



CORNWALL & ISLES OF SCILLY

Local Skills Improvement Plan - Progress Report June 2024

Published: June 2024

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UK Government

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Small Businesses

ACKNOWLEDGEMENTS

We would like to thank everyone that has supported the aims and priorities of the Cornwall and Isles of Scilly (CloS) Local Skills Improvement Plan (LSIP). This includes, but is not limited to the LSIP Leadership Panel, the management and staff of training providers, stakeholders, partners and employers in the CloS area who have ensured the LSIP is not only on track but is continuously monitored to achieve best results.

The Local Skills Improvement Fund (LSIF) project group has also worked tirelessly to ensure that budgets are spent in a timely manner and that the best equipment, training and support is being sourced and we are grateful to them for their regular updates and consultation with us.



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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?

The Department for Education Local Skills Improvement Plans Stage 2 guidance¹ sets out a requirement for designated Employer Representative Bodies (ERBs) to produce and publish a progress report in June 2024 and in June 2025.

The Federation of Small Businesses (FSB) as the ERB for the Cornwall and Isles of Scilly Local Skills Improvement Plan (CloS LSIP), has therefore compiled this June 2024 report, which sets out progress made in the area against the actionable priorities, as prescribed in the CloS LSIP. This report highlights the impact that the LSIP is already having, alongside the ongoing engagement with employers, training providers, stakeholders and other relevant bodies. As this is an interim report, we also detail what still needs to be achieved and what we are learning throughout the project as an iterative process.

The progress report explains:

- The actions/changes set out in the LSIP that have been achieved to date.
- What the impact and benefits of these have been.
- What still needs to be achieved, including plans for obtaining any new or more granular intelligence and specific actions that will help achieve this.

This report focuses wholly on updates around the priorities outlined in the original published LSIP. However, it is important to note that during the process of monitoring phase two, as well as ensuring that activities are relevant and remain on target, a weather-eye has been kept on any possible unintended consequences or the need to adjust an action to reach an even better conclusion.

The Local Skills Improvement Plan (LSIP) Progress Report is aimed at a range of stakeholders across the Cornwall and Isles of Scilly area. These include, but are not limited to:

- Employers who have engaged in the development and/or implementation of the LSIP. To allow them to understand how their engagement has supported the process, and what has been achieved following this.
- Employers who have not yet engaged in the development and/or implementation of the LSIP so that they can see how they might benefit from the LSIP, and how they can get involved.
- Providers, reviewing how they have played their part in the overall progress in delivering the LSIP and encouragement given to others. The report also reveals new or more granular intelligence on employer skills needs that providers can use to help shape future decisions around provision planning.
- Other local stakeholders with an interest in skills and who are playing, or could play, an important role in the implementation of the LSIP and understand how the LSIP process benefits the business community as a whole.

The dedicated webpage for the Cornwall and Isles of Scilly LSIP can be found [here](#).

This page details updates, past webinars, slide decks and booking information for future events along with downloadable versions of the original research summary, the LSIP document and related information.

¹ https://assets.publishing.service.gov.uk/media/654b7980e70413000ffc49fb/Local_skills_improvement_plans_-_stage_2.pdf

SUMMARY OF THE CIOS LSIP

The CloS LSIP² covers the county of Cornwall and the Isles of Scilly. The document was developed through extensive research and engagement with local businesses, stakeholders, training providers and students. It provides a comprehensive plan to align post-16 technical education with local labour market needs, address employability issues and enhance progression for learners.

The CloS LSIP highlights the diversity of the region's economy which includes traditional, modern, and creative industries. There is an increasing business demand in sustainable energy, green innovation, sustainable buildings, marine, and high-tech and advanced engineering. This need mirrors local economic strategies and the Local Enterprise Partnership and Cornwall Council aspiration for CloS to become a centre for sustainable energy, a pioneer in innovation and future skills and a pledge to be carbon neutral by 2030.

These factors are the main drivers behind the actionable priorities developed to address the identified skills shortages and future requirements for two key sector groups: Manufacturing, Engineering, and Marine and Construction and Retrofit, and four cross cutting themes of Digital, Net Zero, Socio-economic Issues, (including Employability Skills & EDI) and the local skills system.

The importance of collaboration between employers, education or training providers, and stakeholders is identified as being paramount to driving significant change and adding the value that will lead to successful implementation of the plan. Throughout the plan there is a requirement for partners to work together to remedy any inadequacies deemed most likely to hold back the development of these key sectors. There was also a requirement for inventive solutions to be put forward and many were, such as a web portal that will instantly connect skills to business.

The overall aim of this LSIP is to accelerate business and economic growth and create a more resilient, productive population embracing the 3 A's of; attitude, aptitude and ambition that every business said was lacking. To make this happen the report lays out practical steps to make skills delivery more innovative and flexible, to enhance the diversity, adaptability and technical abilities of the available workforce and suggests ways to open more career opportunities in both traditional and emerging sectors to all, including those furthest from the labour market.

The LSIP also recognises the importance of sufficient, cost effective, local delivery, visibility and easy access to skills needed for both existing and new jobs that have been difficult to fill. Further cross-sector skills such as basics in employability, digital, Net Zero and environmental knowledge were stressed as being universally in demand for all sectors, including those outside the main focus of this LSIP. Alongside this, many raised the issue of affordable homes and transport, and the additional need to address staff shortages in the healthcare sector and the visitor economy, retail, and hospitality sectors.

Overall, the CIOS LSIP provides an employer perspective on the skills required for local economic growth and improving employability and progression for learners and the basis on which partners can get to work with businesses to improve the skills landscape for the benefit of all.

² <https://www.fsb.org.uk/cornwall-and-the-isles-of-scilly-lsip.html>

STRATEGIC AND ECONOMIC CONTEXT UPDATE

Since the publication of the Cornwall and Isles of Scilly LSIP, there are some changes in the strategic and economic landscape which directly affect how the skills agenda will be taken forward as a whole. These include:

