

# Greater Manchester **LOCAL SKILLS IMPROVEMENT PLAN**

PROGRESS REPORT - 2024



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Greater Manchester  
Chamber of Commerce



**This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the Local Skills Improvement Plan published in August 2023.**

**This report was produced in June 2024, but publication was delayed due to the pre-election period.**



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## **Who is this publication for?**

Greater Manchester Chamber of Commerce (GMCC) is the Employer Representative Body responsible for developing and delivering the Greater Manchester Local Skills Improvement Plan (GM LSIP) on behalf of the Department for Education.

Research for the GM LSIP began in October 2022 and included large-scale intelligence gathering and extensive employer engagement. Over 3,600 businesses participated in surveys and one-to-one interviews providing data on skills shortages and labour market issues. From this data, skills priorities were identified for each of the ten Local Authority areas in Greater Manchester and aggregated to form GM-level sector requirements.

Published in August 2023, the [GM LSIP](#) outlined these key skills priorities and set out, through a number of recommendations, how they would be addressed over the coming months and years. Research and intelligence gathering has continued following the publication of the GM LSIP, to ensure that the most up-to-date information is available to guide and inform activities going forward.

This first Annual Progress Report sets out a summary of the GM LSIP and includes relevant new information on key data that has been gathered since the GM LSIP's publication in August 2023. The report also includes an update on the work that has taken place so far to tackle the priorities identified in the GM LSIP and outlines the plans in place for future action. Changes in skills provision can take time to enact and even longer for the intended benefits to manifest themselves. Progress has been made, but more needs to be done.

Aimed at employers, skills and training providers and wider stakeholder groups, this report provides an overview of the critical work taking place that, following May 2024's Mayoral Election, will become a significant element of the GM Mayor's agenda over the next 4-year term, as technical skills take even more prominence in Greater Manchester.

In addition to establishing the requirements for the path ahead, GMCC works collaboratively with the Greater Manchester Combined Authority (GMCA) and others to ensure that the LSIP is embedded within the new skills and work system and acts as a conduit for the flow of intelligence and analysis to inform GM's skills strategy.

Employers' needs, as evidenced by the LSIP, are at the heart of this new integrated technical skills system and the new governance structure that allows for, and depends on, greater engagement with and contributions from employers. There will be an increased ability to react quickly and flexibly to emerging needs accurately identified through the ongoing work of the LSIP, as part of a new, dynamic way of monitoring GM's skills requirements. The Trailblazer Devolution Deal describes this as: '[Ensuring] the link between the technical education offer within Greater Manchester and real time labour market intelligence about the needs of the Greater Manchester labour market.'

Although this report is designed to provide a progress update to employers, providers and the stakeholders we have worked with already, we hope to engage those who have yet to be involved in the GM LSIP, and who we encourage to get involved with the work after seeing from the evidence gathered that activity has already started to tackle the needs identified.

The LSIP never was and never will be a 'one-time' piece of work but will constantly evolve to match emerging needs as the skills landscape continues to change over the coming years.



## **Summary of the LSIP**

The objective of the Greater Manchester Local Skills Improvement Plan (GM LSIP) is to support the technical and vocational education system in becoming more responsive and innovative, ensuring provision is tailored to the needs of employers based in the Greater Manchester area and better connects residents to the good jobs available in our local labour market.

In August 2023, the Secretary of State for Education approved the [GM LSIP](#), which was a culmination of survey work, interviews and focus groups with employers, and analysis of information gathered from other sources. This plan emphasised the involvement of employers in shaping vocational education provision, and the importance of collaboration between learning providers, employers, employer representative bodies and other key stakeholders, such as Greater Manchester Combined Authority, to nurture a workforce that is better prepared to meet the current and future needs of the local economy.

In the GM LSIP, key sectors including construction, digital and technology, engineering and manufacturing, financial, professional and business services, health and social care and logistics were identified for focused skills development. In addition to being significant contributors to the GM economy, these sectors have been prioritised by both GMCA and the Local Authorities in GM as part of their own economic and skills development plans.

The GM LSIP also uncovered: the demand for basic digital skills amongst employers in all sectors; the need for employees to have an awareness of essential net zero and green skills, which was expressed by businesses across several sectors; and the critical requirement for employers themselves to invest in reskilling and upskilling their workforce to mitigate the recruitment difficulties they face.

In delivering the identified priorities, the GM LSIP looks to create a scalable and sustainable model for technical and vocational education that not only meets current employer demands, but also anticipates future skills requirements.

As part of the future economic development plans for the city region, the development of six growth corridors across Greater Manchester has been proposed. Each growth corridor has its own priorities and sectoral mix. For example, the North East Growth Corridor includes the Atom Valley development and the Advanced Machinery and Productivity Institute with an emphasis on advanced manufacturing, whereas the Airport and Southern Growth Corridor focuses on urban regeneration, logistics and transportation. In developing the GM LSIP, we took into account the workforce and skills needs for the different growth corridors and what targeted skills initiatives can support these critical economic development projects.

The priorities in the GM LSIP, identified through extensive employer engagement and data analysis, are founded on the need to address critical skill shortages and mismatches in the local labour market. They address both technical and broader employability skills and are indicative of acute skills gaps that cause recruitment difficulties and hinder economic growth across key sectors. By combining sector-specific priorities with broader areas for action – for example: leadership and management, essential workplace skills, literacy / numeracy and awareness of sustainability – the GM LSIP outlines a clear set of recommendations, which are crucial for workforce development. These priorities for action are designed to close the gap between what courses are currently available and the actual needs of the labour market, making further education more relevant and responsive to regional business needs and economic growth plans.



Implementing the LSIP involves translating the recommendations into actions. The GM LSIP outlined a strategic implementation plan focused on collaboration between employers, learning providers and other stakeholders. Critical to the success of the GM LSIP is the continued and proactive participation of local employers in curriculum development and an assessment of training effectiveness. This engagement ensures that the skills being taught are those in demand, thereby enhancing the employability of learners. It is important that the recommendations of the GM LSIP continue to reflect the dynamic labour market; when local needs change, the GM LSIP must immediately capture those changes.

Finally, the GM LSIP laid out an approach for ongoing monitoring to ensure the effectiveness and relevance of skills training initiatives, especially in the context of the changes in employer needs or other initiatives which affect the labour market. Some key actions for implementation include developing sector-specific qualifications, enhancing the provision for digital skills, and setting up an integrated approach to addressing technical skills shortages. To this end, the Mayor of Greater Manchester has clearly set out a vision for the creation of an Integrated Technical Education System (ITES) an integral part in the Trailblazer Devolution Deal, which aims to give equal importance to academic and vocational education. The outcomes of and recommendations from the GM LSIP will be at the heart of the ITES.

### **Strategic and economic context update**

There are two main areas to update for the purposes of this report: the first is around the preparation work and subsequent implementation of the new Trailblazer Devolution Deal; the second relates to changes in sectors and needs that we have analysed as part of our ongoing work on the LSIP.

