

Gloucestershire – Advanced Manufacturing and Engineering LSIP Stage Two Update

Introduction

There are three sections to this document:

1. Labour Market Intelligence and Economic Trends
2. Employers Reported Skills Needs (delineated Stage 1 and new Stage 2 findings)
3. Roadmap Priority Actions from Stage 1 Report

We are publishing the update for sectors within each region separately, all available [here](#). The previous published outputs for Stage 1 are also still available for reference - [Gloucestershire LSIP Report and Roadmap 2023](#) and [Priority Findings](#).

The below Employers Reported Skills Needs findings are based on Stage 2 LSIP employer engagement conducted through deep dive interviews and focus groups, following the identification of new foci during Stage 1 of the LSIP. These skills needs are presented alongside the Stage 1 findings that are still being reported by employers, we have highlighted the Stage 2 findings in green to differentiate from the original reported unmet needs.

We will continue to explore these foci and identify any new employer's skills needs through continued research until May 2025. These findings are supported by updated Labour Market Intelligence for the sector in region.

Roadmap Priority Actions from Stage 1 have been included below to provide progress on any actions, updates on aligned activities and encourage response from the region's stakeholders.

The updated LSIP Progress report is due to be published at the end of June 2024.

1. Labour Market Intelligence and Economic Trends

Gross Value Added

The GVA data for Gloucestershire's Advanced Manufacturing and Engineering sector from 2011 to 2021 show both resilience and volatility. The sector began with a strong GVA of 2038 in 2011, contributing 12.65% to the region's economy. The following years saw slight fluctuations in this contribution, with a notable increase in 2013.

However, there was a declining trend from 2014 to 2016, with the lowest contribution in 2016 at 11.09%. This downturn might reflect broader economic trends, challenges in the sector, or shifts towards other emerging industries.

Year	GVA	Cumulative growth
2012	£2,047	0%
2013	£2,143	5%
2014	£2,070	2%
2015	£1,986	-3%
2016	£1,870	-8%
2017	£2,123	4%
2018	£2,097	3%
2019	£2,049	1%
2020	£1,961	-4%
2021	£2,350	15%

Source: ONS(2023), Regional gross value added (balanced) by industry in 2019 chained values.

The sector rebounded impressively in 2017 with a 13.53% increase in GVA. Subsequent years saw modest oscillations, but in 2021, the sector experienced a substantial boost with a 19.84% increase in GVA, highlighting a strong recovery and potential growth trajectory. This surge could be attributed to new investments, technological advancements, or a strategic pivot towards high-value manufacturing and engineering services within the region.

Overall, the cumulative increase of 15.31% over the decade underscores the sector's importance to Gloucestershire's economy, reflecting an ability to adapt and grow despite experiencing periods of decline. This emphasises the sector's critical role in regional economic development and the potential for continued advancement and innovation.¹

Employment

The Advanced Manufacturing and Engineering sector in Gloucestershire has shown varied employment trends from 2018 to 2022. The Location Quotient (LQ) indicates the sector's concentration relative to a broader national baseline, with figures consistently above 1 suggesting a higher concentration within the local region.

Initially, employment was robust in 2018 with 24,850 jobs, and the LQ at 1.81 reflects the sector's significant presence in Gloucestershire's economy. The slight dip in employment in 2019 is countered by a slight increase in the LQ, implying a stable importance relative to other sectors.