- **Dissolution of the LEP** – From 1 April 2024, the responsibility for LEP functions across the CloS LEP region has transferred to Cornwall Council. The CloS LEP Board met for the last time in March 2024 and CloS LEP is no longer operating as an organisation. CloS LEP resources have transferred to Cornwall Council to continue to deliver services and activities in Cornwall and Isles of Scilly, including the Growth and Skills Hub, the Careers Hub, work on key business sectors, and trade and investment.
- **New Economic Forum** – Following dissolution of the LEP, business engagement will be via a new Economic Forum, reporting into the Cornwall Council Growth Board. It will provide strategic challenge and business advocacy to the Councils in Cornwall and Isles of Scilly, influencing business policy, and empowering the private sector to assist in determining economic strategies, interventions and shaping investment.
- **Devolution of the AEB and Cornwall Council Skills leadership** – Following the approval of the Level 2 Devolution Deal on 28 November 2023, Cornwall Council will have powers devolved for the commissioning of Adult Education Budget (AEB) service delivery from the academic year 2025/26. The AEB strategy was recently approved at Cornwall Council's Cabinet on 8 May.³
- **New Head of Skills** – Cornwall Council have appointed a new Head of Skills to deliver People Hub, Careers advice and Adult Education. This role is to lead on commissioning, delivery and management of agreed high priority economic development projects and programmes, and to lead the Council's work on skills devolution. The Head of Skills is also a member of the CloS LSIP Leadership Panel.
- **New Growth Strategy** – External consultants have been commissioned by Cornwall Council to support the development of Cornwall's new Growth Strategy. They have been consulting with FSB as to how this LSIP will feature, and that work is ongoing. From April to July 2024 consultation events will take place to help inform the drafting of the strategy. Approval of the final strategy will be in summer 2024 via a newly formed Growth Board, that takes over the decision-making role of the dissolved LEP, and at respective Local Authority Full Council meetings. The report and associated data will be available on the Cornwall Council website once approved.
- **State of the Economy Report** – A new report from Cornwall Council has been produced, with economic metrics, business, skills and population statistics. This will be available on the Cornwall Council website.
- **Good Growth Programme / SPF** – As part of the UK Government's Levelling Up agenda, Cornwall and Isles of Scilly have been allocated £137 million for local investment through the Shared Prosperity Fund.⁴ There have been many applications across sectors such as digital and net zero. Success stories are already emerging such as Trelya, an award-winning charity in Penzance that helps local people overcome barriers to work, wellbeing and equality and works with some of the most challenged communities in England. The Good Growth Programme is also investing £1.35m in creating a community skills hub at the charity's Lescudjack Centre headquarters in the town. More case studies are available on the Good Growth Website⁵ and detailed plans in the Good Growth Strategy.⁶

3 <https://letstalk.cornwall.gov.uk/aeb-devolution>

4 <https://www.gov.uk/government/publications/uk-shared-prosperity-fund-prospectus/uk-shared-prosperity-fund-prospectus>

5 <https://ciosgoodgrowth.com/>

6 <https://ciosgoodgrowth.com/wp-content/uploads/2022/08/Good-Growth-UK-Shared-Prosperity-Fund-Investment-Plan-WEB-1.pdf>

- **New CEO of Cornwall College** – The Cornwall College Group (TCCG) has appointed Rob Bosworth as its new Principal and Chief Executive, following the retirement of the current Principal John Evans. Rob joins TCCG from Exeter College, where he served as Deputy Chief Executive Officer.⁷
- **Upgrade of Cornwall College Campuses** - There is a multimillion-pound redevelopment of Cornwall College Camborne⁸ thanks to funding secured from the Department for Education's (DfE) FE Capital Transformation Fund. At the St Austell campus there is an exciting new project to create a new modern and engaging college facility to be one of the first carbon neutral colleges in the UK.⁹
- **LSIF** – Since the LSIP was published – and as a direct result of it articulating key skills priorities – the area has benefitted from £2.5 million of Local Skills Improvement Fund (LSIF) money. The £2.5 million fund is already making a difference with new equipment, courses and CPD staff training in progress at both Truro and Penwith¹⁰ and Cornwall Colleges¹¹ and with local businesses.
- **Future Sectors** – There are few very large businesses in this LSIP area. However there is huge potential to attract more, in what are classed as *Distinctive* sectors, i.e. those in which Cornwall has a unique strength as identified in the forthcoming growth strategy. These are: Mining and Georesources, Renewable Energy¹², Space and Marine. Future economic focus will be on attracting and placing investment in these areas.

Manufacturing, Engineering and Construction are considered *Foundational* within the new strategy, i.e. not specific to Cornwall, but with a large employment base and they are complimentary to both core and foundational growth and so again will be high priority. A requirement to be prepared with ready skilled labour in these critical sectors will be a leading factor in success. Therefore, the CloS LSIP is aligned to support this need and drive training provision to keep abreast of innovation well into the future.

7 <https://www.cornwall.ac.uk/news/the-cornwall-college-group-welcomes-new-principal-and-chief-executive/>

8 <https://www.cornwall.ac.uk/campus-developments/camborne/>

9 <https://www.cornwall.ac.uk/campus-developments/staustell/>

10 <https://www.truro-penwith.ac.uk/about-us/news/2-5-million-skills-boost-for-cornwall/>

11 <https://www.cornwall.ac.uk/skills-for-the-future/>

12 <https://www.cornwall.gov.uk/council-news/council-budgets-and-economy/good-growth-programme-backs-clean-energy-in-cornwall-with-45m-investment/>

PRIORITIES AND ACTIONS (ROADMAP)

This section contains a table that sets out the priorities, actions and outcomes expected, including the partners involved, timescales, how the actions are being monitored and progress status.

Partners have provided updates and initials added to each entry to mark who is leading the activity: C CI (Cornwall College), CC (Cornwall Council), GH (Growth Hub), CH (Careers Hub), CMG (Cornwall Manufacturers Group), CMN (Cornwall Marine Network), T&P (Truro & Penwith College), CITB (Construction Industry Training Board).

Only priorities that have specific actions taken are within this table.

As this is an interim report there will be priorities that will be taken forward in the second half of phase two of LSIP delivery. These are listed in the “What still need to be achieved” section.