Greater Manchester is undergoing a period of substantial change currently. In March 2023, the GM Trailblazer Devolution Deal was signed with the Department for Levelling Up, Homes and Communities (DLUHC) that paved the way for further devolved powers and the introduction of a new single-settlement funding pot. The deal focuses on the following:

**Skills:** devolved functions of post-19 education and skills activity; providing greater local oversight of post-16 technical education and skills and careers along with local flexibilities over free courses for jobs and Skills Bootcamps.

**Housing:** £400 million for the Affordable Homes Programme, £150 million for brownfield land funding, and £3.9 million to end the use of bed and breakfasts for homeless families.

**Transport:** A new rail partnership to support the Bee Network by 2030, including ‘pay as you go’ ticketing pilots.

**Retrofit:** Piloting the devolution of net zero funding, including for buildings’ retrofit, from 2025 onwards.

This was being discussed when the LSIP was approved in August 2023 but obviously in the following months has been further clarified and elements put into action ahead of 2025. It should be noted that none of this has distracted us from the original purpose of the LSIP: to identify employers’ skills needs and ensure that action is taken to resolve them. The focus on housing and retrofit needs to be noted as these are both critical skills issues identified in the LSIP. Skills forms a critical part of the Devolution



Deal and within this the LSIP is a fundamental element in helping shape and define a new work and skills strategy.

For the above and the identified Growth Corridors and Investment Zone there is anticipation that there will be a natural influx of new businesses and increase in start-ups, many in new sectors. We will undertake regular re-assessments of these 'new' skills needs to ensure they can be met by provision.

This report comes at an interesting time in this whole process, following May 2024's Mayoral election and in the middle of a series of activities that will bring into being new systems and mechanisms that will help deliver the Trailblazer Devolution Deal.

Greater Manchester Mayor, Andy Burnham, has been elected for a third term and in his pre-election manifesto, skills and technical education was one of his three key priorities. Going forward, the focus on skills, especially technical skills, will increase and the LSIP is recognised as a critical piece of evidence for this, not just identifying employers' needs, but breaking these down on a geographical and sector basis.

A new integrated skills and technical education system is being developed with the LSIP at its heart, supported by a series of thematic and sector panels that will influence and decide what future skills provision post-16 looks like in the city region. Early stages of this new system are already in place and the Chamber is playing an important part in this, supplying evidence and analysis, as well as working with other business organisations to engage employers.

Another critical element is the Chamber's work with The Growth Company, Combined Authority and MIDAS (the inward investment agency for GM) on a new-look and new-purpose Labour Market Insights Unit that will use the LSIP and other sources of data, including government statistics, to create and present coherent labour market intelligence, skills and jobs data to inform future activity. This single source of intelligence will play a significant role in the delivery of GM's skills aspirations.

Other new initiatives are being developed which will also require input on skills needs, such as the Investment Zone and key 'Corridor' developments based on the four 'Frontier Sectors': advanced materials and manufacturing; clean growth; digital and creative; and health innovation.

The Investment Zone projects will help to address the need for existing businesses to adopt new technology with translational research programmes, skills programmes to build a pipeline of talent, and prepare employment sites to support growing firms to scale-up. They will also support academics, spinouts, and entrepreneurs to commercialise IP with targeted support and specialist R&D-focused developments. Subsidised finance from GMCA and in-kind support from universities and business experts will help incubate innovative firms to grow within GM, tackling businesses' low R&D.

These Frontier Sectors are the key sectors that will underpin economic growth across GM. Over the coming 12 months more work will be focused on these sectors and important developments such as Atom Valley, started in the north of GM, which will require significant input to ensure their skills needs are met. It is important though that all the focus is not exclusive to the Frontier Sectors; GM has a huge reliance on the foundation economy and the LSIP will maintain its focus on the labour market in these sectors and ensuring employers' needs are addressed, particularly in the current volatile market.

Work is currently increasing on all the above and the activity needed to bring together all the necessary governance and operational structures. As such, it is important that we do not lose sight of the important work of the LSIP in engaging with employers and providers and taking action when required, whilst playing an increasingly important role in the future shape of GM. Over the next 12 months this will become much clearer.



Since we started phase one of the GM LSIP, the economic context has also significantly changed. The UK economy was in recovery mode from the impacts of Covid-19 and the number of vacancies were at historic highs. In the three-month period from October to December 2022, the estimated number of vacancies in the UK was at an historically high level of nearly 1.2million (170,000 in Greater Manchester). Although the number of vacancies has now decreased (120,000 in February to April 2024), some employers continue to report difficulties in recruiting the right candidates. The Chamber's Quarterly Economic Survey for Q1 2024 found that 72% of businesses reported recruitment difficulties (77% in Q4 2023). This shows that in a tightening labour market, beneath the overall headline figures for labour shortages, it is the specific mismatch between the skills needed and the available labour that is affecting businesses' ability to recruit.

Another interesting development is how demand in sectors has changed in the last 18 months. The 'Wholesale and retail trade repair of motor vehicles and motorcycles' sector is the largest employer in the Greater Manchester region and has always reported the largest number of vacancies. Relative to Q4 2022, sectors like 'Arts entertainment and recreation' and 'Transportation and storage' now report proportionately more vacancies. In other words, the labour market is dynamic. This highlights the importance of ongoing research with businesses to understand skills needs and engagement with both employers and training providers to shape skills provision and address other recruitment related issues.

The LSIP plays a fundamental role to ensure that changes in local labour market conditions are recorded and analysed and appropriate changes made as regards provision and ongoing planning within the 'new' GM technical skills system. The publication of our January 2024 update report ensured that these changes were communicated, and feedback we have had illustrates that providers responded to changes in the data.

### **What has been achieved so far?**

As the designated Employer Representative Body, GMCC has always recognised that for an economy the size and scale of Greater Manchester, and, coinciding with a time of significant change around the opportunities afforded by the Trailblazer Devolution Deal and a move to a new Integrated Technical Education System, the LSIP would have to deal with a series of issues that other regions may not.

This has not impacted on significant steps taken around provision addressing the priorities identified in the LSIP (as evidenced by the priorities and actions table on page 15). More needs to be done though and it should be noted that any changes to provision will take time to have impact. The impact of courses introduced now may only become obvious in 12 – 24 months and then purely from a qualification achievement angle. Longer term economic impacts for business and the region's residents may take longer to achieve. However, the guiding principle we have followed, and which other partners and stakeholders have too, is to recognise that the priorities identified in the LSIP are accurate, urgent and need addressing. Rather than delay for the 'right moment', action is being taken.

The following examples are all taken from evidence gathered from providers and other organisations central to the overall delivery of actions identified in the LSIP. The single largest area of impact and investment in response to the LSIP has been the Local Skills Improvement Fund (LSIF). Greater Manchester Colleges (GMColleges) is the accountable body for this and has ensured that FE colleges in all 10 local authorities have benefitted from the funds invested and focused on key priorities that were detailed in the LSIP.





The below initiatives and qualifications are amongst those that have been delivered so far. Full details can be found in Annex 1. This is currently the best and most obvious example of the impact the LSIP has had on provision.

