West of England and North Somerset 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 West of England and North Somerset. 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
Improve understanding and engagement with net zero and sustainability	Green Jobs Clarity across the region	Partner with the Spear Programme to create a demystifying event centred around green careers in Construction.	Business West	St Andrews Church youth group, Spear Programme for NEETS	Delivered by December 2026	Awareness raised around green career pathways	Intro businesses/green event/new skills for youth. Support businesses across the West of England and North Somerset	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 sustainability roles	Completed
	Understanding Skills Needs and Pathways	Identify sector specific green skills gaps	Business West	Employers	Completed by January 2027 – June 2027 (TBC)	Understanding of sector specific green needs	Report outlining sector specific needs and additional actions identified	Not Started

		Sustainability Consultancy Referral model to address business sustainability needs around Net Zero	Business West	Future Leap, regional sustainability consultancies	Ongoing until June 2028 (TBC)	Business insights on carbon accounting, net zero strategy, sustainability capability, procurement advice	Regular reporting on referrals made and positive outcomes	Ongoing
		Support businesses to procure locally and achieve their social value commitments	Business West	Local Authorities	Ongoing until June 2028 (TBC)	Awareness raised on Sustainability ROI	Amount of employers engaged	Not Started
		Map LSIP actions to Growth Strategy growth zones	Business West	WECA, Local Authorities, Providers	Completed by January 2026 – June 2026 (TBC)	Clear understanding of Severn Estuary, Somer Valley and North Somerset Gateway etc development and skills implications.	Completed roadmap	Not Started
Improve work-readiness of young people and new entrants	Career Pathways and Progression	Partner with City of Bristol College to run a sector-based demystifying event - Social Care	Business West	City of Bristol College	Delivered by December 2025	Awareness raised around Health and Social Care career pathways	Survey before/after the event, College metrics, Employer/Stakeholder testimonials, Changes to the delivery of courses ensuring early employer involvement and early career opportunity awareness	Completed

		Partner with City of Bristol College to run a sector-based demystifying event - Early Years	Business West	City of Bristol College	Delivered by November 2026	Awareness raised around Early Years career pathways	Survey before/after the event, College metrics, Employer/Stakeholder testimonials, Changes to the delivery of courses ensuring early employer involvement and early career opportunity awareness	Ongoing
		Partner with WoE Careers Hub to look at the next steps of the Construction Careers Pathways support model	West of England Combined Authority Growth Hub	Business West, Bath College, Weston College, SGS College	Delivered by September 2026	Awareness raised around Construction career pathways	Hosting content on the LSIP Resources Page	Ongoing
	Work Readiness	Benefits of Employer/Education Engagement webinar	Business West	FE Colleges	Delivered by March 2027 – June 2027 (TBC)	Awareness raised of Employer/Education Engagement opportunities. Increased employer engagement with FE Colleges.	Amount of webinar attendees	Not Started
		Determine priorities of Gen Z (platforms used, considerations) via survey and share this intel with local businesses through	Business West	FE Colleges	Completed by January 2027 – June 2027 (TBC)	Report to share with employers and stakeholders highlighting recommend	Amount of survey responses	Not Started

		infographics and webinars				ations for Gen Z outreach and engagement methods		
		Create a webinar that supports young people taking their first steps into work - Focussed on using AI positively to job search and applying for entry-level roles.	Business West	West of England Combined Authority	Delivered by June 2027 (TBC)	Connections made between young people and employers.	Survey before/after the event, College metrics, Employer/Stakeholder testimonials, Changes to the delivery of courses ensuring early employer involvement and early career opportunity awareness	Not Started
		Create a webinar that supports young people taking their first steps into work - Focussed on LinkedIn - How to set up a profile and connect with employers.	Business West	West of England Combined Authority	Delivered by June 2028 (TBC)	Increased work readiness, confidence and knowledge of transition from education to employment	Attendees to webinar	Not Started
		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

