

Enterprise M3 (including all of Surrey) Local Skills Improvement Plan (LSIP) Progress Report June 2025



This progress report has been prepared in accordance with Local Skills Improvement Plans: Progress Report Guidance and Template 2025

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- **Annex B:** LSIP Economy and Labour Market Analysis
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1. Purpose of the report?

Since the publication of the **LSIP report** in [August 2023](#), and the subsequent follow up in [June 2024](#), Surrey Chambers of Commerce, as the designated Employer Representative Body (ERB) for this area, has continued to work collaboratively with employers, providers, local leaders, and other stakeholders to deliver the Actions from the original report. Much of the initial work was focussed on setting up relationships and opportunities to collaborate with the follow up work achieving specific results within different sectors.

The overriding objective of the collaboration has not changed:

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

We remain keen to engage additional **employers to work alongside providers and wider stakeholders** to maximise the impact possible, so, it is important to highlight why employers should join us on this journey, and how the collaboration benefits not only employers, but also providers of skills and many other stakeholders.

Within this report we will highlight:

- The key characteristics of the LSIP area
- Original actions that have been achieved with clear case studies
- New actions that are being worked on, and
- How employers and others can get involved

Join a growing group of stakeholders

Your voice matters. The more collaboration we have between local employers and skills providers the better we can shape a workforce that meets the needs of our region—now and in the future.

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

The original LSIP report set out both the strengths and challenges faced by the local economy. Although the area is highly productive and a major contributor to the Exchequer, the tight labour market puts real pressure on businesses trying to recruit and retain talent with the right mix of skills. Our LSIP came together involving over 500 employers, sector specific bodies, Colleges and Independent training providers, Local Authorities and many other interested organisations. The challenge was to identify the gaps between skills provision and employers demands and the findings mainly revolved around behaviours and relationships. There were four key priorities identified, which have underpinned all our work to date.

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 to be more responsive. The LSIP provides 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 were designed to ensure an efficient match between the supply of, and demand for the skills employers most needed 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 was also about making provision more accessible to both employers and local people and to help remove barriers to engagement. 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, and situated between London and Kent at one end and, Portsmouth and Southampton at the other.

