



SOUTH CHESHIRE
CHAMBER
OF COMMERCE & INDUSTRY

Cheshire & Warrington Local Skills Improvement Plan

Paul Colman

Chief Executive, South Cheshire Chamber

The Cheshire & Warrington Pledge
Partnership Conference
29th June 2023

LSIP – What Is It?

Local Skills Improvement Plan (LSIP)

- Department for Education initiative, taking place all over England
- Led by designated Employer Representative Bodies (ERBs) – South Cheshire Chamber lead the Cheshire & Warrington ERB. There are 38 ERBs in England
- Gives employers a clear and strengthened role in shaping local skills provision in post-16 education
- Forms a new part of the local skills infrastructure
- The LSIP Reports are approved by the Secretary for State.
- Providers have access to the LSIF (Local Skills Improvement Fund) to help them meet the priorities identified by the LSIP.

Our Key Sectors

- Manufacturing
- Life Sciences
- Health & Social Care

- Digital – cross cutting
- Low Carbon – cross cutting

Supported by



Department
for Education



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As determined via LEP LMI data

It's a Process and a Plan!

LSIP Priorities

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Department
for Education



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It's a Process and a Plan!

Stage 1: The Process

- **Stage A:** Articulating employers' skills needs – what are the skills employers need locally, but struggle to find?
 - 389 surveys completed by employers, via telephone, online and face to face
 - Over 300 deep dive activities undertaken with employers to better understand their needs
 - Use of LMI, Industry Bodies and Associations to support additional detail
- **Stage B:** Translating employer needs into changes in provision – how can those needs best be met by providers in more responsive ways?
 - Data analysis undertaken to determine Emerging Priorities
 - Setting out expected changes and the reasons for these
 - Reviewed with employers and providers
- **Stage C:** Addressing learner demand and employer engagement – what can local stakeholders and employers do to raise demand for and make better use of those skills?
 - Wider collaboration, involving Independent Training Providers, LEP, DWP, CEIAG providers

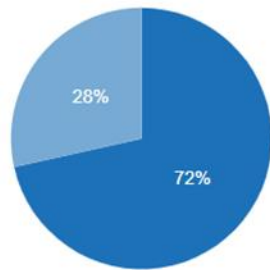
Survey Data

Respondent Employer Characteristics



Respondents by number of sites

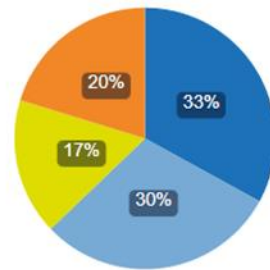
● A single site within C&W ● Multiple sites within C&W



N = 365

Respondents by company size

● Micro ● Small ● Medium ● Large



N = 385

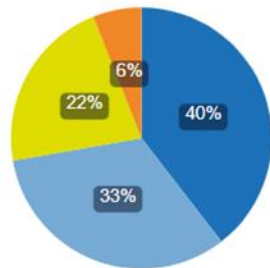
Respondents by main sector



N = 386

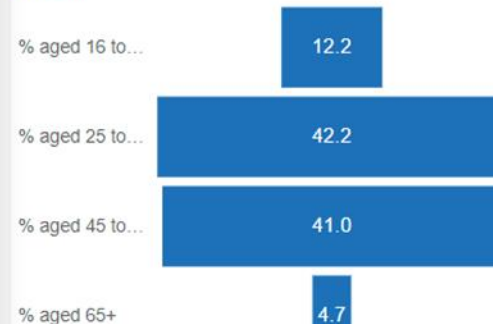
Respondents by location

● Cheshire East ● Cheshire West & Che... ● Warrington ● Other



N = 382

Average distribution of workforce by age group



N = 297

Main sector
All

Location
All

Business size
All

Respondent Employer Characteristics


Respondent Employer Knowledge

Skills Demand

Skills Supply

Digital Skills

Low Carbon / Net Zero

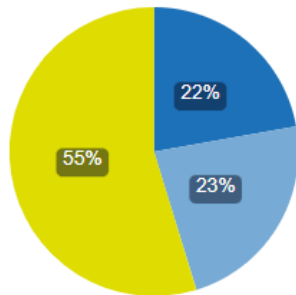
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Respondents Employer Training and Qualifications Knowledge



