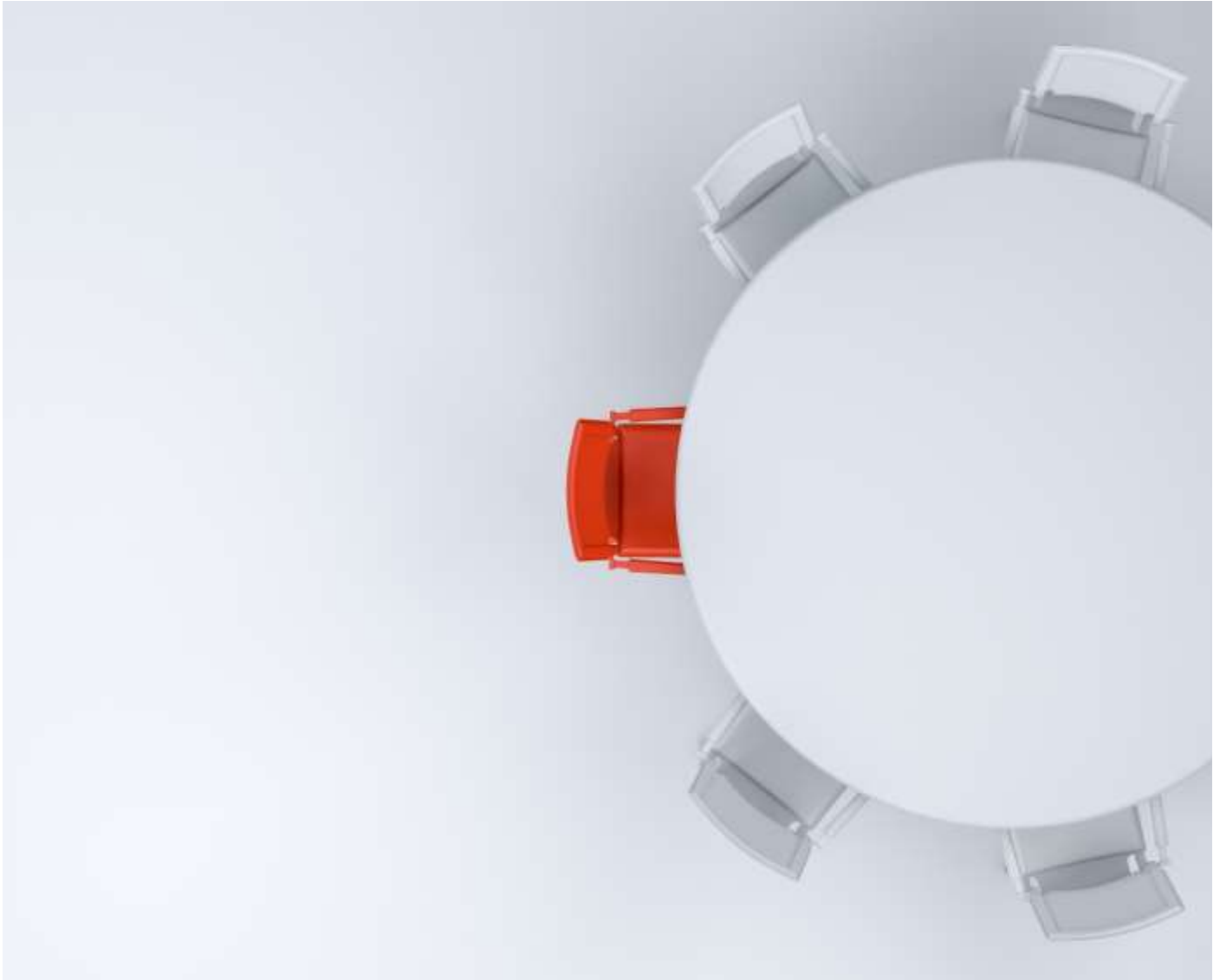


Enterprise M3 (including all of Surrey) Local Skills Improvement Plan (LSIP) Progress Report

June 2024



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.

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1. Who is this publication for?

Since the publication of the **LSIP report** in August 2023¹, Surrey Chambers of Commerce, as the designated Employer Representative Body (ERB) for this area, has worked collaboratively with employers, providers, local leaders, and other stakeholders to deliver the Actions from the report.

This Progress Report is **written for employers, providers and wider stakeholders** and aims to provide updates on:

- progress towards delivering the Actions from the LSIP Report
- key characteristics of the local skills landscape and labour market
- outline planned activity and opportunities to engage

The LSIP process and reports are a mechanism to deliver cultural and behavioural change. With the publication of this document, we again invite employers, education and training providers and key stakeholders across the LSIP area to work together to deliver on this shared strategic priority:

For a skills system that is more responsive and closely aligned to local labour market needs

This Report is structured as follows:

- **Section 2** outlines the LSIP geography and summarises the aims and objectives for the area; reminding the audience of the challenges faced in trying to support local growth and productivity.
- **Section 3** provides an update on key changes that have taken place since the publication of the LSIP report in 2023, that impact on the strategic and economic context of the area.
- **Section 4** presents an updated, tabular Roadmap of the LSIP priorities and actions, first outlined in the LSIP report. The table highlights delivery partners, timescales, expected outcomes and progress to date. It also includes new activities from Section 6.
- **Section 5** provides details of some of what has been achieved, linked to the Roadmap: Demonstrating collaboration between employers and providers; investments in new equipment and facilities and ways in which the LSIP is adding value to the local skills agenda.
- **Section 6** outlines what still needs to be accomplished, and invites audiences to get involved.

Alongside this Report, there is also a set of **Annexes**, available on the Future Skills Hub², with additional, new insights into the LSIP area that may be of interest to the audience.

If you would like to find out more about the LSIP and / or get involved, please contact the team via LSIP@surrey-chambers.co.uk.

