Business West

Swindon & Wiltshire

LSIP Progress Report

June 2025

Funded by UK Government

Certified B Corporation
This company meets high standards of social and environmental impact.

Further Reading:

This Progress Report is the culmination of three years of research into Skills Gaps in the local area for the following Priority Sectors:

- Automotive
- Health, Social Care and Life Sciences
- Agriculture, Agritech and Land Management
- Construction and the Built Environment
- Advanced Manufacturing and Engineering

And Cross-Cutting Themes:

- Digitalisation
- Net Zero
- Core and Transferable Skills (Business and Administration)

In addition to the creation of the annual Progress Reports, Business West have created further deep dive reports and additional resources to explore the priority sectors and cross-cutting themes in more detail.

You can find all the preceding reports here:

Progress Reports:

- Swindon & Wiltshire LSIP Progress Report 2024
- Swindon & Wiltshire LSIP Progress Report 2023

Priority Findings and Roadmaps:

- Swindon & Wiltshire LSIP Roadmap
- Swindon & Wiltshire Priority Findings - 2024 - Advanced Manufacturing & Engineering
- Swindon & Wiltshire Priority Findings - 2024 - Agriculture, Agritech and Land Management
- Swindon & Wiltshire Priority Findings - 2024 - Automotive
- Swindon & Wiltshire Priority Findings - 2024 - Construction and Built Environment
- Swindon & Wiltshire Priority Findings - 2024 - Health, Social Care and Life Sciences
- Swindon & Wiltshire Priority Findings - 2022-2023 - Agriculture, Agritech and Land Management
- Swindon & Wiltshire Priority Findings - 2022-2023 - Health, Social Care and Life Sciences
- Swindon & Wiltshire Priority Findings - 2022-2023 - Construction and Built Environment
- Swindon & Wiltshire Priority Findings - 2022-2023 - Automotive
- Swindon & Wiltshire Priority Findings - 2022-2023 - Advanced Manufacturing and Engineering

Deep Dive Reports:

- IT and Digital Skills Nationwide Report
- Equality Diversity and Inclusion Provision Report 2024 - Swindon and Wiltshire
- Green Skills Provision Report - Swindon & Wiltshire 2024

Case Studies:

- LSIP Case Study with Swindon and Wiltshire Business and Growth Unit
- LSIP Case Study with Swindon and Wiltshire Institute of Technology

Infographics:

- Construction and the Built Environment Impact Infographic - Swindon and Wiltshire LSIP
- Health, Social Care and Life Sciences Impact Infographic - Swindon and Wiltshire LSIP
- Automotive, Transport, Logistics and Infrastructure Impact Infographic - Swindon and Wiltshire LSIP
- Agriculture, Agritech and Land Management Impact Infographic - Swindon and Wiltshire LSIP
- Advanced Manufacturing and Engineering Impact Infographic - Swindon and Wiltshire LSIP
- Swindon and Wiltshire LSIP Methodology 2024
- Swindon and Wiltshire LSIP - Skills Snapshot
- Impact Infographic - Swindon and Wiltshire LSIP

Webinars, Glossary and FAQs:

- Swindon & Wiltshire's LSIF Allocation & Achievements
- Swindon and Wiltshire LSIP Online Forum
- Local Skills Improvement Plans - A Myth Busting Webinar
- Glossary - Swindon & Wiltshire Local Skills Improvement Plan Roadmap
- Local Skills Improvement Plans - FAQs

Contents:

Summary of the Local Skills Improvement Plan (LSIP) **5**

Strategic and Economic Context Update **6**

What Has Been Achieved So Far? **9**

What Still Needs to Be Achieved? **14**

Annex A Priorities and Actions (Roadmap) **19**

Summary of the Local Skills Improvement Plan (LSIP):

The Swindon & Wiltshire Local Skills Improvement Plan (LSIP) is a Department for Education funded project ensuring that the local areas post-16 Technical provision meets employers needs within priority sectors. The LSIP is undertaken in each local area by an Employer Representative Body, in this areas Business West Chambers of Commerce. Although the Local Skills Improvement Plan (LSIP) for Swindon and Wiltshire operate under the previously established Local Enterprise Partnership (LEP) geographies, Wiltshire County Council is now the accountable body for Swindon and Wiltshire. Wiltshire Council and Swindon Borough Council work collaboratively through initiatives such as the Swindon and Wiltshire Business and Growth Unit to respond to priorities outlined in the LSIPs by regional employers and stakeholders.

In order to determine which sectors would be the priority for Swindon & Wiltshire, the following factors were considered: High Value (GVA), High Employment, High Growth Potential and High Need/Change. Based on these criteria Automotive, Transport, Logistics and Infrastructure, Health, Social Care and Life Sciences, Agriculture, Agritech and Land Management, Construction and the Built Environment and Advanced Manufacturing and Engineering were selected as the priority sectors for the local area.

In addition to looking at the sector specific skills needs for each of the sectors, the LSIP also looked at the following cross cutting themes: Sector Specific and Technological Change, Critical Workplace, Core and Transferable Skills (including Core Digital) and Net Zero Skills.

The primary focus of the LSIP's intended outputs is towards providers of post-16 Technical and Further Education, but the findings may be of benefit to others within the education, skills and support systems.

The aims of the LSIP are as follows:

- Gather and interpret employer intelligence about unmet skills needs for new entrants and within their existing workforce.
- Assist providers to act on this intelligence alongside existing research into and understanding of shortages, regional and occupational priorities, and known change to sectoral needs.
- Support with decision making for potential changes to existing core post-16 technical provision, to help close the gap between formal learning and work readiness.
- Identify skills needs within employers that may be met with additional non-core curricula delivery.

