how the whole will be greater than the sum of its parts.

Key Points

This part should:

- describe what needs to happen locally to bring about effective and sustained change, including building on existing provision and raising awareness of the benefits of this to drive cultural and behavioural changes the LSIP is intended to drive;

- show how the "roadmap" will provide a framework for future action that employers, providers, local leaders and other stakeholders can get behind and support taking a "whole systems" approach; and

- set out the arrangements for managing the delivery, review and updating of the LSIP, including how progress could be monitored and benefits realised.[14]

The LSIP Roadmap

Collaboration and Communication
- Joined-up approach
- Engaging the non-engaged
- Regionwide approach
- Creative ways to keep businesses up-to-date (Podcast)
- Centralised portal
- How can employers identify solutions needs and find advice working with young people?

Governance and Ownership
- Utilise LEPs and other bodies
- Continued business engagement
- Action focused plan
- National stakeholders
- Profitability and benefits to businesses
- Impartial governance
- Difficulties with a single-led approach

Measuring Success and Progress
- FE Providers with a duty to respond
- Follow up with businesses
- Key messages and objectives of LSIP
- *Demystify the fog*

Phase 2 Delivery

- Continuation of Core Research

- Deep-dives, Refinements, Gaps Analysis

- Mapping the System and Provision (and awareness)

- Amplification

- LSIF

- Galvanisation

Swindon & Wiltshire Engagements so far

- S&W direct 112 'in-depth' engagements (>40 minutes direct discussion): +-168.5 hours total direct time

- 9 S&W LSIP Events (numerous attended and not included inc. via Initiative, LEP, GWP, Careers Hubs etc)

- Pan-region - >270 in-depth engagements, most of relevance to S&W sectoral inputs (geography of interest, commerciality, workforce etc)

- 70% larger organisations (>250)...work to do to more effectively engage SMEs in Phase 2

- Health, Social Care and Life Sciences: 19

- Agriculture, Agritech and Land Management: 12

- Advanced Manufacturing and Engineering: 13

- Net Zero: 11

- Construction: 6

- Digital & IT: 7

- Business/Professional Services : 4

- Other stakeholder not listed above: 27

- Wide alignment/non sectoral: 23

- **But**... only 3 automotive; potential to adapt/expand/reprioritise

Priority Findings Documents, FE (and all stakeholders)

Regional and Sectoral Summaries
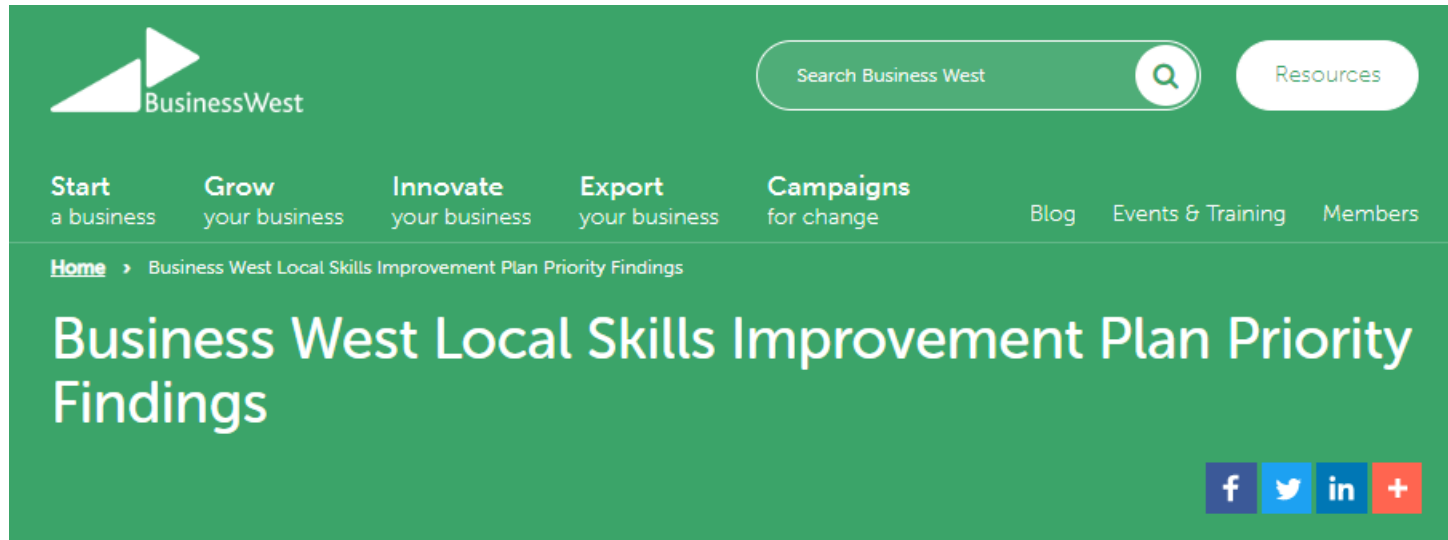Expected and Forecast Changes and Needs
Labour Market Intelligence and Trends