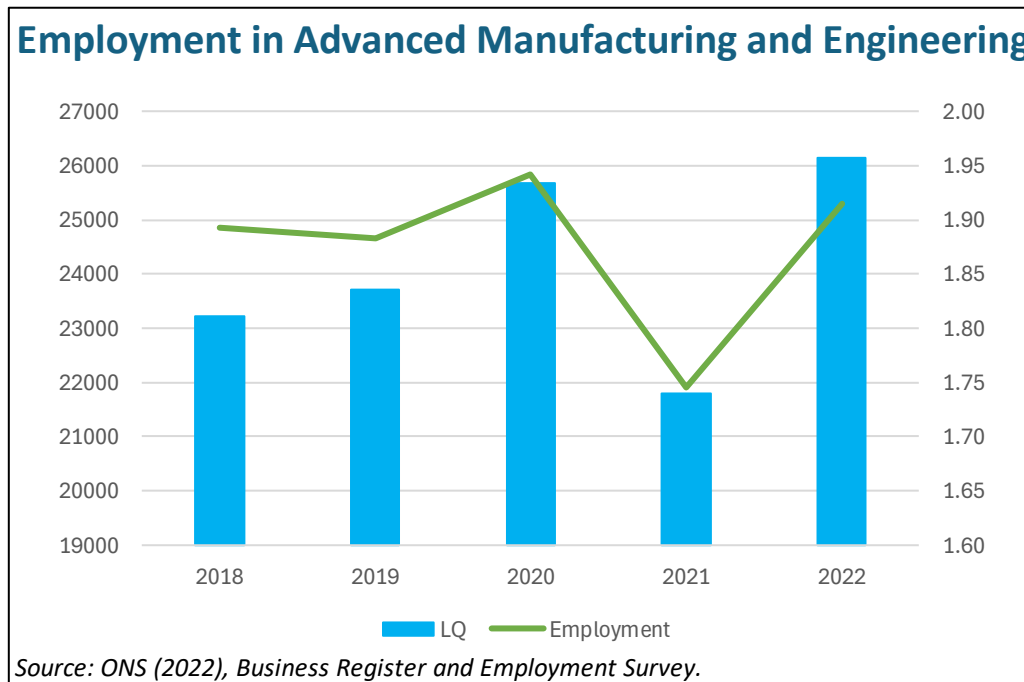
Employment peaked in 2020 at 25,850, and the LQ increased to 1.93, indicating that the sector's importance continued to grow during this period, possibly as a result of technological advancements and increased investment. However, there was a substantial decrease in 2021 to 21,900 jobs, with the LQ dropping to 1.74, which might be reflective of the pandemic's impact or other structural changes in the sector.

A rebound is observed in 2022 with employment rising to 25,300 and the LQ climbing to 1.96, suggesting a recovery and a reaffirmation of the sector's critical role in the local economy, likely

¹ Regional gross value added (balanced) by industry: local authorities by NUTS1 region - Office for National Statistics. (2019, December 19).

<https://www.ons.gov.uk/economy/grossvalueaddedgva/datasets/regionalgrossvalueaddedbalancedlocalauthoritiesbynuts1region>

driven by recovery initiatives and a resurgence of manufacturing activities. This pattern illustrates the sector’s dynamic nature and its key position in regional economic strategies.²