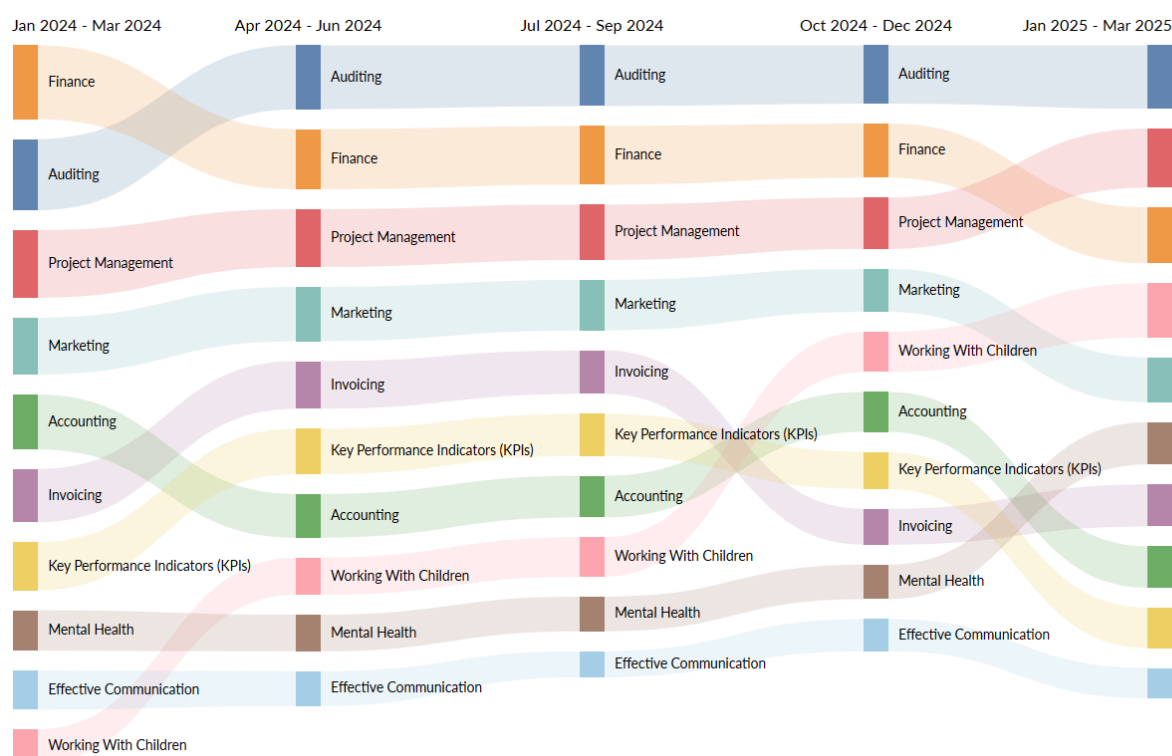


3. Strategic and economic context update

Since the original publication of the LSIP report, (August 2023) the area has continued to see **growth in the size of the economy** (£80bn to £100bn GDP); and **growth in its contribution to the Exchequer** (£7.3bn to £10.5bn). **Numbers of jobs have remained at 1.08m jobs** but the growth year on year is less than the UK average and less than the Southeast. Some of this can be attributed to not being able to fill vacancies. Following a couple of years of declining business numbers this metric grew slightly in 2024 and there are now **97,210 VAT or PAYE** businesses in the area. (Slides 7A and 7B in **Annex B: LSIP Economy and Labour Market Analysis**) Skills demand continues to show a strong need for care workers, sales and hospitality skills and the latest data shows teaching assistants as the highest demanded occupation. The median advertised salaries grew by 8% from January 2024 to March 2025, highlighting the cost pressures businesses continue to be under.

Top 10 in-demand Skills

This table is very useful and identifies a growing need for Project Management, Working with Children and Mental Health.



The LSIP area is very strong economically and has several significant sectors, the majority of which overlap with the Skills England priority sectors.

LSIP Sector	Skills England	Surrey County Council	Hampshire County Council
Advanced manufacturing & engineering	Advanced Manufacturing	Automotive	
Aerospace, Space & Satellite	Defence	Space & Satellite	Aerospace, Space & defence
Construction	Construction	Construction	Construction
Creative	Creative industries	Creative, Createch, Games	Creative
Health & Social Care	Health & Social Care	Health & Social Care	Health & Care
Hospitality and Tourism	Not highlighted		Tourism
IT	Digital Technology	Digital	Digital

Land based (incl. animal health and welfare)	Not highlighted		Farming & Rural economy
Professional Services	Professional and Business Services plus Financial services	Professional Services	Professional Services
Green Economy	Clean Energy	Clean Energy	Low Carbon/green
	Life Sciences	Life Sciences, inc. Animal & Plant Health	Life Sciences

Devolution deals and Local Government Reorganisation

Surrey

In 2025, Surrey is undergoing significant local government reorganisation as part of England's broader devolution agenda. The current two-tier system, comprising Surrey County Council and 11 district and borough councils, is set to be replaced by unitary authorities. Surrey County Council, along with Elmbridge and Mole Valley councils, has proposed forming two unitary councils: East Surrey and West Surrey, replacing the existing 12 council and unlocking further devolution through the election of a Mayor for Surrey ([Link to SCC extraordinary Council 7 May 2025](#)).

Conversely, the majority of district and borough councils advocate for [a three-unitary model](#), arguing it would better preserve local representation and community identity. Both proposals were submitted to the government by the 9 May 2025 deadline. A decision is anticipated by the end of the year, with potential implementation—including elections for new shadow councils—slated for May 2026 and full transition by April 2027. Progress in relation to Local Government Review will continue to be monitored.

Full transition from Local Enterprise Partnerships has been achieved releasing funding to be ringfenced to grow the economy in the relevant area. Surrey has launched an Economic Growth Fund with up to £7 million available in grants with the aim to boost economic outcomes for people, places, and business in Surrey. The fund simplifies the application process for various funding sources, including the UK Shared Prosperity Funding. Applicants must demonstrate alignment with Surrey's economic strategy priorities: workforce and skills, business growth, and economic infrastructure.

