



**CORNWALL &
ISLES OF SCILLY**
Local Skills Improvement Plan

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UK Government



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Introduction to Phase 2... **DELIVERY**

Agenda

- Welcome & what to expect
- Context (Local & National)
 - Cornwall Council
 - Department for Education
- Recap on CloS LSIP
 - Actionable priorities
- Future plans
 - Update on LSIF
 - Cornwall Opportunities
 - Roadmap
 - Getting involved
- Close



LSIP Local Context

The CloS LSIP has been instigated, funded and is overseen by the Department for Education.

It is driven by the evidenced needs of Cornwall & Isles of Scilly businesses and informed by local strategic priorities such as those laid out in the Local Industrial Strategy, Vision 2030, Ten Opportunities and the Good Growth Investment Plan

Statistics from ONS, Lightcast, curriculum mapping, gap analysis, ongoing business engagement and other sources are also used to ensure that improvements will be measured and meaningful.

So what about the bigger picture?

Stacey Sleeman – Cornwall Council

Melanie Collins – Department for Education





Department
for Education

Local Skills Improvement Plans (LSIPs)

Dr Melanie Collins

Head of Local Skills Improvement Plans and Local Skills Improvement Fund

January 2024



Stage 1: Development (September 2022 – July 2023)



Department
for Education

Local Skills Improvement Plans (LSIPs) aim to:

- place employers at the heart of local skills systems;
- facilitate more direct and dynamic working arrangements between employers and providers to help ensure provision better matches employer needs;
- enable learners to gain the skills they need to get good jobs and increase prospects;

Since autumn 2022, employer representative bodies (ERBs) have engaged thousands of local businesses regarding their skills needs, helping them to forge new, dynamic relationships with local providers and stakeholders.

Being employer-led and locally owned, LSIPs are uniquely placed to set out the key changes needed in a local area to help make technical education and training more responsive to local employer and labour market needs. Furthermore, to ensure real traction with key stakeholders, LSIPs have been placed on a statutory footing, through the Skills and Post-16 Education Act 2022.

On 11 August 2023, all 38 areas of the country published their LSIPs.



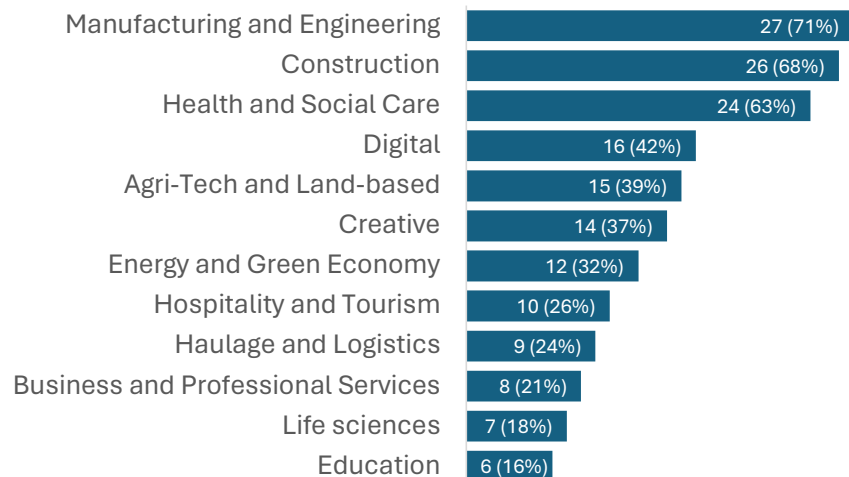


LSIPs: Key Findings and Analysis from across LSIPs

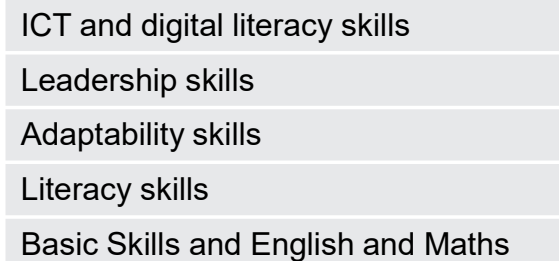
The Plans contain a wealth of employer intelligence regarding local skills needs and the type of changes that local areas are proposing to meet these needs – and DfE is using a variety of methods, including artificial intelligence (AI) / large language models (LLM), to help identify and analyse themes across all 38 LSIPs.

