

# Swindon and Wiltshire – Automotive 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 Automotive sector's gross value added (GVA) in Swindon and Wiltshire from 2011 to 2021 has experienced significant shifts. The sector witnessed robust growth from 2011, with a peak GVA increase of 15.96% in 2012, reflecting the industry's strength and strategic importance to the region's economy. This positive trend continued, reaching its apex in terms of regional GVA percentage in 2014 at 5.35%.

Year	GVA	Cumulative growth
2012	£988	15%
2013	£1,038	20%
2014	£1,144	25%
2015	£1,072	15%
2016	£1,104	18%
2017	£1,106	19%
2018	£1,025	7%
2019	£1,011	5%
2020	£723	-16%
2021	£760	-17%

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

However, from 2015 onwards, the sector faced challenges, evidenced by fluctuations and a general downtrend in GVA, culminating in a steep decline of 28.49% in 2020. This downturn coincided with the impact of the global COVID-19 pandemic, which had widespread effects on manufacturing and supply chains, but more significantly, the closure of the Honda factory in Swindon in 2021. This closure represented a major blow to the sector, given Honda's status as a key employer and its contribution to the regional economy. The slight increase in GVA in 2021 suggests initial stages of recovery or reallocation of activities within the sector, yet the cumulative GVA decline of -16.52% from 2011 levels indicates a long-term impact that the region will have to continue developing strategies to mitigate.

The Automotive sector's performance through this period underscores the need for economic resilience and diversification. Recovery strategies may include support for supply chain businesses affected by the factory closure, investment in re-skilling the workforce, and incentivising new Automotive enterprises, especially those focused on sustainable and electric vehicle technologies, which are aligned with the future trajectory of the global Automotive industry.<sup>1</sup>

## **Employment**

The employment trends in Swindon and Wiltshire's Automotive sector from 2018 to 2022 show a dramatic arc. Initially, employment numbers grew, peaking in 2020 with 7,500 jobs, reflecting a Location Quotient (LQ) significantly above 1, which indicates a strong regional specialisation in the Automotive industry compared to the national average.

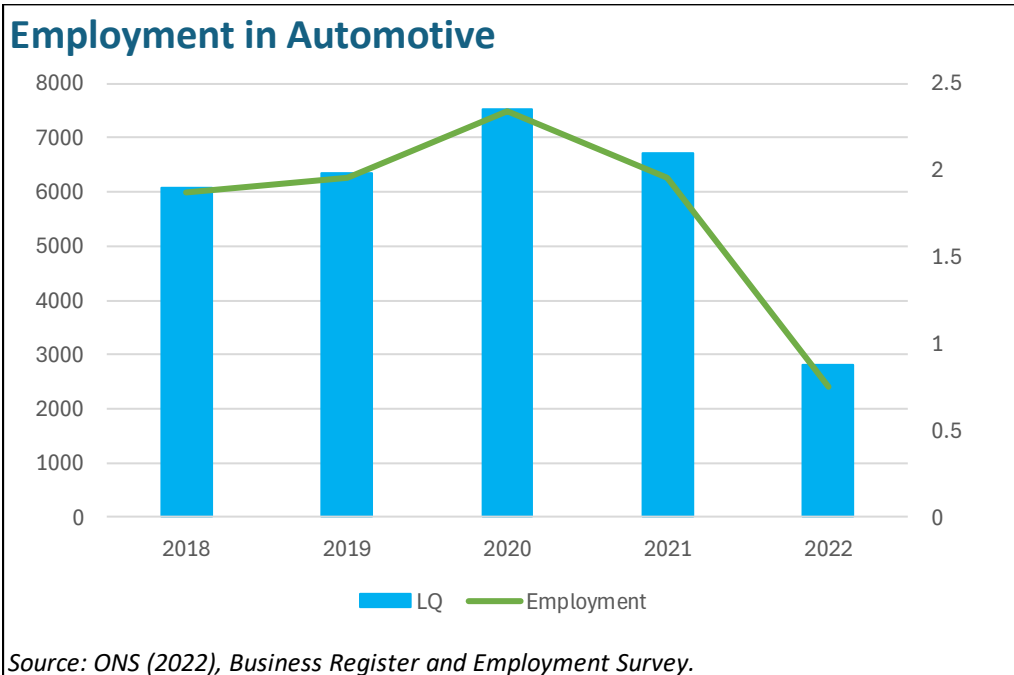
This peak in employment aligns with the strategic importance of the sector to the region's economy, as indicated by the GVA analysis. However, the Honda factory closure in Swindon, a major contributor to the sector's employment and economic activity, likely influenced the sharp employment decrease to 2,400 by 2022, with the LQ decreasing to 0.88, signifying a lower concentration of Automotive employment compared to the national average.

