West of England – Advanced Manufacturing and Engineering LSIP Stage Two Update

Introduction

There are three sections to this document:

1. Labour Market Intelligence and Economic Trends
2. Employers Reported Skills Needs (delineated Stage 1 and new Stage 2 findings)
3. Roadmap Priority Actions from Stage 1 Report

We are publishing the update for sectors within each region separately, all available here. The previous published outputs for Stage 1 are also still available for reference - West of England 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 Advanced Manufacturing and Engineering sector in the West of England has seen a decade marked by both decline and gradual recovery, reflecting broader trends that may affect regional economic stability and growth.

Year	GVA	Cumulative growth
2012	£2,540	-15%
2013	£2,077	-30%
2014	£2,012	-33%
2015	£1,900	-36%
2016	£1,888	-37%
2017	£2,046	-31%
2018	£2,012	-33%
2019	£2,089	-30%
2020	£2,161	-28%
2021	£2,284	-24%

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

The data shows that the sector started from a position of strength in 2011, with a Gross Value Added (GVA) of £2,986 million, accounting for 9.61% of the region's total economic output. However, from 2012 onwards, the sector experienced a significant decline, with the most considerable drops occurring between 2012 and 2013 (-14.94% and -18.23%, respectively). By 2015, the GVA had decreased to £1,900 million, with cumulative growth reaching a low of -36.37% compared to 2011.[1]
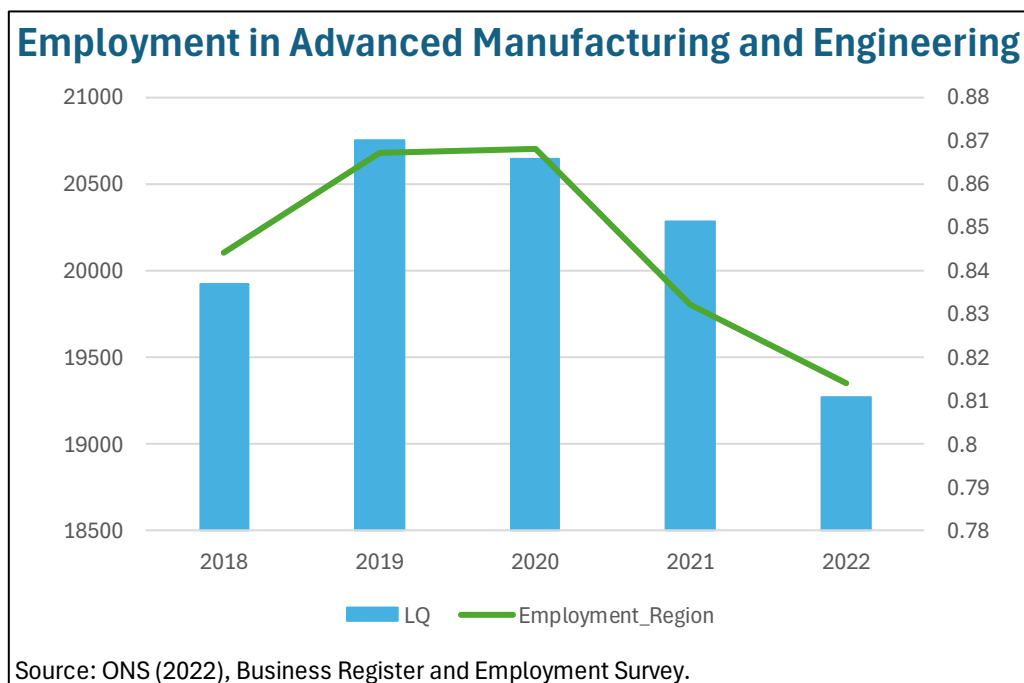
This downward trend could be attributed to a variety of factors, including economic downturns, shifts in global manufacturing, or technological changes. Despite the decline, the sector began to show signs of recovery in 2017, with an 8.37% increase in GVA from the previous year. However, the recovery was not consistent, as evidenced by a dip in 2018.

Moving towards 2019 and beyond, the data indicates a steady, if modest, recovery. In 2021, the GVA had increased to £2,284 million, which is still below the 2011 figure, but it shows a positive yearly change of 5.69%, suggesting resilience and adaptability within the sector.

Throughout the decade, the sector's contribution to the region's economy has decreased in terms of its percentage of the regional GVA, yet it remains an important pillar with a share of 6.31% in 2021. The cumulative growth from 2011 to 2021 is -23.51%, indicating that despite the recovery in recent years, the sector has not yet returned to its 2011 economic output level.