NOTE: LSIPs do not aim to provide specific or quantitative output of the numbers of jobs/ skills expected in an area. It is not possible to calculate the aggregate local skills plan with quantitative output.

Sectors identified as a priority across the 38 LSIPs:



Key transferable skills identified:



| |
|------------------------------------|
| ICT and digital literacy skills |
| Leadership skills |
| Adaptability skills |
| Literacy skills |
| Basic Skills and English and Maths |



Stage 2: Implementation and Review (August 2023 – March 2025)

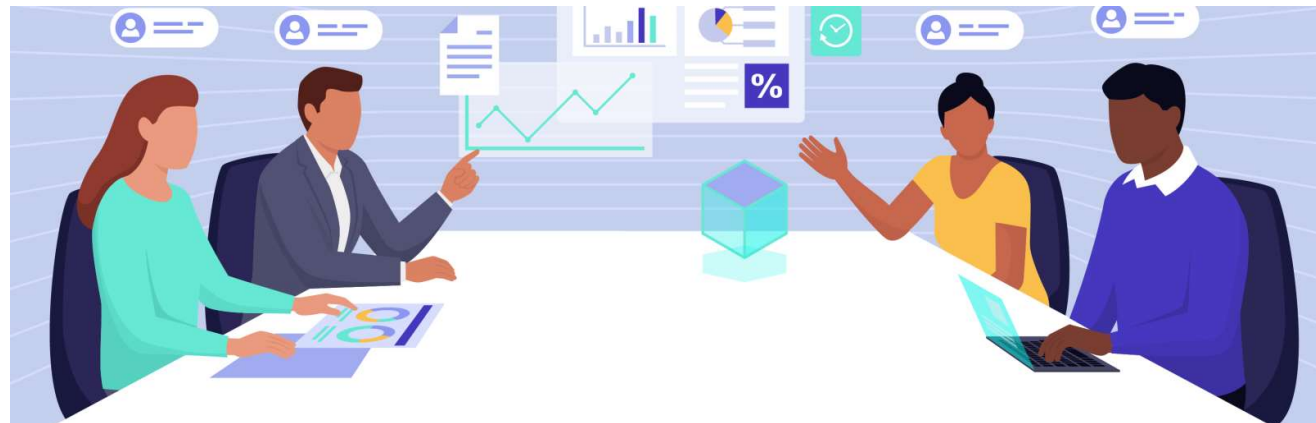


Department
for Education

- **The objective of stage 2 is embedding the LSIP process in the local skills system.** Each designated ERB will be expected to galvanise collaborative action with local employers, providers and stakeholders, to support the delivery of the actionable priorities and the roadmap set out in the LSIP.
- The designated ERBs need to regularly review their LSIP and will be expected to provide an annual progress report in June '24 and '25.
- The next development phase for each LSIP will commence following completion of the Spending Review in 2025 – we have also committed at this point to reviewing all the LSIP geographies and, where relevant, running new competitions for ERBs.

The Role of Key Stakeholders

- **Employers:** to engage, express their skills needs, help shape provision and increase their investment in skills (by taking on apprentices etc)
- **Providers:** to improve the alignment of their provision to labour market skills needs
- **JCP, National Careers Service and Careers and Enterprise Company:** to work with the ERB leading the LSIP to help identify and shape local solutions re signposting citizens to careers and relevant learning opportunities
- **MCAs, LEPs and LAs:** to support ERBs by providing local economic data and analysis and by shaping their strategies according to the employer needs set out in the LSIP
- **DfE Territorial Teams:** to support the LSIPs Team and ERBs by providing local area knowledge (particularly re skills providers)
- **National Sector and Trade Bodies:** to engage with ERBs to help articulate local skills needs. DfE can help share details with all ERBs if relevant and necessary.





Local Skills Improvement Fund (LSIF): Policy Aims



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LSIPs are supported by the £165m Local Skills Improvement Fund (LSIF), which will help FE providers across a geographic area respond collectively to the priorities in the LSIPs.

The LSIF is designed to support transformational activity across each of the 38 geographic areas covered by the LSIPs and builds on the Strategic Development Fund (SDF) which was piloted in 2021-22 and rolled out across England in 2022-23.

At least £2.5m LSIF funding has been made available to each area, with many areas able to apply for a higher level of funding, reflecting their larger working age population, as well as existing attainment and productivity levels.