The closure had a profound impact on local employment, abruptly reversing the growth trend and leading to a significant reduction in sector-specific jobs.<sup>2</sup>

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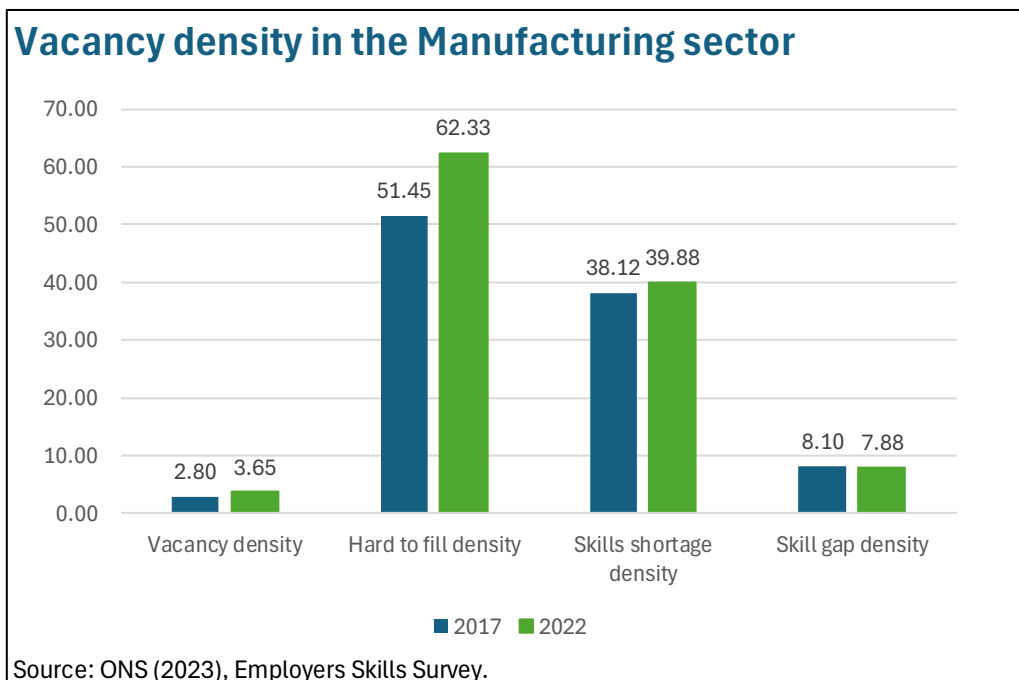
<sup>1</sup> Regional gross value added (balanced) by industry: local authorities by NUTS1 region - Office for National Statistics. (2019, December 19).  
<https://www.ons.gov.uk/economy/grossvalueaddedgva/datasets/regionalgrossvalueaddedbalancedlocalauthoritiesbynuts1region>

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



Due to the absence of granular data specifically isolated to the Automotive sector, the subsequent sections of the analysis will utilise figures from to the Advanced Manufacturing and Engineering sector at large. This broader category encompasses a range of industries, including Automotive, and provides a more comprehensive overview of the employment and economic trends within these interrelated fields. This approach allows for a wider perspective, though it should be noted that some nuances specific to the Automotive sector may not be distinctly highlighted in the aggregated data.

