

BERKSHIRE LOCAL SKILLS IMPROVEMENT PLAN



LSIPBERKSHIRE
SHAPING THE FUTURE WORKFORCE

Progress Report
June 2024





“This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the local skills improvement plan published in August 2023. This report was produced in June 2024, but publication was delayed due to the pre-election period.”



WHO IS THE PUBLICATION FOR?

The Thames Valley Chamber of Commerce (TVCC) has been entrusted to spearhead the Local Skills Improvement Plans (LSIPs) for the Thames Valley Berkshire area and Oxfordshire, as the designated Employer Representative Body (ERB).

Our LSIP was published in August 2023 [Report – Berkshire Local Skills Improvement Plan \(berkshirelsip.co.uk\)](#) and has been the guiding beacon in our work since then.

But this LSIP is not the Chamber's alone; it has been created through collaboration and partnership with the businesses and partners in the region. Therefore, the proposed solutions focus on partnership.

This report sets out the progress so far and will be of interest to Berkshire employers, education and training providers and other local partners.

The report focuses on the direction of travel so far and what has been achieved as well as what still needs to be done. It sets out how employers and others can still get involved and also includes some new information on employer skills needs which have come to light since the publication of the LSIP in August 2023.

The report also includes case studies from our employers and partners. It is hoped that these stories will encourage further collaboration between education and employers and promote the benefits of this. We have also included inspiration and guidance on our new website, our Guide to Working Together.

We would like to thank all of the businesses, employers and partners who have worked together to drive forward our conversations with purpose and action. In particular, we are beholden to the employers and partners represented on our Employer Board and Workforce Development Partnerships and our partners on the Local Skills Improvement Fund.

Paul Britton, CEO, Thames Valley Chamber of Commerce, Stuart Carroll, Employer Board Chair, Director Market Access, and Policy Affairs, Moderna Biotech UK Ltd

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SUMMARY OF THE LSIP

The Thames Valley Berkshire Local Skills Improvement Plan (LSIP) has been developed for the areas represented by the following local authorities:

- West Berkshire,
- Reading,
- Wokingham,
- Windsor & Maidenhead,
- Bracknell Forest,
- Slough



The focus of the LSIP has been to communicate the voice of local business, loudly and coherently, to:

- Provide the impetus and road map for changes in the local education and training offer.
- Develop long-lasting systems and structures to add value and strengthen the collaboration between local business and training providers, to provide better skills solutions.
- Work in partnership to provide employer-focused solutions to skills challenges and issues.

As we worked with employers and partners, the following priority areas for action were identified.

PRIORITY SECTORS



Construction and Built Environment



Health and Life Sciences



Care



Screen Industries



Haulage and Logistics



ICT

PRIORITY TRANSFERABLE SKILLS



Leadership & Management



Skills for a Net Zero Economy



Digitalisation



Business & Professional

One strong theme became very apparent in much of our engagement: a perceived disconnect between employers and education: the two do not talk together in the best way.

"There needs to be a more meaningful connection between industry and education"

- **Berkshire SME.**



The LSIP has brought a new, wider range of employers into the conversation to identify key priorities for change. Through greater engagement between employers and training providers the Berkshire report highlights clear recommendations for action based around four key themes.



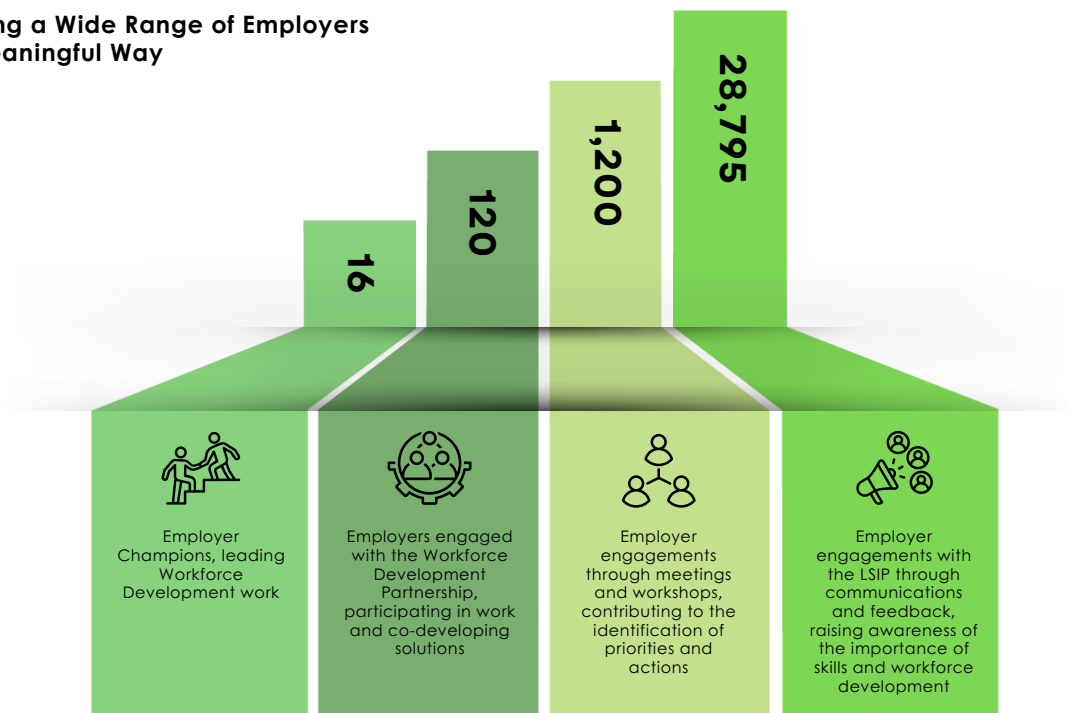
This progress report sets out how the LSIP is connecting employers and education together in order to create new training matched to local needs and co-developed with employers, signpost and promote opportunities for high value careers, and consolidate and embed the voices of employers at the heart of long-term thinking for skills and workforce development in Berkshire.

WHAT HAS BEEN ACHIEVED SO FAR?

It has been nine months since the publication of the Berkshire LSIP. Our detailed actions and progress report are set out in the Road Map on page 15. The following sections summarise our main achievements.

Since 2023, the LSIP has become an embedded part of the local Berkshire skills system and has created a robust model for involving employers in skills, in a meaningful way.

Involving a Wide Range of Employers in a Meaningful Way



Of employer engagements through meetings, 51% are with Small, Medium Enterprises (SME).

Established Leadership and Governance

The Employer Board, with representatives from our priority sectors is well established and oversees the LSIP's effectiveness. The full list of Employer Champions and Board Members is included in Annex 4. Leadership is provided by the Thames Valley Chamber of Commerce through the established Thames Valley Skills Unit.

The Thames Valley Skills Unit is a team dedicated to skills and workforce development in the Chamber. We work on behalf of local employers to ensure that education and training providers are delivering skills and training that will improve the local economy and productivity.

To do this we:

- Provide information to help local education and training providers design and improve courses
- Build connections between business and education
- Signpost and promote training and workforce development opportunities for employers and local people

Our main activity over the last few months has been the set up and development of our Workforce Development Partnerships. These are:



The Workforce Development Partnerships (WDPs)

The WDPs are a valued addition to skills planning, offering good opportunities for employers, education and training providers and partners to come together and co-develop solutions. They are sector based and led by our Employer Champions. Details of actions arising from all our WDPs are included in Annex 3.

Sector	Employer Champion
Screen Industries WDP	Dominique Unsworth, Resource Productions
Care WDP	Sanjay Dhrona, The Close Care Home
Haulage & Logistics WDP	Richard Perriman, Scan Logistics
Construction & Built Environment WDP	Lawrence Wright, Helix Group
Health & Life Science WDP	Hardeep Jhutti, Moderna

SCREEN INDUSTRIES WORKFORCE DEVELOPMENT PARTNERSHIP

"The LSIP's model in Berkshire for my sector is proving to be highly effective. Embedded within a business intermediary like the Chambers, it provides a unique and neutral space – a professional business environment that the creative industry sector lacked. Already, we see tangible success in connecting local employers with training providers, facilitating potential employee recruitment, and aiding curriculum implementation."

- *Dominique Unsworth, Resource productions (SME) and Employer Champion*

[Follow this link to watch a video from Dominique Unsworth, Employer Champion](#)





CONSTRUCTION & BUILT ENVIRONMENT WORKFORCE DEVELOPMENT PARTNERSHIP

"Understanding where our future workforce is coming from is a really significant and important topic that I believe the Construction and Built Environment Workforce Development Partnership can play a pretty significant role in trying to improve, particularly when you consider the key players in the room along the conveyor belt."

- *Lawrence Wright, Helix Group (SME) and Employer Champion*

[Follow this link to watch a video from our Employer Champion, Lawrence Wright from Helix Construction](#)

Employers and Education Working Together

The LSIP has made significant progress in bringing together education and employers. Particularly strong relationships with providers have enabled actions with real impact, even at this early stage of the long-term plan and our providers have reported that the LSIPs offer meaningful insights.

