

Action Plan for Employment and Skills in Gloucestershire to implement skills strategy



WORKSTREAM **1**

Help local businesses to attract, retain and upskill employees through apprenticeships



Workstream 1: Help local businesses to attract, retain and upskill employees through apprenticeships

Ref	Actions	Responsible	When	Resources	Success measures	RAG
1.1	1.1.1 Review and update apprenticeship information provided via existing channels/skills portal/etc.	LEP & GCC via E & S Hub and Careers Hub	Jan 2022	✓ GCC funding in place to Sept 2024 and Careers Hub funding in place to Aug 2022	Increased number of quality apprenticeship starts that are linked to the wider Skills Strategy, whilst also supporting wider recruitment challenges for sectors such as care, retail and hospitality	
	1.1.2 Arrange webinars/events to promote and Q&A apprenticeships and other related early career schemes to employers – incl. employers using app levy effectively, SMEs, apprentices, ASK project	LEP & GCC via E & S Hub and Careers Hub	Feb 2022 and March 2022	✓ Ditto	Increased number of apprenticeship starts	
	1.1.3 Maintain links with and support SW Apprenticeships Ambassador Network	LEP & GCC via E & S Hub and Careers Hub	Ongoing	✓ Ditto	Increased number of local employers engaged and registered with South West Apprenticeship Ambassador Network (SWAAN)	
1.2	1.2.1 Prepare list of all levy-paying Gloucestershire employers and RAG rate re. levy transfer	LEP & GCC via E & S Hub and Careers Hub	Feb 2022	✓ GCC E & S Hub funding in place to Sept 2024	List prepared	
	1.2.2 Promote work done on levy transfer by GCC and other good practice to local levy-paying employers	LEP & GCC via E & S Hub and Careers Hub	Feb 2022 onwards	✓ Ditto	Increased Apprenticeship Levy transfer to SMEs and increased apprenticeship starts with SMEs across all sectors	

	1.2.3 Work with local levy-paying employers to better understand and increase levy transfer facility	LEP & GCC via E & S Hub and Careers Hub	March 2022 onwards	✓ Ditto	Increased Apprenticeship Levy transfer to SMEs and increased newly recruited apprenticeship starts with SMEs
1.3	1.3.1 Update advice for employers on retaining apprentices to Growth Hub website	LEP & GCC via E & S Hub and Growth Hub	Jan 2022	✓ GCC E & S Hub funding in place to Sept 2024	Increased retention of existing apprenticeships by Gloucestershire businesses
	1.3.2 Brief Growth Hub advisers on key messages re. retaining apprentices, career roadmaps, progression apprentices (Higher level)	LEP & Growth Hub	Jan 2022	✓ GCC E & S Hub funding in place to Sept 2024	Increased retention of existing apprenticeships by Gloucestershire businesses
	1.3.3 Review monthly intelligence from Growth Hub advisers and District ED leads on any apprentices at risk of being laid off and follow-up accordingly with employers	Growth Hub, District Councils	Jan 2022 and onwards monthly	✓ GCC E & S Hub funding in place to Sept 2024	Increased retention of existing apprenticeships by Gloucestershire businesses with wider support from the Employment & Skills Hub for those at risk of redundancy
1.4	1.4.1 Contact all apprenticeship providers in the county to confirm current provision and numbers + future provision	LEP & GCC via E & S Hub	Jan 2022	✓ GCC E & S Hub funding in place to Sept 2024	Report on current and planned provision of apprenticeships completed and reported to GSAP
	1.4.2 Compare proposed future provision from providers with growth sectors, LIS ambitions and skills strategy	LEP & GCC via E & S Hub, GSAP	Feb 2022	✓ GCC E & S Hub funding in place to Sept 2024	Comparison completed and reported on to GSAP

