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Leicester and Leicestershire

# Local Skills Improvement Plan

Annual Progress Report, June 2024

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This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the local skills improvement plan published in August 2023. This report was produced in June 2024, but publication was delayed due to the pre-election period.

## 1. Who this Publication is for

This annual progress report has been produced by East Midlands Chamber (Derbyshire, Nottinghamshire, Leicestershire) as the lead Employer Representative Body for the Leicester & Leicestershire Local Skills Improvement Plan (LSIP).

Published in summer 2023, the Leicester and Leicestershire LSIP has the overarching goal:

**To be recognised as the best place in the country for developing people with the skills needed for businesses to thrive, the economy to grow and individuals to succeed**

It aims to achieve this through supporting the development of a local skills landscape that can enable the delivery of economic growth, and in doing so support business success and the lives of those that live, work and study in Leicester and Leicestershire.

Funded by the Department for Education, the work is employer-led, with the Chamber facilitating activity involving businesses, educational and public sector partners across the city and county.

The original LSIP can be viewed [here](#). The Plan makes 20 recommendations for partners to take action against, split across three top-level Strategic Priorities:

- **To partner with Further Education Colleges and others on the continued development of an education and skills offering that responds to the needs of business**
- **To grow businesses' understanding of the local skills offerings and delivery**
- **To ensure local structures are fit for purpose to support collaborative working across businesses and educators**

One year on, this Progress Report outlines activity that has taken place to date against the specific recommendations, highlighting good practice and identifying those areas where further work is required over the coming months.

This document is being produced for local businesses and other stakeholders that participated in the production of the LSIP, alongside all of those who are playing a part in supporting its delivery.

## 2. Strategic and Economic Context Update

The overarching strategic context in which the LSIP sits remains similar to a year ago with no significant shifts in business or population demographics or major investments/emerging economic opportunities. The East Midlands Freeport continues to establish itself as a major investment opportunity for the region and, while HS2 was cancelled in October 2023, the area is expected to benefit from a redistribution of some of the funding earmarked for local transport priorities. The area's two Enterprise Zones – the Loughborough and Leicester Science and Innovation EZ and the EZ at MIRA Technology Park – continue to act as draws for innovation and local investment, and the new Institute of Technology – a collaboration between Loughborough College, Loughborough University, Derby College, University of Derby – has progressed in its development, with course delivery commencing since the original LSIP was produced.

While the economic fundamentals remain similar, there has been a change in local governance arrangements. In line with national policy, the Leicester & Leicestershire Local Enterprise Partnership (LEEP) ceased to exist as of the end of March 2024. The functions previously overseen by LLEP are currently being transferred into the two upper-tier authorities of Leicester and Leicestershire, with the final details of where different responsibilities will lie yet to be confirmed.

While this represents a significant change to local structures, the ultimate impact on delivery against the LSIP recommendations is negligible. While it is important that the work of the LSIP feeds into wider strategic decisions being taken locally, the LSIP's own governance arrangements are managed by East Midlands Chamber as the DfE-designated lead employer representative body and not impacted by any other changes.

Figure 1 to the right details the LSIP geography and the key sites within it.



-  EAST MIDLANDS AIRPORT
-  FREEPORT SITES
  - East Midlands Airport
  - South Derbyshire Intermodal Park
  - Ratcliffe-on-Soar
-  LOGISTICS HUB
-  HEALTH & LIFE SCIENCES CLUSTER
-  UNIVERSITY
-  MAIN COLLEGE CAMPUS SITES
-  ENTERPRISE ZONE

Figure 1: Leicester and Leicestershire Local Skills Improvement Plan Geography

### 3. Summary of the LSIP and its Recommendations

The data informing the LSIP recommendations is available to view via the Insight Unlocked Collective Intelligence Skills Observatory: [Insight Unlocked | Collective Intelligence Skills Observatory \(insight-unlocked.co.uk\)](https://insight-unlocked.co.uk).

All data sets are kept up-to-date and are categorised as being related to either supply or demand of skills, alongside primary business data. Data can be analysed where relevant by local authority and sector, alongside past reports and other relevant material.

The approach taken to understanding businesses' people requirements focused on the core knowledge, skills and behaviour (KSBs) requirements of businesses, as opposed to specific job roles being created. This approach was taken in order to provide insight that is more readily translatable to educational offerings, as well as supporting businesses that often struggle to know the precise roles they may need in the future. In addition to exploring KSBs, businesses were also asked about their digital and green skill requirements both now and anticipated for the future, alongside their preferences for how they access and fund different people development options.

Data was collected using a novel app-based approach over a period of time. This allows trends to be identified to support demonstration of impact with regards to business understanding of and perceptions/attitudes towards local education and training provision.

The recommended actions produced as a result of analysis of this data fall into one of three Strategic Priority Areas as detailed below:

Strategic Priority 1: Partner with Further Education Colleges and others on the continued development of an education and skills offering that responds to the needs of business

- i) Review curriculum design and delivery in line with the local Knowledge, Skills and Behaviour requirements of businesses as evidenced in the CISO
- ii) Improve availability and use of detailed Behaviours data
- iii) Strengthen educator enrichment activities by linking these with wider place-building activity and funding streams
- iv) Create a new Local Continuing Professional Development Framework for Leicester and Leicestershire educators
- v) Develop specific, SME-targeted programme for Strategic Leadership and Green Growth among SMEs
- vi) Create an easy access, short-course for digital skills in business, with a specific focus on digital marketing, social media, cloud computing and data analytics

- vii) Coordinate a provider focus on the green energy economy
- viii) Set up a provider group to respond to the development of infrastructure projects
- ix) Increase provision of high-quality English Language training
- x) Improve availability of provision in Harborough District and the South of the County

Strategic Priority 2: Growing businesses' understanding of the local skills offerings and delivery

- i) Deliver a localised campaign to raise awareness and understanding of T-Levels
- ii) Invest in updating provider marketing strategies to specifically target a business audience
- iii) Coordinate Employer Representative Bodies to produce a common set of tools and resources for businesses to better engage with Providers
- iv) Grow the Apprenticeship Ambassador Network locally, seeking partnership opportunities with other bodies, including those representing Independent Providers.
- v) Work with the Careers and Enterprise company to explore developing a better understanding of the work placement landscape and jointly pilot solutions to help businesses and providers to appropriate opportunities.
- vi) Coordinate resources and support to businesses, to help them better engage with young people through the power of readily accessible and useable information

Strategic Priority 3: Ensuring local structures are fit for purpose to support collaborative working across businesses and educators

- i) Create an employer-led Local Skills Accountability Framework and Board for Leicester and Leicestershire
- ii) Create new Sector Accountability Panels to enable more structured relationships between Employers and Providers
- iii) Ensure a comprehensive vision for the Leicester and Leicestershire economy is understood and supported
- iv) Expand the remit of Collective Intelligence Skills Observatory to become a Future Skills Unit for Leicester and Leicestershire

The LSIP also details a 'Roadmap for change', outlining a governance structure required to oversee delivery of the recommended actions. The remainder of this report outlines actions taken to date against these, highlighting key areas where progress has been made and identifying priorities for the coming year.

## 4. Activity Table

Activities undertaken to date are mapped against the Leicester & Leicestershire Local Skills Accountability Framework and shared below. For each Recommended Action, Partners have detailed activity (Method of Implementation), timescales and monitoring arrangements/KPIs (where these exist). Progress Status is detailed in the final comment.

