

Gloucestershire – Agriculture, Agritech and Land Management 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.

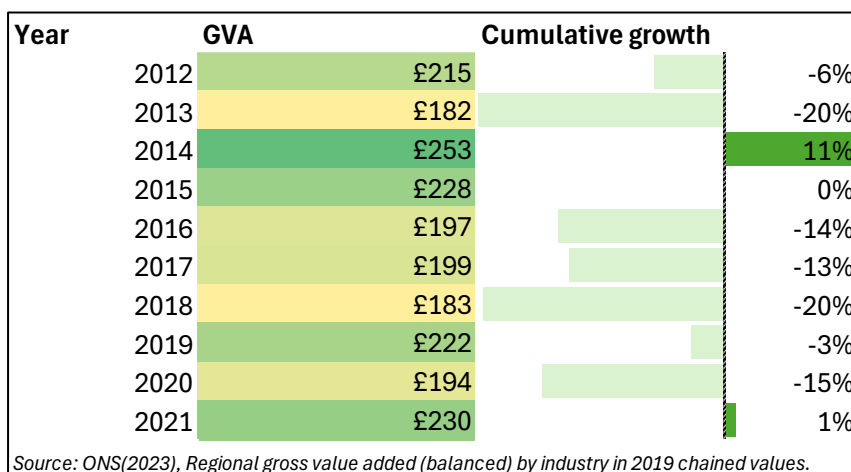
Roadmap Priority Actions from Stage 1 have been included below to provide progress on any actions, updates on aligned activities and encourage response from the region’s stakeholders.

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 gross value added (GVA) data for Gloucestershire's Agriculture sector from 2011 to 2021 reveals a volatile performance over the decade. Starting with a GVA of 228 in 2011, the sector experienced an initial decline, reaching a low point in 2013 with a significant drop of 15.35%.



A notable rebound occurred in 2014 with a substantial GVA increase of 39.01%, potentially due to a favourable turn in the factors previously mentioned or an influx of innovation and efficiency improvements within the sector. However, this surge didn't establish a steady upward trend, as subsequent years saw fluctuations, including another pronounced decrease in 2016.

Despite these ups and downs, there was an encouraging increase of 21.31% in 2019 and another substantial rise of 18.56% in 2021, suggesting a possible recovery or adaptation to new agricultural practices and markets. Yet, the cumulative change by 2021 is only a modest 0.88%, indicating that while the sector shows resilience and capacity for growth, it has not expanded significantly over the ten-year period in terms of its contribution to the regional economy.¹

Employment

Employment trends in Gloucestershire's Agriculture sector from 2018 to 2022 display a significant change, particularly from 2020 onwards. Employment remained constant at 3,000 from 2018 to 2020, with the Location Quotient (LQ) slightly decreasing, suggesting a steady but not expanding role of the sector in relation to the rest of the economy.

However, in 2021, there was a notable increase in both employment figures, rising to 4,000, and the LQ, which jumped to 1.87, indicating a significantly larger share of agricultural employment within the region compared to the national average. This increase was sustained into 2022, maintaining an LQ of 1.88, which could reflect an expansion in agricultural activities, possibly related to increased local food production or initiatives to boost the rural economy post-pandemic.