2. Summary of the LSIP

In identifying a set of priorities for action, the LSIP report built on existing priorities of strategic partners (upper tier authorities and local enterprise partnerships), together with consistent themes and messages communicated by employers. The set of four priorities were, as follows:

¹ Enterprise M3 (including all of Surrey) Local Skills Improvement Plan Report: <https://www.surrey-chambers.co.uk/report/em3-including-all-of-surrey-lsip-final-report/>

² Future Skills Hub: <https://www.surrey-chambers.co.uk/future-skills-hub/>

1. **Improve information, advice and guidance:** This followed feedback from employers about limited awareness and understanding about the opportunities and support available for skills and training.
2. **Facilitate responsive and inclusive curricula:** Although the coverage of vocational course provision is strong, employers were clear that courses need to be responsive, flexible, adaptable and inclusive to their skills needs.
3. **Coordinate networks and collaboration:** Employers and providers both identified the need to be more collaborative to support the local skills system be more responsive. The LSIP presents an opportunity to help remove some of the complexity and forge stronger, more sustainable networks.
4. **Build dynamic relations between businesses and providers:** The LSIP also presents an opportunity to encourage and facilitate more dynamic interactions between businesses and providers to help break down barriers and close skills gaps.

These priorities are designed to ensure an efficient match between the supply of, and demand for skills employers most need to thrive and boost productivity; to support greater collaboration between providers and employers and encourage join-up between skills offers and work programmes. Ultimately, this is also about making provision more accessible to both employers and local people to help remove barriers to engagement. By removing these barriers, local growth and productivity can thrive. Below is a summary of the key sectors and cross-cutting skills, identified in the LSIP report:

Key sectors for the LSIP			
	Advanced manufacturing & engineering		Hospitality & tourism
	Aerospace, space & satellite		IT
	Construction		Land based (incl. Animal Health and welfare)
	Creative		Professional services
	Health & Social care		Green economy
Cross-cutting skills for the LSIP			
	Employability skills		Professional skills
			Digital skills

The LSIP geography

The Enterprise M3 (including all of Surrey) LSIP area, below, comprises all of Surrey and North/mid Hampshire, representing a mix of towns and rural areas, but situated between London and Kent at one end and Portsmouth and Southampton at the other.



3. Strategic and economic context update

Since the publication of the LSIP report, although the area has seen **growth in the size of the economy** (£80bn to £92bn GDP); **contribution to the Exchequer** (£7.3bn to £9.7bn); **numbers of jobs** (1.06m to 1.08m jobs) and **increases in productivity** (~£70,000 per job to ~£74,000 per job), it has also seen some contraction such as the **numbers of enterprises** (100,000 to 97,300) and (more positively) **reductions in unemployment** (2.9% to 2%).

But the area has also experienced a number of changes that may impact on the strategic and/or economic context but have not directly impacted on delivery of the LSIP:

Surrey Devolution deal

Surrey and government have agreed a historic, Level 2 devolution framework agreement, which will provide powers and funding to enable Surrey to unleash its economic potential. This is still subject to ratification of the agreement by all partners and the statutory requirements, including parliamentary approval of the secondary legislation implementing certain provisions in the agreement.

The key elements of the agreement that relate to the skills system include:

- **Adult Skills Fund** (formerly the Adult Education Budget) – From 2026/27 (subject to readiness conditions and Parliamentary approval), the government will fully devolve this funding. Surrey will be responsible for making allocation to providers and the outcomes to be achieved, consistent with statutory entitlements.
- The **integration of Local Enterprise Partnership (LEP) functions** (see below).
- **Skills Bootcamps** – A commitment by the Department for Education (DfE) to continue to work with Surrey to commission a local programme of Skills Bootcamps (to be informed by future spending agreements).
- **Partnership with the Department for Work and Pensions (DWP)** – recognition of the crucial link between local skills, education, health and workforce development activity. DWP, through regional Jobcentre Plus and Partnership teams, and Surrey will work together on shared strategic employment priorities through a place-based approach.
- **UK Shared Prosperity Fund (UKSPF)** – Subject to future funding decision, this agreement will see delivery responsibility for UKSPF pass to Surrey. As a funding stream, there are opportunities to utilise UKSPF to support outcomes related to skills and employment.

The LSIP already has a strong working relationship with Surrey County Council and looks forward to working with the Council and partners as the devolution framework is implemented.

LEP transition

From 1st April 2024, responsibility for core functions, previously delivered by LEPs, transferred to Upper Tier Local Authorities. Across the LSIP area, this meant that economic growth functions and responsibilities delivered by Coast to Capital LEP and Enterprise M3 LEP were transferred to Hampshire and Surrey County Councils.

The core functions are:

- **Business representation:** ensuring that there is a strong business voice within local arrangements for driving economic growth, including some form of economic growth board.
- **Local strategic economic planning:** government expects each area to publish their (existing, new or updated) economic strategy within six months of receiving funding.

- The **delivery of government programmes** where directed, including the **Growth Hub** and the **Careers Hub**.

Both Councils are prioritising business representation and local economic planning as core delivery functions. Both are producing refreshed economic and skills strategies to support local decision making.

For Hampshire, this is being managed through the work of the newly formed **Hampshire Prosperity Partnership**³, which brings together Hampshire's business community, local authorities, and colleges and universities, to drive economic growth. The Partnership Board is chaired by the Leader of the Council and met for the first time on 11 June.

For Surrey, the approach has been to refresh the **One Surrey Growth Board (OSGB)**⁴ with strengthened private sector involvement, to become the main strategic business advisory board for helping to steer the County's economic growth policy and programmes. The Council is also refreshing and expanding the **Surrey Business Leaders' Forum (SBLF)** to inform the OSGB and Surrey County Council with business insight and expertise, representing a diverse, local, business voice related to Surrey's key economic strengths. Several working groups also exist, which bring partners together to help drive forward the activities identified by the OSGB and will consult the SBLF as needed for business expertise, such as the **Surrey Skills Leadership Forum**.

The LSIP is represented on both Hampshire Prosperity Partnership and the OSGB.

Growth Hubs

With respect to Growth Hubs, Surrey has launched a new, business-facing brand and website. **Business Surrey**⁵ is a single gateway for businesses to seek out relevant advice, support, and funding. It is a platform that showcases the support available through local partners (such as District and Borough councils and Surrey Chambers of Commerce).

For Hampshire, the **Hampshire Growth Hub**⁶ provides tailored and expert business support to help local enterprises and micro businesses grow and reach their full potential.

Careers Hubs

Careers Hubs offer careers and skills support and work with education and training providers across the two County Council areas. This has resulted in the creation of the Hampshire Careers Hub⁷ and the Surrey Careers Hub⁸.

The LSIP is working with both Growth Hubs and Careers Hubs to complement the business support offer from LSIP and align some of the Careers Hub work with schools and colleges to the LSIP priorities.

Changes to the employer base

The AA has confirmed that it will move to a new premises – branded 'green workspace' – just a short distance from its current location in Basing View in Basingstoke.

