

Greater Essex Local Skills Improvement Plan (LSIP) Progress Report

(Essex, Southend and Thurrock)

Annex A
Priorities and Actions
(Roadmap)

June 2025 Update



Funded by
UK Government

Table of Contents

| | |
|---|---|
| 1. Annex A – Priorities and Actions (Roadmap) | 3 |
|---|---|

6. Annex A – Priorities and Actions (Roadmap)

The original LSIP contained a roadmap, setting out how the priorities and recommendations would be delivered against and with timescales for these. The table below explores this in more detail and reviews progress against

the areas of action and activity. To preface this, it is also helpful to focus on some of the **key areas of progress and highlights** to illustrate the significant progress so far:

- ✓ Sector Reviews to be completed and uploaded on [LSIP web pages](#) by summer 2024
- ✓ Sector groups established and meeting dates confirmed by summer 2024
- ✓ LSIP [Employment and Skills Board](#) fully operational
- ✓ Regular [LSIP newsletter](#) circulated
- ✓ [LSIP web pages](#) launched
- ✓ Surveys and employer engagement continuing
- ✓ £5.5m LSIF secured with £610k local authority match
- ✓ Employer and apprenticeship toolkits underway
- ✓ Related local activity delivering against LSIP (e.g. Green Skills portal, [Essex Careers magazine](#))
- ✓ Range of events and networks supporting and involving the LSIP (e.g. [FEDEC](#), Lower Thames Crossing)
- ✓ Exploration of digital platforms such as the 'Essex Connector' and technology to maximise existing resources





6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

Revisiting the roadmap – the original LSIP included an overview of key areas of work and these are revisited in the following table:

