

Surrey Local Skills Improvement Plan: Priority 3

Stakeholder Workshop

20th 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

- Nov. 25-March 26- Gathering input from employers, providers, other stakeholders- over 650 connections
- Data analysis with Surrey County Council
- 21st Jan: Stakeholder forum at login lounge, Camberley
- 12th March: Stakeholder forum at Royal Holloway
- 24th March: Draft with priorities submitted to Skills England
- **1st April-10th May –Pulling actions and activities together-today's workshop**
- 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 Health and 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 THREE-

Improve recruitment, retention and development within the Health and Social Care sector

Health and Adult Social Care **is one of Surrey's largest and fastest-growing sectors**, employing 98,000+ people and growing significantly faster than the national average.

Demand is being driven by:

- A rapidly ageing population, including 20% more people aged 80+ than the England average
- A shift towards community-based and domiciliary care

The sector underpins inclusive economic growth, providing:

- Large-scale employment across all skill levels
- Accessible entry-level roles and progression opportunities
- Anchoring institutions and SMEs critical to local economies

Without intervention, workforce shortages will constrain service delivery, productivity and growth, increasing pressure on health systems and local authorities.

The Challenge

Persistent workforce shortages

- High vacancies and turnover across frontline health and care roles
- Poor perception of the sector and career progression awareness
- Particularly high attrition in entry level roles.
- Reduced international recruitment increasing local pressure
- Low qualification levels particularly at entry-level affecting progression.

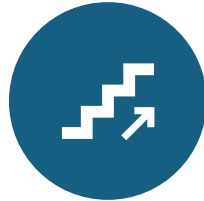
Sector Capacity Constraints

- Rapid growth of new/growing SMEs amid high operational demands.
- Capacity constraints in a SME-dominated sector 84% of ASC providers employ fewer than 50 staff.
- significant gaps in data and AI utilisation
- High demand for enabling operational functions (administrative)

What can we do??



How will we improve the perception and understanding of Health and Adult Social Care careers so that more people actively choose to enter the sector?



How will we reduce early-career attrition and improve progression opportunities, so people stay, develop and build long-term careers in the sector?



How will we address the capacity and capability constraints faced by SMEs in the sector that limit workforce development, resilience and productivity?

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

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