This sector is crucial for the West of England's economic diversity and technological advancement. It is likely a source of high-skilled employment and has the potential to drive innovation.
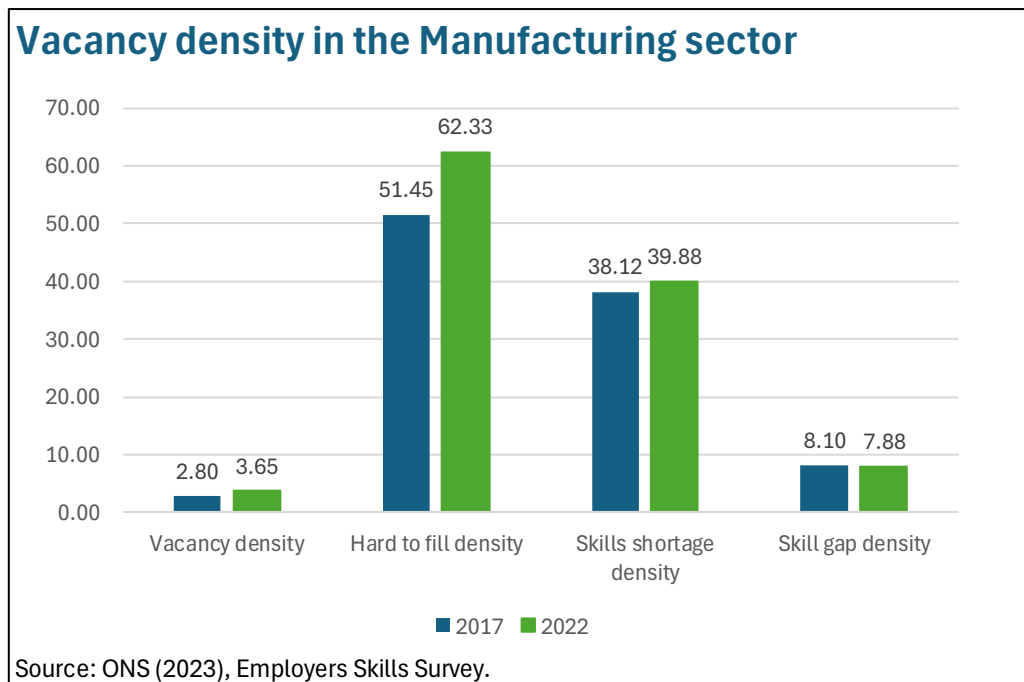
Employment

Employment in Advanced Manufacturing and Engineering

Legend: LQ (bar), Employment_Region (line)

Source: ONS (2022), Business Register and Employment Survey.

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[1] Regional gross value added (balanced) by industry: local authorities by NUTS1 region   - Office for National Statistics. (2019, December 19). https://www.ons.gov.uk/economy/grossvalueaddedgva/datasets/regionalgrossvalueaddedbalancedlocal authoritiesbynuts1region

The Advanced Manufacturing and Engineering sector in the West of England has shown a declining trend in employment from 2018 to 2022, starting at 20,100 jobs and decreasing to 19,350 by 2022. The Location Quotient (LQ) has followed a similar downward trajectory, beginning at 0.8 in 2018—indicating the sector was less concentrated in the region than the national average. Despite slight increases in employment in 2019 and maintaining nearly the same level in 2020, the sector experienced a reduction in 2021 and 2022, suggesting a contraction in the sector's relative size within the regional economy.[2]

Vacancies

Vacancy density in the Manufacturing sector

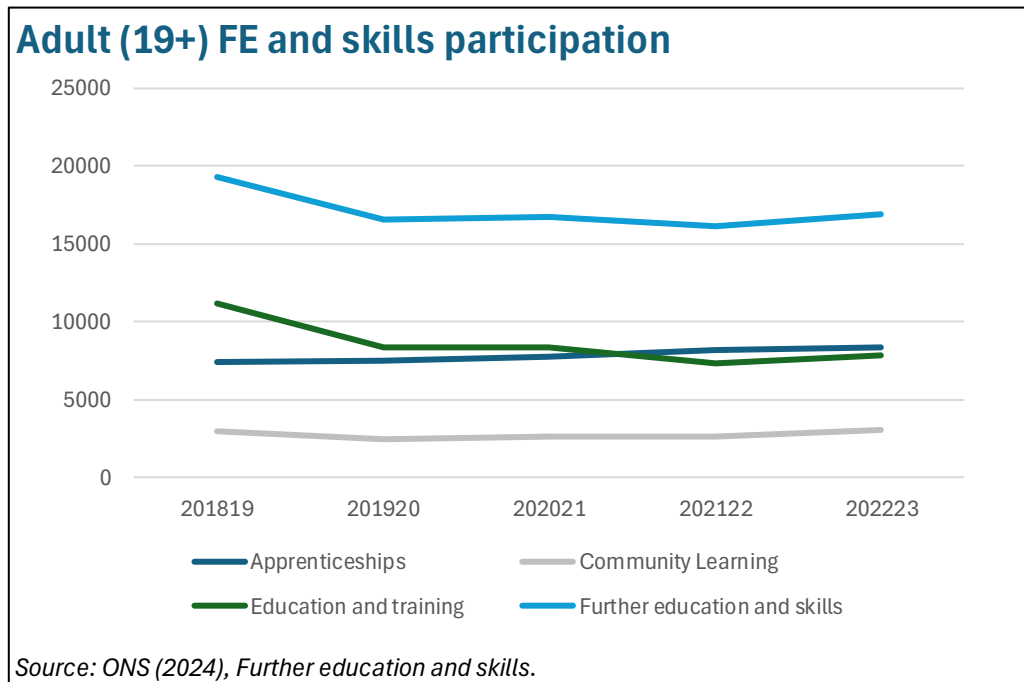Source: ONS (2023), Employers Skills Survey.

