Local Skills Improvement Plan (LSIP) Update

John Browning

LSIP Manager

March 2023

Buckinghamshire LSIP Team
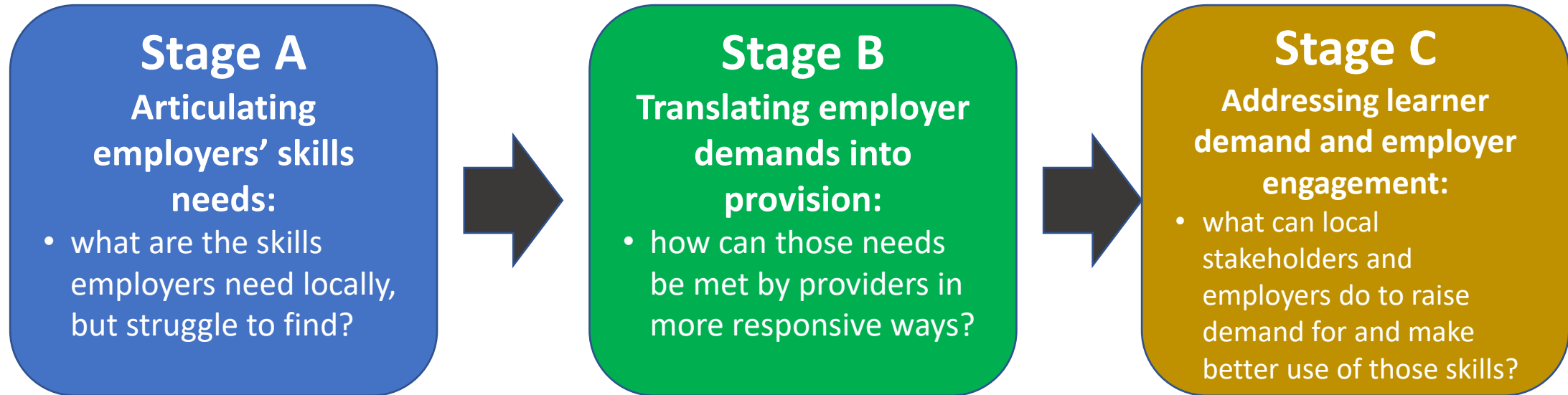
Core Team

Name	Role, Organization
Heather Dean	Head of Skills & Business Support, BBF
John Browning	LSIP Manager, BBF
Martin-Christian Kent	Research and Skills Consultant
James Moorhouse	Economic & Labour Market Analyst, BLEP Research
Karen Mitchell	LSIP Consultant, Former Principal of Buckinghamshire College Group
Iddy Champney	LSIP Administrator, BBF
Megan Vockins	Marketing Support, BBF Marketing Team

Sector Chairs

Name	Role, Organization
Martina Porter	All Spring Media, Chair of SAP, Film & TV sector
Paul Skitt	Flannery Plant Hire, Vice Chair of SAP, Construction sector
Emily Dingle	URA Thrusters, Engineering sector

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LSIP process – stage 1

Stage A
Articulating employers' skills needs:
- what are the skills employers need locally, but struggle to find?

Stage B
Translating employer demands into provision:
- how can those needs be met by providers in more responsive ways?

Stage C
Addressing learner demand and employer engagement:
- what can local stakeholders and employers do to raise demand for and make better use of those skills?

DfE timetable

Stage 1: September 2022 – May 2023

- Stage A

- Stage B

- Stage C

- LSIP Report: 31st May 2023

Stage 2: June 2023 – August 2025

- Implementation and monitoring of plan

LSIP Timetable – Stage 1

Nov 22-Jan 23

LSIP priorities agreed

New staff in place

Establish provider forum

Initiate Stage A employer meetings

Feb 2023

Complete Stage A employer meetings

Stage B employer workshops/meetings planning

Stage B employer Employer – Provider collaboration

March 2023

SAP meeting 10th March

Draft skills priorities available to providers 31st March

Complete Stage B meetings

Stage C employer meetings

Apr-May 2023

Complete Stage C meetings

Draft LSIP report

SAP meeting 12th May

Submit LSIP Report to DfE 31st May

LSIP meeting schedule

Sector	Stage A	Stage B	Employers
Film & TV	11th January	21st February	Employers including, BBC, Amazon and Disney
Health & Social Care	Various during January	4th April	BHSCA, Buckinghamshire Council, Mencap, Buckinghamshire Healthcare NHS Trust
Construction	17th January	4 sub-sector meetings between 27th February and 3rd March	Employers including, Flannery Plant Hire, EKFB, Balfour Beatty, Morgan Sindall
Engineering	26th January	7th March	Employers including Martin-Baker, Lunaz,
Digital	31st January	23rd March	DMC, SAS UK

