

## Gloucestershire LSIP Roadmap

### Tabled Priority Actions

Please find below a summarised table of the actions developed in the Stage 1 LSIP. This has been taken from various sources, predominantly the [Gloucestershire LSIP Report and Roadmap 2023](#) and sectoral [Priority Findings](#) documentation, but also where appropriate has incorporated identified opportunities and actions from the ongoing strategic planning in collaboration, as guided during 2023 through G First LEP and Gloucestershire County Council's employment and skills activities.

Actions have been categorised as follows:

- Systemic Needs within the wider skills system (provision, support, funding)
- Improving Employer Engagement with post 16 education and training
- Messaging and Awareness to simplify and improve understanding of provision, support and funding
- Measuring Impact to ensure the LSIP has a tangible effect on the wider skills system
- Contractual Outputs as required by the Department for Education in the [LSIP guidance](#)
- Skills Needs Refinement as the basis for ongoing LSIP primary engagement activities
- Provision and Resourcing to highlight direct requests of post 16 providers

This summary will be incorporated with identified progress, issues and any additional identified needs or outputs in the Progress Report, expected to be made available June 2024.

We would welcome provider, partner and stakeholder feedback on these actions and any responses to these to ensure we can effectively highlight both ongoing need and any progress towards the actions identified in the Stage 1 Report. To that end we will be inviting all recipients to either respond verbally or in written format to highlight the regional response to the LSIP and employers' needs through direct response, aligned response and any additional

information that may be pertinent to share – please do get in touch via [lsip@businesswest.co.uk](mailto:lsip@businesswest.co.uk) if you would like to book in a meeting to discuss this or any part of the LSIP so far.

## Priority Actions

Category	Priority Action	Outcome	Parties	Timescale	Specifics	Source
Systemic Needs	Ensure LSIP activity alignment with Gloucestershire Economic Plan and Local Industrial Strategy where appropriate	Collaborative and shared approach to addressing employers' needs as a region	LSIP ERB, G First LEP and GCC (through transition)	Ongoing, initial activities to support during LEP transition, Nov 23 – Mar 24		Report S1
Systemic Needs	Develop regionwide supporting response towards those employers who 'don't know what they don't know' as collaborative support mechanism/front door	Ensure one shared path for assistance across Gloucestershire for employers to understand need and identify solutions	All stakeholders, with integration from providers and Growth Hubs	Ongoing, initial discussions underway, expected first proposal April 2024		Report S3
Systemic Needs	Create or update database/resource of post 16 provision into the region	Provide clear understanding of training provision available, ensure shared intelligence for all parties who may benefit from this	LSIP to assist in development of resource/working group, to be held by accountable body for region?	Ongoing, initial activities to support during LEP transition post Apr 24	To investigate existing awareness and resourcing, utilise internal signposting resources and external agencies e.g. Careers, FE	Report s3
Systemic Needs	Create a resource of regionally accepted employer skills support bodies and initiatives in region	Provide clear understanding of employer support provision to aid in regionwide supporting mechanisms	LSIP ERB to initiate first draft, take to GCC/LEP advisory board post LEP transition for input/ approvals/alignment	First documentation completed, awaiting transition April 2024 onwards	To investigate existing awareness and resourcing, utilise internal signposting resources and	Report s3