The Manufacturing sector in the South West of England has experienced a noticeable increase in employment challenges from 2017 to 2022. The number of vacancies rose by approximately 29%, while hard-to-fill vacancies increased by nearly 56%, indicating a significant gap between job openings and qualified applicants. The vacancy density grew from 2.8% to 3.65%, signifying a higher volume of vacancies relative to the sector's employment size. Despite a higher vacancy and hard-to-fill density, the skill gap density has slightly decreased, from 8.1% to 7.88%, suggesting a possible improvement in the skill level of the workforce or adaptation within the sector. However, the skills shortage density remains high, emphasising the persistent need for specialised skills within the manufacturing workforce.[3]

[2] Hedges, N. (2023, October 24). Employees in the UK - Office for National Statistics. https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/businessregisterandemploymentsurveybresprovisionalresults/provisionalresults2022revisedresults2021
[3] Employer Skills Survey, Calendar year 2022. (2023, September 28). https://explore-education-statistics.service.gov.uk/find-statistics/employer-skills-survey/2022

Participation in Further Education

Adult (19+) FE and skills participation

Source: ONS (2024), Further education and skills.

The data on adult participation in Further Education (FE) and skills programs in the West of England from 2018 to 2023 shows varied trends across different types of provision. Apprenticeships display consistent interest, with a slight peak in 2021/22 before a marginal drop in 2022/23. Community Learning participation dipped in 2019/20 but has shown signs of recovery, reaching near-initial levels by 2022/23. Education and training have seen a more pronounced decline, suggesting a shift away from these programs. Further education and skills participation also reduced notably from 2018/19 to 2021/22 but experienced a minor increase in the following year, hinting at a potential stabilisation.[4]

Online job postings

For the Advanced Manufacturing and Engineering sector in the West of England, job postings begin at 4,955 in January 2017 and demonstrate seasonal fluctuations with a gradual overall increase, peaking in mid-2019 and mid-2020. There is a sharp increase from 3,715 in January 2020 to a high of 7,760 in November 2020, indicating a surge in demand for this sector's jobs, potentially due to technological advancements or shifts in manufacturing needs. This peak is followed by a decline, but numbers remain elevated compared to the starting point, ending at 4,000 in December 2022, suggesting a strong recovery and sustained growth in the sector despite the initial impact of the pandemic.[5]

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[4] 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

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

Online job postings

Source: ONS (2024), Labour demand volumes by profession and local authority.
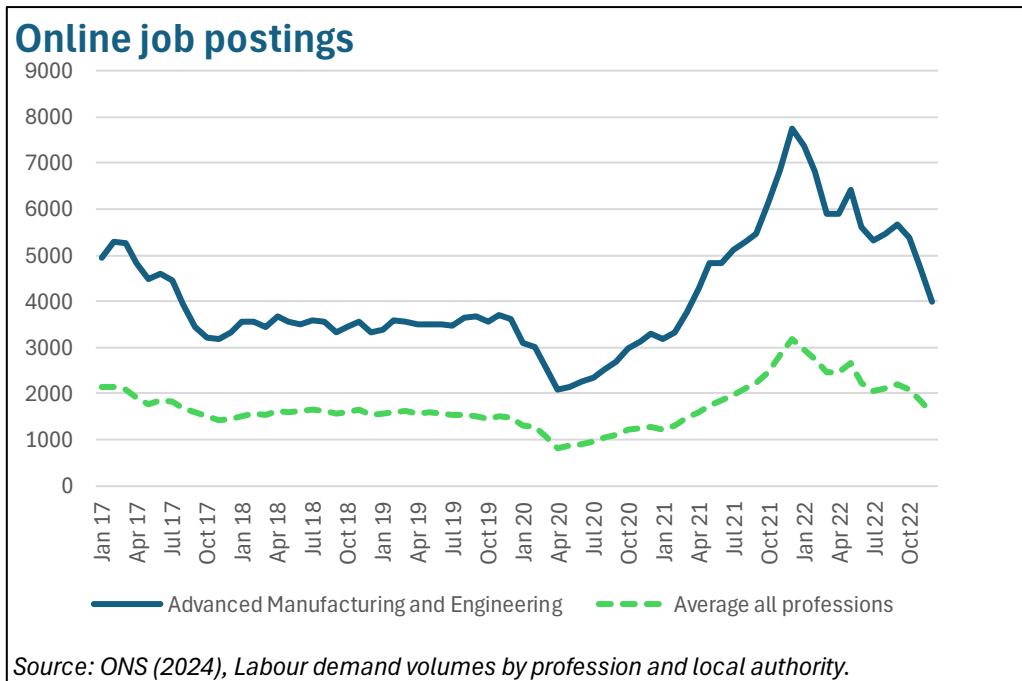
2. Employers Reported Skills Needs