Local Skills Improvement Plan (LSIP)

Key Points about LSIPs

- Sets out key priorities and changes to post-16 technical education or training to be more responsive local labour market needs

- Agrees actions and priorities that employers, providers and stakeholders in Bucks can get behind to drive change

- Is informed by evidence of future skills needs and meaningful engagement between employers and providers

- Should not attempt to cover everything but focus on key priorities within an area to maximise impact:
  - Specific sectors, e.g. Engineering, Construction, Film and TV
  - Specific cross-sector issues – e.g. green skills or digital
  - Can include non-accredited e.g. soft skills

- 3 years plan repeated every three years

- Should support Net Zero targets

Department for Education

Skills for Jobs:
Lifelong Learning
for Opportunity and
Growth

January 2021

CP 338

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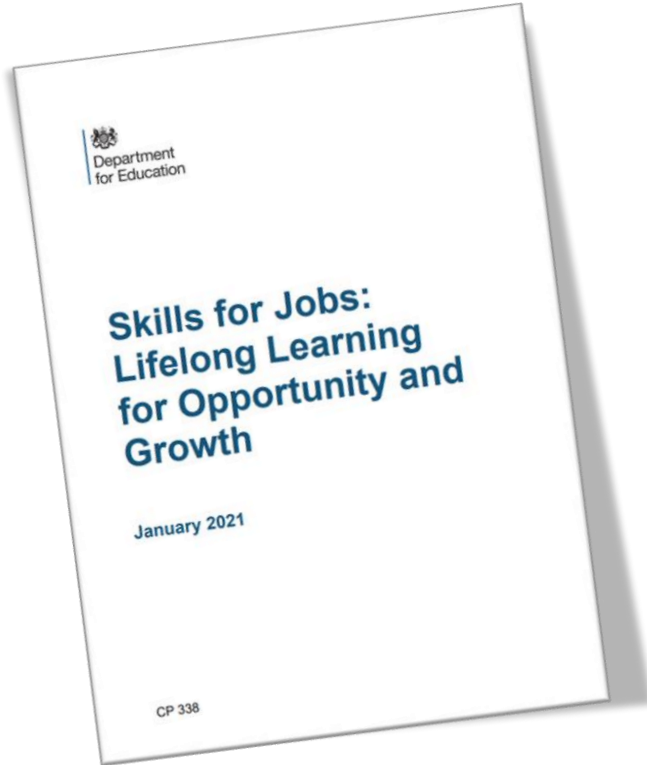
LSIP priorities

Sectors

Engineering

Construction

Film & TV

Digital

Health & Social Care

Cross-sector themes

Digital Literacy

Green: Net Zero

Work Readiness

Emerging issues all sectors

- Work readiness
- Digital skills
- General need for more people – skills shortages at all levels
- Need for more/better engagement between providers and employers
  - Enthusiasm for sector groups
- Concerns over careers information and advice
  - Value of technical vs academic education
  - Articulation of clear and transparent career pathways into and throughout the sectors
  - Better awareness of the wide variety of roles found in the sector
- Concerns with T Levels – content and practical implementation
- Concerns with apprenticeship
  - Generally viewed positively
  - Not enough provision in the county
  - Quality of provision
  - Some issues with funding
  - Need for more flexible models
  - Transport
- Increasing awareness Net Zero – not so much action

Department for Education

Local Skills Improvement Plan

CP 338

Construction

Sector profile

- 17,000 people employed in Buckinghamshire in 2021.
- Joint 6th highest employment by main sector with manufacturing.
- Second highest employment growth by main sector in last 5 years (30.8%).
- Accounts for approx. just under a quarter of Buckinghamshire's self-employed.