### Recommended Action

Strategic Priority 1: Partner with Further Education Colleges and others on the continued development of an education and skills offering that responds to the needs of business.						
	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
i) Review curriculum design and delivery in line with the local Knowledge, Skills and Behavior requirements of businesses as evidenced in the CISO	LLEP Careers Hub	Government Agency	Commissioned and funded the delivery Careers in the Curriculum / Teacher Champion CPD sessions incorporating KSB via CISO dashboards.	31/08/2023 - 31/08/2024	Uptake of CPD sessions by institutions. Progress against Gatsby Benchmark 4 - linking curriculum learning to careers. Program evaluation.	Careers Hub have funded 20 x schools to access this CPD workshop.
	Leicestershire County Council	Public Sector	Leicestershire Adult Learning Service (LALS) embedding LSIP recommendations into accountability statement. Aiming for curriculum to support KSBs identified.	Continuous	Internal review	Ongoing
	Leicester City Council	Local Authority	Skills Bootcamps procurement for 24-25 explicitly requires applicants to demonstrate alignment with the LSIP and employer engagement.	Continuous	Skills Bootcamps procurement detail and contract management of suppliers.	Ongoing
	Leicester City Council	Local Authority	LSIP priorities and labor market information informed the Adult Education Service accountability agreement and curriculum plan for 24-25. CPD session on embedding KSBs planned.	Continuous	Detailed in accountability agreement	Ongoing
	SMB Group/Leicester College/ Loughborough College/NWSLC	Further Education Colleges	Updated Curriculum strategies and planning processes aligned to LSIP and CISO dashboards, in conjunction with further primary data linked to additional employer engagement.	Continuous	Quarterly review to update assessments and project work with adjustments to curriculum at annual curriculum planning	Curriculum strategies confirmed via individual colleges' governance arrangements and embedded into updated accountability statements to be reported into the Local Skills Accountability Board.
	WQE	Sixth Form College	Funding internal recruitment of teaching staff to five new responsibility allowance posts of Developing Professionals Curriculum Champion. These posts to focus on developing the curriculum across the college in these five areas: skills and opportunities for success; originality and curiosity; attitudes and behaviors; global perspective (sustainability and values); digital skills.	4/12/2023- 16/02/24	Posts advertised and filled with progress reported at LSAB meeting	Recruitment underway
ii) Improve availability and use of detailed Behaviors data	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
	SMB Group/Leicester College/ Loughborough College/NWSLC/ WQE	Further Education College	LSIP updates and CISO information shared regularly along with LMI newsletters. Behaviors data informing approach to curriculum planning including the development of 'ontrend skills' across all curriculum areas and within different course-types	Continuous	Varied, including archived distribution lists, meeting minutes, course content. Quarterly review to update assessments and project work with adjustments to curriculum at annual curriculum planning and captured in Accountability Statements. Updates to LSAB quarterly.	Ongoing, Through the use of "on trend skills" data funded and commercial courses have been developed and implemented in Key LSIP identified growth sector areas. Through the use of this data a success "Teacher Training" Bootcamp submission and award through Leicestershire City Council has been completed in April 2024
	Leicester City Council/ Leicestershire County Council	Local Authority	Ensuring teaching staff share insights from Behaviors data with students on relevant Adult Education courses/embedding behavior recommendations into Accountability Statements	Continuous	Accountability Statements	Ongoing
iii) Strengthen educator enrichment activities by linking these with wider place-building activity and funding streams	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
	LLEP Careers Hub	Government Agency	Delivery of Unbox Your Future (UBYF) as a flexible workplace experience pilot targeted at the most disadvantaged schools and delivered in partnership with local employers. UBYF project delivered by employers and have KSBs as central component.	31/08/2023 - 31/08/2024	Gatsby Benchmark 5 progress / Gatsby Benchmark 6 progress / No of employers delivering UBYF / asset development / Pre/post activity survey (educators, employers and young people) / Completion of Employer Standards / Employer perception on work readiness of young people. Case studies available from trailblazer deliver	UBYF is being evaluated in depth by CEC at a program and activity level. Impact already noted on progress of participating schools against Gatsby scores. - Benchmark 5 movement from 73% to 80% - Benchmark 6 movement from 59% to 72% Funding secured from CEC to deliver a sustainable model for any educator and employer to deploy longer-term.
	LLEP	Government Agency	Digital Inclusion work 2024. Working with LAs to collate Digital Skills Inclusion survey circa 22 Jan 2024 to review changing digital inclusion needs since last area research in 2021. Will help to prioritise area needs.	21/01/2024- 24/03/2024	Research taking place Jan-March 2024 with results to follow in April 2024.	Digital Skills report produced
	LLEP	Government Agency	Creation of annual World of Work Leicestershire guide, updated to reflect LSIP - showcasing sectors, skills needs and area employers to young people. Guide used as a resource to enhance career planning, highlight area economy needs and raise awareness of local employers.-	Continuous	30,000 copies to schools, colleges and NEET support.	Guide produced on an annual basis

## 4. Activity Table Continued

Recommended Action

iv) Create a new Local Continuing Professional Development Framework for Leicester and Leicestershire educators	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
	EMC / Colleges and Universities	All	A 2 part CPD framework is currently in development, incorporating some of the best practice elements from the Careers Hub as well as certain aspects from other areas. The is planned for launch in Q3 2024.	01/04/2024-30/09/2024	Framework production	Initial scoping meetings held
	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
v) Develop specific, SME-targeted program for Strategic Leadership and Green Growth among SMEs	Leicestershire County Council	Public Sector	Support district Economic Development officers via council led network meetings and other activities to influence deliver of Green Growth and business support elements of UKSPF	01/01/24-31/03/25	UKSPF monitoring	Ongoing
	Leicester City Council / Leicestershire County Council	Public Sector	Green Leadership Bootcamp procured for delivery in 2024-25	01/06/2024-31/03/2025	Bootcamp monitoring	Procurement complete.
	NWSLC	Further Education College	utilisation of LSIF to develop Green skills leadership provision for SMEs.	01/10/2024 - 31/03/2025	Delivered to 24 learners by March 2025	On-going courses developed and on target for monitoring arrangement targets in AI in back office skills systems, Green Leadership Skills and Decarbonising Transportation
	Loughborough College	Further Education College	LSIF funding developing a green skills courses targeted at SMEs. Further green skills to form the curriculum offer in the East Midlands Institute of Technology	01/10/2024 - 31/03/2025	Delivered to 24 learners by March 2025	2 courses have been delivered to date c. 30 attendees
	SMB Group	Further Education College	Development of Green leadership skills through sustainability center as part of the LSIF . Delivering two LSIF projects (Decarbonization of Transportation and Green Leadership)  Application for Bootcamp in Green skills ( land based skills) submission completed as part of Wave 5.	01/10/2024 - 31/03/2025	First delivery of Centre by March 24 and ASHP training/ courses linked to SME's between March - July 24	Training activity planned for 2 projects summer 2024 Bootcamp application successful - starting Dec 2024.
	CITB	Construction	CITB funded Level 3 Leadership training (C-ILM)	Ongoing	CITB monitoring	Ongoing
	Leicester College	Further Education College	Development of five short courses aimed at those in key decision making roles to gain knowledge in green technology/ options. Courses being developed are:  1. Climate Change and Green House Gas Emissions: Individual, Business and Corporate Commitment & Requirements.  2. Sustainability, Pollution and Waste Management, Understanding Organisational Requirements.  3. Understanding Impacts of Industry and Organisations on the Natural Environment, How to Encourage Biodiversity, Habitats & Eco-Systems  4. Energy Conservation & Efficient Buildings and Structures.  5. Introduction to Renewable Energy: Solutions to Moving away from Traditional Fossil Fuel Technologies.	01/10/2024 - 31/03/2025	Completion of project KPIs which include 50 learners to undertake the new provision and 8 employers sending staff on the new courses.	Ongoing

