Swindon and Wiltshire LSIP: Annex of Activities

The below activities annex outlines planned activities from Business West, as the LSIP ERB, as well as stakeholders, employers, Local Authorities and Further Education providers in the Swindon and Wiltshire. This annex is a live document and will be updated regularly, with new activities added and a status update for each proposed activity.

Skills Need	Actions/Changes Needed	Activities	Lead	Partners Involved	Timescale and Milestones	Expected Outcomes	Monitoring and Measurement	Status
Employers report significant gaps in critical workplace and transferable skills	**Integration of Employability and Transferable Skills Within FE Curriculum Prior to Placement**	Highlight the importance of critical skills to the emerging workforce	FE Colleges		Ongoing until June 2028	Increased understanding	Number of learners advised	Not Started
	Collaboration with Employers to Ensure Employability Skills Reflect Industry Needs	Identify key critical skills required by each sector, and explore opportunities for application	Business West	Employers, FE Colleges	Delivered by January 2027 – June 2027 (TBC)	Report/infographic highlighting sector specific critical skills needs	11 x report/infographic	Ongoing
		Partner with FE Colleges to run sector-	Business West	FE Colleges, Employers	Completed by June 2026 – June 2028	Sector specific insight events - topics based on demand from intel	Survey before/after the event, College metrics and CEC data	Ongoing

		based demystifying events						
		Development of Adult Social Care Working Group	Business West	Care and Support West	Established by September 2026	Cohesive regional approach to identifying opportunities and strengthening support network	Continued growth and identification of opportunities. LSIP representation at meetings to ensure alignment and identify further areas for research.	Completed
		Support Careers Hub/CEC Construction Pilot	Careers and Enterprise Company, Swindon and Wiltshire Careers Hub	Business West	Completed by September 2026	Employers have a better understanding of emerging workforce.	Careers Hub metrics and baselines	Completed
	Improved CEIAG Incorporating Employer Expectations of the Workplace	Digital Recruitment Event reengaging those furthest from the workplace (NEET/50+)	Business West	Swindon and Wiltshire Careers Hub	Completed by June 2028 (TBC)	Reengagement with skills system.	Event attendees	Not Started

	Increased Employer Engagement through Guest Lectures and Industry Insight Activities	Showcasing employer skills growth journeys and success stories through marketing - employer video case studies showcasing business benefits of early careers recruitment	Business West	Employers	Ongoing until June 2028	Development of a bank of case studies. Increased engagement with skills landscape.	5 careers insights outputs created and hosted on the Business West LSIP Resources Page.	Ongoing
		Development of robust and flexible Industry Insights (including cross-sectoral opportunities) programme - guest lecturing,	Local Authorities	FE Colleges, Business West	Ongoing until June 2028	Report highlighting Industry Insights offering in the region.	Increased employer engagement. Wider range of engagement opportunities available.	Not Started

		placements						
Employers and stakeholders report limited entry-level pathways into employment	**Development of Entry-Level (L1 & L2) Provision to Support Transition into Employment**	Work with FE to understand L1/L2 provision delivery and gaps through curriculum review and employer board attendance	Business West	FE Colleges	Ongoing until June 2028	Improved understanding of the provision for signposting. Additional provision developed as necessary to meet industry need.	Increase in provision at L1/L2 within FE and awareness of available provision	Not Started
		Work with ITP to explore online L1 provision	Business West	Independent Training Providers	Ongoing until June 2028	Improved understanding of the provision for signposting. Additional provision developed as necessary to meet industry need.	Increase in provision at L1/L2 within FE	Not Started
	Strengthened Alignment Between Employers, Further Education	Employer Boards	Business West	FE Colleges	Ongoing until June 2028	Developing employer skills needs intel. Review and amendment of	Increase in provision at L1/L2 within FE	Ongoing

	Providers and Local Authorities					provision to ensure industry alignment		
		Develop working group to work collaboratively to combat increase in NEET status risk	Local Authorities	Business West, FE Colleges	Ongoing until June 2028 (TBC)	Working group developed and maintained. Actions developed and reviewed periodically.	Reviews at Governance meetings	Ongoing
		Represent employer interests at Careers Hub/CEC stakeholder groups to ensure the voice of the employer is fed into curriculum design	Business West	Careers and Enterprise Company	Ongoing until June 2028	Develop Stakeholder Working Group	Employability units created and incorporated within provision	Ongoing
	Increased Support for Young People at Risk of Becoming NEET	Utilising Adult Education Budget funding to support furthest from the	Local Authorities	Business West	Ongoing until June 2028	Increased engagement with training.	Local Authority baseline metrics	Ongoing