Skills Issues

- Existing skills shortages rife across the sector locally, and at all levels.
- Reduced access to EU workers
- Ageing workforce
- Certain groups under-represented in workforce
- Awareness and perceptions
- Educator recruitment and retention
- The Future Homes Standard
- Net zero demand

Construction

Employer skills needs*

- Demand exceeds supply for a the wide variety of roles

- Upskilling needs for project management, people management and digital skills

- More town planners

- Green construction requires courses for installation and maintenance of heat pumps and the need for targeted courses for developing and managing net zero strategies

- Digital skills for the workforce to use new technologies

- Mixed views on T Levels

- Apprenticeships viewed positively – transport is key barrier on uptake

- Concerned re work-readiness of students

* From employer consultations

Construction

Emerging solutions include*

- The promotion of clear and transparent career pathways into and throughout the sector, including better awareness of the wide variety of roles found in the sector

- Introduction of new programmes where demand can be demonstrated and is not currently being delivered in Bucks

- Enrichment of full-time provision, including industry lecturers, lecturers refreshing their skills in industry, guest lecturers, visits, placements etc.

- Expansion of the bootcamp to encourage and develop the skills of job changers and job seekers into the sector

- The provision of long and short courses in retrofit of heating systems e.g. heat pump installation and maintenance

- Identification or development of a bank of short courses aimed at upskilling the current workforce delivered at times suitable for contractors

* From employer consultations

Engineering

Sector profile

- High employment in Buckinghamshire 11-17% of total employment

- Strong employment growth in last five years.

- Further demand linked to Silverstone Technology Cluster and Westcott Venture Park.

Skills issues

- Lack of training provision in the county

- Declining apprenticeships

- Educator recruitment, retention and upskilling

- Awareness and perceptions

- Certain groups under-represented in workforce

Engineering

Employer skills needs:

- Need for more mechanical, electrical and software engineers

- Concern that graduates and college leavers are not entering the sector with sufficient practical or work readiness skills

- Skills shortage exacerbated by the lack of apprenticeship provision and low levels of training.

Engineering

Emerging solutions include:

- Clear and transparent career pathways into and throughout the sector and a positive outline of the opportunities in the engineering sector

- Greater sector engagement with learning providers to provide more placements, role models, mentors, guest lecturers, local case studies etc.

- Provision of courses for mechanical and electrical engineering programmes at further and higher education in Buckinghamshire

- Increased provision of apprenticeship places, with the necessary provider support in place.

Film & TV

- **Sector Profile**
- Approx. 3,165 people employed in Buckinghamshire in 2021.
- Accounts for 1.3% of Buckinghamshire's total employment.
- Highest employment growth of any sector in last 5 years in Buckinghamshire (41%).
- Significant growth is likely to continue in the short and medium term due to news studios/studio expansion – Pinewood, Marlow High Wycombe and developments in neighbouring areas
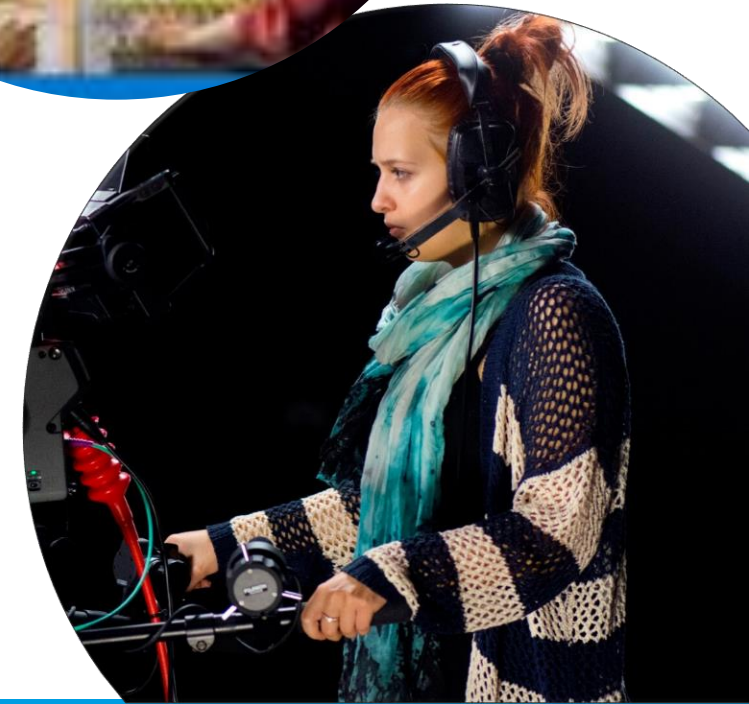
- **Skills Issues**
- Sector already experiencing significant recruitment issues
- Limited provision of training.
- Skills shortages most acute at 'experienced' level.
- Demand high across range of technical occupations with skills shortages
- Barriers for people from lower socio-economic backgrounds.