Key trends that emerged from primary research in the highlights the need for improving employer awareness and engagement with the further education landscape, encouraging them to provide opportunities for learners to explore career pathways and improve careers education, information, advice and guidance in the local area (CEIAG). This will ensure new entrants to the workforce have access to knowledge and experiences when deciding on their future career pathway.

Strategic and Economic Context Update:

The Swindon and Wiltshire local area is undergoing significant economic and infrastructural developments, reflecting continued investment, regeneration, and industrial transformation across the region.

In Swindon, the previously announced investment in the old Honda site is taking shape with the first of several huge employment hubs coming out of the ground in the next few months as part of a £918m regeneration, which will create up to 11,000 new jobs on site and a further 4,000 indirect jobs in the supply chain over the next 10 years.[1] On top of this, Swindon Borough Council has approved a £250 million programme to improve council housing stock.[2] Manufacturing in Swindon is receiving a boost. Tuffking, a local safety footwear manufacturer, has secured a six-figure investment from the British Business Bank's South West Investment Fund. This funding will enable the creation of new jobs and help scale production.[3]

In Wiltshire, Vistry Partnerships has issued an update on the progress of its major project to build over 300 homes on the old Westinghouse Brakes site in Chippenham with construction set to begin later in 2025.[4] The local area's innovation and industrial capacity are set for a major uplift with Siemens Mobility's £100 million facility in Chippenham that is due to open in 2026. The premises will host around 800 staff and support next-generation rail technology, with implications for both UK and global transport systems.[5]

Plans for the Swindon Railway Quarter regeneration are advancing - one of the UK's largest brownfield regeneration projects, aiming to transform the area around Swindon train station into a mixed-use development featuring commercial, educational, and residential spaces.[6]
The New Eastern Villages (NEV) is another strategic development continuing to progress, with plans for 8,000 new homes, employment land, and associated infrastructure, including schools and healthcare facilities.[7] To further increase the local area housing stock, Wiltshire Pension Fund committed £30m to an affordable housing fund managed by Octopus Investments.[8] On the infrastructure front, Wiltshire Council commenced a £20.7 million project to dual sections of the A350, enhancing connectivity and economic growth in the region.[9]
Elsewhere, investment is being directed towards public services, including a completed £8 million refurbishment of a town centre office block in Swindon, with the site now actively seeking new commercial tenants.[10]

---

[1] Swindon Borough Council (2025): Near £1bn investment in old Honda site taking shape, Council Leader told
[2] BBC News (2025): Council to spend £250m on improving housing
[3] Business Biscuit (2025): Swindon safety boot manufacturer lands six-figure investment from British Business Bank
[4] Gazette and Herald (2025): Wiltshire employment site being turned into housing
[5] Siemens (2025): Rail Minister Lord Hendy breaks ground on Siemens Mobility's £100 million investment in Chippenham
[6] Business West (2025): Swindon & Wiltshire Regional Hub
[7] Swindon Advertiser (2024): New Eastern Villages: Work starts on 2,500 new Swindon homes
[8] Room 151 Local Government Finance (2024): Wiltshire Pension Fund commits £30m to affordable housing fund
[9] BBC (2025): Extra lane on major bypass gets go-ahead
[10] Gazette and Herald (2025): Swindon office block attracts investment after £8m revamp

Governance and Devolution

One of the main updates regarding local government reorganisation in the area is that the "Heart of Wessex" devolution proposal was not included in the Government's Devolution Priority Programme.[11] Wiltshire Council submitted this bid together with Bournemouth, Christchurch and Poole (BCP), Dorset, and Somerset. Swindon – which has a standing invitation to join the Heart of Wessex - has also been in talks with Oxfordshire and Berkshire to form a Thames Valley mayoral strategic authority. However, no confirmation of a devolution deal including Swindon has been included in the announcements made during the period covered by this report.[12]

Another significant development impacting governance in the local area has been the completion of the transference of economic development functions held by the Local Enterprise Partnership (LEP) to the Local Authority. In line with national policy, the Swindon and Wiltshire LEP moved into a new Swindon and Wiltshire Business Growth Unit within Wiltshire Council.[13]

Skills and Providers

Significant advancements have been made in the local education and training landscape:

- **New College Swindon** is undergoing a transformative infrastructure project at its North Star campus, with a new Student Welcome Hub set to open in September 2025.[14] The college also launched dedicated electric and hybrid vehicle maintenance training courses in late 2024, supporting Swindon's automotive industry and local community in transitioning to a sustainable future.[15]
- **Wiltshire College & University Centre** completed significant capital improvements – most recently at its Trowbridge campus, where the new "Tech Trowbridge" facility opened in 2024 featuring an innovative digital arena and esports suites for creative IT and gaming courses.[16]

Alignment with Skills England's Priority Sectors

Swindon and Wiltshire's economic landscape aligns with several of Skills England's ten priority sectors:

- **Advanced Manufacturing (Engineering)** is a traditional strength for Swindon/Wiltshire, reflected in significant employers and initiatives. The local strategy highlights *advanced engineering and high-value manufacturing* as key sectors in both the Swindon/M4 and A350 growth zones.[17]

---

[11] Wiltshire Council (2025): Wessex not accepted into Devolution Priority Programme.
[12] Business Biscuit (2025): Wiltshire and Swindon miss out on government's devolution plans.
[13] Wiltshire Council (2025): Swindon and Wiltshire Economic Strategy 2025-2036.
[14] New College Swindon (2025): Stepnell Supports Technical Learning at New College Swindon
[15] New College Swindon (2024): Electric and Hybrid Vehicle Training Courses Launched at New College Swindon
[16] Wiltshire College & University Centre (2024): Trowbridge Campus
[17] Swindon and Wiltshire Growth Unit (2024): Emerging Economic Strategy for Swindon and Wiltshire (2025-2036)