LSIF funding will help plug some of the key skills gaps employers identified through the LSIPs by:

- providing investment in new facilities and equipment
- funding the development and delivery of new courses and curriculum
- supporting excellence in college leadership, governance and teaching to create a sustainable approach to addressing local skill needs, particularly at levels 3 to 5

Amount of LSIF funding available across 2 FYs:

- £80 million in 2023 to 2024 (£40 million revenue and £40 million capital)
- £85 million capital in 2024 to 2025





Thanks for listening!

Finding LSIPs and Contact Details for ERBs

A list of all designated ERBs and a link to each LSIP is available here: [Local skills improvement plans and designated employer representative bodies - GOV.UK](https://www.gov.uk/government/publications/local-skills-improvement-plans-and-designated-employer-representative-bodies)
(www.gov.uk)

Contact Details for LSIP programme Team

If you have any further questions, including around how LSIPs relate to individual policy areas, you can contact the team at: LSIP.Programme@education.gov.uk

Recap on the CloS LSIP

Through extensive research, analysis of data & a collaborative approach, a report & roadmap for change was developed.

| Events & focus groups | | | | | | |
|-----------------------|----------------|----------|-------------------|-------------|----------|------------------------|
| Total Booked | Total Attended | Employer | Training Provider | Stakeholder | Students | Booked - Didn't Attend |
| 185 | 166 | 48 | 56 | 39 | 23 | 19 |

250 telephone interviews, 25 survey replies
323 employer engagements in total
460 total inc. others above

- Providing a representative and coherent employer view of the skills most needed to support local economic growth and boost productivity and improve employability and progression for learners.
- Set out actionable priorities to better meet these skills needs that employers, providers and stakeholders can get behind.

2 Sector Groups

The Cornwall & Isles of Scilly LSIP Steering Group decided that the inaugural LSIP should focus on two sector collectives:

- **Manufacturing, Engineering & Marine(MEM)**
- **Construction & Retrofit (CR)**

Cross cutting themes

There were 4 other areas that crossed into all sectors which we needed to address to ensure progress:

- **Digital**
- **Net Zero / Green**
- **Employability Skills / ED&I / Socio-economic**
- **Local Skills System**

Actionable Priorities

- 63 Actionable priorities
- Just 3 examples:
 - MEM - Develop collaborative work between colleges, employers, and other strategic stakeholders to offer new or extended placements for all courses, especially those where placements are not mandatory and to agree process with employers.
 - C&R - Develop and promote a mechanism for C&R companies to work with Providers to deliver relevant aspects of training at designated specialist facilities across Cornwall & IoS
 - LOCAL SKILLS SYSTEM - Employability skills should be embedded into every course locally. Where this already exists, greater priority needs to be placed on delivery of employability skills and checks put in place to see that every student has a good grounding in how to interact while at work.
- LSIF – Local Skills Improvement Fund
- Web Portal – Cornwall Opportunities

The 3 A's!

Every business just wanted competent, reliable people who would fit with their business.

Attitude - Aptitude – Ambition

Communication

There is a need to provide training locally AND to ensure that businesses know it exists.

Suitability

Important that the training is in a suitable place at a reasonable cost.

Content

Keep ahead of innovation & focus on relevance to the workplace.

Local Skills Improvement Fund - LSIF

Tom Moran

**Truro & Penwith
College**



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Local Skills Improvement Fund

Objectives:

- To support a local response to the skill priorities set out in the Local Skills Improvement Plan for an area. This includes new facilities and equipment, the development and delivery of new courses and upskilling teaching staff.'
- 'To build the capacity of the FE sector to meet the local skills priorities set out in their respective LSIP.'

