



Progress
Report
June 2025

Cheshire &
Warrington Local
Skills Improvement
Plan (LSIP)

Annex A

Priorities Roadmap 2025

Annex A: Priorities and Actions (Roadmap)

| Activities | Partners involved | Monitoring | Method of implementation & expected outcomes | Timescales | Progress Status |
|--|--|---|---|---|--|
| Actionable Priority – Technical Skills - Theme 1 | | | | | |
| Establish sector specific working groups to take forward the priorities within each individual sector. | Chambers of Commerce Employer & Sector Representative Bodies Enterprise Cheshire & Warrington Local Authorities FE/HE Providers Cheshire & Warrington Learning Provider Network (C&WLPN) Pledge Partnership/ Careers Hub DWP IOT | Quarterly progress reports. Changes to curriculum. Action notes used to inform meetings with Providers/C&WLPN agendas. | Conduct deeper dives into specific issues of importance, with focus on technical skills. ECA leading to ETCA activity, linking with North Wales – launching September. Input into Regional Skills Pilot and Hydrogen Skills Alliance Skills Framework. Origin HR Forum – commenced September 2024. CITB Merseyside and Cheshire group member. Contribution at meetings. More regular meetings with Skills For Care to align priorities for Health & Social Care. Life Sciences Working Group put in place with Cogent Skills, to improve employer feedback response rate. C&WLPN collaboration, providing more direct information to the ITP network and others. | Quarterly meetings. ETCA launch September 2025. March 2025. Ongoing to 25/26. Joined March 25, ongoing presence at meetings. Quarterly meetings. Commenced September 24, ongoing. Attendance at C&WLPN meetings with agenda slot. | Completed |
| Map supply of all types of local training provision by qualifications and competencies. | | Weekly review meetings with data provider, moving to quarterly meetings following publication. | Engagement with all providers to gain details of courses available. Production of an online prospectus tool detailing all provision available. Developed Power BI using Independent Learning Record (ILR) data, published on our website for employer use. Includes Apprenticeship and Adult provision. | Power BI available to LSIP team from May 2024 and via LSIP website August 2025. | Completed |
| Increase apprenticeship uptake and levy transfer promotion via: Exploring potential for shared apprenticeship schemes. Increasing PR and social media activity regarding the benefits of apprenticeships. Increasing careers activity relating to apprenticeships. Encouraging employers to raise awareness of their own businesses and opportunities available. | | Apprenticeship uptake, particularly at Level 3 and above. Increase in Employers engaged in apprenticeships. Website & social media analytics. Review via new Power BI Dashboard October 2024 and March 2025. | University Technical College (UTC) Warrington, LSIP and LSIF (Local Skills Improvement Fund) Conferences to provide key information and case studies from employers and learners on T Levels and Apprenticeships. The Pledge/ Careers Hub activity (detailed within 'What we have achieved so far'). Open discussion with the Institute of Technology (IOT) and exploring potential partnership opportunities moving forward to support delivery of these activities. Uptake concerns following change in Government and hesitation from business to take on apprentices. LSIP works with C&WLPN as an independent broker. | Ongoing | Completed Including over 50 employer referrals made by the LSIP to providers. |

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| Build relationships between providers and employers to support the high level of recruitment intent over the forthcoming 12 months utilising (for example) Career Days, Industry Placements; Cheshire & Warrington Opportunities Portal; and Forums to bring everyone together. | | Number of unfilled vacancies reducing. Technical Education & Course uptake increasing. | The Pledge/Careers Hub activity (detailed within 'What we have achieved so far'). Additional relationships formed via our Working Groups and networking opportunities, and direct referrals from us to providers. | Ongoing | Completed |
| Work with providers to identify how provision can be more responsive to employer need. | | Technical Education course uptake. Changes to curriculum, considering small modular courses, flexible training and direct training into business (for example). | LSIF related projects – courses due for June 25 and September 25 launch. Working Groups to focus on key aspects of technical skills requirements. Activities of Providers' Employer Skills Boards. Bootcamp provision responsive to employer need. | Ongoing until August 2026. | On track to deliver |

