

# Swindon and Wiltshire – Health and Social Care and Life Sciences 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 Gross Value Added (GVA) data for the Health and Social Care sector in Swindon and Wiltshire from 2011 to 2021 reflect its significance and the challenges faced over the decade. Starting with a GVA of 1170 in 2011, the sector exhibited a promising rise, reaching its peak GVA percentage of the region's total at 6.55% in 2013. This peak is indicative of the sector's robust performance and its critical role as an enabler of economic growth, not only through direct employment and services but also by fostering a healthy workforce, which is a prerequisite for productivity in other sectors.

Year	GVA	Cumulative growth
2012	£1,205	2%
2013	£1,319	11%
2014	£1,301	3%
2015	£1,349	5%
2016	£1,328	4%
2017	£1,321	3%
2018	£1,352	3%
2019	£1,325	0%
2020	£867	-27%
2021	£1,006	-20%

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

The subsequent years saw minor fluctuations in the GVA, with small decreases in 2014 and 2016, interspersed with recoveries in 2015 and 2017-2018, highlighting the sector's resilience. These fluctuations are normal in a dynamic economic landscape and may reflect changes in policy, funding allocations, or demographic shifts.

A significant downturn is evident in 2020, with a -34.57% yearly change in GVA, reflecting the immense strain placed on the sector by the COVID-19 pandemic. The reduced GVA also corresponds with the overarching challenges to the economy during this period, including increased health expenditures and disruptions to healthcare services.

In 2021, the sector began to recover, demonstrated by a 16.03% increase in GVA and an uptick in its regional GVA percentage to 4.74%. However, the cumulative change remained negative at -19.53%, suggesting that while the sector is on a path to recovery, it has not yet reached its pre-pandemic economic contribution.

The Health and Social Care sector's capacity to rebound is a positive sign, underlying its essential role in the local economy. As a foundational pillar, it not only provides necessary services but also underpins the health of the workforce, contributing indirectly to economic activity and growth across all other sectors. It is therefore relevant to recognise the dual economic and social importance of the Health and Social Care sector and the necessity of its robustness for the wider economic health of Swindon and Wiltshire.<sup>1</sup>

## Employment

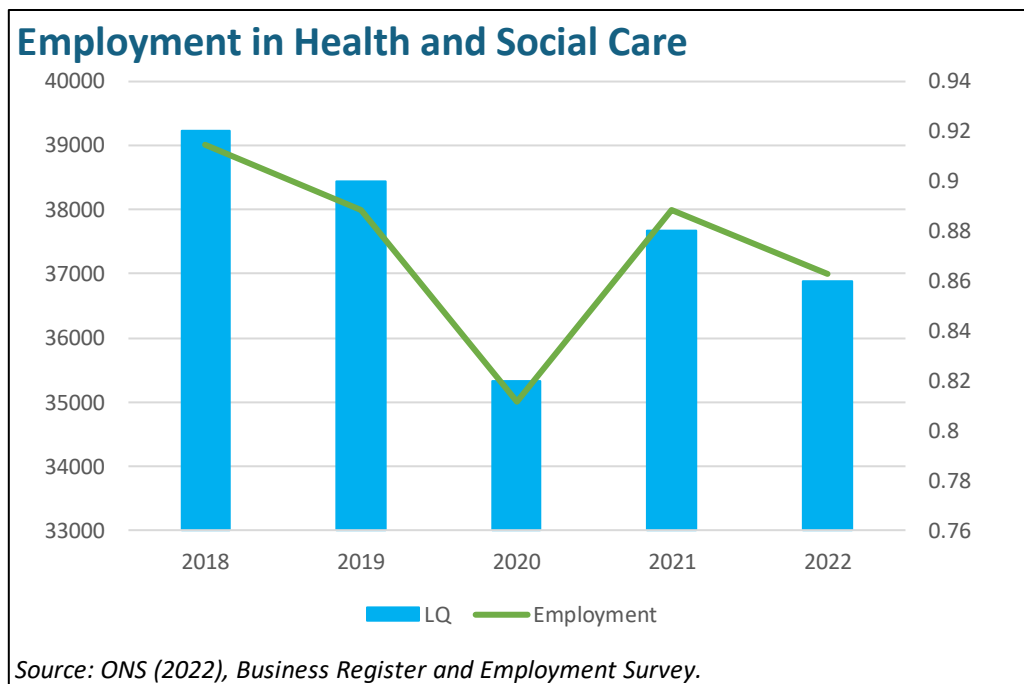
The employment figures for the Health and Social Care sector in Swindon and Wiltshire from 2018 to 2022 depict a sector impacted by external forces, likely including policy changes and the COVID-19 pandemic. The location quotient (LQ) consistently below 1 suggests that the sector's employment concentration in the region is below the national average.