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 remined 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	Experienced/Occupationally Competent New Employees	Career movers from another sector (part experienced	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced 16-19 and adults

(upskilling, modular, CPD)	(upskilling, skills gaps, new work functions)	and/or direct/linked training e.g. Boot Camps		
For Example: In-house, innovation/AEB/LSIF	For Example: In-house/bespoke/Innovation/ AEB/ LSIF	For Example: AEB, Bootcamps, Other DfE e.g. certificates of future technology, In-house, LSIF	For Example: Apprenticeship	For Example: T Levels, other 16 to 19 vocational, Vocational HE and preparatory

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

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

Sector Specific and Technological Change

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced / Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
SMAC skills – Social, Mobile, Analytics and Cloud have been reported as a priority for new starters	Raise awareness of these skills with education and training providers – build profile in a similar way to STEM	x	x	x	x	X
Establish a training and support network for sectoral entrepreneurs	Ensure peer development opportunities within region	x	x			

Sector specific support with recruitment and retention	Ensure peer development opportunities for region	x	x			
Perception that apprenticeship pathways don't meet employer requirements	Develop awareness and support to help employers identify appropriate apprenticeship standards and bespoke content opportunities via training providers	x	x			
Support with integrating new technology into existing infrastructure e.g. AI doesn't work with older hardware	Short course programme for managers and other relevant staff on technology integration and change management	x	x	x		
Understanding project flow and efficiencies from R&D stages through prototyping, build, QA and certification	Upgrading short course programme for relevant roles	X	X	X	x	
Lean manufacture and quality improvement, design thinking and methodologies	Upgrading short course programme for relevant roles	X	X	X	x	

Electrification as a core sectoral change (and needs attached to high voltages, H&S, batteries and storage, codes and standards) gas systems and replacements – significant needs for electrical engineers	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	x	X	X
Growth sectors mentioned for sectoral knowledge– space, NNB, SMR and fusion						
3d printing and scanning	Upgrading short course programme for relevant roles	X	X	X	X	
Design engineering – need for understanding across roles, more design requirements in more engineering and manufacturing roles	Upgrading short course programme for relevant roles	X	X	X	X	
Automation, robotics, cobotics gaining in wider awareness and adoption	Upgrading short course programme for relevant roles	X	X	x	X	
Troubleshooting, servicing and	Upgrading short course	X	X	X	X	

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
maintenance (inc. higher H&S needs) in technician and engineering roles	programme for relevant roles (relevant staff)					
AI, machine vision, sensors, Machine Learning	Upgrading short course programme for relevant roles	X	X	X	x	
Commissioning, systems integration, Systems modelling	Upgrading short course programme for relevant roles	x	x	X	x	

Critical Workplace, Core and Transferable Skills

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced/ Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/ New Entrants /non-experienced (16-19) and adults
Core skills identified as needed: • Data analysis • Coding • Change Management • Time Management • Communication • Willingness to learn	Short course programme for relevant staff Additional integration into apprenticeships	x	x	x	x	

Reviewing and understanding processes is a skillset that would be valuable, including writing for bids, project and evaluation reports	Short course programme for managers and other relevant staff on transformation and change management	x	x	x		
More industry awareness would help manage employee expectations for new starters entering the industry	Work with local industry and careers hubs to improve CEIAG Provide placement/experience opportunities for career movers			x	x	x
Support for risk management/crisis management	Short course programme for managers and other relevant staff	x	x			
Core skills reported as vital across new roles: • Maths and physics • communication • Appropriate work ethic, timekeeping and calendar management • Business skills within engineering roles: sales, communications, 'financial viability in my role'	Explore implementation of Skillbuilder (or similar) and work entry skills in pre-16 and post-16 academic education and Eng Apprenticeship Work with education to increase take up of maths and physics and GCSE and A level together with manufacturing AAQ once available			X	X	X