		workplace into employment						
	Promotion of Work Placement Opportunities to Support Progression into Employment	Development of robust and flexible Industry Insights (including cross-sectoral opportunities) programme - guest lecturing, placements	Local Authorities	FE Colleges, Business West	Ongoing until June 2028	Report highlighting Industry Insights offering in the region.	Increased employer engagement. Wider range of engagement opportunities available.	Not Started
Businesses face difficulty navigating the skills landscape, including confusion around availability and relevance of training options	**Clarification of the Skills System Through Collaboration with Local Authorities**	Showcasing employer skills growth journeys and success stories through marketing (case study)	Business West	Employers	Ongoing until June 2028	Development of a bank of case studies. Increased engagement with skills landscape.	5 careers insights outputs created and hosted on the Business West LSIP Resources Page.	Not Started
		Sector Events - Delivery/Ta	Business West	Stakeholders	Ongoing until June 2028	Sector specific insight events - topics based on	Support businesses across Swindon and Wiltshire	Ongoing

		lks/Worksh ops				demand from intel		
	Promotion of Growth Hubs and Existing Business Support Mechanisms	Collaborati ve working with Local Authorities to show scope of support available in the region and benefits of engaging	Busin ess West	Local Authorities	Developed by June 2026 – June 2027 (TBC)	Robust signposting to existing provision and increased engagement with skills landscape.	Support businesses across Swindon and Wiltshire	Not Started
	Delivery of Skills Clinics, Webinars and Resources to Support Navigation of Training Options	Deliver skills clinics that support workforce developme nt and help businesses navigate and use the skills system	Busin ess West		Ongoing until June 2028	Bespoke workforce development planning. Signposting to provision and resources.	Support businesses across Swindon and Wiltshire	Ongoing
	Continued Delivery of Skills Bootcamps or Equivalent Flexible Precision Aligned to Employer Need	Work with local authorities to identify and develop skills bootcamp s/modular	Busin ess West	Local Authorities	Developed by June 2027 – June 2028 (TBC)	Development of modular provision	Reviews at Governance meetings	Ongoing

		training aligned to business needs						
Employers report a need for greater support to engage with young people and new entrants	**Improved Employer Engagement in CEIAG, Including Increased Placement Opportunities**	Development of robust and flexible Industry Insights programme - guest lecturing, placements	Local Authorities	FE Colleges, Business West	Ongoing until June 2028	Report highlighting Industry Insights offering in the region.	Increased employer engagement. Wider range of engagement opportunities available.	Not Started
		Support local authority to develop their supported employment employer toolkit, promoting inclusive practice with regional employers	Local Authorities	Business West	Completed by June 2027 (TBC)	Development of a bank of downloadable resources.	Toolkit available for download by employers.	Not Started
		Benefits of Employer/ Education	Business West	FE Colleges	Completed by June 2027 (TBC)	Awareness raised of Employer/Education	Amount of webinar attendees	Ongoing

		Engagement webinar				Engagement opportunities. Increased employer engagement with FE Colleges.		
	Strengthened Collaboration Between Local Authorities, FE Providers and Employers	Support Careers Hub/CEC Construction Pilot	Business West	Careers and Enterprise Company, Swindon and Wiltshire Careers Hub	Completed by September 2026 (TBC)	Employers have a better understanding of emerging workforce.	Careers Hub metrics and baselines	Completed
	Development of a "One Front Door" Approach to Skills System Navigation	Connect businesses with the Get Britain Working programmes through skills clinic advice sessions and marketing campaigns	Business West		Ongoing until June 2028	Awareness raised on Get Britain Working programmes. Increased engagement.	Businesses supported	Ongoing
		Develop One Front Door approach to training support	Local Authorities	Business West, FE Colleges	Developed by June 2026 – June 2027 (TBC)	Develop and maintain working group - cohesive messaging and marketing	Reviews at Governance meetings	Not Started
	Continued Delivery of Bespoke Workforce	Deliver skills clinics that	Business West		Ongoing until June 2028	Bespoke workforce development	Support businesses across Swindon and Wiltshire	Ongoing