## 4. Activity Table Continued

Recommended Action

	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
vi) Create an easy access, short-course for digital skills in business, with a specific focus on digital marketing, social media, cloud computing and data analytics	Leicestershire County Council	Local Authority	Partnered with city council and LLEP to bring Skills Bootcamps to Leicestershire. First bootcamps have begun (digital and construction) with further bootcamps for other sectors, including green skills, to be developed during 2024	Continuous	Number of providers signed up. Number of learners signed up. Number of learner progressions	Ongoing
	Leicester City Council/ Leicestershire County Council	Local Authority	Skills Bootcamps procured in Digital Marketing and Cyber Security	01/01/24-31/05/25	180 learners targeted	Ongoing
	NWSLC	further education college	Development and Launch of Introduction to coding and robotics; Level 3 Programming Techniques for Industrial and Embedded Development; Introduction to cloud computing; Essential digital skills; Digital Workshops; social media for business. Also launched online distance learning courses: Digital promotion for business; Digital skills for work; Principles of cyber security.	Continuous	Course outputs	New courses launched
	Leicester College	Further Education College	Development of three short courses aimed enhancing digital skills and awareness: Courses being developed are: 1. AI Fundamentals 2. Introduction to Data Analytics 3. Introduction to Cloud Computing	Continuous	Completion of project KPIs which include 30 learners to undertake the new provision and 8 eight employers sending staff on the new courses.	Ongoing
	Loughborough College	further education college	AI and innovation courses being developed through the Further Education innovation Fund - funded by Innovate UK.	01/04/2024-31/03/2025	Sign-ups: targeting 60 SMEs to be engaged in the project.	Contract awarded to delivery body, first course due 19th June. Positive engagement with SMEs to date.
	Loughborough College	further education college	The LSIF digital project is in development with short digital courses being developed to support this SP.	1/11/23-31/03/2025	Course availability	2 courses delivered to date with c.30 attendees.
vii) Coordinate a provider focus on the green energy economy	Leicestershire County Council	Public Sector	Produced a Green Skills report in partnership with LLEP with an accompanying action plan of local activity to increase knowledge and share opportunities to increase green skills.	Continuous	If funding attached, metrics will be added around number of events, attendees and businesses engaged.	Action Plan awaiting outcome of LLEP future to determine lead organisation
	Leicestershire County Council	Public Sector	LCC has recently been awarded £2.5m by Innovate UK for a local Energy pathfinder. An element of this will be an 'advisory service' for residents and businesses to understand and engage with low carbon initiatives.	01/02/24-31/03/26	TBC	Ongoing
	Leicester City Council / Leicestershire County Council	Public Sector	Skills Bootcamp procurement in Solar Panel Installation	01/06/2024-31/03/2025	Bootcamp monitoring	Procurement complete.
	LLEP	Government Agency	Ongoing work with LLEP, city and county LA re Green Skills report (2023), action plan and green skill newsletter to start in 2024.	Continuous	Newsletter produced	Ongoing
	Leicestershire County Council	Public Sector	Working with District Climate Change Officers and the LLEP to investigate Retrofit of Properties and the skills requirements to complete this work	Continuous	Number of training providers locally that offer this service - there are currently 2 who can provide fully and part-funded places	Ongoing
	CITB	Construction	NetZero Toolkit for the construction sector - <a href="https://www.citb.co.uk/about-citb/what-we-do/plans-and-performance/net-zero-action-plan/">https://www.citb.co.uk/about-citb/what-we-do/plans-and-performance/net-zero-action-plan/</a>	Available now	n/a	Ongoing
	SMB Group	Further Education College	Creation of an environmental bank at SMB's Brooksby site - the only one in the FE sector. Further building of mobile cow shade.	01/04/23-31/03/2025	Updates via SMB marketing	Ongoing development of environmental bank (early stages) Mobile cow shade due for completion July 2024.
	Loughborough College	Further Education College	Active engagement with local green skills developments, such as the Midlands Hydrogen network and EM Freeport activity. Loughborough College is one of the four partners involved in the East Midlands Institute of Technology, playing an active role in the development of a curriculum that responds to future green skills needs.	Continuous	Delivery of IoT and its curriculum	Some courses already available. Physical space due to open in coming months
viii) Set up a provider group to respond to the development of infrastructure projects	Leicestershire County Council	Public Sector	Coordinating officer meeting across county of planning, transport and other relevant areas to map out large developments	Continuous	N/A	Very early stages - assessing possibilities with county

## 4. Activity Table Continued

Recommended Action

	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
ix) Increase provision of high-quality English Language training	Leicester City Council	Local Authority	Procured 2 UKSPF funded projects focusing on ESOL provision in the City. Twin Training are to deliver Employment focused qualification courses. Leicester Adult Education are to deliver an Everyday English program for the economically inactive in partnership with a range of VCS organizations and to support a limited number of Asylum Seekers otherwise ineligible.	01/11/2023-31/03/2025	UKSPF monitoring	Ongoing
	Leicestershire County Council	Local Authority	Leicestershire Adult Learning Service has strong and well used ESOL provision across the county	Continuous	Learner sign-ups / Learner outcomes	Ongoing
	Leicester City Council	Local Authority	Head of Adult Education is now vice-chair of the East Midlands Councils Strategic Migration Council ESOL Program Board, who have commissioned research to benchmark and evaluate ESOL provision in the East Midlands - East Midlands Councils (emcouncils.gov.uk)	1/3/24-31/7/24	Research produced	Findings to be shared in summer 2024
	NWSLC	Further education college	NWSLC is reintroducing ESOL in Leicestershire to enhance students' language skills and employment prospects. As well as discrete classes at the Wigston Campuses, NWSLC also offer tailored delivery focusing on ESOL for Maths and ESOL for Employment.	Continuous	n/a	Ongoing
	Leicester College	Further Education College	Development of two new Level 3 based Technical ESOL short courses aimed at those in industry or wanting to get into the industry. Courses being developed are: 1. ESOL for Engineering and Manufacturing 2. ESOL and Maths	October 24 - March 2025	Completion of project KPIs which include 38 learners to undertake the new provision and 4 eight employers sending staff on the new courses.	Yet to commence
x) Improve availability of provision in Harborough District and the South of the County	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
	Leicester College	Further Education College	Part of LSIF project - employer needs analysis underway and programs under development for delivery. An overview insight analysis of the Harborough District has been collated which will include travel to learn times/analysis. An additional project with Harborough District Council will support employers and residents with bespoke training and skills needs	Continuous	LSIF KPIs and Insight Report.	Year 1 LSIF project complete. Year 2 underway
	De Montfort University	University	A number of Help to Grow Management Courses have been delivered, targeting businesses in Harborough District, including running two courses in Market Harborough.	Continuous	Enrolments	Two courses delivered
	Harborough District Council	Local Authority	UKSPF Funded - SKILLS SUPPORT FOR THE HARBOROUGH WORKFORCE (E37 and E38) - Delivered by Leicester College - - Identifying those at risk of leaving (Training Needs Analysis, Careers Advice, ILPs) - Training offer and model (Logistics, Manufacturing, Tourism and Hospitality) - Specialised Facilities (delivery model on site or within the district) Continuous engagement with local education providers (including Lutterworth College) on the provision of further education and further pathways for students. Ongoing work with Employers to encourage the uptake of apprentices in their organizations. Continued work with Digital Leicestershire to roll out gigabit broadband.	Continuous	90 people target for engagement in SSHW	Ongoing
	Leicester City Council / Leicestershire County Council	Public Sector	Skills Bootcamps procured targeting the south of the County	01/06/2024-31/03/2025	Bootcamp monitoring	Procurement complete.
	Leicestershire County Council	Local Authority	Leicestershire Adult Learning Service has busy provision in Harborough based around two centers. Topics include Digital, ESOL, family learning	Continuous	Learner sign-up, course completion, progression	Ongoing
	NWSLC/Loughborough Col	Further Education College	Working in partnership with GLP (Magna Park developers) and surrounding businesses to facilitate CLEAR campus open events for local community an businesses. Working with close collaboration with GLP, DWP and wider CLEAR Partners (Wincanton Logistics, Coventry University) to deliver new robotics and coding courses through the campus with additional delivery by Wincanton Logistics to local surrounding supply chain Businesses. Open Events undertaken with future investigation and collaboration with GLP over revised LSIF funded delivery curriculum for example Digital and Green Skills and Understanding Hydrogen Awareness courses.	Continuous	Quarterly monitoring through the LSAB	Ongoing