"The LSIPs provided essential insights into what employers within our regions need to help fill the skills gaps. We communicated the findings of the LSIPs through a series of articles, "Skills We Need Now", on the Adviza Careers Portal, an online careers resource that is available to students within the schools we serve. These weekly articles focused on each of the sectors identified in the LSIPs of our regions and provided relevant information about the roles and courses currently available as pathways into these sectors. In addition to producing a series with students as the target audience, another version was written for teachers, ensuring that those in daily contact with students were also well informed. The articles were valuable in providing an overview of the LSIP reports, ensuring the information was accessible and easily available to the target audience. Furthermore, the series was an important update for our own careers guidance professionals who support young people, empowering them to make decisions about their next steps in life."

- *Adviza (National Careers Service Provider)*

WORKING TOGETHER

The WDP for the Screen Sector has led the way to promote co-creation of training solutions.

The Windsor Forest Colleges Group have collaborated with industry partners to ensure alignment with industry requirements. The College is currently developing the level 3 Apprenticeship in Production Assistant with Dominique Unsworth (CEO of Resource Productions/Screen Berkshire). They are currently in discussion with approximately 30 employers.

The College are also working closely with local employers Cube Studios, who are consulting on the design and implementation of a new Virtual Production Studio and editing suites. They are also working closely with Resource Productions, who are assisting with curriculum development and employer engagement.

Students have been working with Cube to create a new trailer for the college. Media students have worked during the planning stages, and media, performing arts, Hair & Make-up, art & design and fashion students all benefited from a filming day at the studios, working closely with the Director. Having approximately 40 students at the film studio for a day, seeing how professional and eager to learn our students were, and in turn how eager the employees of Cube were to spend time with them and teach them about the filming process was an outstanding example of the positive role that the industry can play in encouraging new talent into the industry.

Media teachers have received an introduction to virtual production (VP) by Cube Studios, and this opportunity will be widened in July so that all creative staff will have received that introduction to the fundamentals of the kit. This means students who work on props, product design, fashion, graphic design will have access to VP.

[Follow this link to hear from Cube Studios and The Windsor Forest Colleges Group about their collaboration](#)



Changes Made To Training Provision in Berkshire

An important strategic aim of the LSIP process is to encourage changes to training provision available to better meet employers' needs. In some cases, this is the introduction of new provision. Sometimes, employers and educators need to work together to influence the content of existing training.

"I think the LSIP is taking a different view. It is looking at people, how they fit roles and workforce development. I think it is really powerful."

- Jo Sandy, Royal Berkshire NHS Trust, and Employer Board Member

[Follow this link to watch a video from our Care WDP Employer Champion, Sanjay Dhrona from The Close Care Home](#)

A close working relationship has been established with Further Education Colleges and other training providers and influential discussions, promoted through WDPs, have started to make tangible changes.

"...Through the LSIPs, we have developed a Higher Technical Qualification, apprenticeships, two Skills Boot Camps, and an Access to Higher Education Diploma in computing. Additionally, we have introduced T-levels and a couple of short online courses, one in coding and one in cybersecurity. All of these initiatives directly link to the LSIP."

- **Activate Learning**

The LSIP is also working in partnership with our colleges and education and training institutions as they develop exciting new courses and new training facilities, funded by the Local Skills Improvement Fund and linked to the priorities set out in our Local Skills Improvement Plan.

"The important part is listening to one another and coming from a different perspective but having the same end goal. When all is said and done, the employers want a well skilled workforce, and our job is to provide a well skilled workforce, so we have that same end goal."

- The Windsor Forest Colleges Group

In Berkshire, providers received £2.5m via the Local Skills Improvement Fund because of the Berkshire LSIP to design, deliver and resource a range of courses to meet the future needs of their county. The courses are primarily aimed at developing the skills of those already in employment and areas covered will include green construction skills, electric vehicle maintenance, advanced digital skills, and robotics. For example, The Windsor Forest Colleges Group are developing a new Screen Sector Centre of Excellence at their Windsor College and Newbury College have invested in new technologies.

NEW PROVISION

An Introduction to Artificial Intelligence and Machine Learning

In today's rapidly evolving business landscape, Artificial Intelligence (AI) and Machine Learning (ML) have emerged as pivotal forces of innovation. As a business leader, whether you're a manager, team leader or business owner, it is essential to grasp the impact of these technologies. AI is reshaping industries, from sales and marketing to finance and HR.

Newbury College/ University Centre Newbury (UCN) has launched an introductory course that caters specifically to the business community. The focus of this course is on learning how AI and ML can be applied in various business functions while also gaining a high-level understanding of AI components and terminology. The course utilises real-world scenarios and practical case studies.

Through the funding the college has been able to provide 24 funded places on the course with a further 6 participants receiving recordings. Two weeks into the course, participants have already learned about basic ML algorithms and the importance of datasets, as well as exploring the risks of an AI chatbot implementation. By the end of the course, participants will be empowered to develop AI strategies, make informed decisions, and navigate AI projects effectively. Artificial intelligence will also become part of selected higher-level courses at UCN starting in September 2024.

Other new training provision that has been launched with the support of the LSIP includes the following.

Skills Bootcamp Data Analytics	Skills Bootcamp Life Science- Lab Techniques	HND Digital Technologies AI (HTQ)
Skills Bootcamp Digital Marketing	Short courses in Virtual Production, AI and Sound for the Screen Sector (available Sep 24)	Short courses in Artificial Intelligence (AI) and Machine Learning (ML)
Skills Bootcamp Software Development	L3 Apprenticeship Production Assistant	HND Digital technologies Business Analytics (HTQ)
Skills Bootcamp Electrical Installation	Short courses in Green Skills- Air Source Heat Pumps, Solar PV	HND Digital Technologies Cyber Security (HTQ)
Skills Bootcamp Renewable Technology & Retrofit	Skills Bootcamp Film & TV	Skills Bootcamp Health & Social Care
Skills Bootcamp Health & Social Care	HNC Modern Methods of Construction (HTQ)	Skills Bootcamp Camera, Lighting & Grip

Berkshire Skills Bootcamps are free, flexible courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills and an offer of an interview with an employer upon completion. To find out more follow this link <https://berkshireopportunities.co.uk/skills-bootcamps/>

Collaborative action and agreement between providers have created a strategic response to skills demands, without risking duplication or wasting of resources. For example, providers have strategically planned LSIF investment to provide focused facilities and centres of excellence for Green Skills, Digital and Screen Sector.

Overcoming Barriers

The rapidly evolving job market demands a dynamic workforce with a blend of technical and soft skills, necessitating a departure from a solely qualification-centric funding model. Our employers have emphasised the significance of practical skills, problem-solving abilities, and real-world application, which may not always align neatly with traditional qualification structures. To address this gap, we are working with our providers to promote more flexible, short qualifications including those funded through the LSIF and the new modular acceleration pilot.

The Berkshire LSIP has identified that employers find themselves in need of substantial support to navigate the intricate landscape of the skills system. Moreover, there are often difficulties in bringing employers together with education & training providers to co-create a solution. Therefore, we have designed the [Guide to Working Together](#), which includes a new framework for working together: [PARTNER](#). We will continue to promote this moving forward.

Proactive Collaboration:

- Establish a proactive approach to collaboration between employers and education providers.
- Actively seek opportunities to engage, share insights, and jointly address emerging challenges.
- Foster a culture of openness and mutual understanding to enhance collaboration effectiveness.



Alignment of Goals:

- Ensure that the goals of both employers and education providers are aligned.
- Clearly define and communicate shared objectives to create a unified vision for workforce development.
- Regularly revisit and adjust goals to stay in sync with evolving industry trends and business needs.



Regular Communication:

- Establish a structured communication framework for consistent and transparent dialogue.
- Schedule regular meetings to discuss progress, challenges, and opportunities.
- Encourage open communication channels to address concerns promptly and foster a collaborative atmosphere.



Tailored Programmes:

- Customise training programmes to match the specific needs and requirements of the industry and the company.
- Work closely to design curriculum content that aligns with the skills needed for current and future challenges.
- Incorporate flexibility in programmes to adapt to changing circumstances and advancements in the field.

Nurturing Relationships:

- Build strong and enduring relationships between employers and education providers.
- Invest in understanding each other's perspectives and values to strengthen the partnership.
- Recognise and appreciate the contributions of both parties to create a positive and collaborative environment.



Evaluation and Feedback:

- Establish a systematic approach to evaluating the effectiveness of training programmes.
- Gather feedback from both employers and employees to continuously improve the quality of education.
- Use key performance indicators (KPIs) to measure the impact of training on workforce development.

Resource Allocation:

- Allocate sufficient resources, both in terms of budget and personnel, to support effective training initiatives.
- Explore funding opportunities and partnerships to maximise available resources.
- Regularly review resource allocation to ensure it aligns with changing business needs and education demands.



Measuring Impact and Value Added

Arguably, the most important and long-lasting impact of the LSIP process will be stronger relationships and understanding between employers and education & training providers. This is hard to measure, particularly in the early stages of such a profound shift.

However, our key performance indicators for 2023-2025 give an indication of the work undertaken so far, the emerging impacts, and the need for further work to ensure the gains made are not lost.

KEY PERFORMANCE INDICATORS BY MARCH 2025

Where applicable, these KPIs are aligned with or include the LSIF targets.

