West of England – Health and Social Care 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 analysis of the Health and Social Care sector in the West of England over the years 2011 to 2021 shows both growth and challenges, reflecting the sector's dynamic nature and its impact on the regional economy.
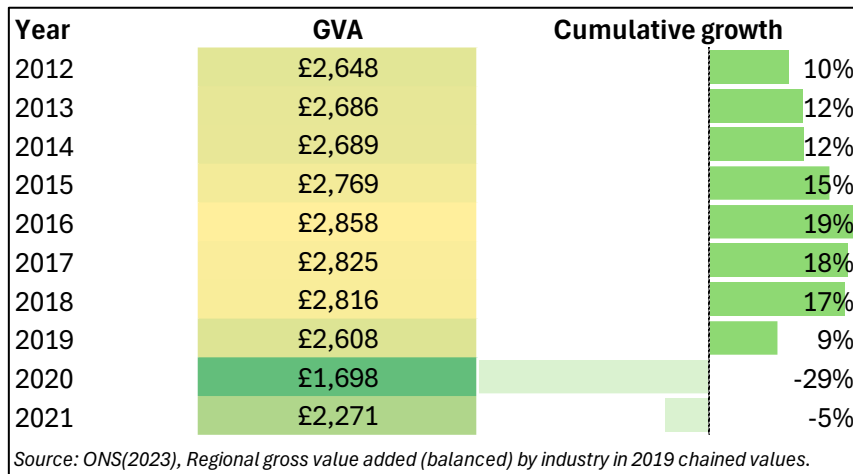
Initially, the sector experienced growth, with the gross value added (GVA) increasing from £2,401 million in 2011 to £2,858 million in 2016. This period saw the sector's GVA as a percentage of the region's total rise and then maintain stability, signifying its strong position within the regional economy.

However, starting in 2017, the sector faced setbacks, with a slight decline in GVA and a year-on-year negative growth rate of -1.15%. This decline continued, though less pronounced, in 2018.

The year 2020 was particularly challenging for the sector, likely due to the global pandemic, with a sharp decrease in GVA of -34.89%. This unprecedented drop led to a negative cumulative growth rate of -29.28%, indicating that the sector contracted significantly compared to 2011.

In 2021, the sector began to recover, as evidenced by a robust growth rate of 33.75%, although cumulative growth remained below the 2011 baseline at -5.41%. This recovery suggests a

bounce-back ability and potential for further growth as the sector adapts to post-pandemic conditions.[1]

Year	GVA	Cumulative growth	
2012	£2,648		10%
2013	£2,686		12%
2014	£2,689		12%
2015	£2,769		15%
2016	£2,858		19%
2017	£2,825		18%
2018	£2,816		17%
2019	£2,608		9%
2020	£1,698		-29%
2021	£2,271		-5%

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

The health and social care sector's journey over the decade underscore its critical role in the regional economy. The fluctuations reflect the sector's vulnerability to external shocks but also its capacity for recovery. As an essential service provider, the sector not only contributes to the economic output but also to societal well-being, making its stability and growth vital for the West of England.