<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>

Starting with 39,000 employees in 2018 and an LQ of 0.92, the sector shows a slight decrease in 2019, both in employment and relative concentration. The drop sharpens in 2020, with a significant reduction to 35,000 employees, which corresponds with the onset of the pandemic. The lowered LQ of 0.82 in that year indicates a more considerable impact on the sector within

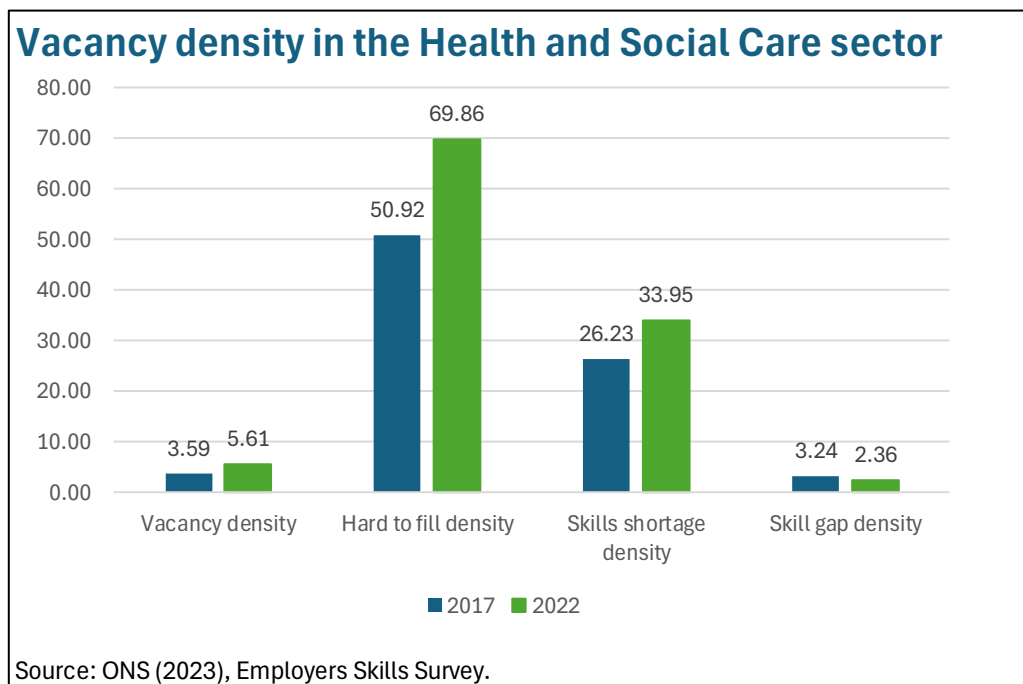
the region compared to the national context, possibly due to the strain on health services or disruptions in social care provision.

In 2021, employment rises back to 38,000, with a slight increase in LQ to 0.88, suggesting a partial recovery as the sector adjusts to the new normal. However, the figures for 2022 show a slight decline to 37,000 employees and an LQ of 0.86, indicating a possible stabilisation post-pandemic, but still reflecting a reduced capacity compared to pre-pandemic levels. This data could inform discussions on strategic investment and support for the sector, acknowledging its critical role in public health and economic stability.<sup>2</sup>



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

## Vacancies



The Health and Social Care sector in the South West of England has experienced an increase in vacancies from 2017 to 2022, rising from 12,439 to 21,171, indicating significant growth in job opportunities. The proportion of these vacancies that are hard to fill also escalated, from a 50.92% density to a 69.86% density, underscoring a substantial challenge in recruitment. Skills shortage vacancies saw a considerable rise in both number and density, now representing 33.95% of vacancies, up from 26.23%, highlighting an urgent need for specific skill sets in the workforce. Interestingly, the number of skills gaps decreased, suggesting improvements in employee proficiency or changes in job roles. However, the increasing difficulty in filling vacancies emphasizes the need for strategic workforce planning and development in the sector.<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.