- **Clean Energy Industries** is included in the aims of the local economic strategy as part of the Green Industries priorities which seek to extend activity in green construction and low carbon and renewable energy generation developing the skills for the future to meet the local area's net zero ambitions.[18]
- **Defence** is a major employer and priority sector in the local area. Wiltshire's defence cluster (military bases, DSTL, defence contractors) is perhaps *the* defining feature of the southern part of the county.[19]
- **Digital and Technology:** Swindon and Wiltshire host a significant digital economy, from corporate IT (e.g. Nationwide's tech centre, Intel's former site now home to other tech firms) to cybersecurity (MOD Corsham) and telecoms (Vodafone has a tech office in Newbury nearby, impacting Swindon's labour market). The Swindon/M4 growth zone has a high concentration of professional, scientific and technical employment.[20]
- **Financial Services and Professional Services** are well-established in Swindon in particular. Financial services (banking, insurance) is noted as a key sector in the Swindon/M4 zone.[21] Beyond the headline employers (Nationwide, Zurich), a network of professional service firms (accountants, law firms, consultants) serves local businesses.
- **Life Sciences** are a distinct strength of south Wiltshire, anchored by the Porton Science Park and nearby hospital trusts. The Salisbury/A303 growth zone "excels in life sciences" with the Porton Down institutions and private biotech firms.[22]
- **Construction:** Construction is a fundamental sector across Swindon and Wiltshire, and its importance has grown with the volume of development related to the previously mentioned projects.
- **Health and care** sector is one of the largest employment sectors locally – for instance, the NHS Great Western Hospital in Swindon and Salisbury District Hospital together employ thousands, and care providers are major employers given the region's older demographic profile.[23]

The research carried out as part of the Swindon and Wiltshire LSIP project has considered Advanced Manufacturing and Engineering, Automotive, Construction and Agriculture as priority sectors within the local area, as well as exploring cross-cutting themes such as Digitalisation, Net Zero and Climate Change and Core and Transferable Skills. This offers a clear opportunity to strengthen collaboration between local stakeholders and national bodies, supporting the development of sector-specific plans that respond to both local strengths and national growth ambitions.

[18] Ibid.
[19] Ibid.
[20] Ibid.
[21] Ibid.
[22] Ibid.
[23] Ibid.

What Has Been Achieved So Far?

In Swindon & Wiltshire, the LSIP has driven major improvements in how education and training providers respond to employer needs, shifting from reactive, learner-driven provision to more strategic, sector-aligned delivery. This ensures the region is future-ready. Collaborating with employers and colleges, the LSIP has shaped capital investments, reformed curricula, and enhanced progression pathways, especially in digital, health, agritech, engineering, and construction.

As a key part of regional planning, the LSIP—led by Business West with Wiltshire Council as the accountable body—has fostered strong local governance and intelligence sharing. Through initiatives like the Skills Advisory Group, Swindon Working Together Partnership, and the Business Intelligence Network Group (BING), coordination across the full skills system has improved, influencing bootcamp funding, wider investment decisions, and the Get Britain Working project. The LSIP has also conducted in-depth research into green skills and EDI provision to guide regional investment.

Employer engagement has strengthened, with businesses gaining a better understanding of the skills system and playing a more active role in planning. This ensures provision meets both immediate and future workforce needs.

To support LSIP development, Business West Chambers of Commerce created a 'Roadmap' outlining all Priority Actions identified through stakeholder engagement. This roadmap, included in full at the end of the report, provides a detailed breakdown of needs and progress, with selected actions highlighted below.

You Said	We Did
We need *more training* in retrofit, heat pumps and solar PV	In line with LSIP priorities, Wiltshire Council are currently developing *Skills Bootcamps* with a focus on green skills, sustainability and carbon management
We need support on *how to identify and secure training*	Business West launched in-person and online Skills Clinics to help businesses to identify their skills gaps and access ongoing support with our LSIP Skills Advisors to identify relevant *training opportunities* with partners throughout their skills journey
We need support with *finding funding* and grant opportunities	Construction Industry Training Board (CITB) have published a report identifying existing *training and funding* available that aligns with the LSIP priorities and findings. This is being promoted through their network and Business West signposting activities

Alongside the Roadmap and previous progress reports, there are numerous other direct outputs in a variety of formats for different audiences available on the Business West LSIP Resource Page.

Local Skills Improvement Fund (LSIF)

The £2.5 million LSIF has enabled Swindon & Wiltshire providers to collaboratively address LSIP priorities, particularly at levels 3 to 5. It has funded new curriculum development, teaching capacity, and facility upgrades. Notable projects include Wiltshire College's Eco House with Good

Energy, New College Swindon's green automotive and net zero programmes, and expanded provision in advanced manufacturing, digital, construction, healthcare, agritech, and logistics. The LSIF has fostered a joined-up, future-focused regional approach, embedding sustainability, digitalisation, and transferable skills into technical education. A full analysis of outcomes and future priorities is available in this recorded webinar.

Photograph of existing house

3D View showing the proposed upgrades

Wiltshire College's Ecohouse project, in partnership with Good Energy

In addition to system-level impact, the LSIP has delivered direct employer-facing activity including:

- One-to-one support clinics
- Meet the Expert events
- Webinars focused on skills solutions
- Participation in curriculum development through employer forums and feedback sessions
- The LSIP team has also supported capacity-building within education, including hosting a T Level placement in Business Management & Leadership.

