

A green map of Greater Lincolnshire and Rutland, showing the county's outline and internal district boundaries. The map is centered on the page.

GREATER LINCOLNSHIRE & RUTLAND

Local Skills Improvement Plan - 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.

WHO IS THIS PUBLICATION FOR?

This report is primarily intended for employers of organisations of every size, sector and location across Greater Lincolnshire & Rutland. It will also be of interest to sixth forms, Local Skills Improvement Fund (LSIF) Partners, universities, Independent Training Providers (ITPs), Apprenticeship providers, Local and Upper Tier Authorities, the Local Enterprise Partnership (LEP), sector and trade bodies, researchers, careers advisors, skills boards, business support specialists and anyone else invested in the local economic environment. We also welcome interest from the counties' workers, learners, parents, teachers and investors.

Over the coming pages, we will outline progress, impact, incremental improvements, collaboration, engagement and associated activity relating to the Greater Lincolnshire & Rutland Local Skills Improvement Plan (LSIP) since its official publication in August 2023.

In the months since its publication, there has been a wide range of activity – not to mention a £3.5m influx of targeted skills funding – pumped into delivering our LSIP. Here we will highlight key successes that are already having a positive impact on the local skills landscape, and we will outline who the key players are in making that happen. Readers will also find out what more is yet to come over the next year, and how employers and other stakeholders can continue to get more involved in shaping, testing and celebrating bold new skills interventions that benefit the local economy and the workforce.

Thank you to all who have contributed so far, and to those who will get involved with bringing the LSIP to life over the next year.



Katrina Pierce

Development Manager and LSIP Lead for Greater Lincolnshire & Rutland Federation of Small Businesses

SUMMARY - THE GREATER LINCOLNSHIRE & RUTLAND LOCAL SKILLS IMPROVEMENT PLAN

The Local Skills Improvement Plan (LSIP) for Greater Lincolnshire & Rutland, prepared by the Federation of Small Businesses (FSB), aims to align post-16 technical education with local labour market needs. Essentially this means FSB researched what the most pressing issues local employers face when it comes to people and skills. The LSIP leader articulated the in-depth feedback into a number of actions and projects that those who own and work in the localised skills system (the local LSIF Partners, universities, independent training providers, councils, LEPs etc) need to work on changing. Why? So that local employers see a positive result – and fast – in order for businesses to shore up recruitment and development plans, and ensure they all can rely on a strong, capable and ready local workforce.

All of the LSIP's aims and actions are based on robust research carried out within the Greater Lincolnshire & Rutland business community during winter 2022-23. Throughout that consultation, employers of all kinds told of their most urgent, frustrating and limiting skills challenges as well as the opportunities they foresee. The LSIP's leader also took into account local labour market indicators, occupational gaps and growth opportunities, major infrastructure projects planned for the area, big political changes and important geographic and social factors. Locally available course content and the relationship between providers and employers were also taken into account, plus a wider range of other critical details that affect provision and uptake of training and development opportunities. All of this intelligence and data fed into the plan to ensure Greater Lincolnshire & Rutland's local ecosystem is reviewed and revived so it remains fit and open for business.

As an overview, the report focuses on two major factors and eight critical themes. The first factor concentrates on healing old scars; those of economic under-investment, historically limited opportunities for young people and a significant "brain drain", the impacts of the Covid-19 pandemic, and the challenges of a rural and coastal economy. The second is future-focused; dedicated to delivering a localised 21st century-fit workforce that can feed and sustain new emerging sectors, major infrastructure projects, changing and charging technological and environmental opportunities, and social shifts that intend to boost attainment, aspiration and mobility across Greater Lincolnshire & Rutland's many communities.

Its eight themes are entirely driven by employer demand and provider-identified risks:

- Work Readiness and Essential Skills
- Digitisation and Smarter Working
- Construction
- Engineering
- Decarbonisation and Green Skills
- Local Socio-Economic Conditions
- Leadership & Management
- Local Skills System

The plan also emphasises the need for collaboration with and within the local skills system to ensure more effective and efficient training, recruitment, and retention efforts.

The report was approved by the Secretary of State for Education and subsequently published in August 2023. Since then, all activity and focus have been centred on the collaboration, effort, action and communications that are needed to achieve progress and change on skills.

STRATEGIC AND ECONOMIC CONTEXT UPDATE

Greater Lincolnshire & Rutland is an area of immense geographic, economic and social diversity covering 7,000 square kilometres with a population of approximately 1.1 million, which has remained stable since the 2023 publication of the LSIP.

The current value of the Greater Lincolnshire & Rutland economy is estimated to be £23.8 billion per year and is aiming to grow by £3.2 billion by 2030. The area's one city and its vast rurality and coastline supports significant industrial, technological, leisure, heritage and agricultural sectors and impressive levels of innovation and opportunities. However, the same expansive exurban landscape also presents issues typical of countryside and coast: limited public transport, patchy access to education, training and work, seasonal trading, low attainment levels, often poor health outcomes and below average jobs density. These issues all persist as key challenges across the geography.

Since the publication of the original LSIP report, the most significant change for the area – or at least for Greater Lincolnshire (not Rutland) – is Government's approval for a full Level 3 Devolution deal worth £720m, centring on the creation of the new Combined County Authority (CCA) that will be governed by a Directly Elected Mayor from May 2025. This was announced in the Autumn 2023 Spending Review following a previous failed bid in 2016. A full consultation was carried out among businesses and residents in January 2024, where 53% of residents, 56% of business and 64% of those responding on behalf of local Government endorsed the move to a CCA. There was notable support for future "affordable adult education provision". As the Adult Education Budget (AEB) will fall into the responsibility of the Mayor, this political change will mean the LSIP's recommendations will form the Mayor's skills priorities.

In the last year, centralised funding for the 28 Local Enterprise Partnerships (LEPs) has been withdrawn, which would ordinarily represent a change in focus on economic and skills development given the impactful role LEPs can play. However, the Greater Lincolnshire Local Enterprise Partnership (GLLEP) has elected to continue its activities in a "business as usual" manner using its reserves to continue delivering business support, skills progress and strategic focus on economic development of the area. This has presented no change in LEP personnel and ensures that businesses and projects have not been interrupted.