KPI	Target (by March 2025)	Progress (May 2024)
New Courses developed in response to LSIP (including Skills Bootcamps)	40	17 (including 12 Skills Bootcamps)
People accessing new training linked to LSIP Priorities	520	145
Skills Bootcamps Graduates linked to LSIP priorities	300	169
People benefitting from new training facilities and investment linked to LSIP priorities	541	174
Employers investing their time in co-developing training and solutions	40	16
Employers investing their time in collaboration through WDPs	80	120
Employer engagements with the Plan through meetings (attendances)	1500	1,200
Employer engagements with the Plan through communication and feedback (open rate)	40,000	28,795



WHAT STILL NEEDS TO BE ACHIEVED?

There are no significant changes to existing actions with the LSIP. Minor changes and adjustments are detailed in the Roadmap and mainly align to further feedback received within the Workforce Development Partnerships. For example, the strategic purpose in the Care WDP remains on promoting careers and influencing the curriculum, but the focus has shifted to adult learners also coming through other curriculum routes.

Similarly, no significantly new actions are required. Additional actions at a granular level have been agreed with Employer Champions through WDP work but these are only variations on the established themes and priorities. For example, there is agreed work to create a provision map for Construction & Built Environment.

As stated in the published LSIP, we also considered the skills needs in the Hospitality & Visitor Economy sectors because of feedback from employers in April 2023 regarding recent new demand in areas such as East Berkshire, driven by the post-pandemic resurgence of Heathrow and associated activity. This sector is not included in this Berkshire LSIP, but we have continued work with local employers, and Berkshire employers have joined in the Hospitality work in Oxfordshire.

There are very few slippages in timescales. The culmination of the work to prepare Berkshire providers for the Lifelong Loan Entitlement (LLE) through collaborative planning has been delayed due to the national delay in this policy roll out. There should be no significant impacts to this. Two actions are not progressing. The first (a Knowledge Transfer Partnership in Sustainability) has been delayed indefinitely because of external dependencies. However, significant progress has been made in this area through LSIF collaboration. The second (establishing employer interest in a Berkshire specific framework for soft skills) did not progress as employer interest in implementing this was muted. However, we are aware of other national work in this area which we will monitor with interest.

New Information

As part of the original LSIP report, we published a comprehensive and detailed overview of the economic and skills context. In this report we have updated a brief version of this to account for any changes in the last nine months. This is summarised in this report, with more detail in Annex 1.

As part of our continuing deep dive research, we have updated the Information for Education and Skills Providers. This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning. It sets out a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers. This is included in Annex 2.

Actions for the Future

Together, with employers and partners, we have achieved much. We have laid the foundations for effective and impactful partnership and collaborative working. But there is still a lot to do. To achieve long-lasting, positive changes we will continue our successful engagement work through WDPs. These have evidenced impact and influence and are fast becoming the authoritative sector voice for skills in our area.



WORKFORCE DEVELOPMENT PARTNERSHIPS

If our Workforce Development Partnerships are something you'd like to get involved with please don't hesitate to contact us;

-  TVBerksLSIP@tvchamber.co.uk
-  www.berkshireslip.co.uk
-  Berkshire LSIP

STRATEGIC AND ECONOMIC CONTEXT UPDATE

The following section sets up a brief update to the [detailed analysis published in August 2023](#). Further summary information is included in Annex 1. The update does not substantively change the main messages of the published LSIP.

IDENTIFIED CHALLENGES			
The Fragmented Nature of Employer Demand	A Tight Jobs Market	Some Priority Sectors are not Attracting the right Candidates for Progression	Accelerating Change in Technologies in our core sectors
Berkshire has a high concentration of SMEs, which account for more than 99% of all businesses so employer demand for training is often fragmented and difficult for Education and Training Providers to respond to in a cost-effective way.	A tight labour market, affected by an ageing workforce. <i>Recent reductions in the economically inactive and claimant counts provide some mitigation.</i>	Some sectors are losing out on candidates because of out-dated perceptions of 'dead end' jobs.	Many of the dominant sectors in Berkshire (particularly Professional, Scientific & Technical Activities, Information & Communication) are changing through digitalisation and new technologies and have increasing demands for skills through growth and transformation.

Population Growth: Berkshire's population reached 958,803 in mid-2022, with a 0.82% increase from the previous year driven mainly by international net migration.

Aging Population: Similar to England, Berkshire faces an aging population trend. By 2034, the over 50s are forecast to represent 39.84% of the population, posing challenges for workforce dynamics.

Employment Dynamics: Employment in Berkshire increased by 17,000 (3.59%) in 2023, outpacing the national and regional averages. Projections suggest a need for 334,000 workers to fill new and replacement jobs by 2035.

Economically inactive: The combined economically inactive pool in Berkshire reduced significantly in 2023 compared to 2022 by 12,000 (11.88%), consistent with the above increase in employed workers. This is a much bigger reduction than the South-East of 5.17% and England of 0.79%. In the year to September 2023 the inactive pool was 15.8% compared to the England average of 21.1%.

Significant and increasing challenge to the labour market through to 2035 from an increase in new and replacement jobs needed, affected by the aging workforce and reduction in the 20-49 working age pool, both being significantly higher than the England averages. The recent reductions in the economically inactive and claimant counts provide some mitigation.

Economic Activity: Berkshire's economy is robust, with Information and Communication contributing significantly to its Gross Value Added (GVA). The county boasts a highly skilled workforce, reflected in its GVA per job and per hour worked, surpassing national averages.

Business Landscape: Berkshire has a high concentration of Small and Medium Enterprises (SMEs), accounting for 99.4% of all businesses. Despite economic challenges, forecasts indicate growth in employment, particularly in sectors such as Construction, Information and Communication, and Professional Services.

Future Challenges and Opportunities: Berkshire faces challenges such as skills shortages and increased competition for workers, particularly in sectors undergoing digitalisation.

In summary, Berkshire's demographic shifts, coupled with its vibrant economy and skilled workforce, position it as a key player in the regional and national landscape. However, addressing challenges like an aging population and evolving skill demands remain crucial for sustained growth and competitiveness.

ROAD MAP: Action Plan 2023-2025

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Governance & Leadership The ERB will evolve the LSIP Advisory Panel to become the LSIP Employer Board, overseeing and advising LSIP actions. This will ensure that the LSIP implementation remains employer-led.</p> <p>The ERB will identify and mobilise Employer Champions for workstreams, ensuring the employer voice is loud and clear in all our actions.</p> <p>The ERB will embed the new Thames Valley Skills Unit (TVSU) as an expert team to help drive forward the LSIP. This will ensure that there is an expert resource within the ERB to advise on skills.</p> <p>The ERB will convene a new Provider and Partner Forum.</p>	<p>The LSIP Employer Board is in place with an active membership of Employer Champions for priority themes and sectors.</p> <p>The Thames Valley Skills Unit is established as a dedicated team within TVCC.</p> <p>The Partner & Provider Forum has been rolled out as a webinar for information-giving.</p> <p>The LSIF Project Management Group is now planned to evolve into a broader collaborative group, seeking opportunities for FE providers to continue to work together on strategic issues such as Higher Technical Qualifications (HTQs) and consider opportunities such as devolution. This will be put in place, with joint leadership from the TVCC from June 2024.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the Board and Forum and continue to drive and monitor progress.</p>	<p>COMPLETE BY TARGET-SEP 2023</p>	<p>TVCC directly delivering and leading collaborative arrangements.</p> <p>Ensuring providers and employers have more opportunities to collaborate.</p>	<p>Structure in place and monitored by quarterly Board meetings.</p> <p>KPIs agreed and monitored at weekly team meetings and quarterly Board meetings</p>	<p>COMPLETE The LSIP is now embedded as an essential part of the Berkshire strategic landscape for skills.</p> <p>In particular, the Employer Champions, driving and supporting the sector-based Workforce Development Partnerships are improving relationships and enabling tangible impact (see below).</p>
<p>Monitoring and Realising the Benefits Monitor and support the realisation of the LSIP and to keep the LSIP under review to ensure it is still relevant.</p> <p>Work with the Lead for the LSIF application to ensure the LSIF is aligned with the LSIP.</p>	<p>Impact Measures agreed (set out in 'What We Have Achieved' section) and aligned with LSIF KPIs where appropriate.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) is working in partnership with LSIF providers, including the lead, Activate Learning.</p>	<p>COMPLETE BY TARGET-SEP 2023 Agreement of KPIs</p> <p>ON TRACK Monitoring of KPIs</p>	<p>TVCC working in partnership with the LSIF Project Group ensured that LSIF was closely aligned with LSIP.</p>	<p>Monthly LSIF Project Management Meetings attended by TVCC</p>	<p>ON TRACK</p>
<p>The ERB should facilitate work to strengthen collaborative working, ensuring that employers and providers work together to provide employer-focused solutions that are cost-effective, and try to best manage employer demand signals which can be fragmented.</p> <p>Pilot, convene and facilitate ERB-Led Workforce Development Partnerships (WDP) in Priority Sectors, using existing partnerships where possible, and maximising benefit with cross-border working if possible.</p> <ul style="list-style-type: none"> • Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. • Generate resources and advice for signposting employers to skills. • Strengthen relationships between attending providers and employers to generate further partnership solutions. 	<p>Learning from best practice in our area, bring a Guide for Working Together on Shaping the Workforce which will offer guidance to both employers and providers in navigating the local skills system and working collaboratively to help shape the workforce for the future.</p> <p>Guide for "Working Together on Shaping the Workforce" available on-line and updated with new case studies and resources on a regular basis ongoing.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has created resources and published the website</p>	<p>COMPLETE BY APRIL 2024 (TARGET-JAN 2024)</p>	<p>TVCC directly delivering and leading arrangements.</p> <p>Ensuring we showcase, guide and encourage providers and employers have more opportunities to collaborate.</p>	<p>Weekly Thames Valley Skills Unit Team meetings have monitored progress.</p>	<p>COMPLETE The website is now launched.</p> <p>Further development work and content creation planned for the duration of 2024.</p>
	<p>Workforce Development Partnerships active for:</p> <ul style="list-style-type: none"> • Screen Sector • Construction & Built Environment • Health & Life Science • Care • Transport & Logistics 	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.</p>	<p>COMPLETE BY TARGET-SUMMER 2023- WDPs LAUNCHED. WDP PARTNERSHIP WORK CONTINUES UNTIL MARCH 2025</p>	<p>TVCC directly delivering and leading arrangements.</p> <p>Research / deep dives / Labour Market Information (LMI) / Data analysis.</p> <p>Employer engagement – through sector based WDPs</p>	<p>Monthly KPIs for employer engagement captured and reviewed at Thames Valley Skills Unit Team Meetings and Employer Board.</p>	<p>ON TRACK WDPs are now active fora, driving forward actions in each priority sector.</p> <p>Case studies are included as part of this Progress Report.</p>

BERKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>This Plan sets out a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers- Information for Education and Skills Providers. This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning.</p>	<p>Update to Skills Priorities published (Annex 2)</p> <p>Disseminated and promoted as part of the Progress Report.</p> <p>Showcased and promoted on Guide to Working Together Website</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has completed the deep dive research, created resources and published on the website</p>	<p>COMPLETE BY TARGET- JUNE 2024</p>	<p>Research / deep dives / Labour Market Information (LMI) / Data analysis.</p> <p>This information will enable providers to tailor responses to employer needs.</p>	<p>Reviewed and monitored at Employer Board (quarterly) and LSIF Project Management Group (monthly)</p>	<p>COMPLETE</p> <p>Information for Education and Skills Providers. This sector-by-sector analysis sets out granular information which our education and skills providers will continue to respond to in their business and curriculum planning.</p>
<p>Employers and training providers should collaborate to provide curriculum provision that is flexible and accessible to working learners for upskilling. Training providers, working in partnership with the ERB should plan a 'rapid response' service to design and deliver local, non-accredited and/or modular provision (occupation dependent as some industries require licence to practice) to address urgent skills needs in the existing workforce.</p>	<p>Providers working together through the LSIF to develop and promote Short Courses related to LSIP priorities.</p> <p>The Modular Acceleration Programme is a two-year programme taking place over 2023/24 and 2024/25 that will accelerate the supply of and support the delivery of individual modules of HTQs ahead of the launch of the LLE. Activate Learning are a pilot provider, working with TVCC to promote the offer.</p>	<p>Providers, including the LSIF Project Group, have planned out provision.</p>	<p>ON TRACK-Summer 2023- Mar 2025</p>	<p>Pilot funding for MAP</p> <p>TVCC will work with Activate to promote MAP</p>	<p>KPIs agreed through LSIF Project Group.</p>	<p>ON TRACK</p> <p>Activate Learning are piloting the Modular Acceleration Pilot (MAP).</p>
	<p>New Skills Bootcamps launched in LSIP priority areas:</p> <p>Life Science- Lab Skills</p> <p>Green Skills</p> <p>Health & Social Care</p> <p>Screen Industries</p> <p>Leadership & Management</p> <p>Digital Skills</p>	<p>TVCC have worked with contract holder, Berkshire LEP to ensure Skills Bootcamp provision meets LSIP priorities.</p> <p>Skills Bootcamp offer promoted by TVCC through monthly newsletter, website and WDPs.</p> <p>Employers engaged by TVCC to help design and influence provision</p>	<p>ON TRACK-Summer 2023- Mar 2025</p>	<p>Mainstream funding: Skills Bootcamps (Berkshire LEP and providers)</p> <p>Employer engagement by TVCC through WDPs and 1-1s</p>	<p>Berkshire LEP-Skills Bootcamp contract holder has agreed targets as part of the contract.</p>	<p>ON TRACK</p> <p>Skills Bootcamps in place.</p> <p>169 bootcamp graduates</p> <p>111 job interviews created</p> <p>61 new job outcomes</p>
<p>HTQs are higher technical qualifications that employers have helped develop. The Lifelong Learning (Higher Education Fee Limits) Bill has been introduced in parliament, which will allow for the Government's Lifelong Loan Entitlement (LLE) to be rolled out.</p>	<p>Provider-led Planning Group implemented.</p> <p>HTQs in place through FE providers.</p> <p>(NB LLE delayed until 2026)</p> <p>HTQs now on offer include:</p> <ul style="list-style-type: none"> Digital Technologies including AI and Cyber Modern Methods of Construction Leadership & Management 	<p>The LSIF Board group, with co-leadership from TVCC is widening its focus to lead collaborative action and skills planning, including a focus on HTQs and LLE.</p> <p>TVCC will co-lead the collaborative group with providers.</p>	<p>DELAYED DUE TO NATIONAL DELAY IN ROLL OUT OF LLE</p> <p>Autumn 2023- March 2025</p> <p>Timeline for LLE launch now in line for 2026.</p>	<p>Mainstream funding: HTQ</p> <p>LSIF Funding for design, development and collaboration.</p>	<p>KPIs agreed with providers through LSIF-new L4+ courses:</p> <p>11 new L4+ courses planned</p>	<p>ON TRACK (to new timeline)</p> <p>Planning Group in place and HTQs being promoted.</p>

BERKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
Promoting Careers in Priority Sectors	<p>Using information on Skills Priorities, work with providers and CEIAG providers is ongoing to ensure up to date information is available to influence careers advice and activity.</p> <p>Partnership working in place with Berkshire Careers Hub including attendance at and contributions to WDPs</p>	TVCC leading collaboration with CEIAG providers and	ON TRACK Autumn 2023- March 2025	TVCC leading employer engagement	Regular KIT meetings in place with CEIAG Providers.	ON TRACK Strong engagement with Careers Providers in place. Online articles highlighting careers in priority sectors being published on Adviza careers portal
T Levels are being rolled out by the Government. These qualifications will aid L3 occupations and employment, progression to apprenticeships and vocational HE.	<p>On going support for providers in the roll out and expansion of T levels.</p> <p>WDP in Screen Sector focusing on T Level implementation</p>	The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.	ON TRACK Autumn 2023- March 2025	TVCC leading deep dive research and employer engagement through WDPs	Monitoring implemented through deep dive research and published in	ON TRACK T Level learners in Berkshire in 22/23 T Level learners in Berkshire in 23/24 (data awaited)
Beyond the specific sectoral, and cross-sectoral skills set out in this Plan, there has been a wide range of employer feedback on the necessity of employability skills. More work needs to be undertaken to establish the need for a defined framework of underpinning employability skills, endorsed by employers, for training providers to adopt. Or, whether there is an existing framework used by providers that could be amplified and promoted. This could provide consistency for employers.	<p>Providers and TVCC have identified skills in Leadership and management, workforce development and sustainability as key themes.</p> <p>There was no appetite for a new defined framework of underpinning employability skills arising from WDPs and other employer engagement.</p> <p>We are also aware that the National Priority Skills Statement makes reference to more work required. The national guidance notes that essential skills in English, maths and digital should also be prioritised and acknowledges that there may be value in articulating a list of transferable skills. Existing models such as Skills Builder provide this.</p>	The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.	COMPLETE-ACTION NOT ONGOING			
In partnership with the ERB and employers, training providers should further develop collaborative work to create innovative routes into the FE Teaching Workforce , and increase the capacity for training, coaching, and mentoring in priority skills.	<p>Work with ETPs to support work to: Promote FE teaching as a career route.</p> <p>Provide development opportunities for teachers.</p> <p>Promote employer involvement in delivery</p>	LSIF Project Group delivering Teach Your Trade Campaign	ON TRACK Sep 2023- March 2025	FE Colleges collaborating through LSIF	Progress reported through monthly Project Meetings.	ON TRACK