### 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.<sup>3</sup>

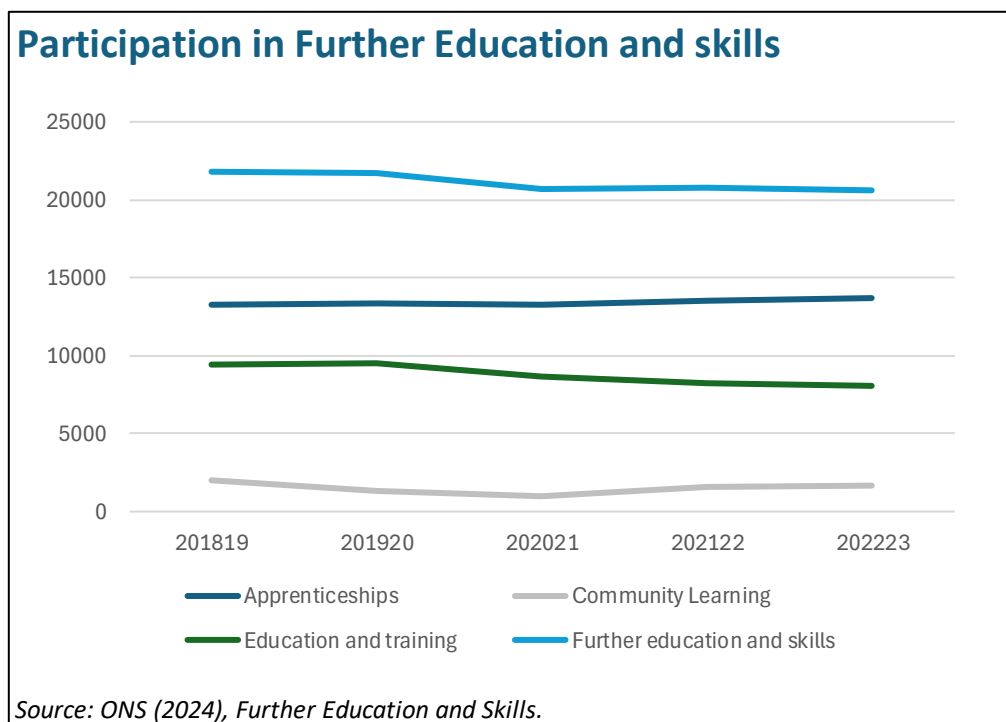
### Participation in Further Education

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.<sup>4</sup>

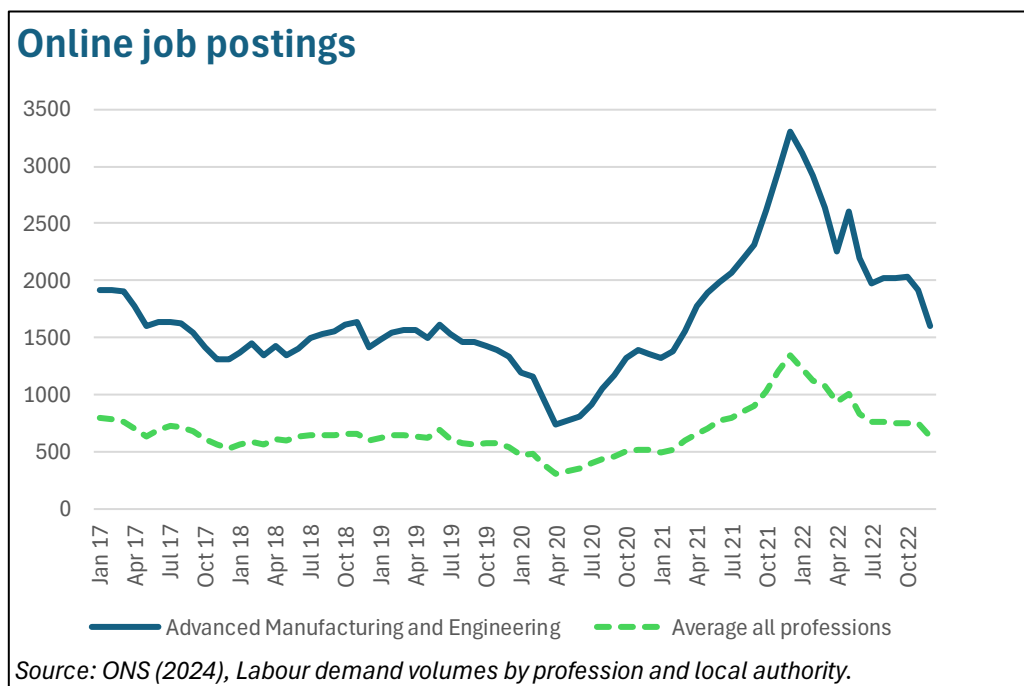


<sup>3</sup> Employer Skills Survey, Calendar year 2022. (2023, September 28). <https://explore-education-statistics.service.gov.uk/find-statistics/employer-skills-survey/2022>

<sup>4</sup> 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 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 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.<sup>5</sup>



## 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

<sup>5</sup> 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>

- Decarbonisation, Sustainability and Alignment to the UK's Net Zero Strategy Skills Needs

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

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

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

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

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

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

### Sector Specific and Technological Change

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. apprentices)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults

				<b>Boot Camps</b>		
Significant need for new technicians and maintenance operatives, with significant expected needs for upskilling existing roles	See occupational skills shortage				x	
Coding and software development – full stack development, python, C++, Azure	IT and data development's training events programme for IT support and some management roles	X	x	x		
CAD, simulation, VR as tool and product	Technical upskilling programme for technicians (and build into current Apprenticeships)	x	x		x	X
Changes to energy and fuel systems – electrification, alternative fuels such as hydrogen and potential impacts and timescales	Technical upskilling programme for technicians (and build into current Apprenticeships)	x	x		x	X
Within electrification, additional specificity attached to; <ul style="list-style-type: none"> <li>battery</li> </ul>	Technical upskilling programme for technicians (and build into current	X	X		X	X