"The Business West LSIP focus group was time really well spent[…] a really interesting, diverse group of businesses, all experiencing their own issues and having questions around the journey to Net Zero. The discussions and suggestions that came out of it were both thought provoking and informative." Sue Skeats, Founder, 100 Ways in 100 Days

Provider Impact and Adaptation

New College Swindon has embedded LSIP intelligence into curriculum planning, strategic partnerships, and cross-sector provision. Highlights include:

- Establishment of Future Talent Forums across Health & Social Care, Engineering, and Digital, enabling regular, employer-led curriculum review.
- Delivery of 11 T Levels and 5 transition programmes across sectors including Health, Digital, Construction, and Engineering, with continued growth aligned to LSIP priority areas.
- Investment through SWITCH and LSIF programmes supporting innovation in healthcare simulation, green construction, EV skills, and adult care.
- Development of the 'Careers Extra' programme to integrate core employability, wellbeing, and progression support across all provision.

- Direct partnership with Great Western Hospital supporting simulation-led training, placements, and new L1 entry pathways into the NHS.
- Increased focus on progression to L4+ through the Curriculum Intent and Alignment Plan (CIAP) and wider T Level expansion.

Wiltshire College & University Centre (WCUC) has led on several LSIP-aligned innovations and delivery models, including:

- Coordination of a £2.5m LSIF bid leading to investment in EV, logistics, digital, and green construction training.
- Collaboration with Good Energy and Wiltshire Council on a live-build Eco House project, embedding sustainability and modular delivery into construction curriculum.
- Introduction of a foundation degree in nursing associate with Salisbury NHS and Coventry University, directly responding to regional HSC demand.
- New apprenticeship routes including a Plant Engineers Apprenticeship with SMTY Volvo and short courses for adult returners into education.
- Rollout of new green and digital content across auto, AME, and construction, including EV skills embedded into core provision and a digital creative curriculum under development.

WCUC is positioning itself as a leading institution in modular, flexible, and higher-level learning for adult and technical learners, particularly in engineering, care, and emerging green sectors.

Thematic Priorities and System Shifts

Digital and Technology

- Both New College and WCUC are embedding digital skills into all programmes, including digital literacy, automation, coding, and flexible creative tech curricula.
- The Tech Trowbridge Digital arena is a newly refitted part of the college, transformed into an industry-level games development and eSports suite.
- LSIP evidence has supported the development of adult digital short courses, expansion of T Levels, and digital CPD for staff across multiple campuses

Wiltshire College & University Centre's Tech Trowbridge Digital Arena

Sustainability and Green Skills

- Green construction delivery has expanded via LSIF and SWITCH projects, with simulation and eco-build learning integrated into both New College and WCUC curricula.
- New modular provision in retrofit, insulation, and low-carbon technologies is being rolled out, alongside staff upskilling and employer collaboration.
- WCUC have developed an EV training centre to support the growth in low carbon transport;

Health and Social Care

- Co-delivered provision with NHS partners is now embedded across both providers, including simulation mannequins and specialist kit, placement pathways for L1 learners and midwifery T Level launched 2024–25
- SWITCH and SDF programmes have expanded adult learner access to healthcare careers through short courses and flexible entry routes.
- WCUC now hosts integrated NHS recruitment hubs on campus, allowing students to view live vacancies, receive application support, and better understand the employment pathway. This supports in validating the training offer, improves student confidence, and provides tangible reassurance to families.

Employability and Progression Pathways

- Core transferable skills such as communication, teamwork, resilience and problem-solving are now embedded across full-time programmes at both providers.
- Not in Education Employment or Training (NEET) learners are now supported through dedicated pre-entry offers (New College, Sept 2023), with employer-supported progression options embedded in the 'Careers Extra' and adult returner pathways.
- Both providers are engaging in co-delivery with employers to address critical skills gaps in key sectors, with CPD and advisory groups sustaining this shift.

Partnership & LSIP Influence

LSIP activity has led to demonstrable shifts in local delivery models, capital funding outcomes, and governance. Examples include:

- **Great Western Hospital (GWH) partnership** with New College has evolved from placement facilitation to active co-design and dual delivery across simulation and training.

- **WCUC and employer-led apprenticeships** (e.g. SMT Volvo) are examples of co-created programmes tailored to LSIP-identified roles and technological needs.
- LSIP findings directly informed modular delivery bids, CPD rollout, and strategic alignment with national policies on EV transition, net zero, and L4+ progression.

Employer Forums and Agreed Outputs

The LSIP has supported a series of employer forums and curriculum engagement events across key sectors, helping define shared priorities and identify tangible actions for local skills planning. The following agreed outputs have emerged directly from these engagements:

Forum	Outcomes and Outputs
Let's Talk Skills Swindon, April 2025	Resident and stakeholder surveys sent out to gather priorities for Local Authority actions going forwards, including: Careers Education, Information, Advice and Guidance (CEIAG), one-stop portal development, reducing inequality and barriers
Swindon Learning Together Partnership, various dates	Ongoing collaboration to ensure cohesive systemic approach focussed on priorities
Swindon & Wiltshire Careers Hub Conference, June 2024	Presentation of LSIP priorities to 70 careers leads at schools including the changing needs of employment, encouraging greater engagement with industry

Case Study – Wiltshire Council WEST Team

With LSIP support, Wiltshire Council's Supported Employment Team created an Employer Toolkit and hosted the county's first Reverse Jobs Fair to improve employment outcomes for young people with disabilities. The event flipped the traditional format, enabling candidates to present their skills directly to employers, boosting confidence and visibility. Employers reported increased understanding of inclusive recruitment, while young attendees gained clarity and momentum in their career paths. The Employer Toolkit and Jobs Fair learnings are now being shared across local authorities, demonstrating scalable, community-driven solutions to workforce inclusion.

Case Study – V12 Footwear, Chippenham

Sustainability-driven employer V12 Footwear engaged with our LSIP support to scope new roles in business administration and customer service. They were introduced to relevant apprenticeship standards, local providers, and levy transfer options to reduce cost and improve impact. Staff also attended an LSIP 'Meet the Expert' event, and employer feedback has been overwhelmingly positive. As a result, V12 is now developing a comprehensive L&D plan for 2025 based on LSIP-aligned guidance and provision.