Sector	Priority	Action / Activity / Milestone	Role & responsibility of ERB and relevant partners	Timescales (start and likely end dates - original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Manufacturing, Engineering & Marine	1. Develop collaborative work between colleges, employers, and other strategic stakeholders to offer new or extended placements for all courses, especially those where placements are not mandatory and to agree process with employers.	C CI – LSIF & SPF – Employer engagement and new L3+ provision. T&P connected Industry Engagement Advisers supporting students with work experience opportunities. Key is Partnership Pledge Form - Truro & Penwith College (truro-penwith.ac.uk) asking employers to commit to collaborating with the College.	Cornwall College T&P and business partners	C CI- New provision developed by Mar 2024. Delivery to commence Sept 2024 onwards T&P - Launched in September 2023 and ongoing	LSIF & SPF – increased number of learners on new courses aligned to LSIF priorities T&P – College staff activities/ Marketing and Promotion. Increased employer engagement.	C CI – LSIF & SPF KPI monitoring T&P – Tracking student / employer interactions via the Navigate system and reviews of businesses signed up to the Partnership Pledge	In progress and on track for delivery
	4. Build on the example of the Cornwall Manufacturers Group Academy for other sectors.	CMN – Cornwall Marine Academy links with schools and businesses. Offer courses typically 2-3 hours in length such as Prepare to Earn, and Ready to Earn to young people aged 10 to 24 and support their employability and progression onto further education, an apprenticeship or a job.	CMN / CMA delivering vocational training and work experience. Cornwall College – Marine Engineering academy	Ongoing to raise awareness of wide range of opportunities in the Marine Sector Marine Academy launching in September 2024	CMN – CMA provision is funded by schools, grants and industry sponsorship. 105 industry led volunteer ambassadors to also enhance the quality and accuracy of IAG and sector knowledge	CMA – Monitor course take up E.g. Has helped over 35,000 young people. Currently offering 28 short courses	In progress CMN – Currently, heavily reliant on direct school purchasing but seeking core funding to enable the offer to be available to more schools and businesses.
	6. Providers to commit to a 'Back into Industry' and 'Industry Immersion' days for their technical delivery staff of up to five days per year.	Partners introducing back to work days for relevant staff. Example – T&P schedules an annual Industry Immersion Day as part of the staff development programme in July.	CMN Cornwall College T&P and business partners	Initiatives launched in Q3 2022 – activity ongoing	C CI – Embedded in CPD process T&P – Staff to arrange a day with a relevant business to enhance industry knowledge	C CI – Performance Management Review process T&P – Tracking through staff CPD records and feedback forms	In progress Part Completed and other initiatives in progress
	7. Develop a collaborative initiative to increase the supply of teachers/trainers in priority occupations and review/ improve their training if needed. An area approach could be advantageous. Industry must help feed its own supply of skilled workers through collaboration with colleges and other providers.	C CI – Tutor recruitment events T&P – LSIF revenue to launch a 'Share your Skills' marketing campaign to encourage individuals with skills in priority industry areas to explore careers in teaching and assessing.	Training Providers Employers	Q1 2024 – ongoing process	C CI – Marketing and promotion T&P – Marketing and Promotion / Spring term events	C CI – Numbers recruited T&P – Marketing analytics, event registrations, HR applicant records	In progress In progress across partners

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Manufacturing, Engineering & Marine	8. Make virtual courses and distance learning available to a wider business audience.	CMN, C CI, GH and CC all working to make courses available online or develop online platforms.	CMN Cornwall College Growth Hub / CMG Cornwall Council & Devon Council	Q1 2024 – ongoing process	Increase in reach through online courses	Monitored through number of courses taken and enrolments	In progress – with partners on track
	10. Increase awareness and support for providing Apprenticeships for those already in work.	FE providers undertaking employer engagement and using LSIF to ensure a co-designed approach. GH - Growth Hub Business and Skills Reviews. Workforce development and training plans.	CMN Cornwall College Growth Hub Employers	CMN – Ongoing C CI – Ongoing GH – SPF delivery until 31st March 2025	CMN – committed to utilising the expertise of local businesses to strengthen delivery and raise awareness. C CI - Dedicated employer engagement posts for engineering & marine GH - create action plan, outcome and referral/ signposting to relevant support	CMN – business feedback e.g. CMN centres of excellence building credibility. C CI – employer engagement KPIs & apprenticeship starts GH – Delivery of the Growth Hub through Good Growth Fund.	CMN - Ongoing C CI- On track GH - Delivery ongoing
	11. Further develop the CloS Skills Hub or online skills information portal and promote / communicate existence more widely.	Cornwall Opportunities portal with new courses being added alongside local training provider offers.	Cornwall Council Leadership Panel partners	Started in Q3 2023 – delivery until Q1 2025	Ongoing development & promotion of Cornwall Opportunities website	Council monitoring number of users and hits	In progress. Cornwall Opportunities website now live – content to be added to
	12. Regular updates on the impact of any training not available locally to be monitored to find solutions in collaboration with providers, skills hub, and sector bodies.	Quarterly and ad hoc reports on business skills needs from business review outcomes with CIOS clients. Gaps are identified and discussed with providers.	CMN Growth Hub	Q4 2023 – Q1 2025	CRM reports to produce skills needs and work with providers to identify gaps in provision and where applicable create curriculum to meet demand.	GH – Delivery of the Growth Hub through Good Growth Fund.	In progress and delivery ongoing until March 2025. Needs to continue after this date

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Construction & Retrofit	1. Develop and promote a mechanism for C&R companies to work with Providers to deliver relevant aspects of training at designated specialist facilities across Cornwall & IoS.	Employer engagement and initiatives being taken forward through LSIF and SPF. T&P collaborating with Construction industry businesses and stakeholders via direct partnerships and the Sustainable Construction Advisory Panel (SCAP).	Cornwall College T&P and business partners Employers CITB	Q2 2023 with initiatives ongoing	LSIF funded with CITB initiatives working alongside this	C CI – LSIF & SPF KPIs T&P – SCAP Attendee List and Minutes/ CPD Course Guide/ Schemes of Work CITB – Through CITB’s CRM system and internal KPIs	In progress and on track to be completed by end of LSIF funding – reports back to Leadership Panel
	2. Careers Hub, Providers and Stakeholders including DWP / JCP and others to provide assistance for C&R companies to deliver taster sessions, interview and experience days within suitable facilities.	C CI – SPF – DWP/JCP and construction sector engagement to develop and deliver pre-site training and work experience. CH – Launched careers champion scheme to support outreach work and build pipeline of Enterprise Advisers and Cornerstone Employers. T&P – Via UK SPF Construction Skills Hub project, working with Construction businesses, youth work organisations and Jobcentre Plus to facilitate work experience activities and programmes for young people and adults. CITB – Funding and support for employers wishing to offer work experience opportunities.	Cornwall College DWP / JCP Careers Hub T&P, Vistry, Jobcentre Plus and business partners CITB	Initiatives launched from January 2024 and are ongoing	C CI – SPF investment in adult engagement and career progression T&P – UK SPF Construction Skills Hub/ College staff activities/ Marketing and Promotion CITB – Into Work Grant Careers Funding through Employer Networks	C CI – SPF KPIs T&P – CPD Course Guide/ Schemes of Work CITB – Through CITB’s CRM system and internal KPIs	In progress and on track to be delivered within timescales. However DWP need more employer contacts to deliver interview and experience days
	3. Actively promote opportunities and incentivise those looking to exit industry, or recent retirees, to be a guest speaker or support tutor.	LSIF funding used to create ‘Share your Skills’ marketing campaign to encourage individuals with skills in priority industry areas to explore careers in teaching and assessing. CITB has construction Talent Retention scheme to help with this sector priority.	Cornwall College T&P and Idenna CITB	Campaign launched in January 2024 and will continue throughout LSIF funding CITB scheme is ongoing and already in place	LSIF funding	Evaluation of the campaign will include event registrations, applications and marketing analytics Reports back into Leadership Panel through LSIF updates	In progress – Events scheduled for those interested to meet with college managers and HR representatives
	5. “Train the Trainer” courses to maximise ability and confidence to articulate experience and skills.	T&P offers both the Level 3 Award in Education and Training and a non-accredited Train the Trainer programme. The College also offers the Certificate in Education and PGCE for any individual looking for further qualifications.	Training Providers	Established provision	T&P – College staff activity/ Marketing and Promotion CITB – Potential grants available to employers for ‘Train the Trainer’ courses	T&P – CPD Course Guide, learner records CITB – Through CITB’s CRM system and internal KPIs	T&P – Underway and on track to equip industry professionals to translate their skills into teaching and learning CITB - Active