### **Digital Skills Assessment Tool**

Bolton College is working in partnership with Bolton NHS Foundation Trust and The Christie Hospital to assess the digital competencies of nurses and midwives from across the two facilities. A digital skills assessment tool has been created that enables staff to assess the quality of their digital level of confidence and skills in healthcare, tracking progress over time. This data will be used to create personalised learning pathways and recommend targeted training programmes that effectively bridge identified skills gaps that exist amongst staff at the two hospitals. The tool is due to be launched in June 2024 and designed so that all GM colleges can share the prototype with their local NHS Trusts.

### **CISCO partnership**

Across GM, investment has been made for 50 Cisco Bundles and 100 laptops for CISCO academy students to use in labs. Six new Cisco learning facilities have also been created across the project, and three new Cisco Networking Academies. The creation of a community hub approach utilising Cisco Skills for All will help support and inspire those from the most deprived areas into digital employment. This will promote clear pathways to further study and employment, building on the Cisco Network Academy Support Centre to promote careers in the digital sector within the most deprived areas of Greater Manchester.

### **GM English and Maths Curriculum Specialist Board**

This Board was established in recognition of the fact that levels of English and maths currently pose significant challenges locally, regionally and nationally. Sitting alongside other curriculum groups, its objectives include sharing knowledge and technical expertise in order to raise standards, and driving and supporting the implementation of curriculum reforms.

### **Tutor Trust**

With the support of GMCA, a small trial involving four GM colleges has taken place to bring the Tutor Trust model into post-16 education. Tutor Trust partners with education providers to deliver high-quality tutoring to young people. The impact will be evaluated at the end of this academic year, with a view to expanding the project with further resources provided by bids from the Education Endowment Foundation.

### **Electric vehicle investment and short course development**

There has been capital investment in electric vehicles and equipment, which includes a block technology electric vehicle trainer rig, a hybrid/electrical vehicle ramp, charging bays and EV training labs. Practical training for engineers and technicians to support the reduction of energy consumption in relation to electric and hybrid vehicles has also been developed. This investment provides the opportunity to explore the technology of EV in a safe virtual learning environment and all delivery partners will use their immersive classroom technology to support the work on lean analysis.

### **Daikin heat pumps**

With the recent announcement of the Low Carbon Heating Technician Level 3 Apprenticeship and the drive to collectively upskill and train more heat pump engineers, Daikin partnered with GM Colleges to support and help them fully prepare for the upcoming opportunities. Through the partnership, at least six colleges and approximately 45 staff undertook LCL Level 3 heat pump training to become fully qualified and confident in understanding heat pumps. Each college received a Daikin heat pump and full kit, support with installing the kit, as well as connections with Daikin's main commercial and residential installers in the area to start discussions around the Level 3 Apprenticeship.



### **Investment from Department for Energy Security and Net Zero (DESNZ)**

Three GM colleges have received support through the NW Net Zero Hub DESNZ funding. The money has enabled new resources to be developed, which will be shared across the GM colleges. This includes the development of resources for retrofit skills in immersive learning suites, training fitters for air source heat pumps in commercial settings (supported by Daikin), and further investment in resources related to electric vehicles.

### **CAVE investment**

Six GM colleges have invested in a CAVE (Cave Automatic Virtual Environment). This is a virtual reality environment consisting of a cube-shaped VR room, or a room-scale area, in which the walls, floors and ceilings are projection screens. This provides colleges with new technologies needed to deliver the curriculum and improve the learner experience through augmented reality. Alongside this investment, colleges are developing software and teaching and learning resources for utilisation in CAVEs, and upskilling the workforce to deliver new content and use the latest technology.

### **GM Digital Innovation in Education Conference**

In January 2024 the Greater Manchester Digital Innovation in Education Conference took place, which brought together representation from the LSIF's collaborative partners, including senior leaders and innovators, to explore the latest trends and advancements in technology and how these could be used to address key challenges identified in the LSIP. Following the event, Teachermatic was implemented across GMColleges, which is an AI platform designed to bring the benefits of using generative AI to all managers and teachers in Further Education, and an AI workshop was organised for senior leaders.

### **Centre for Digital Innovation**

GMColleges has partnered with four universities on the Innovate UK-funded Centre for Digital Innovation. This project allows the colleges to showcase latest technologies, including AI, and the opportunities they provide to local businesses. To date, four roadshows have been delivered, held on college premises. In addition to this, and as part of the project, Manchester Metropolitan University has developed *Know Digital* which provides free learning opportunities for people who want to improve their basic digital skills.

### **Anatamage tables**

GMColleges has installed state-of-the-art Anatamage tables in each of their facilities. These virtual dissection tables will provide students with the ability to visualise and simulate 3D anatomy and physiology, providing a more immersive learning experience for students and a wider range of CPD opportunities for existing NHS staff. GM now forms the greatest concentration of Anatamage tables in Europe and has the ambition to become a centre of excellence. Through the LSIF, Bolton College has led on the development of Level 3 content, producing 10 pre-sets on anatomy and physiology, which can be embedded into T Level curriculum and accessed by all GM colleges.

### **GMColleges' partnership with Supply Chain Sustainability School**

Responding to sustainability competence needs in the workforce and in supply chains, a partnership with the Supply Chain Sustainability School has been established. GMColleges is now able to upskill students and colleagues across the business areas with accredited CPD; upskill, manage and report on supply chains; and participate in the Future Workforce Leadership Group alongside industry leaders to identify and respond to gaps in training needs. Collective action is underway to embed the School across Greater Manchester linked to Green Week. Colleges are creating learning pathways for staff groups, students and employers, providing an opportunity to upskill the whole sector.



### **Digital short course development**

To meet the growing demand for high skilled workers, digital short courses are being developed, designed and delivered alongside industry experts, further developing existing partnerships with the Greater Manchester Digital Security Hub (DiSH) and CISCO, amongst others. These short courses will underpin the eventual attainment of HTQs as the parent qualification, supporting the currency of skills for those in industry to meet the ever-changing technological developments. Work with Microsoft to embed basic digital skills within courses and in addition to existing courses has also taken place, alongside research into a Microsoft accreditation and its impact on employability. Manchester Digital has been commissioned to provide a package of staff support and business engagement opportunities with their 300+ membership of digital sector employers, to develop college staff, skills and awareness of opportunities in the digital sector.

In addition to the above response by GM Colleges as part of the LSIF, each college has reflected the LSIP priorities in their Accountability Agreements with DfE, and, following their first issue in 2023, the Agreements for 2024 are more thorough in responding to LSIP needs and reflect a broader spread of qualifications and training.

This has resulted in a broad range of provision being delivered covering a wide range of priorities matching employer needs in local areas. For example, in one area there has been a rapid rise in demand for warehousing and logistics skills, and local colleges have entered sub-contracting agreements with independent training providers. In a similar way, provision around specific construction skill sets, e.g., highway construction, has been commissioned in response to LSIP evidence and local demand.