	1.4.3 Work with GSAP, GWP and providers to shape future apprenticeship and other training provision to more closely match sector growth and stability ambitions in the county	LEP & GCC via E & S Hub, GSAP, GWP, Glos Federation of Colleges	March to June 2022	✓ GCC E & S Hub funding in place to Sept 2024	Planned apprenticeship types and numbers match
	1.4.4 Develop pathways into growth sectors and promote these via schools careers leads, DWP, Adviza, ASK project, skills portal, providers, etc.	LEP & GCC via E & S Hub, Careers Hub, ASK project	June 2022 to Sept 2022	✗ Funding gap	Apprenticeship pathways prepared and promoted Starts for apprenticeships in the pathways increase
	1.4.5 Lobby for and contribute to sustainability/'green' skills being incorporated into apprenticeships and other training provision in the County	LEP & GCC via E & S Hub, GSAP	Jan 2022 and ongoing	✓ GCC E & S Hub funding in place to Sept 2024	Evidence of sustainability/'green' skills being delivered in apprenticeships
	1.4.6 Work with Anchor Institutions to ensure apprenticeships and early career opportunities are built into Social Value contracts	GCC, LEP, District Councils, NHS Trusts, Universities, Colleges, E&S Hub	Jan 2022 and ongoing	✓ GCC E & S Hub funding in place to Sept 2024	Number of apprenticeships included in contracts and actual starts and completions reported on by Anchor Institutions to E & S Hub and GSAP
	1.4.7 Maximise apprenticeship opportunities within infrastructure projects in Gloucestershire (e.g. retrofit contracts, Fusion project, etc.)	GCC, LEP, District Councils	Ongoing	✗ Funding gap	Number of apprenticeships included in infrastructure projects and actual starts and completions reported on by Anchor Institutions to E & S Hub and GSAP
1.5	1.5.1 Continue to lobby DfE and local MPs for further flexibilities in use of the levy	GCC, LEP, GSAP, LEP Business groups	Jan 2022 and ongoing	✓ No additional resources needed	Evidence of lobbying activities completed and responses. Evidence of policy changes resulting from lobbying.

	1.5.2 Seek funding for opportunities for training providers to deliver shorter and more focused training programmes that better meet employer/locality needs	GCC & LEP via E & S Hub	Ongoing	✗ Funding gap	Funding secured Courses/programmes offered and taken up
1.6	1.6.1 Investigate the options to establish a Gloucestershire apprenticeship hub/clearing house as part of the E & S Hub	LEP & GCC via E & S Hub	May 2022	✗ Funding gap	Options prepared and considered by GSAP Funding secured for additional support
1.7	1.7.1 Gloucestershire universities and UWE (via Gloucestershire College and the IoT) to clarify degree apprenticeship plans to GSAP	UoG, Hartpury University, RAU, UWE + colleges, GSAP	Feb 2022	✓ Within current remit of organisations involved	Planned degree apprenticeships reported to GSAP
	1.7.2 Promote degree apprenticeships to employers and potential degree apprentices as a way of retaining young people within the county.	UoG, Hartpury University, RAU, UWE + colleges, E & S Hub, Careers Hub, ASK project	March 2022 and ongoing	✓ Within current remit of organisations involved	Increased uptake of degree apprenticeships that are relevant to local employer needs
	1.7.3 Review uptake with GSAP and clarify actions to increase uptake	UoG, Hartpury University, RAU, UWE + colleges, E & S Hub, Careers Hub, ASK project, GSAP	March 2022 and ongoing	✗ Funding gap depending on actions required	Increased uptake of degree apprenticeships