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025- 26 |
|--|---|---|--|--|--|
| Section 1: Essex Skills Priorities | | | | | |
| Soft-skills and Behaviours Partners Involved: ECoC & LA to lead in conjunction FEDEC & EPN awarding organisations and sector bodies | 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 | 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 annual report. | Mapping complete. Actions 2- 6 The Project is underway led by LSIP and FEDEC All colleges are delivering a comprehensive range of essential skills/soft skills learning. The aim of the project is to agree and communicate a universal entry standard for each sector. | Phase 1 Completed by June2025 Introduction of phase 2 by July 2025 Project to be complete by June 2026 |
| Basic English, Maths and ESOL Partners Involved: ECoC & LA to lead in conjunction with FEDEC & EPN | <ul style="list-style-type: none"> Review and enhance curriculum integration of English and Maths to ensure that learners understand how they are applied within specific industries. Further promotion and engagement with national initiatives such as the ‘Maths Multiply’ programme. Review and improve access and funding for all ESOL provision across the county. | 1. Map out what is already available through ITPs, Colleges 2. Ensure employers & individuals are aware of current funding 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 | 1. ILR data that maps current availability sent to FEDEC. 2. FEDEC to respond. 3. This will continue as a focussed activity. 4. This will continue as a focussed activity. 5. Funding will be reviewed based on revised funding streams and new team structure within ECC. | 1. June 2026 2. Autumn 2025 3. Ongoing 4. Ongoing 5. Funding review will Commence June 2025 |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|--|---|--|---|---|--|
| Section 1: Essex Skills Priorities | | | | | |
| Digital Skills and Digitech Partners Involved: ECoC & LA to lead in conjunction with FEDEC & EPN. Also to involve corporates where appropriate (e.g. Google, Microsoft) | <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. | <ol style="list-style-type: none"> Review current digital curriculum to ensure that it is up to date with relevant industry practice. Establishment of a Digital Skills sector group across Essex which includes employer representation Establish relationships with large tech providers Review existing Digital Skills Bootcamps available nationally and which could be deployed in Essex Develop industry short course in digital data analysis Develop capacity and increase delivery of appropriate qualifications e.g. L3 Apprenticeship – Digital Support Technician Develop capacity and increase delivery of appropriate qualifications e.g. L3 Apprenticeship – Information Communications Technician Develop capacity and increase delivery of appropriate qualifications including full time and apprenticeships e.g L3 Software Development Technician and L4 Software Technician 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 | <ol style="list-style-type: none"> ILR data that maps current availability sent to FEDEC. FEDEC to respond. In place. In place. £4 million Bootcamp funding has been received. Strategic discussions taking place with Essex County Council. This action is ongoing. <p>Qualifications update Points 6,7,8 & 9</p> <p>Current Offer Chelmsford College</p> <ul style="list-style-type: none"> L3 Apprenticeship, Information Communications Technician. <p>Available in Academic year 24/25.</p> <p>South Essex College Group</p> <ul style="list-style-type: none"> Network engineering HTQ HTQ in Cyber Security <p>Harlow College</p> <ul style="list-style-type: none"> Essential Digital Skills T Level Digital Support and Security – Cyber Security Information Communication Technician Apprenticeship <p>Qualifications available in Academic year 25/26</p> <p>New Programme offers</p> <ul style="list-style-type: none"> L4 Software Development HTQ L4 Cyber Security HTQ L4 Information Communication Technician Apprenticeship | <ol style="list-style-type: none"> June 2026 Autumn 2025 Ongoing Ongoing May 2025 Ongoing Complete Ongoing Complete |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025- 26 |
|---|--|---|---|--|------------------------------|
| Section 1: Essex Skills Priorities | | | | | |
| Green Skills Partners Involved: ECoC & LA to lead in conjunction with FEDEC & EPN, relevant sector bodies and large infrastructure projects. | <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. | <ol style="list-style-type: none"> Map out what is already happening. Integrate green skills and low carbon awareness training into all study programmes, at all levels Build on the Essex Green Skills Summit (June 2023) by developing an annual conference Explore training and CPD for tutors across different subject areas Include guidance on green in the toolkit for SMEs Explore specific qualification needs via sector groups to be established with colleges Establish a Green Skills technical subgroup which includes employer representation 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 | Evaluation will be conducted via monthly meetings with FEDEC. Local Authority and the Employment and Skills Board | Chelmsford College, in collaboration with Essex County Council, hosted a Green Workforce event | November 24 |
| | | <ol style="list-style-type: none"> 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) Develop capacity and increase delivery of appropriate qualifications e.g. <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 | | Actions update <ol style="list-style-type: none"> Open action. Open action. Open action. Green is being discussed throughout all sector groups. Open action. Open action. Open action. Qualifications update points 8, 9, 10, 11, 12, 13, 14, 15, 16 & 17. | Actions 1 to 17 June 2026 |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025- 26 |
|---|-------------------------------|---|------------|--|-------------------|
| Section 1: Essex Skills Priorities | | | | | |
| Green Skills | | <p>11. Develop capacity and increase delivery of appropriate qualifications for both new entrants and the upskilling of Gas Safe engineers e.g.</p> <p>✓ LCL Awards L3 – Award in the Installation and Maintenance of Heat Pump Systems</p> <p>12. Develop bespoke short course and evening programmes (poss. AEB Innovation Funded)</p> <p>13. Develop capacity and increase delivery of appropriate qualifications e.g.</p> <p>✓ Level 3 NVQ in Insulation and Building Treatments – External Wall Insulation – Boarder and Finisher (Construction) (5931-57)</p> <p>14. Develop capacity and increase delivery of appropriate qualifications e.g.</p> <p>✓ C&G 2921 – Electric Vehicle Charging Installations</p> <p>15. Develop capacity and increase delivery of appropriate qualifications e.g.</p> <p>✓ IMI L1 – Award in Electric/Hybrid Vehicle Awareness</p> <p>16. Develop capacity and increase delivery of appropriate qualifications e.g.</p> <p>✓ IMI L2 – Award in Electric/Hybrid Vehicle Routine Maintenance Activities</p> <p>17. Develop capacity and increase delivery of appropriate qualifications e.g.</p> <p>✓ IMI L3 – Award in Electric /Hybrid Vehicle System</p> | | <ul style="list-style-type: none"> • Action Point 11 Chelmsford offer this qualification as part of a SWAP and stand-alone commercial course. • South Essex College Group have designed and developed courses in Welding. • Action Point 13 Chelmsford College offer as part of the Retrofit Bootcamp. • Action Point 14 Developed by South Essex College Group. • Action Point 15 Developed by South Essex College Group. • Action Point 16 Developed by South Essex College Group. • Action Point 17 Developed by South Essex College Group. <p>Harlow are offering the following</p> <ul style="list-style-type: none"> • Electric/Hybrid Vehicle System Repair and Replacement with Vehicles Diagnosis, Testing and Repair, Level 3 & 4. • Domestic Air Source Heat Pump, Level 3. • Domestic Ground Source Heat Pump, Level 3. | |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|--|---|--|---|---|