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Digital	1. Improve promotion and communication of the area's existing digital skills offer more widely and work with colleges and Providers, as well as LEP, ERBs and/or similar partners to assess the take-up and effectiveness.	<p>Leadership panel partners undertaking initiatives in this area including now promoting digital courses and skills offers through the Cornwall Opportunities website. This also includes the UKSPF Digital Futures Project.</p> <p>DWP Cornwall Partnerships Managers also promoting digital skills offers across JCPs to increase visibility.</p>	<p>DWP Careers Hub Cornwall Council T&P and Digital Futures Partners</p>	<p>DWP – Ongoing/ ad hoc</p> <p>T&P – Launched in January 2024 and ongoing</p> <p>Activity started in Q3 2023 and is ongoing. Digital Futures project to run until March 2025</p>	<p>Cornwall Opportunities website to be used to help facilitate offers and increase awareness. Outcome to be increased take up of courses</p>	<p>DWP – Partnership Managers monitoring provision and sharing as appropriate</p> <p>T&P – CPD Course Guide, Digital Futures website, Cornwall Opportunities</p>	<p>In progress. Cornwall Opportunities content to be regularly added to. UKSPF project underway. Website & social media presence promoting Digital Futures Cornwall</p>
	3. More outreach is needed with a focus on delivering apprenticeships and in work qualifications as per priority occupations.	<p>CMN now only BCS approved centre (non-college) locally for qualifications and digital badges.</p> <p>CH – Apprenticeship Support & Knowledge (ASK) sessions to take place in schools to raise awareness of apprenticeship pathways.</p>	<p>CMN Careers Hub</p>	<p>CMN – Now / ongoing</p> <p>CH – Now / ongoing</p>	<p>CMN – Promote & deliver</p> <p>CH – Promote & deliver</p>	<p>CMN – Monitor for increased take up</p> <p>CH – Monitor for take up</p>	<p>CMN – New digital course offer created and available. Commissioned 20 additional ASK sessions</p>
	4. In partnership with industry and the DSP (and sector groups), targeted promotion of digital/tech careers to young people via Careers IAG and via DWP, JCP, Seetec etc. with an emphasis on guided pathways to digital careers.	<p>DWP – Youth Leads in post in all 11 Jobcentres in Cornwall. Promoting digital skills offers and pathways by signposting to provision based on need.</p> <p>CH – Careers Hub has worked with the South West Social Mobility Commission to support its Tech Frontier Report.</p> <p>T&P – UK SPF Digital Futures project, the College and partners are promoting skills and careers in Digital, including school outreach work undertaken by TechCornwall and a bespoke programme for women, Digital Uplift, co-delivered by T&P and TecWomen.</p>	<p>DWP, (People Hub, YEP, Whitehead & Ross, Cornwall Marine Network, Real Ideas)</p> <p>Careers Hub & South West Social Mobility Commission</p> <p>T&P and Digital Futures Partners</p>	<p>DWP – Ongoing</p> <p>CH – Report compete</p> <p>T&P – Launched in January 2024 and ongoing</p>	<p>DWP – 1-2-1 support from named Youth Work Coach for young people.</p> <p>CH – Now submitting funding proposals in order to increase awareness of Tech jobs and skills</p> <p>T&P – UK SPF/ College staff activity/ Marketing and Promotion</p>	<p>DWP – Monitoring engagement locally and general trends in numbers of unemployed young people.</p> <p>CH – Monitor awareness</p> <p>T&P – CPD Course Guide, Digital Futures website, Cornwall Opportunities</p>	<p>DWP – Ongoing – working as expected - Digital Skills offer from Restart Scheme (Seetec) delivered locally</p> <p>CH – ongoing</p> <p>T&P – Underway and on track</p>

Sector	Priority	Action / Activity / Milestone	Role & responsibility of ERB and relevant partners	Timescales (start and likely end dates - original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Green	1. Explore an opportunity for green vouchers for businesses to encourage investment in upskilling / reskilling in support to green transition.	UK SPF The Future is Green project provides funded taster sessions and part-funded training to businesses. Skills Bootcamp in Retrofit Readiness also now available.	Employers Training Providers ERB	Q1 2024 to Q1 2025	Current delivery through SPF	Numbers accessing training and bootcamp courses	In progress. T&P delivery underway and on track including in Carbon Literacy, Electric Vehicle technology and Retrofit and Renewables.
	2. Commission research on opportunity for Global Wind Organisation training centre in Cornwall / SW and other equally specialist areas.	Celtic Sea – FLOW – £4.5m investment package will support move to facilitate.	Good Growth Fund / Cornwall Growth Strategy	Q2 2024	CC – Growth Board / Economic Forum	CC – Production of research report	In progress. Funding for FLOW agreed
	3. Improve visibility of existing green training provision.	Number of initiatives taking place including LSIF funding used to market and promote new course offers. Green Skills project being delivered through SPF and details included on Cornwall Opportunities website. CITB has directory of ‘green’ training provision for employers.	CMN Cornwall College Careers Hub / Cornwall Council T&P and the Future is Green delivery partners CITB	Q2 2023. Activity ongoing	Delivery through LSIF and SPF funding. Other initiatives developed by employer bodies		In progress. Challenge is to engage with employers as green skills not seen as an immediate priority. New start-up businesses most open to green credentials
	4. Develop and implement industry specific ‘Achieving net zero’ online / workshop-based programmes for staff and managers.	SPF Green Skills partnership project delivering programmes targeted at high carbon sectors with Truro & Penwith College, Cornwall Marine Network, Focus Training, University of Exeter, University of Plymouth, Falmouth University, Urban Biodiversity, Growth Hub, University of Exeter, Konnect Communities. Growth Hub commissioned NetZero support through University of Exeter / Duchy College for businesses in CIOS.	Cornwall College (lead) & Partners Growth Hub CITB	C CI – Ongoing GH – SPF delivery until 31st March 2025	SPF funded programme delivery GH – Including workshops, one to one support and online events. E.g. B Corp in the Wild CITB – Employer toolkit provides advice and guidance on achieving Net Zero	C CI – SPF KPIs GH – Funded and reporting into Good Growth Fund SPF	C CI – On track GH – Delivery ongoing