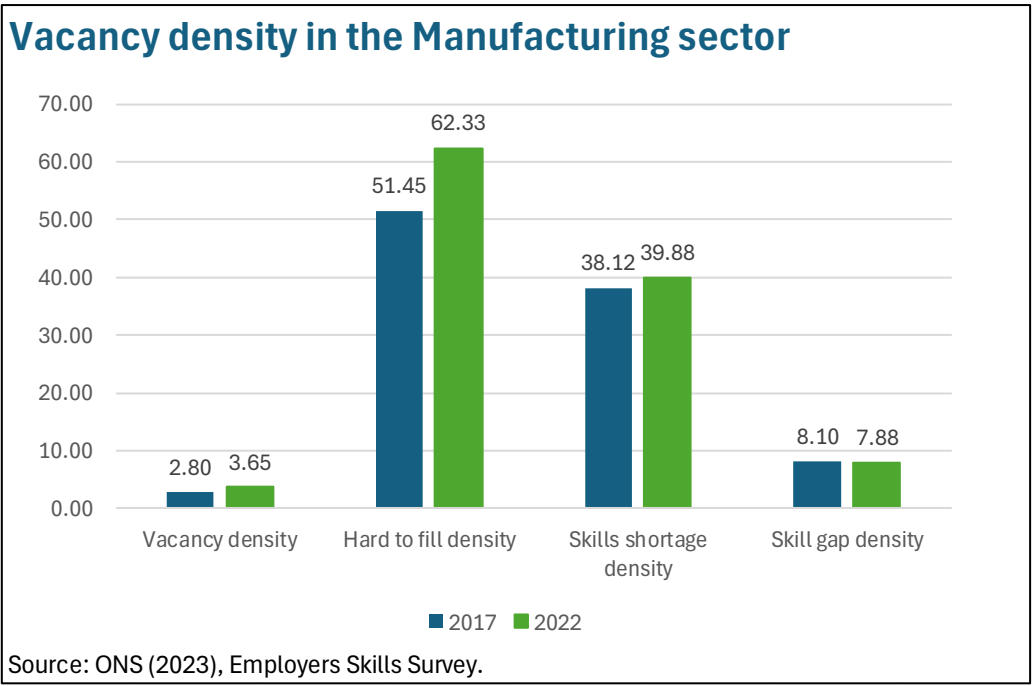


Vacancies

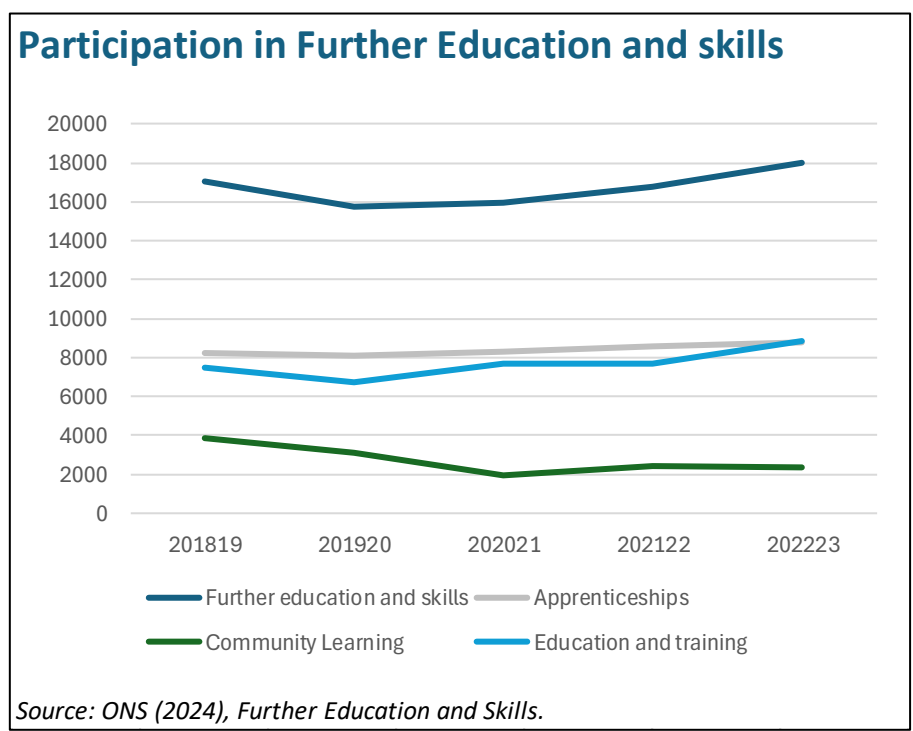
The manufacturing sector in the South West of England has experienced a noticeable increase in employment challenges from 2017 to 2022. The number of vacancies rose by approximately 29%, while hard-to-fill vacancies increased by nearly 56%, indicating a significant gap between job openings and qualified applicants. The vacancy density grew from 2.8% to 3.65%, signifying a higher volume of vacancies relative to the sector's employment size. Despite a higher vacancy and hard-to-fill density, the skill gap density has slightly decreased, from 8.1% to 7.88%, suggesting a possible improvement in the skill level of the workforce or adaptation within the sector. However, the skills shortage density remains high, emphasising the persistent need for specialised skills within the manufacturing workforce.³

² Business Register and Employment Survey - Office for National Statistics. (n.d.). <https://www.ons.gov.uk/surveys/informationforbusinesses/businesssurveys/businessregisterandemploymentsurvey>

³ Employer Skills Survey, Calendar year 2022. (2023, September 28). <https://explore-education-statistics.service.gov.uk/find-statistics/employer-skills-survey/2022>



