

Local Skills Improvement Plan (LSIP)

Essex, Southend
and Thurrock

Annex A: Action Plan

June 2024

This is a supporting document to the Essex LSIP Progress Report for 2024.

The detail within the document is relevant to Section 4: Priorities and actions (P4) of the Essex LSIP Progress Report for 2024.

The original LSIP contained a roadmap setting out how the priorities and recommendations would be delivered against and with timescales for these.

The table articulates in granular detail progress against the areas of action and activity.



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Terminology

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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Section 1 - Essex Skills Priorities					
Soft-skills and Behaviours Sep 23 - Dec 2024	1. Embed a focus on employability skills throughout the skills system that equips people with the skills they need and builds aspiration to work. 2. Implement a framework to systematically develop soft-skills and behaviours in young people pre and post 16 e.g. Skills Builder	ECoC & LA to lead in conjunction FEDEC & EPN awarding organisation and sector bodies	1. Map out what is already available and ensure employers are aware 2. Explore the development of a sector or Essex based programme. 3. Explore the use of a framework to systematically develop soft skills and behaviours in learners pre and post 16 content within all vocational programmes 4. Explore the development of a VR / online package to teach soft-skills and behaviours 5. Develop a "pathways to work" programme to support adults entering and returning to the labour market. work in Essex' 6. Review and enhance (where necessary) industry specific soft-skills and behaviours content within all vocational programmes	Regular monthly engagements with FEDEC. Supported by annual report.	ON TRACK TO DELIVER <ol style="list-style-type: none"> 1. Colleges have already changed their provision to include a wider focus on Soft Skills and Behaviours. 2. The qualification skills gap analysis is scheduled for review in QRT 4 2024 3. FEDEC to respond in QRT 4 2024 4. This is underway within FEDEC 5. To be discussed at the Greater Essex Economic Board 6. Sector Groups have been set up and are starting to address this topic

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Basic English, Maths and ESOL Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Review and enhance curriculum integration of English and Math's to ensure that learners understand how they are applied within specific industries. • Further promotion and engagement with national initiatives such as the 'Math's Multiply' programme • Review and improve access and funding for all to ESOL provision across the county. 	ECoc & LA to lead in conjunction with FEDEC & EPN	<ol style="list-style-type: none"> 1. Map out what is already available through ITPs, Colleges 2. Ensure employers & individuals are aware of current availability 3. Design new promotional avenues to raise awareness and create access 4. ECC to review funded provision and realign wherever possible through new funding streams 	Evaluation will be conducted through the sector-based skills groups and the LSIP Board. Quarterly Monitoring	ON TRACK TO DELIVER <ol style="list-style-type: none"> 1. The qualification skills gap analysis is scheduled for review in QRT 4 2024. FEDEC to respond in QRT 4 2024 2. Established sector-based skills groups are actively engaging in ongoing discussions to determine and agree future actions 3. Publication of a 24 page Skills E Booklet, outlining the provision within the county 4. This is underway and will be further reviewed in the autumn 2024, following the gap analysis publication

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Digital Skills and “Digitech” Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Review and increase the local delivery of Essential Digital Skills qualifications (EDSQs) • Review and enhance (where necessary) industry specific digital skills content within all vocational programmes • Ensure learners have a sufficiently well-developed understanding of the use of specific software packages used within their industries. • Investigate and develop resources to co-ordinate, develop and share digital training solutions across the county including local digital training hubs offering free, up to date digital technologies and skills training. 	ECoC & LA to lead in conjunction with FEDEC & EPN. Also to involve corporates where appropriate (e.g. Google, Microsoft)	<ol style="list-style-type: none"> 1. Review current digital curriculum to ensure that it is up to date with relevant industry practice. 2. Establishment of a Digital Skills sector group across Essex which includes employer representation 3. Establish relationships with large tech providers 4. Review existing Digital Skills Bootcamps available nationally and which could be deployed in Essex 5. Develop industry short course in digital data analysis 6. Develop capacity and increase delivery of appropriate qualifications e.g. L3 Apprenticeship – Digital Support Technician 7. Develop capacity and increase delivery of appropriate qualifications e.g. L3 Apprenticeship – Information Communications Technician 8. Develop capacity and increase delivery of appropriate qualifications including full time and apprenticeships e.g. L3 Software Development Technician and L4 Software Technician 9. Develop capacity and increase delivery of appropriate qualifications including full time and apprenticeships e.g. L3 Cyber Security 	Evaluation will be conducted via monthly meetings with FEDEC. Local Authority and the Employment and Skills Board	ON TRACK TO DELIVER Colleges have changed their provision to include a wider focus on Soft Skills and Behaviours, the qualification skills gap analysis is scheduled for review in the 4th quarter of 2024, with a subsequent report from the colleges to be solicited. Ongoing discussions with Microsoft and Cisco to support free access to digital learning packages. <ol style="list-style-type: none"> 1. The qualification skills gap analysis is scheduled for review in QRT 4 2024. FEDEC to respond in QRT 4 2024 2. This is in place and is already meeting. SME’s to be invited in the autumn 3. This is in place 4. Bootcamp funding to be discussed with the Local authority upon receipt of the qualification gap analysis 5. Points 5,6,7,8 & 9 will commence upon receipt of FEDEC response.