Hampshire

On 6 February 2025, the Government announced that Hampshire County Council, Portsmouth and Southampton City Councils, and Isle of Wight Council were successful in their joint bid to join the fast-track Devolution Priority Programme (DPP). This means a new Strategic Authority will be created for the wider region, led by a directly elected Mayor from 2026. The Mayor will take on powers and funding from central government, focusing on local economic growth, transport, infrastructure, and planning. This change is expected to bring significant investment and greater local control. Alongside devolution, the Government is also planning to simplify local government by replacing the current two-tier system with single-tier unitary councils—known as Local Government Reorganisation (LGR). Hampshire County Council has been asked to work with partners, including the LSIP, to submit final proposals later in 2025. Subject to approval, new arrangements could be in place by 2027 or 2028. The LSIP already works closely with Hampshire County Council and looks forward to continuing this partnership as these changes take shape.

Hampshire Prosperity Partnership

Established in 2024, the [Hampshire Prosperity Partnership](#) brings together leaders from business, local councils, colleges, universities. Chaired by the Leader of the Council, and included representation from the LSIP, the Partnership is focused on driving economic growth across the county. Its Economic Strategy for Hampshire 2025–2027 builds on the 2023 strategy, using the six capitals framework to highlight Hampshire's growth potential, reflect on recent changes, and outline how partners are responding. A supporting Economy and Growth Plan will follow in Summer 2025. Also launched in 2024, the Hampshire Skills Partnership reports

to the Board and works across the skills system to ensure education and training meet the evolving needs of employers, individuals, and communities. It brings together representatives from business (including the LSIP), education, training providers, and local government. The group aims to boost participation, opportunity, and prosperity for all. A key milestone will be the publication of a new Skills Strategy for Hampshire in December 2025.

The **Growth Hubs in both counties** provide tailored and expert business support to help local enterprises and micro businesses grow and reach their full potential.

The **Careers Hubs** support local businesses and schools to connect, boosting the pathways from education into the world of work.

The LSIP is working with both the Growth Hubs and the 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.

Strategic documents across the area which the LSIP has contributed to:

- [Surrey's Economic Growth Strategy 2025 to 2035](#),
 - [workforce and skills](#)
 - [business growth](#)
 - [economic infrastructure](#).
- [Update to the Economic Strategy for Hampshire for 2025-27](#)

Providers overview

Over the last eighteen months, eight local Colleges of Further Education (FE) have formed collaborative relationships focused on addressing labour skills shortages by aligning training with local employer needs, enhancing economic growth, and supporting national priorities. Through partnerships with employers, local authorities, and other education providers this collaboration has successfully developed targeted programs in sectors such as advanced manufacturing, digital, space and creative technologies. These collaborations ensure that curricula remain responsive to industry demands, facilitating workforce development and job readiness. The Local Skills Improvement Fund (LSIF) has enabled colleges to upgrade facilities, upskill staff, and introduce new courses, thereby expanding access to high-quality education and training. Such coordinated efforts are vital for bridging skills gaps and fostering a resilient, skilled workforce. The FE Colleges involved in upgrading facilities via the LSIF project were Sparsholt College Group (leading the group), Basingstoke College of Technology, NESCOL, East Surrey College, Activate Learning, Brooklands Technical College and Alton College (HSDC). Farnborough College of Technology was involved in the development of the plan and adjusted their provision.

[SurreyFE](#) recently brought the region's top young talent together for a number of [high-impact skills competitions](#) with students from Activate Learning, Brooklands Technical College, East Surrey College and NESCOL. The competitions are more than just a showcase—they are a strategic response to Surrey's Local Skills Improvement Plan (LSIP), which calls for practical, employer-aligned training to meet current and future sectoral demands. With expert-led tasks tailored to both Level 1 and Level 2 learners, the events ensured every student had a meaningful, standards-based learning experience. SurreyFE's ongoing inter-college competitions—spanning AI, creative industries, beauty, and Special Educational Needs—prove its commitment to skills-based learning that empowers students and drives local economic growth.

4. What has been achieved so far?

Since the publication of the LSIP report, there has been a great deal of activity around communications and marketing of the provision already available plus the new focussed provision based on the LSIP findings. The changes in collaboration, engagement of employers and joining up the dots across the many stakeholders and initiatives are key achievements, which set the scene for future initiatives. The original roadmap, added in **Annex A** has evolved dynamically in response to demand. Below are some highlights, linked to each of the four priorities.