WORKSTREAM **2**

**Help local businesses to attract,
retain and upskill employees**



Workstream 2: Help local businesses to attract, retain and upskill employees

Ref	Actions	Responsible	When	Resources	Success measures	RAG
2.1	2.1.1 Maintain referral network/taskforce to identify and refer on employers seeking redundancy help	Growth Hub Network and E & S Hub, DWP, Adviza, District Councils, Growth Hub Network	Ongoing	✓ Within current Growth Hub funding to March 2022	Number of businesses and individuals supported	
	2.1.2 Share and promote good practice in recruitment, non-pay benefits including training of employees with local businesses, particularly SMEs	Growth Hub Network and E & S Hub	April 2022 then ongoing	✗ Funding gap	Number of businesses supported	
2.2	2.2.1 Continue to prepare and publish monthly Glos employment reports using EMSI tools and monitor usage	E & S Hub and Careers Hub	Ongoing	✓ EMSI analyst funding in place to July 2022 ✓ DfE SAP funding in place to August 2022	Usage of reports by stakeholders	
	2.2.2 Identify and clearly signpost to stakeholders the growing sectors and organisations recruiting	E&S Hub, LEP Business Groups, Careers Hub, DWP, Adviza, employment and skills providers	Ongoing	Ditto	Usage of reports by stakeholders	
2.3	2.3.1 Promote existing skills courses, programmes and providers via skills portal and E & S Hub	LEP, E & S Hub	Ongoing	✓ GCC funding in place to March 2023	Skills portal and E & S Hub usage data	
	2.3.2 Work with stakeholders to co-ordinate and promote clear training/retraining offers/pathways using Adult Education Budget (AEB)	LEP, DWP, ESFA, GSAP, AEB- and ESF-funded providers	Feb 2022 and ongoing	✓ GCC funding in place to March 2023	Training and re-training pathways promoted Uptake data on AEB-funded programmes	

	2.3.3 Work with stakeholders to co-ordinate and promote clear training/retraining offers/pathways using other suitable resources	GSAP and E & S Hub	March 2022 and ongoing	✓ GCC funding in place to March 2023	Funding secured for training/retraining Places offered for training/retraining using funding secured Uptake and completion data for training delivered
2.4	2.4.1 Work with stakeholders to ensure national initiatives complement local provision and meet local needs, in particular: <ul style="list-style-type: none"> • Kickstart (to March 2022) • JETS (to September 2022) • Restart (to July 2024) 	E & S Hub DWP, ESFA, GSAP	Jan 2022 and ongoing	✓ Within E & S Hub funding to Sept 2024	Evidence from meetings with providers Programme usage data for: <ul style="list-style-type: none"> • Kickstart • JETS • Restart
2.5	2.5.1 Work with current funders to secure extensions to existing local support	E & S Hub, DWP, Big Lottery, ESFA, ESIF Committee	Jan 2022 and ongoing	✓ Within E & S Hub funding to Sept 2024	Funding or time for delivery extended
	2.5.2 Scope, prepare and deliver suitable sector-based work academies (SWAPs) for cyber and digital, green/renewables/retrofitting, agri-tech/other suitable sectors	E & S Hub, DWP, training providers	Feb 2022 and ongoing	✗ Funding gap	Number and types of SWAPs developed and delivered Numbers of participants
2.6	2.6.1 Support the work of local construction and regeneration projects to maximize local employment, careers and training opportunities (e.g. Severn Edge STEP Fusion Plant, Cheltenham Golden	E & S Hub, GCC, District Councils, CITB, skills and training providers	Jan 2022 and ongoing	✗ Funding gap	Number of residents employed or supported through training per project

	Valley Development, Forum in Gloucester, GCH redevelopment of Matson & Podsmead, etc.)				
	2.6.2 Maximise the benefits to local residents of employment, careers and training opportunities secured through Social Value and Section 106, the ‘buying power’ of local authorities and anchor institutions	E & S Hub, GCC, District Councils, anchor institutions in Gloucestershire	Jan 2022 and ongoing	* Funding gap	Number of residents employed or supported through training per contract/project
2.7	2.7.1 Develop a programme of work across the Integrated Care System (ICS) to increase the numbers of young people at risk of long-term unemployment supported through Apprenticeships, Traineeships, Work Placements and paid work and use lessons learned to expand to other sectors	E & S Hub, ICS	Jan 2022 to Jan 2024	ICS Funding to Jan 2024	Number of young people in opportunities Pathways established with schools and other education providers and better awareness of ICS Careers Number of education providers taking part Number of young people taking part Number of young people securing paid employment post provision Number of employers engaged
	2.7.2 Launch Sector-based Supported Internships in key Sectors for young people with SEND	E & S Hub, Post 16 Strategic Lead, Education Providers	Jan 2022	E & S Hub, High Needs Funding,	Number of young people participating in the programme
	2.7.3 Establish the Step Forwards programme for Care Leavers	E & S Hub. Step Forwards Steering Group	Ongoing	E & S Hub funding from Social Care	Number of Care Leavers securing paid, sustainable employment
	2.7. 4 Develop and Promote “Inclusivity Works” as resource available for all employers to access in	E & S Hub, GEM	Ongoing	GEM, E & S Hub funding	Increase number of employers achieving the Inclusive Employer Award