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Green Skills Sep 23 – Sep 2025	<ul style="list-style-type: none"> • Review and enhance current county wide green skills and low carbon training offer to ensure that it adequately meets the needs of both individual and industry upskilling. • Develop a network of green skills and low carbon training hubs across the county. • Integrate green skills and low carbon awareness into all study programmes at all levels. • Develop an annual green skills and low carbon conference in Essex which includes education. 	ECoC & LA to lead in conjunction with FEDEC & EPN, relevant sector bodies and large infrastructure projects.	<ol style="list-style-type: none"> 1. Map out what is already happening. 2. Integrate green skills and low carbon awareness training into all study programmes, at all levels 3. Build on the Essex Green Skills Summit (June 2023) by developing an annual conference 4. Explore training and CPD for tutors across different subject areas 5. Include guidance on green in the toolkit for SMEs 6. Explore specific qualification needs via sector groups to be established with colleges 7. Establish a Green Skills technical subgroup which includes employer representation 8. Develop capacity and increase delivery of appropriate qualifications e.g. <ul style="list-style-type: none"> ✓ C&G 6361 L3&4 – Energy Assessment ✓ NOCN Award L2 in Understanding Domestic Retrofit ✓ AIM Qualifications L3 – Award in Domestic Retrofit Advice ✓ OCN L4 – Award in Domestic Retrofit Assessment ✓ OCN L5 – Diploma in Retrofit Coordination and Risk Management 9. Develop capacity and increase delivery of apprenticeships e.g. <ul style="list-style-type: none"> ✓ Industrial and Domestic Electrician L3 (inc. smart home and net zero technologies) ✓ Installation Electrician and Maintenance Electrician L3 (once facelifted) ✓ Increase T Level starts and capacity i.e. Building Services Engineering (Electrical Installations) 10. Develop capacity and increase delivery of appropriate qualifications e.g. 	Evaluation will be conducted via monthly meetings with FEDEC. Local Authority and the Employment and Skills Board	ON TRACK TO DELIVER LSIF funding has enabled the establishment of new buildings. Due to be completed by 2025 Facilities to be completed by March 2025 <ol style="list-style-type: none"> 1. The qualification skills gap analysis is scheduled for review in QRT 4 2024. FEDEC to respond in QRT 4 2024 2. FEDEC to respond in QRT 4 2024 3. This conversation will start to take shape post-election. We seek to understand funding that will be available to drive this initiative via the local authorities 4. Conversations are taking place regarding funding to support this activity 5. Discussions with the LA and ECoC are taking place to see how to bring this together in the most efficient way 6. Green is being discussed via all sector groups and point 7 will be addressed via this route 8. Points 8,9, 10, 11, 12, 13 ,14, 15, 16 & 17 will commence upon receipt of FEDEC response.