Employment

Employment in the Health and Social Care sector

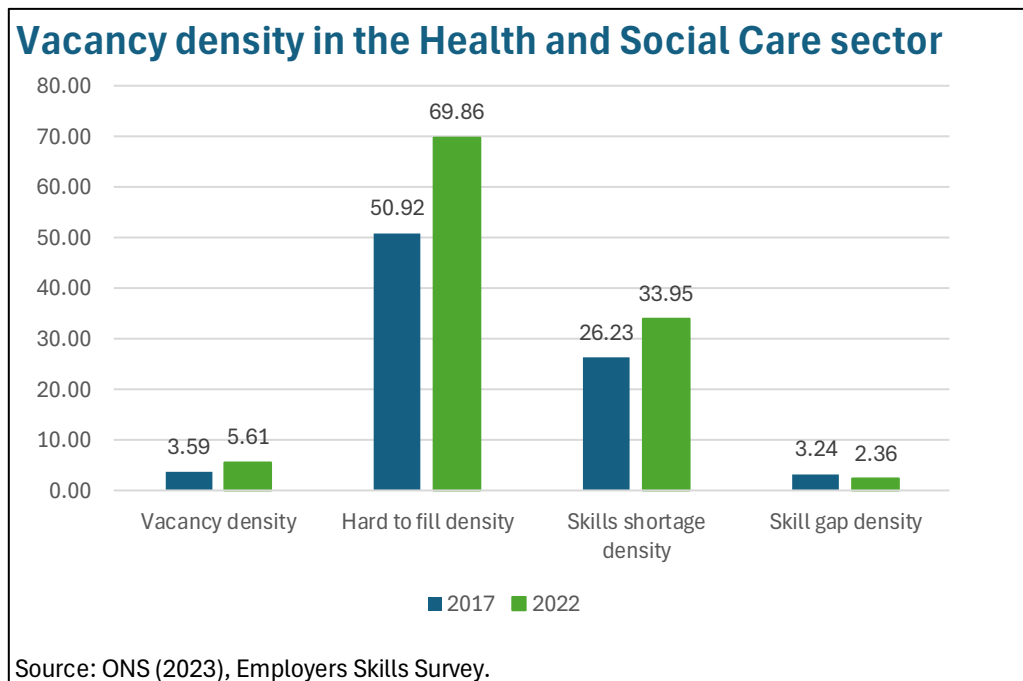Source: ONS (2022), Business Register and Employment Survey.
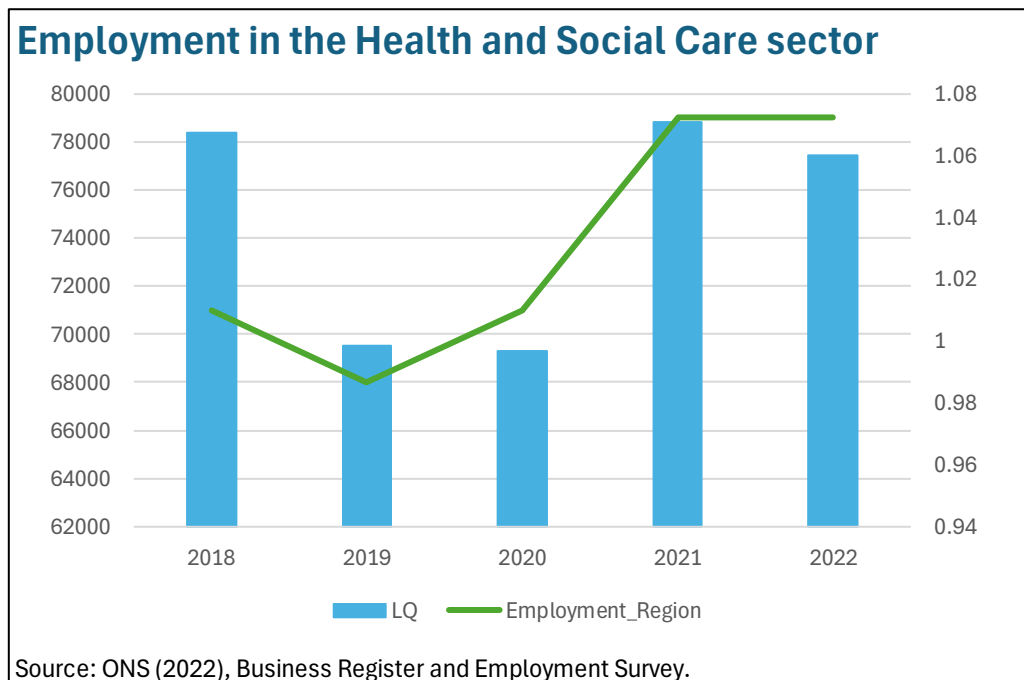
In the Health and Social Care sector in the West of England, employment numbers demonstrated resilience and growth from 2018 to 2022. The sector began with 71,000 jobs in