A major £300 million regeneration plan for the former RAF Scampton site in West Lindsey was due to be underway at this point. The plan was for the site to be rededicated to becoming a hub of training, research, heritage and education, supporting creation of new jobs and stimulating further inward investment. However, the plan was halted due to the Home Office adopting the site for housing asylum seekers until 2027, resulting in a court appeal. As of May 2024, a new dual use plan has been agreed, allowing for some of the regeneration plans to commence.

The UK's first commercial nuclear reactor is due for construction just outside the town of Gainsborough. It is likely it will draw a significant volume of its staffing from Lincolnshire as well as its supply chain.

Just this May, approximately £1 billion of investment opportunities within the area were recently showcased at the UK's Real Estate Investment and Infrastructure Forum (UKREiiF) in Leeds. Many of these are associated with the newly created Humber Freeport, the UK Food Valley, an offshore renewables hub and significant land prime for residential, commercial and industrial development.

Since the LSIP was published – and as a direct result of it articulating key skills priorities – the area has benefitted from £3.5m of Local Skills Improvement Fund (LSIF) money. Eleven local colleges and training bodies have shared the fund to drive urgent changes to three of the LSIP's eight major themes, namely Decarbonisation and Green skills, Digitisation and Smarter Working and Work Readiness and Essential Skills. The institutions now boast new technology, software and facilities to better train local learners in line with the LSIP's most pressing priorities - all based on employer feedback - that fall into the remit of colleges. They are also able to freshly upskill teaching staff to deliver the new programmes and adopt the technology.

PRIORITIES AND ACTIONS (ROADMAP)

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Work Readiness and Essential Skills	<p>17-year-olds now have limited exposure to the workplace through quality work experience or paid employment outside of education. Employers need to see a shift here as it is negatively impacting their experiences of recruiting, onboarding and developing staff.</p> <p>Employers report there is a severely reduced and very “hit and miss” approach to work experience across Greater Lincolnshire. While employers have a role to play in hosting placements, they state they are feeling the impacts of attempting to recruit and develop staff who have any experience of the workforce.</p>	<p>1. Develop an Employer-Provider Partnership to offer new or extended placements for all vocational courses, especially those where placements are not mandatory.</p>	<ul style="list-style-type: none"> • ERBs • LSIF Partners • Upper Tier Authorities & GLLEP • Careers & Enterprise Company • Employers • Careers Advisors <p>All were named as having key responsibility or contribution to make to this action. Since original publication, this has widened out to include all other relevant upper tier authorities and other LSIF partners i.e. HETA, Catch and sixth forms.</p>	<p>Discussion and collaboration commenced as planned from Sept 2023 and will continue to spring 2025.</p>	<p>The new partnership now meets every six weeks to discuss required collaboration and activity to deliver this action.</p> <p>A dedicated working group for the Work Readiness and Essential Skills theme also meets monthly to plot and commission action priority by priority (this applies for all working group references for all themes from hereon).</p> <p>There is ongoing input from employers through quarterly engagement and June-October 2024 research will add substance to developing plans to practically and meaningfully bridge gaps in work experience provision.</p> <p>Business leader survey scheduled for Q3 2024 to add further detail and up-to-date clarity on business leaders' skills needs and test emerging responses/solutions per priority (this applies from hereon).</p>	<p>ERB monitoring contributions via monthly meetings from named partners and reporting monthly and annual KPIs such as number of working group representations, interactions with employers and numbers of work experience places available.</p>	<p>Partnership formed and associated activity is on track.</p>

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Work Readiness and Essential Skills	Employers want to see (and receive) much higher quality CVs from applicants to improve and speed-up successful recruitment. Feedback states that the standard is poor, inconsistent and is too focused on qualifications and academic experience, not skills and aptitudes.	2. Short course or modular provision for CV writing from age 16 which is focused on skills and aptitudes rather than just academic achievement. There is perhaps potential for this to become a joined-up process whereby local employers can connect with those who upload their CV to a local portal, with the aim of facilitating offers of work experience, taster sessions, apprenticeships, internships, etc to build confidence and awareness of the world of work.	<ul style="list-style-type: none"> • Employer-Provider Partnership • LSIF Partners • The Careers Hub • Careers Advisors • Upper Tier Authorities & GLLEP • ERBs 	From January 2024 with more meaningful activity gearing up in June 2024.	<p>While quarterly meetings to forge and progress action were planned in the original LSIP, those with responsibilities now meet monthly.</p> <p>LSIF is also playing a role here.</p> <p>Feedback from delivery partners suggests a website such as that suggested is not the most suitable format, so the working group is set to investigate alternatives such as downloadable guides and TikTok content.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant impact.</p> <p>Number of employer-learner CV exchanges to be recorded from Q3 2024.</p>	Partnership activity is on track, however further and more in-depth engagement from employers is required.
	Essential skills for work were repeatedly and strongly raised in focus groups and the survey by employers. Lack of these skills is contributing to the low standard of “work readiness”. Specifically, we are focusing on:	3. Develop and implement a common employability/essential skills framework for all publicly funded training programmes.	<ul style="list-style-type: none"> • Employer-Provider Partnership • LSIF Partners and sixth forms • Upper Tier Authorities & GLLEP 	From September 2023 and ongoing until spring 2025.	A working group is meeting monthly with tracked ongoing activity to progress outcomes 3 and 4, and the LSIF is also contributing with the purchase of relevant software to enable number 4 specifically.	ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.	On track.
	<ul style="list-style-type: none"> • Communications • Numeracy • Resilience • Timekeeping • Teamwork • Professionalism 	4. Develop a GL&R Skills Passport, where modules across FE and HE providers and other Adult Education provision contribute points/stamps to this county-wide scheme, building on similar programmes run in neighbouring counties.	<ul style="list-style-type: none"> • Employer-Provider Partnership • LSIF Partners and sixth forms • Upper Tier Authorities & GLLEP 		Also gathering input from organisations who already use Passport-style programmes including HMP Lincoln.	ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.	On track.