	Add business skills content to post 16 vocational programmes and Apprenticeships					
Roles within the sector that need further recognition of progression pathways: • Tendering/procurement/ sales (including persuasion & negotiation skills) • Administration • accounting • marketing & comms roles	Work with employers and providers to implement Apprenticeships for these employee occupations including progression to higher levels within Occ. Maps	X	X	X	X	
Importance of new entrants 'hitting the ground running' and continuation of learning/study mindset	Explore implementation of Skillbuilder (or similar) and work entry skills in pre-16 and post-16 academic education and Eng Add business skills content to post 16 vocational programmes and Apprenticeships			X	X	X
Understanding hybrid working and importance of collaborative practise in project management – effective rollout of company culture	Project management short course programme	X	X	X		
Relevant and timely leadership and management training,	Manufacturing management development	X	X			

commercial and contractual understanding	programme (apprenticeship funded?)					
Succession and backfilling planning, including how to effectively recruit and retain.	Workforce planning support offer across manufacturing (LSIF)	X	X	X	X	X
Effective internal communication (project teams and planning)	Project management short course programme Manufacturing management development programme (apprenticeship funded?)	X	X	X	X	X
Mental health, resilience and 'embracing challenge'	Establish HR support group across the area	X	X	X	X	X
Understanding innovation and new project planning	Project management short course programme					
Smaller companies – some need for additional company structuring, tax, R&D and incentives, how to recruit and retain	SME management programme (LSIF?)					

Core Digital Skills

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

Functional business utilisation of core Microsoft Suite is essential learning, including cross-platform compatibility	Training in basic practical digital skills both in the workplace and in FTE				x	x
Further understanding of core digital platforms and 'what good looks like': • Microsoft – Excel still integral to lots of work/roles, effective use of Teams and Outlook • Presenting and webinars • Google platforms – meet, hangouts, drive etc	Training in basic practical digital skills both in the workplace and in FTE (as in construction4.)	X	X	X	X	X

CRM usage, internal IT infrastructure and development, enterprise communications systems, internal use, rollout, adoption and integration	Training in basic practical digital skills both in the workplace and in FTE (as in construction4.) (relevant staff)	X	X		X	X (relevant Apprenticeships)	
Needs for understanding coding/softdev becoming wider across engineering roles – python in particular, computer modelling	Upgrading short course programme for relevant roles	X	X		X	X	
Design engineering requirements across wider roles: CDT, technical drawing, CAD	Upgrading short course programme for relevant roles	X	X		X	X	
Planning and management tools and methodologies – Agile, SCRUM. JIRA	Upgrading short course programme for relevant roles	X	X		X	X	
Wider need for understanding of cloud storage, digitisation, data and analytics, turning data	Upgrading short course programme for relevant roles	X	X		X	X	

into intelligence						
Recognition that internal training does not keep up with software and needs	Upgrading short course programme for relevant roles	X	X	X	x	

Net Zero Skills

Need Statement	Provisional Priority	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Raise awareness and ability of coding efficiency and impact on energy usage	Short course programme for relevant staff on efficiency in code optimisation for performance and efficiency	x	x	x	x	x
Awareness of place in the ecosystem such as offshore data warehouses	Short course for relevant staff on cloud and infrastructural efficiency	x	x			
Energy efficiency understanding (against energy crisis mitigation) – energy prices impacting change.	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X	X	X	X
Sustainability assessments – calculations and	Short course programme for all managers and other	X	X	X	X	

monitoring, lifecycle assessments, whole life concept	relevant staff covering electrification/low carbon					
Sustainability and requirements within role, company and sector, wide understanding. How to effectively implement change, manage risks and liabilities	Upgrading short course programme for relevant roles	X	X		X	X	
Decarbonisation of fuels – electrification, alternative fuels and hydrogen	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X		X	X	
Materials and changes – alternatives, efficiency in process and design, waste and packaging – some needs for polymers, chemicals and bio-substrates	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X		X	X	
How to effectively communicate sustainability internally and externally	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X		X	X	
Understanding funding for net zero, legislative changes and	Short course programme for all managers and other relevant staff covering	X	X		X	X	

expected changes	electrification/low carbon					
Carbon neutrality and offsetting	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X		X	X	
Sustainability and innovation as interlinked drivers of change	Short course programme for all managers and other relevant staff covering electrification/low carbon	X	X		X	X	

3. Roadmap Priority Actions for the Region

Please find below a summarised table of the actions developed in the Stage 1 LSIP. This has been taken from various sources, predominantly the West of England 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 throughout the project via the West of England Combined Authority Employment & Skills Advisory Panel.

Actions have been categorised as follows:

- Systemic Needs within the wider skills system (provision, support, funding)
- Improving Employer Engagement with post 16 education and training
- Messaging and Awareness to simplify and improve understanding of provision, support and funding
- Measuring Impact to ensure the LSIP has a tangible effect on the wider skills system
- Contractual Outputs as required by the Department for Education in the LSIP guidance
- Skills Needs Refinement as the basis for ongoing LSIP primary engagement activities
- Provision and Resourcing to highlight direct requests of post 16 providers

This summary will be incorporated with identified progress, issues and any additional identified needs or outputs in the Progress Report, expected to be made available June 2024.

We would welcome provider, partner and stakeholder feedback on these actions and any responses to these to ensure we can effectively highlight both ongoing need and any progress towards the actions identified in the Stage 1 Report. To that end we will be inviting all recipients to either respond verbally or in written format to highlight the regional response to the LSIP and employers' needs through direct response, aligned response and any additional information that may be pertinent to share – please do get in touch via lsip@businesswest.co.uk if you would like to book in a meeting to discuss this or any part of the LSIP so far.