Participation in Further Education

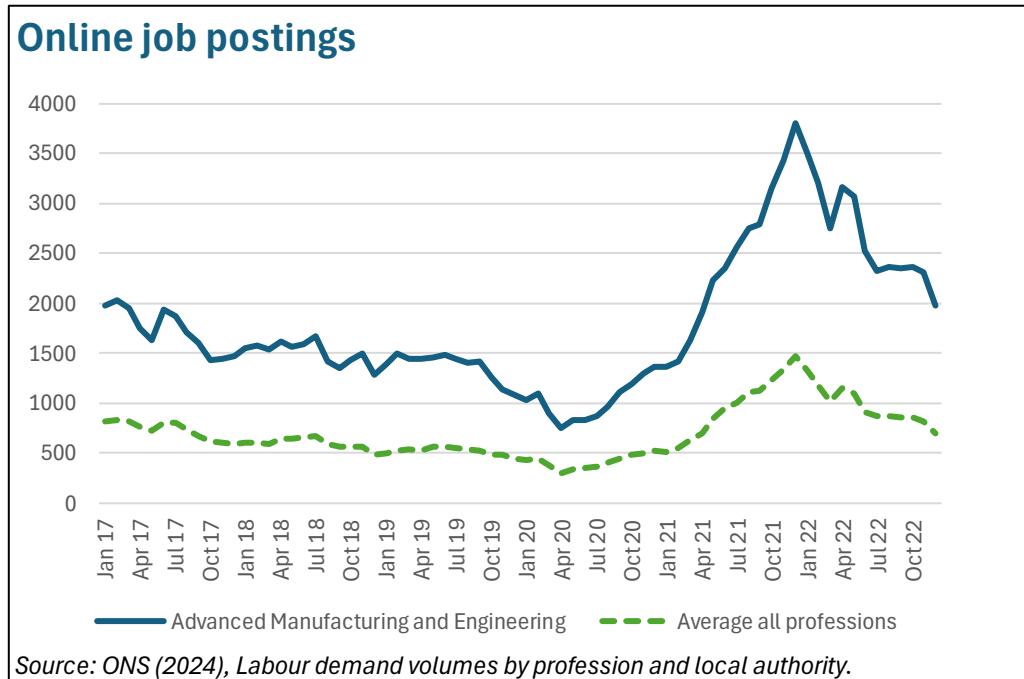


The participation figures for Further Education and Skills in Gloucestershire from the academic years 2018-19 to 2023-24 reflect dynamic shifts. Starting at 17,030 in 2018-19, there was an initial decrease the following year to 15,780, potentially indicating changes in local policy, funding, or labour market demand.

The numbers slightly increased to 15,920 during 2020-21, suggesting a resilience or a response to the higher demand for re-skilling due to the pandemic's impact on the job market. A steady

rise continued through 2021-22 and 2022-23, peaking at 18,010, possibly reflecting a prioritisation of skills development in the region's economic recovery plan.⁴

Online job postings



The online job postings for the Advanced Manufacturing and Engineering sector in Gloucestershire reflect a vibrant job market with noticeable trends. Starting in January 2017, postings gradually increased, highlighting the sector's growth and the rising demand for skilled workers in manufacturing and engineering. The peak of this upward trend can be seen in 2021, which could be a response to increased investment, technological advances, or a resurgence of industrial activity in the region. However, following this peak, there's a visible decline in postings, potentially indicating a stabilisation of the sector.

It's important to note that, like agriculture, the manufacturing and engineering sector may also rely on traditional recruitment methods alongside online postings, which means the data may not capture the full breadth of job opportunities in the industry. Nevertheless, the increase in job postings over the years suggests a positive trajectory for employment in this sector, reaffirming its importance in the region's economy.⁵

⁴ Further education and skills, Academic year 2023/24. (2024a, March 21). <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-and-skills>

⁵ Vassilev, G. (2023, February 13). Labour demand volumes by profession and local authority, UK - Office for National Statistics. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourdemandvolumesbyprofessionandlocalauthorityuk/january2017todecember2022>

2. Employers Reported Skills Needs

We have continued to divide findings into approximated areas of need, and expect these to form a reasonably comprehensive picture intended to address current and expected unmet needs within the sector, both in terms of interventions in existing provision (micro or modular) and identification of potential new provision (although this falls primarily towards in-work and modular needs due to the methodology utilised in the LSIP primary research phase). The areas these are outlined under are:

- Sector Specific Skills, Technological Change and Digitalisation Skills Needs
- Critical Workplace, Core and Transferable skills
- Core Digital Skills
- Decarbonisation, Sustainability and Alignment to the UK's Net Zero Strategy Skills Needs

We have switched the order in which these sections are displayed as overwhelmingly critical and core skills needs have remained similar.

Please note the 'Systemic/Labour Market/Other reported needs' as contained within Stage 1 LSIP Priority Findings documentation will be covered in the LSIP Progress Report

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

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

We do not intend to be prescriptive with how Education and Training Providers (and others) should respond to LSIP skills needs findings but to indicate where we see current potential opportunities.

NB: Stage 2 Findings are indicated in the table below via the shaded background – where we have kept Stage 1 findings these are still being significantly reported with no new requirements being highlighted.

Sector Specific and Technological Change

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced / Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
SMAC skills – Social, Mobile, Analytics and Cloud - reported as a priority for new starters	Raise awareness of these skills with education and training providers – build profile in a similar way to STEM	x	x	x	x	x
Support with integrating new technology into existing infrastructure e.g. AI doesn't work with older hardware	Short course programme for managers and other relevant staff on technology integration and change management	x	x	x		
Understanding project flow and efficiencies from R&D stages through prototyping, build, QA and certification	Upgrading short course programme for relevant roles	x	x	x	x	
Lean manufacture and quality improvement, design	Upgrading short course programme for relevant roles	x	x	x	x	

thinking and methodologies						
Electrification as a core sectoral change (and needs attached to high voltages, H&S, batteries and storage, codes and standards) gas systems and replacements – significant needs for electrical engineers	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	x	X	X
Growth sectors mentioned for initial sectoral knowledge-space, NNB, SMR and fusion						
3D printing and scanning	Upgrading short course programme for relevant roles	X	X	X	X	
Design engineering – need for understanding across roles, more design requirements in more engineering and manufacturing roles	Upgrading short course programme for relevant roles	X	X	X	X	
Automation, robotics, cobotics gaining in wider	Upgrading short course programme for relevant roles	X	X	x	X	

awareness and adoption						
Troubleshooting, servicing and maintenance (inc. higher H&S needs) in technician and engineering roles	Upgrading short course programme for relevant roles (relevant staff)	X	X	X	X	
AI, machine vision, sensors, Machine Learning	Upgrading short course programme for relevant roles	X	X	X	x	
Commissioning, systems integration, Systems modelling	Upgrading short course programme for relevant roles	x	x	X	x	