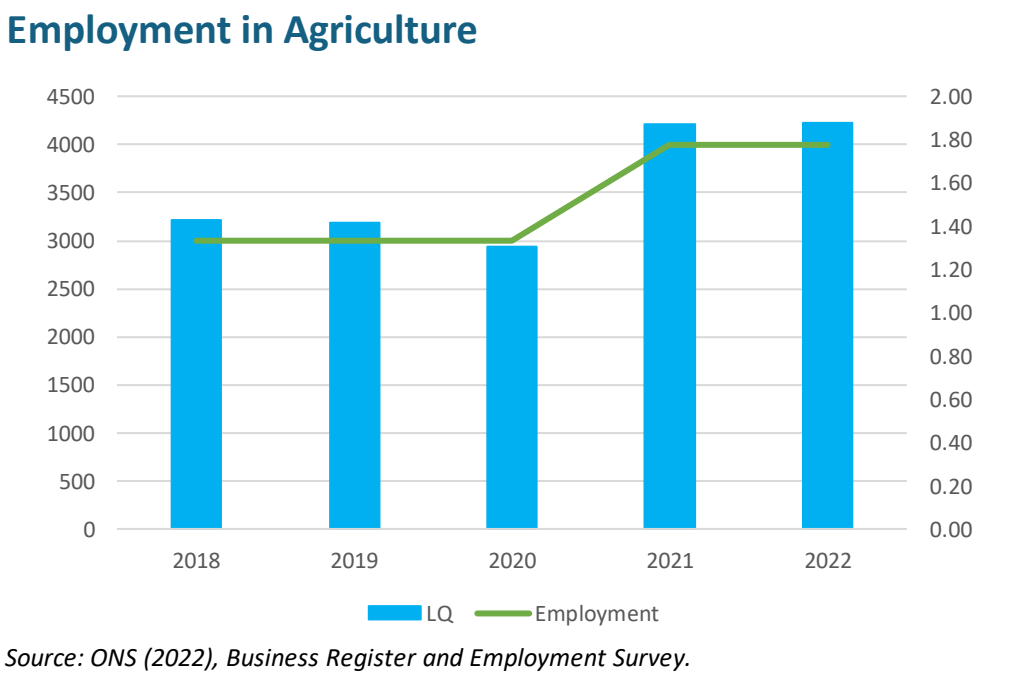
The overall trend highlights the Agriculture sector's growing importance and potential as a key employer in the regional economy.²

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

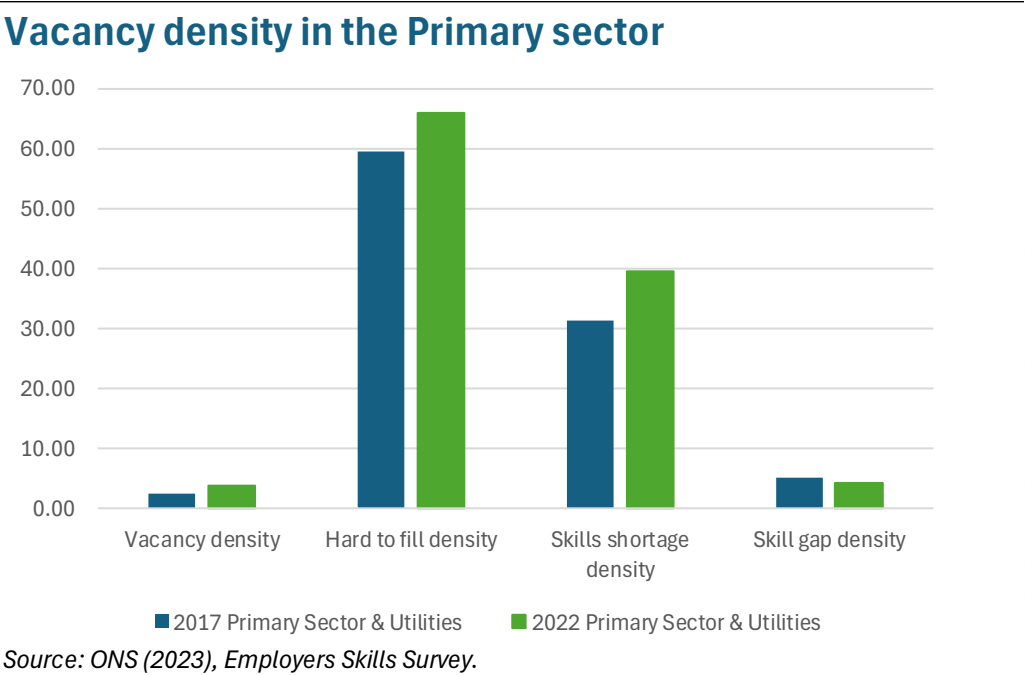
<https://www.ons.gov.uk/economy/grossvalueaddedgva/datasets/regionalgrossvalueaddedbalancedlocalauthoritiesbynuts1region>

² Business Register and Employment Survey - Office for National Statistics. (n.d.).