<p>technology (and MRO),</p> <ul style="list-style-type: none"> <li>• high voltage systems,</li> <li>• hybridisation,</li> <li>• understanding of long-term sector impact</li> <li>• infrastructure and wider transportation sector changes</li> </ul>	Apprenticeships					
Shift MRO qualifications towards a broader focus on the combination of soft, social, commercial and technical skills (replication of “the RAC model”)	Short course programme in partnership with employers	x	x		x	x
Wider sectoral needs for data analytics, diagnostics, interpreting data – maintenance and aftermarket needs	IT and data developments training events programme for IT support and some management roles	X	x	x		
Electrified systems, maintenance and mechanical engineering technical qualifications (reported L3-4) lagging behind sector technological changes	Technical upskilling programme for technicians (and build into current Apprenticeships)	x	x		x	x
Impact of 5G and fibre connectivity on automotive technology	Technical upskilling programme for	x	x		x	X



	technicians (and build into current Apprenticeships)					
Additional needs for transformation fore sighting and impact on MOT processes and requirements	Short workshops for senior management on workforce development planning, implementation and mentoring	x		x		
Senior roles need for innovation adoption in sector and commercialisation of opportunities	Short workshops for senior management on workforce development planning, implementation and mentoring	x		x		
Some employers report additional needs attached to bodywork roles	Explore further needs in body work	x	x		x	

### Critical Workplace, Core and Transferable Skills

<b>Need Statement</b>	<b>Provisional Priority</b>	<b>Experienced Current Employees (upskilling, modular, CPD)</b>	<b>Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)</b>	<b>Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)</b>	<b>Those in both work and formal training e.g. apprentices</b>	<b>Younger/ New Entrants /non-experienced (16-19) and adults</b>
Core/soft skills reported as needing	Explore the implementation					X