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<p>Green Skills cont. Sep 23 – Sep 2025</p>		<p>ECoC & LA to lead in conjunction with FEDEC & EPN, relevant sector bodies and large infrastructure projects.</p>	<ul style="list-style-type: none"> ✓ EAL L3 – Award in the Installation of Small Scale Solar Photovoltaic Systems ✓ BTEC L3 – Solar Photovoltaic Systems ✓ EAL L3 – Award in the Design, Installation and Commissioning of Electrical Energy Storage Systems ✓ BTEC L3 – Electrical Energy Storage Systems <ol style="list-style-type: none"> 11. Develop capacity and increase delivery of appropriate qualifications for both new entrants and the upskilling of Gas Safe engineers e.g. <ul style="list-style-type: none"> ✓ LCL Awards L3 – Award in the Installation and Maintenance of Heat Pump Systems 12. Develop bespoke short course and evening programmes (poss. AEB Innovation Funded) 13. Develop capacity and increase delivery of appropriate qualifications e.g. <ul style="list-style-type: none"> ✓ Level 3 NVQ in Insulation and Building Treatments – External Wall Insulation – Boarder and Finisher (Construction) (5931-57) 14. Develop capacity and increase delivery of appropriate qualifications e.g. <ul style="list-style-type: none"> ✓ C&G 2921 – Electric Vehicle Charging Installations 15. Develop capacity and increase delivery of appropriate qualifications e.g. <ul style="list-style-type: none"> ✓ IMI L1 – Award in Electric/Hybrid Vehicle Awareness 16. Develop capacity and increase delivery of appropriate qualifications e.g. <ul style="list-style-type: none"> ✓ IMI L2 – Award in Electric/Hybrid Vehicle Routine Maintenance Activities 17. Develop capacity and increase delivery of appropriate qualifications e.g. <ul style="list-style-type: none"> ✓ IMI L3 – Award in Electric /Hybrid Vehicle System 	<p>Evaluation will be conducted via monthly meetings with FEDEC. Local Authority and the Employment and Skills Board</p>	
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Leadership and Management skills Sep 23 – Sep 2025	<ul style="list-style-type: none"> • Ensure the soft-skills and behaviours framework developed in priority 1 includes Leadership as a key element. 	ECoC, LA to lead in conjunction with FEDEC and EPN.	<ol style="list-style-type: none"> 1. Map out what is already available 2. Explore sector specific needs 3. Investigate and develop short courses 4. Review and enhance current curriculum offer for leadership and management 5. Investigate and develop an employer toolkit that supports leaders and managers in working with different groups of diverse employees and their associated needs 6. Explore and develop a framework for knowledge exchange between older and younger workers which facilitates mentorship of future managers and leaders. 7. Investigate and develop short courses that specifically support new entrants and existing employees who are promoted to first line management i.e. emerging leadership course. 	Regular monthly engagements with FEDEC & EPN. Evaluation will be conducted through the sector-based skills groups and the LSIP Board. Quarterly Monitoring	ON TRACK TO DELIVER Colleges have already changed their provision to include a wider focus on Soft Skills and Behaviours, the qualification skills gap analysis is scheduled for review in the 4th quarter of 2024, with a subsequent report from the colleges to be solicited. <ol style="list-style-type: none"> 1. The qualification skills gap analysis is scheduled for review in QRT 4 2024. FEDEC to respond in QRT 4 2024 2. Established sector-based skills groups are actively engaging in ongoing discussions to determine and agree future actions 3. Bootcamp funding to be discussed with the Local Authority upon receipt of the qualification gap analysis. 4. This piece of work will start to take shape on receipt of the gap analysis 5. 5,6 & 7 will commence on receipt of the gap analysis through the sector groups and linked to Local Authority skills funding

