

Swindon and Wiltshire – 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 - [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

Agriculture's role as an enabler of economic growth lies in its fundamental provision of raw materials and sustenance, facilitating food security and underpinning the entire food supply chain. Its outputs are essential for various industries, including Food Manufacturing and Retail. Simultaneously, the sector has become more sophisticated in its use of technology, integrating advancements in precision farming, data analysis, and sustainable practices that enable efficiency and higher yields. A thriving Agricultural sector can stimulate rural development, support livelihoods, and contribute to the resilience of local economies.

Year	GVA	Cumulative growth
2012	£173	-14%
2013	£177	-12%
2014	£264	31%
2015	£236	17%
2016	£175	-13%
2017	£185	-8%
2018	£179	-11%
2019	£200	0%
2020	£177	-12%
2021	£196	-2%

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

The agricultural sector in Swindon and Wiltshire has exhibited significant volatility in its gross value added (GVA) contribution from 2011 to 2021. Starting with a GVA of 201 and 1.01% of the region's total, the sector faced a substantial decline of 13.93% the following year. This trend was reversed in 2013 with a modest increase, but the most noteworthy jump occurred in 2014 with a nearly 50% increase in GVA, indicating a period of substantial growth and prosperity for the sector, potentially due to favourable weather conditions, policy incentives, or technological advancements in farming practices.

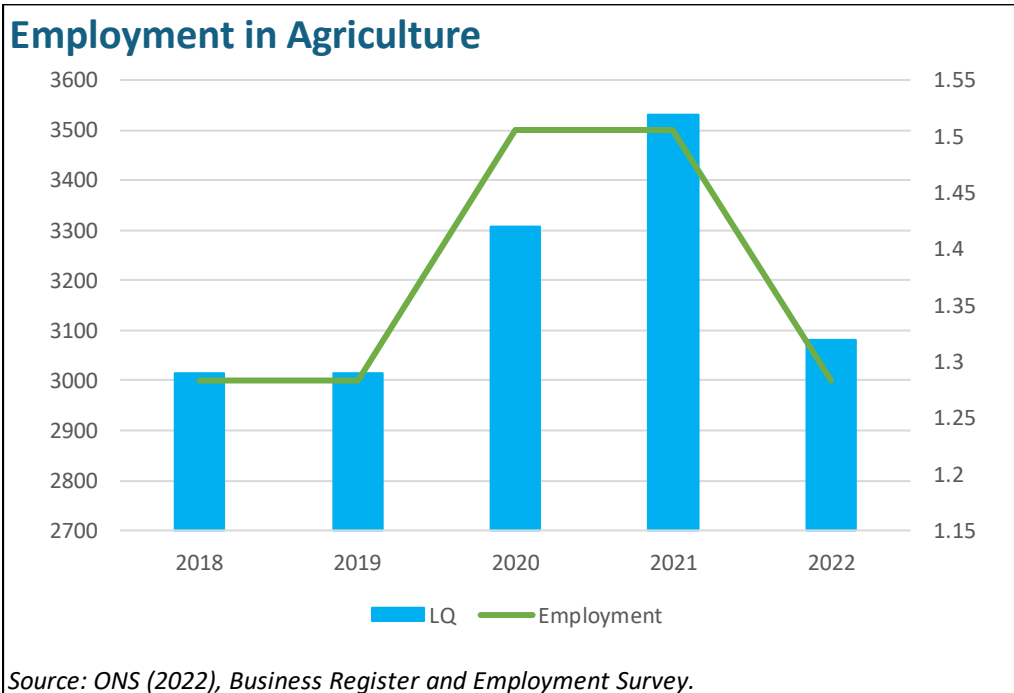
However, the sector didn't maintain this momentum, experiencing a sharp decline in 2016, dropping by over 25%, reflecting the sector's sensitivity to external pressures, which may include market price fluctuations, changes in subsidies, or adverse environmental conditions. A gradual recovery is seen in subsequent years, with small yearly growth and contractions leading up to 2019.

The year 2020 once again sees a decline, possibly as a result of the COVID-19 pandemic's impact on supply chains and labour. The sector shows resilience with a recovery in 2021, increasing its GVA by 10.73%, although the cumulative change since 2011 remains negative.¹

Employment

The Agricultural sector's employment figures in Swindon and Wiltshire between 2018 and 2022 highlight its importance within the local economy. The Location Quotient (LQ) consistently above 1 suggests that agriculture employs a greater share of the local workforce than the national average, indicating the sector's prominence in the region.