Knowledge of Local Skills Improvement Plans (LSIPs)

Yes, and I understand what th...
 Yes, but I'm not sur...
 No



N = 347

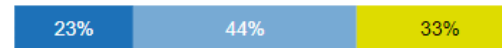
Understanding of types of training and qualifications

A lot of understanding
 Some understanding
 No understanding

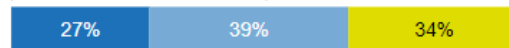
Apprenticeships



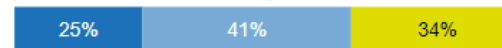
BTECs



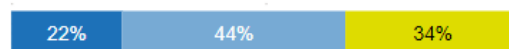
Degree Apprenticeships



Foundation Degrees



HNC / HNDs



Skills Bootcamps



T-Levels



Traineeships



N = 343

Main sector

All

Location

All

Business size

All

Respondent Employer Characteristics

Respondent Employer Knowledge

Skills Demand

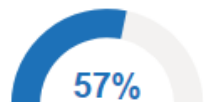
Skills Supply

Digital Skills

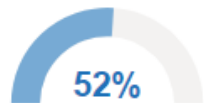
Low Carbon / Net Zero

Survey Data

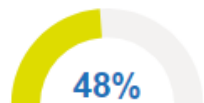
Skills and training approaches that would be beneficial



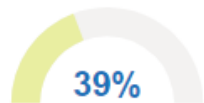
Access to **funding** for staff training



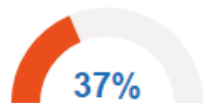
Access to **short flexible courses** and qualifications designed for my sector



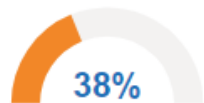
A **relationship with training providers** who have an understanding of the needs of my business and can provide flexible courses



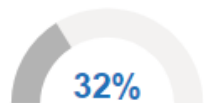
Courses that have been designed and include input from **industry representatives** from my sector



Tutors that have **up-to-date knowledge** of your sector



Training courses leading to **qualifications** for specific occupations (accredited by a recognised awarding organisation)



Training courses for specific occupations (**non-accredited training**, either in-house or developed by a training provider)

N = 345

Use of Apprenticeship Levy



61%

pay the apprenticeship levy

N = 114



52%

do not use all of their funds

N = 62



80%

do not transfer the unspent levy

N = 30



61%

are willing to transfer it

N = 23

N/A: Not available due to lack of responses.

LSIP / LSIF – Key Dates

- ✓ Stage 1 commenced January 2023: ERB formed
- ✓ Emerging Priorities submitted end May 2023
- ✓ LSIP Report submitted 28th June 2023

- Report feedback due mid July 2023
- Report expected publication end July 2023
- Stage 2 commences: 1st August 2023 – March 2025
- Progress Report due June 2024 and June 2025

Stage 2 – Key Activities

- Continuation of engagement
- Deeper Dives
- Engage with Ofsted
- Monitoring beyond our priorities
- Monitoring LMI
- Signposting / brokerage
- Support for employers and providers in accessing provision or providing work placements
- Sustain & develop collaborative networks & forums
- Work with providers and provide support for LSIF

But what's it telling us?

Supported by



Our Emerging Priorities have been translated into our LSIP Roadmap as actionable priorities with a series of activities attached to them. During Stage 2, we will be collaborating with all stakeholders to support the delivery of the LSIP Plan.

However, some key themes...