Critical Workplace, Core and Transferable Skills

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced/ Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/ New Entrants/ non-experienced (16-19) and adults
Core skills identified: <ul style="list-style-type: none"> Adaptability Communication 	Short course programme for relevant staff Additional integration into apprenticeships	X	X	X		

<p>Core skills reported as vital across new roles:</p> <ul style="list-style-type: none"> • Maths and physics • Communication • Appropriate work ethic, timekeeping and calendar management • Business skills within engineering roles: sales, communications, 'financial viability in my role' 	<p>Explore implementation of Skillbuilder (or similar) and work entry skills in pre-16 and post-16 academic education and Eng Apprenticeship</p> <p>Work with education to increase take up of maths and physics and GCSE and A level together with manufacturing AAQ once available</p> <p>Add business skills content to post 16 vocational programmes and Apprenticeships</p>				X	X
<p>Roles within the sector that need further recognition of progression pathways:</p> <ul style="list-style-type: none"> • Tendering/procurement/sales (including persuasion & 	<p>4. Work with employers and providers to implement Apprenticeships for these employee</p>	X	X	X	X	

negotiation skills) <ul style="list-style-type: none"> • Administration • Accounting • Marketing & comms roles 	occupations including progression to higher levels within Occ. Maps					
Importance of new entrants 'hitting the ground running' and continuation of learning/study mindset	Explore implementation of Skillbuilder (or similar) and work entry skills in pre-16 and post-16 academic education and Eng Apprenticeships Add business skills content to post 16 vocational programmes and Apprenticeships			X	X	X
Understanding hybrid working and importance of collaborative practise in project management – effective rollout of company culture	Project management short course programme	X	X	X		
Relevant and timely leadership and management training, commercial and contractual understanding	Manufacturing management development programme (apprenticeship funded?)	X	X			
Succession and backfilling planning, including how to effectively recruit and retain.	Workforce planning support offer across manufacturing (LSIF)	X	X	X	X	X

Effective internal communication (project teams and planning)	Project management short course programme Manufacturing management development programme (apprenticeship funded?)	X	X	X	X	X
Mental health, resilience and 'embracing challenge'	Establish HR support group across the area	X	X	X	X	X
Understanding innovation and new project planning	Project management short course programme					
Smaller companies – some need for additional company structuring, tax, R&D and incentives, how to recruit and retain	SME management programme (LSIF?)					

Core Digital Skills

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger /New Entrants /non-experienced (16-19) and adults
Further understanding of core digital platforms and 'what good looks like': <ul style="list-style-type: none"> Microsoft – 	Training in basic practical digital skills both in the	X	X	X	X	X

<p>Excel still integral to numerous work/roles, effective use of Teams and Outlook</p> <ul style="list-style-type: none"> • Presenting and webinars • Google platforms – meet, hangouts, drive etc 	<p>workplace and in FTE (as in construction4.)</p>					
<p>CRM usage, internal IT infrastructure and development, enterprise communications systems, internal use, rollout, adoption and integration</p>	<p>Training in basic practical digital skills both in the workplace and in FTE (as in construction4.) (relevant staff)</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X (relevant Apprenticeships)</p>	
<p>Needs for understanding coding/softdev becoming wider across engineering roles – python in particular, computer modelling</p>	<p>Upgrading short course programme for relevant roles</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	
<p>Design engineering requirements across wider roles: CDT, technical drawing, CAD</p>	<p>Upgrading short course programme for relevant roles</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	

Planning and management tools and methodologies – Agile, SCRUM. JIRA	Upgrading short course programme for relevant roles	X	X	X	X	
Wider need for understanding of cloud storage, digitisation, data and analytics, turning data into intelligence	Upgrading short course programme for relevant roles	X	X	X	X	
Recognition that internal training does not keep up with software and needs	Upgrading short course programme for relevant roles	X	X	X	X	

