

LSIP Update – September 2023



LSIP

Local Skills Improvement Plan

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What is the LSIP?

The Skills Bill - HM Government want to raise the skill levels of the UK workforce

- upskilling to higher technical skills & higher earning potential
- increase access for lower skilled residents to enter training opportunities, raising social & skills mobility.
- embedding employers at the heart of the skills system
- colleges and training Providers to work with employers to develop skills plans.

The Local Skills Improvement Plan (LSIP), contracted through the Norfolk Chambers of Commerce by DfE, aims to comprehensively engage with the workforce in identifying skills requirements, aggregating these within a local plan.

[Skills and Post-16 Education Act 2022 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2022/12/section-1)

[Skills Bill becomes law - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/skills-bill-becomes-law)

What has happened so far?

Phase 1 – September 2022 to July 2023 – Initial Development

- LSIP Surveys and roadshow events across Norfolk & Suffolk took place in early 2023. Through the surveys, 4 key priorities for the LSIP were identified and working groups put in place
- The full Local Skills Improvement Plan was submitted to the Secretary of State in June 2023. This included a roadmap to address the main issues.
- To support LSIP recommendations, DfE have launched the Local Skills Improvement Fund. New Anglia Colleges Group have developed an initial expression of interest for using the £4.7m fund to address soft, digital and skills issues within the FE system.

Type of Priority	Theme	
Sector Specific:	Agri-Food/ Tech	Net-Zero
Cross-Cutting:	Workforce Digital Skills	Soft/Impact Skills

[LSIP – Draft Priorities \(norfolkchamber.co.uk\)](https://www.norfolkchamber.co.uk)

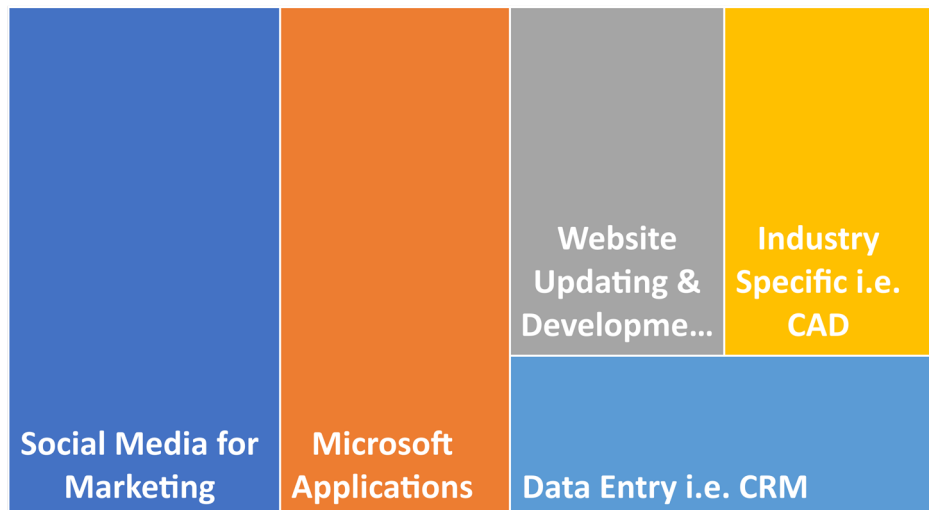
[Join the LSIP LinkedIn group and get Co.nnected.](#)

Priority Issues

Workforce Digital

Digitalisation is a key driver of skill change across Norfolk & Suffolk, recognised and evidenced within New Anglia LEP cross-cutting skills report and DfE Local Skills plan. The digital skills of the workforce are increasingly critical to business, as demonstrated by the universal shift to digital-first interactions such as remote working, online commerce, and virtual collaboration. While this change has produced many benefits, like greater flexibility for workers and removing geography as a barrier to hiring new talent, it's also resulted in the widening of an increased skills gap.