<https://www.ons.gov.uk/surveys/informationforbusinesses/businesssurveys/businessregisterandemploymentsurvey>



Vacancies

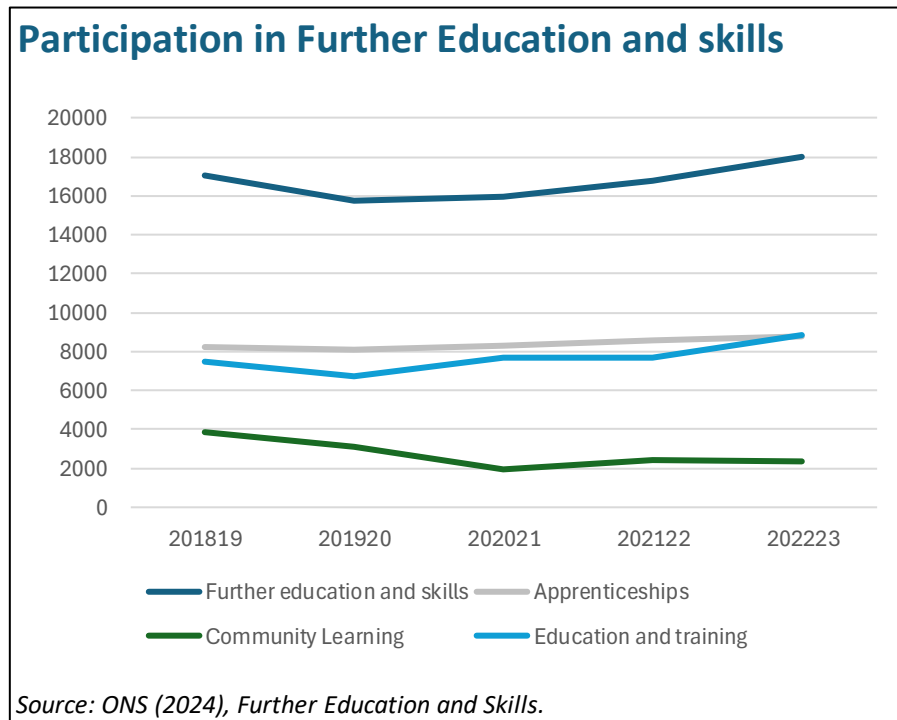


The vacancy figures for the primary and utilities sector in the South West of England from 2017 to 2022 indicate a growing challenge in filling positions. In five years, vacancies increased from 2,324 to 3,700, alongside a marked rise in hard-to-fill vacancies, from 1,384 to 2,439, suggesting increasing specialization within the sector. The rise in skill-shortage vacancies from 727 to 1,461 further underscores this issue.

Notably, vacancy density rose from 2.61% to 3.95%, reflecting an overall increase in open positions per thousand jobs. Conversely, skill gap density decreased from 5.06% to 4.27%, indicating a potential modest improvement in workforce skills or a response to training initiatives.

Despite the improvement in skill gap density, the densities for hard-to-fill and skill-shortage vacancies increased significantly, which may be indicative of an evolving sector where technological advancements and evolving regulations require increasingly specialised skills that are not readily available in the labour market.³