Other notable moves include **Air Products** moving from Weybridge to Chertsey; **Colgate** moving from Guildford to Woking; **Nomad Foods** moving from Heathrow to Woking and **LGC Investments Ltd.** has

³ Hampshire Prosperity Partnership: <https://www.hants.gov.uk/business/hampshire-prosperity-partnership>

⁴ One Surrey Growth Board: <https://www.businesssurrey.co.uk/about-business-surrey/how-we-work/>

⁵ Business Surrey: <https://www.businesssurrey.co.uk/>

⁶ Hampshire Growth Hub: <https://www.hants.gov.uk/News/20240508HantsGrowthHub>

⁷ Hampshire Careers Hub: <https://enterprisem3.org.uk/careers-hub>

⁸ Surrey Careers Hub: <https://www.businesssurrey.co.uk/workforce/careers-hub/>

moved to Surrey Research Park in Guildford, joining more than 200 companies specialising in technology, science, health and engineering.

Related, the UK's first business startup incubator dedicated to Animal Health, opened its doors at the **University of Surrey**. Launched by the **Veterinary Health Innovation Engine (vHIVE)** and world leading animal health company **Zoetis**, this groundbreaking initiative offers an exciting and supportive route for startups dedicated to advancing pet and livestock care technologies.

Allianz has taken occupation in new HQ in Guildford Business Park.

Farnborough-based aircraft services company **Up & Away** was acquired by global group **Unifi Aviation**, which aims to grow its UK business to more than US\$120 million in the next three years.

Gordon Murray Group and **UCB Pharma** will open their respective Windlesham HQs in 2025.

Changes to the provider base

Surrey FE has been established as a collaboration between like-minded institutions, comprising Activate Learning (Surrey Colleges), Brooklands College, East Surrey College and Nescot (North East Surrey College of Technology).

The rollout of **Skills Bootcamps**, in skills areas all linked to the LSIP key sectors, across the area has seen a range of providers, some new to delivering in the area, offer their training services to employers. Notable examples include Cambridge Spark, Fareport Training and Yuzu Training, who also supported delivery of the LSIF project.

New investment, infrastructure and development programmes

The current **AA** HQ in Basingstoke is up for sale as the company moves to new premises, nearby.

Cala Homes and **Brooklands College** have won consent for 320 homes in Weybridge which will help upgrade the College campus and create new community facilities.

Farnborough Airport has submitted plans to increase its flight limit from 50,000 to 70,000 per year. Its plans would create up to 950 jobs in the South-East and add £220m to the UK economy.

Life sciences businesses will be able to bid for growth / relocation / expansion funding as part of £520 million funding for life sciences manufacturing in Surrey over five years (2025-2030).

Netflix and **Amazon** have occupied a new, £500m expansion at **Shepperton Studios**, meaning the LSIP area is home to the world's second biggest film studio.

Office space speculative opportunities include 1 Farnham Road, **Guildford**, in planning for 70k square foot Grade A refurb and One Chobham Road, **Woking** – 200k square foot.

Rushmoor Borough Council has acquired the **Meads and Kingsmead shopping centre** in Farnborough town centre.

4. Priorities and actions (Roadmap)

In the table, below, we set out the four priorities for action and expected outcomes, including key delivery partners, timescales, monitoring arrangements and delivery progress.

4. Priorities and actions (Roadmap)

Action / Activity / Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status (Red = Not started; Orange = On track; Green = Delivered)
Priority 1: Improve information, advice and guidance					
<i>a. Train-the-trainer for LMI to enable Careers Leads in schools and colleges to empower young people to find and interpret LMI to support their careers planning.</i>	LSIP Project Manager working with each Careers Hub to create resources that can be used by Careers Leads in schools and colleges.	Commenced September 2023. Expected completion by September 2024.	ERB directly delivering activity to Careers Hubs. Suite of resources for use with Careers Leads in schools and colleges across Hampshire and Surrey.	1) Creation of resources; 2) pilot with Hampshire Careers Hub; 3) delivery with both Careers Hubs; 4) Resources made available on LSIP Future Skills Hub (FSH); 5) Delivery with Careers Leads in schools and colleges.	On track to deliver. Currently at stage 3).
NEW! <i>a.1. Careers Hubs to work with Careers leads in schools to train up in labour market information and embrace Jobs & Careers factsheets (and other, Careers-related resources) with young people.</i>	LSIP Project Manager working with Hampshire and Surrey Careers Hubs.	Commenced in April 2024. Continue beyond March 2025, if possible.	Cluster meetings with Careers Leads. Evidence of factsheets (and other resources) being used in schools and colleges.	LSIP is represented on both Careers Hub Steering Groups where updates can be presented.	On track to deliver.
<i>b. Increase Careers guidance provision in FE based on key local sectors with a focus on outreach to schools to help improve the attractiveness of those sectors.</i>	LSIF project to recruit and appoint qualified Careers Advisers and/or invest in outreach activity / new resources / technology to support delivery of Careers. LSIP to host materials.	Delivery between September 2023 – March 2024. Monitored until March 2025.	Use of LSIF. Numbers of Careers Advisers. Numbers of events. Details of new resources / technologies. LSIP will host any suitable resources on FSH.	Colleges providing details of outcomes and impacts on careers provision. Termly updates.	On track to deliver. Funding has finished; collating details and monitoring impacts.
<i>c. Create a “skills portal / platform” solution.</i>	LSIP team to commission creation of ‘Opportunities’ and ‘Commitment Form’ resources on FSH.	Created between June – September 2023. Monitored until March 2025.	Use of LSIF Mobilisation funding and some LSIP funding. ERB-led. Numbers of Opportunities listed on FSH; Interactions with employers; Numbers of completed Commitment Forms; Outcomes of above.	1) Delivery of skills portal; 2) Monitoring of Opportunities, Interactions, Commitments and Outcomes.	On track to deliver. Currently at stage 2).
NEW! <i>c.1. Record more examples of employers engaging in Opportunities tab / signing up to Commitments with providers and the resulting impacts.</i>	LSIP team to support employer engagement / promotional activity to stimulate use of Opportunities tab.	Opportunities tab was launched in Autumn 2023. Monitoring until March 2025.	Numbers of Opportunities listed on FSH; Interactions with employers; Numbers of completed Commitment Forms; Outcomes of above.	Monitoring of Opportunities, Interactions, Commitments and Outcomes.	On track to deliver.
<i>d. Identify ways to increase capacity and impact within Business Development functions to help expand how far the FE sector is able to reach and develop a</i>	LSIF project to fund Business Development professionals to engage with businesses and provide training needs analyses for providers to respond to. LSIP	Delivery between September 2023 – March 2024. Likely to continue until March 2025.	Use of LSIF. Numbers of Business Brokers. Connections to new businesses.	Colleges provide feedback on outcomes of new business connections (e.g. new enrolments; development / design / delivery of new courses).	On track to deliver. Funding has finished; collating details and monitoring impacts.