## 4. Activity Table Continued

Recommended Action

Strategic Priority 2: Growing businesses' understanding of the local skills offerings and delivery						
	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
i) Deliver a localised campaign to raise awareness and understanding of T-Levels	Leicestershire County Council	Public Sector	Promotion of T Levels to County Council departments as an alternative pathway including highways	Continuous	Meeting notes	Ongoing
	Loughborough College	Further Education College	As a patron of the chamber the college have begun a series of webinars to raise awareness of T Levels	Continuous	Webinars held/Attendees	1 event held with 15 attendees
	East Midlands Chamber	Employer Representative Body	Questions included in round one of LSIP Stage 2 questions re understanding and appetite to learn more - follow up commencing	December 2023- March 2024	Record of questions asked	Complete
	Institute of Directors	Employer Representative Body	A series of Coffee and Connect events has been held on Skills priorities locally, including T-level information.	01/09/2023-31/03/25	Webinars held/Attendees	More to follow over the coming 6 months
ii) Invest in updating provider marketing strategies to specifically target a business audience	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
	SMB Group	Further Education College	The targeting of business with a quarterly newsletter focusing on reminders, such as, LSIP surveys. This sits alongside Employer forums which provides specific businesses a platform to raise awareness and talk through skills issues / challenges.	Continuous	Increased participation in surveys	Engagement with new business at ESF (employer skills forums) helping from the back marketing.
	Loughborough College	Further Education College	The employer facing Loughborough College website has had a revamp to be more focused on employers /businesses. This has included an update of information and language.	3/9/23-31/03/24	New employer website drives increased traffic from local businesses.	Website go live due imminently alongside an updated employer handbook.
iii) Coordinate Employer Representative Bodies to produce a common set of tools and resources for businesses to better engage with Providers	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
	LLEP	Government Agency	Coordination of LLEP Building the Workforce of the Future easy use toolkit to convey skills and work place opportunities to build their business, with SME case studies.	Continuous	Product availability	Updated annually
	East Midlands Chamber	Employer Representative Body	Localised branding/dissemination of Education Landscape Guide - produced by partnership of ERBs, CEC & Gatsby	Continuous	Product availability	Available via CISO
iv) Grow the Apprenticeship Ambassador Network locally, seeking partnership opportunities with other bodies, including those representing Independent Providers.	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
	Leicestershire County Council	Public Sector	LCC have previously trialed apprentice ambassadors internally and are exploring repeat of this either internally or part of a wider initiative	Continuous	Ambassador network size	Ongoing
	North West Leicestershire District Council	Local Authority	Appointed Leicester Employment Hub to promote Apprenticeships to local businesses and inform Businesses as to what colleges and other providers are teaching and the skills which students can bring to businesses.	June 2024 - March 2025	Monitoring meetings monthly	Contract due to be awarded imminently with work start immediately.
	CITB	Construction	New Entrant Support Team stood up. New CITB Apprenticeship team to support FE and employers to navigate the Apprenticeship process. Mentorship training to new employers available FOC plus Apprenticeship grants to encourage more employers to take on apprentices.	Continuous	CITB	Ongoing
	Hinckley & Bosworth Borough council	Local Authority	For Apprenticeship Week the council created seven apprenticeship case study videos with employees talking about their experience showing the success and what it can lead to. Can be viewed on a 'Meet our apprentices' YouTube playlist here: <a href="https://www.youtube.com/@hbcb/playlists">https://www.youtube.com/@hbcb/playlists</a>	Continuous	Videos created	Complete

## 4. Activity Table Continued

### Recommended Action

	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
v) Work with the Careers and Enterprise company to explore developing a better understanding of the work placement landscape and jointly pilot solutions to help businesses and providers to appropriate opportunities	LLEP Careers Hub	Government Agency	Delivery of Unbox Your Future (UBYF) as a flexible workplace experience pilot targeted at the most disadvantaged schools and delivered in partnership with local employers. UBYF project delivered by employers and have KSBs as central component.	31/08/2023 - 31/08/2024	Gatsby Benchmark 5 progress / Gatsby Benchmark 6 progress / No of employers delivering UBYF / asset development / Pre/post activity survey (educators, employers and young people) / Completion of Employer Standards / Employer perception on work readiness of young people. Case studies available from trailblazer deliver	UBYF is being evaluated in depth by CEC at a programme and activity level. Impact already noted on progress of participating schools against Gatsby scores. - Benchmark 5 movement from 73% to 80% - Benchmark 6 movement from 59% to 72% Funding secured from CEC to deliver a sustainable model for any educator and employer to deploy longer-term.
	CITB	Construction	Into work Grant' launched paying employers £500 to host L2 FE students on work experience with incentive of £1000 grant for transition into an apprenticeship.	Continuous	CITB	Ongoing
	LLEP Careers Hub	Government Agency	Exploration and promotion of emerging national Employer Standards Pilot.	01/01/2024-31/08/2024	Completion of employer standards survey. Regional progress on meeting standards.	Early conversations with ERB to amplify employer standards as a self-assessment tool on business-education engagement.
	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
vi) Coordinate resources and support to businesses, to help them better engage with young people through the power of readily accessible and useable information.	LLEP Careers Hub	Government Agency	Planning for a SEND Conference delivered in partnership by the Careers Hub and Pathways (April 24) - Engagement for local educators, employers, young people and those with an interest in careers education in a SEND setting to explore support systems and create connections.	1/1/2024-18/04/2024	Attendance Engagement Evaluation / satisfaction	Conference held
	LLEP Careers Hub	Government Agency	Refresh and reissue of LMI World of Work Guides for young people and adults. Launch of UBYF guides for employers and educators (see priority 1)for workplace experiences.	31/08/2023-31/08/2024	Product availability	Detail available at www.llep.org.uk/wow
	SMB Group	Further Education College	Utilization of Grofar to help inform businesses and stakeholders of progress and opportunities in the workplace.	Continuous	Positive destination data - above national benchmarks %.	Successful annual review audit of career matrix monitored via Grofar.
	Hinckley & Bosworth Borough council	Local Authority	UKSPF funded Hire project works with participants in a holistic way, supporting anyone unemployed & over 19 years by looking at their barriers to employment and helping them to reach their goals.	01/0424-31/03/25	UKSPF monitoring	Ongoing
	CITB	Construction	Investment in CIAG online portal <a href="https://www.goconstruct.org/">https://www.goconstruct.org/</a>	Continuous	CITB	Ongoing
	Hinckley & Bosworth Borough council	Local Authority	Hinckley & Bosworth Employment & Skills Taskforce established: 'to maximise and enable the opportunities for local people to access and gain the right skills and qualifications to meet the needs of local businesses and our key growth sectors'. Taskforce works with schools and academies, businesses – large and small, Leicester and Leicestershire Enterprise Partnership (LEEP), Department for Work and Pensions (DWP), North Warwickshire and South Leicestershire College (NWSLC), MIRA Technology Institute (MTI) and other key organizations and partners.	Continuous	Skills Taskforce minutes/actions	Ongoing
	Loughborough University, UoL & DMU	University	Graduate retention campaign, connecting local businesses to access student and graduate talent	Continuous	% of graduates reported in graduate level activity within the region in the Graduate Outcomes Survey.	Ongoing

