

Swindon and Wiltshire – 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 - [Swindon & Wiltshire 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 analysis of the Gross Value Added (GVA) data underscores the strategic importance of the Advanced Manufacturing and Engineering sector in Swindon and Wiltshire, showing its role in driving economic growth and its increasing weight in the region's economic composition. The sector's ability to rebound and grow, especially during years of broader economic challenges, highlights its potential as a cornerstone for future regional economic strategies and development initiatives.¹

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>

| Year | GVA | Cumulative growth | |
|------|--------|--|-----|
| 2012 | £1,958 |  | 11% |
| 2013 | £2,023 |  | 13% |
| 2014 | £2,171 |  | 14% |
| 2015 | £2,187 |  | 13% |
| 2016 | £2,207 |  | 15% |
| 2017 | £2,158 |  | 12% |
| 2018 | £2,188 |  | 11% |
| 2019 | £2,283 |  | 15% |
| 2020 | £2,144 |  | 20% |
| 2021 | £2,276 |  | 21% |

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

In 2011, the sector's GVA was £1,761 million, representing 8.87% of the region's total GVA. Over the decade, there was a general upward trend, with the sector's GVA peaking at £2,276 million in 2021, which accounted for 10.73% of the regional total, indicating an increased significance of the sector within the local economy.

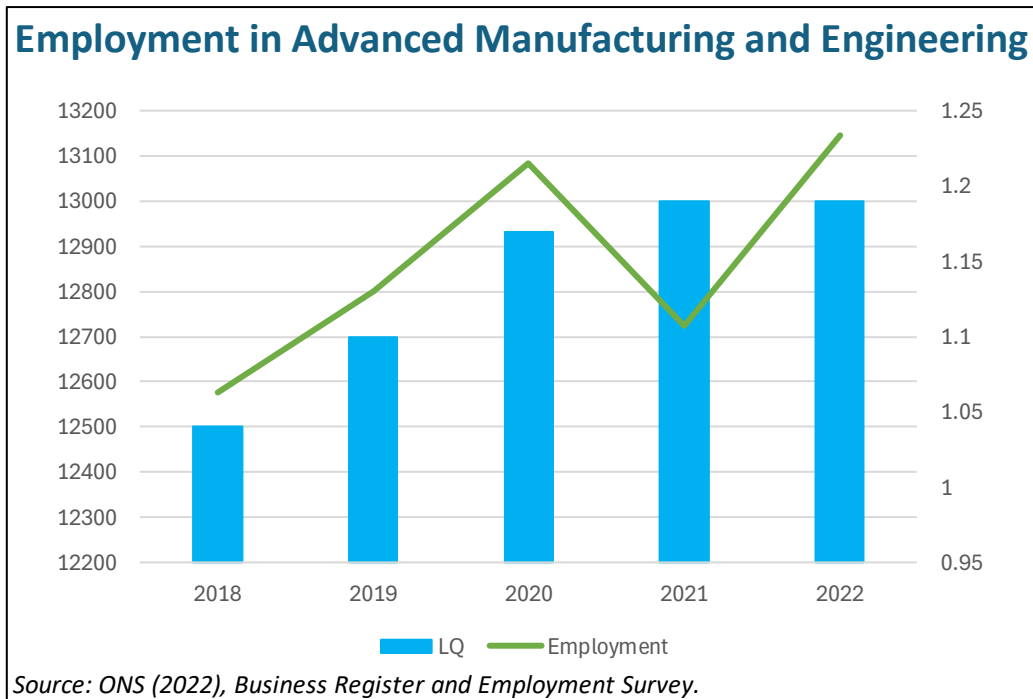
There were fluctuations observed during the period, with notable increases in 2012 (10.53% year-on-year change) and a peak yearly growth rate of 4.88% in 2020. The year 2017 saw a slight downturn, with a -2.15% change, yet the overall cumulative change from 2011 to 2021 remained positive at approximately 20.96%, reflecting resilience and growth of the sector.