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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/regionalgrossvalueaddedbalancedlocalauthoritiesbynuts1region

2018, displaying a concentration above the national average with an LQ of 1.07. A slight dip in 2019 saw employment decrease to 68,000, aligning closer to the national average with an LQ just below 1. Employment bounced back to 71,000 in 2020, maintaining near-average concentration. Notably, 2021 marked an upsurge in jobs to 79,000, with an increased LQ of 1.07, sustained into 2022 with a slight dip in the LQ to 1.06. This steady employment growth signifies the sector's robustness and expanding role in the region's economy.[2]

Vacancies

Vacancy density in the Health and Social Care sector

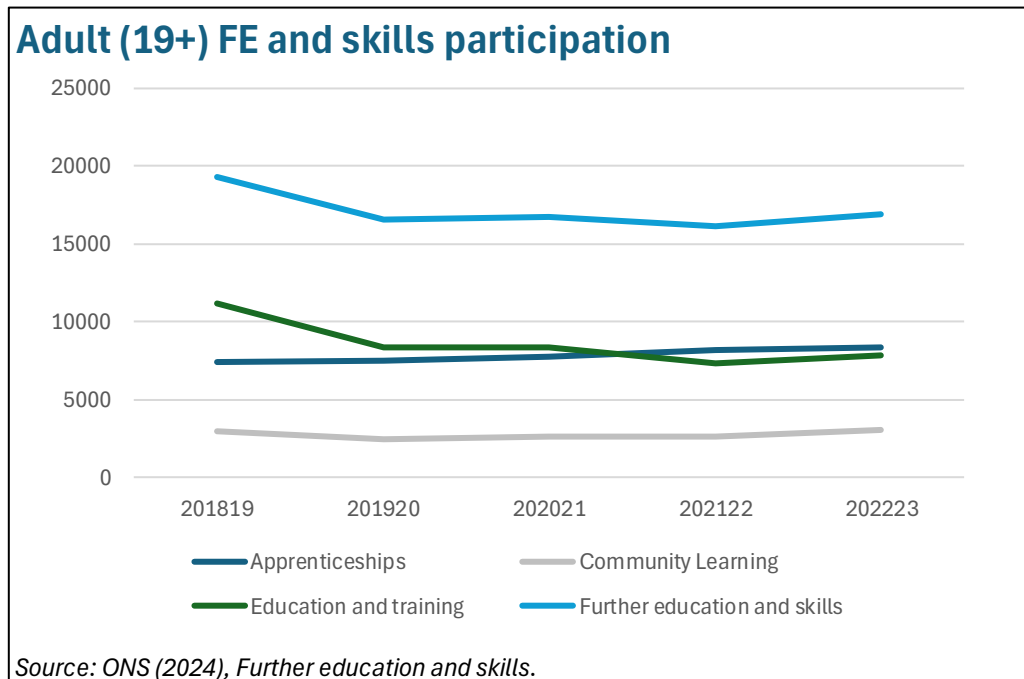Source: ONS (2023), Employers Skills Survey.

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.[3]

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

The job postings for the Health and Social Care sector in the West of England display a pattern that diverges from the general employment market. Initially, in January 2017, postings start at 4,795, and while they fluctuate, they generally trend upwards, reaching a peak of 7,460 in August 2020, markedly higher than the average across all sectors. This peak correlates with the heightened demand for health services during the COVID-19 pandemic. Postings then show a sharp increase in the latter part of 2021, peaking again in November at 6,460, before settling slightly lower at 4,250 in December 2022, which remains above the starting figures. This sustained increase, particularly in contrast to the overall market trend, emphasises the growing and perhaps enduring demand for professionals in the Health and Social Care sector. [5]

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[4] Further education and skills, Academic year 2023/24. (2024a, March 21). https://explore-education-statistics.service.gov.uk/find-statistics/further-education-and-skills
[5] Vassilev, G. (2023, February 13). Labour demand volumes by profession and local authority, UK - Office for National Statistics.