Jobs Postings and Forecasts
Occupational Priorities (shortages within occupations)

Occupational Opportunities – Skills for New Technologies

Businesses Reported Skills Needs

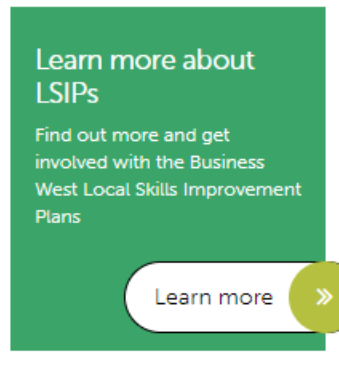# Preliminary Findings – employers reported unmet needs

Critical Workplace and Core/Transferable Skills
Digital – Core Skills
Sector Specific and Technological Needs
Net Zero & Sustainability
Other/systemic/delivery

BusinessWest

Certified B Corporation

BusinessWest

Search Business West

Resources

Start a business   Grow your business   Innovate your business   Export your business   Campaigns for change   Blog   Events & Training   Members

Home › Business West Local Skills Improvement Plan Priority Findings

Business West Local Skills Improvement Plan Priority Findings

Business West, as the Employer Representative Body delivering the Local Skills Improvement Plan (LSIP) in the Gloucestershire, Swindon and Wiltshire and West of England regions, enclose the preliminary prioritised findings of our work in relation to the following sectors:

- Advanced Manufacturing and Engineering
- Agriculture, Agri-Tech and Land Management
- Automotive
- Construction
- Creative Industries
- Digital Industries
- Health, Social Care and Life Sciences

Learn more about LSIPs

Find out more and get involved with the Business West Local Skills Improvement Plans

Learn more »

http://bit.ly/3ZwqyKQ

Q&A

Facebook.com/businesswest

@bw_businesswest

LinkedIn.com/businesswest

Reported Needs, Themes in Core & Soft Skills

- Soft/transferable/critical workplace skills are still considered essential across most roles, and highlight within some sectors additional potential pathways for career progression

- Leadership, teamwork, supervision and mentorship

- Communication – verbal, digital, written, internal

- Work readiness, self-motivation, problem solving, critical thinking, understanding of role and impact on organisation

- Succession planning and workforce development (highlighted by B and C words)

Reported Needs, Themes in Core Digital Skills

- Communication – effective IN digital modes
- Administration, calendar management, effective internal collaboration platforms
- Disconnect in employers expectations of digital ability – Tiktok and Minecraft versus outlook and excel
- Highlighted the lack of internal ability to effectively rollout new systems – Teams and other intranets, CRM/CMS
- Communications modal shift (workplace/phone/email anxiety(?))
- Some expectations attached to social and online outputs across courses

Reported Needs, Themes in Net Zero Skills

- Energy crisis – efficiency, measurement, understanding in more roles of impact

- Waste and resource

- Understanding footprints and scopes

- Return on Investment and 'low-hanging fruit'

- Pockets of technological advancement

- Legislative requirements/expectations (alignment to the UK's Net Zero Strategy)