Net Zero Skills

Need Statement	Provisional Priorities	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Raise awareness and ability of coding efficiency and impact on energy usage	Short course programme for relevant staff on efficiency in code optimisation for performance and efficiency	x	x	x		
Awareness of place in the eco system such as	Short course for relevant staff on cloud and	x	x			

offshore data warehouses	infrastructural efficiency					
Energy efficiency understanding (against energy crisis mitigation) – energy prices impacting change.	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	X
Sustainability assessments – calculations and monitoring, lifecycle assessments, whole life concept	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	
Sustainability and requirements within role, company and sector, wide understanding. How to effectively implement change, manage risks and liabilities	Upgrading short course programme for relevant roles	X	X	X	X	
Decarbonisation of fuels – electrification, alternative fuels and hydrogen	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	
Materials and changes – alternatives, efficiency in process and design, waste and packaging – some needs for polymers, chemicals	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	

and bio-substrates						
How to effectively communicate sustainability internally and externally	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	
Understanding funding for net zero, legislative changes and expected changes	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	
Carbon neutrality and offsetting	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	
Sustainability and innovation as interlinked drivers of change	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	

3. Roadmap Priority Actions for the Region

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 if you would like to book in a meeting to discuss this or any part of the LSIP so far.

Please find at the bottom of this document a [glossary](#) to support with reading this table.

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 Gloucestershire County Council (GCC) through the LEP transition	Ongoing, initial activities to support during LEP transition, November 2023 – March 2024		Report Section 1
Systemic Needs	Develop regionwide multi-agency support programme in response to employers who “don’t know what they don’t know” as collaborative support mechanism	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 Section 3
Systemic Needs	Create or update database/resource of post 16 provision into the region	Provide clear understanding of training provision available, ensure shared intelligence	LSIP ERB to assist in development of resource/working group, to be held by accountable	Ongoing, initial activities to support during LEP transition post April 24	To investigate existing awareness and resourcing, utilising internal	Report Section 3

		for all parties who may benefit from this	body for region		signposting resources and external agencies e.g. Careers Hubs, Growth Hubs and FE	
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 and alignment of activities	First documentation completed, awaiting transition April 2024 onwards	To investigate existing awareness and resourcing, utilise internal signposting resources and external agencies e.g. Growth Hubs	Report Section 3
Systemic Needs	Align LSIP activities with (and in support of) existing region-wide programmes via G First LEP, GCC and District Councils (including Employment & Skills Hub, Growth Hubs and Careers Hub)	Ensure systemic understanding and improvement	All	Ongoing for duration of LSIP project		Report Introduction
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	LSIP ERB to incorporate into engagement follow up activities	Complete, ongoing delivery		Report Section 1 and Section 3

		best practise				
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, April 24	Timescale to be discussed and approved via advisory panel, April 2024		Report Section 3
Improve Employer Engagement	Encourage employers to provide opportunities to learners and to improve Careers Education, Information, Advice and Guidance (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 August 2023, ongoing		Report Section 3
Improve Employer Engagement / Messaging and Awareness	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 region'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 incorporate	Completed, ongoing	Minimum bi-annual review of signposting	Report Section 1 and Section 3
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	Better understanding of need, greater incorporation of training into growth strategies	With partner ERBs, sector representative organisations, Training Providers and Local Authorities	Ongoing for duration of LSIP project, with intelligence on impact shared for further	Marketing, shared regional vision, strategy, direct engagement	Report Section 3

	activities to improve awareness of provision and support		Including Growth Hubs, supporting agencies, and to integrate into regional strategy	development		
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 Section 3
Messaging and Awareness	Collaborative clear messaging to simplify employer understanding of provision – changes, needs, involvement, amplify and encourage take up	More engagement, more referrals, facilitate introductions, 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	Report Section 3
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, Adult Education Budget (AEB), Adult Skills Fund (ASF)	Timescale and scope to be discussed and approved via advisory panel, April 2024		Report Section 3
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	LSIP ERB with education and training providers	To share research updates annually and provide both group and individual		Report Section 2

		response to changing modalities and requirements		discussion sessions		
Measuring Impact	Develop agreed project metrics and performance indicators	To ensure project performance can be evaluated for impact and progression	LSIP ERB with advisory panel	Timescale and scope to be discussed and approved via advisory panel, April 2024		Report Section 3
Measuring Impact	Review responses to LSIP via direct response, accountability statements and LSIF progression	Ensure FE providers are aware of and responding to LSIP outputs	LSIP ERB to undertake internally	Requests to FE Providers for updates and response April 2024 and 2025, review of accountability statements June/July 2024		Report Section 3
Measuring Impact	Utilise additional quantitative metrics to both measure impact and better understand need	Utilisation of regionally agreed (and known) metrics towards post 16 technical provision uptake and change in provision	LSIP ERB with advisory panel to outline potential metrics, capacity and access	Timescale and scope to be discussed and approved via advisory panel, April 2024		Report Section 3
Contractual Output	Annual LSIP ERB progress report	To identify progress and additional needs within region, outline future activities	LSIP ERB, with input from primary stakeholders	June 2024 and within LSIP Year 3		Report Section 3
Skills Needs Refinement	Research – deep dives and continuation,	Refine and develop understanding of	LSIP team, incorporating other sources	Initial findings March 24, updated	Internal function, ongoing	Report Section 1 and Section 3