Online job postings

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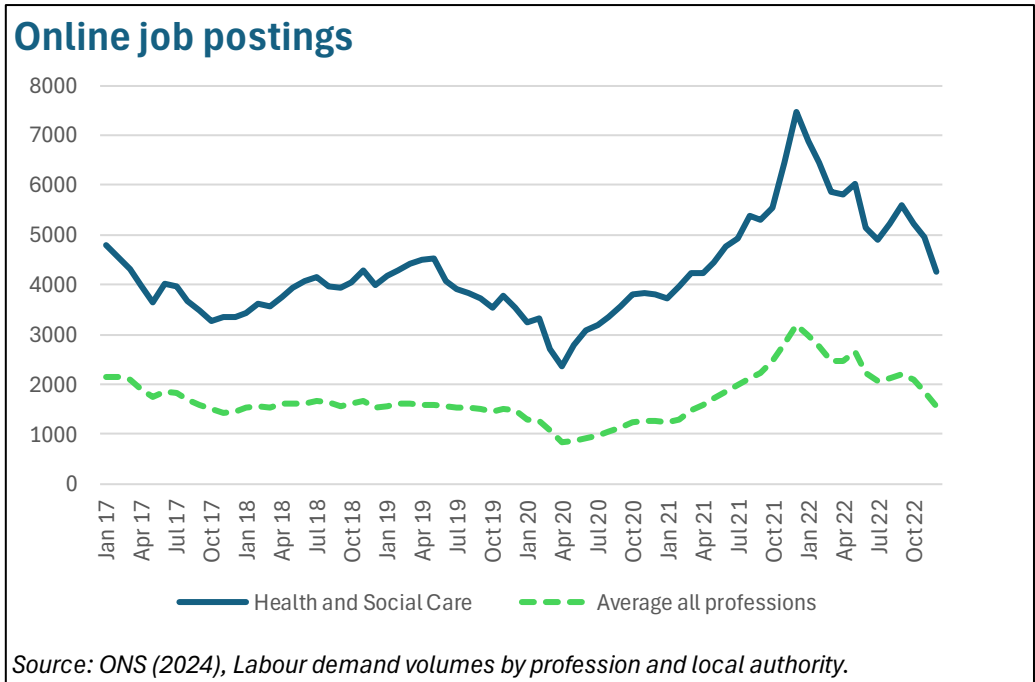
2. Employers Reported Skills Needs

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 and/or	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-

https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourdemandvolumesbyprofessionandlocalauthorityuk/january2017todecember2022

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

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

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

Sector Specific and Technological Change

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

ve in near/medium future, how to cope with/adjust as demands get higher and capacity worse						
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: • Assistive technologies and cobotic/lifting • Chatbots and customer service • Sensors and Machine Learning in care environments • Bloodworks, tests and detections • Preventative medicine	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					

					X	
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

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
Most care employers report primarily looking for right attitude/attributes and aptitudes over technical skills	Explore implementation of Skillsbuilder (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 Administration and records-keeping	Explore implementation of Skillsbuilder (or similar) for existing employees and new adult	*X*	*X*	*X*		

	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 network/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 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
Better usage of Microsoft	Training in basic digital	X	X	X	X	X

software's/ platforms: • SharePoint • Teams • Excel • Outlook	skills in the workplace and FTE (Essential Digital skills Qualifications)					
Better understanding of Data, GDPR and data visualisation	Specialised upskilling short course programme 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					