Priorities

- **Technical Skills**
 - To match employer demands
 - Increase apprenticeship take-up
- **Accessibility**
 - Information
 - Training provision and funding
 - For those considered to be at a disadvantage
 - Support in assessing future skills needs
- **Employability Competencies**
 - Embedding employability skills, digital skills (inc MS Office applications and social media) and work experience further in the curriculum

Priorities

- **CEIAG**
 - To reflect local opportunities
 - Experience of the workplace opportunities
 - Understanding of how learning applies to the workplace
- **Educational Professionals**
 - Ensuring these are available to deliver the needs
 - Understanding different sectors and have the relevant skills to train future workforce

Improved collaboration between employers and providers to achieve common goals



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Thank You!

For further information:

Sarah Emes-Young, LSIP Project Manager

LSIP@SCCCI.co.uk



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Thank you!

Paul Colman

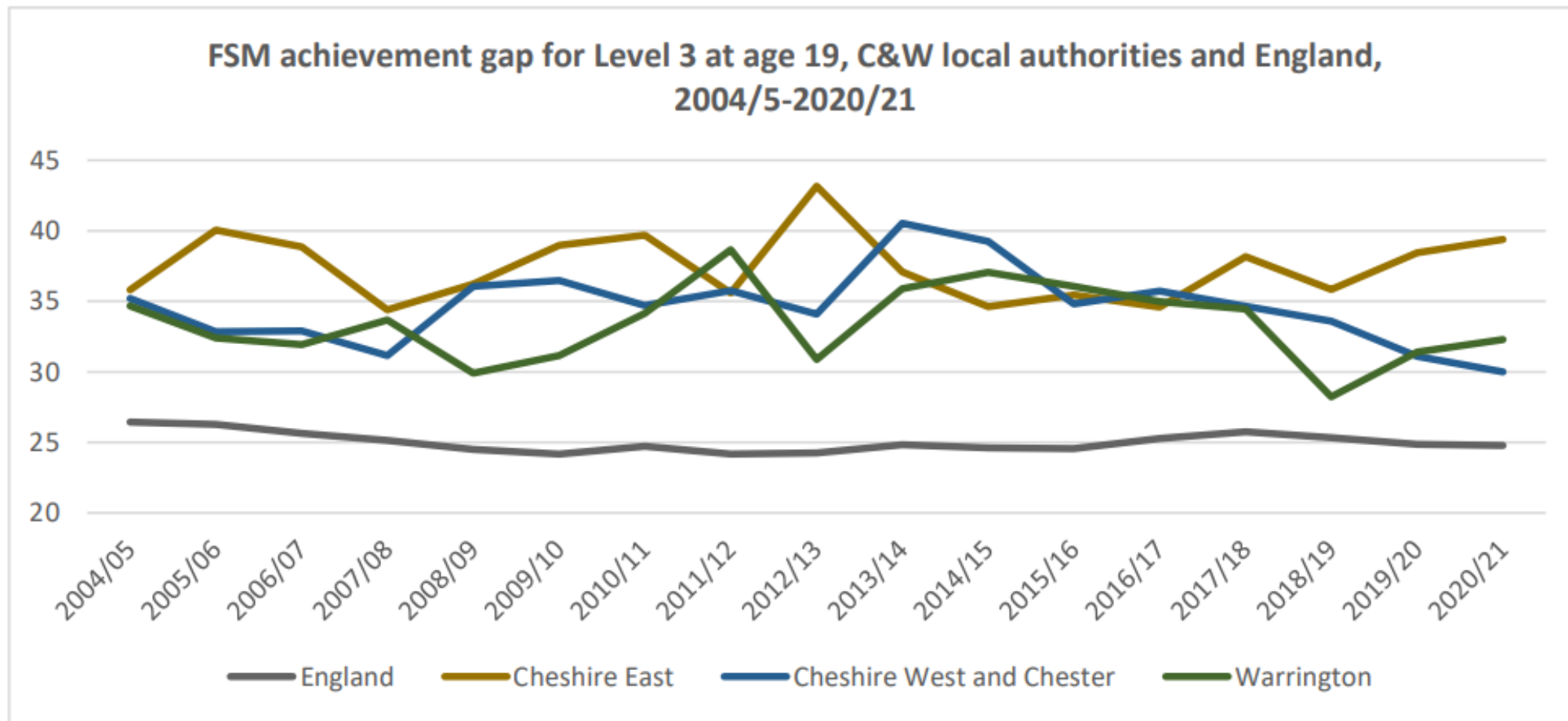
Chief Executive, South Cheshire Chamber

Cheshire and Warrington LEP

Young People's Report 2023 - Findings

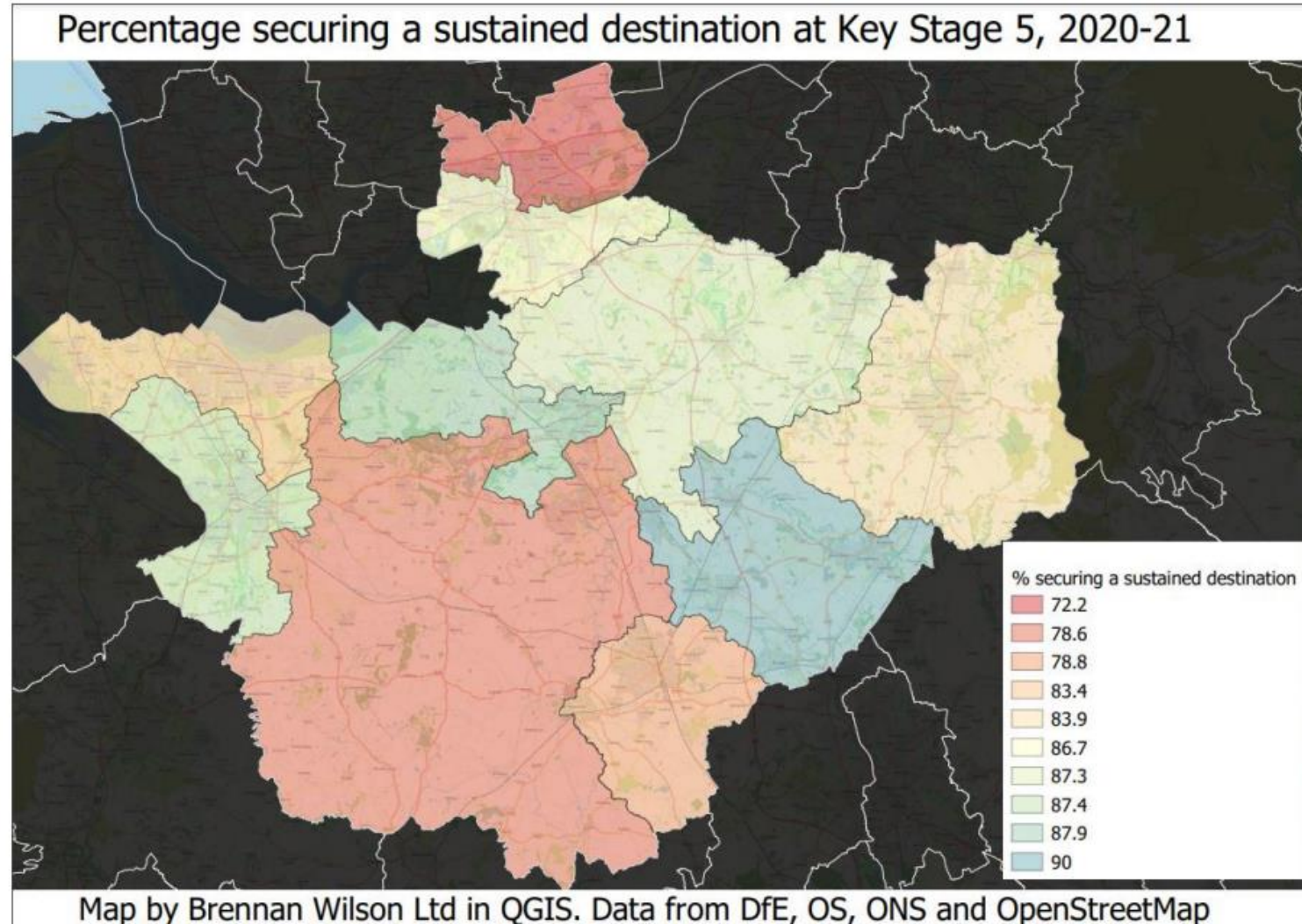
- 1 The 16-19 population is forecast to grow
- 2 NEET in Cheshire and Warrington is lower than for England although the gap between the two has recently closed.
- 3 A majority of 16-18 learners are in Further education. There have been recent sharp declines in 16-18 apprenticeship starts, although the numbers are now starting to go back up again
- 4 The gap between disadvantaged and non-disadvantaged young people is too big and constrains economic growth
- 5 Where young people live links to their level of attainment and progression
- 6 There are significant gender disparities in learning delivery