4. Priorities and actions (Roadmap)

<i>process to help businesses to better understand their skills needs.</i>	to help convene Business Development professionals.			Termly updates.	
<i>e. Evolve the Future Skills Hub website to become the go-to for stakeholders in the local skills landscape: A repository for the LSIP report and related documentation, up to date LMI, case studies and links to enable employers to address their skills gaps / providers to understand the economy.</i>	LSIP team to add new sections and functionality to the FSH, in partnership with stakeholders, where possible.	Commenced May 2023. Will continue to evolve until at least March 2025.	ERB directly delivering updates to the FSH, with some content provided by stakeholders. Outputs to include: LSIP reports; LMI; articles; Opportunities; Commitment card; Details of Training and Support for employers.	LSIP Steering Group and wider stakeholders to feedback / provide content. FSH updates are reported to LSIP Steering Group every two months.	On track to deliver – the FSH is continually evolving.
<i>f. Identify groups and networks that are focused on supporting “hidden” pools of talent and coordinate ways for them to engage and work with local employers and providers.</i>	Surrey Chambers / Hampshire Chamber of Commerce to deliver series of events for employers to help them learn about different ways to make their workforce more diverse / inclusive. LSIP to help promote.	Series of events to be delivered between September 2023 and March 2025.	Funding from Local Authority (Surrey) and Chamber (Hampshire). Delivery from Chambers with support from partners.	Each event will capture list of attendees and business representation. Reports after each event.	On track to deliver.
NEW! <i>f.1. Run further events, including a Future Skills Forum, to focus on EDI and belonging in the workforce.</i>	Alongside above, LSIP team to deliver 3 rd Future Skills Forum with partners including Hampshire County Council and Surrey Choices.	Delivery in October or November 2024.	Funding from Local Authority (Surrey) and Chamber (Hampshire). Delivery from Chambers with support from partners.	Each event will capture list of attendees and business representation. Reports after each event.	At planning stage.
Priority 2: Facilitate responsive and inclusive curricula					
<i>a. Coordinated development group of FE providers working together alongside sector representatives from business to modernise curriculum that is shared amongst the entire network. (for example, funded “bite-size” courses, new courses (e.g Sales training, Leadership and Management L6, Engineering L2/L3), or ways to embed a focus on the green economy and green skills.)</i>	LSIF project to fund new, short courses on Innovation South Virtual Campus (ISVC), aligned to LSIP key sectors and crosscutting skills. LSIP to support promotion and uptake and explore new courses for future development.	Delivery between September 2023 – March 2024. Course promotion and uptake continues.	Use of LSIF. New courses should align to one or more LSIP key sectors / crosscutting skills. Courses should be open source and complement existing suite of courses, aimed at employers.	Courses available on the ISVC since March 2024. Termly updates.	12 new courses now available on ISVC: https://em3.isvc.co.uk/ Continue to promote uptake and facilitate discussions for new courses.
NEW! <i>a.1. Work with providers to support promotion and engagement on ISVC courses.</i>	LSIP to work with providers and other partners.	Course promotion and uptake continues.	Use of online channels including newsletters and social media.	Termly updates.	On track to deliver.

4. Priorities and actions (Roadmap)

NEW! a.2. <i>Lead on work with partners to explore potential new ISVC courses, aligned to local skills needs.</i>	LSIP to work with LSIF partners and wider network.	April – December 2024: Explore potential new courses and funding streams.	New courses should align to LSIP key sectors, should be open source and complement existing suite of courses.	Termly updates.	Started.
b. <i>Secure funding for Skills Bootcamps, aligned to local strategic priorities and informed by the LSIP, to enable individuals to reskill / upskill in areas of high demand from businesses.</i>	For 2023-24, Hampshire County Council bid for funding for Skills Bootcamps across the LSIP area. For 2024-25, Hampshire and Surrey Councils bid separately for funding for Bootcamps across respective areas. All aligned to LSIP key sectors. LSIP to support promotion and uptake.	Delivery of Skills Bootcamps between September 2023 – March 2024 and April 2024 – March 2025.	Mainstream funding: Skills Bootcamps. Councils to provide details of starts and completions on each Skills Bootcamp.	Details of starts and completions on each Skills Bootcamp. Termly updates.	On track to deliver. Awaiting data for first year of delivery.
NEW! b.1. <i>Work with partners to support promotion and uptake on Skills Bootcamps and ensure maximum provision and minimum duplication.</i>	ERB to work with providers and other partners.	Delivery of Skills Bootcamps between April 2024 – March 2025.	Use of webinars and online channels including newsletters and social media. Councils to provide details of starts and completions on each Skills Bootcamp.	Details of starts and completions on each Skills Bootcamp. Termly updates.	Started.
c. <i>Create opportunities for governors and senior leaders to convene to update on the local economy and labour market to inform Annual Accountability Statements and curriculum planning.</i>	LSIP Project Manager to write and present research, mapping college provision to LSIP key sectors and cross-cutting skills, to governors and senior leaders: To inform a Regional Accountability Statement and Local Needs Duty.	Research and Regional Accountability Statement will be delivered in June 2024.	ERB directly delivering research activity in collaboration with providers across LSIP area.	Research and Regional Accountability Statement to be made available to the DfE. Each College publishing own Accountability Agreements.	Research and Regional Accountability Statement: Completed. Scope for further work to take place.
d. <i>Support the Catalyst South Digital Skills Partnership (DSP) to engage with education and training providers to help deliver on their 'Workforce Skills' priority with a focus on Staff Training and Higher Tech Skills.</i>	LSIP Project Manager to introduce DSP to education and training providers and support delivery of staff training and higher tech digital skills.	Delivery between May 2023 and March 2025.	DSP funding from DCMS (NOTE: DSP ended in Summer 2023) Use of LSIF for related courses on ISVC. Growth Hub and Chambers have all delivered AI workshops.	List of related activities with details of participating businesses, where possible. Termly updates.	Scope has changed – focusing on Chambers and Growth Hubs to deliver instead. On track to deliver.
NEW! d.1. <i>Continue to work with partners to address gaps in 'Digital Skills' and opportunities to capitalise on new / emerging technologies such as generative AI.</i>	ERB to work with LSIF and other partners to explore different ways to offer Digital Skills training, including use of ISVC courses.	Delivery between April 2024 and March 2025.	Use of ISVC courses plus new provision using LSIF-funded facilities and equipment, where possible.	List of related activities with details of participating businesses, where possible. Termly updates.	Not started; in planning.