Independent training providers have also responded to the LSIP priorities, and we have a number of examples where new provision has been put in place directly as a result of evidence from employers. These new courses range from personal skills such as leadership and management through to specific technical skill courses such as welding and construction trades.

Whilst much of the above provision and activity is relatively new and some will only start in the academic year 2024/25, we are currently establishing mechanisms to monitor and track delivery and success.

Alongside the response for provision, local authorities are using the LSIP and supporting evidence to help refresh and refocus their local skills and employment strategies. GMCC staff are working closely with these organisations ensuring the voices of business are represented and recognised. This further embeds the principle underpinning the LSIP of producing local authority level information first for local use, then aggregating this up to GM level.

At GM level, the GMCA has been an intrinsic part of the LSIP, responding to the analysis and data collected. This has been critical with the Trailblazer Devolution Deal and the significant focus on skills, in particular. Since the release of the LSIP, it has been used as a central part of GMCA's evidence base for commissioning in several areas. Providers have been asked to use insights and learnings from the LSIP in the design of Skills Bootcamps, Multiply and UKSPF programmes, ensuring they are responding to the needs employers identified as part of the LSIP research. Commissioning for GM's Adult Education Budget (AEB) providers that has taken place since the LSIP was published, has required that any new provision proposed for in-work learners should respond to GM priorities and include reference to LSIP conclusions.



As GMCA begins to receive further flexibilities and freedoms under the deeper devolution arrangements, and as the Mayoral ambitions for a ‘whole system’ approach to integrated technical education, skills and good work continue to evolve, the evidence base and a consistent picture of the work and skills landscape will be vital.

As part of a wider integrated education, skills and work system as outlined in the Devolution Deal signed with DLUHC, a new local skills system has been developed including the Employer Integration Board, co-chaired by the GMCC Chief Executive, and which includes employers from the sectors that are expected to contribute to future growth in GM. The LSIP is an intrinsic part of this work and as devolution and the single settlement rolls out over the coming years, the ability to influence provision more effectively in response to employers’ needs will increase dramatically.

This fulfils the prime directive of LSIP Stage 2 – embedding the LSIP in the local skills system.

The LSIP has also played a key role influencing economic and employment strategies across all 10 Local Authorities in GM.

Examples of this work are:

- The LSIP has helped shape the refresh of local authority economic strategies and employment and skills plans with a focus on specific sectors and priorities and technical pathways.
- The LSIP has helped local authorities create and plan provision for young people and adults linked to local level labour market data around vacancies and growth projections.
- The LSIP is used as the de facto source of employer needs in local areas and linked to a range of other data available to build up a robust plan for future development linking local areas with GM.
- The LSIP has been used to link up existing employer groups in local areas to ensure there is a two-way flow of information and intelligence keeping the LSIP up to date and able to identify the necessary changes.

In January 2024, recognising that it had been over 12 months since work started on the LSIP, we produced an Update Report to ensure sector priorities recognised any recent changes. The report was well received by employers, providers and stakeholders and was very useful in feeding into Accountability Agreements and helping plan provision. [The Update Report can be accessed here.](#)

In addition to the work outlined above, Chamber staff have been working closely with key local organisations. The GMCC Chief Executive co-chairs the Employer Integration Board and plays a significant role in the overall skills structure and governance model. Staff are members of various employment and economic Boards across several local authority areas, and a member of the team is a non-executive director at Greater Manchester Learning Provider Network.

### **What still needs to be achieved?**

Actioning the priorities from the LSIP forms three strands of work. The first strand involves tackling the immediate actions that address short-term skills requirements and ensuring that the LSIP plays a fundamental role in driving and supporting the future skills structure in GM with technical skills at its heart.

As has been outlined previously in the report, the Trailblazer Devolution Deal formally establishes the LSIP as the key foundation of the new technical skills system in GM, and, from conversations with the



Mayor's office and GMCA, the need for the LSIP to continue beyond the current timescales of March 2025 is unambiguous.

Following May 2024's Mayoral election, the preparations for the new skills system are proceeding at full speed and will build on the start made in the Employer Integration Board (co-chaired by the Chamber) and will eventually encompass the other panels and groups that make up the Integrated Technical Education System (ITES) governance structure. Greater Manchester Chamber, and hence the LSIP, will increasingly become a natural component and continue to play a lead role in identifying skills priorities and checking on progress and delivery against these priorities.

The second major strand of work involves the conversion of priorities into action, beginning with the process of setting up provision to address employers' needs and the priorities identified in the LSIP.

To enable both of these strands to be successful, it is vital that we continually gather employer intelligence. The Chamber's successful survey and interview work with employers has continued since the LSIP went live in August 2023 and has helped ensure that the data, analysis and priorities remain relevant and can accurately support activity. We anticipate that under the new skills ambition this will become critical for the city region.

The newly formed Labour Market Insights Unit pulls together all the relevant data from the Chamber, GMCA, The Growth Company and MIDAS to deliver the most accurate and up to date labour market intelligence available, mixing national level data with local intelligence and analysis, and will help to clearly set out the direction of skills development and inform decision making about priority provision.

Measuring the time taken for provision to begin to meet employers' skills requirements will need to be the focus over the next 12 months of what is a long-term ambition to establish the ITES. Initially, progress will be measured in numbers of learners completing training and skills programmes, but as time progresses, this will start to impact on employers' needs, and ultimately, over a number of years, will impact on the city region's longer term economic performance. To achieve this will rely on the Chamber using the strong relationships and operational partnerships that have been built up with GMColleges, GM Learner Provider Network and, where appropriate, supported by GMCA.

The actions outlined in the second strand of work are not short-term fixes and it has been acknowledged locally that it will take time to effectively and accurately measure and allow new provision and systems to 'bed in'.

The final strand of work, and building on the above 'real time, all the time' approach to data gathering and analysis, is the monitoring of new priorities. This will, primarily, be part of the newly reformed Labour Market Insights Unit as well as ongoing activity managed by the Chamber to ensure there is a high level of employer engagement on skills issues. This is a critical and indeed complex challenge but one that all parties engaged in this work have identified as being important for not only ensuring priorities and needs remain relevant, but also so that the provision, delivery and impact of courses, qualifications and training meets employers' expectations and needs.

Since the publication of the GM LSIP in August 2023, our work with employers and further 'deeper dive' research activity has identified the following three issues that have become better defined, and which warrant specific action: manufacturing project management, carbon accounting and business training. These are all highlighted in green in the priorities and actions roadmap below. Of these, the issue around businesses stepping up their investment in training and development is the most widespread and critical. This has been a significant downward trend for many years which must be addressed, and business must take greater responsibility itself to deliver the skills it requires. This is a



critical barrier that needs overcoming, and we are starting work together with a range of stakeholders to address this. To help support this and other activity we will be setting up an online training course 'hub' so that employers can view and access training opportunities we are aware of. A more structured system is in development across GM, but we consider this to be urgent enough to deliver an interim solution. We have discussed these with providers and will draw up appropriate activity to address them. We will continue to do further deeper dives into these and the other priorities to better identify the core issues and appropriate activity required.