		Explore CEIAG from an earlier age, linked to Youth Guarantee, 224 Futures initiatives	WECA / Careers Hub, 224 Futures	Schools, colleges, employers	Ongoing until June 2028	Improved careers advice; reduced NEET risk	Amount of learners advised	Ongoing
		Develop apprenticeship pathways aligned to regional opportunities	WECA	Employers, providers	Ongoing until June 2028	More apprenticeship starts/completions	Baseline College data	Not Started
Strengthen digital and AI capability across the workforce	Fundamental Digital Skills Development	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
		Develop baseline digital skills threshold/needs matrix	Local Authorities	Business West, FE Colleges	Developed by June 2027 (TBC)	Digital skills matrix developed	Adoption by FE colleges in the region	Not Started
	Digital Upskilling Accessibility	Digital and Cyber Skills Breakfast	Business West	Stakeholders, Employers	Delivered by June 2028 (TBC)	Improved digital skills knowledge.	Sign up for Cyber Security Training & Digital Bootcamp/ new module training, Tech4adoption referrals and Techspark, Techosaurus, Tech for Good, overlapping intel and referrals	Not Started
		NHS Digital and Leadership Skills development programme	SGS College	NHS	Ongoing until June 2028 (TBC)	Increased confidence, improved English and maths proficiency		Ongoing

		Digital and Cyber Skills Online Event	Business West	Stakeholders, Employers	Delivered by June 2028 (TBC)	Improved digital skills knowledge.	Sign up for Cyber Security Training & Digital Bootcamp/ new module training, Tech4adoption referrals and Techspark, Techosaurus, Tech for Good, overlapping intel and referrals	Not Started
		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
	AI Awareness & Safe Adoption	Develop universal digital skills and reskilling support, including signposting to the Skills Connect AI Portal	WECA	FE, HE, employers	Ongoing until June 2028	Increased digital/AI literacy and reskilling	Number of employers engaged	Ongoing
Address persistent gaps in critical and enabling skills	Entrepreneurial Skills Development	Represent employer interests at FE/HE employer boards to ensure the voice of the employer is fed into curriculum design	Business West	FE Colleges	Ongoing until June 2028	Developing employer skills needs intel. Review and amendment of provision to ensure industry alignment	Employability units created and incorporated within the curriculum	Ongoing
	Embedding Employability Skills in Curriculum	Review promotion of Employability Skills currently being delivered in FE Colleges	Business West		Ongoing until June 2028	Increased employability skills in emerging workforce.	Review destination data and work placement uptake.	Not Started

		Embed CV skills and interview preparation into the curriculum, highlighting the importance of critical and enabling skills	FE Colleges		Ongoing until June 2028	Increased employability skills in emerging workforce.	Review destination data and work placement uptake.	Not Started
	Awareness of Skills Importance	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	Developed by January 2028 – June 2028 (TBC)	Develop Stakeholder Working Group	Employability units created and incorporated within the curriculum	Ongoing
Address ongoing recruitment and retention challenges		Create employer video case studies showcasing business benefits of early careers recruitment	Business West	Employers	Ongoing until June 2028	Marketing campaign highlighting entry level pathways and apprenticeships	Contribute to referrals to Youth Guarantee programmes. Support businesses across WoENS. Add intel and facilitate sector forums	Not Started
		Review existing recruitment & retention resources on BW website	Business West		Completed by June 2027 – June 2028 (TBC)	Downloadable resources to support recruitment and retention	Contribute to referrals to Youth Guarantee programmes. Support businesses across WoENS. Add intel and facilitate sector forums	Not Started
	Promoting Benefits of Early Talent	Workwell partner addressing retention challenge	Workwell	Business West	Completed by June 2027 – June 2028 (TBC)	Addressing entry level recruitment and retention challenges. Return to work and	Programme targets (700 by March 2027, 501 achieved so far)	Ongoing