Employment

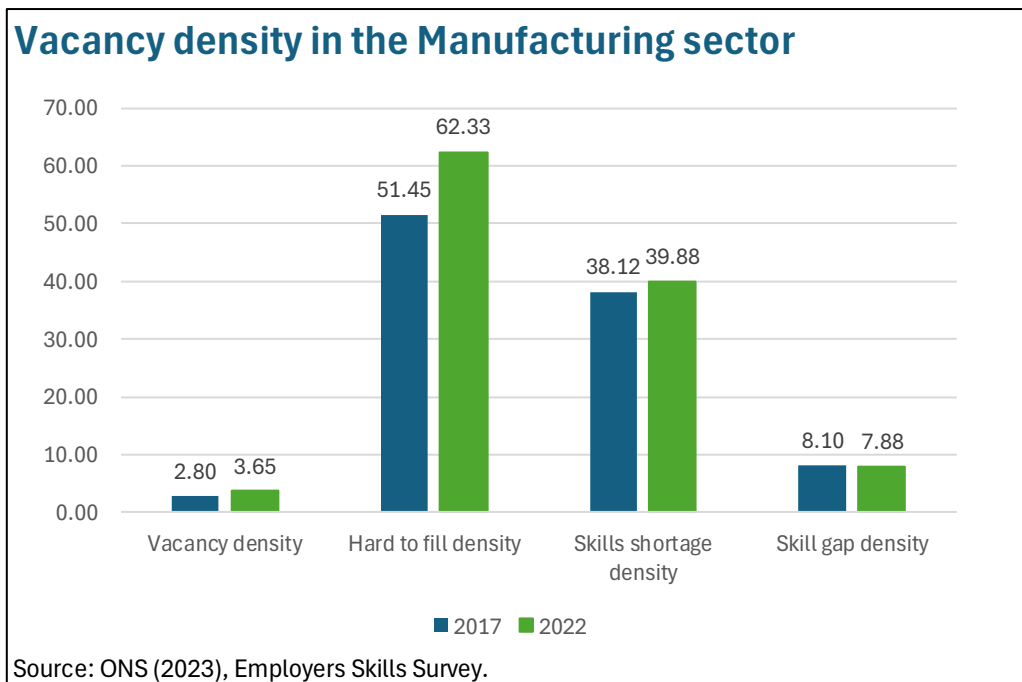
The Advanced Manufacturing and Engineering sector in Swindon and Wiltshire shows a modest yet progressive growth in employment numbers from 2018 through 2022, alongside an increasing Location Quotient (LQ), suggesting a sectoral strengthening relative to the national economic landscape. Employment in the sector rose from 12,575 in 2018 to 13,145 in 2022, with a peak of 13,085 in 2020. Despite a slight contraction in 2021, employment remained above 2018 levels.²

The LQ, which indicates the concentration of industry employment in the region compared to the national average, grew from 1.04 in 2018 to 1.19 by 2021 and maintained that level into 2022. This consistent rise reflects the sector's growing prominence within the regional economy.