SECTOR SPECIFIC: SCREEN INDUSTRIES

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Facilitate a Screen Industry Workforce Development Partnership (WDP)</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. <p>The Berkshire Film Office and Resource Productions have won funding for a BFI Skills Cluster. Resource Productions is set to receive £0.6 million from BFI over three years to develop a diverse pool of local filmmaking talent, working alongside Berkshire education and training providers such as the University of Reading and employers such as Shinfield Studios</p> <p>The ERB and the BFI Skills Cluster have agreed to work together in partnership.</p> <p>The Sector Profile illustrates that allied trades (hair, makeup, finance, HR, carpenters and electricians) often do not have the relevant skills for the Screen Industry.</p>	<p>TVCC have convened a WDP to partner and add value to the Skills Cluster, developing a work programme to connect employers to skills, and improve the skills provision in the local area.</p> <p>The WDP has explored new apprenticeships</p> <p>As part of the WDP and BFI Skills Cluster, employers and ETPs are exploring simulated productions to act as industry and work placements, and as routes into the industry.</p> <p>Other priority roles identified in the LSIP have been identified as Skills Bootcamps.</p> <p>Existing L3 courses and future plans were enhanced through employer collaboration promoted by the LSIP (see case study from TWFCG)</p> <p>The WDP is developing new Hair & Makeup qualifications and securing a new Hair & Media Makeup End Point Assessment organisation.</p> <p>The WDP is developing Train the Trainer – understanding the breadth of roles and how other curriculum areas (including carpentry and electricians) cross into the screen industries sector; Teachers/careers professionals to be upskilled so they can promote opportunities to their students</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the Board and Forum and continue to drive and monitor progress.</p> <p>Dominique Unsworth- Resource Productions (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>COMPLETE- WDP IN PLACE</p> <p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the LEP and providers help signpost employers to help develop Bootcamps and other courses for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamp, apprenticeship & T Level provision in Berkshire</p> <p>Existing provision influenced by employer input</p>	<p>WDP meeting quarterly- 3rd meeting was in April 2024.</p>	<p>ON TRACK</p> <p>T Level in Media, Broadcast and Production now due to be on offer to Berkshire learners for September 2024.</p> <p>A new apprenticeship offer is now available including: Content Creator and Production Assistant.</p> <p>New Skills Bootcamp courses now running including Camera, Lighting and Grip and in Film and TV.</p>




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SECTOR SPECIFIC: CONSTRUCTION AND THE BUILT ENVIRONMENT


Priority		Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Facilitate a Construction & Built Environment Workforce Development Partnership (WDP)</p> <p>Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions.</p> <p>Increase T Level provision.</p> <p>The Sector Profile illustrates those changing technologies, particularly in Green Skills are driving the need for upskilling in new technology, retrofitting and digital.</p> <p>The WDP will promote expansion, development, and delivery of provision in the identified priority areas.</p>		<p>TVCC have convened a WDP for Construction and Built Environment Sectors, collaborating with CITB, Home Builders Federation and the Electrical Contractors Association. This is a new group, pan-Berkshire and Oxfordshire to maximise benefits.</p> <p>Commitment to 3 key actions: Inspire and inform more people about the Built Environment – construction roundtable being planned Undertake a role-mapping and directory-creation exercise – being built into the Guide for Working Work on continuing to match education and training provision to local employer needs – range of construction course development through LSIF funding</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Lawrence Wright (Helix) (Employer Champion) leads meetings and partnership work with TVCC.</p> <p>Partners CITB ECA Home Builders Federation</p>	<p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and stakeholders.</p> <p>TVCC work with the LEP and providers help signpost employers to help develop other courses for the sector.</p> <p>Outcomes expected: New Skills Bootcamp, HTQ & T Level provision in Berkshire</p>	<p>WDP meeting quarterly- 3rd meeting was in April 2024.</p>	<p>ON TRACK T Levels planned for 2025</p> <p>New short modular upskilling courses on offer (for example, TWFCG Green Skills Academy) in green construction-installing renewable energy systems. New HTQ now available in Modern Methods of Construction.</p>

SECTOR SPECIFIC: HEALTH AND LIFE SCIENCES

Priority		Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Partner with the existing Thames Valley Health and Life Sciences Round Table to facilitate a Workforce Development Partnership (WDP)</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. <p>The WDP will promote expansion, development, and delivery of provision in the identified priority areas.</p>		<p>The TVCC has worked with the successful Life Sciences Round Table to identify partnership and collaboration opportunities and establish a WDP.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed: Creating more opportunities for new entrants to the sector and for career returners. More mentoring and work insights opportunities for potential new entrants to the sector. The creation of new education and training provision Creating industry upskilling opportunities for teaching staff</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Hardeep Jhutti, Moderna (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the LEP and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected: New Skills Bootcamps</p>	<p>WDP meeting quarterly- 3rd meeting due July 2024.</p>	<p>ON TRACK</p> <p>Life Science – Lab Techniques Skills Bootcamp, endorsed by Life Science employers now available linked to identified roles and skills in LSIP- Lab Technician</p> <p>Partnership with the STEM Returns charity established</p> <p>Building further links between providers and employers.</p>




SECTOR SPECIFIC: CARE


Priority		Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p>Employers report the need for modular training to support specialist skills. such as diabetic training, training to support residents with epilepsy, and midazolam injections, leadership & management.</p> <p>Employers report that the FE college curriculum should be developed to include important areas such as mental health first aid, situation management for emotive situations, creative thinking, food texture modification (IDDSI framework) (which is currently taught in catering courses), food hygiene certification, and delivering meaningful activities in social and residential care settings.</p> <p>The LSIP will promote expansion, development and delivery of provision designed to improve the English skills of new, overseas workers.</p>		<p>The TVCC has launched a WDP in Care.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed:</p> <p>Promotion and focus on Care Home week</p> <p>Exploring the data – where have those in the sector come from</p> <p>Collaboration with the Hallmark Foundation on their National Care Careers event (19th Nov 2024)</p> <p>Directory/spiderweb of roles/progression within the sector</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Sanjay Dhrona, The Close Care Home (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>ON TRACK</p> <p>Autumn 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with with the LEP and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Deep dive research and employer engagement to establish upskilling needs for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamps</p> <p>Work insights for students</p> <p>Employers influence content of existing curriculum</p>	<p>WDP meeting quarterly- 1st meeting April 2024</p>	<p>ON TRACK</p> <p>Initial deep dive analysis identified a trend of adult students and entrants (not 16-18)</p> <p>Skills Bootcamps running in Berkshire linked to specialist skills reported in the LSIP including:</p> <p>Level 3 First Aid in mental Health, Understanding and supporting physical and learning disabilities, including support for individuals with ASD, immediate management of Anaphylaxis</p>

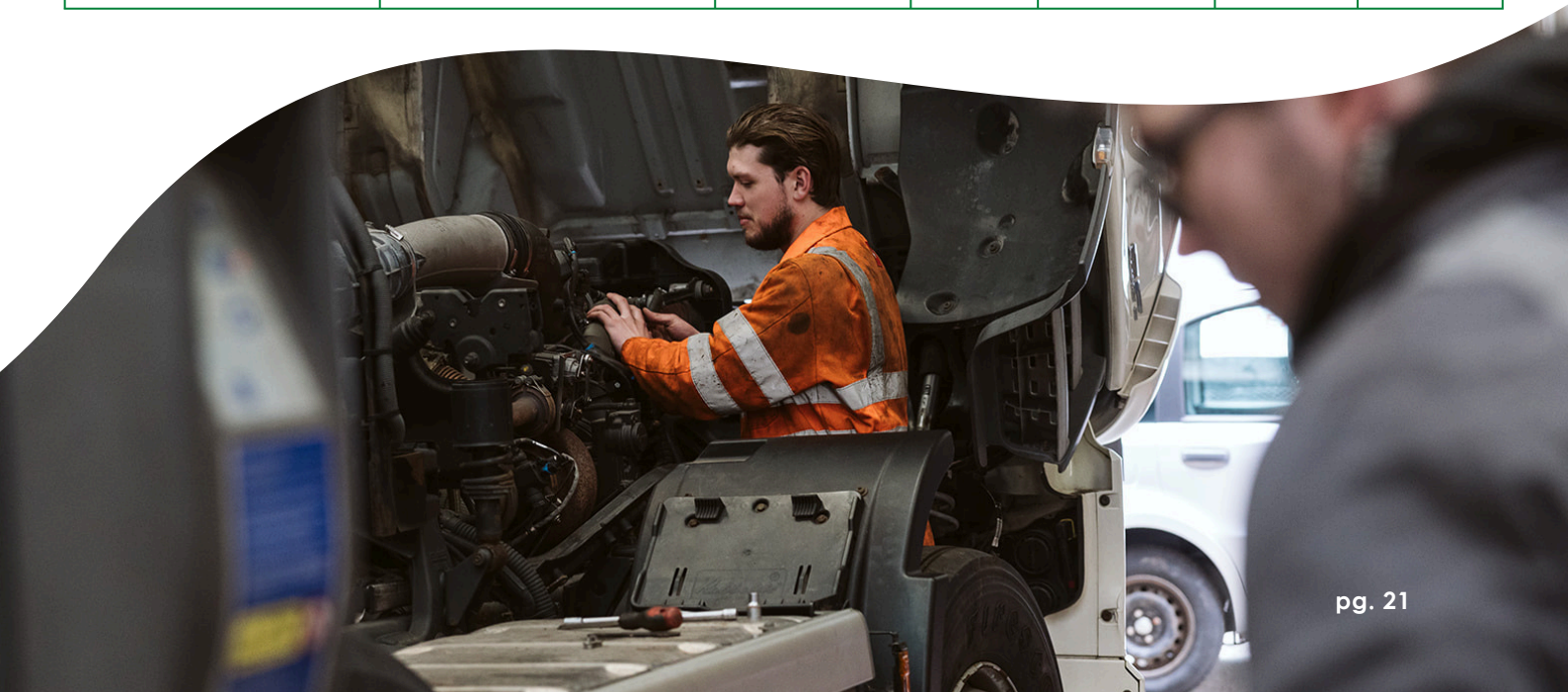
BERKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