<p>further development in new entrants include:</p> <ul style="list-style-type: none"> <li>• Communication</li> <li>• English and functional numeracy (L2)</li> <li>• Independence and problem solving/critical thinking/communication sense</li> <li>• Observation and diagnosis</li> <li>• Time management</li> <li>• Physics understanding</li> </ul>	<p>n of Skillbuilder (or similar) and work entry skills in pre 16 and post 16 academic education. (This issue has arisen in all our priority sector with slightly different emphasis for each sector, on the specific skills involved)</p>					
<p>Additional requirements in sector for administration skills, project planning &amp; management</p>	<p>Short course programme in partnership with employers</p>	X	X	X	X	
<p>Wider requirements for client handling, commercial skills, sales/aftersales, negotiation and relationship management for non-direct sales staff [?]</p>	<p>Short course programme in partnership with employers in commercial and sales/customer service skill</p>	X	X	X	X	
<p>Needs for upskilling in existing workforce towards management, leadership and supervisory roles</p>	<p>Tailored Apprenticeship programme for upskilling to supervision and management. May also be options for short course upskilling for some staff</p>	X		X		
<p>Support for senior roles in planning internal upskilling and reskilling, including mentoring support and</p>	<p>Short workshops for senior management on workforce</p>	X		X		

embedding continuous learning	development planning, implementation and mentoring					
More availability of modular learning in finance, compliance, tax & legislative change, franchising, incentive availability	Short course programme in partnership with employers	x	x	x	x	
Some senior need for diversity, inclusion and neurodiversity	Short workshops for senior management on workforce development planning, implementation and mentoring	x		x		

### Core Digital Skills

*NB some employer reported needs will need further exploration to define how substantial they are. If they are not amendable to short programmes, in some case new Apprenticeships may need to be implemented e.g. in Cybersecurity.*

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 digital systems requiring additional training include: <ul style="list-style-type: none"> <li>○ Outlook and office 365</li> </ul>	Training in basic and practical digital skills both in the workplace and where not	x	x	x	x	X

<ul style="list-style-type: none"> <li>• Phone support and sales</li> <li>• General IT literacy</li> <li>• Teams</li> </ul>	already in place, in FTE					
Additional requirements in data protection, GDPR, security/cybersecurity, privacy	IT and data developments training events programme for IT support and some management roles	x	x	x		
Amazon Web Services (AWS), Cloud computing principles, cloud handling, IP protocols in some (mostly core) roles	IT and data developments training events programme for IT support and some management roles	X	x	x		
Needs for additional project management platforms/systems – Azure, Learner Management Systems (such as PIX and Moodle), garage management/workflow system principles	IT and data developments training events programme for IT support and some management roles	x	x	x		
Presentation and visualisation systems and skills, including towards marketing and social media,	Training in basic and practical digital skills both in the workplace	x	x	x	x	x

such as Miro and PowerPoint	and where not already in place, in FTE					
Managing remote and hybrid working practises	Short course programme in partnership with employers	x	x	x	x	
Understanding purchasing systems, invoicing, billing & procurement	Short course programme in partnership with employers	x	x	x	x	

### Net Zero Skills

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occasionally 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
Understanding energy usage and efficiency	"Achieving net zero" short workshops programme open to all managers and staff	x	x	x	x	X
EV sectoral transformation and impact, embedding change within facility: battery	"Achieving net zero" short workshops programme open to	x	x	x	x	x

technology, MRO, alignment to Net Zero Strategy, charging infrastructure (see also electrification needs above)	all managers and staff					
General 'green skills' and awareness of individual impact on sustainability	" Achieving net zero" short workshops programme open to all managers and staff	x	x	x	x	x
Limited needs for further understanding waste and recycling best practise (MRO employers)	" Achieving net zero" short workshops programme open to all managers and staff	x	x	x	x	x
Sustainability assessment and lifecycle analysis	" Achieving net zero" short workshops programme open to all managers and staff	x	x	x	x	x
Communicating Net Zero and change, internal and external clients	" Achieving net zero" short workshops programme open to all managers and staff	x	x	x	x	x
Greater awareness of expected/potential changes such as	" Achieving net zero" short workshops programme	x	x	x	x	x