We will deliver another standalone update document, similar to the one produced in January 2024, at the end of the calendar year to ensure that the LSIP is on track and all opportunities are being maximised to shape a skills system fit for purpose and which tackles longstanding labour market issues.

Whilst the Chamber is seen as the lead for much of this work primarily through its role within the LSIP, these actions cannot be done in isolation, and all rely on developing the relationships built up over the last few years with the key organisations and groups in GM.

The LSIP is already embedded within the new skills structure being created in GM reflecting the focus from the Mayor on technical skills, however some of this has taken a little longer than anticipated. In such a complex and large economy as GM it is inevitable that such a significant step change would encounter some issues. However, the main input from the LSIP is in the system, the LSIP is recognised where it needs to be as a primary source of local labour market information and the Chamber is engaged where it needs to be and with whom it needs to be, to make sure the LSIP delivers on its ambitions.



### **Priorities and actions (Roadmap)**

The following is a list of activities undertaken in response to delivering against the LSIP priorities, and consists of a mix of providers and funding schemes. This represents the first stage of activity, and a full, comprehensive version can be found in Annex 2 of this report.

<b>Priority</b>	<b>Action / Activity/ Milestone</b>	<b>Partners involved</b>	<b>Timescales</b>	<b>Method of implementation and outcomes expected</b>	<b>Monitoring arrangements</b>	<b>Progress Status:</b> Not started Active Complete
<b>Digital &amp; technology</b>						
Cloud Computing	Cloud computing bootcamps (AWS, Azure)	GMCA funded bootcamps delivered by multiple providers	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
Cybersecurity	Cybersecurity bootcamps	GMCA funded bootcamps delivered by UA92	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
	Metaverse learning delivery on cybersecurity	FE colleges in GM	Ongoing	LSIF initiative. Learners will have access to new learning facilities and new courses	GMColleges catch up. By June 2025	Active
Data Analytics	Data analytics bootcamps	GMCA funded bootcamps delivered by multiple providers	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active



	HTQs in Data analytics	FE colleges in GM	Currently being delivered in GM	Providers learners with qualifications in an area of identified employer demand	Continuous monitoring with GMColleges and FE colleges	Active
Emerging technologies	Centre for Digital Innovation (CDI) skills offer includes essential AI awareness training for businesses	FE Colleges in GM, Lancaster University, Manchester Metropolitan University, University of Manchester, University of Salford	Available for businesses in GM	Innovation Accelerator funded initiative to help businesses with innovation, technology adoption and upskilling of employees	Continuous monitoring with GMColleges and FE colleges	Active
	AI-led software development bootcamp	GMCA (funder) Skillscity (provider)	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
Software development	Software development bootcamps	GMCA (funder) Manchester Growth Company, Skillscity, UA92, We are Group (providers)	Currently available in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
<b>Financial, Business and Professional Services</b>						
Accountancy & Finance	FE colleges and ITPs continue to offer courses in Accountancy & Finance. The course	FE colleges in GM. Multiple ITPs.	Currently available in GM	Regular FE provision. Working with GMColleges to map courses to employer needs	Continuous monitoring with GMColleges and FE colleges	Active





	provision must be maintained.			and maintaining provision.		
Law	FE colleges continue to offer level 3 courses in law under the 'Access to HE' pathway. The course provision must be maintained.	FE colleges in GM.	Currently available in GM	Regular FE provision. Working with GMColleges to map courses to employer needs and maintaining provision.	Continuous monitoring with GMColleges and FE colleges	Active
<b>Health &amp; Social care</b>						
Nursing	Anatomage tables	FE colleges in GM	Ongoing	LSIF initiative. Learners will have access to a digitally interactive learning environment	GMColleges catch up. By June 2025	Complete
	Some FE colleges offer T-levels in nursing. Ongoing campaign to raise awareness of career opportunities in nursing and allied roles.	GMCA, NHS Greater Manchester, FE colleges in GM	Currently being planned.	Regular FE provision. Working with stakeholders and partners to map courses to employer needs and maintaining provision.	Continuous monitoring with GMColleges and FE colleges	Active
<b>Construction</b>						
Building envelope design, steel erection and structural fabrication	Further engagement is needed to improve course provision and embed these skills into other courses.	FE colleges in GM. Relevant ITPs.	To be planned.	Regular FE provision and HTQs	Continuous monitoring with GMColleges and FE colleges	Active



Construction process management, project management, site engineering	Although there are some courses currently available in construction and built environment, further engagement is needed to improve course provision and embed these skills into other courses.	FE colleges in GM. Investigate potential for HTQs and/or bootcamps in these areas for professionals already working in the sector.	Some courses are available, but more provision is needed. Further engagement to be planned.	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Not started
				There is scope for AEB funded provision	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Not started
Retrofit	Retrofit bootcamps	GMCA funded bootcamp delivered by Groundwork	Bootcamps are currently being delivered	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
	Metaverse learning set up	FE colleges in GM	Ongoing	LSIF initiative.	GMColleges catch up. By June 2025	Active
Electrical trades	All colleges continue to offer courses in electrical trades.	FE colleges in GM	Currently available in GM	Regular FE provision. Working with stakeholders and partners to map courses to employer needs and maintaining provision	Continuous monitoring with GMColleges and FE colleges	Active
<b>Engineering &amp; Manufacturing</b>						



Green skills	Engagement is needed to improve course provision and embed these skills into other courses	FE colleges in GM	To be planned	Regular FE provision. Working with stakeholders and partners to map courses to employer needs and creating specific required provision.	Continuous monitoring with GMColleges and FE colleges	Not started
Manufacturing project management	Priority based on recent LSIP research.	FE colleges in GM	To be planned	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Not started
		Bootcamps and HTQs		There is scope for AEB funded provision	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Not started
<b>Hospitality &amp; Retail</b>						
Customer facing skills	Some FE courses contain modules in customer facing skills.	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
Floor / shop managers	This requires engagement with providers to explore how best to include sector specific leadership and managerial skills	FE colleges in GM	To be planned	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Not started



	within existing courses					
<b>Green skills</b>						
Carbon literacy	There is continued demand for carbon literacy and green skills awareness courses.	FE colleges in GM. ITPs. Universities.	Some courses are available, but more provision is needed. Further engagement to be planned.	Regular FE & ITP provision	Continuous monitoring with GMColleges, FE colleges and independent providers.	Active
		There is scope for commercial training courses in this area				
Carbon accounting	Recent research conducted by the LSIP team shows that businesses would like specific knowledge on how to quantify their carbon emissions	FE colleges in GM. ITPs.	To be planned	Regular FE & ITP provision	Continuous monitoring with GMColleges, FE colleges and independent providers.	Not started
		There is scope for commercial training courses in this area				
<b>Strategic Priorities</b>						
Leadership & management	Two independent providers and a college have, in direct response to the LSIP, started new short courses in leadership and management	Oldham Training Centre (provider), Standguide (provider)	Courses available but inadequate take up.	Commercial training available to businesses.	Continuous monitoring with the independent providers.	Active