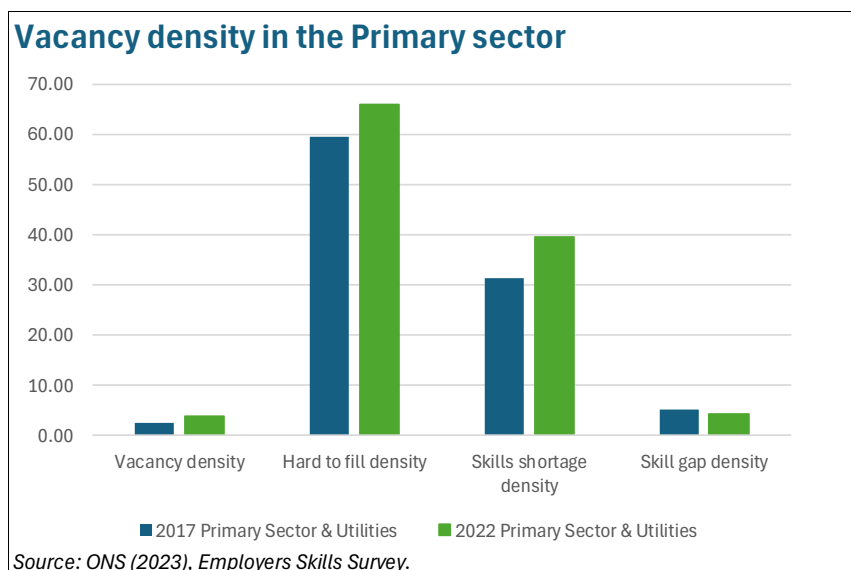
¹ Regional gross value added (balanced) by industry: local authorities by NUTS1 region - Office for National Statistics. (2019, December 19). <https://www.ons.gov.uk/economy/grossvalueaddedgva/datasets/regionalgrossvalueaddedbalancedlocalauthoritiesbynuts1region>



In 2018 and 2019, employment remained stable at 3,000, with an LQ of 1.29, reinforcing Agriculture's significance as a stable employer. In 2020, employment increased to 3,500, with the LQ rising to 1.42, and further to 1.52 in 2021, suggesting a growing centrality of Agriculture in Swindon and Wiltshire, perhaps as a result of increased demand for local produce or a boost in agricultural activities.

However, in 2022 there is a reversion to 3,000 employees, with the LQ dipping to 1.32, which could indicate economic challenges or technological efficiencies reducing labour demand. Despite this decrease, the sector's LQ remains high, reflecting its enduring importance.²

Vacancies



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

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 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.

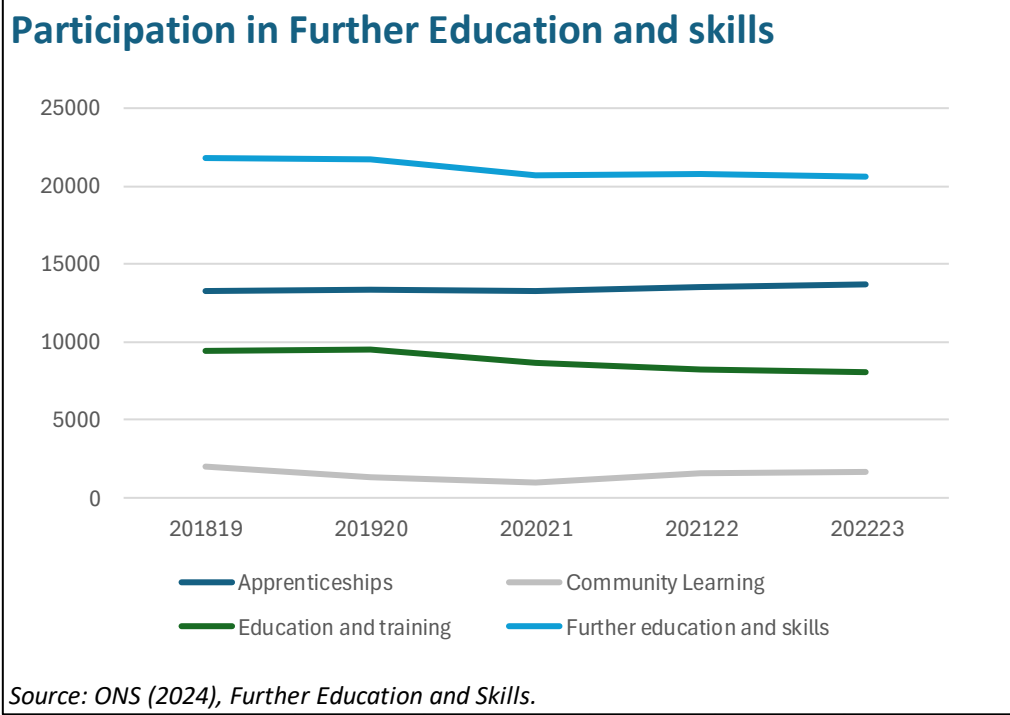
In contrast, Community Learning faced a significant drop from 2,030 to 1,020 between 2018/19 and 2020/21 but has since shown recovery, reaching 1,680 by 2022/23.