						preventative support for mental health and MSK risk.		
	Career Insights & Awareness of Roles	Day in the Life Videos/Career Blogs marketing campaign - employer videos aligned to key sectors, showcasing sector roles and individuals' career paths and employment history	Employers	Business West	Ongoing until June 2028 (TBC)	Development of a bank of career insights resources	20 careers insights outputs created and hosted on the Business West LSIP Resources Page	Not Started
		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	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

						partnerships /LSIP		
		Sector Events – Delivery/Talks/ Workshops	Business West		Ongoing until June 2028	Sector specific insight events - topics based on demand from intel	Contribute to referrals to Youth Guarantee programmes. Support businesses across WoENS. Add intel and facilitate sector forums	Ongoing
	Cross-Sector Pathways Development	Create place-based skills events in partnership with Bromford aligned to sector needs.	Business West	Bromford Housing Association	Completed by June 2027 – June 2028 (TBC)	Tenants moving off benefits and claiming Job Seekers. Access to new training and upskilling.	Engagement with new training and upskilling opportunities	Not Started
Improve employer understanding and navigation of the skills system	Clarity of Training Offer	Deliver skills clinics that support workforce development and help businesses navigate and use the skills system	Business West		Ongoing until June 2028	Continued promotion and engagement with Skills Connect	Support businesses across the WOE	Ongoing

		Promotion of modular upskilling and retraining opportunities linked to AI and sector transition	Business West	FE Colleges, ITPs, WECA	Ongoing until June 2028	Increased adult engagement with retraining	Baseline engagement data	Not Started
	Clear Progression Pathways	Sector Events – Delivery/Talks/ Workshops	Business West		Ongoing until June 2028	Sector specific insight events - topics based on demand from intel	Contribute to referrals to Youth Guarantee programmes. Support businesses across WoENS. Add intel and facilitate sector forums	Ongoing
	Address Infrastructural Barriers to Access and Understanding	Review transport infrastructure in rural areas	West of England Combined Authority		Ongoing from August 2026 – June 2028 (TBC)	Review and identify areas of improvement	Request for intel and update via Governance	Not Started
		Delivery of Micro-Qualification in low uptake areas	University of Bristol	Business West	Ongoing from October 2025	Increased engagement with Higher Education	Cohort numbers and testimonials	Completed
		Raise awareness of micro-campus and localised delivery of higher education provision	University of Bristol	Business West	Completed by August 2026	Increased engagement with Higher Education	Cohort numbers and testimonials	Completed
		Review digital infrastructure in rural areas	West of England Combined Authority		Ongoing from August 2026 – June 2028 (TBC)	Review and identify areas of improvement	Request for intel and update via Governance	Not Started

	Improved Skills System Navigation	Increased LSIP presence in community to expand engagement	Business West		Ongoing from August 2026 – June 2028 (TBC)	Increased event attendance, Skills Clinic attendance and 121s	Hours of engagement. Amount of employer engagements. Amount of events delivered.	Ongoing
		Cross-stakeholder working group to strengthen One Front Door approach to skills system and governance	West of England Combined Authority	Business West, Local Authorities	Ongoing from June 2026 – June 2027 (TBC)	Develop and maintain working group - cohesive messaging and marketing	Reviews at Governance meetings	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
		Evolve Skills Connect / Future Bright "no wrong door" referral model to One Front Door	WECA / local authority partners	Providers, Business West	Ongoing from June 2026 – June 2028 (TBC)	Simpler referral routes, increased progression	Reviews at Governance meetings	Not Started
Strengthen skills and workforce development across the Everyday Economy	Cross-Sector Collaboration	Create place-based skills events in partnership with Bromford and supply chain aligned to sector needs.	Business West	Bromford Housing Association	Delivered by June 2027-June 2028 (TBC)	Tenants moving off benefits and claiming Job Seekers. Access to new training and upskilling.	Engagement with new training and upskilling opportunities	Not Started