## 4. Activity Table Continued

Recommended Action

Strategic Priority 3: Ensuring local structures are fit for purpose to support collaborative working across businesses and educators						
	Partner	Sector	Method of Implementation	Timescales	Monitoring arrangements	Progress Status
i) Create an employer-led Local Skills Accountability Framework and Board for Leicester and Leicestershire	East Midlands Chamber	Employer Representative Body	Membership, terms of reference and meeting dates all agreed and in place	Continuous	Meeting dates, notes and agreed actions	Complete
ii) Create new Sector Accountability Panels to enable more structured relationships between Employers and Providers	East Midlands Chamber	Employer Representative Body	Sector accountability Panels for the LSIP-identified priority sectors now created with Management Groups in place.	Continuous	Terms of reference; SAP membership lists; Business numbers	Complete
	Leicestershire County Council	Local Authority	LCC have led a subgroup of the Tourism Advisory Board to look and skills requirements for the sector, with a view to agreeing and plan and an ambition to work to the LSIP framework	Continuous	Metrics are included in a draft plan around types of events, engagement and frequency	In development, a positive first meeting has taken place
iii) Ensure a comprehensive vision for the Leicester and Leicestershire economy is understood and supported	Leicestershire County Council	Local Authority	LCC were involved in the consultation for the current LLEP economic growth strategy and continue to work to this area plan and acknowledge the priorities	Continuous	N/A	Awaiting outcome of new arrangements post-LEP
iv) Expand the remit of Collective Intelligence Skills Observatory to become a Future Skills Unit for Leicester and Leicestershire	East Midlands Chamber	Employer Representative Body	All datasets on current CISO updated with latest datasets	Continuous	Existence on CISO	Complete
	East Midlands Chamber	Employer Representative Body	Conversations held with DfE re postcode data for learners access to support enhanced mapping	Continuous	N/A	Ongoing
	East Midlands Chamber	Employer Representative Body	Recruitment exercise with DMU for a fixed-term web-developer to support user-experience	Jan-March 2024	Post-holder in place	Complete
	East Midlands Chamber	Employer Representative Body	Accelerated KTP submitted with UoL for new data-visualization officer position	March-June 2024	N/A	KTP bid unsuccessful - other avenues being explored

## 5. What has been Achieved so Far

Key achievements from the LSIP to date are mapped below against each of the three Strategic Priorities, along with case studies where appropriate. For each Priority this section details:

- The Big Achievement
- Other activity of note

This is not intended to be an exhaustive description of all activity undertaken, rather it highlights and expands upon new initiatives and interventions as detailed in Section 4.

5.1 Strategic Priority 1: Partner with Further Education Colleges and others on the continued development of an education and skills offering that responds to the needs of business

5.1.1 The Big Achievement: Secure £3,067,331 Local Skills Improvement Funding

The Leicester & Leicestershire Colleges have been successful in securing over £3m in Local Skills Improvement Fund funding for four distinct projects responding to multiple of the Recommended Actions under Strategic Priority 1. Delivery is now underway against all four projects, although it is too early in this report to provide detailed outputs from activity.

The four projects are detailed below.

### 5.1.1.1 Decarbonising Transportation

**Project 1 - Decarbonising Transportation**  
Skills training for SME staff at levels 3-5 in green transport technologies to support a step-change in becoming Carbon Neutral.

New training/testers in:	Activities	Outputs
-IMI level 3 qualification in electric/hybrid system repair and replacement -IMI Level 4 Award in the Diagnosis, Testing and Repair of Electric/Hybrid Vehicles and Components	-Joint staff discussion / CPD -Collaborative TNA to identify specific needs of the transport sector -Each partner leads on a specialism -Collaborative course development and supplier engagement	-FE-based showcase spaces for demonstration -Build capacity via staff and capital resources to service multiple sectors (including indirect employers eg. Public Service vehicles) -Employer-driven, short flexible dynamic courses to drive step changes in adopting technology/training staff (existing/future staff)

**Supporting the following LSIP Strategic Priorities (SP) (2023)**

- SP1 i) Review curriculum design and delivery in line with the local Knowledge, Skills and Behaviour requirements of businesses
- SP1 ii) Improve availability and use of detailed Behaviours data
- SP1 vii) Coordinate a provider focus on the green energy economy

The Decarbonising Transportation activity has seen the creation of seven new courses:

1. Electric/Hybrid Vehicles High Voltage Battery Testing and Balancing
2. Electric/Hybrid Vehicles High Voltage Component Testing.
3. Working safely on and transportation of Electric / Hybrid Vehicle/ LGV
4. IMI Level 3 Award in Electric/Hybrid Vehicle System Repair and Replacement
5. Level 3 Hydrogen as an Alternative Fuel for Vehicles and HGV (City & Guilds)
6. IMI Level 3 Award in Heavy Electric/Hybrid Vehicle System Repair and Replacement.
7. Hydrogen Fuel Cell for MHD (Material Handling Devices)

### 5.1.1.2 Green Leadership Skills

**Project 2 - Green Leadership Skills (Cross-sector)**  
A jointly developed, contextualised, short course with bespoke modules at levels 3-5 to drive green developments and workplace efficiencies.

To include:	Activities	Outputs
-Units/Modules/Courses in "Green Growth" aimed at leaders and managers in Estates/Supply Chain	-Engage the industry and create a suite of resources to support those in charge of strategies for growth/green growth -Support staff to identify and implement green, sustainable opportunities into their working practises/the workplace	-Newly developed short Higher National Flex Modules at levels 4/5 with Flexible / Online / Distance Learning options -Establish new "Energy Centres", corporate style training facilities to engage SMEs and immersively showcase/demo the relevant technologies

**Supporting the following LSIP Strategic Priorities (SP) (2023)**

- SP1 i) Review curriculum design and delivery in line with the local Knowledge, Skills and Behaviour requirements of businesses
- SP1 ii) Improve availability and use of detailed Behaviours data
- SP1 v) Develop specific, SME-targeted programmes for Strategic Leadership and Green Growth among SMEs
- SP1 vii) Coordinate a provider focus on the green energy economy
- SP2 Invest in updating provider marketing strategies to specifically target a business audience

The Green Leadership Skills strand of activity has seen the creation of eight courses across the colleges. Delivery staff across the colleges have undertaken external CPD and a range of "green" equipment has been purchased. The courses created are:

1. Climate Change and Green House Gas Emissions: Individual, Business and Corporate Commitment & Requirements
2. Sustainability, Pollution, Waste Management
3. Understanding Impacts of Industry and Organisations on the Natural Environment, How to Encourage Biodiversity, Habitats & Eco-Systems
4. Energy Conservation & Efficient Buildings and Structures
5. Introduction to Renewable Energy: Solutions to Moving Away from Traditional Fossil Fuel Technologies
6. Green Leadership Excellence: Navigating Sustainable Futures
7. Level 4 HNQ BTEC in Leadership and Management - Sustainability Unit
8. Level 3 Award in the Installation and Maintenance of Heat Pump Systems (non-refrigerant circuits)

### 5.1.1.3 Digital Upskilling



**Project 3 - Digital Upskilling**  
New easy-access, flexible, short courses between levels 3-5 for Digital Skills in business, including digital marketing, social media, cloud computing, data analytics and an introduction to AI.

