

Surrey Local Skills Improvement Plan: Priority 2

Stakeholder Workshop

16 April 2026



Surrey LSIP Ambition

Core Ambition:

Position Surrey as a leading, high-growth economy, enabled by a dynamic, employer-led skills system that supports innovation, productivity and opportunity

Key outcomes desired

- Key sectors and employers have access to the workforce and skills they need to grow.
- All residents are able to develop the confidence and skills they need to access employment opportunities.

To achieve those outcomes, we will:

- Take an employer-led and inclusive approach.
- Be ambitious and innovative by challenging ourselves to develop new provision and ways of working.
- Co-design and co-deliver skills programmes by making best use of Surrey's collective capacity.
- Prioritise high growth opportunities-keeping options open to other growth sectors.
- Build a local pipeline and pathways into key occupations.
- Focus on economically inactive residents and those with no or low skills to increase pipeline of employees.

TIMELINE

- 9th March: Feedback from Surrey FE
- 12th March: Stakeholder forum held at Royal Holloway
- 13th March: Draft of “Draft Plan” sent to stakeholders for validation
- 19th March: All final comments received
- 24th March: Draft Submitted to Skills England
- **1st April-10th May -Where we pull actions and activities together-ideas on best way to do this**
- 15th May: Full LSIP Submission
- 16th July: Publish approved LSIP

Priorities

- PRIORITY ONE-Increase pipeline of technical skills feeding into key manufacturing and engineering sectors
- **PRIORITY TWO-Increase pipeline of construction skills including for green transition (with knock on to other sectors)**
- PRIORITY THREE- Improve recruitment, retention and development within the Social Care sector
- PRIORITY FOUR- Support workplaces and workers to build the foundations and infrastructure needed to confidently adopt existing and emerging digital tools, enabling safe, ethical and effective use of technology across all sectors
- PRIORITY FIVE- Improve work ready employability skills and generic digital skills
- PRIORITY SIX- Increase employer engagement, awareness and commitment to skills development

Tailored action plan

To secure the best return on our 'investment', the LSIP action plan will be built around three areas of focus:

Targeted

Cross-cutting

Ambitious

PRIORITY TWO-

Increase pipeline of construction skills including for green transition (with knock on to other sectors)

Analysis shows that **Surrey has a strong green economy base, with above-average green employment-** with strengths in sectors like power, homes and buildings, and climate adaptation.

This strength is echoed across the construction sector with Surrey having a high concentration of Production Managers, Quantity Surveyors and Construction Project Managers who are driving delivery in high-value projects.

It is estimated that the green economy will create 2,000+ new jobs in Surrey by 2029, with thousands more existing roles requiring green upskilling.

Demand is being driven by :

- Net zero commitment to 2050
- Retrofit and decarbonisation of existing buildings
- Low-carbon technologies and infrastructure

Skills needs span:

- Construction and engineering
- Specialist technology skills
- “Greening” of professional and managerial roles

The Challenge

Fragile pipeline and retention

- Skills gaps in construction exist **both in pipeline (entry-level) and progression into management/professional roles.**
- The future workforce lacks sufficient engineering depth and volume to support green transition.
- Low retention of technically skilled graduates within Surrey
- Apprenticeship pipeline remains small and misaligned with future roles

Shortage of specialist capability

- Insufficient workforce skills in key green and specialist technologies (e.g. retrofit, renewables, adaptation)
- Limited availability of workers with specialist expertise

Generalist roles not green-ready

- Growing demand for managers and professionals with embedded sustainability skills
- Many generalist roles lack the green capability needed to support net zero delivery

What can we do??



How will we strengthen and stabilise the skills pipeline, improving retention and succession planning, and aligning apprenticeships to future roles?



How will we build sufficient engineering capacity to meet future green job growth in Surrey?



How will we increase the availability of specialist skills needed for retrofit, renewables and adaptation?



How will we embed sustainability skills into generalist and managerial roles across the workforce?

What needs to be done?

- Improve numbers entering sector
 - Increase volumes through awareness raising
 - Improve diversity in terms of gender and wider inclusion
- Ensure routes through sector are clearer
 - Promote clearer pathways
 - Establish targeted leadership work
- Support providers to enhance provision
 - Drive teaching capacity and capability
- Ensure the right networks and engagement mechanisms are in place to support the above
 - To be considered and established through the LSIP

How can we deliver the priority?

Feel free to think outside the box

We are looking for a long list of potential activities

- Who needs to be involved?
- Specific ideas
- Resources needed
- What have you seen in other scenarios?
- Any obstacles you can see?



INPUT FROM ROOM

Other priorities to cover

- **PRIORITY FOUR-Support workplaces and workers to build the foundations and infrastructure needed to confidently adopt existing and emerging digital tools –enabling safe, ethical and effective use of technology across all sectors**
- What is needed?
 - Deeper understanding of what businesses are struggling with
 - Clarification of free support nationally and locally available
 - Identification of where the skills gaps are
 - Understanding how “safe” employer are their priorities to cover

Other priorities to cover

- **PRIORITY FIVE- Improve Work Ready Employability skills plus digital generic skills**

- What is needed?
 - Better prepared young people for the workforce
 - Better digital skills understanding for new recruits
 - Employers contributing to work placements
 - Do employers understand needs of new generations
 - How early should we be introducing work ready skills

Other priorities to cover

- **PRIORITY SIX-Increase employer engagement and awareness and commitment to skills development**
 - What is needed?
 - How best to get employers involved
 - How best to share information with employers (and providers) Policies/research/scanning the horizon
 - How could we use untapped talent pools to meet some of employment needs
 - What training would help employers to be more engaged