<p>Gloucestershire including the development of Employer Forums and Inclusive Employer Awards</p>				<p>Improved employer engagement – more employers utilising the E & S Hub resources Increased opportunities across employers/sectors</p>	
<p>2.7. 5 Encourage local and DWP Providers to utilise the E & S Hub resources including participating in the Steering Group, Programme Interdependencies Group, Open Days, and using the Hub space to stabilise relationships and enhance knowledge of local and national programmes</p>	<p>E & S Hub, Providers etc</p>	<p>January 2022</p>	<p>GEM, E & S Hub funding</p>	<p>Resource Bank developed and promoted Customers receive support through the most appropriate programme Increase/maintain referrals into programmes More customers accessing other relevant skills provision</p>	
<p>2.7. 6 Develop a programme of support for families (family learning) to address issues of workless households and generational skill gaps/transferrable skills</p>	<p>E & S Hub, Education, Adult Education, Community Learning, Education</p>	<p>January 2022</p>	<p>ESFA (Ad Ed), High Needs Budget (Education), E & S Hub</p>	<p>Family units taking up the offer of support More people accessing skills provision More people in moving into employment Education providers increased knowledge of skills/employment pathways for young people and their families</p>	
<p>2.7.7 Work with Shaw Trust to develop a self-employment programme for young people aged 16 to 25: “Bright Ideas Gloucestershire” (BIG)</p>	<p>Strategic Lead for Inclusive Employment, Prospects Shaw Trust, E & S Hub</p>	<p>April 2022</p>	<p>Bid to NLCF</p>	<p>Programme rolled out across schools Young people engaging with programme</p>	
<p>2.7. 8 Develop “Inclusive Apprenticeships” with providers</p>	<p>E & S Hub, GCC Ad Ed, Community Learning, ICT</p>	<p>April 2022</p>	<p>E & S Hub, ESFA</p>	<p>Identify at least one provider willing to offer IA to EL3 young people</p>	

WORKSTREAM **3**

**Help businesses and individuals
develop their digital skills**



Workstream 3: Help businesses and individuals develop their digital skills

Ref	Actions	Responsible	When	Resources	Success measures	RAG
3.1	3.1.1 Collate information about digital and cyber skills offer from Gloucestershire training providers and promote via Skills Portal and E & S Hub	CYNAM, GSAP, GCC & LEP via E & S Hub	Jan 2022	✓ CEC & Capita funding secured to Aug 2022	Courses and training programmes promoted Usage data from skills portal and E & S Hub Uptake data from local training providers re. digital and cyber skills courses/programmes	
	3.1.2 Collate information about digital and cyber skills offer from national training providers and promote via Skills Portal and E & S Hub	Digital Bootcamps providers, E & S Hub	Jan 2022	✓ CEC & Capita funding secured to Aug 2022	Courses and training programmes promoted Usage data from skills portal and E & S Hub Uptake data from national training providers re. digital and cyber skills courses/programmes	
3.2	3.2.1 Prepare updated contact list for all digital and cyber skills providers in the county	CYNAM, GCC & LEP via E & S Hub	Feb 2022	✓ CEC & Capita funding secured to Aug 2022	List prepared	
	3.2.2 Contact all providers in the county to map current provision and numbers + future provision	CYNAM, GCC & LEP via E & S Hub, training providers	March 2022	Ditto	Providers contacted Provision plans supplied and collated	
	3.2.3 Work with key stakeholders to shape future provision to more closely match sector growth ambitions in the county incl. the 2 Institutes of Technology (IoTs) operating in the County	GSAP, GWP, CYNAM, LEP cyber and digital business group, providers	April 2022 onwards	Ditto	Provision amended and evidence for this (e.g. course/programme offers adjusted by training providers)	