Proposed Projects:

- 1. '*Engineering Futures*' - Engineering, Manufacturing and Marine
- 2. '*Building Futures*' – Construction and Retrofit

Local Skills Improvement Fund

Key Aims:

1. Increasing skills provision linked to LSIP priorities, with a particular focus on Levels 3 to 5 (ideally accredited) and reducing duplication
2. Supporting employer engagement and business innovation
3. Driving up quality, including staff CPD, knowledge exchange and College leadership and governance
4. A focus on collaboration leading to improved co-ordination and efficiency, ideally quantifying anticipated level of efficiencies
5. Longer term sustainability – how will activities be sustained beyond 2025

Deadlines and Funding

Deadline:

- Stage Two Full Application – 15th September
- DfE Appraisal Panel – 19th October

Cornwall and the Isles of Scilly allocation

(based on working age population, attainment and productivity levels):

| | 2023/2024 | 2024/2025 | Total |
|---------|-------------|------------|---------------|
| Capital | £606,060.50 | £1,287,879 | £1,893,939.50 |
| Revenue | £606,060.50 | | £606,060.50 |
| Total | £1,212,121 | £1,287,879 | £2,500,000 |

'Engineering Futures' Proposals

Truro and Penwith College:

- Leadership, Management, Quality Improvement and core business skills requirements highlighted in the LSIP, with bespoke programmes developed to address articulated challenges in areas such as change management, problem solving and Lean.
- Mechatronics facility enhancements for STEM and Health Skills Centre
- Actionable LSIP priority to collate local offer and identify gaps
- Infrastructure enhancements for remote and hybrid training models

The Cornwall College Group:

- Marine – Creation of a new facility at Falmouth Marine School to deliver Sustainable Energy, Marine Innovation and FLOW
- Workshop and equipment enhancements at St Austell and Camborne

'Engineering Futures' Proposals

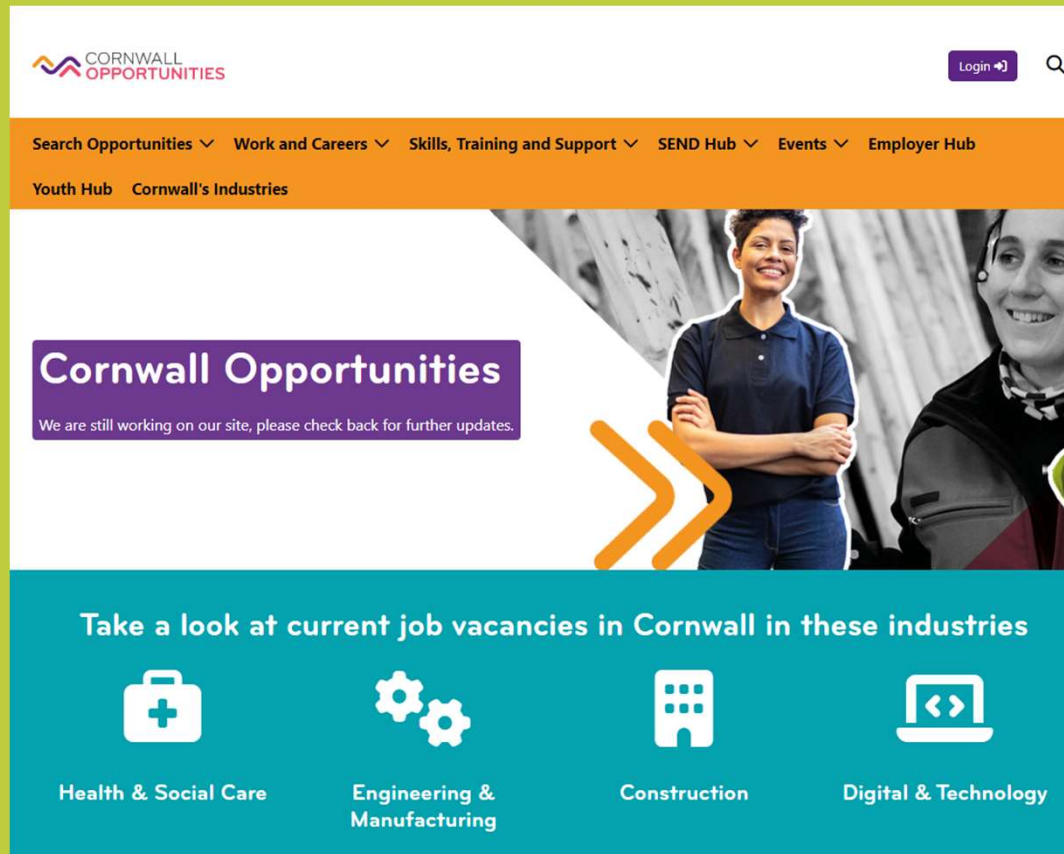
Cornwall Marine Network:

- Creation and equipping of three centres of excellence:
 1. Armada Centre of Excellence for Hydraulics and Pneumatics
 2. Cockwells Boatbuilding Academy
 3. Penzance Dry Docks Marine Engineering Centre

Cross-Partner Activities:

- Teaching Staff CPD and industry placements to enhance currency
- Employer and stakeholder engagement activities to inform plans and progress
- Enhancements to marketing and navigability of skills offer
- Careers and Outreach Activities and Resources
- Focus on Green and Digital Skills

Cornwall Opportunities



The screenshot shows the Cornwall Opportunities website homepage. At the top left is the logo for Cornwall Opportunities. To the right is a 'Login' button and a search icon. Below this is a navigation bar with links for 'Search Opportunities', 'Work and Careers', 'Skills, Training and Support', 'SEND Hub', 'Events', and 'Employer Hub'. Underneath are 'Youth Hub' and 'Cornwall's Industries'. The main content area features a large image of two smiling women, one in a blue polo shirt and one in a grey jacket. A purple box on the left contains the text 'Cornwall Opportunities' and 'We are still working on our site, please check back for further updates.' Below this is a teal section with the heading 'Take a look at current job vacancies in Cornwall in these industries' and four icons representing different sectors: Health & Social Care (a first aid kit), Engineering & Manufacturing (gears), Construction (a building), and Digital & Technology (a laptop with code symbols).

<https://www.cornwall-opportunities.co.uk>

Cathie Kessell

**Employment &
Apprenticeships
Officer**

Cornwall Council

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LSIP Future Plans

The roadmap

Short-term actions:

1. Establish a dedicated LSIP Implementation Task Force, comprising employers, FE, HE, Independent providers, LEP, LAs, industry bodies and experts, and relevant stakeholders. Create Task and Finish groups with specific assignments.
2. Collaborate as a group to develop targeted interventions and programmes that address the identified actionable priorities of the LSIP and identify possible/relevant funding sources including the LSIF.
3. Initiate a robust marketing and awareness campaign to promote the LSIP and engage stakeholders, including businesses, educational institutions, and individuals seeking skill development opportunities.
4. Implement pilot programmes and initiatives to test the effectiveness of proposed actionable priorities and gather feedback for refinement.
5. Establish performance indicators and monitoring mechanisms to track the progress and impact of the LSIP.



LSIP Future Plans

The roadmap

Medium-term actions:

1. Scale up successful pilot programmes and initiatives to reach a broader audience and address a wider range of skill shortages and gaps.
2. Strengthen partnerships with employers, industry associations, and educational institutions to ensure alignment between skills provision and industry needs.
3. Enhance collaboration with LAs to integrate the LSIP priorities into local economic development plans and strategies.
4. Invest in the development of collaborative marketing campaigns to support skill development in key occupations.
5. Continuously evaluate the effectiveness of interventions and adjust strategies based on feedback and emerging trends.
6. Explore opportunities for regional and national funding to supplement LSIP initiatives and maximize resources.



LSIP Future Plans

The roadmap

Long-term actions:

1. Consolidate the progress made in addressing skill shortages and gaps by refining and expanding successful interventions.
2. Evaluate the impact of the LSIP on economic growth indicators, such as increased employment rates, higher productivity, and improved competitiveness.
3. Establish long-term partnerships and collaborations with employers and educational institutions to ensure sustainability of skills development efforts beyond the LSIP timeframe.
4. Publish regular reports and updates on the LSIP's achievements and outcomes to foster transparency and accountability.



You can be part of it

- **Talk to us**
- **Visit our website**
- **Online forums**
- **Round tables**
- **Surveys**
- **Events.....**

<https://www.fsb.org.uk/local-skills-improvement-plans.html>



Quarterly face to face events all 10am to 1pm (with a networking buffet)

- Tuesday 26 March - [Truro & Penwith College, STEM & Health Skills Centre, Ottery Building, Old Callywith Road, Bodmin, PL31 2GU](#)
- Thursday 27 June - [Camborne College, Trevenson Rd, Pool, Redruth TR15](#)
- Tuesday 24 September - [Truro & Penwith College, Truro College, College Road, Truro, TR1 3XX](#)
- Tuesday 10 December – [Duchy College, Stoke Climsland, Callington, Cornwall, PL17 8PB](#)

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Thank you, please stay in touch.



Federation of
Small Businesses

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