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| Actionable Priority – Accessibility - Theme 2 | | | | | |
| <p>Raise awareness of LSIPs with stakeholders and their purpose to support understanding of skill requirements.</p> <p>Raise awareness amongst employers of the value of different types of recruitment strategies and training programmes.</p> <p>Address barriers to investing in skills and training.</p> <p>Increase awareness of the ability for levy transfer.</p> <p>Provision of business support advice and guidance to diagnose digital skill needs & signpost digital training provision.</p> <p>Provision of support for those considered to be at a disadvantage.</p> | <p>Employers</p> <p>Chamber of Commerce Network</p> <p>Employer Representative Bodies</p> <p>Enterprise Cheshire & Warrington</p> <p>Sector Representative Bodies</p> <p>FE/HE Providers</p> <p>Independent Training Providers</p> <p>Cheshire & Warrington Learning Provider Network</p> <p>Cheshire & Warrington Pledge Partnership (inc. Careers Hub)</p> <p>Local Authorities</p> <p>DWP</p> | <p>PR and social media activity and analytics.</p> <p>Numbers of attendees at engagement events, including individual employer meetings.</p> <p>Website analytics monthly reports.</p> <p>Monthly review of inbound enquiries via LSIP website, enquiry forms completed and stakeholder referrals to us as a broker.</p> | <p>Quarterly Chamber magazine adverts to raise LSIP profile.</p> <p>Second Annual LSIP Conference in held in November 2024.</p> <p>Improved focus on LinkedIn profile.</p> <p>Invitations to present LSIP at various forums including Business Advisory Board, North West Business Leadership Team, University of Chester, Chester Business Club, various voluntary sector organisations.</p> <p>Ongoing presence at College Employer Boards.</p> <p>Employer meetings.</p> <p>Signposting to various other activities across the region, including ICB report, Regional Skills Plan, Supported Internships, University of Chester links – UKSPF supporting businesses to become more inclusive (Lego Series Play and webinars) and Petty Pool links with TMC.</p> | <p>Termly LSIP/DFE review meetings.</p> <p>Improved social media presence.</p> <p>Website relaunch August 2024, with next relaunch due July 2025.</p> <p>Termly individual College Review Meetings from May 2024.</p> <p>Sector Working Groups collaboration from January 2024.</p> | <p>Completed</p> <p>LSIP Conference 83 attendees. 100% positive feedback</p> <p>462 LinkedIn followers (May 2025). 11,078 impressions during last 12 months.</p> <p>Employer meetings – 109 undertaken between July 2024 June 2024.</p> <p>Ongoing provision of informal levy and course matching service.</p> |

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| Actionable Priority – Employability Competencies - Theme 3 | | | | | |
| Embed Microsoft applications and social media into school and college curriculum. | Secondary Schools FE/HE Providers Cheshire & Warrington Learning Provider Network The Cheshire & Warrington Pledge Partnership (inc. Careers Hub) | Changes to curriculum –16-18. Termly college review meetings. ITP provision. | Map what is already taking place within curriculum, noting mandatory and elective options. Work with Secondary education and FE/HE providers to make changes to curriculum or provide additional courses to tackle this issue. Work with other LSIPs to address the national concerns that there is a need to reboot the digital skills system. | Termly College Review meetings held from May 2024 onwards. | On track to deliver. Provided by our colleges as part of Employability Competency training, but not consistent delivery attached to all study programmes. |
| Understand that employability competencies are applicable to both the existing and future workforce. | FE/HE Providers Secondary Education Cheshire & Warrington Learning Provider Network Local Authorities VCS organisations Warrington Skills Commission National Careers Service (Seetec) Institute of Employability Professionals (IEP) DWP Chambers of Commerce | Changes to curriculum. Increased provision for those already in work. Increased provision for those preparing for or seeking employment. Course uptake. | Changes to curriculum to demonstrate the application of what is taught. Careers in the curriculum activity, i.e., employers' contribution in the classroom. Increased provision for those already in work & promotion of existing provision to employers. Formation of partnerships between education leads and employers to support demonstration on how key skills are applied and transferable within employment. | Cheshire & Warrington Learning Provider Network event in June 2024. | Completed Bootcamp provision in place to support upskilling. Training undertaken by WVR in Cheshire West & Chester Council and Warrington Borough Council areas on key Employability Competencies. |