Priority 1: Improve information advice and guidance

Communication, Business Development, Promotion and Careers Advice

Communication

Communication plays a massive part in the delivery of the LSIP. The single biggest piece of feedback from employers was their lack of knowledge of the education sector and how they can get involved in shaping it. This has been addressed throughout the life of the LSIP and continues to be a focus as new employers look to find training and skills opportunities and businesses start to grow and look for local initiatives. We are building on our **interactive** platform for employers and providers-[the Future Skills Hub](https://www.surrey-chambers.co.uk/future-skills-hub/).

Put simply, the way it works is as follows:

- Providers put a call out for placements or sector input
- Employers can respond to these requests or just volunteer generally
- Matches are made and colleges follow-up directly
- Facilities can be made available by colleges for employers to use, and
- Providers can also share opportunities with each other

Links to the Future Skills Hub are shared via events, emails, newsletters, magazine, social media and networks.

Business Development

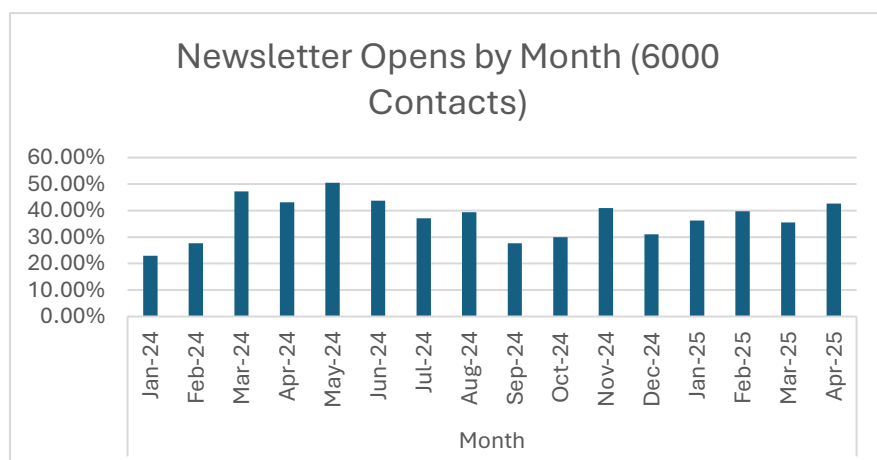
Getting the message about provision out to employers is a constant challenge and the LSIP team have been convening the Business Development teams from all the Colleges to share best practice and in some cases to share leads. The LSIF project was also able to invest in a focussed business development resource to help engage with additional businesses. For example:

CASE STUDY: Developing Business Development Resources

- Activate Learning invested in some additional business development staff to help them engage with businesses linked to the Createch sector
- HSDC benefitted from an additional business development professional who was able to develop over **60 connections** to businesses in the Aerospace, Space & Satellite sector.
- Sparsholt College benefitted from an additional business development professional who was able to develop **21 connections** linked to Green Economy; **25 connections** linked to IT and **27 linked** to Land based sectors.
- In recognition of the LSIPs report of significant projected growth of the green skills economy at 6%, the new carbon centre at Brooklands Technical College was launched in September 2025, offering green skills courses to learners and employers.

Promotion

A key marketing tool is the LSIP monthly newsletter which shares links to the Future Skills Hub alongside communications from all the providers and stakeholders. The click rate for the [Newsletter](#) is high at around 40% of a 6000-business database with good engagement from both providers, sending information in and employers, responding to information.



Another way of sharing information and knowledge that we have used [is topical webinars](#). These are held and recorded and made publicly available. Subjects covered have been: Understanding Careers Hubs (**134 views**) The Education and Skills Landscape (**27 views**), Bootcamps (**93 views**) and Accessing Untapped Talent (**485 views**).

Where initiatives are launched that have a bearing on skills and employers we ensure they are linked and communicated e.g. Connect to work, Work Well, Accessing Untapped Talent, Made Smarter, T Levels, Skills Boot Camps etc Where provision is being delivered relevant to the LSIP, it is shared widely e.g. Surrey Chambers started delivering a pilot “Art of mastering growth” course which weaves AI into all aspects of growth so it is relevant to most, if not all, sectors.

Careers advice

Every sector told us that the information that was available to future staff about their sector was lacking in detail and that often the perception about a sector is far from reality. It is important that employers share the realities with schools and colleges so we have championed the promotion of the ways employers can get involved via Careers Hubs by signing up as Enterprise Advisors or Industry Champions.

The 32 Jobs and [Careers factsheets](#), aimed at young people, alongside [14 Labour Market Information](#) factsheets have been used across all colleges following training for College staff at the beginning of the LSIP. Additional tools have been 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 and virtual work placement tours.