SECTOR SPECIFIC: HAULAGE AND LOGISTICS

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p>The sector needs to promote itself as a career of choice to improve recruitment and career progression.</p>	<p>The TVCC has worked with the Chartered Institute of Logistics and Transport to identify partnership and collaboration opportunities and establish a WDP.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed:</p> <p>Promotion of breadth of careers in the sector</p> <p>Focus on level 1 and 2 students: opportunities exist for them and they can upskill and progress in the sector</p> <p>Resources/materials from Chartered Institute of Logistics and Transport (CILT) to be shared with Careers Organisations for use with schools/colleges; Working with Generation Logistics to get more sector ambassadors into schools/colleges</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Richard Perriman (Employer Champion) leads meetings and partnership work with TVCC.</p> <p>Partners CILT</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with with the LEP and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected:</p> <p>Work insights for students</p>	<p>WDP meeting quarterly- 2nd meeting April 2024</p>	<p>ON TRACK</p> <p>Work on a pilot programme of work placements with key employers and providers Joint LSIP/CILT event to be run in the Autumn to bring employer, provider and learner voices together on this</p>


SECTOR SPECIFIC: ICT CROSS-SECTOR PRIORITY: DIGITAL

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The ERB will promote expansion, development, and delivery of provision in the identified priority skills.</p> <p>Work with the Thames Valley Berkshire LEP to ensure the Skills Bootcamps in Digital, including Digital Marketing, reach intended targets.</p>	<p>Providers are developing new digital provision in:</p> <p>T levels HTQs Skills Bootcamps</p> <p>TVCC has worked with the LEP to help signpost employers to benefit from the Skills Bootcamps in Digital.</p>	<p>Berkshire LEP And providers have worked together to develop and deliver Skills Bootcamps</p> <p>Providers through LSIF collaboration are developing digital provision.</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>Mainstream skills funding</p> <p>Outcomes Expected:</p> <p>More learners accessing digital skills</p>	<p>Employer Board quarterly-monitoring activity</p>	<p>ON TRACK</p> <p>T Levels in Digital available New HTQs New Skills Bootcamps: Digital Marketing and Data Analytics</p>




BERKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

CROSS-SECTOR PRIORITIES: LEADERSHIP AND MANAGEMENT/BUSINESS AND PROFESSIONAL

Priority		Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Research and explore the support Berkshire employers need to provide L&M development for the existing workforce to respond to the identified issue of a tight labour market.</p> <p>Education & Training Providers to use LSIF, Innovation Fund as alternative sources of funding for development of non-accredited and accredited short courses for part-time and full-time learners to improve their knowledge and understanding of the identified Cross-Sector Transferable Skills.</p>		Using the Information on Cross-Sector, Leadership & Management, education, and training providers should review curriculum planning to include these skills where possible and appropriate.	Providers, led by New Directions	ON TRACK Autumn 2023- March 2025	<p>Provider led working group.</p> <p>Mainstream skills funding.</p>	<p>Monitored through monthly LSIF Project Meetings.</p>	<p>ON TRACK</p> <p>Working group established by New Directions.</p> <p>New L&M training now available including Skills Bootcamps and HTQ</p>

CROSS-SECTOR PRIORITIES: GREEN

Priority		Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
Build relationships with employers, to help businesses understand their responsibilities and actively develop green skills strategies.		Work in partnership with the planned Sustainability Knowledge Transfer Partnership led by the University of Reading.	ACTION NOT GOING FORWARD KTP not in place- other actions being taken forward by providers- see below.				
<p>Employers and training providers to collaborate to provide curriculum provision that is flexible and accessible to working learners.</p> <p>Training providers, working in partnership with the ERB should set out a 'rapid response' service to design and deliver local, non-accredited and/or modular provision to address urgent Green Job skills needs in the existing workforce.</p> <p>Education & Training Providers to use LSIF, Innovation Fund as alternative sources of funding for development of non-accredited and accredited short courses for part-time and full-time learners to improve their knowledge and understanding of the identified skills.</p> <p>Provide staff development for FE Teachers in identified green skills that are valued by employers.</p> <p>Invest in capital resources identified as essential in delivering Green skills identified in industries such as utilities, motor vehicle, engineering, and construction.</p>		<p>TWFCG are working extensively with Construction businesses and self-employed operatives across the Berkshire area and engagement is helping to inform the training needed. For example, by talking to employers they have identified demand for new 'Green Skills courses in: Warm Water Underfloor Heating, Rainwater Harvesting and Greywater Reuse, Legionella, Electricity for Plumbers (needed for Apprenticeship in Low Carbon). They are currently developing these courses</p> <p>Several staff have undertaken the training in order to be able to teach the relevant specialties.</p> <p>New short courses and Skills Bootcamps in place</p>	<p>Berkshire LEP And providers have worked together to develop and deliver Skills Bootcamps</p> <p>Providers through LSIF collaboration are developing green provision and facilities.</p>	ON TRACK Autumn 2023- March 2025	<p>TVCC work with with the LEP and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamps</p> <p>New short courses</p>		<p>ON TRACK</p> <p>Equipment and facilities purchased and installed at TWFCG for courses and short courses</p> <p>Skills Bootcamps in Retrofit – 24 learners</p> <p>Air Source Heat Pump Training– 30 learners</p> <p>Air Source Heat Pumps- 15 learners</p> <p>Domestic Ventilation Systems -21 learners</p> <p>EESS – 40 learners</p> <p>Solar PV- 46 learners</p>

ANNEX 1: STRATEGIC AND ECONOMIC CONTEXT UPDATE

The total population of Berkshire continued increasing up to 958,803 in mid-2022, which was 7,772 or 0.82% higher than the previous year, being slightly lower than the population increases in the South East and England of 0.90% and 0.98% respectively. The increase of 7,772 is mainly explained by significant international net migration (8,715), with births minus deaths (3,216) and negative internal net migration (-4,180) largely offsetting.

Similar to England as a whole, Berkshire is facing an aging population. In 2022 the over 50s represented 34.27% of the population which was lower than the 38.05% for England as a whole. However, this is forecast to increase significantly in the period to 2034 to a level of 39.84%, being a 5.57% increase. This increase is significantly higher than for England as a whole which is forecast to increase to 40.57%, being a 2.52% increase. Conversely the 20-49 working age population is forecast to reduce from 433,962 to 345,027 over the same period, being a reduction of 88,935, or 20.49%. This is a much higher reduction than the 9.32% for England as a whole.

Those employed across Berkshire increased by 17,000 (3.59%) in 2023 compared to 2022. This is higher than the increase in the South-East of 2.24% and England of 0.78%. There is forecast to be a growth in employment between 2020 and 2035 of 47,000 jobs (8.09%). In addition, significant replacement demand of 287,000 jobs is forecast which gives total demand of 334,000 workers to fill new and replacement jobs.

The unemployment rates increased in 4 of the 6 Unitaries ranging from between 2.3% and 4.5%, compared to 2022, while West Berkshire stayed the same and Slough reduced. This compared to a slight reduction in unemployment in the South-East and a slight increase in England.

The combined economically inactive pool in Berkshire reduced significantly in 2023 compared to 2022 by 12,000 (11.88%), consistent with the above increase in employed workers. This is a much starker reduction than the South-East of 5.17% and England of 0.79%. In the year to September 2023 the inactive pool was 15.8% compared to the England average of 21.1%.

The Claimant count, which measures the number of people claiming job seekers allowance, has reduced by 453 (2.62%) to 16,829 in 2023. This is a lower reduction compared to the South-East and England of 3.92% and 3.03% respectively.

The above updated demographics and employment data shows a continuation of the significant and increasing challenge to the labour market through to 2035 from an increase in new and replacement jobs needed, affected by an aging workforce and reduction in the 20-49 working age pool, both being significantly higher than the England averages. The recent reductions in the economically inactive and claimant counts provide some mitigation.

Further, the aging population emphasises the need to significantly increase the demand for healthcare and social care services and may lead to skills shortages and increased competition for skilled workers to replace retirees.

The ongoing significant increase in international net migration highlights the need to provide training, including language and basic skills for recently arrived workers.

Turning to industry and business, Berkshire continues to excel nationally. Almost a quarter (24.3%) of Berkshire's GVA in 2022 is derived from the Information and Communication sector (increased from 10.9% of GVA in 2011). When this is combined with the other sectors of Wholesale/Retail (11.5%), Real Estate (9.1%) and Professional, Scientific & Technical Activities (11.4%), Berkshire derives 56.3% (up from 55.2% in 2021) of its GVA from just four industries. Overall GVA increased by £4.9m (9.8%) in 2022 compared to 2021, which was significantly due to the Covid recovery. For employment by occupation, in 2023, 60.1% of Berkshire's workforce was at Manager, Director or Professional or Associate professional level, which was significantly higher than that for the South-East of 57.1% and 52.9% nationally.

This high skilled workforce is reflected in Berkshire's GVA per job filled of £84,093 in 2021, which is among the highest in England being 41.8% higher than the England average of £59,286. Further, Berkshire's average GVA per hour worked in 2021 was £53.50, which was 37.5% above the England average (£38.90) and much high than neighbouring Oxfordshire (£38.50). In terms of the longer-term forecast covering the period 2024-27, EY forecasts GVA growth covering the period 2024-27 of 2.2% across the wider Thames Valley region and 2.5% in Reading. And from an employment perspective, it forecasts 1.8% growth for Reading and 1.4% for the wider Thames Valley region. These forecasts are at the highest end relative to other UK regions.