- Communicating change – internally for success, externally for benefit

Priorities - Advanced Manufacture & Engineering

- *Tight labour market nationally*
- *Expected replacement needs 2020-2035 of over 31,000 (Woe & Glos)*
- *Loss of experience (legacy skillsets) & lack of new entrants*
- Modular, bespoke, rapid adaptation to industry needs
- Production, data analysis, project management & skilled mechanical engineering roles
- Decarbonisation (different needs across sub-sectors and supply chains)

- Awareness & Understanding of Industry 4.0: production/professional & support roles – AI/ML, data and sensors
- QA and testing
- Electrification & alternative fuels
- Automation, design engineering, systems integration
- Resource change and efficiency, lean manufacture, advanced manufacturing
- Engineers with sales
- **Mentorship and in-house training/upskilling ability**

Priorities – Construction

- *Tight labour market and record vacancies*
- *Priority needs in existing roles: woods trades, electrical trades, bricklayers*
- *Reported market tightness in retrofit assessment and delivery (and hampered uptake)*
- Modular, bespoke, rapid adaptation to industry needs, short & on-job
- New technologies – heat pumps, solar and electrical storage, insulation, energy performance
- Project/site/team management and progression

- Building performance and roles impact on
- Offsite/MMC still significant unknowns
- Better understanding of technical/vocational provision and pathways
- Digitalisation and digital design adoption
- Gas, HVAC and systems
- Awareness of automation and sectoral change

Priorities – Health & Social Care

- *Tight labour market nationally, turnover up to 41% in care roles*
- *Structural issues with recruitment & retention – balance training & workloads*
- *Progression routes, fragmentation & parity*
- *Aging population = increasing demand*
- *Care managers; 32% over 55*
- *NHS vacancy rate for SW over 7% (10% nationally*
- Modular, bespoke, rapid adaptation to industry needs, short & on-job
- Complex and multiple needs
- Changing provision: reablement, discharge, ICS and pinchpoints

- Awareness & Understanding of technological and digital transformation (and possibilities)
  - Service apps **and digital service**
  - **Advanced, remote provision and telecare**
  - Care management systems
  - **Customer service and the future**
- Medication, dressing, hoisting
- Infection control
- Homecare
- Gaps in core digital ability
- **Data and systems integration (productivity and efficiency)**

Priorities – Agri, farming and agri-food

- *Tight labour market (potentially 0.5m vacancies nationally in food and farming)*
- *Aging workforce (median of 60 nationally) and low new entrants*
- *Significant differences in productivity*
- Modular, bespoke, rapid adaptation to industry needs, short & on-job
- Needs in equipment/engineering/MRO

- Data - smart management, monitoring and measurement
- Significant potential for additional technological rollout/adoption inc. automation
- Additional needs across supply chain for data, validation and measurement
- Needs for integrated understanding of efficiency/sustainability – legislative change inc. stewardship, emissions, scopes, RoI and cost effectiveness

Priorities – Automotive

- *Significant change and reduction in manufacture, significant change expected for decarbonisation and in maintenance and repair*

- *Vehicle technicians represent 16% of expected 160,000 vacancies by 2031*

- EV (and potentially alternative fuels) growth, maintenance, repair, infrastructure, sales and aftermarket

- CAD, simulation, on demand component production

- Technicians, maintenance operatives, reskilling existing workforce

- Coding, software, data analytics & interpretation

- Electrification – batteries, high voltage systems, hybridisation, wider transport and logistics sector transformation

- MRO qualifications towards combination skillsets – and technical with social, commercial and soft skills

- Impact of connectivity and 5G

Priorities – Digital Industries

- *Around 870,000 tech and digital job vacancies nationally*

- *31% growth in digital sector 2011-2020*

- *5% GVA in Glos from Information and communication sector, second largest cyber cluster in UK*

- Modular, bespoke, rapid adaptation to industry needs, short & on-job

- Software developers, engineers and programmers, coding

- AI, ML and automation significant potential disruption

- Cloud development, application security, IoT and connectivity

- Data analysis, science and visualisation

- Foresighting and understanding for digital service provision

- Consultancy mindset and client focus

- Design thinking, UX, CAD