	GMCA have just commissioned a new Leadership Support Programme	GMCA (commissioner, funder) Instep (provider)	Commissioned. Delivery to begin in 2024.	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
Soft skills essential for the workplace	Colleges and ITPs are incorporating soft skills training into the curriculum	FE colleges in GM. ITPs.	Ongoing	Regular FE provision / ITP courses.	Continuous monitoring with GMColleges, FE colleges and relevant independent providers.	Active
Enhance adoption of business training	Recent research conducted by the LSIP team shows that adoption of training amongst businesses should increase	GMCC, GMCA, GMLPN, FE colleges in GM, ITPs for a joint campaign to raise awareness of the benefits of business training.	To be planned	FE, ITP and commercial training targeted at businesses	Continuous monitoring with GMColleges, FE colleges and relevant independent providers.	Not started



# Annexes



## **Annex 1 – Local Skills Improvement Fund activity**

### **Digital Skills Assessment Tool**

Bolton College is working in partnership with Bolton NHS Foundation Trust and The Christie Hospital to assess the digital competencies of nurses and midwives from across the two facilities. A digital skills assessment tool has been created that enables staff to assess the quality of their digital level of confidence and skills in healthcare, tracking progress over time. This data will be used to create personalised learning pathways and recommend targeted training programmes that effectively bridge identified skill gaps that exist amongst staff at the two hospitals. The tool is due to be launched in June 2024 and designed so that all GM colleges can share the prototype with their local NHS Trusts.

### **CISCO partnership**

Across GM, investment has been made for 50 Cisco Bundles and 100 laptops for CISCO academy students to use in labs. Six new Cisco learning facilities have also been created across the project, and three new Cisco Networking Academies. The creation of a community hub approach utilising Cisco Skills for All will help support and inspire those from the most deprived areas into digital employment. This will promote clear pathways to further study and employment, building on the Cisco Network Academy Support Centre to promote careers in the digital sector within the most deprived areas of Greater Manchester.

### **Construction Employer Engagement Round Table Event**

Led by Oldham College, this event brought together construction employers to review the current qualification offer, understand which parts could be further developed and discuss areas that need to be prioritised in terms of short- and long-term workforce challenges, with a particular focus on digital skills.

### **GM English and Maths Curriculum Specialist Board**

This Board was established in recognition of the fact that levels of English and maths currently pose significant challenges locally, regionally and nationally. Sitting alongside other curriculum groups, its objectives include sharing knowledge and technical expertise in order to raise standards and driving and supporting the implementation of curriculum reforms.

### **Leading for the Future: Be Greater**

Leading for the Future is a leadership development programme delivered through the LSIF, which brought together four groups of delegates, representing each of the nine GM colleges, to develop a response to some of the key challenges the FE sector is facing. One of the groups was responding to the challenge around improving the personal and work-readiness skills of young people so that they can gain sustainable employment leading to successful careers. This group developed the 'Be Greater' initiative which consisted of a GM-wide bronze/silver/gold badged programme focusing on a range of areas including digital skills.

### **Tutor Trust**

With the support of GMCA, a small trial involving four GM colleges has taken place to bring the Tutor Trust model into post-16 education. Tutor Trust partners with education providers to deliver high-quality tutoring to young people. The impact will be evaluated at the end of this academic year, with a view to expanding the project with further resources provided by bids from the Education Endowment Foundation.

### **Electric vehicle investment and short course development**

There has been capital investment in electric vehicles and equipment, which includes a block technology electric vehicle trainer rig, a hybrid/electrical vehicle ramp, charging bays and EV training

labs. Practical training for engineers and technicians to support the reduction of energy consumption in relation to electric and hybrid vehicles has also been developed. This investment provides the opportunity to explore the technology of EV in a safe virtual learning environment and all delivery partners will use their immersive classroom technology to support the work on lean analysis.

### **Daikin heat pumps**

With the recent announcement of the Low Carbon Heating Technician Level 3 Apprenticeship and the drive to collectively upskill and train more heat pump engineers, Daikin partnered with GM Colleges to support and help them fully prepare for the upcoming opportunities. Through the partnership, at least six colleges and approximately 45 staff undertook LCL Level 3 heat pump training to become fully qualified and confident in understanding heat pumps. Each college received a Daikin heat pump and full kit, support with installing the kit as well as connections with Daikin's main commercial and residential installers in the area to start discussions around the Level 3 Apprenticeship.

### **Course development – Construction**

Key skills priorities identified in the LSIP relating to the digitalisation of construction, the net-zero agenda and leadership and management are being tackled through the LSIF to upskill the construction workforce and attract new people to the sector. New micro courses to enhance the curriculum offer for 16-19 learners are being developed, which are linked to pathways to level 3,4, and 5 courses, including HNC/Ds and HTQs, resulting in further job opportunities. Additional micro courses with a focus on sustainability, retrofit, and process and planning will also be developed, with the aim of making courses or modules geographically accessible across GM to enable local people and businesses to easily access learning. All delivery partners will be involved in the development of the short courses and resources for the CAVE (Cave Automatic Virtual Environment), plus the wider programme of CPD.

### **Investment from DESNZ (Department for Energy Security and Net Zero)**

Three GM colleges have received support through the NW Net Zero Hub DESNZ funding. The money has enabled new resources to be developed, which will be shared across the GM colleges. This includes the development of resources for retrofit skills in immersive learning suites, training fitters for heat source air pumps in commercial settings (supported by Daikin), and further investment in resources related to electric vehicles.

### **CAVE investment**

Six GM colleges have invested in a CAVE (Cave Automatic Virtual Environment). This is a virtual reality environment consisting of a cube-shaped VR room, or a room-scale area, in which the walls, floors and ceilings are projection screens. This provides colleges with new technologies needed to deliver the curriculum and improve the learner experience through augmented reality. Alongside this investment, colleges are developing software and teaching and learning resources for utilisation in CAVEs, and upskilling the workforce to deliver new content and use the latest technology.

### **GM Digital Innovation in Education Conference**

In January 2024 the Greater Manchester Digital Innovation in Education conference 2024 took place, which brought together representation from the LSIF's collaborative partners, including senior leaders and innovators, to explore the latest trends and advancements in technology and how these could be used to address key challenges identified in the LSIP. Following the event, Teachermatic was implemented across GM Colleges, which is an AI platform designed to bring the benefits of using generative AI to all managers and teachers in Further Education, and an AI workshop was organised for senior leaders.

### **Centre for Digital Innovation**

GM Colleges has partnered with four universities on the Innovate UK-funded Centre for Digital Innovation. This project allows the colleges to showcase latest technologies, including AI, and the



opportunities they provide to local businesses. To date, four roadshows have been delivered, held on college premises. In addition to this, and as part of the project, Manchester Metropolitan University has developed *Know Digital* which provides free learning opportunities for people who want to improve their basic digital skills.