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Work Readiness and Essential Skills	Providers should engage both employers and other training providers to develop essential skills/employability skills module to effectively prepare students for the workforce and support their mental health.	5. Create work readiness Bootcamps targeted at L1 and 2 only. Tailored and flexible to different niche segments, e.g. returners, career changes, disabled people, former prisoners etc. A suitable name needs to be developed however as “work readiness” has potentially negative connotations which could affect engagement and take-up.	<ul style="list-style-type: none"> Upper Tier Authorities Independent Training Providers SPF via Local Authorities 	From October 2023 and ongoing until spring 2025.	<p>Feedback from the LEP suggests a L1 Bootcamp is not suitable so with input from the LEP we are researching alternative schemes. ERB also engaging with key UKSPF leads and boards to support alignment with bids/approvals with this LSIP priority.</p> <p>Further deep dive research planned for the segmented groups – take place Q3 2024.</p>	<p>ERB monitoring progress and number of Bootcamp completions to be reported from Q1 2025.</p> <p>Monthly progress meetings due to commence Q3 2024.</p>	On track.
	Employers reported that a significant volume of school and college leavers demonstrate poor standards in the workplace in terms of employability skills and behaviours in a professional setting.	6. Assess provision of current work readiness provision/modules within FE and develop a consistent programme of delivery for the whole area.	<ul style="list-style-type: none"> LSIF Partners Sixth Forms 	From Sept 2023 but most meaningful activity commenced in Q2 2024.	<p>The working group for this theme began reviewing provision with expected completion by Summer 2024. Any new interventions will need to be developed in/from Q3 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress and convening relevant course/content leads to review provision.</p> <p>Monthly progress meetings.</p> <p>Number of modules reviewed/realigned per provider will be the measure.</p>	On track.
	New employees often lacking desired attitudes and behaviours – leading to impacts on service provided, team productivity etc.	7. Develop and implement an essential skills short course programme on workplace behaviour for employed staff, to add value to the induction of a new recruit. In-person delivery of this course will be crucial. Certification could be key to driving uptake.	<ul style="list-style-type: none"> Employer-Provider Partnership LSIF Partners inc Sixth Forms Careers & Enterprise Company 	From January 2024 and ongoing until spring 2025.	A working group is meeting monthly with tracked ongoing activity to progress priority 7, and the LSIF is also heavily contributing with the purchase of relevant software to build and support work readiness in LSIF Partners.	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.</p> <p>Number of users of the new software from Q3 2024 to be tracked.</p>	On track.

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Digitisation and Smarter Working	<p>Multiple employers say they need all staff to have digital literacy skills, namely in commonly used professional software such as the Microsoft Office Suite (Word, PowerPoint, Excel) and email platforms. Competencies in such programmes has been specified in over 14,000 recent local job postings in the top 20 occupations.</p>	<p>8. Improve promotion and communication of the area's existing Microsoft Office digital skills offer more widely and work with LSIF partners and providers, as well as GL&R LEP, ERBs and/or similar partners to assess the take-up and effectiveness. Resource will need to be dedicated to sourcing necessary specialists to teach these skills. ERBs and universities should consider working in collaboration to support recruitment of these tutors from industry and academia.</p>	<ul style="list-style-type: none"> • Employer-Provider Partnership inc universities • ERBs • LSIF Partners • Upper Tier Authorities & GLLEP 	<p>From September 2024 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity, starting with gathering details of existing provision and how the courses are marketed. Main current activity lies with LSIF Partners to review existing provision. Comms element to commence in Q4 2023.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.</p>	<p>On track.</p>
	<p>Digital skills integration in education. To keep pace with the rapidly changing digital landscape, education must provide digital skills as a key component of suitable courses.</p> <p>Each course should have a digital aspect to help individuals gain a comprehensive understanding of and confidence with digital tools and how they can be applied in a variety of settings.</p>	<p>9. Agree and develop content and integrate a digital component into relevant post-16 vocational programmes, including Apprenticeships and AEB vocational courses, where not already present.</p>	<ul style="list-style-type: none"> • Employer-Provider Partnership • Apprenticeship providers • Other ITPs • LSIF Partners • Upper Tier Authorities & GLLEP 	<p>From March 2024 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity. LSIF Partners currently beginning to review content.</p> <p>Business leader survey scheduled for Q3 2024.</p> <p>AEB funded provision to be mapped and reviewed.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.</p>	<p>On track.</p>
		<p>10. Assess the volume and take up of digital skills online/short course programmes against priority occupations, or introduce where not present. Formally decide which existing funding schemes could be flexed or utilised to deliver this.</p>	<ul style="list-style-type: none"> • LSIF Partners • Other ITPs • Upper Tier Authorities & GLLEP 	<p>From October and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity. Additional curriculum mapping has been carried out to identify volume of course starts by area, provider and postcode.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress. Meetings with LSIF Partners to sense check the curriculum mapping taking place summer 2024. Record current volume in summer 2024 as a baseline to measure against in 2025.</p>	<p>On track.</p>