CASE STUDY: Building dynamic relationships through the Future Skills Hub

The [Opportunities tab](#) on the Future Skills Hub is a dedicated resource for providers to advertise different ways to interact with the provider, such as industry placements, to local employers. To date **213 opportunities** have been listed; The [Commitment form](#) is a mechanism for businesses to let providers know of different work experience opportunities they would like to explore with providers. To date, **90 forms** have been completed and passed through to providers for follow-up. **25 Employers** have released staff to deliver content in college; **160 employers** have used facilities; **38 placements** have been made available for teaching staff.

CASE STUDY: Working with partners to create resources

Aiming to make skills data accessible to everyone, the LSIP, approached Lightcast to create jobs and careers resources. Funded using the Local Skills Improvement Fund (LSIF) programme from the Department for Education, and powered by Lightcast data, dozens of factsheets and profiles are freely available to download, containing extensive labour market data - exclusively for Surrey, North, and Mid-Hampshire. The resources are divided into three sections: Key sector factsheets, Key sector profiles and Occupations factsheets. These sheets have been displayed in colleges across the area as well as being distributed at Careers Fairs. In addition to this an additional set have been created based on curricula areas also on the Future Skills Hub [Press Release here](#)

Priority 2: Facilitate responsive and inclusive curricula

Throughout the life of the LSIP, local providers have referred to the findings and feedback gleaned from employers and have been adapting their provision accordingly. A complete list of new provision made available throughout the area since the initial LSIP report can be found in **(Annex C)** The work that was done on a regional Accountability Statement **(Annex D)** (The report FE Colleges must write to demonstrate understanding of local needs) was greatly appreciated and gave a good basis for all the Colleges to create their local Accountability Statement.

Many employers talked about modular training and specific bite size courses so we have been building on the Innovation South Virtual Campus (<https://em3.isvc.co.uk/>) which now has 37, skills-focused courses, designed for employees to help them upskill in a range of areas including: Business Skills, Creative Skills, Digital Skills, Employability Skills, Green Skills and Software Development These courses have been designed in conjunction with 15 organisations, including eight, local to the area. These short courses have been made available to all our employer contacts. There is an opportunity to add more to the provision and the providers are working together to create additional topics. Take up of the new provision following the LSIP is as follows and these are all available free of charge to businesses:

Course	Enrolments
3D Design and Content Curation	19
Audio	11
Digital Skills 101	17
Esports	8
Introduction to SQL	215
Online Safety	6
Pioneering Success	5
Sustainable Food	12
Understanding Artificial Intelligence	14
Workplace Communication	14
Workplace Skills 1	20
Workplace Skills 2	5
Total	346

Skills Bootcamps

The Skills Bootcamps delivered across the area demonstrated a brilliant response to the LSIP findings, covering off so many of the key sectors across the area with a strong emphasis on green technology. Final

data on impact is not yet available but take up was significant and the availability of focused practical courses was well received by employers.

<u>Hampshire</u>	<u>Surrey</u>
<ul style="list-style-type: none"> • Digital Marketing • Data analytics • Engineering • Retrofit • Air source heat pump installation • Electric vehicle repair and maintenance • British Plumbing Employers Council Green Energy • Business and Finance Skills • Cyber Security • Early Years • Institute of the Motor Industry Electric Vehicle & Hybrids • Health and Social Care • Hospitality Team Leader 	<ul style="list-style-type: none"> • Advanced engineering • Construction (insulation) • Construction (heat pumps) • Construction (retrofit) • Cyber • Game development • Green electrical - electric vehicles and solar panels • Health and social care • Sustainability and carbon management

All the courses were heavily promoted by the LSIP with easy access from the Future Skills Hub.

As employers start to comprehend the implications of AI to their businesses more focus has been placed by providers on responding to the skills that will be needed, alongside other digital skills areas such as cyber security, data analytics and digital marketing. AI is identified as a strong area for further LSIP actions.

CASE STUDY: Cross cutting digital skills

A new state of the art community facility at Guildford College (Activate Learning) aims to play a crucial role in developing future talent for the county's thriving sectors such as Cyber and Gaming, which are essential to this future growth. It is a strategic response to both immediate and long-term skills shortages in the data, tech, and cyber sectors. Specifically, with 2,500 current vacancies in this sector in Surrey alone, local employers are struggling to find candidates with the necessary digital and tech skills, impacting productivity and innovation in the region.