### **Metaverse learning**

In partnership with Metaverse Learning, immersive learning programmes covering heat pumps, cyber security and electric vehicles have been implemented into the curriculum across GM. As part of the relationship, colleges have joined the Advanced Manufacturing and Cyber Security consortia to work with industry partners to co-create sector-specific immersive learning programmes using virtual reality, virtual environments and augmented reality.

### **Anatomage tables**

GMColleges has installed state-of-the-art Anatomage tables in each of their facilities. These virtual dissection tables will provide students with the ability to visualise and simulate 3D anatomy and physiology, providing a more immersive learning experience for students and a wider range of CPD opportunities for existing NHS staff. GM now forms the greatest concentration of Anatomage tables in Europe and has the ambition to become a centre of excellence. Through the LSIF, Bolton College has led on the development of Level 3 content, producing 10 pre-sets on anatomy and physiology, which can be embedded into T Level curriculum and accessed by all GM colleges.

### **GM Colleges' partnership with Supply Chain Sustainability School**

Responding to sustainability competence needs in the workforce and in supply chains, a partnership with the Supply Chain Sustainability School has been established. GMColleges is now able to upskill students and colleagues across the business areas with accredited CPD; upskill, manage and report on supply chains; and participate in the Future Workforce Leadership Group alongside industry leaders to identify and respond to gaps in training needs. Collective action is underway to embed the School across Greater Manchester linked to Green Week. Colleges are creating learning pathways for staff groups, students and employers, providing an opportunity to upskill the whole sector.

### **Digital short course development**

To meet the growing demand for high skilled workers, digital short courses are being developed, designed and delivered alongside industry experts, further developing existing partnerships with the Greater Manchester Digital Security Hub (DiSH) and CISCO, amongst others. These short courses will underpin the eventual attainment of HTQs as the parent qualification, supporting the currency of skills for those in industry to meet the ever-changing technological developments. Work with Microsoft to embed basic digital skills within courses and in addition to existing courses has also taken place, alongside research into a Microsoft accreditation and its impact on employability. Manchester Digital has been commissioned to provide a package of staff support and business engagement opportunities with their 300+ membership of digital sector employers, to develop college staff, skills and awareness of opportunities in the digital sector.



**Annex 2 – Table of Activity (Full)**

Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
<b>Digital &amp; technology</b>						
Cloud Computing	Cisco networking learning facilities	FE colleges in GM	Ongoing	LSIF initiative. Learners will have access to new learning facilities	GM Colleges catch up. By June 2025	Active
	Cloud computing bootcamps (AWS, Azure)	GMCA funded bootcamps delivered by multiple providers	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
Cybersecurity	Cybersecurity bootcamps	GMCA funded bootcamps delivered by UA92	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
	Metaverse learning delivery on cybersecurity	FE colleges in GM	Ongoing	LSIF initiative. Learners will have access to new learning facilities and new courses	GM Colleges catch up. By June 2025	Active
	Centre for Digital Innovation (CDI) skills offer includes	FE Colleges in GM, Lancaster University,	Available for businesses in GM	Innovation Accelerator funded initiative to help	Continuous monitoring with	Active



	essential cybersecurity training for businesses	Manchester Metropolitan University, University of Manchester, University of Salford		businesses with innovation, technology adoption and upskilling of employees	GMColleges and FE colleges	
Data Analytics	Data analytics bootcamps	GMCA funded bootcamps delivered by multiple providers	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
	HTQs in Data analytics	FE colleges in GM	Currently being delivered in GM	Providers learners with qualifications in an area of identified employer demand	Continuous monitoring with GMColleges and FE colleges	Active
Emerging technologies	Centre for Digital Innovation (CDI) skills offer includes essential AI awareness training for businesses	FE Colleges in GM, Lancaster University, Manchester Metropolitan University, University of Manchester, University of Salford	Available for businesses in GM	Innovation Accelerator funded initiative to help businesses with innovation, technology adoption and upskilling of employees	Continuous monitoring with GMColleges and FE colleges	Active
	Investment in CAVEs	FE colleges in GM	Ongoing	LSIF initiative. All learners will have access to new digital resources, virtual learning resources and	GMColleges catch up. By June 2025	Active



				receive enhanced digital skills training.		
	AI-led software development bootcamp	GMCA (funder) Skillscity (provider)	Currently being delivered in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
Essential ICT skills	Digital Skills Assessment Tool	FE colleges in GM	Ongoing	LSIF initiative. All learners will have access to new digital resources, virtual learning resources and receive enhanced digital skills training. In addition, there are events and fora to bring employers and learning providers together to influence curriculum development.	GMColleges catch up. By June 2025	Complete
	Microsoft Essentials					Active
	GM Digital Innovation in Education Conference					Complete
	LSIF Digital Innovation Event					Complete
	Essential ICT skills are available as part of courses in colleges					Active
Software development	Software development bootcamps	GMCA (funder) Manchester Growth Company, Skillscity, UA92, We are Group (providers)	Currently available in GM	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active



	All colleges continue to offer software development in the curriculum. Many ITPs offer similar courses.	FE colleges in GM. ITPs.	Currently available in GM	Regular FE provision and bootcamps can collectively enable more people to acquire essential coding and software development skills.	Continuous monitoring with GMColleges and FE colleges	Active
<b>Financial, Business and Professional Services</b>						
Accountancy & Finance	FE colleges and ITPs continue to offer courses in Accountancy & Finance. The course provision must be maintained.	FE colleges in GM. Multiple ITPs.	Currently available in GM	Regular FE provision. Working with GMColleges to map courses to employer needs and maintaining provision.	Continuous monitoring with GMColleges and FE colleges	Active
Administration	FE colleges and ITPs continue to offer courses in Accountancy & Finance. The course provision must be maintained.	FE colleges in GM. Multiple ITPs.	Currently available in GM	Regular FE provision. Working with GMColleges to map courses to employer needs and maintaining provision.	Continuous monitoring with GMColleges and FE colleges	Active
Sales & Business Development	Further engagement is needed to improve course provision and embed these skills into other courses	FE colleges in GM. Multiple ITPs.	Some courses are available, but more provision is needed. Further engagement to be planned.	Regular FE provision. ITPs could offer courses in this area.	Continuous monitoring with GMColleges, FE colleges and relevant independent providers.	Active



Law	FE colleges continue to offer level 3 courses in law under the 'Access to HE' pathway. The course provision must be maintained.	FE colleges in GM.	Currently available in GM	Regular FE provision. Working with GMColleges to map courses to employer needs and maintaining provision.	Continuous monitoring with GMColleges and FE colleges	Active
<b>Health &amp; Social care</b>						
Social care	FE colleges have courses but there is both the need to increase provision and attract more people to the sector.	FE colleges in GM, GMCA, Greater Manchester Social Care Academy.	To be planned	Regular FE provision. Working with stakeholders and partners to map courses to employer needs and maintaining provision.	Continuous monitoring with GMColleges and FE colleges	Active
Nursing	Anatomage tables	FE colleges in GM	Ongoing	LSIF initiative. Learners will have access to a digitally interactive learning environment	GMColleges catch up. By June 2025	Complete
	Some FE colleges offer T-levels in nursing. Ongoing campaign to raise awareness of career opportunities in nursing and allied roles.	GMCA, NHS Greater Manchester, FE colleges in GM	Currently being planned.	Regular FE provision. Working with stakeholders and partners to map courses to employer needs and maintaining provision.	Continuous monitoring with GMColleges and FE colleges	Active
<b>Construction</b>						