4. Priorities and actions (Roadmap)

e. <i>Provide support for business clusters to be more responsive to skills challenges raised by their members and identify practical solutions through engagement with providers e.g. Animal Plant Health Agency.</i>	LSIP team to work with sectors to identify challenges and convene providers to respond: Sector Skills Action Groups.	Delivery between September 2024 and March 2025.	ERB directly delivering activity. Each Group to identify challenges and agreed responses from providers.	List of Group meetings with details of participating businesses and providers and outcomes.	Not started; in planning. Due to start June 2024 and complete by end of September 2024.
Priority 3: Coordinate networks and collaboration					
a. <i>Work with local strategic skills leads to identify and ensure there is an effective range of strategic groups with distinctive roles and responsibilities that can collectively make a positive impact on the local skills landscape and respond appropriately to employers' skills needs. This includes considering the role of an LSIP strategic group to bring employers, providers, and stakeholders together.</i>	LSIP Project Manager to work with the two County Councils to conduct a mapping of skills groups and structures that exist across Hampshire and Surrey.	Delivered in May 2024.	ERB directly delivering the activity in collaboration with local strategic skills leads.	Delivery of two summary documents. These will be used to help inform new economic governance arrangements for the two County Councils, following LEP transition.	Delivered. Hampshire and Surrey mapping have both taken place.
NEW! a.1. <i>Continue to play an active role in local strategic skills groups to help join up, reduce duplication and maximise responsiveness to current, emerging and future skills needs.</i>	LSIP team working with partners involved in various skills groups and networks, identified in mapping exercise.	The groups meet at various times across the year.	Evidence of communication with / attendance at each group / network at least once.	List of groups and networks and impact of work with LSIP.	In progress. LSIP already involved with some groups and networks.
b. <i>FE colleges in the LSIP area to come together and provide a collective view on what each of their specialisms are and highlight what the "coverage" of course provision looks like across the LSIP area (connection to "skills portal")</i>	With reference to action 2.c., the LSIP team to write and present research that maps college provision to LSIP priorities. A supplementary heat map will help show what this looks like across the LSIP area.	Research and Regional Accountability Statement should be delivered by June 2024. Heat map by July 2024.	ERB directly delivering research activity in collaboration with providers across LSIP area. Colleges to provide related content for FSH Opportunities section.	Research, Regional Accountability Statement and heat map to be made available to the DfE. FSH to reflect specialisms.	On track to deliver. Research and Regional Accountability Statement: Completed. Heat map: In progress. FSH updates ongoing.
NEW! b.1. <i>Work with providers to input into curriculum development, supporting collaboration to capitalise on duplication (as opposed to saturation).</i>	LSIP team working with Heads of Curriculum and MIS teams.	April – October 2024.	ERB to share collection of LMI factsheets on SSAs and new Economy and labour market analysis, created as part of Progress Report.	Draw together a list of new courses, aligned to LSIP key sectors and cross-cutting skills.	In progress. Factsheets have been shared. Economy and labour market analysis due to be shared in July.
c. <i>Hold a "Key sectors conversation", identifying the "leads" for different sectoral clusters to meet in person to discuss a more coordinated response on how local colleges can/should be</i>	LSIP team to convene at least four, business-led 'Sector Skills Action Groups' including support from providers.	Delivery between April and December 2024.	ERB directly delivering activity in collaboration with employers and providers across LSIP area.	Each event will be listed on FSH and write-ups will be made available. Details of participants will be captured.	Not started; in planning. First Action Group due to meet in July 2024.

4. Priorities and actions (Roadmap)

<i>working with their networks to better respond to the needs of their sectors.</i>					
<i>d. Establish and foster a mechanism to bring together Business Development leads at FE colleges.</i>	LSIP team to create a Business Development network, working with Business Development leads at colleges and other providers. LSIF to invest in business brokerage activity.	First network meeting in Autumn term. LSIF activity between September 2023 – March 2024.	ERB directly delivering activity in collaboration with providers across LSIP area. Sparsholt College leading on business brokerage activity.	Each Network meeting will be listed on LSIP website. Attendees and actions will be recorded. Business brokers to attend at least one network meeting.	On track to deliver. The Network has met twice with more meetings scheduled between May – December 2024.
NEW! <i>d.1. Build on business development collaboration and impartial brokerage service across the area.</i>	ERB working with business development professionals in colleges and ITPs.	March 2024 – April 2025.	ERB to explore ways to create an impartial brokerage service across the area or parts of.	Feedback on progress at monitoring meetings.	Commenced.
<i>e. LSIP project team to meet with individual colleges (via principals and relevant colleagues) to discuss ways they are implementing the LSIP priorities and support in connecting them to key initiatives and networks.</i>	LSIP team to meet with FE colleges to align work of the LSIP with college strategic plans. ERB to explore continuing work of EM3 FE Principals' group.	Meetings between September 2023 – April 2024 and repeated again between September 2024 – April 2025.	ERB directly delivering activity in collaboration with providers across LSIP area.	Notes from each meeting will be kept; actions responded to.	On track to deliver. The team has met with every FE college and is exploring taking on the work of the former EM3 FE Principals' Group.
NEW! <i>e.1. Continue to work collaboratively to support funding bids to benefit the area and focus on joint procurement exercises.</i>	LSIP Project Manager to lead on supporting funding bids with partners.	April 2024 – April 2025.	Dependent on funding opportunities that would suit collaboration and geographical area.	A record of any funding bids will be maintained.	Commenced – have already explore HTQ funding.
Priority 4: Build dynamic relationships between businesses and providers					
<i>a. Stimulate more engagement from employers in the skills system by giving them access to state-of-the-art-facilities (existing or new), to test and develop new innovations and R&D activity and encourage greater knowledge/exchange.</i>	The 'Opportunities' function on the LSIP Future Skills Hub website will enable colleges to promote their facilities. LSIF will allow colleges to invest in new facilities and equipment.	'Opportunities' function to be live by January 2024. LSIF investments between September 2023 – December 2024.	ERB creating 'Opportunities' function, paid for by LSIF. ERB will lead on related marketing activity. Other LSIF investments to align with LSIP key sectors.	LSIP team to record posted opportunities and resulting interactions. Colleges to report on related engagements with employers. Termly updates.	On track to deliver. Some facilities are due to be installed / completed in Summer 2024.
NEW! <i>a.1. Work with LSIF to evidence employers accessing state-of-the-art facilities, to test and develop new innovations and R&D activity.</i>	LSIP Project Manager working with colleges, via LSIF project team.	April 2024 – April 2025.	LSIF-funded equipment and facilities listed on Opportunities tab.	Colleges to report on related engagements with employers.	On track to deliver.
<i>b. Create opportunities for teaching staff to refresh and update their knowledge and understanding of skills needs of local industry.</i>	LSIF will provide 1) FE teaching staff training aimed at improving subject, pedagogic & technical knowledge and 2) Staff Sabbatical opportunities.	LSIF activity between September 2023 – March 2024.	LSIF funded activity. CPD and Sabbaticals should improve knowledge and inform future curriculum development.	Feedback from staff on impact of CPD and Staff Sabbaticals. Termly updates.	Completed – collating evidence. Scope for further activity – see below.