"We took your advice and recommendation on the LSIP event in Bristol, so we wanted to send you a quick note to say thank you for this. In terms of your other apprenticeship recommendations, we are planning on rolling out a full L&D scheme for 2025, so will be looking at these in further detail in the New Year. Many thanks for your help so far. Nicky & Jemma"

What Still Needs to be Achieved?

During year one of the LSIP the Roadmap was created – comprising of priority actions that would contribute to resolving skills gaps in the local area. These actions have been addressed over the course of the LSIP through actions by Business West as the LSIP ERB for the area, and local employers and stakeholders. However, some actions are likely to remain ongoing due to the nature of these identified challenges.

Through conversations with employers in the local area it is clear that there is still further work to be done to help them understand the skills system and the provision that is on offer. This would empower employers to access future talent pipelines through further education, be proactive about their workforce and future proofing the business and ensure they are selecting the most appropriate provision and support to aid with their skills challenges.

In addition to continuing to clarify the further education offering, a stronger campaign promoting the benefits of industry exposure through initiatives like work experience, industry speakers and T Level placements would also support learners to make informed choices about their career prospects and understand the full scope of roles in various sectors. These activities would also help employers establish relationships with further education colleges and have access to future talent pipelines, influence in shaping learners' impressions of industry and managing expectations to ease the transition from education into employment.

Through discussions with other LSIP areas it is apparent that some barriers exist in areas across the country, however we are taking action towards overcoming these challenges on a local level. It has been identified that recruitment and retention of lecturers in sectors such as Construction is a difficulty due to the salary discrepancy with industry, which is impacting various areas of the industry including reduced course capacity and ensuring learners are trained to the appropriate level, in current, industry standard skills. The introduction of a £20million fund from the government towards reducing the skills gaps in the construction sector will help to address these challenges.

Provision and Resourcing:

The majority of the priority actions that were identified relating to provision and resourcing are underway. Due to the constantly evolving nature of the skills system, it is unlikely that these actions will ever be 'completed', for example, developing and updating provision, facilities and resources to meet needs outlined in the LSIP Roadmap. We have built a strong relationship working with Colleges, Independent Training Providers, Employers and Stakeholders to adapt and amend provision in the local area, ensuring it is responsive to the regional skills needs and bridging current and future skills gaps, however as the needs of an industry evolve, so does its requirements from training.

Skills Bootcamps have adopted the short course mode of delivery, that has repeatedly been highlighted to us by employers as the preferred method of training. These intensive courses, delivered on a regional and national scale, closely align with the key priority sectors identified in the LSIP including Construction, Green Skills and Transport and Logistics and Health and Social Care. We will continue to signpost to organisations such as Work Wiltshire that highlight these intensive

courses, supporting employers in the region to access training in these key growth sectors and reduce the skills challenges in their business.

Whilst these courses are providing much needed support, we will continue to work with Colleges, Independent Training Providers, Employers and Stakeholders in the local area to ensure that provision continues to evolve at pace with the industries it is reflecting.

Systemic Needs:

It was established that a comprehensive resource for employers, stakeholders and training providers including mapping post-16 technical education, funding streams and employer supporting agencies and initiatives would improve understanding of the skills system, reduce duplication and maximise impact within the region. Work began on this collaboratively between Business West and Local Authorities, including collaboration with the skills oversight group for Swindon and Wiltshire, however this was put on hold due to the dissolution of the LEP. When structure has been established following devolution, we are keen to resume this activity, however, are aware that due to the number of changes in the skills systems since the beginning of the LSIP the data we are able to analyse might not be comparable or provide actionable insights that will add value to the work that employers, local authorities, stakeholders and LSIP ERBs are undertaking in the local area.

Measuring Impact:

Over the course of the LSIP we have had 358 engagements in Swindon and Wiltshire, which equates to approximately 517 hours of engagement. While these figures are quite positive, we have found it particularly difficult to engage with some sectors in the local area, namely Automotive, Transport and Logistics, therefore gaining enough quantitative and qualitative data to draw definitive conclusions and measure the impact of the LSIP in the area has been a challenge.

However it should be noted, we conducted an anonymous survey of attendees to the Skills, Local Growth Planning and LSIP Update in March 2025 and 100% of the respondents recognised that the LSIP was having an impact in the local area.

A priority action was highlighted in the original roadmap to measure both impact of provision and better understand the need for provision in the local area, by reviewing the uptake and evolution of post-16 technical education courses in the area. Work towards this priority action was started through a review of data, identifying barriers to provision take up in the region, however we were unable to further this to understand the impact of provision that is undertaken. We intend to work with local authorities and government bodies to measure this change, however we are aware that through the course of the LSIP to date there have been vast changes to the skills system and therefore the data available to us may not be comparable and results of this activity may not add any value to the LSIP impact in the local area.

Messaging and Awareness:

It has been clear throughout the delivery of the LSIP that clearer messaging and simplifying the skills system would allow employers to establish a better understanding of the provision and support available to them. Progress has been made towards clarity of provision and support

organisations through LSIP ERB activities including virtual and in-person Skills Clinics lead by LSIP Business Skills Advisors and employer outreach and engagement via the Signposting Local Provision (SLP) service. To further ensure this clarity is fully effective, a more cohesive and collaborative approach from Further Education Colleges, Local Authorities and stakeholders would ensure robust understanding and consequentially further engagement with the skills system from employers in the local area.

Through the amplification of existing provision and support organisations with a clear and cohesive multi agency outreach strategy, employers could identify the provision or training they require and understand where to access it, boosting up-take of existing provision and initiatives such as work experience. It would also ensure employers are aware of the support mechanisms in the local area, helping them access the appropriate advice and guidance.