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



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

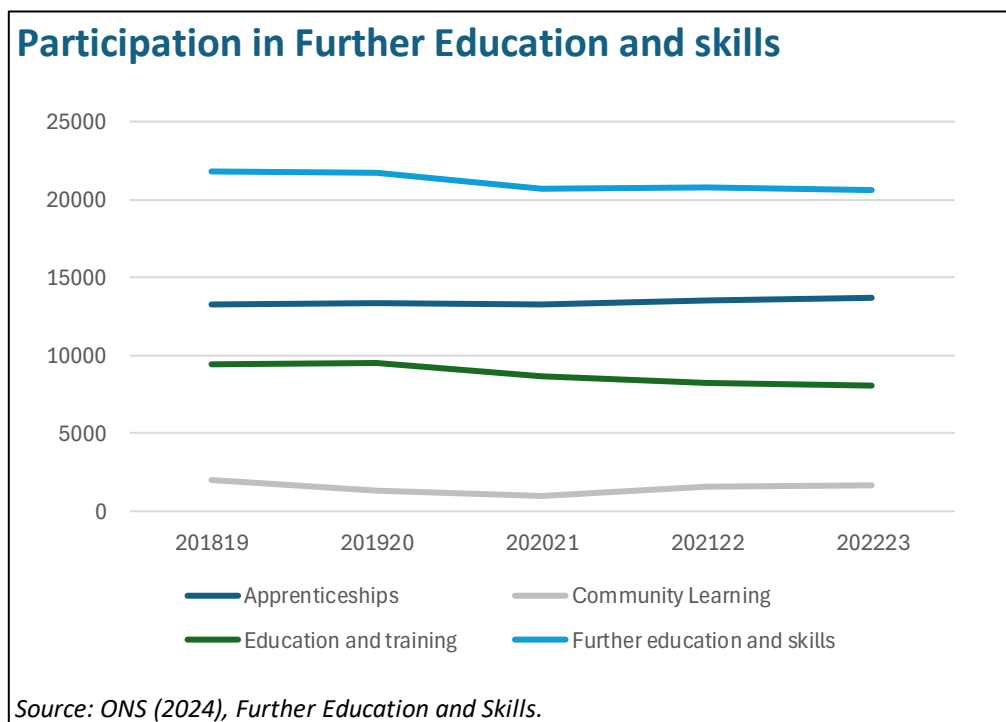
Participation in Further Education

The post-16 technical education participation figures for Swindon and Wiltshire reveal varied trends across different education streams from the academic year 2018/19 to 2022/23. Apprenticeships show a modest upward trajectory, increasing from 13,300 to 13,730 participants.

In contrast, Community Learning faced a significant drop from 2,030 to 1,020 between 2018/19 and 2020/21 but has since shown recovery, reaching 1,680 by 2022/23.

Education and training have experienced a consistent decline over the five-year period, dropping from 9,440 to 8,050 participants, which might reflect changing preferences, needs, or availability of training programs.

Further education and skills, the largest category by participation, initially decreased from 21,860 to 20,700 by 2020/21, but participation levels out in the subsequent years, ending slightly lower at 20,610.⁴



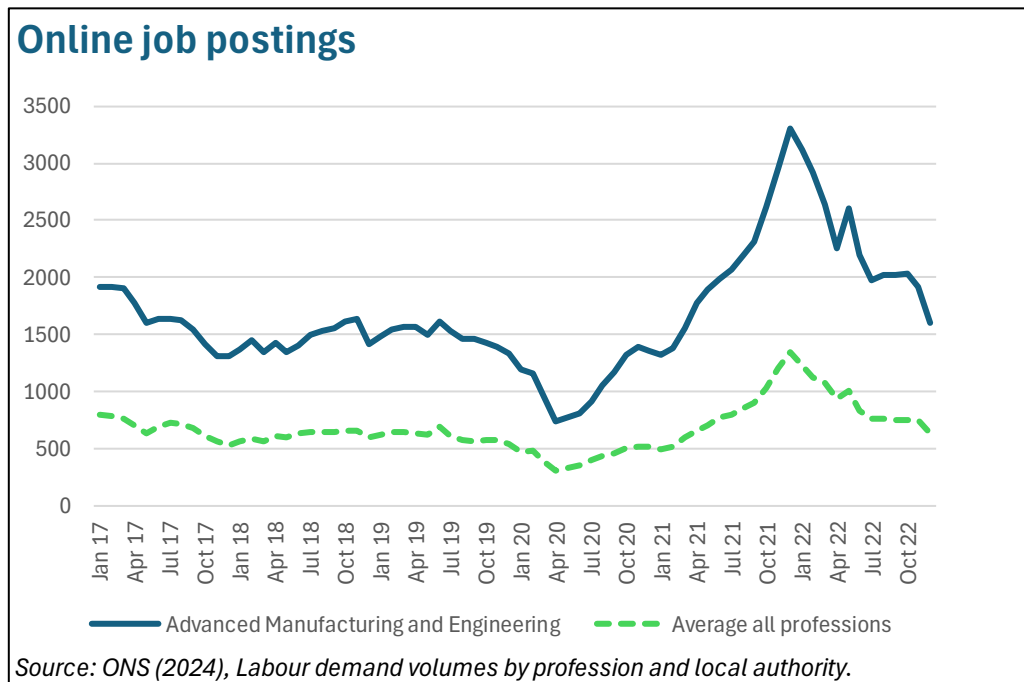
Online job postings

The Advanced Manufacturing and Engineering sector in Swindon and Wiltshire has displayed a dynamic online job postings trend. Beginning in January 2017 with 1,915 postings, the sector saw a gradual decrease over the following year. However, there was a substantial rise through 2018, peaking in September 2020 with 3,305 postings, which indicates a spike in demand for