The Nescot immersive classroom is packed with state-of-the-art technology, including an Igloo (a pod with a 360-degree projection system), immersive room, vehicle simulators and VR headsets. Users trying them out find themselves virtually transported to different spaces, driving diggers on a construction site and exploring hazards in a health and safety simulation. Students from across the curriculum at the college use the room to gain skills and experiences they couldn't easily access elsewhere. In March 2025, East Surrey college installed two immersive learning spaces. The new learning environments ensure that learners have access to state-of-the-art technology which enhances the learning experience.

Priority 3: Coordinate networks and collaboration

A focus of the LSIP team is to continuously map the various networks and groups within the area, with the purpose of avoiding duplications, making relevant connections and maximising the use of limited resources. We are represented on all the strategic groups involved in skills development. Working alongside all colleges producing Accountability Statements in 2024, the LSIP Project manager produced a Regional Accountability Statement to provide underlying consistency. This also allowed them to share and understand their specialities. The Regional Statement can be found at **Annex D**.

We have engaged with all the cross-LSIP working groups that coincide with our priorities to share best practice and take advantage of opportunities to work closely with National Skills bodies.

There were two areas where we were able to work collaboratively to enhance activity already happening rather than creating something new. The LSIP has joined the Creative Corridor project led by University for the Creative Arts to enhance the work they are doing to solve skills shortages in this sector.

During our employer conversations many businesses have highlighted a need to improve diversity and inclusion in their workforce. (In our original survey 85% of respondents indicated they were fully committed to the Equality, Diversity, and Inclusion agenda). These businesses would welcome support to identify and engage with “hidden pools” of talent to help fill skills gaps. With support, employers can improve the diversity of their workforce by reaching out to new, untapped talent e.g. returners to the workforce, females in construction, males in social care, and neurodiverse people in IT. We have worked collaboratively with Surrey and Hampshire County Councils to encourage more employers to consider employing people from different backgrounds.

CASE STUDY: Solving the recruitment conundrum

The event's centrepiece was an inspiring panel chaired by Martine Robins of The HR Dept Surrey Hills. The panel included professionals and advocates with lived experiences, highlighting the realities and opportunities within non-traditional recruitment.

- Molly Ellis: Shared insights on hiring prison leavers and the success of vocational training programmes, which facilitate reintegration into the workforce.
- Fayaz Nayeb: Spoke about navigating employment as a refugee, emphasizing the critical role of job centres in supporting CV development and interview preparation.
- Heike Jord Knip: Offered a personal perspective on neurodiversity, discussing his journey as a neurodiverse individual and his efforts to promote understanding through ND Workshops.
- Clare Burgess: Representing Sight for Surrey, addressed inclusive recruitment for visually impaired individuals, advocating for thoughtful accommodations and the use of inclusive language in job postings.

In addition to the panel, attendees explored stands from a variety of organisations supporting underrepresented groups, including Disabilities, Sensory Services, the Forces, Youth Hubs, and Prisons. These stands showcased actionable strategies for fostering inclusive workplaces and accessing diverse talent pools. The event also highlighted additional recruitment tools, such as Skills Bootcamps and Apprenticeships, offering employers practical pathways to equip individuals with the skills needed for modern workforce demands while fostering diversity. [Resources available on the future Skills Hub](#)

Priority 4: Build dynamic relationships between businesses and providers

This is the priority that essentially brings everything together. By convening the right people in the room, challenges can be turned into solutions and by all working together huge economies of scale are achieved. By ensuring the information is reaching the right people and output driven conversations are being held the impact on curricula and responsiveness to employers' needs is powerful. Many of the projects outlined in the progress report of June 2024 have now come to fruition or are in progress. All these projects needed strong interaction with employers to ensure the best possible outcomes.

CASE STUDY: Social Care sector

A new Cluster group has been set up across the LSIP area to bring together relevant partners within the Social Care sector; Care homes, Domiciliary care providers, NHS, Local Authorities, Surrey and Hampshire Care Associations, Skills for Care and Providers. They have worked their way through the many challenges facing this sector and are focussing on a selection of challenges where a solution could have a significant impact. The areas are: **Centralised Placement Coordination, Cross-Sector Collaboration, Increased Visibility and T Levels**. The ongoing sharing and collaboration across the sector and its different organisations has great potential going forward to make a difference.