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Section 2 – Essex Skills System Priorities					
Skills planning system for Essex Sep 23 – Sep 2025	<ul style="list-style-type: none"> • Develop and implement a system for skills planning across Essex which includes an Essex Employment and Skills Board, with appropriate priority and sector working groups. • Maximise use of the Essex, Southend and Thurrock Opportunities Portals. • Provide the sector with regular LMI and evidence base updates. 	ECoC to lead supported by LA, including all key stakeholders and employers.	<ol style="list-style-type: none"> 1. (Re-establish an employer led Employment and Skills Board (ESB) for Essex, evolving from the LSIP Board 2. Establish sector and cross cutting task and finish groups – in collaboration with colleges and providers 3. Develop a labour market information (LMI) resource, to be regularly published and accessible 4. Produce sector deep dives to support the next phase of the Essex LSIP Report 5. Collaborate across Essex to develop a “one stop shop” approach to skills to simplify the landscape for all stakeholders 6. Maximise use of the Essex, Southend and Thurrock Opportunities Portals 7. Investigate and design an Essex wide system for AEB funding for any future Essex Devolution deal, informed by the ESB 8. Design and implement a priority system for capital development of the skills infrastructure across Essex, utilising available funding grants and initiatives e.g. LSIF and Section 106 type funding at county, unitary or district level 	Monthly Meetings with the Local Authority Evaluation will be conducted through the sector-based skills groups and the Quarterly LSIP Board.	ON TRACK TO DELIVER Formal Skills Planning process to be discussed at first Essex Economic Board in July 2024 <ol style="list-style-type: none"> 1. Employment and skills board has been set up and meets regularly 2. Sector groups are now in place and meet regularly. 3. Annex C is now in place and updated twice per year 4. Deep dives will be completed and published by September 2024. Sector insights) and a ‘live data’ skills dashboard is being designed and is scheduled to be launched by September 2024 5. The Essex Connector project is currently developing a tool using Automation and Artificial Intelligence to enhance visibility and accessibility of opportunities. 6. Action 5 addresses action 6. 7. Discussions underway with the local authorities to address action 7 & 8.

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System access and flexibility Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Explore and develop a mechanism to improve access to information across the county and to simplify the landscape for employers to understand what is available within the current funding system. • Proactively promote existing flexibilities within AEB funding, the Apprenticeship Levy system and the levy fund transfer scheme. • Explore and develop innovative adult provision that responds to employer needs through 3% AEB flexibility pre-Essex Devolution. 	ECoC to lead supported by LA, LEP, FEDEC & EPN	<ol style="list-style-type: none"> 1. Explore the types of short and modular training courses required by employers 2. Develop an Essex employer toolkit 3. Ensure employers are aware of and are utilising the apprenticeship levy and transfer opportunities 4. Collaborate with other providers to seek ways of adapting current funding opportunities to meet the flexible demands of employers for upskilling and reskilling 5. Further develop local access to and delivery of Flexi-Job apprenticeships 6. Maximise potential AEB flexibilities with future Essex Devolution deal to ensure that local priorities for adults can be met 7. Support central government policies around increased flexibilities within the funding system and the simplification agenda 	Meetings with the Local Authority are scheduled monthly. KPI's discussed and evaluated	ON TRACK TO DELIVER Scoping of a new AI driven connector tool has commenced. We aim to have a fully scoped working portal ready for November 2024 <ol style="list-style-type: none"> 1. This work has started, with an employer survey. Further work will be explored via sector-based surveys 2. This work has started and will be completed by September 2024 3. This work is ongoing. Information is shared through the sector-based groups and will continue to be shared through any developed platforms. 4. The qualification skills gap analysis is scheduled for review in QRT 4 2024. FEDEC to respond in QRT 4 2024. Discussion with EPN is currently taking place to ensure an appropriate response and planning is implemented. Point 5 will be addressed within this activity 6. Discussions underway with the local authorities to address action. 7. Ongoing discussions with DfE and central government

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Information, Careers Advice and Guidance Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Proactively seek ways to improve promotion and perception of industry career paths through better employer/education engagement with careers partners and careers hubs. • Develop a strategy to support schools, colleges and training providers to meet all eight Gatsby Benchmarks and ensure that sufficient qualified CIAG staff are available across Essex. • Further embed adult CIAG to support learners to assess what skills they need to improve, upskill and / or further develop their career. • Further develop the ECC Careers Magazine and industry specific promotional materials e.g. posters, social media posts, direct emailing via schools' parental newsletters 	ECoC to lead supported by LA, Greater Essex Careers Hub, National Careers Service, FEDEC & EPN	<ol style="list-style-type: none"> 1. Work with the Greater Essex Careers Hub and other key stakeholders to develop a centralised tool 2. Support in the promotion of schemes already underway to employers 3. Local Authority to create funded strategy 4. Work with key stakeholders to review and augment current collateral 5. Work with stakeholders to drive innovative change and improvements to the current system and available resources 	Meetings with the Local Authority are scheduled monthly. KPI's discussed and evaluated	<p>ON TRACK TO DELIVER</p> <p>Scoping of a new AI driven connector tool has commenced. We aim to have a fully scoped working portal ready for November 2024.</p> <ol style="list-style-type: none"> 1. Working closely with Essex County Council, the Essex Careers Hub, District Councils and Employer groups to create tool to address all priorities. Review of product to take place in November to identify and create gap analysis. Points 1-5 will be addressed by this action