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/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
Provision for sectoral organisation-wide sustainability roles	Specialised upskilling short course programme, ensure awareness of existing content in provision	x	x			
Demand for provision to improve the sustainability of historic/listed buildings	Specialised upskilling short course programme	x	x			
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	
Changing climate, seasonal peaks and impact on service provision/care/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 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,	Ensure region-wide understanding of employers' routes to market, pinch points and	LSIP ERB to identify sectoral supporting agencies and incorporate	TBC, likely May 2024 onwards – to be developed as a 'sprint' activity with the ESAP		Report Section 3

	identifying diagnostic/analytic, short and long provision, support/navigation and brokerage	requirements, to help shape supporting systems and initiatives	into Stage 2 delivery			
Systemic Needs	Database/resource of employer skills support in region	Provide clear understanding of employer support provision	LSIP ERB to work via ESAP, supporting agencies and education and training providers to understand existing support	TBC, likely May 2024 onwards – to be developed as a 'sprint' activity with the ESAP	To investigate existing awareness and resourcing, utilise internal signposting resources and external agencies e.g. growth hubs	Report Section 3
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	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

	identify and address soft skills					
Improve Employer Engagement	Improve employer awareness of, and engagement, with post 16 provision, utilising case studies and best practise for content	Better understanding of need, greater incorporation of training into growth strategies	Stakeholders and LSIP team, ERBs, Training Providers, Local Authorities, Growth Hubs, supporting agencies	Ongoing with regular updates via LSIP and partner channels	Marketing, development of shared regional vision, strategy, and direct engagement	Report Section 3
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	Incorporate additional CEIAG awareness into LSIP activities –	Ensure employers understand and utilise opportunities to	LSIP ERB	Ongoing, to be integrated into engagement signposting	Ensure aligned with changing regional	Report Section 3

					supporting initiatives and careers hub activities	
and Awareness	opportunities and integration into workforce development	raise awareness of opportunities and vacancies			supporting initiatives and careers hub activities	
Improve Employer Engagement / Messaging and Awareness	Incorporate into LSIP engagement/sign posting where appropriate, Multiply and provision towards those with additional needs	More opportunities for Special Educational Needs and Disabilities (SEND), greater access to potential labour market	LSIP ERB to ensure mapping and signposting resources exist internally for this purpose	Ongoing, first resource completed Jan 2024	To work via ESAP to see if wider recognised benefit to externally shared resource	Report Section 3
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 –	Improve employer engagement and understanding, to improve awareness, referrals and take-	To be agreed via ESAP	Ongoing and this will be an iterative process	Need a shared vision of wider system to enable clear	Report Section 3

	changes, needs, involvement, amplify and encourage take up – no wrong front door approach	up of provision and support			and concise prioritised multi-agency messaging	
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,	LSIP ERB to support CA in green skills supply and demand	First green provision supply and demand sprint to be	Additional activities to be identified following	Report Section 3

		timescales and requirements	mapping, to align with additional initiatives	completed by March 2024		
Provision and Resourcing	Advanced Manufacturing & Engineering, Construction & Built Environment, Health and Care, Creative Industries: Incorporate skillsbuilder or similar into post 16 education for core/critical workplace skills	Address core skills needs identified within each sector in Stage 1	FE Providers and Independent Training Providers (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: 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	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

	Post 16 Technical Education					
Provision and Resourcing	Advanced Manufacturing & Engineering / Construction & Built Environment: Short course development – independent work, project management, critical thinking	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/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: 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	Direct provision response, to address unmet need	FE Providers and ITPs, potential for additional regional funding/supp	Ongoing, expected updates in Progress Report 2024 - due to be		Priority Findings

	planning, backfilling support programme, HR support programme		ort in some instances	published 28 June 2024		
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:	Direct provision response, to	FE Providers and ITPs, potential for	Ongoing, expected updates in		Priority Findings

	Software engineering for creative sector, design software programmes, videography and motion graphics, immersive and virtual technologies, Quality Assurance and testing	address unmet need	additional regional funding/support in some instances	Progress Report 2024 - due to be published 28 June 2024		
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	Improve internal employer support mechanisms (particularly in SMEs) to improve retention and	LSIP ERB to investigate via skills advisory functions	Ongoing, likely first iteration April 2024		Priority Findings

	Mental Health needs, resilience and 'embracing change'	Quality of Life (QoL)				
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 –	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

	communication, problem solving, teamwork, leadership					
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