4. Priorities and actions (Roadmap)

NEW! b.1. Capture further examples of staff shadowing / exchanges between providers and employers.	LSIP Project Manager working with LSIF team.	Staff shadowing / exchange activity between April 2024 and April 2025.	These activities should impact on curriculum planning and delivery.	Feedback from staff on impact of CPD and Staff Sabbaticals.	On track to deliver.
c. Deliver three Skills sector events between employers and providers (e.g. IMI)	LSIP team to deliver at least three 'Skills Summits' with employers and providers and convene at least four, business-led 'Sector Skills Action Groups' including support from providers.	Delivery between September 2023 and December 2024.	ERB directly delivering activity in collaboration with employers and providers across LSIP area.	Each event will be listed on LSIP website and write-ups will be made available. Details of participants will be captured. Reports after each event.	On track to deliver. Two Skills Summits have been delivered. At least one more to be arranged.
d. Collaborate with the Careers Hubs to create more dynamic relationships between businesses and providers, by identifying and breaking down barriers to progression into apprenticeships and technical education (ATE).	LSIP team, providers and employers to work with Hampshire and Surrey Careers Hub on ATE workshops. LSIF to fund providers to work with Careers Hubs on related activities and invest in new technologies.	Delivery between September 2023 and June 2024.	CEC funding for ATE workshops. LSIF funded activity: Investment in Careers Advisers; new, immersive technologies; accessible labour market information plus Skills Webinars series arranged by ERB.	A list of collaborations, events, attendees and investments in related careers technologies. Termly updates.	Completed. Surrey Careers Hub ATE workshops on 13 December 2023 and 12 June 2024. Hampshire Careers Hub ATE workshop on 26 June 2024.
NEW! d.1. Additional collaboration with Careers Hubs – Cornerstone Employer groups and EAN as well as resources that can support high quality careers education in schools and colleges.	LSIP team working with both Careers Hubs and colleges.	Collaboration between April 2024 and April 2025.	LSIP team supporting delivery of collaborative careers activity to raise awareness of LSIP key sectors and cross-cutting skills.	A list of collaborations, events, attendees and investments in related careers technologies. Termly updates.	On track to deliver.
e. Funding to support targeted training to upskill industry experts as college trainers to help improve capacity in colleges.	LSIF to provide funding to upskill industry experts as FE teachers.	Delivery between September 2023 and March 2024.	LSIF funded activity.	Evidence of industry experts taking part in training to be teaching staff.	Completed. LSIF funded activity complete; colleges continue to train new industry experts as college trainers.
NEW! e.1. Work with providers to highlight opportunities to teach in FE and/or other ways for employers to engage with curriculum design / delivery.	LSIP team working with providers.	Create marketing campaign aimed at employers in Autumn 2024 term.	LSIP working with FE marketing and business development teams.	Impact of marketing campaign.	Not started.

5. What has been achieved so far?

Since the publication of the LSIP report, there has been a great deal of activity taking place to help deliver and/or contribute towards the Roadmap, outlined in the previous section. Below are some highlights, linked to each of the four priorities.

Priority 1: Improve information advice and guidance

The LSIP report was clear the area would benefit from investment in impartial careers information, advice and guidance to help highlight the key sectors and related pathways to the resident workforce and young people. The LSIP team worked closely with the LSIF team and the Project Management Group to identify and agree what sort of interventions would be most beneficial. These included:

- employing college-based Careers Advisers to help advise students on career opportunities, linked to the LSIP key sectors;
- production of 32 Jobs and Careers factsheets, aimed at young people, alongside 14 Labour Market Information factsheets, aligned to SSAs;
- a cross-college interactive 'Careers Map' resource showing 360° virtual tours of workplaces and new college facilities, linked to LSIP key sectors;
- development of a careers bot, powered by Artificial Intelligence;
- virtual work placement tours;
- a Degree Apprenticeship Fair, engaging with local school children.

The LSIF project also included some funding for business brokerage activity and a commercial database of employer contact details. These outputs will help add value to existing business development activity – particularly as providers expand and diversify into new areas of specialism and provision.

The **Future Skills Hub**, which 'hosts' the LSIP, has developed significantly since August 2023. Notable updates and additions include:

- a suite of 32 jobs and careers factsheets⁹, linked to the LSIP key sectors and aimed at young people, teachers and careers advisers;
- events listings including the new series of Skills Webinars;
- reports from events including links to relevant documents and recordings;
- information on specific training and learning opportunities such as apprenticeships, the ISVC, Skills Bootcamps, Multiply and more;
- the Opportunities resource, designed to help employers and providers make meaningful connections through shared skills needs / interests.

CASE STUDY: Building dynamic relationships through the Future Skills Hub

A priority for the LSIP area is to help build dynamic relationships between businesses and providers; relationships that will facilitate and deliver new, innovative ways to address skills challenges. With funding from the LSIF, the **Opportunities tab**¹⁰ on the Future Skills Hub is a dedicated resource for providers to advertise different work experience opportunities, such as industry placements, to local employers. To date **124 opportunities** have been listed; **at least 8** have been responded to.