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>

this sector's jobs, potentially spurred by industry growth or technological advancements. Post-2020, the figures show some variability but maintain a generally upward momentum, ending at 2,025 in December 2022. This is in contrast to the average of all professions advertised, which peaked earlier in March 2022 with 1,342 postings and followed a similar downward trend, suggesting specific growth within the Advanced Manufacturing and Engineering sector compared to the general job market.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:

- 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

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>

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 eg 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 |
|-----------------------|-----------------------------|---|---|---|--|--|
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| 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 thinking and methodologies | Upgrading short course programme for relevant roles | X | X | X | X | |
| Electrification as a core sectoral change (and needs attached to high voltages, H&S, batteries and storage, codes and standards) gas systems and replacements | Short course programme for all managers and other relevant staff covering electrification/low carbon | X | X | X | X | X |

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| – significant needs for electrical engineers | | | | | | |
| Growth sectors mentioned for 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 awareness and adoption | Upgrading short course programme for relevant roles | X | X | X | X | |
| 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 | |

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| Commissioning, systems integration, Systems modelling | Upgrading short course programme for relevant roles | x | x | x | x | |
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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 reported as vital across new roles: <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' | Explore implementation of Skillbuilder(or similar) and work entry skills in pre-16 and post-16 academic education and Eng Apprenticeship Work with education to increase take up of maths and physics and GCSE and A level together with manufacturing AAQ once available | | | X | X | X |

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| | Add business skills content to post 16 vocational programmes and Apprenticeships | | | | | |
| Roles within the sector that need further recognition of progression pathways: <ul style="list-style-type: none"> • Tendering/procurement/sales (including persuasion & negotiation skills) • Administration • Accounting • Marketing & comms roles | Work with employers and providers to implement Apprenticeships for this employee occupation including progression to higher levels within Occ. Maps | X | X | X | X | |
| 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 Apprenticeship Add business skills content to post 16 vocational programmes and Apprenticeships | | | X | X | X |

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| 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?) Workforce planning support offer across manufacturing (LSIF) | X | X | X | X | X |
| Mental health, resilience and 'embracing challenge' | Establish HR support group across the area | X | X | X | X | X |

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| 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 – Excel still integral to lots of work/roles, effective use of Teams and Outlook • Presenting and webinars | Training in basic practical digital skills both in the workplace and in FTE (as in construction4.) | X | X | X | X | X |

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

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| digitisation, data and analytics, turning data into intelligence | for relevant roles | | | | | |
| 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 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 |
|--|---|--|--|--|---|---|
| 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 | X | |
| Awareness of place in the eco system such as offshore data warehouses | Short course for relevant staff on cloud and infrastructural efficiency | X | X | | | |
| Energy efficiency understanding (against energy crisis mitigation) – energy prices | Short course programme for all managers and other relevant staff covering | X | X | X | X | X |

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| impacting change. | electrification/low carbon | | | | | |
| 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 and bio-substrates | Short course programme for all managers and other relevant staff covering electrification/low carbon | X | X | X | X | |
| How to effectively communicate sustainability internally and externally | Short course programme for all managers and other relevant staff covering | X | X | X | X | |

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|--|--|---|---|---|---|--|
| | electrification/low carbon | | | | | |
| 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 [Swindon & Wiltshire 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 via the SWLEP Skills and Talent Subgroup.

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 | Map post 16 technical education funding streams into region | Ensure de-duplication and maximisation of impact of funding streams | All, via SWLEP Skills and Talent Subgroup (this group is currently in hiatus as the LEP transferral of service to Wiltshire County Council completes | Before the end of March 2024, tentatively due an Annual Review. | Region-wide, self completion form developed by LSIP team for completion by all regional education and training providers | Chosen via SWLEP Skills and Talent Subgroup November 2023 |
| Systemic Needs | Create a database or other resource platform of post 16 technical provision in region | Provide clear understanding of Swindon and Wiltshire training provision | Requires all Training Providers to engage. To be held by accountable body for region | Post April 2024 | To investigate existing awareness and resourcing, utilise internal signposting resources and external agencies e.g. Careers Hub, Further Education Providers | Report Section 3 |
| Systemic Needs | Create a database or other resource platform of employer supporting agencies and initiatives within region | Provide clear understanding of employer support provision | LSIP ERB as lead on draft, through advisory panel following internal completion | By March 2024, for review April 2024 onwards | To investigate existing awareness and resourcing, utilise internal signposting resources and external | Report Section 3 |