	understanding employers' needs	regional skills needs		report Jun 24		
Skills Needs Refinement	Develop lighter touch modes of LSIP engagement for employers with time constraints	Ensure SMEs can input into LSIP findings with less time commitment and receive similar signposting and support from LSIP activity	LSIP ERB	From April 2024		Report Section 3
Skills Needs Refinement	Further investigative work into needs for the 'green economy' (See Glossary for definition of green economy)	Clear understanding of priority sector for green aligned skills needs, timescales and requirements	LSIP with input from G First LEP/GCC and District Authorities	First green provision supply and demand project to be completed March 2024		Report Section 3 and GFirst LEP Skills Advisory Panel
Provision and Resourcing	Agriculture and Land-based industry, Advanced Manufacturing and Engineering, Construction and Built Environment, and Digital Industries: Incorporate Skillsbuilder or similar into post 16 for core/critical workplace skills	Address core skills needs identified within each sector in Stage 1	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Advanced Manufacturing and Engineering: Increase take up of maths and physics GCSE and A Levels and Manufacturing Alternative Academic Qualification (AAQ)	Increase the numbers of new relevant entrants to work for this sector by addressing fundamental and baseline skills requirements	Within academic routes and secondary schooling, sectoral needs for employer engagement via CAEIG and integration	TBC – further conversations to clarify as responsibility and impact lies outside of LSIP		LSIP ERB Priority Findings Publication

Provision and Resourcing	Advanced Manufacturing 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 and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and land-based industry: Pre-16 work entry skills, work readiness, communication and expectation	Improve new entrants understanding of workplace requirements	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and Land-based industry, Advanced Manufacturing and Engineering, Construction and Built Environment: Short course development for the following skills: independent work, project management, critical thinking	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and Land-based industry, Construction and Built Environment: Extension of practical experience opportunities	Improved awareness and experience in new entrants to the sector of roles and responsibilities	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published		LSIP ERB Priority Findings Publication

				on 28 th June 2024.		
Provision and Resourcing	<p>Agriculture and Land-based industry:</p> <p>Develop skills brokerage opportunity – upskilling, CPD, workforce development, reskilling</p>	Increase peer learning opportunities and best practice development	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	<p>Advanced Manufacturing and Engineering:</p> <p>Succession and backfilling planning, recruitment and retention</p>	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	<p>Agriculture and Land-based industry, Advanced Manufacturing and Engineering and Digital Industries:</p> <p>Develop basic and specialist digital skills provision in long and short formats.</p> <p><i>Advanced Manufacturing and Engineering – specific needs in coding and software development.</i></p>	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and Land-based industry;	Direct provision response, to	FE Providers and ITPs, potential for additional	Ongoing, expected updates in the LSIP		LSIP ERB Priority Findings

	Short course provision required for: Change management, adoption of technology and awareness and engineering career change into agricultural roles	address unmet need	regional funding and support in some instances	ERB Progress Report 2024, that will be published on 28 th June 2024.		Publication
Provision and Resourcing	Advanced Manufacturing and Engineering: Advanced Manufacturing-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 and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and Land-based industry: Short courses on legislative change and other economic, policy and environmental needs	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and Land-based industry, Advanced Manufacturing 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 and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and land-based industry.	Improve awareness of careers, pathways and	FE Providers and ITPs, potential for additional regional	Ongoing, expected updates in the LSIP ERB		LSIP ERB Priority Findings Publication

	Earlier and more CAEIG integration, incorporating employers	opportunities, increase resilience and diversity of workforce	funding and support in some instances	Progress Report 2024, that will be published on 28 th June 2024.		
Provision and Resourcing	Advanced Manufacturing and Engineering: Establish HR support group for region to address mental health, resilience and embracing change	Improve internal support mechanisms (especially for SMEs) to improve retention and Quality of Life	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Advanced Manufacturing and Engineering: Specific short course programmes for electrification, sustainability/, efficiency/, sustainability assessment, design and digital engineering, project flow, planning and management tools, lean project management methodologies, Quality Improvement, 3D Technologies, automation, maintenance, AI, systems integration	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Digital Industries: Managerial short course for people development	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in	Ongoing, expected updates in the LSIP ERB Progress Report		LSIP ERB Priority Findings Publication

			some instances	2024, that will be published on 28 th June 2024.		
Provision and Resourcing	Digital Industries: 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 and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Digital Industries: Development of project management methodologies training for progression	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Digital Industries: Investigate development of in-house training methodology support and training	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Digital Industries: Upskilling programme for existing software engineering employees: new coding languages, automation, Quality	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published		LSIP ERB Priority Findings Publication