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Digitisation and Smarter Working	Wide knowledge of database systems was also reported as weak. As more businesses move towards automation of tasks, communications etc, understanding and day-to-day use of common platforms such as Microsoft Dynamics, Sales Force and other CRMs is critical for many roles.	11. Short course and/or evening programmes focused on databases for business. Potential for Bootcamps with employer contribution.	<ul style="list-style-type: none"> • LSIF Partners • Other ITPs • Upper Tier Authorities & GLLEP 	From October and ongoing until spring 2025.	Monthly working group focused on this activity. Business Lincolnshire set to deliver bitesize session on databases in Q3 2024. Business leader survey scheduled for Q3 2024.	ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress. Bootcamp completions to be recorded.	On track.
	Social media for business was also identified as a crucial skill that not enough recruits or applicants possess, particularly within SMEs, as the major platforms are not only key communication channels, but they are also used to conduct customer service tasks too.	12. Short course and/or evening programmes focused on social media for business. High potential for Bootcamps with employer contribution.	<ul style="list-style-type: none"> • LSIF Partners • Other ITPs • Upper Tier Authorities & GLLEP • SPF boards 	From October 2023 and ongoing until spring 2025.	Monthly working group focused on this activity. SPF funded provision is in train. Skills bootcamps under review. Business Lincolnshire exploring provision through Digital Lincolnshire scheme.	ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress. Bootcamp completions to be recorded.	On track.
	Businesses report that they have staff that all have vastly differing levels of digital skills, knowledge and abilities. Sharing learning within the workplace should naturally take place, but time and resource constraints prevent this.	13. Establish workplace peer learning programmes and guidance on digital and technology to help employees discuss challenges around digital skills, find digital solutions to problems, and share best practice and experience. Peer programmes can be labour intensive to administer and would require a facilitation exercise from FE and allocation of appropriate funding.	<ul style="list-style-type: none"> • LSIF Partners • Other ITPs • Upper Tier Authorities & GLLEP 	From February 2024 and ongoing until spring 2025.	Monthly working group focused on this activity. Funding will be a challenge here and peer programmes can be resource intensive to deliver and workplace programmes even more so, therefore the working group is considering potential alternatives. Business leader survey scheduled for Q3 2024.	ERB monitoring progress via monthly meetings. Number of participants and completions will be critical metrics.	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Digitisation and Smarter Working	Multiple employers say they see AI and automation technologies as a solution to their resource challenges and to free up staff from other tasks. This aligns with the LEP High Priority Opportunity (HPO) for automation in food production especially – however there is not the right level of local provision on offer.	14. Explore provision of short courses on Introduction to AI, automation technologies and future technology, and the potential these tools could unlock for SMEs particularly, across priority sectors including food processing and production.	<ul style="list-style-type: none"> • LSIF Partners • GLLEP 	From February 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>LSIF funding on AI technology driving changes, which will largely become mature in 2024-25 academic year.</p> <p>Business Lincolnshire set to deliver bitesize session on databases in Q3 2024.</p>	ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.	On track.
	SME employers in GL&R report that they feel the need to break the cycle of working “in” their business rather than “on” it, and they need training or guidance on how digital tools - from AI to Making Tax Digital, from Database Automation to ChatGPT - could free them up. Currently the SME owners say they don’t know what they don’t know. They are aware there are possibly digital solutions to their problems but they do not have the time or awareness to seek out the right training or support.	15. Develop a series of short courses targeted at SME owners who wish to explore and understand how “smarter working” through digital tools and resources could unlock market potential, boost productivity, and win back time for them and their staff.	<ul style="list-style-type: none"> • LSIF Partners • Universities • Upper Tier Authorities & GLLEP • ITPs 	From February 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity. Skills Bootcamps more realistic than short course delivery. Targeting through other ERBs and partners to carry the message critical from Q4 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p>	ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress. Bootcamp completions to be recorded.	On track.
		16. Targeted mentoring/coaching/peer support on business productivity and development using digital solutions. As above, peer programmes can be labour intensive to administer and would require a facilitation exercise from FE and allocation of appropriate funding.	<ul style="list-style-type: none"> • ERBs • LSIF Partners • ITPs • Upper Tier Authorities & GLLEP 	From February 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>Funding will be a challenge here and peer programmes can be resource intensive to deliver so the working group is considering potential alternatives.</p>	ERB monitoring progress via monthly meetings. Number of participants and completions will be critical metrics.	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Digitisation and Smarter Working	The top specialist skills stated in recent local job advertisements for exclusively digital roles are: <ul style="list-style-type: none"> JavaScript (Programming Language) SQL (Programming Language) Cascading Style Sheets (CSS) C# (Programming Language) Agile Methodology Hypertext Markup Language (HTML) Application Programming Interface (API) Software Development PHP (Scripting Language) Computer Science 	17. Review relevant course content with local employers to check if these key skills are being delivered into the workforce, and if so, what is the quality.	<ul style="list-style-type: none"> LSIF Partners Other ITPs Upper Tier Authorities & GLLEP Employers 	From February and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>The curriculum mapping activity has also identified gaps to be filled.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.</p> <p>Number of courses reviewed/realigned per provider will be the measure.</p>	On track.
		18. Create a recruitment for 21st Century Construction in GL&R Guide for employers between key industry bodies, ERBs and relevant training providers. This must have a keen local focus, not simply generic national information and guidance. Explore potential collaboration with CITB on local promotion of Go Construct to promote career opportunities across the geography. Targeted mentoring/coaching/peer support on business productivity and development using digital solutions.	<ul style="list-style-type: none"> Employer-Provider Partnership ERBs – CITB DWP 	From March 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity. CITB's role is critical.</p> <p>Working group members have expressed the need for this guide to be hosted by an independent body like GLLEP or FSB rather than a single college.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings and there is cross over with the Leadership & Management working group.</p> <p>Number of research participants.</p> <p>Number of downloads to be tracked.</p>	On track to commence in Q3 2024.
Construction	Construction firms are much more likely (41%) to be Micro businesses with 1-10 employees. There will be very limited, if any, managerial hierarchy in many Construction firms. Recruitment is often chiefly from among relatives, friends and acquaintances rather than being more strategic. Addressing this, could help open up more junior managerial roles that in time could facilitate succession.	19. Explore ways to mentor and coach Business Owners in Construction firms as this could prove key to positively evolving their approach to business and operate and plan more strategically.	<ul style="list-style-type: none"> Employer-Provider Partnership ERBs CITB 	From March 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity. Funding will be a challenge here and peer programmes can be resource intensive to deliver so the working group is considering potential alternatives.</p> <p>Networking and signposting business owners to existing forums has been highlighted as a partial solution.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Number of coaching/mentoring participants and completions will be critical metrics.</p> <p>Number of research participants.</p>	On track.