<p>3.2.4 Develop pathways into growth sectors and promote these via schools careers leads, DWP, Adviza, ASK project, skills portal, providers, etc.</p>	<p>GSAP, GWP, CYNAM, LEP cyber and digital business group, providers, E & S Hub</p>	<p>April 2022 onwards</p>	<p>Ditto + CEC funding of pilot project Jan 2022 to July 2022</p>	<p>Careers pathways and skills needs developed Evidence of promotion of careers pathways by schools, DWP, Adviza, etc. Increased uptake of job roles</p>
<p>3.2.5 Support the cyber and digital skills needs of the Golden Valley development (Cheltenham) and The Forum (Gloucester) in collaboration with the relevant District Council groups and stakeholders.</p>	<p>Cheltenham Borough Council, Gloucester City Council, Careers Hub, CYNAM, LEP cyber and digital business group, providers, E & S Hub</p>	<p>Feb 2022 onwards</p>	<p>✓ CEC & Capita funding secured to Aug 2022</p>	<p>Tbc in conjunction with Cheltenham Borough Council and Gloucester City Council</p>
<p>3.2.6 Implement the skills offer of the Cirencester College Digital Skills Centre and share good practice of the 'digification' project</p>	<p>Cirencester College, LEP, E & S Hub, CYNAM</p>	<p>Ongoing</p>	<p>✓ Build Back Better/Growth Deal funding in place for the completion of the project</p>	<p>Evidence of promotion of skills offer by Cirencester College and partner organisations Uptake data of digital skills courses/programmes from Cirencester College to GSAP Events/webinars/reports delivered to share good practice of 'digification' project Evidence of adoption of 'digification' of curricula by Gloucestershire schools and colleges</p>

3.3	Secure funding or community resource to reduce digital poverty in the county	E & S Hub, GCC ICT team, GCC Library Service, LEP, Cynam	Ongoing	* Funding gap	Resource document which is available for people and partners needing to access resource Bank of laptops available for customer use Training courses developed which are accessible for a broad range of users	
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WORKSTREAM 4

Provide skills and experiences that support individuals to achieve their potential



Workstream 4: Provide skills and experiences that support individuals to achieve their potential

Ref	Actions	Responsible	When	Resources	Success measures	RAG
4.1	2.3.1 Repeated here as these also apply to individuals					
	2.3.1 Promote existing support programmes and providers via skills portal	LEP, E & S Hub	Ongoing	✓ GCC funding in place to March 2023	Usage data from skills portal	
	2.3.2 Work with stakeholders to coordinate and promote clear training/retraining offers/pathways using Adult Education Budget (AEB)	LEP, DWP, ESFA, GSAP, AEB- and ESF-funded providers	Feb 2022 and ongoing	✓ GCC funding in place to March 2023	Programme of AEB-funded training published and promoted Uptake data for AEB-funded training from AEB-funded colleges and GCC's Adult Education service	
	2.3.3 Work with stakeholders to coordinate and promote clear retraining offers/pathways using other suitable resources	GSAP and E & S Hub	March 2022 and ongoing	✓ GCC funding in place to March 2023	Programme of training published and promoted Uptake data for training from training providers	
4.2	4.2. 1 Develop and pilot the Gloucestershire Employment Charter	LEP, E & S Hub (supported by training providers)	Jan 2022 to March 2022	✓ GCC funding in place to March 2023	Number of employers signing-up to the Employment Charter and reports on support offered Careers Hub Gatsby BMs 5 & 6 scores increased Number of T-level placements, school work placements, careers talks, etc. increased	

	4.2.2 Review lessons learned from pilot phase and secure resources needed for scale up	LEP, E & S Hub, GCC, Child-Friendly Gloucestershire Coalition and potential funding partners	April 2022 onwards	* Funding gap	Resources secured to provide Employment Charter support to all Careers Hub schools, colleges and alternative provision settings. Support requirements of independent training providers and employability providers clarified	
4.3	4.3.1 Review and adjust support programme/s for young people Not in Education, Employment or Training (NEET) to minimise those at risk of becoming NEET and those already NEET	GCC, E & S Hub, Child-Friendly Gloucestershire Coalition, Youth Support Team, Prospects, Prospect Training Services, ESFA	Feb 2022 and ongoing	? funding needs clarifying – 2 existing contracts, one via GCC, one via ESFA & LEP	Number of NEET young people who are supported is increased Number of young people at risk of becoming NEET who are supported is increased Number of NEET young people is decreased Number of young people at risk of becoming NEET people is decreased	