The lack of cohesive approach currently available in the local area could be due to the uncertainties that come with devolution. We are hopeful that once this has been resolved the region will embrace a more collaborative approach and as the LSIP ERB for the area, Business West will support this partnership.

Extension of identified priorities:

Throughout our engagement with employers and stakeholders, we identified recurring themes that aligned with the key priority sectors and cross cutting themes of the LSIPs, including green skills and digital skills, which we felt required further exploration.

To ensure these topics were fully explored and added value, deep dive activities including Task and Finish Sprints were conducted. Some of the activities that have been undertaken as part of this deep dive activity have been highlighted in the table below, alongside the suggested Accountable Body. We will continue engaging with employers, partners and stakeholders and conducting these deep dive activities to explore key themes that occur from our research.

Sprint	Category	Recommendation	Accountable Body
IT and Digital Skills: Nationwide LSIP Analysis Report	Provision and Resourcing	Integrate communication back into curriculum and revert to ICT	Training Providers
IT and Digital Skills: Nationwide LSIP Analysis Report	Messaging and Awareness	Reduce Gender Skills Gap and Digital Poverty promoting importance of IT skills and career pathways, additional support for females and lower socio-economic groups	Local Authorities
IT and Digital Skills: Nationwide LSIP Analysis Report	Provision and Resourcing	Integration of basic IT skills – back to basics approach including Microsoft Office	Training Providers
IT and Digital Skills: Nationwide LSIP Analysis Report	Messaging and Awareness	Support employers with identifying training opportunities and funding to upskill existing staff	LSIP ERB, Local Authorities
IT and Digital Skills: Nationwide LSIP Analysis Report	Provision and Resourcing	Adopt short courses and modular training as the preferred method of training	Training Providers, Local Authorities
Equality, Diversity and Inclusion Provision in Swindon and Wiltshire: Current Landscape and Future Directions	Messaging and Awareness	Support employers to adopt inclusive hiring practices	Employers

Equality, Diversity and Inclusion Provision in Swindon and Wiltshire: Current Landscape and Future Directions	Systemic Needs	Utilise EDI networks for collaboration and embed EDI in organisational culture	Local Authorities
Equality, Diversity and Inclusion Provision in Swindon and Wiltshire: Current Landscape and Future Directions	Provision and Resourcing	Expand Leadership training opportunities	Local Authorities, Training Providers
Equality, Diversity and Inclusion Provision in Swindon and Wiltshire: Current Landscape and Future Directions	Messaging and Awareness	Enhance accessibility and outreach, simplify support and signposting	Local Authorities, LSIP ERB
Green Skills Provision Report	Systemic Needs	Improved Clarity in defining green skills and pathways, Monitoring and evaluation	Local Authorities, Training Providers
Green Skills Provision Report	Systemic Needs	National Resources Mapping Green Skills Courses	Local Authorities
Green Skills Provision Report	Provision and Resourcing	Consistency and clarity in Course Titles and course labelling	Training Providers, Local Authorities

ANNEX A PRIORITIES AND ACTIONS (ROADMAP)

Roadmap section	Priority	Action/Activity/ Milestone	Partners Involved (detail the role and responsibilities of the ERB and relevant parties)	Timescale (start and likely end dates - original and any revisions)	Method of Implementation and outcomes expected	Monitoring arrangements - (how is progress monitored and at what intervals)	Monitoring progress status
Systemic Needs	Map post-16 technical education funding streams into local area to ensure de-duplication and maximisation of impact of funding streams	Survey developed and sent to providers for completion via area employment and skills oversight working group (formal structure TBC following completion of LEP service transition)	FE and other education and training Providers, area skills oversight group	Expected completion Q1-2 2024, progress delayed by LEP transition	Survey developed and approved by oversight group, completion driven by oversight group	Survey completion to be overseen by skills group (tbc)	Underway
Systemic Needs	Create a database or other resource platform of post-16 technical provision in local area	Provide clear understanding of Swindon and Wiltshire training provision available to employers	All Further Education (FE) and Independent Training Providers (ITPs), relevant Higher Education Institutions (HEIs) and supporting	Initial completion expected end of 2024, minimum annual review	Self-completion system to be developed/approved, resource to be shared following with stakeholders	Internal LSIP project team reporting to skills oversight group	Underway

			agencies, administrative support to be delivered by LSIP ERB				
Systemic Needs	Create a database or other resource platform of employer supporting agencies and initiatives within local area to provide clear understanding of employer support provision	Resource shared with stakeholder, provider and employer audiences in multi-agency campaign to provide clear understanding of employer support provision to aid in county-wide supporting mechanisms	LSIP ERB to initiate first draft, take to skills oversight group post LEP transition for input, approvals and alignment of activities	First documentation completed, resource to be shared Q3/4 2024 for approval and next steps	To investigate existing awareness and resourcing, utilise internal signposting resources and external agencies e.g. Growth Hubs	LSIP ERB to ensure on skills oversight group agenda once reformed	Underway
Systemic Needs	Develop cohesive and shared multi-agency approach in local area for support and awareness	Initial topic scope via agreed via skills oversight group to ensure shared agreement for assistance across Swindon and Wiltshire for	All stakeholders and supporting agencies, with integrated support from providers and Growth Hubs	Ongoing, initial discussions underway, *expected first proposal to be put forward June 2024*	Skills oversight group to set scope and Terms of Reference (ToR) for county-wide working group	Local authority and LSIP ERB co-ownership of working groups to be set via skills oversight group	Underway