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| Actionable Priority – Careers Education, Information, Advice & Guidance (CEIAG) - Theme 4 | | | | | |
| Career inspiration activity and progression pathways that inspire and support young people, ensuring collaboration between partners and providers regarding key messaging. | Careers & Enterprise Company/The Careers Hub Chambers of Commerce Networks Employers FE/HE Providers Independent Training Providers (ITPs) JCP/DWP | Types & volume of career inspiration activity that has taken place. Number of employers engaged that work within the relevant sectors. Industry placement days. | Colleges have collaborated on industry days and careers activity, led by employers. Increase local knowledge amongst CEIAG Providers and Educational Professionals. Young Professionals Network at South Cheshire Chamber and West Cheshire & North Wales (WCNW) Chamber, providing employer voice in careers activities. Seetec and DWP are members of the C&WLPN. C&WLPN engaged with DWP Youth Taskforce. C&WLPN promoting Compass to ITPs in their network. | Ongoing | Completed |
| Facilitate opportunities for the future workforce to access opportunities available locally, as well as supporting those seeking a change of career, incorporating experience of the workplace activities and promotion of the Cheshire & Warrington Opportunities Portal. | Recruitment Agencies Secondary Schools Sector Representative Bodies The Cheshire & Warrington Pledge Partnership | Industry Placement Days. Career Events. Statistics relating to work experience activities. Website analytics. | Promotion of Opps Portal by our Colleges to their learners and employer. Pledge Careers/ Jobs & Apprenticeship Fairs. Cheshire West & Chester Workzone activity. Promotion of Equalex. Working with Connect To Work programme and NEET projects. | Ongoing | Completed |
| Expanding existing partnerships between providers and businesses to enhance opportunities, share resource and expertise. | | Employers engaged. Volunteers recruited. | Training to be put in place to support "account management" approach to working with business. Brokerage service between providers and employers. Social media campaign to encourage employers to volunteer time. | Ongoing until August 2026. | On track to deliver 20 new direct introductions made to providers to engage in the skills system. |

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| Actionable Priority – Educational Professionals (Theme 5) | | | | | |
| Establish partnerships between employers and departmental leads (link with Theme 4). | Chamber of Commerce Network FE/HE Providers Cheshire & Warrington Learning Provider Network The Cheshire & Warrington Pledge Partnership (inc. Careers Hub) | Employers engaged. Partnerships formed. | Social media and PR campaigns to support attendance at Sector Working Groups. Employer engagement activities. Sector Working Groups, requesting Curriculum Leads to be present, leading to new and improved relationships between employers and colleges. | By March 2025. | Completed |
| Establish a system for employees who are seconded into education to gain sufficient support and training. | Sector Representative Bodies Northern Skills Network Local Authorities | Employers engaged. Number of staff seconded. | Appoint a provider to lead on upskilling of industry professionals into learning assessors and teachers. Engagement with employers to support the process. Social media and PR activity. | Ongoing until August 2026. (Subject to funding). | On track to deliver Industry Associates Pilot/College inductions for industry professionals |
| Identify solutions to increase capacity within the existing skills system, ensuring there are sufficient educational professionals to enable course delivery. | Careers & Enterprise Company DWP/JCP Recruitment Agencies Association of Colleges | LMI. Feedback from FE/HE Providers and Independent Training Providers. | Work with other LSIPs, where this is also considered a priority, to establish solutions. Identify a provider that can lead on increased training. Social media and PR campaigns. Raise awareness of the benefits of this career path, targeting industry professionals considering retirement or a career change. Employers to second employees to assist with course design and delivery. Prioritise sectors based on vacancy gaps/engagement with providers to understand their shortages. Increase awareness of funding streams available to support this. | By March 2025. | Not on track to deliver – on hold Gatsby Industry Associates Pilot |