Sector	Priority	Action / Activity / Milestone	Role & responsibility of ERB and relevant partners	Timescales (start and likely end dates - original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Green	5. The Careers Hub, Skills Hub, People’s Hub and all organisations involved in IAG and employability support, to promote green jobs as an attractive career path. This could be linked with careers advice to schools, FE, HE and those either seeking employment or a career change.	<p>C CI – New pre-16 provision has been developed in Green Skills to incl. digital component.</p> <p>DWP – Schools advisors to promote Green jobs in school visits as part of career conversations.</p> <p>Growth Hub are working with delivery landscape for joined up promotion and events.</p>	<p>Cornwall College</p> <p>Local school’s trusts/DWP Schools Advisors</p> <p>Growth Hub, People Hub, Careers Hub, Providers</p> <p>CH / CC</p>	<p>C CI – Sept 2024 (onwards)</p> <p>DWP – During 2024</p> <p>GH – SPF Delivery until 31st March 2025</p> <p>CH / CC – By the start of the new academic year</p>	<p>C CI – School engagement activity</p> <p>DWP – F2F delivery during school visits</p> <p>GH – Partnership working and collaboration</p> <p>CH / CC Via Cornwall Opportunities</p>	<p>C CI – SPF KPIs</p> <p>DWP – Check-ins with advisors on a monthly basis</p> <p>GH – Funded and reporting into Good Growth Fund SPF</p> <p>CH / CC Monitor take up</p>	<p>In progress. A specific green skills / careers info hub will be added to Cornwall Opportunities over next reporting period</p>
	6. Form partnerships with expert sectors and with the Isles of Scilly to scope out future need of high-level green skills and attract the most appropriate tutors, mentors and scientists to the region to impart their knowledge.	<p>Activity is underway to work with IoS businesses on NetZero. Research is also being assessed to scope out future skills needs.</p>	<p>Growth Hub, University of Exeter, Duchy College</p> <p>CITB</p>	<p>Activity until Q2 2025</p>	<p>Commissioned funding for Net Zero delivered by University of Exeter and Duchy College through SPF</p>	<p>Reporting into Good Growth Fund SPF</p>	<p>In progress and delivery ongoing through SPF</p>
Local Skills System	1. Employability skills should be embedded into every course locally. Where this already exists, greater priority needs to be placed on delivery of employability skills and checks put in place to see that every student has a good grounding in how to interact while at work.	<p>CMN has embedded employability skills in all CMA provision.</p> <p>C CI – Building into tutorial programme for 16-19 learners.</p> <p>DWP – Employability forms a major part of DWPs requirement for courses. Group sessions are run on employability across Cornwall in addition to 1-2-1 support from National Careers Service in Jobcentres.</p> <p>CC – AEB Skills Strategy to develop core employability skills.</p> <p>CH – work with schools and colleges to help embed core employability skills frameworks.</p> <p>T&P – Scheme of Work template and robust Tutorial programme that builds upon key employability skills. These are complemented by CareerZone facilities for CEIAG and interview preparation, work placements, employer interactions and Skills Clinics to develop key transferrable skills.</p>	<p>CMN</p> <p>Cornwall College</p> <p>DWP / NCS</p> <p>Cornwall Council</p> <p>Careers Hub</p> <p>T&P</p>	<p>CMN – Ongoing but need to source funds</p> <p>C CI – Ongoing</p> <p>DWP – Ongoing, in place since October 2022</p> <p>CC – May 2024 / ongoing</p> <p>CH – Now / ongoing</p> <p>T&P – Updated in September 2022, with ongoing improvements and enhancements made</p>	<p>CMN – embedded but limited by access to funding.</p> <p>C CI – Roll out from Sep 24</p> <p>DWP – F2F delivery in JCPs</p> <p>CC – Delivery of AEB Skills Strategy</p> <p>CH – Use of tools like Skillsbuilder</p> <p>T&P – College staff activity / employer input / resources for Apprentices and Adult Learners (REAAL – Rounded Education for Apprentices and Adult Learners)</p>	<p>CMN – Monitor usage</p> <p>C CI – Internal</p> <p>DWP – Monthly meetings between NCS and DWP to check progress of provision</p> <p>CC – Monitor by Council Cabinet</p> <p>CH – Regular reporting</p> <p>T&P – Tracking through the Navigate platform, Tutorial Scheme of Work and Resources, Learner Engagement Tracking</p>	<p>CMN – has had excellent feedback.</p> <p>C CI – On track</p> <p>DWP – Good delivery across JCPs in Cornwall. Some gaps identified but working to rectify.</p> <p>CC – strategy to be approved</p> <p>CH – ongoing</p> <p>T&P – Underway and on track</p>

Sector	Priority	Action / Activity / Milestone	Role & responsibility of ERB and relevant partners	Timescales (start and likely end dates - original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Local Skills System	2. Explore the development and implementation of a common employability/essential skills framework to define consistent approaches to essential skills. Include consideration to what specific support those with additional needs or disabilities may require.	DWP – Internal processes in place to support with general employability and focus on specific barriers (health, additional needs etc). CH – Careers Hub working with TPCG have provided input to their core employability skills framework and how this is mapped to current tools like the Navigate Platform.	DWP Careers Hub	DWP – Ongoing	DWP – F2F/Telephone/Video delivery from JCPs	DWP – Monitored as part of DWPs business as usual processes	DWP – Disability Employment Advisors, 50+ Work Coaches, Youth Employability Coaches in place in every JCP.
	4. Include bite sized skill building programmes to support workers and management into being productive quickly and foster a culture of continuous learning. e.g. “Digital Badge” or “Lifelong Learning File” models to build a folio of transferable skills	Cornwall Council Open Badge Factory account and piloting new digital badges with AEB.	Cornwall Council Employers Training Providers	Ongoing	CC – piloting new digital badges included in AEB plan.	CC – Project monitoring	To be progressed. Badge Factory account is open and pilot to be progressed.
	5. Develop a formal, collaborative mechanism between local businesses and colleges for input into course content and provision of industry placements.	Truro and Penwith facilitates regular Employer Steering Groups for target sectors to inform them of curriculum reforms and invite them to input to the design, content and sequencing of programmes.	Training Providers Employers ERB	T&P – Ongoing practice, enhanced through LSIF and UK SPF investments	Taken forward through LSIF and UK SPF investments. Report back to Leadership Panel on progress.	Partnership Pledge sign-up record, tracking through the Navigate platform, Learner Engagement Tracking.	In progress and on track to be delivered
	6. Develop a central, independent skills portal that allows all providers (whether academic, private, or industrial) to promote and signpost training opportunities and to match against business’ declared training needs whilst continuously monitoring need.	Cornwall Council has developed Cornwall Opportunities website which is now live.	Cornwall Council All leadership panel partners	Launched Q4 2023 and content to be developed during 2024	CC Cornwall Opportunities project	CC – tracking site content & employer feedback	In progress – Action part complete. Portal now needs to be populated.
	8. Further develop the Careers Hub and similar services and communicate their existence more widely to increase visibility.	Careers Hub developing and supporting strategic alliances with employer groups.	Careers Hub and Partners	Ongoing	Developed through Careers Hubs and updates to Leadership Panel CH – Industry engagement & promotion of careers pathways with Cornwall Chamber of Commerce, Local Chambers, Your Partnerships, Cornwall Voluntary Sector Forum, Local Chambers and Cornwall Training Provider Network.	CH – Through meeting notes & monitoring engagement	CH – Ongoing