WORKSTREAM **5**

**Provide skills intelligence, co-ordination
and enable investment**



Workstream 5: Provide skills intelligence, co-ordination and enable investment

Ref	Actions	Responsible	When	Resources	Success measures	RAG
5.1	5.1.1 Prepare monthly labour market information (LMI) report and share with key stakeholders incl. schools, colleges, independent training providers, Adviza and via skills portal and E & S Hub	LEP & GCC via E & S Hub, Careers Hub	Monthly from Jan 2022	✓ E & S Hub and Careers Hub	Report produced monthly Report used by stakeholders Careers Hub Gatsby BM 2 score increases	
	5.1.2 Review and procure commercial LMI product/s for use on Skills Portal and Careers Hub websites	LEP & GCC via E & S Hub, Careers Hub	Jan 2022	✓ Careers & Enterprise Company (CEC) & SAP funding to Aug 2022	Usage data	
	5.1.3 Review paid-for LMI tools/reports already used by schools and colleges to investigate whether these are worth using more widely and whether a 'hub-wide' deal can be struck with providers.	Careers Hub	Feb-March 2021	✓ Careers & Enterprise Company (CEC) funding to Aug 2022 for staff ✗ Funding gap for purchase of further LMI tools	Additional LMI tool purchased and used by Careers Hub institutions Careers Hub Gatsby BM 2 score increases	
	5.1.4 Co-ordinate and promote the wide range of careers events and jobs fairs being organised and promoted by multiple organisations in the county	E & S Hub, Careers Hub	Ongoing	✓ GCC funding for E & S Hub to Sept 2024, CEC funding for Careers Hub to August 2022	Number of events/fairs promoted Attendance figures from events/fairs Customer and stakeholder feedback	

5.2	5.2.1 Investigate and review capacity and effectiveness of existing CIAG support for adults via Adviza (NCS), DWP and training providers	LEP & GCC via E & S Hub, Adviza and DWP	Feb 2022 onwards	* Funding gap for this work	Assessment of capacity produced with recommendations for improvements if required
	5.2.2 Investigate capacity and effectiveness of existing CIAG support for young people via Careers Hub and Child-Friendly Gloucestershire	LEP & GCC via E & S Hub, Child-Friendly Gloucestershire 'Transition to Work' workstream	Jan 2022	✓ CEC and LEP funding for Careers Hub to Aug 2022	Assessment of capacity produced with recommendations for improvements if required
	5.2.3 Seek additional resources and further develop CIAG support for <u>adults</u> as required through Adviza, National Careers Service, ESFA, DWP via training, LMI dissemination, etc.	LEP & GCC via E & S Hub, Adviza and DWP	Feb 2022 onwards	* Funding gap	Increased numbers of CIAG sessions offered Increased customer satisfaction with CIAG support
	5.2.4 Seek additional resources and further develop CIAG support for <u>young people</u> as required through Careers Hub, schools, alternative provision, colleges, Future Me via training, LMI dissemination, etc.	LEP & GCC via E & S Hub, Child-Friendly Gloucestershire 'Transition to Work' workstream	Jan 2022 onwards	* Funding gap – Flagged with Child-Friendly Glos	Increased numbers of CIAG sessions offered Increased student satisfaction with CIAG support Careers Hub Gatsby BM 2 score increases
	5.2.5 Seek and secure support from sector specialists for the development of sector-specific careers pathway information e.g. LEP business groups, Construction Industry Training Board (CITB), CYNAM, etc.	LEP & GCC via E & S Hub and Careers Hub, Proud to Care, CYNAM	March 2022 onwards	✓ Health & Social Care pathways likely to be funded by Glos ICS	Sector-specific careers pathway information prepared in 2 sectors per year