| Section 1: Essex Skills Priorities | | | | | |
| Leadership and Management Skills Partners Involved: ECoC, LA to lead in conjunction with FEDEC and EPN. | <ul style="list-style-type: none"> Ensure the soft-skills and behaviors developed in priority 1 includes Leadership as a key element. | <ol style="list-style-type: none"> Map out what is already available Explore sector specific needs Investigate and develop short courses Review and enhance current curriculum offer for leadership and management Investigate and develop an employer toolkit that supports leaders and managers in working with different groups of diverse employees and their associated needs Explore and develop a framework for knowledge exchange between older and younger workers which facilitates mentorship of future managers and leaders. Investigate and develop short courses that specifically support new entrants and existing employees who are promoted to first line management i.e. emerging leadership courses. | Regular monthly engagements with FEDEC & EPN. Evaluation will be conducted through the sector-based skills groups and the LSIP Board. Quarterly Monitoring | <ol style="list-style-type: none"> ILR data that maps current availability sent to FEDEC. FEDEC to respond. Established sector-based skills groups are actively engaged. The requirements for Leadership and Management are discussed in each sector. Through tailored learning SEATS have introduced in partnership with the college's programmes for new team leaders/emerging leaders. In addition, they are about to launch the following modules: introduction to leadership, impactful leadership and project management, this is in direct response to business needs. This also addresses Action 7. This is an ongoing activity with colleges and independent training providers and will be further explored upon receipt of full ILR analysis. An Employer Toolkit has been produced and is available for use. An Inclusive Stakeholder Alliance has been established. Resources are being developed through this group to support wider inclusion. Training podcasts and further products will be developed within 2025. There are numerous youth mentorship programs currently in place. Some employers have adopted 'reverse mentoring,' where younger employees guide their more experienced colleagues. Additionally, some organisations promote mentorship internally through informal channels. South Essex College Group have designed and developed courses, for Pre-Team Leading. | <ol style="list-style-type: none"> June 2026 Autumn 2025 June 2025 June 2025 June 2025 June 2025 Feb 2025 June 2025 |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|--|---|---|--|---|
| Section 2 – Essex Skills System Priorities | | | | | |
| Skills Planning System for Essex Partners Involved: ECoC to lead supported by LA, including all key stakeholders and employers. | <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. | <ol style="list-style-type: none"> (Re-establish an employer led Employment and Skills Board (ESB) for Essex, evolving from the LSIP Board Establish sector and cross cutting task and finish groups – in collaboration with colleges and providers Develop a labour market information (LMI) resource, to be regularly published and accessible Produce sector deep dives to support the next phase of the Essex LSIP Report Collaborate across Essex to develop a “one stop shop” approach to skills to simplify the landscape for all stakeholders Maximise use of the Essex, Southend and Thurrock Opportunities Portals Investigate and design an Essex wide system for AEB funding for any future Essex Devolution deal, informed by the ESB 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. | <p>With the formation of the Greater Essex Business Board (GEBB) in preparation for Devolution, a formal skills planning process was discussed at the Essex Skills Board in April 2025. Discussions have commenced via GEBB but have not been formalised.</p> <ol style="list-style-type: none"> The Essex Skills Board has been strengthened with deeper employer participation from across the entire county, including large infrastructure projects within Essex. LSIP national sector groups are now in place and meet regularly, supporting local sector group intelligence. Data continues to be published every six months. Live dashboards with sector-based Labour Market Information (LMI) have been embedded into the web pages of the LSIP, available for all to use. Ongoing CPD with colleges and ITPs ensures the LMI is understood and remains user-friendly. Data is now being used within schools via the Careers and Enterprise Hub to support stronger careers advice and guidance. Development of the Essex Connector is ongoing. The project has experienced a delay due to restructuring within Essex County Council (ECC). The scoping of the tool, which leverages automation and artificial intelligence to enhance visibility and accessibility of opportunities, is complete. ECC is now entering the procurement phase to secure a partner to build the tool. This phase is expected to be completed by September 2025, after which the construction of the tool will commence. Action 5 addresses action 6. A strategic approach to the Adult Skills Fund (ASF) is being widely discussed at the Essex Skills Board in preparation for Devolution. | <ol style="list-style-type: none"> In place and ongoing In place and ongoing Next update due June 2025 Feb 2025 Feb 2026 Feb 2026 Oct 2025 |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|--|--|--|--|--|
| Section 2 – Essex Skills System Priorities | | | | | |
| System Access and Flexibility Partners Involved: ECoC to lead supported by LA, LEP, FEDEC & EPN | <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. | <ol style="list-style-type: none"> Explore the types of short and modular training courses required by employers Develop an Essex employer toolkit Ensure employers are aware of and are utilising the apprenticeship levy and transfer opportunities Collaborate with other providers to seek ways of adapting current funding opportunities to meet the flexible demands of employers for upskilling and reskilling Further develop local access to and delivery of Flexi-Job apprenticeships Maximise potential AEB flexibilities with future Essex Devolution deal to ensure that local priorities for adults can be met 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 | <ol style="list-style-type: none"> The results of the recent employer survey have been circulated to all colleges to facilitate the development of short courses for employers. The Essex employer toolkit has been produced. This work is ongoing. Information is shared through sector-based groups and will continue to be disseminated via any developed platforms. This has become increasingly important with the imminent changes to the current Apprenticeship Levy, changing to the Skills and Growth Levy. This work will remain an ongoing activity as providers enter the county. A strategic approach to the Adult Skills Fund (ASF) funding is being widely discussed at the Essex Skills Board in preparation for the Strategic Authorities implementation. Discussions are underway with local authorities to address this action. Due to the 6% reduction in ASF funding, further efforts are being made with key stakeholders to ensure ASF within the county targets areas and sectors with the deepest need. Ongoing discussions with the Department for Education (DfE) and central government remain fluid. This has become further embedded with the implementation of Skills England. | <ol style="list-style-type: none"> Complete Complete Feb 2025 Ongoing Ongoing Commenced March 2025 Commenced March 2025 Ongoing |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|--|---|--|--|--|---|
| Section 2 – Essex Skills System Priorities | | | | | |