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	44.8% of all achievements in construction related qualifications are in North East Lincolnshire. Locations of colleges and challenges in recruiting skilled tutors will play a role in this weighting, but there are opportunities across the geography so this must be levelled out.	20. Through the Lincolnshire Federation of Colleges, explore how/why North East Lincolnshire is so successful in its approach to delivering achievements in construction and understand if there is potential for tutors from that district to occasionally work in other LSIF Partners where practicable.	<ul style="list-style-type: none"> • Colleges • NELC 	From March 2024 and ongoing until spring 2025.	Monthly working group focused on this activity. September 2024 meeting to focus on this. Sectoral “deep dive” research via a dedicated focus group set for Q2 2024. Business leader survey scheduled for Q3 2024. Demographic focus group to be held in Q3 2024.	ERB monitoring progress via monthly meetings. Number of research participants.	On track.
Construction	The gender split in construction is heavily male; in the top 7 growth occupations in this sector are currently 100% male. With the opportunity and demand for growth in this sector and to drive diversity, this must change.	21. Targeted communications campaign promoting construction careers to females both in FT education and those seeking work.	<ul style="list-style-type: none"> • Employer-Provider Partnership • DWP • CITB • Upper Tier Authorities & GLLEP • ERBs • Careers Advisors 	From March 2024 and ongoing until spring 2025.	Monthly working group focused on this activity. Sectoral “deep dive” research via a dedicated focus group set for Q2 2024. Business leader survey scheduled for Q3 2024. Demographic focus group to be held in Q3 2024.	ERB monitoring progress via monthly meetings. Reach of targeted communications between Q3 2024 and Q2 2025 to be measured.	On track.
	77% of Construction firms feel that providers have limited or no understanding of their skills needs and challenges, which is 27% higher than the average across all sectors. Creating Employer-Provider partnerships to aid course development and evolution, as well as generating opportunities for recruitment, could change this.	22. Establish new forums by district with LSIF Partners and ITPs, with the opportunity to review course content/standards, explore T level and apprenticeship placements, and for construction firms to put forward staff to step up and become visiting tutors.	<ul style="list-style-type: none"> • Upper Tier Authorities & GLLEP • Local Authorities • Colleges and all Construction T level providers • Relevant ERBs 	From March 2023 and ongoing until spring 2025.	Monthly working group focused on this activity. Sectoral “deep dive” research via a dedicated focus group set for Q2 2024. Business leader survey scheduled for Q3 2024.	ERB monitoring progress via monthly meetings. Number of new forums and participants will be the key measures.	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Construction	The top specialist skills stated in recent local job advertisements for construction roles are: <ul style="list-style-type: none"> • Machinery • Construction • Forklift Truck • Maintenance Engineering • Risk Analysis • Warehousing • AutoCAD • Metal Inert Gas (MIG) Welding • Civil Engineering • Carpentry 	23. Review Construction course content with local employers to check if these key skills are being delivered into the workforce, and if so, what is the quality.	<ul style="list-style-type: none"> • Colleges • Construction T level and Apprenticeship providers • Employers 	From March 2023 and ongoing until spring 2025.	Monthly working group focused on this activity. Sectoral “deep dive” research via a dedicated focus group set for Q2 2024. Business leader survey scheduled for Q3 2024. Curriculum mapping underpinning this activity.	ERB monitoring progress via monthly meetings. Number of courses reviewed/realigned per provider will be the measure. Engagement levels from relevant employers will also be critical.	On track.
	The top common or transferrable skills stated in recent local job advertisements for construction roles are: <ul style="list-style-type: none"> • Communications • Management • Customer Service • Detail Orientated • Operations • Self-motivation • Planning • Problem Solving • Loading and unloading • Leadership 	24. Review Construction course content with local employers to check if these common or transferrable skills are being delivered into the workforce, and if so, what is the quality. This will cross over with actions noted in the Work Readiness and Transferrable Skills section, but it is worth being explicit here for this sector.	<ul style="list-style-type: none"> • Colleges • Construction T level and Apprenticeship providers • Employers 	From March 2023 and ongoing until spring 2025.	Monthly working group focused on this activity. Sectoral “deep dive” research via a dedicated focus group set for Q2 2024. Business leader survey scheduled for Q3 2024. Curriculum mapping underpinning this activity	ERB monitoring progress via monthly meetings. Number of courses reviewed/realigned per provider will be the measure. Engagement levels from relevant employers will also be critical.	On track

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Engineering	Feedback from employers in this sector was clear on one issue – awareness of the opportunities for exciting and rewarding engineering careers within the sector. This appeared to frustrate businesses in North and North East Lincolnshire where there is a higher concentration of engineering firms, however this is common across the geography.	25. Key representative groups to collaborate with employers and providers to create campaigns to promote careers in engineering in GL&R.	<ul style="list-style-type: none"> • X Forces, Armed Forces Covenant etc • ECITB • Catch and HETA • Careers Advisors • DWP • HMP • NELC and North Lincolnshire Council • Colleges Construction T level and Apprenticeship providers • Employers 	From December 2023 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>Demographic focus groups (Ex-forces personnel and former offenders) to be held in Q3 2024.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Number of research participants.</p>	On track.
	Engineering firms are much more likely than average to plan to recruit apprentices (72%), graduates (72%), forces service leavers (44%) and college leavers (39%).			From January 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Number of research participants.</p>	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Engineering	<p>Nearly all (96%) Engineering enterprises, have been in recruitment mode over the last 12 months. They are more likely than average (74%) to be actively seeking to recruit, over the next 12 months.</p> <p>However, data suggests that 9% of Engineering companies tried but failed to recruit over the last 12 months (against an average failure rate of 6% across all sectors). Skilled engineering/ engineering construction roles rather than other roles within the sector appear to be the very hardest to successfully recruit. These employers are much more likely than other sectors (59% v 30%) to see recruiting employees with the right technical skills as a Top 3 challenge.</p>	<p>26. Create a recruitment for 21st Century Engineering/Engineering Construction in GL&R Guide for employers between key industry bodies, ERBs and relevant training providers. This must have a keen local focus, not simply generic national information and guidance.</p>	<ul style="list-style-type: none"> • LSIF Partners • ITPs • ECITB • Catch and HETA • Employers 	<p>From December 2023 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p> <p>Working group members have expressed that while existing guides are useful, they are arguably national and not locally focused. Also, a “guide” is likely to be less fruitful than video content via TikTok etc, so this is being investigated.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Number of research participants.</p> <p>Number of downloads to be tracked.</p>	<p>On track.</p>
	<p>75% of Engineering firms have at least one vacancy that has remained unfilled for three months or more, compared with 69% across the total survey sample. This can be a drag on productivity and SMEs’ ability to take on work.</p>		<ul style="list-style-type: none"> • Employer-Provider Partnership • DWP 	<p>From January 2024 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Number of research participants.</p>	<p>On track.</p>