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| | | | | | agencies e.g. growth hubs | |
| Systemic Needs | Develop cohesive and shared multi-agency approach in region for support and awareness | Ensure consistency in response for employers | All, via Swindon and Wiltshire advisory panel | Post April 2024 | Need clarity and capacity post LEP transition | Report Section 3 |
| Improve Employer Engagement | Improve employer awareness of and engagement with post 16 provision, utilising case studies and best practise for content, more accessible information | 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 response | Ongoing for duration of LSIP project, with intelligence on impact shared for further development | Marketing, shared regional vision, strategy, direct engagement | Report Section 3 |
| Improve Employer Engagement | LSIP integrated and expanded referrals and signposting service for all engagements, to be aligned with existing support ensuring collaboration and respect for those already delivering something similar in the 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 develop and share bespoke and comprehensive follow-up, potential to develop specialist support via LSIP team | Ongoing, to align with existing support | LSIP ERB will have specific additional capacity for this, to liaise with stakeholders to ensure value-add | Report Section 3 |
| Improve Employer Engagement/ Messaging & Awareness | Encourage employers to provide opportunities to learners and to improve Careers Education, Information, Advice and Guidance (CEIAG) | Better pre- and post-16 careers information reflecting changed roles, technical skills and entry pathways | LSIP ERB via direct engagements, to work with partners across various formats to raise awareness of opportunity and benefit | To develop region-wide strategy post LEP transition, in delivery post April 2024 | To work with Swindon and Wiltshire advisory panel in development of strategy and outputs | Report Section 3 |

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| Improve Employer Engagement / Messaging & Awareness | Incorporate into LSIP engagement and signposting where appropriate, the Multiply scheme and provision towards those with additional needs | More opportunities for Special educational needs and disability (SEND), greater access to potential labour market | LSIP ERB to incorporate into engagement follow up activities | Complete, ongoing delivery | | Report Section 3 |
| Messaging & Awareness | Collaborative clear messaging to simplify employer understanding of provision – changes, needs, involvement, amplify and encourage take up | More engagement, more referrals, facilitation introductions , and ensure a higher take-up of provision | To be agreed via external advisory mechanisms | Ongoing during LSIP delivery | Need shared vision to enable clear and concise prioritised multi-agency messaging | Report Section 3 |
| Measuring Impact | Review responses to LSIP via accountability and the Local Skills Improvement Fund (Lead is Wiltshire College & University Centre) to ensure alignment and maximise impact | Ensure FE providers are aware of and responding to LSIP outputs | LSIP ERB to review on ongoing basis | Ongoing during LSIP delivery | | Report Section 3 |
| Measuring Impact | Utilise additional quantitative metrics to both measure impact and better understand need (including via course take up and change from learners and employers, available provision and demand from learners and employers. | Utilisation of regionally agreed (and known) metrics towards uptake, change, requirements, and behaviour change | To be agreed via advisory panel post LEP transition | Timescale and scope to be discussed and approved via advisory panel, April 2024 | | Report Section 3 |
| Contractual Output | Annual progress report written by the LSIP ERB that | To identify progress and additional | LSIP ERB to produce with input from | June 2024 and within LSIP year 3 | Multi-audience resource to | Report Section 3 |