	5.2.6 Develop sector-specific careers pathway information and disseminate.	LEP & GCC via E & S Hub and Careers Hub, Proud to Care, CYNAM	March 2022 onwards	✓ Funding for cyber & digital pathways in place via CEC and Capita to Sept 2022	Sector-specific careers pathway information disseminated to all Careers Hub institutions Careers Hub Gatsby BM 2 score increases
5.3	5.3.1 Provide a digital ‘one front door’ employment and skills service for Gloucestershire residents via the skills portal	GCC, LEP, E & S Hub	Ongoing	GCC funding to March 2023	Skills portal usage data
	5.3.2 Provide a ‘one front door’ employment and skills service for Gloucestershire residents via the E & S Hub and link these with Inward Investment opportunities	GCC, LEP, E & S Hub	Ongoing	GCC funding to Sept 2024	E & S Hub usage data
	5.3.3 Provide co-ordinated careers support for young people through the Careers Hub	CEC, Careers Hub, LEP	Ongoing	CEC funding + LEP match-funding to August 2022	Individual schools, colleges and alternative provision settings, Careers Hub and CEC reporting against Gatsby Benchmarks
	5.3.4 Work with Gloucestershire Skills Advisory Panel (GSAP) and the DfE SAP Programme team to co-ordinate employment and skills data analysis and provision in the County and lobby/feed back to local and national policy-makers the wider changes needed to support the improvement of recruitment and skills in the County	GCC, LEP, E & S Hub, GSAP, DfE SAP Programme team	Ongoing	DfE SAP funding to August 2022	GSAP papers and minutes Local Skills Report updates Policies changed as a result of lobbying/other interventions

	5.3.5 Work with Business West to deliver the planned outcomes from the Local Skills Improvement Plan Trailblazer (specifically for the Health & Social Care and Advanced manufacturing, Engineering and Aerospace sectors)	GCC, LEP, E & S Hub, GSAP, Growth Hub, Business West LSIP team	Ongoing	✗ Funding gap for Gloucestershire stakeholders work on this ✓ DfE funding secured by Business West for LSIP delivery to March 2022	LSIP progress updates from Business West LSIPs prepared for the Health & Social Care and Advanced manufacturing, Engineering and Aerospace sectors	
5.4	5.4.1 Support appropriate bids for and facilitate implementation and extension of Digital Skills and other technical skills Bootcamps in Gloucestershire	GCC, LEP, E & S Hub, GSAP, CYNAM	Jan 2022 onwards	✗ Funding gap for Gloucestershire stakeholders work on this	Funding bids completed and submitted Contracts awarded as a result of bids	
	5.4.2 Lead/support appropriate bids for the employment & skills elements of UK Shared Prosperity Fund	GCC, LEP, E & S Hub, GSAP	Feb 2022 onwards	✓ GCC funding for E & S Hub to Sept 2024	Funding bids completed and submitted Contracts awarded as a result of bids	
	5.4.3 Facilitate/support bids from local training providers that build capacity to meet priority local employment and skills needs (e.g. Via DfE Strategic Development Fund or Institutes of Technology, HGV training, etc.)	GCC, LEP, E & S Hub, GSAP	Ongoing	✓ GCC funding for E & S Hub to Sept 2024	Funding bids completed and submitted Contracts awarded as a result of bids	
5.5	Help training providers prepare to provide sustainable/'green' skills needed to help employers transition to Net Zero and implement sustainable construction through:	Active Building Centre, AccXel Centre, GCC, LEP, E & S Hub, GSAP, District Councils, training providers				

<p>5.5.1 Sharing of plans and progress achieved by national organisations (especially Green Jobs Taskforce and Energy Catapult)</p>	<p>GCC, LEP, E & S Hub</p>	<p>Ongoing</p>	<p>✗ Funding gap for Gloucestershire stakeholders work on this</p>	<p>Plans and progress reports shared with training providers Plans and progress reports used by training providers to develop and offer suitable training programmes Uptake data for training offered</p>
<p>5.5.2 Sharing plans and progress for local developments in renewables, retrofit and sustainable construction</p>	<p>Active Building Centre, AccXel Centre, GCC, LEP energy and construction & infrastructure business groups, District Councils</p>	<p>Ongoing</p>	<p>✓ ABC funded: demonstrator projects and disseminate information, ✓ AccXel Build Back Better/Growth Deal funding ✓ Stroud DC phase 1 One Public Estate funding for retrofit planning</p>	<p>Plans and progress reports shared with training providers Plans and progress reports used by training providers to develop and offer suitable training programmes Uptake data for training offered</p>