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<p>Information, Careers Advice and Guidance cont. Sep 23 - Dec 2024</p>	<ul style="list-style-type: none"> • Design and develop interactive career route maps (including “a day in the life” vocational examples) that are up to date and include new emerging sectors and job roles. • Explore, develop and implement an “Employers Skills Pledge” system to encourage employers to engage with providers to offer more work experience, work placements, careers events and industry talks. • Explore, develop and implement a central ‘experiences of the workplace’ system to support employers, schools, colleges, training providers, young people and adults. • Develop imaginative ways to influence young people’s career aspirations via modern methods e.g. interactive online platforms, social media influencers etc. 	<p>ECoC to lead supported by LA, Greater Essex Careers Hub, National Careers Service, FEDEC & EPN</p>		<p>Meetings with the Local Authority are scheduled monthly. KPI’s discussed and evaluated</p>	<p>ON TRACK TO DELIVER</p>
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Tutor shortages and capacity of providers to respond Sep 23 – Sep 2025	<ul style="list-style-type: none"> • Further develop work with SELEP and their Delivering Skills for the Future Programme to raise awareness of tutor shortages, contribute towards specialist skills shortages uplift payments, contribute to mentoring/support and remitted time for new & inexperienced teachers, and contribute to teacher training costs (via funded initiatives e.g. Skills Bootcamps). • Continue to promote the DfE’s Teach in Further Education campaign across Essex. • Explore and develop innovative ways that experts can be released from industry into colleges to teach part-time and / or provide guest lectures for specific technical subjects either face to face or virtually – could include HEI undergraduate release programme. 	ECoC, LA working with employers, EPN, FEDEC, awarding organisation and sector bodies	<ol style="list-style-type: none"> 1. Build on the SELEP work already underway across three LSIP areas to build solutions with employers 2. Further utilise immersive classrooms and virtual learning 3. Explore solutions such as deploying staff differently 4. Utilise employer / employee expertise to teach specialist content 5. Enhancing and sustaining access to technical CPD 6. Training tutors as assessors where possible 7. Develop cross county and provider relationships with FEDEC and EPN to target all actions systematically 	Regular monthly engagements with FEDEC & EPN. Supported by annual report. Activity oversight and evaluation will be conducted through the sector-based skills groups and the LSIP Board.	ON TRACK TO DELIVER <ol style="list-style-type: none"> 1. Work is underway through the LSIF, with clear outcome targets listed. 2. Work with local infrastructure projects is underway to support action 2. FEDEC response due in the autumn. 3. Newly qualified teachers being supported by Advanced Practitioners 4. We are exploring all routes of support via employer network groups and infrastructure projects. 5. 3 large employers have offered Free CPD opportunities to the county. County wide discussions taking place to identify and support access. 6. Ongoing discussions with FEDEC and EPN to take place to address points 6 & 7.