		employers to understand need and support routes					
Employer Engagement	Improve employer awareness of and engagement with post-16 provision, utilising case studies and best practise for content, more accessible information to give a better understanding of need, greater incorporation of training into growth strategies	Comprehensive internal and partner marketing campaigns aligned to specific priority elements of post-16 technical education	With partner ERBs, sector representative organisations, Training Providers and Local Authorities, including Growth Hubs, supporting agencies, and to integrate into local area response	Ongoing for duration of LSIP project, with intelligence on impact shared for further development	Marketing, shared vision, strategy, direct engagement and dissemination of resource	To be overseen by skills oversight group once reformed	Completed
Employer Engagement	Improve employer awareness of and engagement with post-16 provision,	Production and dissemination of case studies and testimonials received and developed	With partner ERBs, sector representative organisations, Training Providers and Local	Ongoing for duration of LSIP project, with intelligence on impact shared for	Marketing, shared vision, strategy, direct engagement and dissemination of resource	To be overseen by skills oversight group once reformed	Completed

	utilising case studies and best practise for content, more accessible information to give a better understanding of need, greater incorporation of training into growth strategies	through providers and supporting agencies	Authorities, including Growth Hubs, supporting agencies, and to integrate into local area response	further development			
Employer Engagement	Improve employer awareness of and engagement with post-16 provision, utilising case studies and best practise for content, more accessible information to give a better understanding of need, greater incorporation of	Research and develop shared resource outlining importance of skills and workforce development in growth strategy with local area support	With partner ERBs, sector representative organisations, Training Providers and Local Authorities, including Growth Hubs, supporting agencies, and to integrate into local area response	Ongoing for duration of LSIP project, with intelligence on impact shared for further development	Marketing, shared vision, strategy, direct engagement and dissemination of resource	To be overseen by skills oversight group once reformed	Completed

	training into growth strategies						
Employer Engagement	LSIP integrated and expanded referrals and signposting service for all engagements, to be aligned with existing support ensuring collaboration and respect for those already delivering something similar in the local area's areas of responsibility	Comprehensive direct and tailored signposting and referrals to be built into LSIP activities, additional resource within LSIP team for workforce development requirements as identified	LSIP ERB to develop and share bespoke and comprehensive follow-up, potential to develop specialist support via LSIP team	Ongoing, to align with existing support	LSIP ERB will have specific additional capacity for this, to liaise with stakeholders to ensure value-add	LSIP internal monitoring, to be regularly reviewed	Completed
Employer Engagement	Encourage employers to provide opportunities to learners and to improve Careers Education, Information, Advice and	Work with Careers service to develop pre- and post-16 careers information reflecting changed roles, technical skills	LSIP ERB via direct engagements, to work with partners including careers service across various formats to raise awareness of	To develop county-wide strategy post LEP transition, in delivery post April 2024	To work with Swindon and Wiltshire advisory panel in development of strategy and outputs	LSIP ERB to work with careers service to monitor progress and impact	Completed

	Guidance (CEIAG)	and entry pathways	opportunity and benefit				
Employer Engagement	Encourage employers to provide opportunities to learners and to improve Careers Education, Information, Advice and Guidance (CEIAG)	Share and promote opportunities to employers	LSIP ERB via direct engagements, to work with partners including careers service across various formats to raise awareness of opportunity and benefit	To develop county-wide strategy post LEP transition, in delivery post April 2025	To work with Swindon and Wiltshire advisory panel in development of strategy and outputs	LSIP ERB to work with careers service to monitor progress and impact	Completed
Employer Engagement	Incorporate into LSIP engagement and signposting where appropriate, the Multiply scheme and provision towards those with additional needs	More opportunities for Special educational needs and disability (SEND) incorporated into direct LSIP signposting, greater access to potential labour market	LSIP ERB, to incorporate into engagement follow up activities	Complete, ongoing delivery	LSIP ERB to review existing support and incorporate	Bi-annual review, to be shared with skills oversight group for alignment	Completed

Messaging and Awareness	Collaborative clear messaging to simplify employer understanding of provision – changes, needs, involvement, amplify and encourage take up	More engagement, more referrals, facilitation introductions, and ensure a higher take-up of provision	To be agreed via external advisory mechanisms	Ongoing during LSIP delivery	Need shared vision to enable clear and concise prioritised multi-agency messaging	To be reviewed and agreed by skills oversight group once reformed	Underway
Measuring Impact	Review responses to LSIP via accountability and the Local Skills Improvement Fund (Lead is Wiltshire College & University Centre) to ensure alignment and maximise impact	Ensure FE providers are aware of and responding to LSIP outputs . Track response and change to provision as direct impact of LSIP. Provide responsive provider insight throughout LSIP delivery to ensure timely integration of employer need	LSIP ERB to lead, ensure FE and other providers are aware of LSIP findings and employer needs	Requests to FE Providers for updates and response April 2024 and 2025, review of accountability statements June/July 2024	LSIP ERB to propose and coordinate in partnership with Wiltshire County and Swindon Borough Council intelligence and skills oversight group	LSIP ERB to review on ongoing basis	Underway

		and raise demand					
Measuring Impact	Utilise additional quantitative metrics to both measure impact and better understand need (including via course take up and change from learners and employers, available provision and demand from learners and employers.	Utilisation of locally agreed (and known) metrics towards post-16 technical provision uptake and change in provision	To be agreed via skills oversight group post LEP transition	Timescale and scope to be discussed and approved via skills oversight group, April 2024 onwards	LSIP ERB and skills oversight group to agree joint methodology of utilisation and analysis of metrics	LSIP ERB to propose, develop and support once skills oversight group reformed, expected June 2024 onwards	Not yet started
Skills Needs Refinement	Research: deep dive themes for further research exploration and continuation, understanding employers' needs	Refine and develop understanding of local skills needs against priority deep dive topics outlined in LSIP Report 2023-24	LSIP team in partnership, utilisation of secondary research	Initial findings March 24, updated report Jun 24	Internal function, ongoing, ongoing discussion with local authorities, and FE colleges	LSIP ERB to outline intended activities with skills oversight group once reformed	Completed

