

Marches LSIP Priorities – August 2023

The Marches LSIP Report was signed off by the Secretary of State and published in August 2023. The report harnessed the voice of the employers, to allow understanding of skills needs across the Marches area.

Below you will find the list of all 25 priorities. These priorities were arrived at after extensive research directly with employers across the area of the Marches, Herefordshire, Shropshire, and Telford & Wrekin.

The full report and all annexes can be found at:

<https://www.shropshire-chamber.co.uk/policy-insights/marches-local-skills-improvement-plan/marches-lsip-stage-1-report>

Skills	These were the LSIP skills most in demand from employers during the Stage 1 research. The research covered - Manufacture/Engineering Health/Social Care / Professional Services / Construction. Please note employers do not articulate in course level, but job title.	
1 Skills	Manufacture & Engineering	Basic Manufacturing Skills
2 Skills	Manufacture & Engineering	Fabrication and Welding L3
3 Skills	Manufacture & Engineering	Manufacturing Maintenance Engineers
4 Skills	Construction	Plumbers
5 Skills	Construction	On-site Construction Supervisors
6 Skills	Construction	Carpentry
7 Skills	Health & Social Care	Entry level Social Care
8 Skills	Health & Social Care	Health Care Cleaning and Hygiene Technicians
9 Skills	Health & Social Care	Health Care Assistants
10 Skills	Professional Services	Administration
11 Skills	Professional Services	In-House IT Support
12 Skills	Professional Services	Customer Service



Quick Wins

The LSIP also revealed many softer areas where employers felt there could be improvement, from work ready to professional attitude but also there was a huge lack of clear understanding of what is on offer course wise, funding, business support, what terminology means and how interacting can be of value, realistic and viable for both parties.

Key focus

13	Quick Wins	Careers Advice	How to promote all employment sectors equally? How to highlight local career opportunities and paths to stayers & those leaving for university?
14	Quick Wins	Language Bridge	What steps are being taken to mitigate these issues? Use of plain English, not public sector language for all communications. Check recipients comprehend fully.
15	Quick Wins	Employer Engagement	How to expand the range of employers engaged, ensure that a range of seniority layers are engaged. Understand the approaches that resonate.
16	Quick Wins	Geographical Expanse	Collaborations, that will aid skills provision and uptake, employment etc. Encourage promotion to other suppliers when employer needs cannot be met to ease access.
17	Quick Wins	Terminology & Explanations	Understanding qualifications, funding, provider limitations, support, course flexibility etc. Simplify guides, information etc for employers. Do not based on assumption but feedback. Make information specific to employers, not students or stakeholders.
18	Quick Wins	Spreading the Word	Making the most of employers knowledge. Harness to share with students, staff etc. Help employers to see value in interacting.
19	Quick Wins	Inward Investment & Retention	Work on retaining students in the area? Share good practice in retention, be it through academic activities, research or employer activity.
20	Quick Wins	Training Confusion	Clearer messages that employers can understand. Reduce and simplify the number of messages you send to employers. Understand how they prefer to access information.
21	Quick Wins	United Working	Councils and providers working to provide 1 to many training into rural enclaves.
22	Quick Wins	Specialist Hard to Reach	Micro model training, mobile classroom, using technology to teach many.
23	Quick Wins	Digital Age Issues	Micro upskilling which can reach those without access to tech or rural. Upskilling in base digital to open work to those currently not accessing work or career progression due lack of equipment or base skills.
24	Quick Wins	Flexibility	Modular courses or flexible learning.
25	Quick Wins	Employer Knowledge Share	Staff (teaching or Local Authority) development with employers to keep up to date and broaden understanding. Greater use of employer panels and advice to hone curriculums, support offers and equipment purchases. Short industrial encounters for careers staff.