| Information, Careers Advice and Guidance Partners Involved: ECoC to lead supported by LA, Greater Essex Careers Hub, National Careers Service, FEDEC & EPN | <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 sufficiently 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 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 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. | <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 | <ol style="list-style-type: none"> 1. Development of the Essex Connector is ongoing. The project has experienced a delay due to restructuring within Essex County Council (ECC). The scoping of the tool, which leverages automation and artificial intelligence to enhance visibility and accessibility of opportunities, is complete. ECC is now entering the procurement phase to secure a partner to build the tool. This phase is expected to be completed by September 2025, after which the construction of the tool will commence. 2. An employer engagement strategy is being explored with the ECoC, Careers and Enterprise Hub and ECC to further strengthen employer engagement and reduce duplication. This will be funded by ECC. 3. Ongoing funding is being identified. 4. This work will remain ongoing with key stakeholders across the county. 5. This work will remain ongoing with key stakeholders across the county. | <ol style="list-style-type: none"> 1. Feb 2026 2. Commenced June 2025 3. Commenced June 2025 4. Commenced June 2025 |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|--|---|--|---|---|
| Section 2 – Essex Skills System Priorities | | | | | |
| Tutor shortages and capacity of providers to respond Partners Involved: ECoC, LA working with employers, EPN, FEDEC, sector bodies and awarding organisations | <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. 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. | <ol style="list-style-type: none"> Build on the SELEP work already underway across three LSIP areas to build solutions with employers Further utilise immersive classrooms and virtual learning Explore solutions such as deploying staff differently Utilise employer / employee expertise to teach specialist content Enhancing and sustaining access to technical CPD Training tutors as assessors where possible Develop cross county and provider relationships with FEDEC and EPN to target all actions systematically | <p>Regular monthly engagements with FEDEC & EPN. Supported by annual report.</p> <p>Activity oversight and evaluation will be conducted through the sector-based skills groups and the LSIP Board.</p> | <ol style="list-style-type: none"> Significant progress is being made on each action; however, Tutor Shortages remain high on the priority list. We are actively seeking new solutions to tackle this issue, utilising new and available funding streams. Conversations to be refreshed based on devolution opportunities. This action remains open, however good progress is being made using immersive classrooms. This action remains open. This action remains open. This action remains open. This action remains open. Ongoing discussions with FEDEC and EPN to take place. | <ol style="list-style-type: none"> June 2026 Ongoing Ongoing Ongoing Ongoing Ongoing Ongoing |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025- 26 |
|--|--|--|--|--|---|
| Section 2 – Essex Skills System Priorities | | | | | |
| Inclusive Employment Partners Involved: ECoC, DWP, LA working with employers, EPN & FEDEC. | <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. | <ol style="list-style-type: none"> Map out what is already happening Employer toolkit to include inclusive support Explore best practice in other areas Create stakeholder working group | Monthly meetings with Local Authority, SEND Alliance Group KPI's will be rigorously discussed and evaluated. | <ol style="list-style-type: none"> Mapping is ongoing. The Inclusive Stakeholder Alliance (ISA) has gained significant momentum, creating ambassadors for inclusivity across the county. Other networks are being linked to the ISA wherever appropriate. The employer toolkit has been completed, but further materials will be developed to support widening participation and accessibility. Best practice continues to be discussed within the Inclusive Stakeholder Alliance Group. Broadening the breadth and reach of this group remains the priority for 2025. Other groups are being linked to the 'Inclusive by Design' initiative to further increase inclusive employment opportunities. The Inclusive Stakeholder Alliance is in place and embedded within the framework of the Essex Skills Board. | <ol style="list-style-type: none"> Ongoing Feb 2026 Ongoing Ongoing |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|--|--|---|--|--|--|
| Section 2 – Essex Skills System Priorities | | | | | |
| Barriers to engagement Partners Involved: ECoC, DWP, LA working with employers, EPN & FEDEC. | <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. | <ol style="list-style-type: none"> Explore support and solutions for any key barriers – e.g. childcare, transport Local authority to identify and prioritise key actions and incentives Colleges to articulate how they are maximising bursary payments Work closely with the local authority to influence devolution funding parameters Discuss the provision of childcare bootcamps and flexibilities required | Regular monthly engagements with FEDEC & EPN. Supported by annual report. | <ol style="list-style-type: none"> This action will remain open as ongoing analysis will be taking place via the local authority. ECC has just completed its restructure. They will be reviewing their strategic aims for 2025/26, where possible they will be aligned to the LSIP. This action remains ongoing. Deeper collaboration is taking place with the Essex Skills Board, Greater Essex Business Board and Essex County Council. This action is currently being discussed as ECC have received £4 million of Skills boot camp funds. | <ol style="list-style-type: none"> Ongoing October 2025 October 2025 October 2025 Ongoing |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|---|---|----------------|---|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Advanced Manufacturing, Engineering & Aviation Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <p>Ongoing Employer Engagement:</p> <ul style="list-style-type: none"> Regular meetings are held to actively involve employers to encourage their continued participation in workforce development initiatives. Ongoing events specifically to connect with new employer awareness groups to facilitate networking and collaboration. <p>Detailed agendas guide the activities during meetings</p> <ul style="list-style-type: none"> Agreed-upon terms of reference provide a framework for discussions. <p>Dedicated pages for specific sectors</p> <ul style="list-style-type: none"> pages offer targeted information relevant to each industry. Employers within sector groups review content, to ensure ongoing accuracy and relevance to the county and industry. consistently incorporate relevant national reports and data. Input from groups and employers informs broader network decisions to shape the skills landscape in Essex. <p>Technical Skills Information Sharing</p> <ul style="list-style-type: none"> Continuously disseminate technical skills requirements & relevant national to support positive change. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established, and regular meetings are now taking place. The Engineering Alliance Group has been set up by Essex County Council aligned to the LSIP requirements. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong LMI. A live dashboard has been embedded into each sector page. Large employers continue to be engaged in 1:1 support for the sector. Sector based analysis by DWP will continue to support the development of 'sector-based' training for DWP customers. A strategic employer engagement strategy for the sector is being discussed with local authorities. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|---|--|----------------|---|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| AgriTech & Food Tech Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <p>Ongoing Employer Engagement</p> <ul style="list-style-type: none"> Regular meetings are held to actively involve employers to encourage their continued participation in workforce development initiatives. Ongoing events specifically to connect with new employer awareness groups to facilitate networking and collaboration. <p>Detailed agendas guide the activities during meetings</p> <ul style="list-style-type: none"> Agreed-upon terms of reference provide a framework for discussions. <p>Dedicated pages for specific sectors</p> <ul style="list-style-type: none"> pages offer targeted information relevant to each industry. Employers within sector groups review content, to ensure ongoing accuracy and relevance to the county and industry. consistently incorporate relevant national reports and data. Input from groups and employers informs broader network decisions to shape the skills landscape in Essex. <p>Technical Skills Information Sharing</p> <ul style="list-style-type: none"> Continuously disseminate technical skills requirements & relevant national to support positive change. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established. Writtle College and Anglia Ruskin University along with the LSIP team are leading on this work. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Large employers continue to be engaged in 1:1 support for the sector. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. Seasonality of work is being factored into discussions. A strategic employer engagement strategy for the sector is being discussed with local authorities to enable a deeper focus on our rural and agricultural needs. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|---|--|----------------|--|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Community & Voluntary Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <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. <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. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established, and regular meetings are now taking place using the networks available to us via the NHS, Active Essex and the Essex FA along with other voluntary sector partners. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Larger employers continue to be engaged in 1:1 support for the sector. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. A strategic employer engagement strategy for the sector is being discussed with local authorities to ensure this sector is factored into funding availability. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|--|---|--|----------------|--|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Construction & the Built Environment Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <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. <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. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established, and regular meetings are now taking place. Other working groups feeding into this sector are the Essex Construction Alliance, Construction and Industry Training Board (CITB), Major Infrastructure Projects Group & the Lower Thames Crossing Skills Group. Large employers continue to be engaged in 1:1 support for the sector. Sector Specific Pages have now been launched on the LSIP web pages. These pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. A strategic employer engagement and commissioning strategy for the sector is being discussed with local authorities. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|--|---|--|----------------|--|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Creative & Cultural Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <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. <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. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established, and regular meetings are now taking place. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Large employers continue to be engaged in 1:1 support for the sector. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. A strategic employer engagement strategy for the sector is being discussed with local authorities. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|--|---|--|----------------|---|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| DigiTech & Education Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <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. <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. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been formally established, comprising representatives from large tech organisations. This group is actively conducting regular meetings to address relevant matters. We are participating with a range of other working groups that reflect the sectoral need. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Large employers continue to be engaged in 1:1 support for the sector. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. A strategic employer engagement and commissioning strategy for the sector is being discussed with local authorities. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|---|--|----------------|---|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Health, Social Care & Med Tech Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <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. <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. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established, and its meetings are already underway. Work with the NHS is now being shaped across the county to ensure a strategic approach is adopted. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. A strategic engagement and commissioning strategy for the sector is being discussed with local authorities via the anchors within the NHS. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|---|---|----------------|--|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Professional Services Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <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. <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 | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established, and regular meetings are now taking place. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Large employers continue to be engaged in 1:1 support for the sector. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. A strategic employer engagement strategy for the sector is being discussed with local authorities. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025– 26 |
|---|---|--|----------------|--|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Logistics & Transportation Partners Involved: ECoC, Employers, EPN, FEDEC, DWP, LA & Sector Bodies. | <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. | <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. <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. | Every 12 weeks | <ul style="list-style-type: none"> A working group has been established, and regular meetings are now taking place involving the Road Haulage Association and Logistics UK. Sector Specific Pages have now been launched on the LSIP web pages. The pages will continue to provide strong focus on LMI. A live dashboard has been embedded into each sector page. Large employers and infrastructure projects continue to be engaged in 1:1 support for the sector. Sector based analysis by DWP will continue to support the development of sector-based training for DWP customers. A strategic employer engagement strategy for the sector is being discussed with local authorities. | All actions are in place |