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<p>Tutor shortages and capacity of providers to respond cont. Sep 23 – Sep 2025</p>	<ul style="list-style-type: none"> • Collaborate with industry partners to ensure post-16 teaching staff have access to industry upskilling, knowledge transfer and advance technologies to ensure that their technical skills are up to date. • Continue to build upon the Sector Development Fund work via the upcoming Local Skills Improvement Fund (LSIF) to ensure that capacity is available to • develop new provision in existing and emerging curriculum areas. • Invest capital funding in infrastructure and equipment via the LSIF to meet current and emerging skills needs across Essex. • Invest revenue funding via the LSIF to support additional costs of small group sizes to develop new provision in existing and emerging sectors 	<p>ECoC, LA working with employers, EPN, FEDEC, awarding organisation and sector bodies</p>		<p>Regular monthly engagements with FEDEC & EPN. Supported by annual report. Activity oversight and evaluation will be conducted through the sector-based skills groups and the LSIP Board.</p>	<p>ON TRACK TO DELIVER</p>
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Inclusive Employment Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Investigate and develop an employer toolkit that brings together existing resources to support industry in managing mental health, disability, long-term health conditions, those from non-traditional backgrounds, neurodiversity, Autism, the over 50's returning to work, ex-service personnel and ex-offenders in the workplace. • Further develop ECCs Inclusive Employer Network "inclusive by design" and expand the role of job coaches and Employment Ambassadors. • Further expand and develop the supported internships model. • Increase access across Essex to apprenticeships for learners with SEND and non-traditional needs 	ECoC, DWP, LA working with employers, EPN & FEDEC.	<ol style="list-style-type: none"> 1. Map out what is already happening 2. Employer toolkit to include inclusive support 3. Explore best practice in other areas 4. Create stakeholder working group 	Monthly meetings with Local Authority, SEND Alliance Group KPI's will be rigorously discussed and evaluated.	ON TRACK TO DELIVER <ol style="list-style-type: none"> 1. This work is underway with the creation of the Inclusive Alliance Group 2. Employer toolkit is being produced and will be ready by September 2024 3. Best practice is being explored via the Inclusive Alliance Group 4. Group in place 5. Scoping of a new AI driven connector tool has commenced. We aim to have a fully scoped working portal ready for November 2024. The tool follows the principle 'Inclusive by Design'

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Barriers to engagement Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Maximise the use of current bursary schemes to ensure that they are accessed by all and ensure available support is clearly understood and promoted effectively, • Design a maintenance grant/bursary scheme that will support the income of adults at level at Level 2/3 • Design an appropriate AEB bursary scheme for any future Essex Devolution deal. • Travel to Learn - review the local training landscape to ensure that it is accessible to all at an affordable cost • Improve access to childcare and associated financial support for Essex learners. • Support central government policies, employer incentive payments and flexibility to hire apprentices. 	ECoC, DWP, LA working with employers, EPN & FEDEC.	<ol style="list-style-type: none"> 1. Explore support and solutions for any key barriers – e.g. childcare, transport 2. Local authority to identify and prioritise key actions and incentives 3. Colleges to articulate how they are maximising bursary payments 4. Work closely with the local authority to influence devolution funding parameters 5. Discuss the provision of childcare bootcamps and flexibilities required 	Regular monthly engagements with FEDEC & EPN. Supported by annual report.	ON TRACK TO DELIVER <ol style="list-style-type: none"> 1. Formal Skills /Access Planning process to be discussed at first Essex Economic Board

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Section 3 – Essex Sectors & Technical Skills					
Advanced Manufacturing, Engineering & Aviation Sep 23 – Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insight Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. 	Every 12 weeks	A working group has been established, and regular meetings are now taking place

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<p>Advanced Manufacturing, Engineering & Aviation cont. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. <p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. • Relevant national developments will also be shared to support positive change. 	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
AgriTech & Food Tech Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECOC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. 	Every 12 weeks	A working group will be established, and its meetings will commence during the autumn term

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<p>AgriTech & Food Tech cont. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<ul style="list-style-type: none"> • It shapes the skills landscape in Essex. <p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. <p>Relevant national developments will also be shared to support positive change.</p>	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Community & Voluntary Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECOC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. 	Every 12 weeks	<ul style="list-style-type: none"> • A working group has been established, and regular meetings are now taking place • Further work to link all voluntary sectors will be ongoing • Skills for Care will be invited to this group

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<p>Community & Voluntary cont. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. Relevant national developments will also be shared to support positive change. 	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Construction & the Built Environment Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECoC,,Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. 	Every 12 weeks	A working group has been established, and regular meetings are now taking place. Essex Construction Alliance Construction and Industry Training Board (CITB) are linked to this group

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<p>Construction & the Built Environment cont. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. Relevant national developments will also be shared to support positive change. 	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Creative & Cultural Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECOC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. 	Every 12 weeks	A working group will be established, and its meetings will commence during the autumn term

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<p>Creative & Cultural cont. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. Relevant national developments will also be shared to support positive change. 	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
DigiTech & Education Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. 	Every 12 weeks	<ul style="list-style-type: none"> • A working group has been formally established, comprising representatives from large tech organizations. This group is actively conducting regular meetings to address relevant matters. • In addition, there are plans for further engagement: specifically, inviting digital small and medium-sized enterprises (SMEs) to participate in the working group's activities.