Sector	Priority	Action / Activity / Milestone	Role & responsibility of ERB and relevant partners	Timescales (start and likely end dates - original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Local Skills System	9. Establish formal links with expert sector skills bodies across all sectors identified as strategically significant - Examples: Cornwall Manufacturers Group Academy, Cornwall Marine Network, Critical Minerals & Spaceport outreach - to provide experience for tutors as well as students.	CH – As 8 above CITB – represents the sector skills body for construction	CITB	CITB – Ongoing	CITB – Maintain and enhance links with all those associated with the construction sector across CloS	CITB – Through CITB’s CRM system and internal KPIs	CITB – Ongoing
Cross Cutting Themes	1. Development of ready-for-work ‘soft’ skills through school and post-16 education.	DWP – Schools advisors present in many schools (including SEN) across Cornwall supporting with soft skills and career conversations T&P – programme to support all learners to gain personal development and employability skills, with interview preparation, work placements, employer interactions and Skills Clinics to develop key transferrable skills.	DWP – Local school trusts/ DWP Schools Advisors T&P and SME partners	DWP – During 2024 T&P – Updated in September 2022, with ongoing improvements and enhancements made	DWP – F2F delivery during school visits T&P – College staff activity / resources for Apprentices, Adult Learners (REAL – Rounded Education for Apprentices and Adult Learners). Complemented by Career Zone facilities for CEIAG	DWP – Check-ins with advisors on a monthly basis T&P – Tracking through the Navigate platform, Tutorial Scheme of Work and Resources, Learner Engagement Tracking	DWP – Well established in majority of schools. T&P – Underway and on track
	2. Careers Hub to showcase new career opportunities available and develop collaborative work between colleges and employers to offer new or extended placements for all vocational courses.	CH – 4 clean energy films with teacher resources to support delivery. Clean Energy in Cornwall (cornwall-opportunities.co.uk)	Careers Hub Cornwall Council Colleges Employers	Ongoing	CH – available on Cornwall Opportunities		In progress – The films have been watched more than 60 times in their first week of release.
	3. To create better, more resilient business structures develop management and leadership course content (working with business owners and managers) to support healthier, more inclusive, and diverse workforces to meet the ambition on green issues and all aspects of ESG.	C CI – SPF – Unlocking Potential business support programmes. CITB – Funding opportunities, and resources available through the Supply Chain Sustainability School (supported by CITB) for employers around Leadership and Management, Equality, Diversity and Inclusivity T&P – Leadership and Management skills offer, including Developing Talent and Equality, Diversity and Inclusion and the recent development of a Sustainable Leader module that is a key part of the new Future Leaders Skills Bootcamp approved in May 2024.	C CI – Cornwall College Growth Hub & Providers CITB T&P and SME partners	C CI – Until March 2025 CITB – Ongoing T&P – Ongoing but a significant focus for curriculum planning and design since 2022	C CI – Business support activities GH – review workforce development training, action plan outcome and referral into relevant support CITB – Funding is available & provides toolkits, assessment tools and free training T&P – College staff activity/ Marketing and Promotion. Bespoke solutions, masterclasses and workshops	C CI – SPF KPIs GH – Reporting into Good Growth Fund CITB – Through CITB’s CRM system and internal KPIs T&P – CPD Course Guide, Learner Records	C CI – On track GH – Delivery ongoing CITB – Ongoing T&P – Underway and on track

Sector	Priority	Action / Activity / Milestone	Role & responsibility of ERB and relevant partners	Timescales (start and likely end dates - original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored / at what intervals)	Progress Status
Cross Cutting Themes	4. Develop recruitment and retention packs and/or workshops for employers, especially SMEs, to aid broadening candidate search.	Growth Hub have commissioned Unlocking Potential to deliver the Talent Match project focused on business recruitment and retention support.	Growth Hub, Unlocking Potential (Cornwall College) Employers	GH – SPF delivery until 31st March 2025	Business support delivered through Growth Hub mentoring, workshops, training, grant funding and events.	Reporting into Good Growth Fund	Delivery ongoing
	7. Develop an LMI Dashboard together with innovative career resources for foundation and priority sectors.	Started within Cornwall Opportunities and Careers Hub website	Careers Hub Cornwall Council	CH / CC – Ongoing	CH / CC Portal development	CH / CC – Monitor portal use	Ongoing
	10. Develop leadership and management skills packages for SMEs in particular and give opportunity to engage in higher performance working practices.	Growth Hub commissioned support delivery through multiple partners leading to improvements in leadership and management skills within CIOS businesses. T&P - skills packages for SMEs, including Institute of Leadership and Management qualifications, bespoke solutions and professional masterclasses and workshops. Tailored for specific sectors, as per the pilots trialled using LSIF in the Engineering and Manufacturing sector in areas such as Project Management and Lean.	GH, Unlocking Potential, Oxford Innovation, Uni's of Exeter & Plymouth, T&P and SME partners Employers	GH – SPF delivery until 31st March 2025 T&P – Ongoing – part of College offer since inception CITB – Ongoing	T&P – LSIF/ College staff activity/ Marketing and Promotion	GH – Report into Good Growth Fund SPF T&P – CPD Course Guide, Learner Records	GH – Delivery ongoing T&P – Underway and on track
	11. Local Authority to formalise a plan of using its systems to maximise opportunities for the hard to reach in apprenticeships, work and supported employment. Success to be monitored and reviewed.	Part of the AEB Skills Plan	Cornwall Council	Plan approved at Cabinet 8 May 2024.			To be progressed

WHAT HAS BEEN ACHIEVED SO FAR?

This section provides a little more detail on the key things that have been achieved so far:

ERB Activity

As demonstrated on the above table, there has been a significant amount of engagement between key partners.

A new Cornwall and Isles of Scilly LSIP Leadership Panel has been formed. This has representatives from training providers, stakeholders, business representative organisations and employers. This group, chaired by FSB, oversees progress on the LSIP and updates on the actionable priorities, and meets every six weeks.

A new series of engagement events have been scheduled through to spring 2025, designed to update employers on LSIP activities and progress, remaining challenges and how employers can still play a role in shaping the interventions, new solutions and further research. The first of these quarterly forums was hosted at Callywith College, Bodmin in March 2024. It provided a chance for employers, stakeholders, providers and students to get an update on LSIP activity alongside an LSIF showcase event and college tour.

