

Marches Local Skills Improvement Plan (LSIP)

Progress Report – Annex E

June 2025





Marches LSIP

Local Skills Improvement Plan

SPECIALIST TRAINING COLLABORATION

A Local Skills Improvement Plan (LSIP) is an employer focused plan to better match training provision to local employer skills demands through research, engagement and collaboration.

The following pages are provided to help the reader understand, in more detail, the action and activities that have been carried out, or are to be carried out.



TERMINOLOGY KEY

2021 Census	National Population Census for England & Wales	LA	Local Authority
BID	Business Improvement District	LSIF	Local Skills Improvement Fund
C&Eco	Careers & Enterprise Company	LSIP	Local Skills Improvement Plan
DfE	Department for Education (UK Government)	Marches	Herefordshire, Shropshire, Telford & Wrekin
DWP	Department for Works & Pensions	MEP	Marches Education Partnership
ERB	Employer Representative Body (Shropshire Chamber)	MLSIP	Marches Local Skills Improvement Plan
FE	Further Education	MSPN	Marches Skills Provider Network
HCA	Hereford College of Arts	NMITE	New Model Institute for Technology and Engineering
HE	Higher Education	NOMIS	Part of the Office for National Statistics
HLNSC	Hereford, Ludlow and North Shropshire College	SAP	Skills Advisory Panel
HTQ	Higher Technical Qualifications	SCG	Shrewsbury Colleges Group
HWGTA	Hereford & Worcester Group Training Association	SLT	Senior Leadership Team
ITP	Independent Training Provider	T level	Technical Levels
ICS	Integrated Care System	UKSPF	UK Shared Prosperity Fund



Case Study: Specialist Training Provider – Their Story

Using Collaboration, Diversity, Inclusion and High Environmental Standards to Shine Out as Experts in their Sector

Dulson Training provide training to individuals, in or out of work and for employers. They have three sites within the Marches but also offer training in a much wider geography. Partnering with other training providers such as Telford College, DWP and Job Centres Plus (Department for Work & Pensions) to support those not in employment, as well as those looking to change careers. Dulson also train employers staff or individuals in a range of skills including lorry and bus driving, trailer towing, forklift driving, CPC (Driver Certificate of Professional Competence), First Aid, ADR (ADR is a qualification required for drivers transporting dangerous goods by road).



THEIR STORY

EVIDENCE OF FINANCIAL SUCCESS

We [Dulson] are a family-run Shropshire business with a nationally recognised reputation for delivering training in the road haulage and logistics industries.

Since refocusing our services after the pandemic to reflect the changing needs of employers, and to help address a well-publicised skills gap, we have enjoyed significant expansion.

During this time our staff numbers have trebled, and the 33-strong team is the largest in the company's history.

We have opened a new base in Ludlow this year, to add to our other sites in Telford, Nantwich, Wrexham, and our headquarters on the Rodenhurst Business Park near Shrewsbury.



CREATIVITY, INNOVATION AND AMBITION

We have won one of the Government's 'Skills Bootcamp' contracts to deliver free 16-week training courses for people who are new to HGV driving or returning to the sector. This has resulted in excess of 500 learners either in the process of, or achieving an HGV licence.

We currently work in collaboration with a number of Department for Education establishments including Telford College. This partnership supports learners in entering the logistics sector for employment.

Dulson Training have a number of business partners, this enables us to assist learners with successfully achieving employment, but also enables us to support employers in finding potential employees with the right qualities - an attribute they require.

We offer adaptive-control vehicle training – with hand controls and a winch that can lift wheelchair users into a cab. It has been used by Armed Forces veterans, including one local amputee.

LEADERSHIP AND CUSTOMER SERVICE EXCELLENCE

We had our first Ofsted inspection this year, assessing our progress in delivering the Skills bootcamp, and the report described our team as ‘highly skilled experts in the logistics sector’.

It added: “Managers complete frequent observations and reviews of trainers’ teaching and technical skills. They support trainers to undertake relevant sector training to ensure they remain current in the logistics sector and improve their teaching skills.”

And we are proud to be helping many job-seekers to launch new HGV careers. Paul Hildreth from Telford was unemployed and is now in a job. He said: “With Dulson Training’s professionalism and help, I was able to complete my qualification. The personal touch highlighted the company’s commitment to its trainees.”



COMMITMENT TO DIVERSITY, WELLBEING AND SUSTAINABILITY

Across the UK, only 2% of HGV driving instructors are female. We are very proud to be an industry-leading trailblazer for diversity, with more than 30% of our workforce being female.

We have also created a carbon reduction plan, which is committed to achieving Net Zero emissions by 2045 with a 25% reduction by 2033.

Already, we have taken actions to build net zero capacity within the organisation by appointing a designated manager, creating a cross-business working group, and implementing an education and awareness programme for staff.



All of our LGV training fleet are now Euro 6 vehicles (the most eco-friendly and efficient) and we have switched to renewable energy wherever possible. Our carbon reduction plan includes a new net zero procurement policy, and a commitment to reducing waste to landfill by switching to more environmentally-friendly contracts.



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Contact information:

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