Please find at the bottom of this document a **glossary** to support with reading this table.

Category	Priority Action	Outcome	Parties	Timescale	Specifics	Source
Systemic Needs	Expand employer referral and signposting processes directly within LSIP activities	LSIP engaged employers receive direct support	LSIP ERB	Ongoing, integrated into LSIP engagement activities, skills advisory support developed 2024	To develop internal provision and support map	Report Section 1 and Section 3
Systemic Needs	Encourage and aid further collaborative initiatives between employers, providers and stakeholders as identified	Provision of brokerage for employers to access opportunities, support for constrained business to leverage initiatives	LSIP ERB with input from primary stakeholders and providers	Ongoing, initial activities undertaken with the West of England Combined Authority e.g. Skills Bootcamps development and employer integration		Report Section 3
Systemic Needs	Assist in the integration of LSIP into the existing Employment and Skills Advisory Panel (ESAP) to ensure alignment across region of intelligence, engagement, strategy and supporting systems	An integrative and cohesive system for strategy, procurement, intelligence, and development of response	West of England Combined Authority (CA) and LSIP ERB to incorporate LSIP into ESAP and wider CA internal requirements	Ongoing, LSIP to be integrated into ESAP Terms of Reference by March 2024		Report Section 3
Systemic Needs	Work collaboratively to map employer journeys through support and provision, identifying diagnostic/analytic, short and long provision, support/navigation and brokerage	Ensure region-wide understanding of employers' routes to market, pinch points and requirements, to help shape supporting systems and initiatives	LSIP ERB to identify sectoral supporting agencies and incorporate into Stage 2 delivery	TBC, likely May 2024 onwards – to be developed as a 'sprint' activity with the ESAP		Report Section 3
Systemic Needs	Database/resource of employer	Provide clear understanding of	LSIP ERB to work via	TBC, likely May 2024 onwards –	To investigate	Report Section 3

	skills support in region	employer support provision	ESAP, supporting agencies and education and training providers to understand existing support	to be developed as a 'sprint' activity with the ESAP	existing awareness and resourcing, utilise internal signposting resources and external agencies e.g. growth hubs	
Systemic Needs	Develop 'no wrong front door' multi-agency approach in region for support and awareness, similar to Skills Connect Hub and Spoke model for individuals	Ensure consistency in response for employers	ESAP leadership and via Skills Connect model to ensure cohesive approach to support and awareness	Ongoing, initial activities including strategic and operational alignments commenced July/August 2023 via ESAP	LSIP ERB supporting via virtual team methodology	Report Section 3
Systemic Needs/Improve Employer Engagement	Advanced Manufacturing & Engineering / Construction & Built Environment: Investigate programme to attract lecturers from industry	Improve access to industry expertise for Further Education providers and learners	Needs collaborative regional/sectoral approach	Ongoing, LSIP ERB to investigate via sector forums		Priority Findings
Systemic Needs/Improve Employer Engagement	Construction & Built Environment: Explore returners and movers programme into sector, develop resource for employers to identify and address soft skills	Improve labour market liquidity and reduce barriers to work	LSIP and ESAP to investigate potential, to discuss via employer forums for first iteration of initiative	Ongoing, likely to be integrated into ESAP and CA April 2024		Priority Findings
Improve Employer Engagement	Improve employer awareness of, and engagement, with post 16 provision, utilising case	Better understanding of need, greater incorporation of training into growth strategies	Stakeholders and LSIP team, ERBs, Training Providers, Local	Ongoing with regular updates via LSIP and partner channels	Marketing, development of shared regional vision, strategy,	Report Section 3

	studies and best practise for content		Authorities, Growth Hubs, supporting agencies		and direct engagement	
Improve Employer Engagement	Highlight collaboration opportunities between employers and careers service providers to improve access to potential workforce and raise awareness of opportunity	Better employer understanding of post 16 education, additional opportunities and greater awareness for learners	Coordination via LSIP, primary stakeholder buy-in via careers service providers, sector representative bodies and FE	Ongoing, initial proposal to the West of England Combined Authority by June 2024	LSIP ERB to develop coordinated opportunity proposal	Report Section 1
Improve Employer Engagement	Increased employer signposting via LSIP core activities	Comprehensive direct and tailored signposting and referrals to be built into LSIP activities, additional resource within LSIP team for workforce development requirements as identified	LSIP ERB to incorporate	Completed, ongoing	Minimum bi-annual review of signposting	Report Section 3
Improve Employer Engagement	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 to incorporate, potential for pan-region resource development in partnership with Careers Hub	Ongoing, LSIP incorporation complete Aug 2023		Report Section 3
Improve Employer Engagement / Messaging and Awareness	Incorporate additional CEIAG awareness into LSIP activities – opportunities and integration into workforce development	Ensure employers understand and utilise opportunities to raise awareness of opportunities and vacancies	LSIP ERB	Ongoing, to be integrated into engagement signposting	Ensure aligned with changing regional supporting initiatives and careers hub activities	Report Section 3
Improve Employer Engagement	Incorporate into LSIP engagement/sign	More opportunities for Special	LSIP ERB to ensure mapping and	Ongoing, first resource	To work via ESAP to see if wider	Report Section 3