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

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>

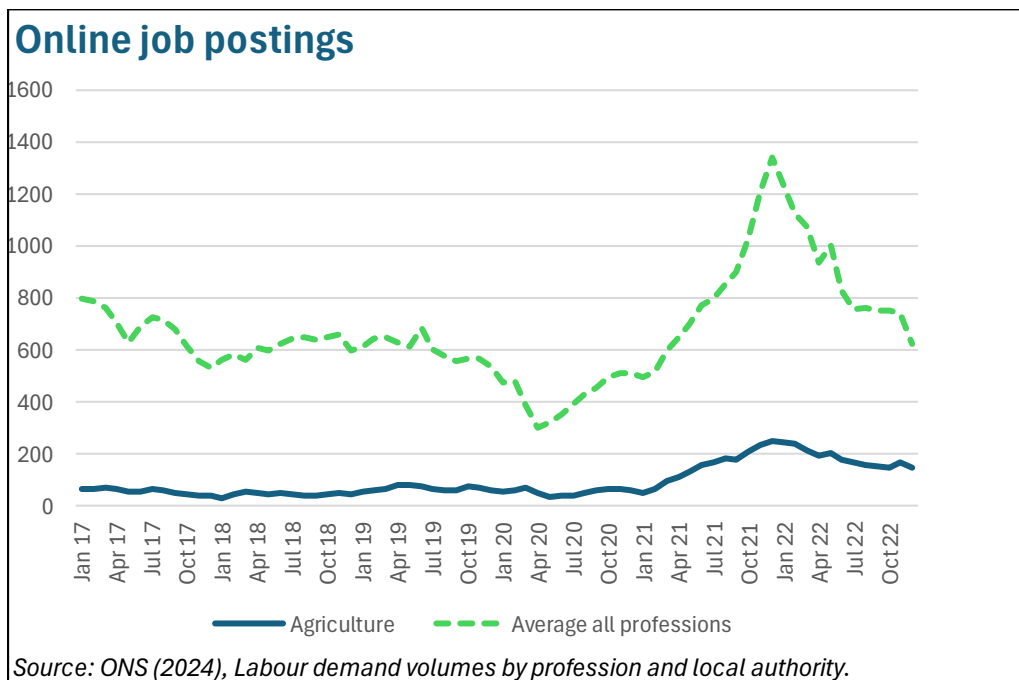


Online job postings

The data on online job postings for Agricultural professions from January 2017 to December 2022 presents a trend that, while useful, should be viewed with the understanding that online job searches are not the predominant method of job dissemination in the Agricultural sector.

Initially, postings are relatively stable but low in volume, which could reflect the industry's reliance on traditional hiring methods, such as word-of-mouth or local advertising. There is a noticeable increase in postings starting in 2020, peaking in 2021. This surge could be attributed to the sector's adaptation to digital platforms due to the pandemic or a real increase in labour demand due to shifts in consumer preferences towards local and sustainable produce.⁵

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



2. Employers Reported Skills Needs

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

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

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

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

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

Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced 16-19 and adults
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		training e.g. Boot Camps		
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
Addressing supply chain disconnect between local digital systems and national paper-based requirements	Technological change short course programme for managers	x	x			

Support with how to embed AI into business	Technological change short course programme for managers/relevant staff	x	x			
Diagnostic skills – data management, data protection and data analytics - whether it be a cyber-attack, breakdown of robotics	Technological change short course programme for managers/relevant staff	x	x			
Technology adoption and function: Automation/robotics/drones/ sensors (including data/image capture, potentially service improvement or delivery (spraying), CPD approach preferred (modular upskilling)	Technological change short course programme for managers and those involved in engineering	x	x		x	x
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				x	x

	for managers and those involved in engineering					
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 methods with college	x			x	x
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,	x			x	x

	achieving net zero, administration etc					
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
Greater focus on communication skills, including sales and external stakeholder interaction, including in data and engineering/technical/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				X	X