The number of businesses in Berkshire reduced by 1,235 (2.8%) from 44,195 in March 2022 to 42,960 in March 2023 reflecting the challenging economic climate. The significant majority of businesses as of March 2023, were micro (89.4%) or small (8.2%). However, there were 1.8% medium sized and (0.6%) large enterprises. Therefore, overall, there is a high concentration of SMEs, which account for 99.4% of all businesses in the County.

As previously noted there is forecast to be growth in employment between 2020 and 2035 of 47,000 jobs (8.09%). The vast majority of this growth is made up of 42,000 jobs in Professional and Associate Professional Occupations. The sectors with the greatest forecast increases are Construction 5,000 (14.4%), Accommodation and Food 5,000 (16.1%), Information and Communication 14,000 (19.2%), Professional, Scientific, and Technical 9,000 (13.6%), Support Services 7,000 (13.5%) and Health and Social Work 3,000 (5.6%). Transport and storage, whilst lower in employment volumes, also shows a significant increase of 2,000 (6.9%).

The above updated industry and business data continues to show that GVA growth to 2027 is forecast to outperform other UK Regions and is likely to require significantly more skilled labour, at a time when there is a tightening labour market with skills shortages and increased competition for workers in certain industries. Further, in order for production to remain competitive many businesses are dependent on greater automation and the use of new technologies and a highly skilled IT workforce.

The continuing predominance of SMEs means that employer demand is fragmented, and opportunities continue to be needed to bring employers together with sector bodies and educational providers in order to seek to appropriately meet future business needs. Many of the dominant sectors in Berkshire (particularly Professional, Scientific & Technical Activities, Information & Communication) are changing through digitalisation and new technologies leading to increasing demands for skills through growth and transformation. This is in Information and Communication in particular, with the highest forecast growth of 19.2% to 2035. The County is well placed to lead future developments including the rapid changes from AI which represents an opportunity and a potential vulnerability, due to the relative ease and risk of tech jobs being performed remotely, outside Berkshire.

ANNEX 2: INFORMATION FOR EDUCATION AND TRAINING PROVIDERS

Key Outcomes Employers Want and Why

The following sections outline a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers- **Information for Education and Skills Providers**. This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning. In return, the Thames Valley Skills Unit undertakes to keep this information up-to-date, relevant, and used through our continuing engagements with employers and training providers.

The presentation of information is as follows:

For each sector, we have set out the hard-to-recruit roles described by employers. These are then translated into the occupational code (SOC) to triangulate the jobs data in the secondary research, and also translated into the equivalent Occupational Standards (Apprenticeships) to allow Education and Training Providers to understand the relevant qualification content. It is not intended that apprenticeships will always be the training solution, but providers can use the detailed content under each occupational standard to design or influence the curriculum. We will work with Education and Training Providers to help inform their decisions as to the best solutions and responses for the identified priority areas.

- Where a role is highlighted in **yellow**, this demonstrates that the role is also flagged as a potential shortage by the secondary jobs data (see detailed data research in Annex A).
- Where a Standard is highlighted in **orange** this shows that this Standard is not currently being offered in Berkshire.
- Where a Standard is in **red**, the qualification is not yet developed and available.
- Where a Standard is highlighted in **light orange**, it had less than 5 starts in 2021/22.
- Where a Standard is marked with a **DG** or **MG**, this is a Green Occupation as defined by IfATE[4].

DG Dark-green occupation

A dark-green occupation, for example wind turbine engineer, which is embedded within the green occupational landscape and delivering sustainable outcomes.

MG Mid-green occupation

A mid-green occupation will remain the same in overall scope but there might be a need for new knowledge, skills and behaviours to be embedded to enable the use of new technologies and approaches.

CHANGES REQUIRED

Education and Training Providers are asked to review the priority job roles and skills and plan how to respond to them. Solutions could include:

- Collaborative working to ensure an employer-focused approach through the Local Skills Improvement Fund (LSIF)
- New or expanded use of the Adult Education Budget, including the Innovation Fund
- New Employer funded training
- New or expanded short/modular accredited or non-accredited courses funded by LSIF
- New Skills Bootcamps
- New or expanded Apprenticeships
- New or expanded T Levels
- New or expanded HTQs
- New curriculum content for existing courses

Screen Industries

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4-5)	Professional Occupations (Level 6+)
Camera Operatives	Camera Prep Technician (L3)	Camera Assistant (L4)	
AV Technicians	Broadcast and Communications Technical Operator (L3)	Broadcast and Media Systems Technician (L5)	Broadcast and Media Systems Engineer (L6)
Cinematographers			Cinematographer (L6)
Editors		Post-Production Technical Operator (L4) Post-Production Engineer (L5)	Creative Industries Production Manager (L7)
Animators		Junior Animator (L4)	
Production Co-Ordinators and Runners	Production Assistant (Screen and Audio) (L3)		
Production Managers			Creative Industries Production Manager (Degree) Production Accounting (L7) Producer (L6)
Grip	Grip L3		
Costumes	Costumes Performance Technician (L3)		
Make-Up	Hair, Wigs, Make-Up and Prosthetics Technician (L3)		
Props	Props Technician (L3)		
Carpenter	Scenic Construction Technician (L3) Carpentry & Joinery: Site Carpenter (L2) Advanced Carpentry & Joinery: Advanced Site Carpenter (L3)		
Electricians	Installation & Maintenance Electrician (L3) MG		
Accountants: Production and Payroll	Accounts or Finance Assistant (L2) Payroll Administrator (L3) Assistant Accountant (L3)	Payroll Assistant Manager (L4)	Creative Industries Production Manager (Degree) Production Accounting (L6) Producer (L6)

Construction & Built Environment

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4-5)	Professional Occupations (Level 6+)
Bricklayers	Bricklayer (L2)		Onsite Construction
Cladding	Commercial Thermal Insulation Operative (L2) Roofer: Roof Sheeter & Cladder (L2) DG		
Plasterers and Dry Liners	Plasterer: Fibrous Plastering (L2) Plasterer: Solid Plastering (L2) MG		Onsite Construction
Scaffolders	Scaffolder (L2)		
Plumbers	Low Carbon Heating Technician (L3) DG Plumbing & Domestic Heating Technician: Environmental Technologies (L3) MG Plumbing & Domestic Heating Technician: Gas, Fossil Fuel Oil or Solid Fuel (L3) MG		Building Services Engineering for Construction
Air Conditioning/ Refrigeration	Refrigeration, Air Conditioning and Heat Pump Engineering Technician (L3) MG SHORT COURSES NOW AVAILABLE		Building Services Engineering for Construction
Smart Home Technician	Dual Fuel Smart Meter Installer (L2) DG	Smart Home Technician (L3) DG	
Electricians	Domestic Electrician (L3) MG		
Business Administration	Business Administrator (L3)		

Health & Life Sciences

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)	T Levels
Biologists			Biologist (L6)	T Level in Science
Chemists			Chemist (L6)	T Level in Science
Laboratory Technicians and Health Care Scientists	Healthcare Science Assistant (L2)	Senior Metrology Technician (L5)		
	Laboratory Technician (L3) Metrology Technician (L3)	Technician Scientist (L5)	Laboratory Scientist (L6)	T Level in Science
	SKILLS BOOTCAMPS NOW AVAILABLE			
Production Scientists	Laboratory Technician (L3)	Senior Metrology Technician (L5)		
	Metrology Technician (L3)		Laboratory Scientist (L6)	T Level in Science
	SKILLS BOOTCAMPS NOW AVAILABLE			
Nurses and Nursing Associates	Senior Healthcare Support Worker (L3)	Nursing Associate (L5)	Registered Nurse (L6)	T Level Health
Radiographers			Diagnostic Radiographer (L6)	T Level in Science
Occupational Therapists			Occupational Therapist (L6)	T Level Health
Data Analysts	Data Technician (L3)	Data Analysts (L4)	Data Scientist (L6)	T Level Digital Business Services
			Bioinformatics Scientist (L6)	
			AI Data Specialist (L6)	

Care

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)
Adult Care Worker	Adult Care Worker (L2)		
Manager	Lead Adult Care Worker (L3)	Lead Practitioner in Adult Care (L4) Leader in Adult Care (L5)	
Chefs	Production Chef (L2)		

Haulage & Logistics

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)
Drivers	Large Goods Vehicle LGV Driver C + E (L2) MG		
Maintenance	Heavy Vehicle Service and Maintenance Technician (L3) MG		
Custom Clearing Agents	International freight forwarding specialist – Road Freight (L3) MG		Supply Chain Leadership Professional (L6) MG

ICT

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)	T Levels
Cyber Security	Cyber Security Technician (L3) SKILLS BOOTCAMPS NOW AVAILABLE	Cyber Security Technologist (L4)		T Level in Digital Design, Production & Development
Software Developer	Software Development Technician (L3)			T Level in Digital Design, Production & Development
Data Technician	Data Technician(L3)	Data Analysts (L4)	HTQ Digital Modular Programme for Data Analysts	T Level in Digital Design, Production & Development