⁹ Key Sector Factsheets and Occupation Factsheets: <https://www.surrey-chambers.co.uk/future-skills-hub/sectors-overview/>

¹⁰ Opportunities tab on the Future Skills Hub: <https://www.surrey-chambers.co.uk/future-skills-hub/opportunities/>

The **Commitment form**¹¹ is a mechanism for businesses to let providers know of different work experience opportunities they would be interested in exploring with providers. To date, **50 forms** have been completed and passed through to providers for follow-up – **at least 8** have been actioned.

CASE STUDY: Collaboration to support ‘hidden’ pools of talent

As part of the research towards the LSIP report for our area, many businesses highlighted a need to improve diversity and inclusion in their workforce and welcomed support to help identify and engage with “hidden” pools of talent to help fill skills gaps.

With support from delivery partners, the LSIP has responded in several ways: **1) Information and a series of related events**, have been uploaded to the Surrey Chambers’ website¹²; **2) The LSIP ‘Motor Vehicle Industry Skills Summit’**¹³ included two **workshops**, facilitated by two representatives Hampshire County Council and Surrey Choices; **3) Hampshire and Surrey Chambers are collaborating on additional events** in the Autumn, aimed at supporting businesses across both the EM3 and Solent LSIP areas; **4) Hampshire County Council mapped the EM3 and Solent LSIP reports to Special Educational Needs and Disabilities (SEND) approaches and resources.**

Priority 2: Facilitate responsive and inclusive curricula

The coverage of vocational course provision remains strong in the LSIP area, however a clear message from employers, was courses needing to be flexible to their skills needs and adapt. Employers have also reported they are most interested in recruiting candidates with the right employability skills and a consistent message was that business can teach technical skills, but learners need to develop more ‘softer’ skills.

During the last ten months, the following are examples and Case Studies of how the LSIP and delivery partners have responded.

Employers are keen to have their skills needs met, locally, and government wants to ensure relevant education and training is available but also try to avoid duplication. Related to this, the LSIP team was asked to write a report that identified alignment and also gaps between technical education and training provision to the skills needs across the LSIP key sectors and cross-cutting skills. The team presented this report to governors and senior leaders and wrote a regional Accountability Statement that will be referenced by providers across the LSIP area, as part of their Agreements for 2024.

Swelling interest from businesses in the commercial implications of AI is a call to action for providers across the area to respond, alongside other digital skills areas such as cyber security, data analytics and digital marketing. Since August 2023, the area has responded by (e.g.):

- Enterprise M3 Growth Hub ran a workshop for businesses on Artificial Intelligence.
- The LSIF provided funding for new courses on the ISVC, titled ‘Digital Skills 101’, ‘Online safety’ and ‘Understanding Artificial Intelligence’.

¹¹ Commitment form on the Future Skills Hub: <https://www.surrey-chambers.co.uk/future-skills-hub/commitment-form/>

¹² Accessing Untapped Talent on Surrey Chambers of Commerce: <https://www.surrey-chambers.co.uk/chamber-initiative/accessing-untapped-talent/>

¹³ Motor vehicle industry skills summit “success” <https://www.surrey-chambers.co.uk/wp-content/uploads/2023/11/Skills-summit-success-doc.pdf>

- The Inspire programme from the Surrey Cyber Security Cluster¹⁴ has run a series of events and initiatives to inspire residents towards careers in digital and cyber occupations.

CASE STUDY: Further growth of the Innovation South Virtual Campus (ISVC)

The ISVC is an e-learning platform that provides free access to over 30 different courses, designed and informed by skills needs identified by employers. To date, the platform has seen **over 4,000 enrolments** on courses covering topics such as **Artificial Intelligence, Carbon Literacy, Digital Marketing, Employability skills** and **Transforming Sales Results**. Each course has been designed to help individuals and organisations develop the knowledge and skills needed by businesses across the area and beyond. Whether an individual is looking to improve their knowledge of SQL, learn about the latest inventions in retrofitting, or gain a better understanding of the fundamental concepts and applications of 3D design, the ISVC has something for everyone: <https://em3.isvc.co.uk/>

CASE STUDY: Skills Bootcamps across Hampshire and Surrey

Skills Bootcamps are part of the Government's Lifetime Skills Guarantee, helping individuals gain in-demand skills. Hampshire County Council, working with Surrey County Council, secured government funding to support **380 learners** (including a member of the LSIP team) through Skills Bootcamps in areas such as Digital Skills and Green Skills. Since 1st April, the range of Bootcamps has increased and both Hampshire County Council¹⁵ and Surrey County Council¹⁶ now have dedicated pages.

Priority 3: Coordinate networks and collaboration

Networks and collaboration have been highlighted as being key to supporting the local skills system to be highly responsive. However, the local partnership landscape is complex, with many different groups and boards so there is a need to try to rationalise and make sense of what already exists, to reduce duplication and bring clarity to the purpose of what different groups are trying to achieve and how they are connected to others.

In response to this, the LSIP team have conducted a mapping exercise with skills leads in the two County Councils to identify and define each of the groups and boards that are involved in the post-16 employability and skills agenda. As referenced in Section 3 of this report, both Councils have their own governance in place, that will ensure there is a strong business voice within local arrangements for driving economic growth and addressing skills needs.

The LSIP team is also building a skills leadership reputation through representation on several national as well as local strategic groups such as Hampshire and Surrey College Principal groups, the STEM Advisory Group (London and the South East), the Apprenticeship Ambassadors Network and the Intermediary Ambassadors Network, both coordinated by the Department for Education. The LSIP has also been represented in meetings with the Department for Culture, Media and Sport, about addressing skills gaps in the Creative Industries, and on LEP Network Skills Lead meetings, to share good practice.

¹⁴ Surrey Cyber Security Cluster: <https://surrencyber.com/>

¹⁵ Hampshire County Council: Skills Bootcamps: <https://www.hants.gov.uk/business/skillsbootcamp>

¹⁶ Surrey County Council: Skills Bootcamps: <https://www.surreycc.gov.uk/schools-and-learning/education-and-training-for-14-to-19-year-olds/skills-bootcamps>

CASE STUDY: Bring together FE Business Development professionals

During the past 12 months, an informal group of business development professionals from colleges across the LSIP area have come together to share good practice and hear about collaborative opportunities to engage with employers. Originally, this group was set up by the Strategic Development Fund (SDF) team and the LSIP team took it on when the SDF project came to an end. The group has met four times, welcoming representatives from both FE colleges and independent training providers. Sessions have focused on areas such as Business to Business sales techniques; attracting untapped talent to help solve skills gaps and exploring different ways to get businesses to offer more work experience opportunities.