		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
	Targeted Workforce Development for Everyday Economy Sectors	Deliver skills clinics that support workforce development and help businesses navigate the skills system	Business West		Ongoing until June 2028	Bespoke workforce development planning. Signposting to provision and resources.	Support businesses across the WOE	Ongoing
		Deep dive research sprints into Everyday Economy areas including Childcare & Education and Defence	Business West	West of England Combined Authority	Completed by June 2027 – June 2028 (TBC)	Sprint report into Everyday Economy priority sectors	Proposal and outline of deadline with monitoring requirements embedded	Not Started
		NHS Digital and Leadership Skills development programme	SGS College	NHS	Ongoing until June 2028 (TBC)	Increased confidence, improved English and maths proficiency		Ongoing
	Target Everyday Economy Interventions	Partner with City of Bristol College to run sector based demystifying event - Early Years	Business West	City of Bristol College	Delivered by November 2026	Greater understanding of workplace and Early Years	Numbers on new training/jobs/ placements. College and employer metrics. Amount of businesses supported.	Not Started

						careers. Potential jobs and placement opportunities.		
		Support and Develop Launch of 'Essential Work' campaign	WECA	Employers. providers	Developed from January 2028 – June 2028 (TBC)	Increased awareness and recruitment into essential roles	Employers engaged with campaign	Not Started
Strengthen health, work and inclusive employment capability	Improve Inclusive Employment Pathways	Alignment activity with Connect to Work, WorkWell and Youth Guarantee initiatives	WECA	Business West, Local Authorities	Ongoing until June 2028	Improved engagement from economically inactive residents	Referral and participation data	Not Started
		Align LSIP with DWP Job Centre activities	Business West	DWP Job Centre	Ongoing until June 2028	Improved alignment of regional priorities and cohesive delivery	Reviews at Governance meetings	Not Started
	Strengthen Health & Work Integration	Strengthen employer awareness and confidence to access wellbeing and wider employment support programmes	Business West	WECA	Ongoing until June 2029	Improved alignment of regional priorities and cohesive delivery	Reviews at Governance meetings	Not Started

		Align Healthier Together (NHS Integrated Care Board) and WECA Growth Plan priorities	Business West	Local Authorities	Completed by March 2027	Improved alignment of regional priorities and cohesive delivery	Reviews at Governance meetings	Not Started
	Improve Accessibility and Progression Support	Delivery of Micro-Qualification in low uptake areas	University of Bristol	Business West	Ongoing from October 2025	Increased engagement with Higher Education	Cohort numbers and testimonials	Completed
		Work with WECA and initiatives such as 224 Futures and Youth Guarantee to support NEET Zero target	224 Futures, WECA	Business West	Ongoing until June 2028	Improved engagement from economically inactive residents	Reviews at Governance meetings	Ongoing
		Raise awareness of micro-campus and localised delivery of higher education provision	University of Bristol	Business West	Completed by August 2026	Increased engagement with Higher Education	Cohort numbers and testimonials	Completed
Build progression and retraining pathways for adults at risk of displacement	Strengthen Adult Retraining Pathways	Amplify reskilling and upskilling opportunities	Business West	WECA	Ongoing until June 2028	Increased awareness and engagement with adult education and increased engagement with Skills Connect Portal	Reviews at Governance meetings	Not Started

		NHS Digital and Leadership Skills development programme	SGS College	NHS	Ongoing until June 2028 (TBC)	Increased confidence, improved English and maths proficiency		Ongoing
	Support Workforce Adaptability and Progression	Promotion of modular upskilling and retraining opportunities, especially linked to sectors that are at risk of displacement	Business West	FE Colleges, ITPs, WECA	Ongoing until June 2028	Increased adult engagement with retraining	Baseline engagement data	Not Started
	Improve Awareness of Emerging Career Opportunities	Highlight emerging careers and skills needed for these roles	Business West	FE Colleges, ITPs, WECA	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
	Expand Flexible and Modular Upskilling	Identify and develop sector specific modular training for emerging job roles	WECA	Business West, FE Colleges, ITPs	Ongoing until June 2028	Increased adult engagement with retraining	Reviews at Governance meetings	Not Started