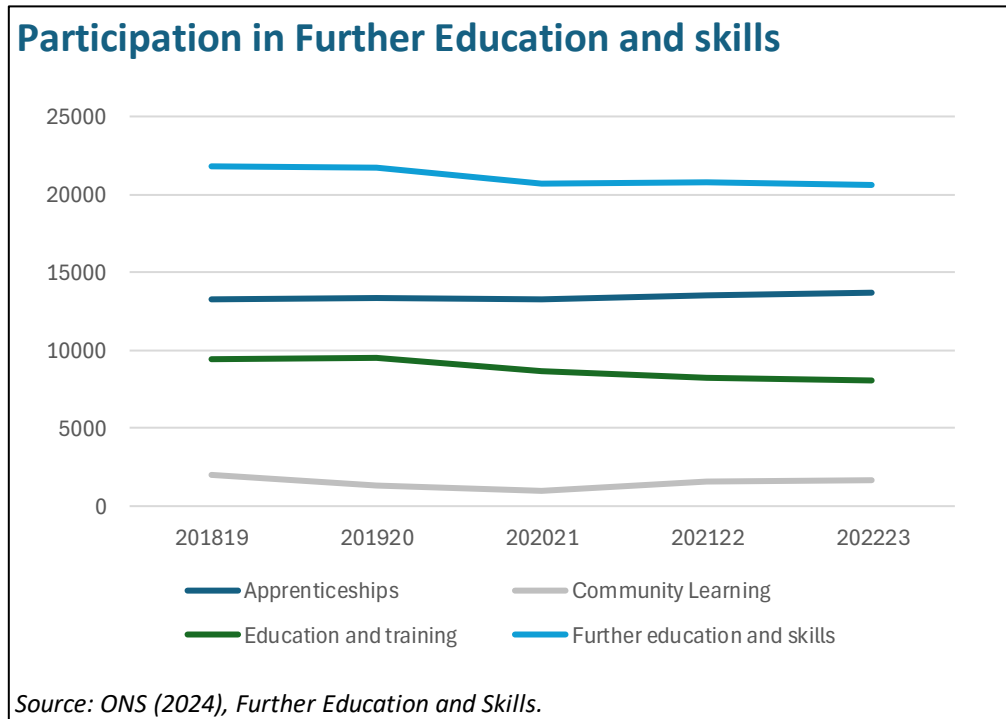
In contrast, Community Learning faced a significant drop from 2,030 to 1,020 between 2018/19 and 2020/21 but has since shown recovery, reaching 1,680 by 2022/23.

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.

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<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>

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>



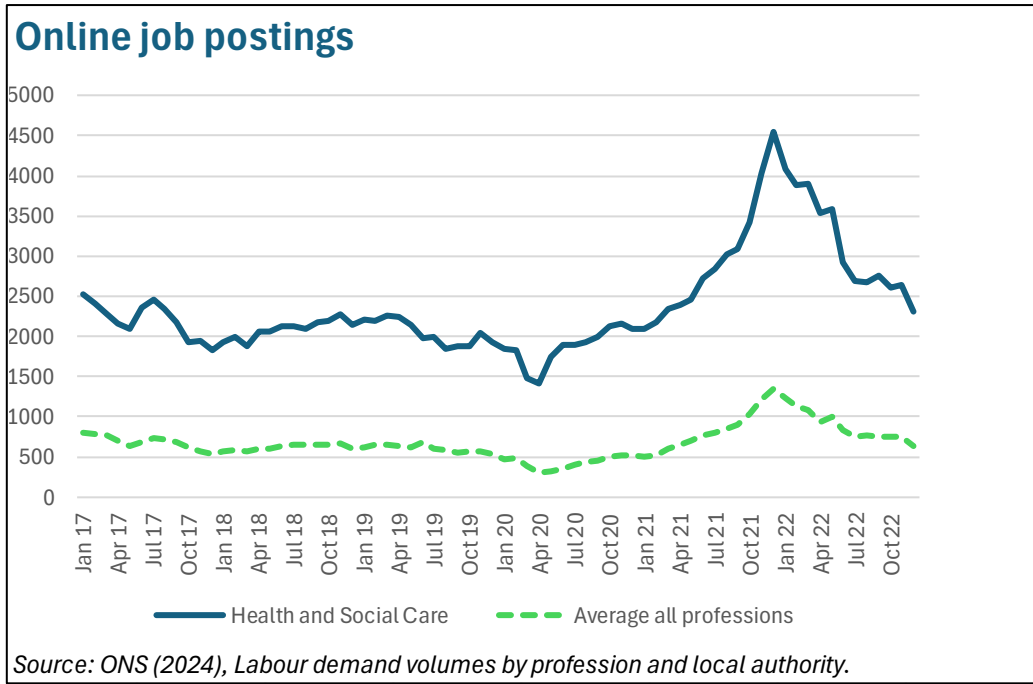
## Online job postings

The online job posting trends for the Health and Social Care sector in Swindon and Wiltshire from 2017 to 2022 indicate a significant and dynamic evolution. The sector starts with a substantial volume in 2017, showing a steady presence in the online job market. The figures seem to decline slightly in the following two years, likely reflecting broader economic trends.