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| | is due to be published each year until 2025, with the next report due to be published on 28 th June 2024 | needs within region, outline future activities | advisory panel post LEP transition | | highlight regional change, initiatives and impact of LSIP | |
| Skills Needs Refinement | Research: deep dive themes for further research exploration and continuation, understanding employers' needs | Refine and develop understanding of regional skills needs | LSIP team, incorporating other sources | Initial findings March 2024, updated report Jun 24 | Internal function, ongoing | Report Section 3 |
| Skills Needs Refinement | Further investigative work into needs for the 'green economy' (see definition in the Glossary) | Clear understanding of priority sector for green aligned skills needs, timescales and requirements | LSIP ERB to review green skills action plan draft, work with the region's Skills Advisory Panel | Review of green skills delivery and demand underway March 2024 as preliminary activity. Post LEP transition to align with regional strategic intent | See 'green skills action plan draft 2022' (currently in draft format, not available publicly) | Report Section 3 and via LEP Skills and Talent Subgroup |
| Provision and Resourcing | Agriculture and Land Management, Advanced Manufacturing & Engineering, Automotive, Transport & Logistics, Construction & Built Environment, Health, Social Care and Life Sciences: Skillsbuilder or similar platform to be integrated into post 16 technical education for soft and core critical workplace skills | Address core skills needs identified within each sector in the LSIP Stage 1 | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | Some expected via LSIF | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Advanced Manufacturing & Engineering– | Increase the size of the top of funnel into | Within academic routes and secondary | TBC, responsibility and impact | | LSIP ERB Priority |

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| | <p>increase take up of Maths and Physics GCSE and A Levels, as well as Manufacturing Alternative Academic Qualification (AAQ)</p> <p>Health, Social Care and Life Sciences: Additional needs within functional English & Maths, flexible on work delivery, additional apprenticeship uptake</p> | <p>these sectors by addressing core/baseline skills requirements</p> | <p>schooling, sectoral needs for employer engagement via CEAIG and integration</p> | <p>lies outside of LSIP</p> | | <p>Findings Publication</p> |
| Provision and Resourcing | <p>Advanced Manufacturing & Engineering: Add business skills to post 16 Technical Education</p> | <p>Address needs within SMEs and career pathways within the sector</p> | <p>FE Providers and ITPs, potential for additional regional funding and/or support in some instances</p> | <p>Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28th June 2024</p> | | <p>LSIP ERB Priority Findings Publication</p> |
| Provision and Resourcing | <p>Agriculture and Land Management: Pre-16 work entry skills</p> | <p>Improve new entrants understanding of workplace requirements</p> | <p>FE Providers and ITPs, potential for additional regional funding and/or support in some instances</p> | <p>Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28th June 2024</p> | | <p>LSIP ERB Priority Findings Publication</p> |
| Provision and Resourcing | <p>Agriculture and Land Management, Advanced Manufacturing & Engineering, Construction & Built Environment: Short course development, independent</p> | <p>Direct provision response, to address unmet need</p> | <p>FE Providers and ITPs, potential for additional regional funding and/or support in some instances</p> | <p>Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28th June 2024</p> | | <p>LSIP ERB Priority Findings Publication</p> |

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| | work, project management, critical thinking | | | | | |
| Provision and Resourcing | Agriculture and Land Management, Construction & 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/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Agriculture and Land Management: Develop a skills brokerage opportunity focused on enhancing skills, continuous professional development (CPD), workforce development, and reskilling. | Increase peer learning opportunities and best practice development | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Advanced Manufacturing & Engineerin: succession and backfilling planning, recruitment, and retention. Health, Social Care and Life Sciences: succession planning, workforce planning, backfilling support programme, HR support programme | Direct provision response, to address unmet need | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Agriculture and Land | Direct provision response, to | FE Providers and ITPs, potential | Ongoing, expected | | LSIP ERB Priority |

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| | <p>Management, Advanced Manufacturing & Engineering, Automotive, Transport & Logistics, Health, Social Care and Life Sciences:-</p> <p>Develop basic and specialist digital skills provision in long and short formats</p> <p><i>Advanced Manufacturing & Engineering: Specific needs in coding and software development.</i></p> <p><i>Automotive, Transport & Logistics sector has specific needs in Data, GDPR, Cybersecurity, Privacy, AWS & Cloud infrastructure</i></p> | address unmet need | for additional regional funding and/or support in some instances | updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | Findings Publication |
| Provision and Resourcing | <p>Agriculture and Land Management:</p> <p>Short course provision required for: Change management, adoption of technology and awareness and engineering career change into agricultural roles</p> | Direct provision response, to address unmet need | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Advanced Manufacturing & Engineering: | Direct provision response, to address unmet need | FE Providers and ITPs, potential for additional regional funding | Ongoing, expected updates in the LSIP | | LSIP ERB Priority Findings Publication |