	Development Support for Employers	support workforce development and help businesses navigate and use the skills system				planning. Signposting to provision and resources.		
	Clarification of the Skills Landscape and Available Funding Options	Deliver skills clinics that support workforce development and help businesses navigate the skills system, including rasising awareness of funding opportunities	Business West		Ongoing until June 2028	Bespoke workforce development planning. Signposting to provision and resources.	Support businesses across Swindon and Wiltshire	Ongoing
Employers report increasing use of AI and digital technologies across business operations	**Delivery of AI Awareness and 'Demystifying AI' Sessions**	Digital and Cyber Skills Breakfast	Business West	Stakeholders, Employers	Completed by June 2028 (TBC)	Improved digital skills knowledge.	Sign up for Cyber Security Training & Digital Bootcamp/ new module training	Not Started
		Digital and Cyber Skills	Business West	Stakeholders, Employers	Completed by June 2028 (TBC)	Improved digital skills knowledge.	Sign up for Cyber Security Training & Digital Bootcamp/	Not Started

		Online Event					new module training	
	Provision of Training and Resources on Safe, Ethical and Effective AI Usage	Develop AI and Digitalisation usage upskilling provision and support mechanism	Local Authorities	FE Colleges, Independent Training Providers	Ongoing until June 2028	Increased engagement with digital training.	Provision developed. Employers engaged with provision	Not Started
	Collaboration with Local Authorities and FE Providers to Strengthen Basic Digital Skills Provision	Develop baseline digital skills threshold/ needs matrix	Local Authorities	Business West, FE Colleges	Completed by June 2027	Digital skills matrix developed	Adoption by FE colleges in the region	Not Started
		Strengthen fundamental digital skills provision	FE Colleges	Business West	Ongoing until June 2028	Relevant, up to date and industry aligned provision	College baseline metrics	Not Started
	Targeted Support for SMEs to Adopt Digitalisation and Emerging Technologies	Develop AI, Digitalisation and Automation upskilling provision and support mechanism	Local Authorities	FE Colleges, Independent Training Providers	Ongoing until June 2028	Increased engagement with digital training.	Provision developed. Employers engaged with provision	Not Started

Employers report growing demand for sustainability and net zero skills	**Provision Review and Alignment with Employer Need**	Retrofit - Curriculum design/module – what's missing?	Business West	Employers, FE Colleges	Completed by June 2026 – June 2028 (TBC)	Curriculum review and provision development where necessary	Review of curriculum with 2 regional FE colleges	Not Started
	Promotion of Alternative Provision to Apprenticeships	Skills Clinics and Green Lead provide bespoke support with identifying potential	Business West		Ongoing until June 2028	Bespoke workforce development planning. Signposting to provision and resources.	Support businesses across Swindon and Wiltshire	Ongoing
	Development of a Local Sustainability Working Gorup to Share Best Practice	Develop working group and a network of local employers to share best practice	Business West	Local Authorities, Employers	Established by June 2027	Develop and maintain working group - complete actions as developed	Reviews at Governance meetings	Not Started
		Support businesses to procure locally and achieve their social value commitments	Business West	Local Authorities	Ongoing until June 2028	Awareness raised on Sustainability ROI	Number of employers engaged	Ongoing

	Improved Visibility of Existing Sustainability and Green Skills Provision	Green Lead – Who's the 'go to' for sustainability business resources?	Business West		Completed by June 2027 (TBC)	Guide developed for referrals and signposting	Support businesses across Swindon and Wiltshire	Not Started
	Business-focussed climate crisis support	Utilise the National Emergency Briefing to support businesses to understand the climate crisis and how they can respond	Business West		Complete by October 2026	Awareness raised and working groups established for continued action	30+ attendees, across a range of sectors and outside of sustianbility roles	Completed
	Delivery of Meet the Expert sessions on Sustainability	Development and delivery of webinar series to help demystify Sustainability	Business West	Stakeholders	Delivered by June 2027 (TBC)	Awareness raised of Sustainability and best practice	Amount of webinar attendees	Not Started

Employers report ongoing challenges in recruiting candidates with up-to-date technical skills and relevant workplace experience	**Support Curriculum Codesign with Employers to Ensure Provision is Up to Date and Relevant**	Represent employer interests at Careers Hub/CEC stakeholder groups to ensure the voice of the employer is fed into curriculum design	Business West		Ongoing until June 2028	Developing employer skills needs intel. Review and amendment of provision to ensure industry alignment	Attend Employer Boards held in the region	Ongoing
	Collaboration with FE Providers to Align Training with Current Industry Needs	Swindon IOT new module for Finance students as current gap in provision of T-Level – with placement.	Swindon New College IOT	LSIP, Sector Bodies Large and SME Employers	Delivered by September 2026 (TBC)	Curriculum development.	IOT metrics	Ongoing
		Represent employer interests at FE employer boards to ensure the voice of	Business West		Ongoing until June 2028	Developing employer skills needs intel. Review and amendment of provision to ensure industry alignment	Attend Employer Boards held in the region	Ongoing