A stark increase in postings begins in 2020, continuing to rise dramatically into 2021. This surge is undoubtedly influenced by the COVID-19 pandemic, which led to an increased demand for Healthcare workers and Social Care staff, highlighting the sector's critical role in responding to public health crises.<sup>5</sup>

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

<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>



## 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:

<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)</b>	<b>Those in both work and formal training e.g. apprentices</b>	<b>Younger/New Entrants/non-experienced 16-19 and adults</b>
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		<b>training e.g. Boot Camps</b>		
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

<b>Need Statement</b>	<b>Provisonal Priority</b>	<b>Experienc ed Current Employees (upskillin g, modular, CPD)</b>	<b>Experience d/ Occupation ally Competent New Employees (upskilling, skills gaps, new work functions)</b>	<b>Career movers from another sector (part experienc ed and/or direct/lin ked training e.g. Boot Camps</b>	<b>Those in both work and formal training e.g. apprentice s</b>	<b>Younger/N ew Entrants/n on-experience d (16-19) and adults</b>
Multi-Disciplinary team care – communication, requirements and efficiency	Specialised upskilling short course programme	x	x			
Knowledge of regional health and care providers in the region	Specialised upskilling short course programme	x	x	x	x	x

Managerial training towards inclusivity and accessibility within recruitment	Specialised upskilling short course programme for managers	x	x			
Increase transparency of roles and career development opportunities across all levels	Increase CEIAG content and industry for learners, ensure CEIAG is updated to reflect changing progression routes, qualifications and pathways			x	x	x
Increased content for 'duty of candour', honesty and openness	Ensure industry-appropriate embedding in new entrants' provision, provide modular/flexible short course for experienced workers	x	x	x	x	x
Increase provision of industry training and certification alongside further education in mandatory topics e.g. manual handling	Identify industry requisite certification that can be delivered to reduce barriers to work commencement			x	x	x



Increase employer access to and awareness of additional available funding for further training, upskilling and technology	Highlight funding and provision that is already available via existing employers to increase demand and take-up	x	x	x	x	x
Awareness of technology and integration to improve hygiene and efficiency	Specialised upskilling short course programme	x	x		x	
Digital transformation is coming	Training in basic digital skills in the workplace and FTE	X	X	X	X	
Infection control higher on agenda	Specialised upskilling short course programme	X	X	X	X	
NHS capacity, funding and structure not expected to beneficially change/improve in near/medium future, how to cope with/adjust as demands get higher and capacity worse	LSIP Part C					
More technical roles will be created and required across Health and care attached to technological and digital transformation, some fore sighting	Specialised upskilling short course programme	x	x			

understanding required in managerial/senior roles						
Homecare and increased prevalence	LSIP Part C					
Discharge services, reablement and Integrated care systems	Specialised upskilling short course programme	X	X	X	X	
AI and automation will significantly change the sector: <ul style="list-style-type: none"> <li>• Assistive technologies and robotic/lifting</li> <li>• Chatbots and customer service</li> <li>• Sensors and Machine Learning in care environments</li> <li>• Bloodwork, tests and detections</li> <li>• Preventative medicine</li> </ul>	Specialised upskilling short course programme	X	X	X	X	
Data analysis will become a growth need in near future	Specialised upskilling short course programme (just for basic understanding by managers and admin staff)					

Efficiency high on agenda – do more with less	Specialised upskilling short course programme					
Some employers would benefit from quality improvement training, help with on-the-job training and competency assessment training	Greater use of Apprenticeship for entry				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/link ed 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>
Most care employers report primarily looking for right attitude/attributes and Aptitudes over technical skills	Explore implementation of Skillbuilder (or similar) for existing employees and new adult recruits (NB already covered within Apprenticeships and T Levels)	X	X	X		
Soft skills requiring further support: Communication Teamwork Leadership	Explore implementation of Skillbuilder (or similar) for existing employees	X	X	X		