**To include:**  
-Digital provision aimed at staff at all levels  
-Short courses at an introductory level to offer insight and upskilling

**Activities**  
-Map out all existing qualifications  
-Engage the sector through a suite of digital resources to support upskilling via a TNA  
-Co-develop a suite of modules/units based on LSIP and TNA findings

**Outputs**  
-Clear new provision for digital skills meeting needs  
-Develop digital Flexible / Online / Distance Learning modes for the newly created content  
-Ensure face-to-face provision is in an engaging employer-focused environment eg a "FE Digital Lab"

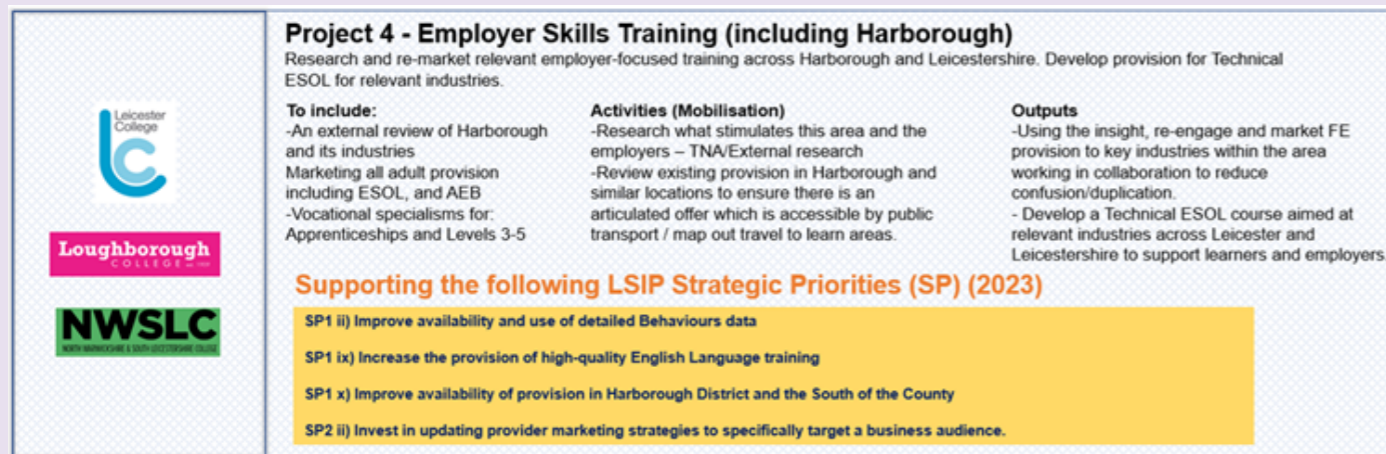
**Supporting the following LSIP Strategic Priorities (SP) (2023)**

- SP1 i) Review curriculum design and delivery in line with the local Knowledge, Skills and Behaviour requirements of businesses
- SP1 ii) Improve availability and use of detailed Behaviours data
- SP1 vi) Create an easy-access, short course for digital skills in business, with a specific focus on digital marketing, social media, cloud computing and data analytics
- SP2 Invest in updating provider marketing strategies to specifically target a business audience

The following five new courses have been developed as part of the Digital Upskilling activity, with CPD received by relevant staff:

1. AI Fundamentals
2. Introduction to Data Analytics
3. Introduction to Cloud Computing
4. Generative AI course
5. VR/Technology Course

### 5.1.1.4 Employer Skills Training (including Harborough)



**Project 4 - Employer Skills Training (including Harborough)**  
Research and re-market relevant employer-focused training across Harborough and Leicestershire. Develop provision for Technical ESOL for relevant industries.

**To include:**  
-An external review of Harborough and its industries  
Marketing all adult provision including ESOL, and AEB  
-Vocational specialisms for: Apprenticeships and Levels 3-5

**Activities (Mobilisation)**  
-Research what stimulates this area and the employers – TNA/External research  
-Review existing provision in Harborough and similar locations to ensure there is an articulated offer which is accessible by public transport / map out travel to learn areas.

**Outputs**  
-Using the insight, re-engage and market FE provision to key industries within the area working in collaboration to reduce confusion/duplication.  
- Develop a Technical ESOL course aimed at relevant industries across Leicester and Leicestershire to support learners and employers.

**Supporting the following LSIP Strategic Priorities (SP) (2023)**

- SP1 ii) Improve availability and use of detailed Behaviours data
- SP1 ix) Increase the provision of high-quality English Language training
- SP1 x) Improve availability of provision in Harborough District and the South of the County
- SP2 ii) Invest in updating provider marketing strategies to specifically target a business audience.

#### Progress:

Training Needs Analysis are continuing across Leicester and Leicestershire, with a key focus in the Harborough district. Data on employers in the south of Leicestershire has been purchased and is being used to target LSIF provision. This is being supported by Harborough District Council and Market Harborough Chamber of Trade and Commerce.

A bespoke LMI report has been produced detailing the skills needs and current Further Education offer. This report includes a travel to learn analysis and also details the skills and traits unique to the Harborough district.

Leicester College is reviewing options to possibly deliver LSIF provision in NWSLC's Magna Park facility. Technical ESOL course delivery has commenced and will be reported within the next KPI return to the DfE.

### 5.1.2 Other activity of note

Colleges and other providers have adopted use of the Collective Intelligence Skills Observatory to help update curriculum strategies and planning processes, with support provided to teams on interpreting CISO data – more of this will be done over the coming months. Some providers have made significant changes, with Further Education Colleges agreeing to rewrite their College Accountability Statements in line with the activity undertaken in response to the recommendations in the LSIP.

Leicester College has worked in partnership with University of Leicester and Spacepark to develop a new Aerospace Degree Apprenticeship. This is to support employers in the aerospace industry, a niche but important sector within Leicester.

#### Case Study:

*Responding to the LSIP recommendation Review curriculum design and delivery in line with the local Knowledge, Skills and Behaviour requirements of businesses as evidenced in the CISO, Wyggeston & Queen Elizabeth I Sixth Form College has agreed funding for the recruitment of teaching staff to five new responsibility allowance posts of Developing Professionals Curriculum Champion. These posts to focus on developing the curriculum across the college in these five areas: skills and opportunities for success; originality and curiosity; attitudes and behaviours; global perspective (sustainability and values); digital skills*

In addition to the above, a partnership has been formed by the county and city councils and LLEP to bring Skills Bootcamps to Leicestershire. The first bootcamps have begun (digital and construction) with further bootcamps for other sectors, including green skills, to be developed during 2024.

In the City, two UKSPF funded projects have been procured focussing on ESOL provision with Leicester Adult Education to deliver an Everyday English programme for the economically inactive in partnership with a range of VCS organisations and to support a limited number of Asylum Seekers otherwise ineligible for ESOL courses.

Leicestershire County Council has recently been awarded £2.5m by Innovate UK for a Local Energy pathfinder. An element of this will be an 'advisory service' for businesses to understand and engage with low carbon initiatives.

In Leicester City two UKSPF funded projects have been procured focussing on ESOL provision with Leicester Adult Education to deliver an Everyday English programme for the economically inactive in partnership with a range of VCS organisations and to support a limited number of Asylum Seekers otherwise ineligible for ESOL courses.