Future quarterly forums are scheduled for 17 July at Cornwall Business Fair, 24 September ([Truro & Penwith College, Truro College, College Road, Truro, TR1 3XX](#)) and 10 December ([Duchy College, Stoke Climsland, Callington, Cornwall, PL17 8PB](#)).

An extensive curriculum mapping exercise has been conducted by a specialist agency to track data on current course starts across Cornwall and Isles of Scilly against the LSIP's main vocational and technical themes. The mapping documents include questions or items to note and these have been circulated to all training providers and the CloS LSIP Leadership Panel with initial conversations taking place. Further discussion with training providers on curriculum provision will take place during the process of phase two with the mapping document being used to identify current provision and influence future provision across priority sectors.

Several events and meetings with both stakeholders and employers have been attended where the ERB has been invited to represent the LSIP. The ERB has also hosted its own events in the form of a phase two launch webinar (recorded and available at www.fsb.org.uk/lcip), a major FSB conference, the first quarterly LSIP forum, online networking and raising the profile of the LSIP in FSB national webinars.

A full programme of further research among Cornwall and Isles of Scilly business leaders has been shaped and is due to commence June 2024. FSB is working with research organisation Habit5, to undertake online round tables with employers in key sectors and survey work to further test current LSIP activity and make any adjustments as needed.

LSIF and Stakeholder Activity

The LSIF is based on two workstreams to reflect the LSIP priorities. These are:

- **Building Futures** – LSIP Priority Sector: Construction and Retrofit. The lead provider is Truro and Penwith College with other delivery partners Focus Training and the Cornwall College group.

- **Engineering Futures** – LSIP Priority Sector: Manufacturing, Engineering and Marine. The lead provider is Truro and Penwith College with delivery partners Cornwall Marine Network, and the Cornwall College group.

The LSIF covers a good proportion of the actionable priorities outlined in the LSIP report, and this has been the main focus for the first half of Phase 2 of the LSIP. That said, other activities have also commenced and outlined below is a summary of the collective work so far.

Truro and Penwith College:

- Introductory CPD courses in Retrofit and Renewables have been organised based on industry insights and employer feedback, with funding for these programmes provided through the UK Shared Prosperity Fund 'Construction Skills Hub' project.
- The College utilised LSIF investment provided to further enhance its curriculum for retrofit and sustainable construction by facilitating a highly successful 'Build Greener' conference on 16 November 2023 and continue to lead the Sustainable Construction Advisory Panel for Cornwall. The College has recently been awarded two new Skills Bootcamps after presenting proposals demonstrating the industry need. The new programmes, Retrofit Readiness and Property Maintenance will commence from 4 and 5 September 2024 respectively, with existing employees within social housing and Construction businesses as the primary audience for the intensive up-skilling programmes.
- Engineering and manufacturing full-time programmes, apprenticeships and CPD courses are now being delivered from both the Truro and Bodmin campuses; with distinct curriculum offers informed by local business and skills needs. Following LSIF funding, Truro and Penwith College has expanded its engagement activities with employers and delivered a series of pilot courses designed to address the challenges with leadership, management, and quality improvement. These will now be progressed as tailored commercial offers for the sector in the 2024/2025 curriculum provision.
- The College's 2024/2025 CPD course offer includes CAD programmes, a Digital Arts course, Skills Bootcamp in Digital Marketing and a programme of Digital Skills workshops to support adult learners to upskill or commence re-training. As of January 2024, the College is leading the UK Shared Prosperity Fund 'Digital Futures' project and is both directly delivering training and managing a consortium of specialist providers to catalyse a local response to skills needs for adult learners and businesses within the tech sector or with digital challenges.
- As part of the Cornwall Construction Skills Hub, which Truro and Penwith College is delivering using SPF in partnership with Cornwall Council, a dual programme of outreach to schools and young people and adults looking to change career launched in January 2024. The College has also secured further contracts for the delivery of Skills Bootcamps to offer intensive re-training and up-skilling opportunities for adults encompassing Construction and Engineering.
- The College has trained a member of staff as an accredited Carbon Literacy tutor and has delivered this accreditation to multiple cohorts of staff, including the full Senior Management Team, with further modular delivery planned. The College will also promote this as an external offer for businesses and individuals utilising the College's Tailored Learning allocation.

- To support young people to develop basic employability skills, the College has identified the skills required by employers and stakeholders and have created an enrichment programme that has been mapped across the six main skills identified and core development has been built into tutorial sessions, including the Navigate employability awards.
- Work has commenced with the expansion of the specialist Construction department on the Truro Campus, the Seaton Building, to create a permanent facility that will both increase the teaching and learning space to accommodate increasing learner demand and provide a dedicated facility for the delivery of new CPD programmes in Retrofit, Renewables and Modern Methods of Construction.
- Procurement and planning activities are underway to identify the Construction and Engineering equipment and resources that will be purchased in the new financial year to respond with industry intelligence on technologies and training needs in these sectors. Staff CPD is also underway to ensure that teaching and assessing staff are equipped to deliver the new provision.
- With the support of an external marketing agency, the College has delivered a ‘Share Your Skills’ campaign and series of events to encourage individuals with industry experience and skills to explore opportunities to move into teaching or assessing within further education. There is a focus on Construction, Engineering and Digital, to respond to an identified challenge in recruiting staff with the required knowledge and expertise.
- Fully funded CPD sessions have been delivered for the Engineering sector that both directly responded to the identified training needs for Leadership, Management and associated business skills and gathered additional intelligence on skills needs to inform future specialist provision for business partners from this industry. The courses delivered included an Introduction to Lean, Project Management 101, Introduction to Supervisory Management and Satellite and Space Mission Technology; which attracted over twenty attendees.
- To complement the first LSIP Quarterly Conference at the new STEM and Health Skills Centre in Bodmin, Truro and Penwith College held a STEM Showcase on 26 March 2024. This event included talks from Tesla, Naked Solar, Geothermal Engineering and the Space Skills Alliance and provided an opportunity for attendees to tour the new facilities, view business exhibits and discuss their workforce and training needs with the College as part of wider initiative to promote awareness and participation in the College’s new offer for North and East Cornwall.

Cornwall Manufacturers Group (CMG)

- CMG currently have two active Academy groups for 14-16 year olds. They are in discussion to create 4 to 6 new groups next year which will demonstrate huge growth, student demand and business need for this type of engagement. This would take the total number of students up to around 70-80.
- CMG are also responsible for the Developing Skills for Business (DS4B) programme and have worked with employers to design, develop and improve the relevance of skills training for manufacturing SME’s across Cornwall and the Isles of Scilly. All the courses have been designed to suit CMG members workforce. Aimed at increasing capacity and capability, half day courses to a few months are on offer, from intermediate to advanced levels. They are all delivered across different manufacturing sites within Cornwall and incorporate site tours.