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

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

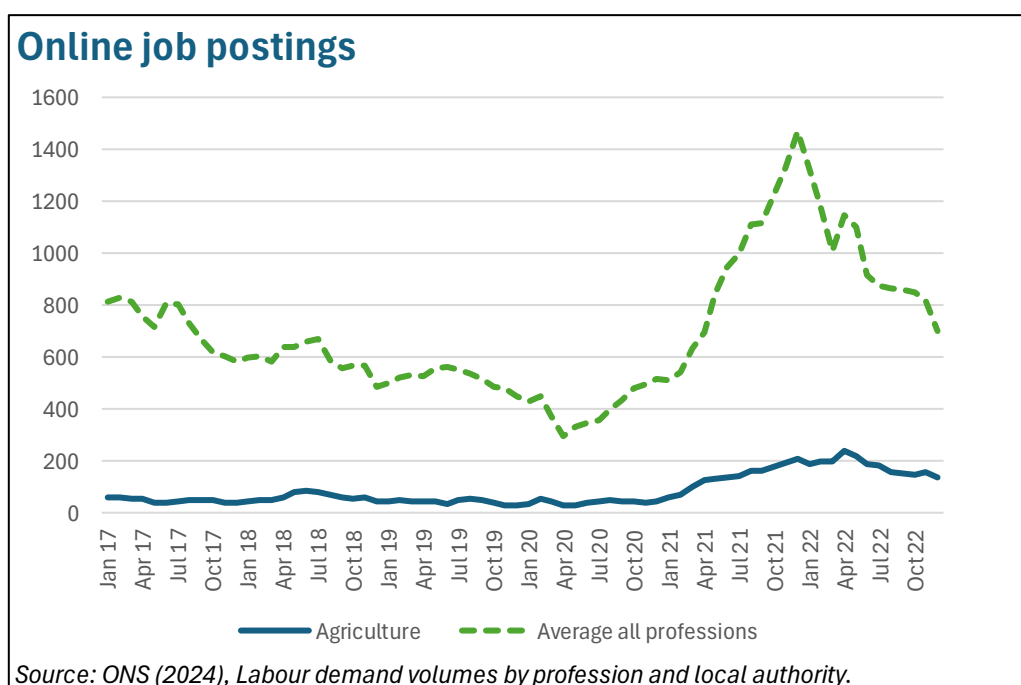
⁴ Further education and skills, Academic year 2023/24. (2024a, March 21). <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-and-skills>

Online job postings

Online job postings in the Agriculture sector in Gloucestershire paint a picture of fluctuating demand for labour. There's a noticeable peak of postings in mid-2020, which could be related to seasonal agricultural work, often peaking during harvest times. However, it also corresponds with a period of significant disruption due to the COVID-19 pandemic, which may have affected the Agriculture sector's usual recruitment patterns, perhaps necessitating a greater reliance on online job postings to attract a workforce during a time of social distancing and lockdowns.

Following this peak, there is a noticeable decline in postings, returning closer to the levels seen in early 2017. This decline could indicate a stabilisation of the sector post-pandemic or could be a sign of a return to more traditional forms of recruitment as the situation normalises.

It's important to consider that the Agriculture sector traditionally does not rely heavily on online job postings, preferring more direct recruitment methods. Therefore, while these numbers offer some insight, they likely do not capture the full scope of employment opportunities in the sector.⁵



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:

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>

- 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
Clarity and education on land-based policy changes and application in business	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x	x		x	x
Develop recruitment support training for employers around roles such as Ecologists	Short course development of internal recruitment upskilling for relevant staff	x	x			
Support with how to embed AI into business	Technological change short course programme for managers/relevant staff	x	x			
Technology adoption and function: Automation/robotic	Technological change short course programme	x	x		x	x

s/drones/ sensors (including data/image capture, potentially service improvement or delivery (spraying), CPD approach preferred (modular upskilling)	for managers and those involved in engineering					
Connectivity/IoT and importance/ impact on technology adoption	Technological change short course programme for managers and those involved in engineering	x			x	x
Reskilling and futureproofing existing workforce, understanding of sectoral change and change management	Technological change short course programme for managers and those involved in engineering	x	x			
Sensors/ ML and data systems	Technological change short course programme for managers and those involved in engineering				x	x
Data within existing technologies and usage – usage, value, adoption, integration	Technological change short course programme for managers and those involved in engineering	x	x		x	X
AR/VR and simulation as both learning methods and tools in sector	Technological change short course programme for managers and those involved in engineering and also explore	x			x	x

	methods with college					
Understanding current and future changes to sectoral drivers/legislation/policy/ economic factors/ area-based payments	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x	x		x	x
Engineering in widest sector, but especially prevalent needs for/to technicians, dealerships and MRO, engineering attached to machinery, livestock, data, buildings & systems	Technological change short course programme for managers and those involved in engineering		x		x	x
Agritech principles and progression for wider sectoral impact	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x			x	x
Farming is a high technology sector; awareness is low in engineering and data progression routes and CAEIG	Technological change short course programme for managers and those involved in engineering					