					external agencies e.g. growth hubs	
Systemic Needs	Develop a 'no wrong door' multi-agency approach in region for support and awareness	Ensure consistency in response for employers	LSIP ERB liaising with stakeholders and providers to develop resource and agreed multiagency methodology			Report s3
Systemic Needs	Align LSIP activities with (and in support of) existing region-wide programmes via G First, GCC and District Councils (including Employment & Skills Hub, Growth Hubs and Careers Hub)	Ensure systemic understanding and improvement	All	Ongoing		Report intro
Systemic Needs / Improve Employer Engagement	Incorporate into LSIP engagement/signposting where appropriate Multiply and provision towards those with additional needs	More opportunities for SEND, greater access to potential labour market for employers, identified best practise	LSIP ERB to incorporate into engagement follow up activities	Complete, ongoing delivery		Report S1 & s3
Improve Employer Engagement	Investigate potential of a technical education placements support programme	Ensure region-wide collaborative approach to ensure responsive employer support to placement needs within Post 16 education	LSIP ERB to raise via advisory panel, Apr 24	TBC		Report S3
Improve Employer Engagement	Encourage employers to provide opportunities to learners and to improve CAEIG	Better pre- and post-16 careers information reflecting changed roles, technical skills and entry pathways	LSIP ERB to incorporate, potential for pan-region resource development in partnership with careers hub	LSIP incorporation complete Aug 2023, ongoing		Report s3
Improve Employer Engagement /Messaging and Awareness	LSIP integrated and expanded referrals and signposting service for all engagements, to be aligned with existing support (not tread on toes)	Comprehensive direct and tailored signposting and referrals to be built into LSIP activities, additional resource within LSIP team for workforce	LSIP ERB to incorporate	Completed, ongoing	Minimum bi-annual review of signposting	Report S1 & S3

		development requirements as identified				
Improve Employer Engagement / Messaging and Awareness	Improve employer awareness of and engagement with post 16 provision, utilising case studies and best practise for content, identify further targeted activities to improve awareness of provision and support	Better understanding of need, greater incorporation of training into growth strategies	All, predominantly via ERBs, TPs and LAs Growth Hubs, supporting agencies, regional strategy	Ongoing	Marketing, shared regional vision, strategy, direct engagement	Report s3
Messaging and Awareness	Business West to engage directly with FE education to ensure we can walk the walk	LSIP ERB to have direct experience of post 16 technical educational requirements, incorporate into messaging and supporting services	LSIP ERB to investigate T Level placements and other opportunities to engage with FE provision	Initial conversations for T Levels underway, wider work ongoing		Report S3
Messaging and Awareness	Collaborative clear messaging to simplify employer understanding of provision – changes, needs, involvement, amplify and encourage take up	More engagement, more referrals/intros/take-up	To be agreed via external advisory mechanisms	Ongoing	See above (to combine?) Need shared vision to enable clear and concise prioritised multi-agency messaging	Report s3
Measuring Impact	Investigate potential to measure satisfaction with provision following LSIP engagement	Ensure employer satisfaction and demand is recorded and measured for region-wide planning	LEP transition and devolution deal, AEB/ASF	TBC		Report S3
Measuring Impact	Collaborate with providers to ensure new provision meets employers' needs	Ensure providers have timely sight of employers' needs reported to the LSIP to integrate response to changing modalities and requirements				Report S2
Measuring Impact	Develop agreed project metrics and performance indicators	To ensure project performance can be				Report S3

		evaluated for impact and progression				
Measuring Impact	Review responses to LSIP (accountability and LSIF?)	Ensure FE providers are aware of and responding to LSIP outputs				Report s3
Measuring Impact	Utilise additional quantitative metrics to both measure impact and better understand need	Utilisation of regionally agreed (and known) metrics towards uptake, change, requirements and behaviour change				Report s3
Contractual Output	Annual progress report	To identify progress and additional needs within region, outline future activities				Report s3
Skills Needs Refinement	Research – deep dives and continuation, understanding employers needs	Refine and develop understanding of regional skills needs	LSIP team, incorporating other sources	Initial findings Mar 24, updated report Jun 24	Internal function, ongoing	Report s1 & 3
Skills Needs Refinement	Develop lighter touch modes of engagement for employers with time constraints	Ensure in particular SMEs can input with less commitment and receive similar signposting and support from LSIP activity				Report S3
Skills Needs Refinement	Further investigative work into needs for the 'green economy'	Clear understanding of priority sector (for green) aligned skills needs, timescales and requirements			See 'green skills action plan draft 2022'	Report s3 and LEP ST Group
Provision and Resourcing	Agriculture and land-based industry /Manufacture and Engineering /Construction and Built Environment/ Digital - Skillbuilder or similar into p16 for soft and core/critical workplace skills	Address core skills needs identified within each sector in Stage 1	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Manufacture and Engineering:  Increase take up of maths and physics GCSE and A Levels and manu AAQ	Increase the size of the top of funnel into these sectors by addressing	Within academic routes and secondary schooling, sectoral needs for employer	TBC, responsibility and impact lies outside of LSIP		Priority findings