hydrogen as a fuel	be open to all managers and staff					
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### 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](mailto: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 <a href="#">LEP transferral of service to Wiltshire County Council completes</a>	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 group 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 agencies e.g. growth hubs	Report Section 3
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 <a href="#">LEP transition</a>	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	Comprehensive direct and tailored signposting and referrals to be built into LSIP activities, additional resource within LSIP team for workforce development	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



	the region's areas of responsibility	requirements as identified				
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 <a href="#">Multiply</a> 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 is due to be published each	To identify progress and additional needs within region,	LSIP ERB to produce with input from advisory panel	June 2024 and within LSIP year 3	Multi-audience resource to highlight	Report Section 3

	year until 2025, with the next report due to be published on 28 <sup>th</sup> June 2024	outline future activities	post LEP transition		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: <a href="#">Skillsbuilder</a> 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 <sup>th</sup> 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)	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

	Health, Social Care and Life Sciences: Additional needs within functional English & Maths, flexible on work delivery, additional apprenticeship uptake					
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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Agriculture and Land Management:  Pre-16 work entry skills	Improve new entrants understanding of workplace requirements	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 <sup>th</sup> June 2024		LSIP ERB Priority 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 <sup>th</sup> 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 <sup>th</sup> 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),	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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication

	workforce development, and reskilling.					
Provision and Resourcing	<p>Advanced Manufacturing &amp; Engineering: succession and backfilling planning, recruitment, and retention.</p> <p>Health, Social Care and Life Sciences: succession planning, workforce planning, backfilling support programme, HR support programme</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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	<p>Agriculture and Land Management, Advanced Manufacturing &amp; Engineering, Automotive, Transport &amp; 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 &amp; Engineering: Specific needs in coding and software development.</i></p> <p><i>Automotive, Transport &amp; Logistics sector has specific needs in Data, GDPR, Cybersecurity, Privacy, AWS &amp; 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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	<p>Agriculture and Land Management:</p> <p>Short course provision required</p>	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding	Ongoing, expected updates in the LSIP Progress Report 2024,		LSIP ERB Priority Findings Publication

	for: Change management, adoption of technology and awareness and engineering career change into agricultural roles		and/or support in some instances	due to be published 28 <sup>th</sup> June 2024		
Provision and Resourcing	Advanced Manufacturing & Engineering:  Advanced Manufacturing-specific management development programme with SME specific content/pathway	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and/or support in some instances	Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
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 <sup>th</sup> 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 <sup>th</sup> 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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Advanced Manufacturing & Engineering:	Improve internal support mechanisms, particularly	FE Providers and ITPs, potential for additional regional funding	Ongoing, expected updates in the LSIP Progress		LSIP ERB Priority Findings Publication

	Establish HR support group for region to address mental health, resilience and embracing change requirements	within SMEs to improve retention and the quality of life (QoL)	and/or support in some instances	Report 2024, due to be published 28 <sup>th</sup> 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 <sup>th</sup> 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 <sup>th</sup> 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),	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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication

	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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Automotive, Transport & Logistics: Awareness in fore sighting, 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 <sup>th</sup> 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 <sup>th</sup> 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 <sup>th</sup> 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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Construction and Built Environment:	Improve labour market liquidity		Ongoing, expected		LSIP ERB Priority

	Explore returners and career change/ career movers programme into sector, develop resource for employers to identify and address soft skills	and reduce barriers to work		updates in the LSIP Progress Report 2024, due to be published 28 <sup>th</sup> June 2024		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 <sup>th</sup> 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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication

## **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