6. Annex A – Priorities and Actions (continued)

Terminology: ECoC = Essex Chambers of Commerce, FEDEC = Federation of Essex Colleges, LA = Local Authority, EPN = Essex Provider Network, ECC = Essex County Council
DWP = Department of Work and Pensions, GECH = Greater Essex Careers Hub

| Priority & Partners | Action / Activity / Milestone | Method of implementation and outcomes expected | Monitoring | Progress status | Timeline 2025- 26 |
|---|---|---|----------------|--|--------------------------|
| Section 3 – Essex Sectors & Technical Skills | | | | | |
| Education Partners Involved: ECoC, DWP, GECH, EPN & FEDEC | <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 | Establish Strong Relationships with all providers: <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. | Every 12 weeks | <ul style="list-style-type: none"> The Local Skills Improvement Plan (LSIP) has established representation at both FEDEC and EPN meetings. The Department for Work and Pensions (DWP), FEDEC, and GECH are all actively participating as representatives on the LSIP Board. We are represented at the Education Task Force committee that links directly into pre 16 education. All colleges regularly run training sessions to help staff understand local job market information and skills priorities. These sessions are built into the system to make sure curriculum planning matches the needs of employers and the local economy. In support of Devolution a task and finish group consisting of representation from FEDEC, EPN, ECC, Southend Unitary Authority and Thurrock Unitary Authority has been established. | All actions are in place |
| | | Match Provision to County Needs: <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. Representation in Sector Discussions: <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. Continual Professional Development (CPD) and LSIP Updates: <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. 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. | | | |



01702 560 100



essexchambers.co.uk

Essex Chambers
of Commerce