/ Messaging and Awareness	posting where appropriate, Multiply and provision towards those with additional needs	Educational Needs and Disabilities (SEND), greater access to potential labour market	signposting resources exist internally for this purpose	completed Jan 2024	recognised benefit to externally shared resource	
Improve Employer Engagement / Messaging and Awareness	Incorporate direct support of Skills Connect into LSIP delivery and raise awareness of hub and spoke delivery model with employers, including the development of an Apprenticeship Hub	Employer needs alignment in primary skills portal and search functions	LSIP ERB to support the West of England Combined Authority Skills Connect team in iterative development	Ongoing, first keyword tagging project to be completed by Feb 2024, second technical keyword tagging project to be commenced April 2024	Requires Skills Connect team liaison and guidance	Report Section 1 and Section 3
Messaging and Awareness	Investigate initiatives to stimulate awareness of and demand for green skills provision to align with regional imperatives	Drive demand for green skills provision to align with regional net zero imperatives	ERB and CA/ESAP to develop proposals for activity	Ongoing, expected first activities completed by April 2024	Proposal to be shaped by ESAP	Report Section 1
Messaging and Awareness	Raise employer understanding of FE and technical education, including but not limited to apprenticeships, T Levels and bootcamps	Accessible resources for employers in different formats, region-wide utilisation to ensure shared understanding	LSIP ERB coordination, input and buy-in from stakeholders	TBC, to be approved via ESAP	LSIP resource required for creation/input	Report Section 2
Messaging and Awareness	Collaborative clear messaging to simplify employer understanding of provision – changes, needs, involvement, amplify and encourage take up – no wrong front door approach	Improve employer engagement and understanding, to improve awareness, referrals and take-up of provision and support	To be agreed via ESAP	Ongoing and this will be an iterative process	Need a shared vision of wider system to enable clear and concise prioritised multi-agency messaging	Report Section 3

Measuring Impact	Review responses to LSIP - Accountability and the Local Skills Improvement Fund (LSIF)	Ensure FE providers are aware of and responding to LSIP outputs	LSIP Project Management and Research team	To review prior to 2024 accountability statements for progress	Ensure sight of responses to LSIP reported needs	Report Section 3
Measuring Impact	Utilise additional quantitative metrics to both measure impact and better understand need	Utilisation of regionally agreed (and known) metrics towards uptake, change, requirements and behaviour change	LSIP ERB to liaise with CA and providers for shared intelligence, potential access to RCU Vector	Ongoing		Report Section 3
Measuring Impact	Undertake analysis of existing baseline data within post 16 provision to ensure measurable change in system	Ensure regionwide understanding of demand for provision	Work in partnership with providers and CA to share understanding of baseline data	Ongoing, first analysis to be completed Apr 2024		Report Section 3
Contractual Output	Annual progress report to share impact, requirements and intelligence	To identify progress and additional needs within region, outline future activities	LSIP ERB to produce with foresight from CA	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 dives and continuation, understanding employers' needs	Continue to refine and develop understanding of regional skills needs for strategic and development purposes	LSIP team, incorporating existing sources and intelligence	Initial deep dive findings to be released April 24, intelligence shared as required	Ongoing, internal function	Report Section 3
Skills needs Refinement	Further investigative work into needs for the 'green economy' in the region	Clear understanding of priority sector (for green) aligned skills needs, timescales and requirements	LSIP ERB to support CA in green skills supply and demand mapping, to align with additional initiatives	First green provision supply and demand sprint to be completed by March 2024	Additional activities to be identified following	Report Section 3
Provision and Resourcing	Advanced Manufacturing & Engineering,	Address core skills needs identified within	FE Providers and Independent	Ongoing, expected updates in		Priority Findings

		each sector in Stage 1	Training Providers (ITPs), potential for additional regional funding/support in some instances	Progress Report 2024 - due to be published 28 June 2024		
	Construction & Built Environment, Health and Care, Creative Industries: Incorporate skillsbuilder or similar into post 16 education for core/critical workplace skills					
Provision and Resourcing	Advanced Manufacturing & Engineering: Increase take-up of Maths and Physics GCSE and A Levels and Manufacturing AAQ (Alternative Academic Qualification)	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 CEIAG and integration	TBC, responsibility and impact lies outside of LSIP and LSIP ERB (within secondary education and careers provision)		Priority Findings
Provision and Resourcing	Health and Care: 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	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Advanced Manufacturing & Engineering /Creative Industries: Addition of core 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/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Advanced Manufacturing & Engineering / Construction &	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional	Ongoing, expected updates in Progress Report 2024 -		Priority Findings