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Engineering	44% of Engineering firms regard the relevance of training and/ or the impact of time spent being trained, as among the most significant barriers Given recruitment levels a single Engineering firm may often have enough new recruits or employees at a given level to support a training course in their own right. There is opportunity here for bespoke in-house training.	27. Explore delivering bespoke, tailored short courses in-house for engineering firms. This would naturally need to be communicated within the sector for maximum awareness and take-up.	<ul style="list-style-type: none"> • LSIF Partners • Universities • Upper and Local Tier Authorities & GLLEP • Catch and HETA • ITPs • UK SPF Boards 	From December 2023 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p> <p>Working group members have highlighted that bespoke provision exists, however cost and time pressures are more of a barrier. Opportunity to link this to priority 26.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Funding will be a factor here and therefore UK SPF options are being explored as of spring 2024.</p>	On track.
	The gender split in engineering is heavily male; in the top 10 growth occupations in this sector are currently 94%-99% male. With the opportunity and demand for growth in this sector and to drive diversity, this must change.	28. Targeted communications campaign promoting engineering and engineering construction careers to females both in FT education and, via DWP, those seeking work.	<ul style="list-style-type: none"> • Employer-Provider Partnership • DWP • ECITB • Catch and HETA • Upper Tier Authorities & GLLEP • ERBs • Careers Advisors 	From December 2023 and ongoing until spring 2025.	<p>Monthly working group focused on this activity. HETA already demonstrating good activity here.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Demographic focus group to held in Q3 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p> <p>ECITB pulling together their existing comms and tools to support this activity that can be locally tailored.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Reach of targeted communications between Q3 2024 and Q2 2025 to be measured.</p>	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Engineering	<p>The top specialist skills stated in recent local job advertisements for engineering roles are:</p> <ul style="list-style-type: none"> • Machinery • Maintenance Engineering • Mechanical Engineering • Electrical Engineering • AutoCAD • Production Line • Auditing • Hydraulics • Risk Analysis • Computer Aided Design 	<p>29. Review Engineering course content with local employers to check if these key skills are being delivered into the workforce, and if so, what is the quality.</p>	<ul style="list-style-type: none"> • Colleges • Catch and HETA • Construction T level and Apprenticeship providers • Employers 	<p>From January 2024 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p> <p>Business leader survey scheduled for Q3 2024.</p> <p>Curriculum mapping underpinning this activity.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Number of courses reviewed/realigned per provider will be the measure.</p> <p>Engagement levels from relevant employers will also be critical.</p>	<p>On track.</p>
	<p>The top common or transferrable skills stated in recent local job advertisements for engineering roles are:</p> <ul style="list-style-type: none"> • Communications • Management • Customer Service • Problem Solving • Detail Orientated • Operations • Self-Motivation • Planning • Mathematics • Packaging and Labelling 	<p>30. Review Engineering course content with local employers to check if these common or transferrable skills are being delivered into the workforce, and if so, what is the quality. This will cross over with actions noted in the Work Readiness and Transferrable Skills section, but it is worth being explicit here for this sector.</p>	<ul style="list-style-type: none"> • Colleges • Catch and HETA • Construction T level and Apprenticeship providers • Employers 	<p>From January 2024 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Collaboration with HEY LSIP to ensure cohesion across the Humber.</p> <p>Business leader survey scheduled for Q3 2024.</p> <p>Curriculum mapping underpinning this activity.</p>	<p>ERB monitoring progress via monthly meetings.</p> <p>Number of courses reviewed/realigned per provider will be the measure.</p> <p>Engagement levels from relevant employers will also be critical.</p>	<p>On track.</p>