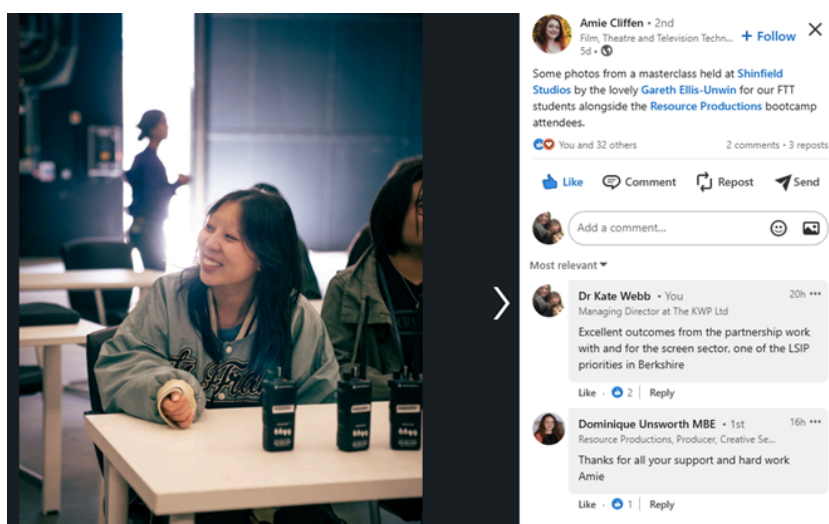
ANNEX 3: DEEP DIVES FROM WORKFORCE DEVELOPMENT PARTNERSHIPS (MAY 2024)

The **Workforce Development Partnerships (WDP)** serve as a collaborative forum bringing together education and training providers along with employers to address workforce development challenges and formulate effective solutions. The primary objective of the WDP is to foster dialogue, exchange ideas, and promote collaboration to enhance the skills and capabilities of the local workforce.



SCREEN INDUSTRIES

The Screen Industries Workforce Development Partnership is a well-developed collaboration between employers, training providers and wider strategic partners. Having met three times since Autumn 2023 it now has a well-defined set of actions on helping to meet the skills needs for the sector across Berkshire. One such need is the recruitment of staff who are 'carbon aware' and able to help the sector meet sustainability goals. New Directions College is working on this as part of a broader piece of work they are doing on green skills for the local economy. The need to broaden the understanding of the full range of roles in the sector is being pursued by Resource Productions. They are working with Reading Economic Destination Agency, Activate Learning and Windsor Forest Colleges Group on a 'Train the Trainer' programme. This will help teachers and careers staff become more aware of opportunities in the sector, so they are able to pass this on to students across a range of disciplines. This includes those directly related to the industry, but also those who don't always see a career in the screen industries as relevant to them, but for whom there is a real need. Examples include carpentry, electrical trades, HR and finance, to name a few. There is also a need to build more courses relevant to the sector, to meet its growing needs for skilled staff. Activate Learning and the Kennet School will offer the T Level in Media Production and Broadcast from September. The partnership will give assistance to the need for extended work placements on this course. They are also working with an awarding body on new hair and make-up for the screen sector qualifications. With self-employment very prevalent in the industry, Reading University is undertaking some initial research on this, with a view to the partnership eventually helping to develop courses in this. It has often been hard to run apprenticeships in the sector, due to the transient and changing nature of projects and contracts. However, Berkshire is looking to be a trailblazer in this area, with Windsor Forest Colleges Group offering two apprenticeships from September, one for Content Creators and one for Production Assistants.





CARE

The Care Workforce Development Partnership saw employers, training providers and wider partners come together to look at the national challenges facing the sector and focus in on local skills needs and solutions. Rachel Reid from the sector body Skills for Care joined us by video to take us through the national picture and the current qualification reforms the government is working on. Sanjay Dhrona, Managing Director of The Close Care Home in Oxfordshire leads work on local skills needs. Skills needs included the wide range of 'soft' and 'people' skills required such as problem-solving, teamwork, time management and dealing with difficult situations. With higher numbers of foreign workers now forming part of the local workforce, there is also a need for training on the nuances of the English language, both written and spoken. Care workers increasingly need higher level clinical skills than perhaps they once did, as people live longer and the conditions, they are living with become more complex. The group is focused on a series of outcomes and impacts which include the promotion of Careers in Care and students needing more work insights. With Care Home Week approaching in June, there is a real opportunity to achieve some of this. In addition, we need to leverage the Hallmark Foundation's National Care Careers event in the Autumn. We need to better understand the backgrounds of those entering the sector to focus our training efforts. Initial analysis has shown that there is a preponderance of adult students entering the sector, rather than 16 – 19-year-olds. We also need to better understand the upskilling needs of the sector and develop new programmes or adapt the current curriculum to further meet these needs.



CONSTRUCTION & THE BUILT ENVIRONMENT

The Construction Workforce Development Partnership is now a core group of key employers and education and training providers who are building trust, understanding and good working relationships. One focus is on promoting the breadth of career opportunities in the sector and making it a more attractive proposition for new entrants. A roundtable event is being developed to help achieve this and to produce materials that can be used online and in social media. Work is also underway to support those from harder-to-reach groups to enter the construction workforce through a partnership between the careers and skills charity, Adviza and a group of employers. This will support the potential entrants to the sector gain the employability skills and confidence as well as the required vocational and technical skills to secure employment. A curriculum map is being created to help employers better understand the qualification landscape for the sector, with a view to getting more engagement with these qualifications, in particular apprenticeships and T levels. Local Skills Improvement Funds are also being used to create new construction training facilities and courses for the sector, with a particular focus on the green skills it will need to meet net-zero targets. A range of sector bodies have also been engaged in the partnership, including the Construction Industry Training Board, the Electrical Contractors Association, the Home Builders Federation, the Civil Engineering Constructors Association, and the Federation of Master Builders.



HAULAGE & LOGISTICS

The Haulage and Logistics Workforce Development Partnership has had input from the Chartered Institute of Logistics and Transport's Bethany Windsor, who gave an overview of the skills challenges for the sector as a whole. Our Employer Champion, Richard Perriman, Scan Global Logistics, spoke about local skills needs which led to a lively debate about these needs and how better to meet them. The partnership is focused on the further promotion of the sector and the breadth of opportunities within it. Working with the Chartered Institute and Generation Logistics, the group will work on promotional activity in local schools and colleges. This will include planning for an Autumn event to be held in a local college that will bring teacher, student, and employer voices together on skills needs and how to meet them. There was also lots of discussion on the fact that opportunities to progress within the sector, including from entry-level roles, were very strong. More work needs to be done to understand upskilling needs and to encourage level 1 and 2 students to look at opportunities in the sector. The group will begin work on a pilot programme of work placements for these students, following the Autumn event. The next meeting is taking place on July 25th. The focus will be on identifying employer skills needs in more detail and matching these to programmes being run by training providers and identifying gaps in provision.



HEALTH & LIFE SCIENCES

The Health and Life Sciences Workforce Development Partnership works with the Thames Valley Chamber of Commerce Health and Life Sciences working group. This collaboration will be continuing going forward and creates a broad base of employer engagement across the Thames Valley for this sector. The partnership will initially focus on creating more opportunities for new entrants to the sector and for career returners, with a presentation from the STEM Returners charity taking place. A need for more mentoring and work insight opportunities for potential new entrants to the sector was also recognised, with work on mentoring being developed in collaboration with Adviza, a careers and skills charity. The need to create new education and training provision was also recognised. New lab technicians Skills Bootcamps are being delivered in Berkshire and are under development in Oxfordshire and Local Skills Improvement Funds are being used to redevelop the lab spaces at Activate Learning, Reading. This will allow for further relevant provision for the sector to be developed. There were also discussions around the creation of industry upskilling opportunities for teaching staff in colleges, to keep them up to date with a fast-moving sector.

ANNEX 4: EMPLOYER CHAMPIONS AND BOARD MEMBERS (PAN BERKSHIRE AND OXFORDSHIRE)

Joe Bailey	Company Founder	Orbitr	Digital
Stuart Carroll (Chair of Employer Board)	Director Market Access, and Policy Affairs	Moderna Bio Tech UK Ltd	Health & Life Science
Peter Counce	Head of Strategic Workforce Planning	AWE	STEM
Nic Davies	CEO	Helix Group	Construction & Built Environment
Sanjay Dhrona	Managing Director	The Close Care Home	Care
Hardeep Jhutti	Director of R&D Strategic Operations	Moderna Bio Tech UK Ltd	Health & Life Sciences
Jennie MacFarlane	Human Resources Business Partner	Owen Mumford	Health & Life Sciences
Warren Page	Apprentice Manager	XTrac Ltd	STEM
Richard Perriman	Vice President Commercial Development	Scan Global Logistics	Transport & Logistics
Sarah Powell	HR Director	Le Manoir aux 'Quat Saisons	Hospitality & Visitor Economy
Jo Sandy	Head of Clinical Education & Workforce	Royal Berkshire NHS Trust	Health & Life Science
Phil Smith	Chair	Digital Skills Partnership	Digital
Charlie Walker	Head of Sales	Walker Logistics	Transport & Logistics
Andrew Whittard	Managing Director	Cherwell Laboratories	Manufacturing Innovation
Lawrence Wright	New Business Manager	Helix Group	Construction & Built Environment
Dominique Unsworth	Managing Director	Resource Productions	Screen Sector



LSIPBERKSHIRE

SHAPING THE FUTURE WORKFORCE