	Built Environment: Short course development – independent work, project management, critical thinking		funding/support in some instances	due to be published 28 June 2024		
Provision and Resourcing	Construction & Built Environment: Extension of practical experience opportunities where feasible	Improved awareness & experience in new entrants to the sector of roles and responsibilities	FE Providers and ITPs, potential for additional regional funding/support in some instances, employer requirements for engagement	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Creative Industries: Short course development and incorporation into existing provision of project and team management, agile methodologies, customer service and sales, HR and Finance, workforce development	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Health and Care: Incorporation and development of succession planning, workforce planning, backfilling support programme, HR support programme	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings

Provision and Resourcing	Advanced Manufacturing & Engineering: Succession and backfilling planning, recruitment and retention	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Advanced Manufacturing & Engineering / Health and Care / Creative Industries: Develop basic/specialist digital skills provision in long and short formats *Advanced Manufacturing & Engineering:* *Specific needs in coding/software development* *Creative Industries:* *Specific needs in marketing roles/functions – SEO, google ads, social media, data analytics and visualisation*	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Creative Industries: Software engineering for creative sector, design software programmes, videography and	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings

	motion graphics, immersive and virtual technologies, Quality Assurance and testing					
Provision and Resourcing	Advanced Manufacturing & Engineering: Manufacturing specific management development programme (potentially with SME specific content/pathway)	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Creative Industries: Develop in-house mentoring and shadowing programmes	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Creative Industries: Energy reduction and efficiency in production and in-house, travel and logistics (including opportunities and funding sources)	Improve awareness of net zero requirements	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Advanced Manufacturing & Engineering: Establish an HR support group for region to address Mental Health needs, resilience and 'embracing change'	Improve internal employer support mechanisms (particularly in SMEs) to improve retention and Quality of Life (QoL)	LSIP ERB to investigate via skills advisory functions	Ongoing, likely first iteration April 2024		Priority Findings

Provision and Resourcing	Advanced Manufacturing & Engineering: Specific short course programmes for electrification/sustainability/efficiency/ sustainability assessment, design and digital engineering, project flow, planning and management tools, lean methodologies (Working just from a minimum viable product), QI (Quality Improvement Methodologies), 3d tech, automation, maintenance, AI, systems integration	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Construction & Built Environment: Retrofit and new technologies – reskilling/upskilling/awareness as required	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/support in some instances	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024	Some need for demand stimulation via sight of commercial opportunity	Priority Findings
Provision and Resourcing	Construction & Built Environment: Embed essential and work entry skills into all post 16 programmes – communication, problem solving, teamwork, leadership	Improve access to career progression within sector	FE Providers and ITPs	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings

Provision and Resourcing	Construction & 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/support in some instances, such as via the LSIF and/or devolved funding mechanisms	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
Provision and Resourcing	Construction & Built Environment: Develop CPD programme for trainers in sector	Ensure teaching professionals have up to date understanding of change and needs in the sector	Employers, FE Providers and ITPs, potential for additional regional funding/support in some instances, such as via the LSIF and/or devolved funding mechanisms	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings
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/support in some instances, such as via the LSIF and/or devolved funding mechanisms	Ongoing, expected updates in Progress Report 2024 - due to be published 28 June 2024		Priority Findings

ANNEX:

Glossary

- AAQ: Alternative Academic Qualification
- BANES: Bath and North East Somerset Council
- CA: Combined Authority - in this instance, it is the West of England Combined Authority
- CEIAG: Careers Education, Information Advice and Guidance
- CPD: Continuing Professional Development
- ERB: Employer Representative Body
- ESAP: Employment Skills Advisory Panel
- FE: Further Education
- Green Economy: A green economy is defined as low carbon, resource efficient and socially inclusive. (Definition source)
- ITP: Independent Training Provider
- LA: Local Authority (e.g. Bristol City Council, South Gloucestershire Council, North Somerset Council, BANES Council
- LSIF: Local Skills Improvement Fund – in this instance, the lead is West of England Institute of Technology (WEIoT) with supporting providers including Weston College, Bath College, City of Bristol College, Yeovil College, SGS College, Western Training Provider Network and St Brendan's Sixth Form College.
- LSIP: Local Skills Improvement Plan
- LSIP ERB: Local Skills Improvement Plan Contracted Employer Representative Body - in this instance, it is Business West Chambers of Commerce
- Post 16 Education: Post 16 education and further education refers to all post-16 learning and incorporates vocational training and work-based learning as well as more formal further education environments
- Primary Stakeholders (as defined for the LSIP): post 16 education and training providers, supporting agencies, sectoral bodies and local governmental agencies.
- Retrofit: adding (a component or accessory) to something that did not have it when manufactured/originally built.
- 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