4. The gap between disadvantaged and non-disadvantaged young people is too big and constrains economic growth

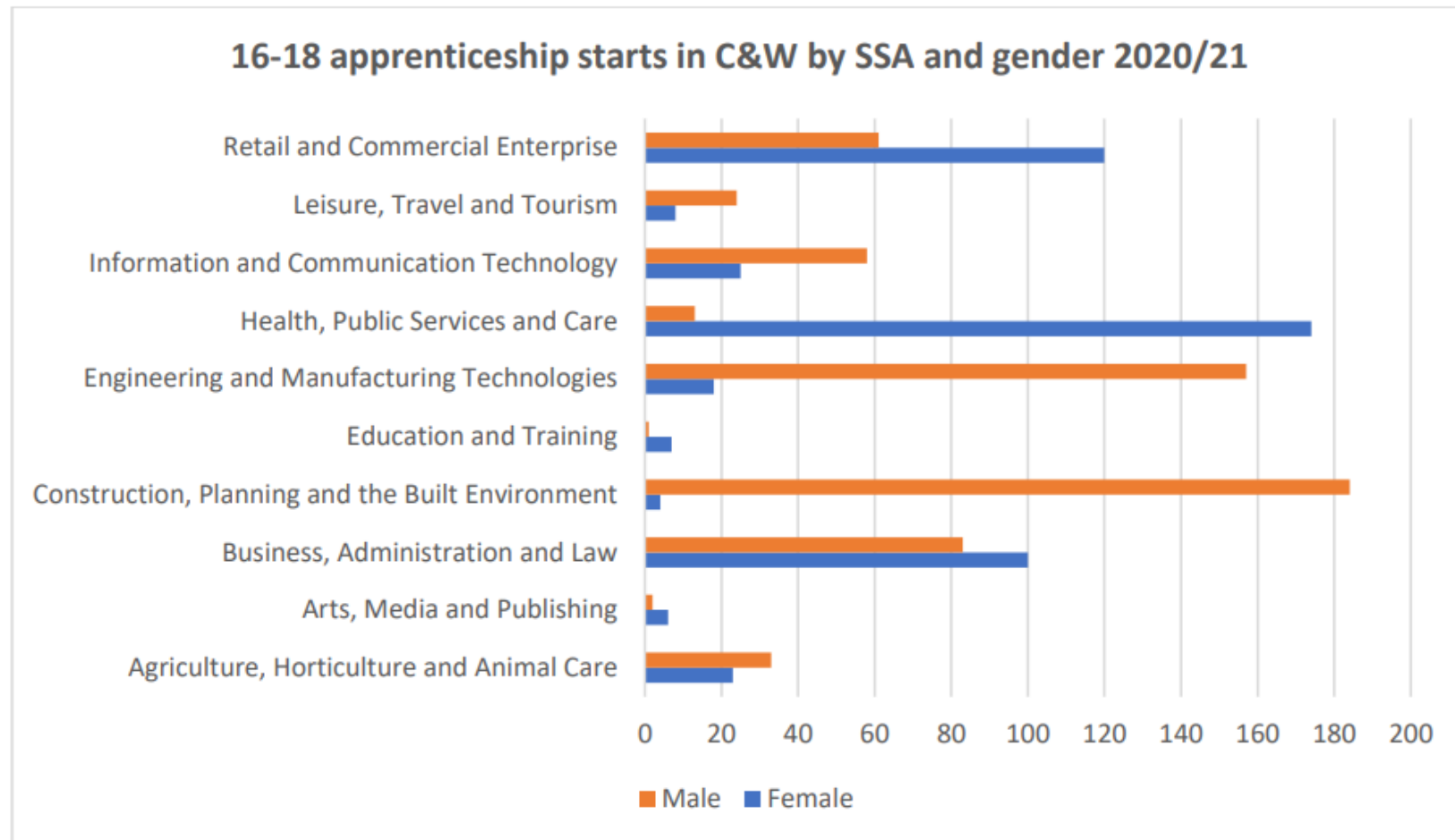


Source: DfE Attainment SFR

5. Where young people live links to their level of attainment and progression



6. There are significant gender disparities in learning delivery



Source: starts analysis, ESFA localities datacube (residency), 2020/21

A woman wearing a dark blue protective welding suit and a large, modern welding helmet with a clear visor is smiling as she works in a factory. She is holding a welding torch. The background shows industrial machinery and metal beams.

Cheshire and Warrington Fair Employment Charter

June 2023 – Consultation



Cheshire West
and Chester



WARRINGTON
Borough Council



Cheshire and Warrington
Sustainable and Inclusive
Growth Commission



Cheshire and Warrington
Local Enterprise Partnership



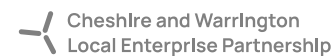
The **Cheshire and Warrington Fair Employment Charter** initiative is led by Cheshire and Warrington Leaders' Board to:

- celebrate good practice in fair employment;
- support businesses and organisations to raise standards in fair employment practices, a key priority within All Together Fairer.

It will:

- apply to all sizes and sectors of organisations across public, private and third sector, and be free to enter;
- be subject to engagement and a consultation, with events in May and June and an online survey.

An analysis of findings will be presented to the Leaders' Board in July 2023 to outline next steps.



The Draft Charter Overview