#### Case Study:

*The Careers Hub are delivering Unbox Your Future (UBYF) as a flexible workplace experience pilot targeted at the most disadvantaged schools and delivered in partnership with local employers. The UBYF project is being delivered by employers with the CISO identified KSBs as required by businesses in their respective sector a central component to the programme.*

## 5.2 Strategic Priority 2: Growing businesses' understanding of the local skills offerings and delivery

### 5.2.1 The Big Achievement: Creation of Leicester & Leicestershire State of Skills Provision scorecard, demonstrating growth in business confidence

The approach to primary data collection undertaken to support production of the LSIP – using a survey app to ask a series of pulse questions over time – has continued through to the current stage of activity. Combined with data collected as part of the trailblazer, this now gives us three unique data points between February '22 and March '24 which we can use to assess how responses have changed over time.

Questions were asked on a series of issues relating to Knowledge, Skills, Behaviours, attitudes to training/recruitment and understanding of provision, with many of these asking respondents to score their responses on a scale of 1-10. All of the responses can be viewed here: [Insight Unlocked | Scorecard Dashboard \(insight-unlocked.co.uk\)](https://insight-unlocked.co.uk)

Ten of these questions have been chosen to create a 'Local Skills Provision Scorecard' – they were selected based on the range of issues they covered and how well they aligned to the three Strategic Priorities. These questions are:

On a scale of 1 to 10:

- how easy is it to recruit people with the required knowledge for your business?
- how easy is it to recruit people with the required skills for your business?
- how easy is it to recruit people with the required behaviours for your business?
- how well do you understand what is available as part of the following courses and training solutions (various options given)?
- how confident would you feel in approaching the following organisations to ask for staff training and development support (various option given)?
- how aware are you of the relevant training offer of the following Further Education Colleges and Universities to your business (various options given)?
- how confident are you that the education and training available locally will provide you with the people you need to meet your business's ambitions over the following time periods (various options given)?
- how confident are you that education and training providers in this area understand the people needs of your organisation?
- how confident are you that you have the digital knowledge and skills in your business to meet your needs over the following periods: 0-2 years / 2 years and beyond?
- how confident are you that you have the green and environmental knowledge and skills in your business to meet your needs over the following periods: 0-2 years / 2 years and beyond

Table 2 shows the change from the average score response across all sectors when the questions were asked in February '23 to March '24, showing general improvement across most areas. Where the average score has fallen (for example confidence in digital skills), in conversation with business this may relate to a growing awareness of need as opposed to less provision, which may in turn have had a knock on impact when looking at confidence in provision.

Table 2: Local Skills Provision Scorecard

Indicator	Feb-23	Mar-24	Direction of Change
Recruit with required skills	5.40	5.70	●
Recruit with required knowledge	5.20	5.50	●
Recruit with required behaviours	6.10	6.90	●
Confidence to recruit people to meet business ambitions	5.80	6.00	●
Confidence that local education and training providers understand needs	5.40	4.90	●
Confidence in locally available education and training	5.50	5.10	●
Confidence in having green skills for business ambition	5.20	5.40	●
Confidence in having digital skills for business ambition	5.60	5.20	●
Confidence in approaching organisations for staff training and development support	5.70	5.60	●
Awareness of training offer by FE Colleges and Universities	3.50	6.50	●

Chart 1 below gives an overall score between 0-100 for the State of Local Skills Provision. It does this by combining all of the average scores, to provide an indication of the general direction of travel for business perception and understanding of training and education provision combined with confidence that it can meet their people needs. Incorporating trailblazer data from February '22 this shows that since the start of the LSIP activity there has been a gradual improvement in these areas for Leicester and Leicestershire, from a score of 51.9 two years ago to 56.8 now.

Chart 1: State of Local Skills Provision



Finally, through the survey work businesses have been asked the question: Are things better or worse now than 12 months ago, and given the option of better, worse or no change. Responses here demonstrate a significant improvement in net score (those who feel things have improved minus those who feel things have worsened) from 7.1% in February '23 to 20.2% in March '24.

### 5.2.3 Other activity of note

The Careers Hub has refreshed and reissued the LMI World of Work Guides for young people and adults. The Hub is also planning for a SEND Conference delivered in partnership by the Careers Hub and Pathways, engaging for local educators, employers, young people and those with an interest in careers education in a SEND setting to explore support systems and create connections.

A series of business-focused webinars on T-Levels have been developed and delivered between the Chamber and Loughborough College, with further detail on awareness gathered through the business survey work.

For Apprenticeship Week, Hinckley & Bosworth Borough Council created seven apprenticeship case study videos with HBBC employees talking about their experience showing first-hand the success and what it can lead to.

More generally, Universities and Colleges have developed closer links with Employer Representative Groups, including De Montfort University becoming a Patron Member of Market Harborough Chamber of Trade and Commerce and a series of Coffee and Connect events have been held for the Institute of Directors members locally to raise awareness of the educational landscape offer.

*Working in partnership across Leicester & Leicestershire, Employer Representative Bodies have applied localised information to the 'Guide to the Education Landscape for Employers' – produced nationally through a partnership of ERBs, Careers & Enterprise Company and Gatsby. The document and its associated pieces is being shared with employers across the area and is available via the Collective Intelligence Skills Observatory [here](#)*

## 5.3 Strategic Priority 3: Ensuring local structures are fit for purpose to support collaborative working across businesses and educators

### 5.3.1 The Big Achievement: Creation of Local Skills Accountability Board and Sector Management Group structure

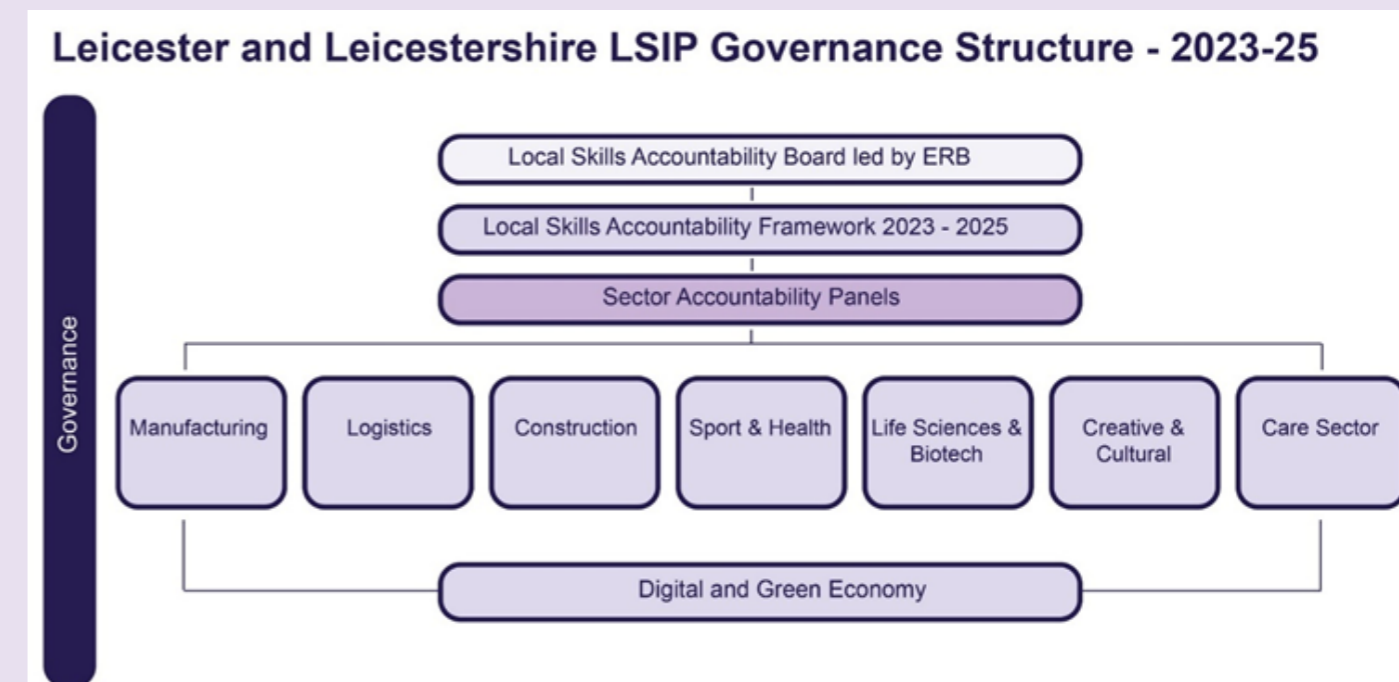
In line with the recommendation to create new bodies to oversee the deliver of the LSIP recommendations and enable engagement with wider regional skills and economic structures, the Leicester & Leicestershire Local Skills Accountability Board was formed, with terms of reference agreed and quarterly meetings underway. The Board is attended by representatives of Further Education Colleges, Universities, local authorities (upper- and lower-tier), Employer Representative Bodies, DWP and other key stakeholders.