The Focus Training Group

- Air source heat pump equipment has been purchased and staff CPD is underway to enable them to utilise and deliver training in this new technology.
- Training courses have been organised on renewables to support the planned engagement of 95 learners. An advertising campaign is underway to promote the new programmes, including adverts on Pirate FM, digital screens at Cornwall Services and enhancements to the website.
- Additional SPV equipment and Prosumer Rigs will be purchased to allow for extra courses. To date there are 17 outputs delivered on the Prosumer Course and there are a further 63 learners booked onto the Green Skill Courses which LSIF funding has enabled.

Cornwall College

- Refurbishment of the machine shop at Camborne has been completed with new lathes and milling machines installed. Plans for the refurbishment of the engineering workshop at St Austell are being finalised along with the specifications for the specialist equipment to include robotics and mechatronics, VR welders and renewable technologies. Plans for investment in specialist equipment at Falmouth Marine School are also being finalised.
- A range of new provision has been developed at L3+
 - New apprenticeship provision (Low carbon heating technician, the Refrigeration, air conditioning and heat pump engineering technician and the Professional Superyacht Engineer).
 - Renewables short courses e.g. Solar PV, Heat pumps, Hydrogen and EV charging point installation.
 - Maritime and Coastguard Agency courses.
 - Sustainable Energy and Renewable Technologies Course.
 - Cross-cutting themes including sustainability, Leadership & Management, People Management.
- Staff CPD has taken place to include courses in Hydrogen and Renewable technologies e.g. Air Source Heat Pumps, Solar PV.
- A series of events took place during March 2024 to engage employers and potential students in the new provision and to see the facilities.

Cornwall Marine Network (CMN)

- CMN has delivered 10 events since November 2023, with further events planned. These have been very well received with high interest from local, regional, national businesses and stakeholders which helps to raise the profile of the CloS marine sector. The contribution of wider business and sectoral stakeholders has given CMN far more intelligence around potential future skills needs than would otherwise have been secured. These groups have started to have developmental communications themselves which has been fruitful.

The sessions so far have looked at the themes including Civil Engineering and in Marine and Coastal Environment (40 businesses); Apprenticeships – Building Skills for Life (35 businesses) Championing a Greener Economy for Cornwall (71 businesses) Waves of Progress: Driving an Inclusive Workplace (35 businesses) and Decarbonising with Green Hydrogen across the South West (32 businesses).

There is an opportunity for 317 further businesses to be engaged in advisory roles through Marine Industry Training and Skills Advisory Boards.

- Discussions with businesses are now helping Cornwall Marine Network (CMN) to formulate new courses in line with the aspirations outlined in the LSIP. An example is the developing stage 2 (Level 3 equivalent) BFPA accredited Hydraulics course being created with Armada Global Ltd through the LSIF. New short boatbuilding courses will also evolve from the development work undertaken by the CMN team in creating the Apprenticeship with Cockwells.
- A session on greening across the sectors has also taken place and another at Trevassack Lake focused on inclusion/diversity in the workforce and looked at specific skills needs associated with a more diverse and inclusive workforce. This was highlighted in the LSIP as a requirement to increase diversity and green skills in the Marine sector.

Cornwall Council

- Cornwall Opportunities has been developed as a new one-stop skills portal for Cornwall. It was formally launched at Cornwall Apprenticeships with Cornwall Council PR on 1st March. The site continues to be updated with feedback and input from a range of stakeholders. Content being added includes the new Skills Bootcamps and SPF green and digital provision, which is helping to promote the new skills provision on offer to local employers and individuals.

WHAT STILL NEEDS TO BE ACHIEVED?

Despite the positive steps taken to address the region's skills gaps and training providers evolving their offer in response to local needs, there is still work to be done. Some actionable priorities are still to be taken forward through a number of different workstreams and activity, examples of which are below.

The Leadership panel is now well established and will continue to provide and capture progress updates from stakeholders on the different themes of the LSIP.

Plans are in place to regularly update the curriculum mapping data that FSB has developed in working with external specialist consultants. This will be used as a framework to engage in further discussions with training providers, including independent training providers to identify any gaps or inconsistencies and to establish where new provision needs to take place to address and reflect the LSIP priorities.

Further research into the skills provision in the region also needs to be undertaken. The Phase two research programme is planned but external activity is not yet underway. From June 2024 sector focus groups are due to be held in virtual form and will gain deeper insight into ongoing or changed challenges. Focus groups on key demographic groups will also be scheduled for quarters 3 and 4 of 2024. Not only will this provide more granular information, but it will help the LSIP partners ensure that appropriate skills needs are, and continue to be, identified and actions put in place to address any emerging gaps.

Manufacturing, Engineering and Marine Priorities

A local, higher level STEM strategy will be developed with partners to enhance HE participation. Alongside this strategy, providers and employers will need to work on a collective, comprehensive guide that explains placements for all vocational and higher-level courses. This will include the advantages to employers in accessing and developing bespoke skills and what employers can expect in support and what they will be asked to contribute as part of the placements. The aim is to boost confidence in engagement and break down barriers.

Meanwhile sector groups are to continue to build on their work programmes and strengthening specialist support to businesses in their field with enhanced relationships with training providers and being a two-way conduit for information and guidance.

Construction and Retro-fit Priorities

The Cornwall College example of an easy-to-follow, modular system based on learners selecting sessions by QR code to be assessed for elements of good practice that can be implemented by others. Also to be explored is a mandatory digital development skills plan for the industry to be consistently delivered to all sector study and Apprenticeship programmes, e.g. providers also to embed the awareness and practical application of relevant software programmes e.g. AutoCAD and Solidworks into all relevant courses.

Digital

Specialists still need to be sourced to teach skills, so collaboration with business continues to support recruitment of these tutors from industry and academia. This will take time to build, so to help create a diverse and inclusive digital / tech workforce awareness needs to be raised of any digital sector support available such as the Digital Skills Partnership.

The Digital Skills Partnership will develop a strategic response to increasing digital skills outputs, inclusion, and transformation and to guide providers on preparing future workers. Also, Bootcamps and short courses on practical subjects like A1 and making tax digital are ongoing and workplace peer learning groups are to be established to help employees and business owners find solutions and share best practice. Some work is also still required on data sharing amongst providers to track improvement in digital provision, although this has begun.

Navigating the Local Skills System Priorities

Some CPD for staff has already been implemented but more essential skills short course programmes for employed staff are needed. Similarly, some outreach has been started on attracting returners to work but more is needed. A formalised framework is ongoing as is a focus on provision of transport so that people can take part in education. Two other key items are the establishment of a Young Persons Task and Finish Group to explore best practises and support the work plan of the Careers Hub and developing a CloS-wide apprenticeship levy transfer.

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