CASE STUDY: Manufacturing and Engineering

The **Manufacturing & Engineering Forum** has met 3 times providing valuable insights into the challenges and opportunities facing the sector. Key takeaways include:

- The need to increase engagement with initiatives like *Made Smarter*.
- Ongoing concerns about the impact of US export tariffs.
- Skills shortages, ageing workforce issues, and the need for better collaboration between industry and education.
- Recruitment challenges, particularly related to AI and job postings.
- The importance of effective Diversity, Equality and Inclusion implementation.
- The need for proactive workforce development.

CASE STUDY: Alton College and Space

Alton College demonstrates an exciting example of combining academic curricula with real world practical delivery, involving local employers. Students will benefit from industry-standard facilities, new equipment, and unique opportunities from several key employers in the space and satellite industry through the Space South Central cluster, one of the key cluster groups operating in the LSIP area. The students, studying STEM (Science, Technology, Engineering, Mathematics) subjects are also completing a module in Space Engineering at the Surrey Space Centre, University of Surrey and there are plans to expand across the region. This collaboration between Alton College, regional universities, and space-related industry will ensure a pipeline of motivated skilled and capable future professionals. Numbers will be double each year as additional Universities come on board.

5. What still needs to be achieved?

Communication, collaboration, connecting and consulting are all things that need to continue, building on the strong foundations we have put in place and ensuring we keep the momentum going. The Future Skills Hub will continue to be developed and promoted, newsletters will continue to be published monthly, and social media will be increased and built upon. A fresh survey carried out in June and July 2025 will be analysed to identify any new skills gaps that have been emerging.

Local sector, jobs and occupation data must be kept updated on an annual basis. Having spent the last 2 years establishing the networks and connections across the area, we can now consolidate these and use them to continue to take forward specific projects to deliver more impact. The findings of the LSIP were mostly about the employer/education ecosystem and the need to focus on partnership working by ensuring any “problems/challenges” were tackled by bringing the right people together.

We have effectively created a model, which can now be used to take each key sector and focus in on the challenges that need to be addressed looking through the lens of our priorities.

Sector focused model

- **Background information on the sector**
 - Key statistics and economic contributions of the sector.
 - Emerging trends and technological advancements.
 - Workforce demographics and employment trends.
 - Current in-demand skills and competencies.
 - Future skill needs based on industry growth and innovation.
 - Overview of existing talent supply from education and training institutions.

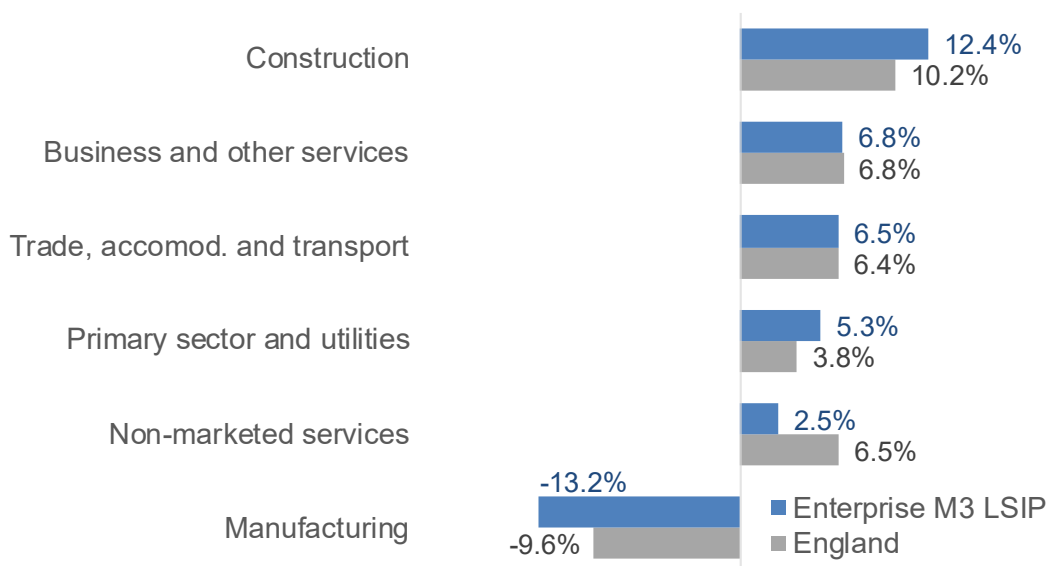
- **Employer and Stakeholder input (key to get all the relevant people in the room with strong employer representation)**
 - Feedback from industry leaders, HR professionals, and policymakers.
 - Case studies highlighting specific workforce challenges.
 - Insights from professional associations and trade bodies.
 - Identification of challenges and gaps (especially those that could be addresses).
- **Action needed**
 - Short-term and long-term solutions.
 - Training and education initiatives to bridge skills gaps.
 - Industry collaborations.
 - Role of emerging technologies in skill development. (cross cutting)