		the employer is fed into curriculum design						
	Promotion of the Benefits of Work Placements to Employers	Marketing campaign around entry level roles and apprentice ships - employer video case studies showcasing business benefits of early careers recruitment	Employers	Business West	Ongoing until June 2028	Development of a bank of career insights resources	20 careers insights outputs created and hosted on the Business West LSIP Resources Page	Not Started
		Review existing recruitment & retention resources on BW website	Business West		Delivered by June 2027	Development of a bank of downloadable resources.	Toolkit available for download by employers.	Not Started

	Development of Clearer Pathways from Education into Employment, including Sector-Specific Routes (e.g. Construction)	Building an Early Careers Talent Pipeline | Recruitment-Led Employability Training Pilot	FE Colleges	Business West		FE students, delivered by a live recruiter, designed to: · improve student job-readiness · Support curriculum outcomes · Create candidate pipeline · Generate external revenue · Build college/university partnerships/LSIP	Placements made, Repeat college bookings, Interviews generated for live jobs, Candidates registered, CVs completed, Mock interviews completed, Number of attendees and satisfaction scores	Not Started
		Create employer videos aligned to key sectors, showcasing sector roles and individuals' career paths and employment history.	Business West		Ongoing until June 2028	Reengagement with skills system.	Event attendees	Not Started

Employers and stakeholders report a lack of coordination, clarity and alignment across the local skills system	**Strengthen Governance and Partnership Working**	Develop Governance mechanisms and working group to ensure cohesive and robust approach to skills system	Local Authorities	Business West	Ongoing until June 2027	Develop and maintain working group - cohesive messaging and marketing	Reviews at Governance meetings	Ongoing
		Work collaboratively to develop a clear employer facing map of engagement	Business West	Wessex Partners	Ongoing until June 2028	Understanding of the Wessex shared skills needs	Development of Ladder of Engagement tool	Ongoing
		Develop skills priorities for Wessex Partnership area to support devolution discussions in partnership with the	BCP Council, Dorset Council, Somerset Council and Wiltsh	Dorset Chamber, Business West	Completion by October 2026 (TBC)	Understanding of the Wessex shared skills needs	Dorset Skills and Workforce Board	Ongoing

		Dorset and Somerset LSIPs	ire Council					
	Improve Coordination and Dialogue Between Employers, Providers and Stakeholders	Cross-stakeholder working group to develop and implement cohesive messaging and promotion of local skills landscape	Local Authorities	Business West	Developed by June 2027 (TBC)	Develop and maintain working group - cohesive messaging and marketing	Reviews at Governance meetings	Ongoing
	Development of More Joined-Up and Accessible Employer Engagement Approaches	Cross-stakeholder working group to strengthen One Front Door approach to skills system and governance	Local Authorities	Business West	Developed by June 2027 (TBC)	Develop and maintain working group - cohesive messaging and marketing	Reviews at Governance meetings	Ongoing
	Improved Alignment of Skills Provision to Identified	Employer boards to review curriculum	Swindon New	Business West, Sector Bodies, Large	Feb 2026 for initial outlining Board establishmen	Membership of Board established	Agenda, minutes and actions provided for bi- monthly meetings.	Ongoing

	Employer Needs Across Sectors and Geographies	and ensure industry alignment, development of curriculum codesign relationship including digital skills	College IOT	and SME Employers	t1st full meeting to discuss these skills need 29th April 2026			
	Clearer Regional Communication and Articulation of Skills Pathways, Provision and Funding Opportunities	Increased LSIP presence in community to expand engagement	Business West		Ongoing until June 2028	Increased event attendance, Skills Clinic attendance and 121s	Hours of engagement. Amount of employer engagements. Amount of events delivered.	Ongoing
		Thematic marketing campaigns to support with changes to the skills system i.e. provision and funding	Business West		Ongoing until June 2028	Awareness raised about the changes and how to access the relevant support	Support businesses across Gloucestershire, engagement rates with comms and follow up support	Ongoing
		Identify 'one front door' online skills database/	Business West		Ongoing until June 2028	Bespoke workforce development planning. Signposting to	Support businesses across Swindon and Wiltshire	Not Started

		provision options that support both learners and employers within the region				provision and resources.		