Film & TV

Employer skills needs

- The skills shortages are caused by an increased demand, developments in technology and the difficulties of training and developing a transient workforce

- There is both an immediate skills shortage and a need to create a pipeline of talent to meet medium-term demand particularly for skilled and experienced freelancers in production, post-production and virtual production

- There is also a need for experienced people in set design, make-up and accountancy

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Film & TV

Emerging solutions include:

- Competence framework outlining skills and knowledge required for specific roles and providing a framework to underpin recognition of prior learning and the development and delivery of short courses

- A physical and virtual hub for companies and learning providers to interact and deliver short development courses

- Programmes in place, such as bootcamps, targeting those in other sectors or job seekers, which provide transitional training in specific occupational areas e.g. set design and make-up

- Enrichment of full-time programmes in FE and HE to increase the job readiness of students.

- Apprenticeships and formal FE and HE programmes need to be augmented by CPD opportunities provided locally

- Solutions need to be aligned to other LSIPs and national policy initiatives, such as those being managed by the BFI and ScreenSkills.
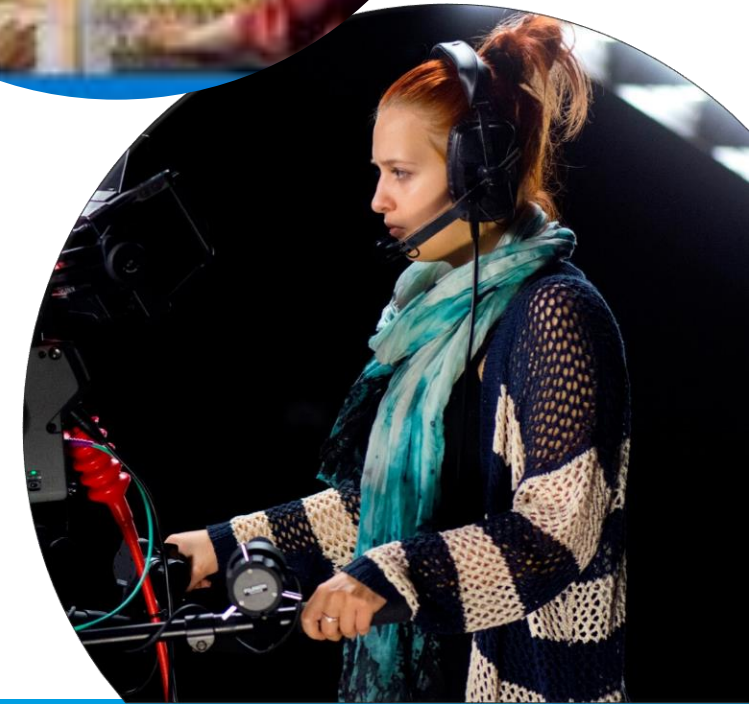
Health & Social Care

Sector profile

- Joint largest sector by employment in Buckinghamshire employing 28,000 people joint largest sector by employment – just over 11% of the county's total workforce.

- 8% growth in the last five years.

Skills issues

- Significant staff shortages at all levels.

- Recruitment difficulties more acute in Buckinghamshire.

- Retention issues.

- Concerns regarding the sector's ageing workforce.

- Digital literacy and work readiness areas for intervention.

Health & Social Care

Skills issues

- A need to train more practitioners in some specialised aspects of mental health.