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
Leadership, Management And Change management	Short course programme for existing staff	x	x		x	
Greater focus on communication skills, including sales and external stakeholder interaction, including in data and engineering/technician/MOR roles	Explore the introduction of Skillbuilder and work entry skills in pre-16 and post-16 academic education. Integrate Skillbuilder or similar and entry skills into non T Level 16 to 19 vocational FE		x		x	x
Attitudes and work readiness	Explore the introduction of Skillbuilder and work entry skills in pre-16				x	x

	and post-16 academic education					
Understanding of sector, independent work ability, project management principles, decision making and critical thinking	3. Short course programme for existing staff and build into Apprenticeships, 16 to 19 and AEB programmes		X	x	x	x
Resilience and anxiety in new entrants	Explore the introduction of Skillbuilder and work entry skills in pre-16 and post-16 academic education				x	X
Maths, measurement and analytics across all roles in sector	Integrate Skillbuilder or similar and entry skills into non T Level 16 to 19 vocational FE Short course programme for existing staff and build into Apprenticeships, 16 to 19 and AEB programmes	x	X	x	x	x
New entrants' expectations and culture transformation (inc. hybrid work expectations) –	Explore the introduction of Skillbuilder and work entry skills in pre-16	x	X			

senior/managerial/owners	and post-16 academic education					
Extended practical experience (such as in sandwich courses) seen widely as immensely beneficial	Further explore employers understanding of work placements and provision (Beyond T Levels) into 16 to 19 and HE			X	x	x
Support for employers/owners to identify/navigate and broker needs attached to upskilling, CPD. Workforce development and reskilling	Establish skills brokerage service for employers	x	x			
Additional professional upskilling/CPD in management roles: people, project, HR, compliance	Short course programme for existing staff and build into Apprenticeships, 16 to 19 and AEB programmes	x	x	X		

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)	Those in both work and formal training e.g. apprentices	Younger/ New Entrants /non-experienced (16-19) and adults

				training e.g. Boot Camps		
System and Machine Programming for equipment such as agricultural machinery, sensors and automated systems	Short course programme for existing staff	x	x			
Wide range of needs attached to the digital transformation of the sector: <ul style="list-style-type: none"> • data ownership and management • data protection, sharing and security • data driven decision making • data analytics and intelligence • supply chain requirements (and potential increasing needs) 	Specialist digital /data basic skills programme (as from construction sector) short course programme for the sector Build content of d6 into Apprenticeship, 16 to 19 and relevant HE	X	x	x	x	x

for compliance/ability) <ul style="list-style-type: none"> • localised intelligence platforms • data as driver efficiency and productivity • CRM and data platforms 							
Presentation abilities (more particular to data-led/data intelligence/platform organisations)	Specialist digital /data basic skills programme (as from construction sector) short course programme for the sector	X				x	x
Microsoft platforms	Specialist digital /data basic skills programme (as from construction sector) short course programme for the sector				x	x	X
Digital communications and social media	Specialist digital /data	x	x		x	x	X

	basic skills programme (as from construction sector) short course programme for the sector					
Wider understanding of digitalisation and its impacts on industry/sector	Specialist digital /data basic skills programme (as from construction sector) short course programme for the sector	X			X	X

Net Zero 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
Increased knowledge of Green Finance, Net Zero and Green Strategy	Short course offer for all key staff re future of the sector, green economy, achieving net zero,	x	x		x	x

	administration etc					
Supply chain requirements (and potential increasing needs for compliance/ability) in respect to Net Zero initiatives	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x	x		x	
Energy & efficiency top priorities: <ul style="list-style-type: none"> missions and scopes effective & appropriate measurement of and 'sustainable sustainability' 	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x	x	x	x	x
Validation and standardisation of decarbonisation/ sustainability requirements and standards, mitigation and carbon capture/credits pan-sector	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x	x		x	X
Fossil fuel usage within agriculture – impact of equipment, alternative and	Short course offer for all key staff re future of the	x			x	x

emerging fuels (bio, methane, hydrogen, electrification)	sector, green economy, achieving net zero, administration etc					
Materials, alternatives and wastage/pollution	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x			x	x
Conservation, biodiversity and stewardship – policy, legislation, practise	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x	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, 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 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 for all parties who may benefit from this	LSIP ERB to assist in development of resource/working group, to be held by accountable body for region	Ongoing, initial activities to support during LEP transition post April 24	To investigate existing awareness and resourcing, utilising internal signposting resources and external agencies	Report Section 3