Skills Needs Refinement	Further investigative work into needs for the 'green economy'	Shared clear understanding of priority sectors for green aligned skills needs, timescales and requirements approved by skills oversight group	LSIP ERB to review green skills action plan draft, work with the local area's skills oversight group	Review of green skills delivery and demand underway March 2024 as preliminary activity. Post LEP transition to align with Swindon & Wiltshire strategic intent	See 'green skills action plan draft 2022' (currently in draft format, not available publicly)	Project outputs to be decided with skills oversight group	Completed
Provision and Resourcing	Develop and update provision, facilities and resources to meet needs outlined in the LSIP Roadmap	Assist Colleges to amend, update and create provision in line with LSIP priorities and skills needs	FE and other education and training Providers	Ongoing	Hold EPBs or equivalent to engage employers	Annual attendance to EPBs	Underway
Provision and Resourcing	Agriculture & land based/Manufacture & Engineering/Automotive, Transport & Logistics / Construction & Built Environment / Health & Social Care -	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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway

	SkillBuilders or similar into p16 for soft and core/critical workplace skills						
Provision and Resourcing	Manufacture & Engineering– increase take up of maths and physics GCSE and A Levels and manufacturing AAQ Health & Social Care – additional needs within functional English & maths, flexible on work delivery, additional apprenticeship uptake	Increase the size of the top of funnel into these sectors by addressing core/baseline skills requirements	Within academic routes and secondary schooling, sectoral needs for employer engagement via CEIAG and integration	TBC, responsibility and impact lies outside of LSIP	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Manufacture & Engineering– add 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	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway

			in some instances				
Provision and Resourcing	Agriculture & land based - 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Completed
Provision and Resourcing	Agriculture & land based / Manufacture & Engineering/ Construction & 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Agriculture & land based / Construction & Built Environment - Extension of practical	Improved awareness & experience in new entrants to the sector of roles	FE Providers and ITPs, potential for additional regional funding/support	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway

	experience opportunities	and responsibilities	in some instances				
Provision and Resourcing	Agriculture & land based – 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Not yet started
Provision and Resourcing	Manufacture & Engineering/– succession and backfilling planning, recruitment, and retention. Health & Social Care – succession planning, workforce planning, backfilling support programme, HR support programme	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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Not yet started

Provision and Resourcing	Agriculture & land based / Manufacture & Engineering/ Automotive, Transport & Logistics / Health & Social Care – develop basic/specialist digital skills provision in long and short formats Manufacture & Engineering– specific needs in coding/softdev Automotive, Transport & Logistics specific needs in data, GDPR, cyber, privacy, AWS & cloud	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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Agriculture & land based – change management, tech adoption and awareness,	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific	Monitoring arrangements vary depending	Not yet started

	short courses and for engineering roles		in some instances		requirements withing the LSIP	on provider and sector	
Provision and Resourcing	Manufacture & 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Agriculture & land based – 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Agriculture & land based / Manufacture & Engineering / Automotive, Transport & Logistics /	Improve access to industry expertise for FE providers and learners	Employers, FE Providers and ITPs, potential for additional regional funding/support	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway

	Construction & Built Environment – programme to attract lecturers from industry		in some instances				
Provision and Resourcing	Agriculture & land based – earlier and more CAEIG integration, incorporating employers	Improve awareness of careers, pathways and opportunities, increase resilience/diversity of workforce	Coordination via LSIP, primary stakeholder buy-in via careers service providers, sector representative bodies and FE	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Manufacture & Engineering– establish HR support group for region to address MH, resilience and 'embracing change'	Improve internal support mechanisms (particularly within SMEs) to improve retention and QoL	LSIP ERB to investigate via skills advisory functions	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Not yet started
Provision and Resourcing	Manufacture & Engineering– specific short course programmes for electrification/sustainability/efficie	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway

	ncy/ sustainability assessment, design and digital eng, project flow, planning and management tools, lean/QI, 3d tech, automation, maintenance, AI, systems integration		in some instances				
Provision and Resourcing	Automotive, Transport & Logistics – client, account, sales and commercial skills, hybrid and remote management short 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Not yet started
Provision and Resourcing	Automotive, Transport & Logistics – tailored apprenticeship programme/short and modular	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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway

	upskilling provision for management and leadership, mentoring and embedding continuous learning, finance, legislative change and incentive adoption, coding, CAD, electrification, data and connectivity						
Provision and Resourcing	Automotive, Transport & Logistics – broader integration of soft, social, commercial and tech skills in combination	Address the wider workforce needs of the sector within sales, MRO, aftermarket and SMEs	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Automotive, Transport & Logistics – awareness in	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional	Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific	Monitoring arrangements vary depending	Underway

	foresighting – transformational tech and legislative change, energy and efficiency		funding/support in some instances		requirements withing the LSIP	on provider and sector	
Provision and Resourcing	Construction & 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Completed
Provision and Resourcing	Construction & 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway

Provision and Resourcing	Construction & 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Completed
Provision and Resourcing	Construction & 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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Underway
Provision and Resourcing	Construction & Built Environment – develop CPD programme for trainers in sector	Ensure teaching professionals have up to date understanding of change and		Ongoing, expected updates in Progress Report 2024	LSIP ERB ongoing review of provider response to sector specific	Monitoring arrangements vary depending on provider and sector	Underway

		needs in the sector			requirements withing the LSIP		
Provision and Resourcing	Health & Social Care – specialised/virtual/hybrid short course programme, infection control, increases in homecare, discharge and reablement, AI and automation awareness for managers, data analysis needs, efficiency and energy	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	LSIP ERB ongoing review of provider response to sector specific requirements withing the LSIP	Monitoring arrangements vary depending on provider and sector	Not yet started

Business
West