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Decarbonisation and Green Skills	Basic climate literacy needs to be improved in both the education system and places of work, including employers.	31. Assess and develop programmes where there are gaps with a focus on priority occupations (see below). Develop and implement industry specific 'Achieving net zero' online / workshop-based programmes for staff and managers with a focus on priority occupations.	<ul style="list-style-type: none"> • LSIF Partners • ITPs • ECITB 	From December 2023 and ongoing until spring 2025.	<p>Monthly working group focused on this activity. ECITB so far taking a lead on rolling out existing course delivery.</p> <p>Sectoral "deep dive" research via a dedicated focus group set for Q2 2024.</p> <p>Existing free ECITB carbon literacy course being explored for GL&R roll out with LSIF branding.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.</p> <p>ECITB course placements take up to be measured.</p>	On track.
	40% of SMEs and 67% of large employers think it is likely or very likely that they will seek training related to sustainability / net zero skills and capabilities within the next three years. This is even more prevalent in employers in Wholesale & Retail, Construction and Education & Childcare businesses.	32. Development and implementation of industry specific Net Zero online module programmes.	<ul style="list-style-type: none"> • LSIF Partners 	From December 2023 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>Sectoral "deep dive" research via a dedicated focus group set for Q2 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.</p>	On track.
	Greater Lincolnshire & Rutland has a higher than national average of ageing housing and non-domestic stock (only Lincoln and North Kesteven are under the average for below C grade EPCs). This presents huge opportunities for retrofitting to upgrade and improve energy efficiency.	33. Cross over here with construction priorities, but there is opportunity to develop a GL&R wide Retro-Fit Steering Group where businesses, construction firms and providers can collaborate on a plan for retrofitting, with students working on the plans and eventually the fit out.	<ul style="list-style-type: none"> • Upper Tier Authorities & GLLEP • LSIF Partners 	From January 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity, as with Construction priorities. This supersedes the need for one specific steering group however cross-fertilisation of the two WGs and extensive employer engagement will be critical.</p> <p>Sectoral "deep dive" research via a dedicated focus group set for Q2 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.</p>	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Decarbonisation and Green Skills	The plans to decarbonise the Humber area will place increasing prominence of and demand for sustainability skills, particularly in construction, energy and engineering.	34. Specific industrial decarbonisation training provision for engineering and construction, specifically in NE Lincs but there is likely to be increasing demand for this across GL&R over the next three years as Net Zero targets for 2030 and 2050 approach. As with other priorities however, LSIF Partners are suffering from a lack of skills tutors in this area.	<ul style="list-style-type: none"> • LSIF Partners • Upper Tier Authorities & GLLEP 	From January 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>Sectoral “deep dive” research via a dedicated focus group set for Q2 2024.</p> <p>Business leader survey scheduled for Q3 2024.</p> <p>Q3 2024 Employer Forum focusing on this issue to be held 10 September 2024 in Grimsby.</p> <p>Collaboration with the Humber Skills Plan is critical.</p>	ERB monitoring progress via monthly meetings and LSIF board monitoring relevant progress.	On track.
Local Socio-Economic Conditions	Due to the size and rurality of Greater Lincolnshire and Rutland, transport to access training is a challenge. Public transport is patchy in provision and can be a barrier. Some LSIF Partners provide transport for students, but this is not consistent.	35. Assess transport provision with specific focus on under-served areas and identify where this can be improved to remove barriers for students (cost, bus routes, timings).	<ul style="list-style-type: none"> • Upper Tier Authorities & GLLEP • DWP • ERBs 	From November 2023 and ongoing until spring 2025.	<p>Monthly working group focused on this activity, and wider input from disability representative groups is being sought.</p> <p>Counties-wide survey in Q3 2024 to further crystallise the issues.</p> <p>Q4 2024 Employer Forum focusing on this issue to be held 3 December 2024 in Boston.</p>	ERB monitoring progress via monthly meetings.	On track.
Local Socio-Economic Conditions	There needs to be better and increased employment prospects for disabled people in GL&R, taking into account travel, access and workplace barriers.	36. Offer short courses to employers that highlight barriers to employment for people with disabilities in priority occupations and provide training for employers accordingly. Employers may need an incentive to stimulate take-up and to be shown examples of existing initiatives and their successes.	<ul style="list-style-type: none"> • Upper Tier Authorities & GLLEP • DWP • Employers • ERBs • LSIF Partners 	From February 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>Counties-wide survey in Q3 2024 to further crystallise the issues.</p> <p>UK SPF funding options currently being explored.</p>	ERB monitoring progress via monthly meetings.	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Local Socio-Economic Conditions	Lincolnshire also has a falling number of NEETs for 16-17 but continued action must be taken to sustain this trend and target NEETs up to age 24.	37. Establish a NEET task force populated by DWP, providers with particular success of attracting former NEETs and ERBs from priority occupations to link up labour market opportunities with training.	<ul style="list-style-type: none"> • LSIF Partners • Universities • Upper Tier Authorities & GLLEP • Employers • ERBs • DWP 	From September 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity. GLLEP set to feed in from Q3 2024.</p> <p>Counties-wide survey in Q3 2024 to further crystallise the issues.</p> <p>In-person NEET focus group to held in Q3 2024.</p>	ERB monitoring progress via monthly meetings.	On track.
Leadership & Management	<p>There is a need for enhanced leadership and management skills. This was flagged most frequently by those in the construction sector, giving us a steer on prioritising upskilling in one area before broadening out.</p> <p>Survey showed that 61% of employers plan to conduct 'Management development and leadership' skills training over next three years and 75% say these are priority areas for development over the same timescale.</p> <p>Improving Management or supervisory skills regarded as widely selected priority over next three years.</p>	38. Assess current provision and develop bite sized courses / modules to provide flexible delivery. Potential to explore opportunities with high quality leadership providers for bite sized courses / modules. Providers to collaborate with CITB where possible.	<ul style="list-style-type: none"> • Colleges • Construction T level and Apprenticeship providers • CITB 	From February 2024 and ongoing until spring 2025.	<p>Monthly working group focused on this activity.</p> <p>The group has conceded that L&M are two separate functions and by reviewing the initial feedback have opted to focus on Management only, prioritising North and North East Lincolnshire areas with a view to broadening scope upon signals of success.</p> <p>Counties-wide survey in Q3 2024 to further crystallise the issues.</p> <p>Business leader survey scheduled for Q3 2024.</p>	ERB monitoring progress via monthly meetings.	On track.

Sector	Priority	Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Local Skills System	<p>More meaningful collaboration between the local business community and LSIF Partners is needed to ensure that the pipeline of skills and competencies students emerge with from FE LSIF Partners aligns with roles available.</p> <p>The region's LSIF Partners should work together to bid for funding. This collaboration will be increasingly important going forward, including work with the region's universities, Greater Lincolnshire LEP and key partners.</p> <p>Need to foster greater collaboration, improve funding and enhance course delivery methods.</p>	<p>39. Explore/increase collaborative bidding and delivery partnership with the region's FE LSIF Partners region's universities, GLLEP and partners. This area has seen particular success in collaborating – SDF2, IOT, LEEP, GAIN and College improvement fund have all worked well. However, this collaboration could be widened to include sixth form LSIF Partners.</p>	<ul style="list-style-type: none"> • LSIF Partners • Upper Tier Authorities & GLLEP • Careers & Enterprise & Company • Careers Advisors • Employers 	<p>From March 2024 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity.</p> <p>LSIF has proved to be another successful test case and does include sixth forms, so this format is now set and successful. The new Lincolnshire Skills Partnership is established but arguably needs to welcome input from ITPs and other partners could benefit from being involved and contributing.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings.</p>	<p>On track.</p>
	<p>Greater Lincolnshire employer base report that they find training provision and options, including information on levels, course lengths, eligibility and funding confusing.</p> <p>Improve relationships between businesses and training providers – of the employers who have an existing relationship with a training provider, a quarter are working with an enterprise outside of the LSIP area.</p>	<p>40. Provide a service to employers to demystify the skills system and communicate training courses, levels, different provision, funding, maximising the levy and how providers can help employers to understand and meet their needs. A website focused solely on communicating this to employers is a good start.</p>	<ul style="list-style-type: none"> • LSIF Partners • Upper Tier Authorities & GLLEP • Employers 	<p>From March 2024 and ongoing until spring 2025.</p>	<p>Monthly working group focused on this activity.</p> <p>Partners have flagged that they do not believe a website – as stated in the LSIP – is the correct and most deliverable solution and the working group is therefore exploring alternative options and establishing ownership. Sustained funding would also be an issue.</p> <p>Counties-wide survey in Q3 2024 to further crystallise the issues.</p> <p>Business leader survey scheduled for Q3 2024.</p>	<p>ERB monitoring progress via monthly meetings.</p>	<p>On track.</p>