Priority 4: Build dynamic relationships between businesses and providers

Ensuring there are consistent quality interactions between businesses and providers is crucial to ensuring the skills system in the LSIP area is responsive to the needs of employers.

Since August, there have been numerous examples of constructive interactions between businesses and providers, across the LSIP. Here are some of them:

The Opportunities tab on the Future Skills Hub includes the option for providers to highlight equipment and resources that would be of interest to employers. For example, the LSIF has provided funding for:

- a new, state-of-the-art production suite at BCoT¹⁷ which has resulted in consultation with leading companies such as Mo-Sys Engineering and Epic Games
- a vertical growing unit at Sparsholt College¹⁸ linked to sustainable agriculture
- a hacking suite at East Surrey College to support cyber security training
- vehicle simulation training equipment at both Sparsholt College and Nescot that offer safe and green training environments for future vehicle operators in agriculture, construction and highways.
 - Ringway Infrastructure Services have already expressed interest in this equipment as part of their partnership with Nescot on a new Highway Maintenance training programme¹⁹.

East Surrey College set up an employer Higher Technical Qualification (HTQ) forum with the LSIP which saw around 15 local employers learn more about engineering HTQs and some committing to support delivery. The forum also helped the College identify which engineering pathway to deliver to best respond to employers' needs.

Space South Central, SSTL, In-Space Missions and KISPE have all been supporting HSDC with the development of their Space Technologies programme through commitments to site visits, specialist lectures and work placements for students starting in September 2024.

An enquiry from a small architectural firm, related to a need for a specific role – an Architect Technologist – resulted in the LSIP arranging a series of discussions between the employer, a local provider and the professional body, The Chartered Institute of Architectural Technologists (CIAT). The LSIP also ensured one

¹⁷ Hollywood film technology coming to Basingstoke college: <https://www.bcot.ac.uk/news-and-events/2024/02/hollywood-film-technology-coming-to-basingstoke-college/>

¹⁸ Sparsholt College UCS Agriculture Facilities: <https://www.sparsholt.ac.uk/agriculture-facilities-ucs/>

¹⁹ Nescot and Ringway partnership provide Highway Maintenance training programme <https://www.nescot.ac.uk/news/nescot-and-ringway-partnership-provide-highway-maintenance-training-programme.html>

of the Occupation Factsheets covered this role to help raise awareness and highlight potential local career opportunities.

CASE STUDY: The LSIP joins forces with a leading professional body to talk Skills

On 1st November, 50 representatives from businesses, providers and other organisations alighted at Brooklands Museum for the Motor Vehicle Industry Skills Summit, in partnership with The Institute of the Motor Industry (IMI) and sponsored by LQK Euro Car Parts. Delegates inputted into discussions about local skills challenges faced by the sector and worked with providers and other organisations to explore collaborative solutions. Themes included: Attracting and retaining staff, attracting future talent, widening the talent pool, and upskilling the workforce.

This is the first of a series of Skills Summits from the LSIP. The second one focused on Logistics, Transportation and Storage and took place at East Surrey College on 20th June 2024.

CASE STUDY: College and building developer sign up to an education & skills agreement

Alongside the LSIF-funded Low Carbon Building Technologies Centre, Brooklands College is also undergoing a £45m investment into the College and community facilities with Cala Homes, including 128 new affordable homes. An agreement between the College and Cala will deliver student work experience and industry placement opportunities, apprenticeships and job opportunities, site visits, student projects, employer representation on the Employer Board, staff CPD opportunities and more - all relating to Construction and with an embedded focus on sustainability, linking back to the LSIF-funded Centre.

6. What still needs to be achieved?

Looking ahead to the next twelve months, there are a number of areas of activity that will help build on what the LSIP has already achieved. Annex C gives some context to these areas. We invite anyone interested in finding out more about / getting involved in these or other ideas to get in contact with the LSIP team:

LSIP@surrey-chambers.co.uk.

Priority 1: Improve information advice and guidance

- Careers Hubs to work with Careers leads in schools to train up in labour market information and embrace Jobs & Careers factsheets (and other, Careers-related resources) with young people;
- Record more examples of employers engaging in Opportunities tab / signing up to Commitments with providers and the resulting impacts;
- Continue to evolve the Future Skills Hub as a collaborative 'Hub' for skills events and resources to help connect up the skills landscape;
- Run further events, including a Future Skills Forum, to focus on EDI and belonging in the workforce.

Priority 2: Facilitate responsive and inclusive curricula

- Work with providers to support promotion and engagement on ISVC courses;
- Lead on work with partners to explore potential new ISVC courses, aligned to local skills needs;
- Work with partners to support promotion and uptake on Skills Bootcamps and ensure maximum provision and minimum duplication;
- Continue to work with partners to address gaps in 'Digital Skills' and opportunities to capitalise on new / emerging technologies such as generative AI.

Priority 3: Coordinate networks and collaboration

- Continue to play an active role in local strategic skills groups to help join up, reduce duplication and maximise responsiveness to current, emerging and future skills needs;
- Work with providers to input into curriculum development, supporting collaboration to capitalise on duplication (as opposed to saturation);
- Build on business development collaboration and impartial brokerage service across the area;
- Continue to work collaboratively to support funding bids to benefit the area and focus on joint procurement exercises.

Priority 4: Build dynamic relationships between businesses and providers

- Work with LSIF to evidence employers accessing state-of-the-art facilities, to test and develop new innovations and R&D activity;
- Capture further examples of staff shadowing / exchanges between providers and employers;
- Additional collaboration with Careers Hubs – Cornerstone Employer groups and EAN as well as resources that can support high quality careers education in schools and colleges;
- Work with providers to highlight opportunities to teach in FE and/or other ways for employers to engage with curriculum design / delivery.

Annexes

- **Annex A:** Local Strategic Context Summary 2024
- **Annex B:** LSIP Economy and Labour Market Analysis
- **Annex C:** What still needs to be achieved supplement
 - **Annexes A, B and C** can all be found at <https://www.surrey-chambers.co.uk/report/em3-including-all-of-surrey-lsip-progress-report-2024/>
- **Jobs and Careers Factsheets:** All available to view / download at <https://www.surrey-chambers.co.uk/future-skills-hub/sectors-overview/>