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| | Advanced Manufacturing-specific management development programme with SME specific content/pathway | | and/or support in some instances | Progress Report 2024, due to be published 28 th June 2024 | | |
| Provision and Resourcing | Agriculture and Land Management: 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/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Agriculture and Land Management, Advanced Manufacturing & Engineering. Automotive, Transport & Logistics, Construction & Built Environment: 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/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Agriculture and Land Management: Earlier and more CEAIG integration, incorporating employers | Improve awareness of careers, pathways and opportunities, increase resilience and diversity of the workforce | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Advanced Manufacturing & Engineering: Establish HR support group for region to address | Improve internal support mechanisms, particularly within SMEs to improve retention and | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be | | LSIP ERB Priority Findings Publication |

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| | mental health, resilience and embracing change requirements | the quality of life (QoL) | | published 28 th June 2024 | | |
| 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/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Automotive, Transport & Logistics: Client, account, sales and commercial skills, hybrid and remote management short provision | Direct provision response, to address unmet need | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Automotive, Transport & Logistics: Tailored apprenticeship programme, short and modular upskilling provision for management and leadership, mentoring and embedding | Direct provision response, to address unmet need | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |

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| | continuous learning, finance, legislative change and incentive adoption, coding, Computer Aided Design (CAD), electrification, data and connectivity | | | | | |
| Provision and Resourcing | Automotive, Transport & Logistics: Broader integration of soft, social, commercial and tech skills in combination | Address the wider workforce needs of the sector within sales, Maintenance, Repair and Operations (MRO), aftermarket and SMEs | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Automotive, Transport & Logistics: Awareness in foresighting, transformational technology and legislative change, energy and efficiency | Direct provision response, to address unmet need | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 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/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Construction and Built Environment: embed the following essential and work entry skills into all post 16 | Improve access to career progression within sector | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |

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| | technical education programmes: communication, problem solving, teamwork, leadership | | | | | |
| 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/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 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 Progress Report 2024, due to be published 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 | | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |
| Provision and Resourcing | Health and Care: Specialised, virtual, hybrid short course programme, infection control, increases in homecare, discharge and | Direct provision response, to address unmet need | FE Providers and ITPs, potential for additional regional funding and/or support in some instances | Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 th June 2024 | | LSIP ERB Priority Findings Publication |

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| reablement, AI and automation awareness for managers, data analysis needs, efficiency and energy | | | | | | |
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Annex:

Glossary

- AAQ: Alternative Academic Qualification
- CEIAG: Careers Education, Information Advice and Guidance
- CPD: Continuing Professional Development
- ERB: Employer Representative Body
- FE: Further Education
- Green Economy: A green economy is defined as low carbon, resource efficient and socially inclusive. ([Definition source](#))
- GWP: The Gloucestershire and Wiltshire Partnership
- ITP: Independent Training Provider
- LA: Local Authority (e.g. Wiltshire Council and Swindon Borough Council)
- LEP: Local Enterprise Partnership – in this instance, [SWLEP](#)
- LEP ST: SWLEP Skills and Talent Subgroup
- LEP Transition: SWLEP core functions are transitioning, [read the full details from SWLEP here](#).
- LSIF: Local Skills Improvement Fund – in this instance, the lead is Wiltshire College & University Centre with supporting providers including New College Swindon and the Gloucestershire and Wiltshire Partnership (GWP).
- 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
- MRO: Maintenance, Repair and Operations
- 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 all Further Education institutions and organisations that offer post 16 technical education in the region, including Further Education colleges such as Wiltshire College & University Centre, New College Swindon, all independent training providers and the GWP.
- Retrofit: adding (a component or accessory) to something that did not have it when manufactured/originally built, especially in 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](#).
- SEND: Special educational needs and disabilities
- SEO: Search Engine Optimisation
- SMEs: Small and Medium-Sized Enterprises
- 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](#))
- Training Providers: Further Education Colleges, Independent Training Providers, Sixth Form Colleges and Higher Education Institutions (whom for the LSIP provide Technical Education)
- QI: Quality Improvement
- QoL: Quality of Life