- The main emerging themes for the sector as a whole, however, are as follows:

- The work readiness of new entrants, such as their expectations of what is required of them, poor communication, team working skills and problem solving.

- The need for staff to have digital literacy skills, which in the main are ICT literacy-related and the understanding of how to use mainstream software packages and spreadsheets etc.

Health & Social Care

Emerging solutions include:

- Review of mental healthcare provision and pathways

- Promotion of mental healthcare jobs

- Short courses in ICT literacy delivered in person, virtually or digitally

- Review of job readiness development as part of full-time provision

- Pilot of volunteering passport.

Digital

Sector profile

- 5% of all employment in Bucks
- Significant influence on non-digital occupations with approx. a quarter of all job postings between 2016 and 2022 requiring a digital skill

Skills issues

- Digital skills shortages exist across a range of sectors
- Adoption of new technologies limited by a lack of digital skills
- Pandemic has accelerated the need for digital skills
- The pace of change has not been matched by uptake for digital skills education and training
- Digital and data skills expected to be critical for net zero
- All of Buckinghamshire's strategic growth sectors require digital talent.

Digital

Employer skills needs:

- Digital and digital literacy i.e. both a sector and a cross-cutting theme

- Skill shortages for software and app developers, both front and back-end, as well as people who understand a user's interface

- Bucks is seen to be competing badly with other areas of the South East for talent

- Demand for other roles e.g. cyber security, help desk support

- Students are leaving school without sufficient knowledge of mainstream software packages and how to use email functions, spreadsheets etc.

- Employers in other sectors have also highlighted the problem that while 'digitally literate' new and existing employees have a very limited understanding of a few apps, but do not have sufficient knowledge of mainstream software packages, which have similar functionality to bespoke applications used by different employers

Digital

Emerging solutions include:

- Clear and transparent career pathways into and throughout the sector and a positive outline of the opportunities in the engineering sector

- Greater engagement between employers and learning providers at further and higher education

- Pilots to target young people and hot house them in a dedicated programme at further and higher education in Buckinghamshire

- Short courses in ICT literacy delivered in person, virtually or digitally

Green – Net Zero

- **Cross-cutting theme profile**
  - A quarter of occupations in Bucks impacted by net zero delivery - notably roles in construction and engineering

- **Skills issues**
  - Structural changes will lead to increased demand for some occupations and decreases for others.
  - STEM skills will underpin jobs that are key to progressing net zero.
  - New qualification and training frameworks could be needed (alongside adjustments to current frameworks) to reflect the 'greening' of job roles and new occupations being generated
  - Agriculture and forestry may be an area of focus

Green – Net Zero

Employer skills needs:

- Specific sector needs, in particular in engineering and construction

- Training for those developing and managing net-zero strategies

- Short-courses available virtually or digitally that provide an understanding how all staff can take responsibility for their own energy consumption

- There is little consensus on what green skills includes, but it is felt to encompass a reduction in energy consumption, use of and disposal of materials etc. A suitable definition will need to be agreed on.

- Changing legislation linking payment with environmental protection.

Work readiness

Skills Issues

- Disconnect between what schools tend to focus on to improve work readiness and what employers need. CV writing and interview skills versus "soft skills" (personal and social skills i.e. communication, confidence, problem solving etc.)

- This also extends to school leaver destinations

- Also a potential disconnect on young people's perceptions of the workplace

- Pandemic recovery and tight jobs market.

Work readiness

ATTITUDES TO WORKING
The basics –attendance and punctuality
Courtesy and respect
Flexibility, Adaptability
Enthusiasm, Motivation
Disciplined
Understanding of the workplace
Strong work ethic

COMMUNICATION
Written
Verbal
Organizing thoughts and ideas
Writing emails and email etiquette
Taking and understanding instructions

DIGITAL LITERACY
Basic everyday functional skills:
MS Office
Collaborative tools

COLLABORATION & LEADERSHIP
Teamworking
Problem solving
Critical thinking
Taking the initiative

Employer view Work ready skills missing

PRACTICAL SKILLS
Practical hands-on skills
Using tools and equipment Safely
Working with quality and safety

Potential work readiness model for Buckinghamshire based on employer feedback

Establishment of an Education and Training Provider Forum

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