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<p>DigiTech & Education cont.. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. Relevant national developments will also be shared to support positive change. 	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Health, Social Care & Med Tech Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECoC,,Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. 	Every 12 weeks	A working group has been established, and its meetings are already underway. However, additional efforts are required to further integrate the group into the National Health Service (NHS) and engage with care providers

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<p>Health, Social Care & Med Tech cont.. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. Relevant national developments will also be shared to support positive change. 	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Professional Services Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECOC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. 	Every 12 weeks	A working group will be established, and its meetings will commence during the autumn term

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<p>Professional Services cont. Sep 23 - Dec 2024</p>		<p>ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.</p>	<p>Technical Skills Information Sharing:</p> <ul style="list-style-type: none"> • We'll continuously disseminate technical skills requirements. Relevant national developments will also be shared to support positive change. 	<p>Every 12 weeks</p>	
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Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Logistics & Transportation Sep 23 - Dec 2024	<ul style="list-style-type: none"> • Implement Sector Skills Groups: Establish and operationalize sector-specific skill development groups. • Engage Essex-Based Employers: Identify and invite employers based in Essex to participate in these groups. • Address Sector Challenges: Continuously identify challenges specific to each sector. • Collaborate on Solutions: Work together to create targeted solutions for the identified challenges. 	ECOC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies.	<p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> • Regular meetings are held to actively involve employers. • The goal is to encourage their continued participation in workforce development initiatives. <p>Established Networking Events:</p> <ul style="list-style-type: none"> • We've set up events specifically to connect with new employer awareness groups. • These events facilitate networking and collaboration. <p>Agendas and Terms of Reference:</p> <ul style="list-style-type: none"> • Detailed agendas guide the activities during meetings. • Agreed-upon terms of reference provide a framework for discussions. <p>Sector-Specific Insite Pages:</p> <ul style="list-style-type: none"> • Dedicated pages for specific sectors will be created and published in September. • These pages will offer targeted information relevant to each industry. <p>Peer Review by Employers:</p> <ul style="list-style-type: none"> • Employers within sector groups review content. • Their input ensures accuracy and relevance to the county and industry. <p>Inclusion of National Sector Reports:</p> <ul style="list-style-type: none"> • We'll consistently incorporate relevant national reports and data. • This helps inform decision-making within our network. <p>Feedback Integration:</p> <ul style="list-style-type: none"> • Input from groups and employers informs broader network decisions. • It shapes the skills landscape in Essex. 	Every 12 weeks	A working group has been established, and regular meetings are now taking place. Have invited The Chartered Institute of Logistics and Transport

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Education	<ul style="list-style-type: none"> • Engage DWP • Engage FEDEC • Engage EPN • Engage all Adult Community Colleges • Engage with Greater Essex Careers Hub (Schools via this route) • Ensure that all are represented at sector groups 	ECoC, DWP, GECH, EPN & FEDEC	<p>Establish Strong Relationships with all providers:</p> <ul style="list-style-type: none"> • The LSIP working group will actively cultivate robust relationships with all relevant service providers. This involves regular communication, collaboration, and understanding their unique needs and challenges. <p>Match Provision to County Needs:</p> <ul style="list-style-type: none"> • The LSIP working group will assess the existing services and provisions available within the county. By analysing data and engaging with stakeholders, they will ensure that the services provided align with the specific needs of the community. <p>Representation in Sector Discussions:</p> <ul style="list-style-type: none"> • The LSIP working group will advocate for representation from all providers in sector-wide discussions. This ensures that diverse perspectives are considered when making decisions or implementing changes. <p>Continual Professional Development (CPD) and LSIP Updates:</p> <ul style="list-style-type: none"> • The LSIP working group will provide detailed CPD opportunities to all providers. These sessions will enhance their skills, knowledge, and understanding of best practices. <p>Additionally, the LSIP working group will regularly share updates related to the Local System Improvement Plan (LSIP) to keep providers informed about strategic initiatives and changes.</p>	Every 12 weeks	The Local System Improvement Plan (LSIP) has established representation at both FEDEC and EPN meetings. Notably, the Department for Work and Pensions (DWP), FEDEC, and GECH are all actively participating as representatives on the LSIP Board



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