Building envelope design, steel erection and structural fabrication	Further engagement is needed to improve course provision and embed these skills into other courses	FE colleges in GM. Relevant ITPs.	To be planned.	Regular FE provision and HTQs	Continuous monitoring with GMColleges and FE colleges	Active
Core construction skills	All colleges continue to offer courses in construction trades	FE colleges in GM.	Currently available in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
	Construction skills bootcamps	GMCA funded bootcamps delivered by SB Skills				Active
Construction process management, project management, site engineering	Although there are some courses currently available in construction and built environment, further engagement is needed to improve course provision and embed these skills into other courses.	FE colleges in GM. Investigate potential for HTQs and/or bootcamps in these areas for professionals already working in the sector.	Some courses are available, but more provision is needed. Further engagement to be planned.	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Not started
				There is scope for AEB funded provision	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Not started
Digitalisation	Construction Employer Engagement Round Table Event	FE colleges in GM.	Roundtable conducted	LSIF initiative.	GMColleges catch up. By June 2025	Active
	Some of the courses emphasise digitalisation.		To be planned	Regular FE provision and HTQs	Continuous monitoring with GMColleges and FE colleges	Not started



Quantity surveying	There are some courses currently available in this area. Further engagement is needed to expand course provision and provide a progression route to Level 6 Quantity Surveying qualifications.	FE colleges in GM.	To be planned	Regular FE provision and HTQs	Continuous monitoring with GMColleges and FE colleges	Active
Retrofit	Retrofit bootcamps	GMCA funded bootcamp delivered by Groundwork	Bootcamps are currently being delivered	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
	Metaverse learning set up	FE colleges in GM	Ongoing	LSIF initiative.	GMColleges catch up. By June 2025	Active
Electrical trades	All colleges continue to offer courses in electrical trades.	FE colleges in GM	Currently available in GM	Regular FE provision. Working with stakeholders and partners to map courses to employer needs and maintaining provision	Continuous monitoring with GMColleges and FE colleges	Active
<b>Engineering &amp; Manufacturing</b>						
Welding	Welding bootcamps	GMCA funded bootcamp delivered by Rochdale Training	Both bootcamps and other courses are currently being delivered in GM.	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous	Active





					monitoring with monthly updates	
	Two independent providers have, in direct response to the GM LSIP, started new courses in welding. They are also expanding apprenticeship provision in welding.	Oldham Training Centre, Alliance Learning		Commercial training available to businesses.	Continuous monitoring with the independent providers.	Active
Green skills	Engagement is needed to improve course provision and embed these skills into other courses	FE colleges in GM	To be planned	Regular FE provision. Working with stakeholders and partners to map courses to employer needs and creating specific required provision.	Continuous monitoring with GM Colleges and FE colleges	Not started
CAD / CAM & digitalisation	FE continue to colleges offer courses in CAD / CAM	FE colleges in GM	Currently being delivered in GM.	Regular FE provision	Continuous monitoring with GM Colleges and FE colleges	Active
Robotics & automation	Acquisition of Leo Rover robots for training	FE colleges in GM	Ongoing	LSIF initiative. Learners will have access to new learning facilities and new courses	GM Colleges catch up. By June 2025	Complete



Traditional manufacturing trades	Colleges continue to offer courses in traditional manufacturing trades.	FE colleges in GM	Currently being delivered in GM.	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
Manufacturing project management	Priority based on recent LSIP research.	FE colleges in GM	To be planned	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Not started
		Bootcamps and HTQs		There is scope for AEB funded provision	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Not started
<b>Hospitality &amp; Retail</b>						
Chefs and professional cooks	Many FE colleges in GM continue to offer courses in professional cookery but there is sustained demand, which requires provision to be expanded.	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
Customer facing skills	Some FE courses contain modules in customer facing skills.	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
Floor / shop managers	This requires engagement with providers to explore how best to include	FE colleges in GM	To be planned	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Not started



	sector specific leadership and managerial skills within existing courses					
<b>Green skills</b>						
Net zero skills	Sector specific net zero skills to be included within existing provision. Some courses are already available and further engagement is needed to improve course provision and embed these skills into other courses	FE colleges in GM. ITPs.	Some courses are currently being delivered in GM but further engagement to be planned.	Regular FE & ITP provision	Continuous monitoring with GMColleges, FE colleges and independent providers.	Active
	The Greater Manchester Five-Year Environment Plan, which is due to be refreshed in 2024, will have strong skills focus	GMCA	Ongoing	To be embedded into regular FE, ITP and university provision	Monitoring against the skills needs identified in the Five-Year Environment Plan	Not started
Carbon accounting	Recent research conducted by the LSIP team shows that businesses	FE colleges in GM. ITPs.	To be planned	Regular FE & ITP provision	Continuous monitoring with GMColleges, FE colleges and	Not started



	would like specific knowledge on how to quantify their carbon emissions	There is scope for commercial training courses in this area			independent providers.	
Carbon literacy	There is continued demand for carbon literacy and green skills awareness courses.	FE colleges in GM. ITPs. There is scope for commercial training courses in this area	Some courses are available, but more provision is needed. Further engagement to be planned.	Regular FE & ITP provision	Continuous monitoring with GM Colleges, FE colleges and independent providers.	Active
<b>Strategic Priorities</b>						
IT skills	Covered above					
Literacy & Numeracy	Ongoing initiatives in GM such as the English and maths curriculum specialist group and the Tutor trust	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GM Colleges and FE colleges.	Active
Leadership & management	Two independent providers and a college have, in direct response to the LSIP, started new short courses in leadership & management	Oldham Training Centre (provider), Standguide (provider),	Courses available but inadequate take up.	Commercial training available to businesses.	Continuous monitoring with the independent providers.	Active



	GMCA have just commissioned a new Leadership Support Programme	GMCA (commissioner, funder) Instep (provider)	Commissioned. Delivery to begin in 2024.	AEB funded initiative to address identified employer demand	GMCA Skills Intelligence Unit, continuous monitoring with monthly updates	Active
Net zero & sustainability skills	Covered above					
Soft skills essential for the workplace	Colleges and ITPs are incorporating soft skills training into the curriculum	FE colleges in GM. ITPs.	Ongoing	Regular FE provision / ITP courses.	Continuous monitoring with GMColleges, FE colleges and relevant independent providers.	Active
Enhance adoption of business training	Recent research conducted by the LSIP team shows that adoption of training amongst businesses should increase	GMCC, GMCA, GMLPN, FE colleges in GM, ITPs for a joint campaign to raise awareness of the benefits of business training.	To be planned	FE, ITP and commercial training targeted at businesses	Continuous monitoring with GMColleges, FE colleges and relevant independent providers.	Not started