	Skillbuilder and work entry skills in pre-16 and post-16 academic education					
Understanding of sector, independent work ability, project management principles, decision making and critical thinking	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	Explore the introduction of	x	X			

transformation (inc. hybrid work expectations) – senior/managerial/owners	Skillbuilder and work entry skills in pre-16 and post-16 academic education					
Extended practical experience (such as in sandwich courses) seen widely as immensely beneficial	Explore the introduction of work placements (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 training)	Those in both work and formal training e.g. apprentices	Younger/ New Entrants/ non-experienced (16-19) and adults
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				e.g. Boot Camps		
<p>Wide range of needs attached to the digital transformation of the sector:</p> <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 for compliance/ability) • localised intelligence platforms • data as driver efficiency and productivity • CRM and data platforms 	<p>Specialist digital /data basic skills programme (as from construction sector) short course programme for the sector Build content of 6 into Apprenticeship, 16 to 19 and relevant HE</p>	X	x	x	x	x
Presentation abilities (more	Specialist digital	X			x	x

particular to data-led/data intelligence/platform organisations)	/data basic skills programme (as from construction sector) short course programme for the sector					
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 basic skills programme (as from construction sector) short course programme for the sector	x	x	x	x	X
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
Energy & efficiency top priorities: <ul style="list-style-type: none"> • Emissions and scopes • Effective & appropriate measurement • Role 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	Short course offer for all key staff re future of the sector, green economy, achieving	x	x		x	x

capture/credits pan-sector	net zero, administration etc					
Fossil fuel usage within agriculture – impact of equipment, alternative and emerging fuels (bio, methane, hydrogen, electrification)	Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc	x			x	x
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 [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	Provide clear understanding of employer	LSIP ERB as lead on draft, through advisory panel	By March 2024, for review April 2024 onwards	To investigate existing awareness and	Report Section 3

	agencies and initiatives within region	support provision	following internal completion		resourcing, utilise internal signposting resources and external 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
Improve Employer Engagement / Messaging & Awareness	Incorporate into LSIP engagement and signposting where appropriate, the Multiply scheme and	More opportunities for Special educational needs and disability (SEND),	LSIP ERB to incorporate into engagement follow up activities	Complete, ongoing delivery		Report Section 3

	provision towards those with additional needs	greater access to potential labour market				
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 is due to be published each year until 2025, with the next report due to be published on 28 th June 2024	To identify progress and additional needs within region, outline future activities	LSIP ERB to produce with input from advisory panel post LEP transition	June 2024 and within LSIP year 3	Multi-audience resource to highlight regional change, initiatives and impact of LSIP	Report Section 3
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 2024as preliminary	See 'green skills action plan draft 2022' (currently in draft format,	Report Section 3 and via LEP Skills and Talent Subgroup

				activity. Post LEP transition to align with regional strategic intent	not available publicly)	
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 take up of Maths and Physics GCSE and A Levels, as well as Manufacturing Alternative Academic Qualification (AAQ) Health, Social Care and Life Sciences: Additional needs within functional English & Maths, flexible on work delivery, additional apprenticeship uptake	Increase the size of the top of funnel into these sectors by addressing core/baseline skills requirements	Within academic routes and secondary schooling, sectoral needs for employer engagement via CEaIG and integration	TBC, responsibility and impact lies outside of LSIP		LSIP ERB Priority Findings Publication
Provision and Resourcing	Advanced Manufacturing & Engineering: Add business skills to post 16 Technical Education	Address needs within SMEs and career pathways within the sector	FE Providers and ITPs, potential for additional regional funding 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:	Improve new entrants	FE Providers and ITPs, potential for	Ongoing, expected		LSIP ERB Priority

	Pre-16 work entry skills	understanding of workplace requirements	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	Agriculture and Land Management, Advanced Manufacturing & Engineering, Construction & Built Environment: Short course development, independent work, project management, critical thinking	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding 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, 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 & Engineering: 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	<p>Agriculture and Land 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>	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	<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	<p>Advanced Manufacturing & Engineering:</p> <p>Advanced Manufacturing-specific management development programme with</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

	SME specific content/pathway					
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 mental health, resilience and embracing change requirements	Improve internal support mechanisms, particularly within SMEs to improve retention and the quality of life (QoL)	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 and Engineering: Specific short course programmes for electrification, sustainability/, efficiency/, sustainability assessment, design and digital	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

	engineering, project flow, planning and management tools, lean project management methodologies, Quality Improvement, 3D Technologies, automation, maintenance, AI, systems integration					
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 continuous learning, finance, legislative change and incentive adoption, coding, Computer Aided Design (CAD), electrification, data and connectivity	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: 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 fore sighting, transformational	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		LSIP ERB Priority Findings Publication

	technology and legislative change, energy and efficiency			published 28 th June 2024		
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 technical education programmes: communication, problem solving, teamwork, leadership	Improve access to career progression within sector	FE Providers and ITPs, potential for additional regional funding and/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: 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 reablement, AI and automation awareness for managers, data analysis needs, efficiency and energy	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding 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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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