The LSAB is supported by a series of Sector Accountability Panels Groups, led by the following local bodies.

- CIMPSA (Sport)
- CILT (Logistics)
- East Midlands Manufacturing Network (Manufacturing)
- Charnwood Campus (Life Sciences)
- Leicestershire CC / Leicester City Council (Care Forums)
- CITB (Construction)
- Creative Leicestershire/LCB (Creative & Cultural)

Some of the panels are more advanced than others, reflecting existing local relationships. The cross-cutting themes of digital and green economies have no specific entities attached to them, but the issues are covered by the sector groups through specific activity.

The below diagram details governance arrangements.



The new arrangements have been successfully implemented and secured good engagement from all relevant local stakeholders. Four meetings of the LSAB will have been held to the end of June, with these sessions including general updates from partners alongside a review of activity to date, identification of emerging activities or policy and analysis of the most recent business survey data to that meeting.

Through delivery of the LSIP to date, a focus on supporting the relationships between those involved has enabled partners to add value to activity and identify opportunities that otherwise may not have been progressed. For the colleges in particular, this has been supported through the provision of Local Skills Improvement Funding.

### 5.3.2 Other activity of note

CIMPSA, the body leading the engagement for the Sports Sector, has launched its Sports Sector Skills Place for Leicester & Leicestershire – the first LSIP-level skills plan solely for the Sports Sector – linking into the LSIP actions to make further recommendations specific to the sector.

All data-sets on Collective Intelligence Skills Observatory have been updated and the website has been improved using feedback from users to ensure data is accessible and relevant. Further interns have been recruited from De Montfort University to support with continued improvement of the site.

## 6 Priorities for the Coming Year

This final section outlines priority areas for action over the coming 12 months across each of the three Strategic Priority areas.

These priorities detail areas where further work is required against existing recommended actions as opposed to the emergence of any new recommendations since the original LSIP was created. While some circumstances have evolved as detailed in Section 3, there have been no fundamental changes that require specific new focus at this point in time.

Overall, the main priorities aim to deliver against three objectives:

- Supporting providers to develop pathways across provision in Leicester & Leicestershire
- Further development of evidence-based support for businesses to increase their understanding of local provision
- Ensure LSIP delivery maximises its value within the new post-LEP governance structures

### 6.1 Strategic Priority 1: Partner with Further Education Colleges and others on the continued development of an education and skills offering that responds to the needs of business

The focus under Strategic Priority 1 will be on supporting providers to develop pathways across provision in Leicester & Leicestershire, enabling smooth transitions for learners and clarity for businesses looking to engage with providers for new recruits and existing staff.

Conversations are currently taking place around the opportunities to develop a local CPD framework, with examples of where this has worked elsewhere in the country currently being explored. This is expected to help strengthen the links between the local FE Colleges and Universities further, as well as links with businesses.

Early discussions have also taken place with the three Universities through the Leicester & Leicestershire Civic Universities Partnership to strengthen Higher Education engagement with the LSIP and ensure opportunities for better partnerships across FE and HE are maximised. It is anticipated this will help Further Education Colleges to provide both more progression pathways to local Higher Education from vocational and technical education. It is also anticipated this will help to develop cutting edge research partnerships considering emerging industries and occupations in the City, County and wider East Midlands.

Activity with the Careers and Enterprise Company will continue, supporting the further development of localised resources and projects engaging young people in schools and building on the success of current projects such as Unbox Your Future.

Closer ties with DWP will be fostered, with work already tentatively underway to help DWP develop their work with employers, including how they can fulfil an intermediary role with their employers to identify opportunities for upskilling their existing workforce, with the aim to help individual employees move off in work Universal Support. This is expected to include a specific focus on how the updated funding eligibility rules for accessing and delivering the Adult Skills Fund can be used in partnership with businesses, to develop employer led programmes, to upskill low waged residents. This, if successful, will help more people move off in work benefits and contribute more to local economic growth.

### 6.2 Strategic Priority 2: Growing businesses' understanding of the local skills offerings and delivery

The focus under Strategic Priority 2 will be on further development of evidence-based support for businesses to increase their understanding of local provision.

The primary data collection will continue and advancements to the business scorecard data will be developed. Sector Advisory Panels will be further supported to engage new businesses and deepen the qualitative understanding of the data being gathered via business surveys.

Employer Representative Bodies locally will seek further opportunities to work in a more joined up manner, with a focus on recruiting businesses to engage with careers and training fairs locally, as well as to do more to upskill the local workforce.

Best practice from providers who have developed new approaches to marketing courses and offerings to businesses will be captured and shared across partners and greater coordination will be sought for individual partners delivering campaigns to promote apprenticeships and T-levels, building on the good work already being done.

The Employer Standards Framework developed by the Careers & Enterprise Company and adapted locally by the CEC and Chamber will be rolled out to more businesses to support a greater understanding of how to maximise the impact of engagement with educators.

### 6.3 Strategic Priority 3: Ensuring local structures are fit for purpose to support collaborative working across businesses and educators

The focus under Strategic Priority 3 will be to ensure LSIP delivery maximises its value within the new post-LEP governance structures.

Post-LLEP arrangements are yet to be confirmed so, in the meantime, discussions with all relevant partners will continue to ensure the role and function of the LSAB is understood. Partners on the LSAB are individually involved with the emerging governance arrangements meaning knowledge of the LSIP among the relevant stakeholders is already high. The Chamber will continue to work with all partners to ensure the LSIP activity is embedded more broadly across economic and skills strategic decision making in Leicester & Leicestershire

In addition to the above, the LSIP will continue to develop deeper engagement with lower-tier authorities to ensure their activity is aligned appropriately to the work of the LSIP – this is of particular importance for activity where there is funding available such as through the UK Shared Prosperity Fund. As detailed in 6.1, engagement with the Civic Universities Partnership will ensure the Higher Education Sector locally continues to grow its involvement in LSIP activity and closer working arrangements with DWP will make sure opportunities to link employers into Job Centre Plus-led support are also maximised.





**Funded by  
UK Government**

This Local Skills Improvement Plan has been approved by the Secretary of State in line with the approval criteria set out in the [Skills and Post-16 Education Act 2022](#), and in accordance with the [LSIP statutory guidance](#)

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