	Assurance and Testing, data science and analytics, advanced digitalisation and service provision, consultancy mindset. User Experience (UX) and design thinking, change management			on 28 th June 2024.		
Provision and Resourcing	Digital Industries: Sector specific net zero programme: Data, storage, cloud infrastructure, energy and efficiency, sustainability frameworks, standards including ISO14001, climate change and impact	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Digital Industries: teacher recruitment, retention and awareness, change initiative	Ensure industry expertise shapes provision and delivery aligns with need		Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Construction and Built Environment: Upskilling, Reskilling and Awareness of Retrofit and new technologies.	Awareness of requisite and upcoming requirements in sector, improved understanding and uptake of provision, more	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication

		resilient workforce				
Provision and Resourcing	Construction and Built Environment: embed the following essential and work entry skills into all post 16 technical education programmes: communication, problem solving, teamwork, leadership	Improve access to career progression within sector	FE Providers and ITPs, potential for additional regional funding and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
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 and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Construction and Built Environment: Explore returners and career change/career 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 the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		LSIP ERB Priority Findings Publication
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 and support in some instances	Ongoing, expected updates in the LSIP ERB Progress Report 2024, that will be published		LSIP ERB Priority Findings Publication

ANNEX:

Glossary

- AAQ: Alternative Academic Qualification
- Advisory Panel / SAP: Skills Advisory Panel for Gloucestershire
- AEB: Adult Education Budget
- ASF: Adult Skills Fund
- CAEIG: Careers Education, Information Advice and Guidance
- CPD: Continuing Professional Development
- ERB: Employer Representative Body
- FE: Further Education
- GCC: Gloucestershire County Council
- Green Economy: A green economy is defined as low carbon, resource efficient and socially inclusive. ([Definition source](#))
- ISO14001: An internationally recognized standard for environmental management systems (EMS).
 - ITP: Independent Training Provider
 - LA: Local Authority (e.g. Cheltenham Borough Council, Cotswold District Council. Forest of Dean District Council. Gloucester City Council. Stroud District Council. Tewkesbury Borough Council)
 - LEP: Local Enterprise Partnership – in this instance, GFirst LEP
 - G First LEP Skills Advisory Panel:
 - LEP Transition: The roles and responsibilities of GFirst LEP, Gloucestershire’s Local Enterprise Partnership, will transfer to Gloucestershire County Council from April 2024. The deal was confirmed in this morning’s County Council Cabinet meeting (November 22nd). [More information here.](#)
 - LSIF: Local Skills Improvement Fund – in this instance, the lead is South Gloucestershire and Stroud College (SGS) with supporting providers including Hartpury University and Hartpury College, Gloucestershire College, Cirencester College)
 - LSIP: Local Skills Improvement Plan
 - LSIP ERB: Local Skills Improvement Plan Contracted Employer Representative Body - in this instance, it is Business West Chambers of Commerce
 - Post 16 Education: Post 16 education and further education refers to all post-16 learning and incorporates vocational training and work-based learning as well as more formal further education environments.
 - Primary Stakeholders (as defined for the LSIP): post 16 education and training providers, supporting agencies, sectoral bodies and local governmental agencies.
 - Providers: When we mention ‘providers’ in this context, we are referring to Further Education institutions and organisations that offer post 16 technical education in the region including colleges, as well as Higher Education Institutions, Independent Training Providers and IoTs that cover this geography in respect of post 16 Technical provision.
 - Retrofit: adding (a component or accessory) to something that did not have it when manufactured/originally built, particularly within domestic housing.
 - RCU Vector: [Vector](#) is a tool for the education sector that provides a complete picture of all post-16 further education, including apprenticeships and higher education, alongside local community demographics, skills requirements and progression opportunities for the user’s region – this was developed by [RCU Ltd.](#)
 - SGS: South Gloucestershire and Stroud College

- SEND: Special educational needs and disabilities
- SEO: Search Engine Optimisation
- SMEs: Small and Medium-Sized Enterprises
- Systemic Needs – wider requirements identified via LSIP activities related to the wider skills system and not provision, including supporting initiatives and programmes, funding and resourcing and awareness and understanding of support.
 - Technical Education: Government funding training and assessment for work, covering classroom, work and online based training. ([Definition source](#))
 - Technical Qualifications: Qualifications intended to deliver the skills needed to enter or progress in the workplace. ([Definition source](#))
 - QI: Quality Improvement
 - QoL: Quality of Life