					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 best practise	LSIP ERB to incorporate into engagement follow up activities	Complete, ongoing delivery		Report Section 1 and Section 3
Improve Employer Engagement	Investigate potential of a technical education placements	Ensure region-wide collaborative approach to ensure	LSIP ERB to raise via advisory panel, April 24	Timescale to be discussed and approved		Report Section 3

	support programme	responsive employer support to placement needs within Post 16 education		via advisory panel, April 2024		
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 activities to improve awareness of provision and support	Better understanding of need, greater incorporation of training into growth strategies	With partner ERBs, sector representative organisations, Training Providers and Local Authorities Including Growth Hubs, supporting agencies, and to integrate into regional strategy	Ongoing for duration of LSIP project, with intelligence on impact shared for further development	Marketing, shared regional vision, strategy, direct engagement	Report Section 3

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 response to changing modalities and requirements	LSIP ERB with education and training providers	To share research updates annually and provide both group and individual discussion sessions		Report Section 2

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, understanding employers’ needs	Refine and develop understanding of regional skills needs	LSIP team, incorporating other sources	Initial findings March 24, updated report Jun 24	Internal function, ongoing	Report Section 1 and Section 3
Skills Needs Refinement	Develop lighter touch modes of LSIP engagement	Ensure SMEs can input into LSIP findings with	LSIP ERB	From April 2024		Report Section 3

	for employers with time constraints	less time commitment and receive similar signposting and support from LSIP activity				
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:	Address needs within SMEs and career pathways	FE Providers and ITPs, potential for additional regional	Ongoing, expected updates in the LSIP ERB		LSIP ERB Priority Findings Publication

	Develop the addition of core business skills to post 16 Technical Education	within the sector	funding and support in some instances	Progress Report 2024, that will be published on 28 th June 2024.		
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 on 28 th June 2024.		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and Land-based industry:	Increase peer learning opportunities and best practice	FE Providers and ITPs, potential for additional regional	Ongoing, expected updates in the LSIP ERB		LSIP ERB Priority Findings Publication

	Develop skills brokerage opportunity – upskilling, CPD, workforce development, reskilling	development	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: Succession and backfilling planning, recruitment and retention	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 and Digital Industries: Develop basic and specialist digital skills provision in long and short formats. <i>Advanced Manufacturing and Engineering – specific needs in coding and software development.</i>	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 course provision required for: Change management, adoption of technology and awareness and	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

	engineering career change into agricultural roles			on 28 th June 2024.		
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; Earlier and more CAEIG integration, incorporating employers	Improve awareness of careers, pathways and opportunities, increase resilience and diversity of workforce	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: 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 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:	Direct provision	FE Providers and ITPs,	Ongoing, expected		LSIP ERB Priority

	Short course development for customer and client facing roles	response, to address unmet need	potential for additional regional funding and support in some instances	updates in the LSIP ERB Progress Report 2024, that will be published on 28 th June 2024.		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 Assurance and Testing, data science and analytics, advanced digitalisation and service provision,	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding 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

	consultancy mindset. User Experience (UX) and design thinking, change management					
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 resilient workforce	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:	Improve access to career progression	FE Providers and ITPs, potential for additional	Ongoing, expected updates in the LSIP		LSIP ERB Priority Findings

	embed the following essential and work entry skills into all post 16 technical education programmes: communication, problem solving, teamwork, leadership	within sector	regional funding and support in some instances	ERB Progress Report 2024, that will be published on 28 th June 2024.		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 on 28 th June 2024.		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