



Local Skills Improvement Plan: Swindon & Wiltshire

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

What is a Local Skills Improvement Plan?

- Data-driven projects to improve post-16 technical education and make it more closely aligned to a region's workforce needs.
- Completed by undertaking robust research and analysis of current and expected needs over a 3-year period.
- Develop a plan of **actionable priorities** for **meaningful collaborative intervention** that can be addressed through employers, training providers and stakeholders to drive change.



LSIP Rollout

November-April 2023

- Articulating employers' skills needs
- Focus groups and interviews

December-February 2023

- Translating employer demands into provision
- Collaborative co-design events

February-March 2023

- Addressing learner demand and employer engagement
- Priority Findings for FE and stakeholders

March-May 2023

- Report writing and submission
- Ongoing finetuning and engagement

May 2023-March 2025

- Delivering the LSIP priorities
- Embed new ways of working

Swindon & Wiltshire LSIP

Area	West of England	Gloucestershire	Swindon & Wiltshire
Cross-cutting Drivers of Change	Digitalisation Net Zero and Climate Change Core and Transferable Skills (e.g. Leadership, Communication, Teamwork)		
Baseline Sectors	Across Gloucestershire, West of England and Swindon & Wiltshire: Construction Advanced Manufacturing & Engineering		
Comparators	Health, Social Care and Life Sciences	Agriculture, Agritech & Land Management	Agriculture, Agritech & Land Management Health, Social Care and Life Sciences
Unique Sector	Creative	IT, Tech & Business Services	Automotive

Engaging businesses

- **Any size business** (micro and SME to enterprise)
- **Based in Swindon & Wiltshire** or has a footprint in the region
- Approximately **60 in-depth engagements so far** (forums and 1-2-1 interviews) – continuing until April, higher targets
- Engaged the unengaged, fairly represent SMEs

BUSINESS WEST LOCAL SKILLS IMPROVEMENT PLANS



HOW TO GET INVOLVED

1-2-1 Interview

Join a Focus Group

Attend an Event

YOU WILL BE PART OF AN IN-DEPTH DISCUSSION ON THESE THEMES:

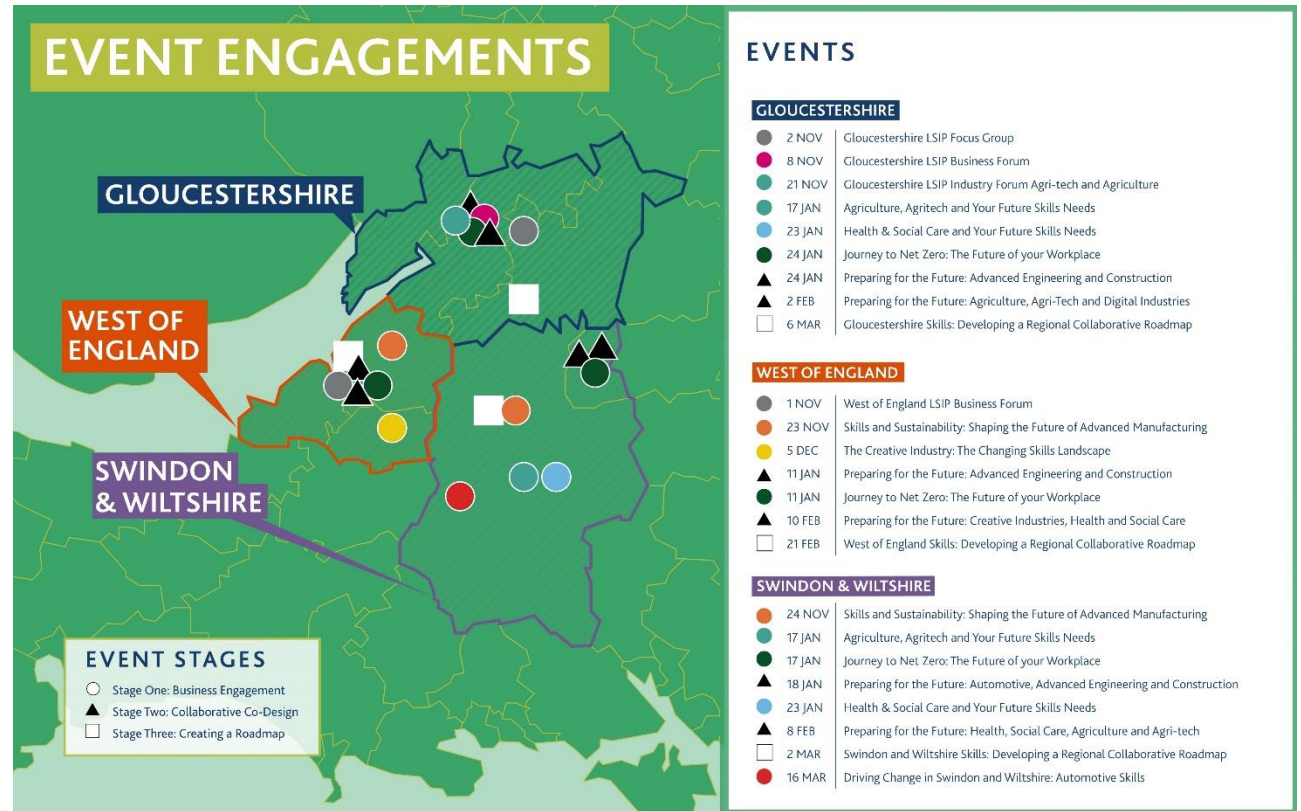
- HOW DO YOU PLAN TO GROW YOUR BUSINESS?
- WHAT SUPPORT DO YOU NEED TO GROW IN TERMS OF FINANCES, FACILITIES, AND STAFFING?
- WHAT ARE YOUR CURRENT TRAINING PROCEDURES?
- WHAT TYPES OF TECHNOLOGY DOES YOUR TEAM USE AND NEED FOR YOUR ROLES?
- DO YOU HAVE A NET ZERO OR SUSTAINABILITY PLAN?