Including options to have membership tiers: e.g.

- Supporter
- Aspiring Entry Level
- Full Member
- Ambassador

- **Fair pay and secure employment**

Including paying the Real Living Wage; guaranteed hours of 16 or more a week; fair working conditions/contracts; and mentally/physically safe places of work

- **Accessible employment**

With inclusive access for everyone, regardless of their background; and flexible working arrangements, in terms of when, where and how they work

- **Workforce wellbeing**

Including high standards of health and safety, and a genuine focus on promoting the best possible mental and physical health for employees.

Also a focus on responsible business practices such as lowering carbon emissions and addressing modern slavery.

- **Employee development and fulfilment**

Reaching potential; empowering people; diverse pipeline of talent for leadership positions; encouragement to give back to communities.

- **Workplace engagement and voice**

Clear mechanisms to enable staff to influence key aspects of their role, and how their wider company operates, as well as having fair access to trades unions.

Consultation until end of June 2023

- Key questions for consultees:
 - whether the charter is something they would be interested to apply for
 - any problems that would stop them being able to take part
 - any details that need amending



For any other queries please contact
fecharter@cheshireandwarrington.com

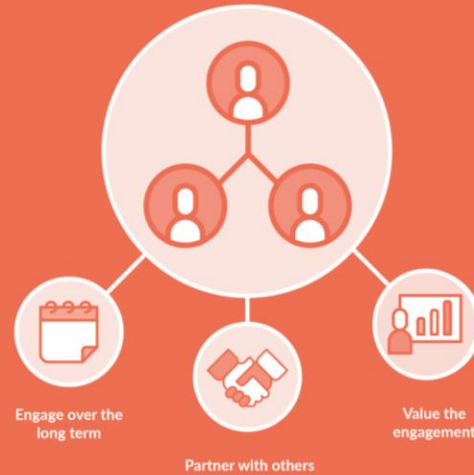
Inspire young people for their best next step



Prepare young people to be career ready



Collaborate for success



Employer standards