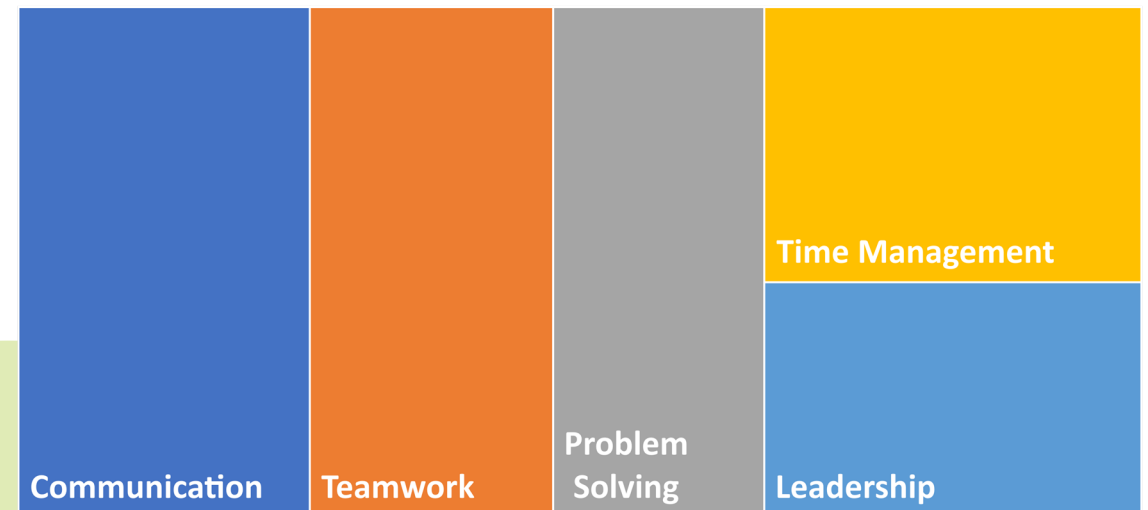
Top 5 Digital Skills Required by Businesses



Soft Skills

To develop a higher skilled workforce, a key challenge is to ensure that interventions (financial, project and cultural/strategic) are made in education and training to improve soft & employability skills - able to respond to technological change and the demanding range of working environments. The Norfolk and Suffolk LSIP will focus on the soft skills of the workforce, defining these for local stakeholders and provide the means through which productivity, competitiveness, economic growth and the overall employment rate increases in the locality

Top 5 Soft Skills Required by Businesses



Priority Issues

Agri-Food Tech

Workforce/labour Supply

Engagement with Providers

In-House Delivery & National Programmes

Automation & Machinery (Engineers)

Digital & Stem (Data & Software)

Environmental Skills

Food Technology

Supporting Change (around provision)

Net-Zero Industries

Significant growth in job demand predicted

Solar & Wind, EV, BioEnergy & Hydrogen, Fuel Cells & Energy Storage show biggest growth

Need partnership collaboration / shared knowledge

Priority to bring through next generation with Green Skills

Business-led training provision

Incentives to expand provision

Innovative ways of training

Upskilling current workforce



What happens next?

Stage 2 – August 2023 to March 2025


- To be delivered August 2023 – March 2025, the LSIP is contracted to implement and action its findings.
 - Embedding the plan throughout the Local Skills System
 - Establishing local methods to further refine and granulate skills needs
 - Ensuring forums through which provision (curriculum) can be developed with further education and private training providers
 - Keeping the LSIP under review to ensure that it is still relevant and reflects the skills needs of the specified area

The LSIP work will now form part of the Skills hub (a partnership between Skills Teams for NCC, SCC and the LEP)



Skills Hub Objectives

Stage 2 – August 2023 to March 2025

- The coordination of partner resources between the Skills teams in Norfolk and Suffolk – to pool capacity, expertise, knowledge and, when relevant, funding
 - Understanding, mapping and evidencing the current and future skills needs of the key growth and employment sectors in Norfolk and Suffolk (e.g., energy, digital, agri-tech, construction and engineering, health and social care)
 - Developing evidence for business cases as appropriate to support curriculum development (refining existing provision or the case for new)
 - Coordinating promotion, delivery and navigation through skills interventions & programmes.
 - Support the development & delivery of the Local Skills Improvement Plan
 - Identifying opportunities and co-developing bids to secure external funding to develop and deliver programmes
 - Informing and offering support to the development of place-based (e.g. district) skills priorities and plans - aligning these with the work of the skills hub
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How does West Norfolk get involved?

Skills Teams at Norfolk County Council are proposing to work with district officers to put together employers' skills groups, or district assemblies, to:

- Help develop and inform curriculum, future skills projects, funding and activities – feeding back into the Skills Hub/LSIP & this group
- bring in representatives from key industries to network and cross-refer on anything jobs and training related (e.g., skills gaps & issues)
- provide employers information on skills support programmes, grants & incentives from the partnership

Watch this space....



Thank you



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