		core/baseline skills requirements	engagement via CAEIG and integration			
Provision and Resourcing	Manufacture and Engineering: Develop the addition of core business skills to post 16 Technical Education	Address needs within SMEs and career pathways within the sector	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry: Pre-16 work entry skills	Improve new entrants understanding of workplace requirements	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry / Manufacture and Engineering / Construction and Built Environment:  Short course development – independent work, project management, critical thinking	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry / Construction and Built Environment:  Extension of practical experience opportunities	Improved awareness & experience in new entrants to the sector of roles and responsibilities	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry:  Develop skills brokerage opportunity – upskilling, CPD, workforce development, reskilling	Increase peer learning opportunities and osmotic best practise development	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Manufacture and Engineering:  Succession and backfilling planning, recruitment and retention	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry / Manufacture and Engineering / Digital:	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional	Ongoing, expected updates in		Priority findings

	Develop basic and specialist digital skills provision in long and short formats  <i>Manufacture and Engineering – specific needs in coding/softdev</i>		funding/support in some instances	Progress Report 2024		
Provision and Resourcing	Agriculture and land-based industry;  Change management, tech adoption and awareness, short courses and for engineering roles	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Manufacture and Engineering:  Manufacture-specific management development programme (with SME specific content/pathway?)	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry:  Short courses on legislative change and other economic/policy/environmental needs	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry / Manufacture and Engineering / Construction and Built Environment:  Develop programme to attract lecturers from industry	Improve access to industry expertise for FE providers and learners	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Agriculture and land-based industry;  Earlier and more CAEIG integration, incorporating employers	Improve awareness of careers, pathways and opportunities, increase resilience/diversity of workforce	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Manufacture and Engineering:	Improve internal support mechanisms (partic. In SMEs) to improve retention and QoL		Ongoing, expected updates in		Priority findings

	Establish HR support group for region to address MH, resilience and 'embracing change'			Progress Report 2024		
Provision and Resourcing	Manufacture and Engineering: Specific short course programmes for electrification/sustainability/efficiency/sustainability assessment, design and digital eng, project flow, planning and management tools, lean/QI, 3d tech, automation, maintenance, AI, systems integration	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Digital:  Managerial short course for people development	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Digital – short course development for customer and client facing roles	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Digital – development of project management methodologies training for progression	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Digital – investigate development of in-house training methodology support/training	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Digital – upskilling programme for existing software engineering employees; new languages, automation, QA/test, data science and analytics, advanced digitalisation and service provision,	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings

	consultancy mindset. UX and design thinking, change management					
Provision and Resourcing	Digital – sector specific net zero programme: Data, storage, cloud, energy and efficiency, sustainability frameworks, standards inc. ISO14001, climate change and impact	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Digital - teacher recruitment, retention and awareness/change initiative	Ensure industry expertise shapes provision and delivery aligns with need		Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Construction and Built Environment – retrofit and new technologies – reskilling/upskilling/awareness	Awareness of requisite and upcoming requirements in sector, improved understanding and uptake of provision, more resilient workforce	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Construction and Built Environment - embed essential and work entry skills into all p16 programmes – communication, problem solving, teamwork, leadership	Improve access to career progression within sector	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Construction and Built Environment – additional requirements for facilities in plumbing and heating as demand increases for newer technologies	Develop facilities to ensure sector has the specialist resources required to upskill and reskill towards new technologies	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
Provision and Resourcing	Construction and Built Environment – explore returners and movers programme into sector, develop resource for employers to identify and address soft skills	Improve labour market liquidity and reduce barriers to work		Ongoing, expected updates in Progress Report 2024		Priority findings

Provision and Resourcing	Construction and Built Environment – develop CPD programme for trainers in sector	Ensure teaching professionals have up to date understanding of change and needs in the sector	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024		Priority findings
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