WHAT HAS BEEN ACHIEVED SO FAR?

As demonstrated on the above table, there has been a significant amount of engagement between key partners who own and operate the local skills system. A new Employer-Provider-Stakeholder Partnership has been established, comprising senior representatives from the counties' skills leads, local authorities, GLLEP, colleges, sixth forms, independent training providers, apprenticeship providers, the Department for Work and Pensions, careers advisors, sector and trade groups, and employer representative bodies. This group oversees progress and impact of the LSIP and its eight working groups. These groups are now recording progress on each individual actionable priority in their theme and identifying potential gaps that they – as a collective – will work to resolve by summer 2025.

A further collaboration – the Lincolnshire Skills Partnership – has also come together to formalise their status as LSIF collaborators; a key urge of priority 39. Their successful £3.5 million bid to address a number of LSIP's major themes has resulted in significant new capital and revenue spend that will benefit learners and local employers. Their LSIF showcase event in March 2024 and new Employers Guide to the LSIF are both examples of how the Partnership is working to bring the LSIP to life among the local employer base. 4,400 learners are forecast to undertake learning using new equipment or facilities paid for by the LSIF across the three themes (Decarbonisation & Green Skills, Digitisation & Smarter Working and Essential Skills & Work Readiness) by summer 2025. 448 learners have already started their courses using the new equipment or facilities. 550 teaching staff are due to be upskilled through CPD or cascade training, also through LSIF. 244 have shown progress on that front already, just two months after the spend deadline.

A new series of engagement events have been scheduled through to spring 2025, designed to update employers at key locations (Skegness, Rutland, Grimsby, Boston and Lincoln) on the LSIP's activities and progress, remaining challenges and how employers can still play a role in shaping the interventions, new solutions and further deeper dive research.

An extensive curriculum mapping exercise has been conducted by a specialist agency to track data on current course starts across Greater Lincolnshire & Rutland against the LSIP's main vocational and technical themes. Colleges now have the opportunity to review the data and address gaps in provision by location, demographic and course level.

Collaborations with the neighbouring Hull & East Yorkshire LSIP continue where we share priorities across the Humber on Construction, Engineering and Clean Energy, as well as mutual engagement with key partners across the relevant location such as the Humber Freeport and Humber Outreach Programme, plus major employers.

A full programme of further research among Greater Lincolnshire & Rutland's business leaders has been shaped and is due to commence in June 2024. This research aims to provide finer, deeper intelligence on skills issues and test potential solutions. Details on the planned activity can be found on the next page.

WHAT STILL NEEDS TO BE ACHIEVED?

The Working Groups are now established and have commenced early activity but the majority of their output – addressing each of the LSIP's 40 individual priorities, theme by theme – will not bear noticeable fruit until Q3 2024. There was some time slippage in the groups becoming established; this took well into Q1 of 2024 to form, due to significant administrative challenges regarding personnel, ideal meeting dates and lack of initial engagement. However there has been a surge forward in activity during Q2 2024 and their activity is now underway, though representation at each meeting does need to improve. From Q3 of 2024, the groups will have completely mapped progress against each individual priority. This will establish where significant change has been achieved and new/reviewed provision can be rolled out to learners and businesses. It will also identify gaps in progress or provision and therefore form the focus of Working Group activity between October 2024 and March 2025.

Colleges have not yet reviewed the curriculum mapping data, nor had the chance to respond to any gaps or inconsistencies but this is due in summer 2024 and is on track to proceed.

A review of all Skills Bootcamps available across Greater Lincolnshire & Rutland is also being conducted during August 2024 to help identify potential gaps in subject, location or level of provision. As these are aimed at those aiming to enter or re-enter the workforce but can be taken up by those in work to upskill, this activity could contribute towards filling the critical occupational gaps identified by LSIP. The same applies to other Adult Education provision offered by Lincolnshire County Council and by ITPs.

Partnerships with North East Lincolnshire Council, Boston Borough Council, Rutland County Council and City of Lincoln Council to promote employer attendance at the Quarterly Forums are due to be agreed. Local Authority support to communicate the value of attending a session – and adding localised credence to the session – is critical to maximising the capacity of the events.

The Phase 2 research programme is planned and external activity is imminent. From June 2024, sector focus groups for Construction, Engineering and Decarbonisation & Green Skills are due to be held in a virtual forum and will gain deeper insight into ongoing or changed challenges and testing potential interventions developed by the working groups. Focus groups on key demographic groups – Ex-forces Personnel, Former Offenders and Young people not in education, employment or training (NEET) – are also scheduled (the latter one will be in person rather than online to maximise the value of the session). A counties-wide business leaders survey – shaped by participants of the quarterly forum in Rutland – will go live to over 7,100 contacts in September 2024, quickly followed by a residents' survey to better understand the barriers and motivations around learning and skills among those of working age in the area. Both surveys will be rolled out by FSB and other ERBs as well as Employer-Provider-Stakeholder Partners and will be underpinned by targeted social media advertising to attract participation from those outside of existing business or resident networks.

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