Engagements per sector* (cross-region)

*Accurate as of 22nd February, figures due to increase with continued engagements until April 2023. Based on interviews with businesses from each sector, and event attendees from each sector.

Sector	# Engagements
Advanced Engineering and Manufacturing	36
Agriculture, Agri-Tech, Land Management	36
Automotive	5
Construction	19
Creative Industries	19
Digital Industries	24
Health, Social Care and Life Sciences	25
Net Zero	21
Mixed Sectors / Cross-Drivers of Change	34





FE and Priority Findings Roadmap

Longer term delivery, governance and intentions

1.4 Who is this guidance for?

This guidance is for:

- designated ERBs responsible for developing an LSIP and any subsequent review, who must have regard to this guidance as set out in the terms and conditions of designation; and
- providers including Further Education (FE) Colleges, Sixth Form Colleges¹ Designated Institutions², Independent Training Providers (ITPs) and Higher Education Institutions (HEIs) that deliver English-funded post-16 technical education and training in carrying out the duties placed upon them in respect to LSIPs, and the specific **duty** to have regard to this guidance under section 1(5) of the Act.

This guidance is also relevant to other organisations involved in local skills planning and

3.4.2 **Duty to have regard to the LSIP when considering post-16 technical education or training provision**

Once approved and published by the Secretary of State, relevant providers have a **duty** to have regard to the LSIP. This is to the extent that it is relevant to any decision they are making in relation to the English-funded post-16 technical education or training⁸ they provide in the area. This should ensure that relevant changes implemented by providers align more closely to local labour market needs.

With respect to this **duty**, providers should have regard to and contribute to meeting local skills priorities alongside other aspects of their provision. Accountability will be evidenced

through the following mechanisms: Accountability Agreements that certain providers will have with the department; Ofsted inspections; college annual reports; reviews of performance; and the department's Performance Dashboard.

The published Annual Accountability Statements⁹ will set out how providers have engaged with employers and responded to LSIPs. They will set out the provider's key aims and priorities for the year ahead and how these contribute to meeting skills needs, including those set out in the relevant LSIP¹⁰.

Priority Findings Documents, FE then 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 – structure of reported needs

Critical workplace and Core/Transferable Skills

Digital – core skills

Sector Specific and technological needs

Net Zero & Sustainability

Other/systemic/delivery

We have indicated where we believe businesses have reported these needs most significantly in terms of where they fit within career and occupational progression (from new entrants through to experienced) and believe these are areas of funding and provision that align more or less closely:

Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training eg Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced 16-19 and adults
In-house, innovation/ AEB/LSIF	In-house/bespoke/ Innovation/AEB/ LSIF	AEB, Bootcamps, Other DfE e.g. certificates of future technology, In-house, LSIF	Apprenticeship	T Levels, other 16 to 19 vocational, Vocational HE and preparatory

still to incorporate 'inexperienced recruits with employability skills needs'

We do not intend to be prescriptive in suggestions where FE Providers (and others) may see an ability to respond to LSIP skills needs findings, more to indicate where we see opportunities for action that align with occupational progression, life stages and current (particularly mainstream) funding mechanisms. These therefore represent the options we want to discuss with providers.



Roadmap

Longer term delivery, governance and intentions



Get in touch

LSIP@businesswest.co.uk
www.businesswest.co.uk/LSIP



[Facebook.com/businesswest](https://www.facebook.com/businesswest)



[@bw_businesswest](https://twitter.com/bw_businesswest)



[LinkedIn.com/businesswest](https://www.linkedin.com/company/businesswest)