Administration and records-keeping	and new adult recruits (NB already covered within Apprenticeships and T Levels)					
Issues with functional/core maths and English for some entry level roles	Greater use of Apprenticeship for entry			X	X	X
Some employers report additional benefit from more and more frequent Health & safety content						
Recognition from some of benefits to wider professionalisation of care work	Part C LSIP					
Additional needs for succession planning, management, workforce planning and understanding effective backfilling in more senior roles	Support programme for workforce planning	X	X	X	X	
Mental Health, resilience and burnout still high on agenda	HR support programme	X	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 experience and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/no experience (16-19) and adults
Better usage of Microsoft software's/ platforms: <ul style="list-style-type: none"> <li>• SharePoint</li> <li>• Teams</li> <li>• Excel</li> <li>• Outlook</li> </ul>	Training in basic digital skills in the workplace and FTE	X	X	X	X	X
Better understanding of Data, GDPR and data visualisation	Data/GDPR training for managers and admin staff	X	X	X	X	
Needs attached to CRM skills and databases	Training in basic digital skills in the workplace and FTE (relevant staff)	X	X	X	X	
Best practise in online meetings, webinars and virtual communication	Training in basic digital skills in the workplace and FTE	X	X	X	X	
Some employers report needs for general 'digital skills' needs, potential disconnect in expectation in some employers	Training in basic digital skills in the workplace and FTE	X	X	X	X	

Wide recognition that NHS drive towards further digitalisation and digital service provision will impact wider sector (directly and indirectly)	LSIP Stage C					
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### Net Zero Skills

Need Statement	Provisional Priorities	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/link ed training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Waste – reduction, management, plastics, SUP, food	Short course net zero understanding. Managers first priority	X	X	X	X	
Energy crisis and mitigation, energy efficiency	Short course net zero understanding. Managers first priority	X	X	X	X	
Homecare as often most sustainable options?	Part C LSIP					
Virtual and online service provision as sustainable options	Part C LSIP					

Technology for efficiency and carbon savings	Short course net zero understanding. Managers first priority	X	X	X	X	
Travel						
Changing climate, seasonal peaks and impact on service provision/car/e/ environment	Short course net zero understanding. Managers first priority	X	X	X	X	
NHS Net Zero policy as the predominant driver for wider sector	Short course net zero understanding. Managers first priority	X	X	X	X	
Carbon calculation and measurement	Short course net zero understanding. Managers first priority	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](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 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	Report Section 3



					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 <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 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	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

	Guidance (CEIAG)					
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 year until 2025, with the next report due to be published on 28 <sup>th</sup> 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 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	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

	education for soft and core critical workplace skills					
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 <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	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding	Ongoing, expected updates in the LSIP		LSIP ERB Priority Findings Publication

	Manufacturing & Engineering, Construction & Built Environment: Short course development, independent work, project management, critical thinking		and/or support in some instances	Progress Report 2024, due to be published 28 <sup>th</sup> June 2024		
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), 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 <sup>th</sup> 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,	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

	workforce planning, backfilling support programme, HR support programme					
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 for: Change management,</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		LSIP ERB Priority Findings Publication

	adoption of technology and awareness and engineering career change into agricultural roles			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:	Improve awareness of careers, pathways and opportunities,	FE Providers and ITPs, potential for additional regional funding and/or support	Ongoing, expected updates in the LSIP Progress		LSIP ERB Priority Findings Publication

	Earlier and more CEAIG integration, incorporating employers	increase resilience and diversity of the workforce	in some instances	Report 2024, due to be published 28 <sup>th</sup> June 2024		
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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Advanced Manufacturing and Engineering: Specific short course programmes for electrification, sustainability/, efficiency/, sustainability assessment, design and digital engineering, project flow, planning and management tools, lean project management methodologies, Quality Improvement, 3D Technologies, automation, maintenance, AI, systems integration	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and/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	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		LSIP ERB Priority Findings Publication



	management short provision			28 <sup>th</sup> June 2024		
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 <sup>th</sup> 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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Automotive, Transport & Logistics: Awareness in foresighting, transformational technology and legislative change, energy and efficiency	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding and/or support in some instances	Ongoing, expected updates in the LSIP Progress Report 2024, due to be published 28 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Construction and Built Environment: Upskilling, Reskilling and Awareness of	Awareness of requisite and upcoming requirements in sector, improved	FE Providers and ITPs, potential for additional regional funding and/or support	Ongoing, expected updates in the LSIP Progress Report 2024,		LSIP ERB Priority Findings Publication

	Retrofit and new technologies.	understanding and uptake of provision, more resilient workforce	in some instances	due to be published 28 <sup>th</sup> June 2024		
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:  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 <sup>th</sup> June 2024		LSIP ERB Priority Findings Publication
Provision and Resourcing	Construction and Built Environment:	Ensure teaching professionals have up to date		Ongoing, expected updates in		LSIP ERB Priority

	Develop CPD programme for trainers in sector	understanding of change and needs in the sector		the LSIP Progress Report 2024, due to be published 28 <sup>th</sup> June 2024		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