This model ensures a structured and comprehensive analysis of skills gaps within a sector, helping us and all stakeholders to develop targeted solutions. We have worked on the following sectors and created ongoing forums to feed into the future and will continue to bring these groups together.

- Social Care
- Creative and
- Manufacturing and Engineering

We are now embarking on a Construction led project, which is very timely given the governments focus on growth of infrastructure and the projected growth in construction jobs in our LSIP area. (See graph below) We will be following the model outlined above to deliver and had our first meeting in June 2025.

Projected employment change by broad sector, 2023-2035 (DfE)



Following our earlier deep dive into the creative sector we are focussing on the sub-sector of film and media, following strong employer feedback around shortage of skills and again will follow the model outlined above.

Other cross-cutting actions to take forward

Soft/Employability Skills

Within our roadmap there are several ongoing actions that relate to information sharing, established forums and relationship building. In addition to those and the sector deep dives we will be doing more work on the cross-cutting skills, identified in our original report. Soft skills or employability skills continue to be a challenge to many employers and in speaking to colleges there is a need for some transition support from school to college. Working with the Careers Hubs and Colleges and bringing in employers and young people we are developing a project to put forward some proposals.

Artificial Intelligence

AI is clearly a part of the digital skills needs, which have been strongly addressed via the Local Skills Improvement Fund funding with many immersive spaces and creative facilities available. However, following a [recent Tech Summit](#) with attendance from 130 employers it is very clear that there is a skills gap within many businesses. We will be mapping provision and looking at actions that could be taken to provide employers with practical solutions.

Impartial brokerage

Following on from the sharing of best practice across the Business Development teams of the Colleges we are looking to investigate the possibility of joint promotion of the full skills offering across the LSIP area. This is in the early stages and will be developed in the next 5 months.

Skills Bootcamps 2025/2026-next phase

An evaluation of Skills Bootcamps provision across the last financial year has highlighted the positive impact that initiative offers to both businesses and residents. In Surrey, there has been a huge uptake across the range of sectors on offer, and this will be continued under the next wave with a revised model that reflects the learning of the last year of delivery. The 2025/2026 model will now move towards a competitive grants model with an enhanced focus on securing positive outcomes for learners and employers across the region. This will be evidenced from the outset of the application process to ensure that the training on offer leads to more direct employment outcomes for Surrey's residents. The LSIP will provide marketing support and target the relevant employers.

Young People not in Employment, Education or Training (NEETs)

There is strong evidence that the level of NEETs has been increasing. [A specific report for Surrey is available](#) "Unseen Surrey- an exploratory overview of the NEET crisis" but the findings are relevant for the whole area. There is a clear need for focus on some actions to reach and then inspire these young people to take up training and/or employment opportunities and we are currently analysing the local data for this piece of work. We will be bringing stakeholders together including the County Councils, Department of Work and Pensions, local authorities, providers and appropriate business leaders to identify targeted interventions and collaborative efforts to support young people, who are NEET or at risk of becoming NEET in finding education, employment, or training opportunities.

We continue to develop strong messages to encourage employers to work with us to help their skills needs.

TO ALL EMPLOYERS

We know that finding people with the right skills can be a challenge. The LSIP is here to help close the gap between the skills needed and the training that's available locally.

How does it help your business?

- **Influence Local Training** – By sharing your skills needs, you help shape the future of local education and training, making it more relevant to your business and sector.
- **Connect with Providers** – By building stronger links between you and training providers, we can open up opportunities to collaborate on apprenticeships, placements, upskilling staff, and more.
- **Access Support and Resources** – Through the LSIP and its partners, you can tap into funded training programmes, Skills Bootcamps, careers support, and other services designed to help your business grow.