

Liverpool City Region Local Skills Improvement Plan (LSIP) Progress Report

October 2024

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.

Who is this report for?

This report provides an update on the progress made so far in delivering the Liverpool City Region (LCR) Local Skills Improvement Plan (LSIP).

[Local Skills Improvement Plan - Liverpool Chamber of Commerce](#)

Liverpool City Region Combined Authority is comprised of the Local Authorities of Halton, Knowsley, Liverpool, Sefton, St Helens, and Wirral. It has a £33bn economy, serving 1.6m people.

This report is aimed at Liverpool City Region employers, education and training providers, local authorities, and stakeholders involved in skills and workforce development.

In its second phase, the LSIP aims to embed stronger relationships between employers and providers. This report outlines achievements so far, identifies areas still requiring focus, and provides a road map for continued progress until March 2025.

We are grateful for the ongoing support of businesses, training providers, and partners who have contributed their time and resources to driving forward this agenda.

A new Employer Representative Body (ERB) for Liverpool City Region

Much was achieved through the initial stages of the LSIP including the publication of the report and road map, employers engaged through events and meetings, detailed data analysis and, most importantly, the development of strong relationships between providers, partners and employers which culminated in the LSIP Conference in January 2024.

Since then, there has been a hiatus in activity caused by the closure of the previously designated ERB.

Liverpool Chamber of Commerce has now been designated as the Employer Representative Body (ERB) for the Liverpool City Region's Local Skills Improvement Plan (LSIP) as of August 28th, 2024, and we are committed to building on the important work already done.

The foundation of our approach is working together. We will continue to engage employers, colleges, training providers, and other key partners to co-develop solutions that address

local skills needs. This includes convening a new LSIP Project Board to create stronger connections and collaborative opportunities.

We will establish and lead Industry Learning Partnerships (ILPs), bringing together employers and providers from key sectors to directly inform and shape skills provision.

ILPs will serve as collaborative groups bringing together employers, education, and training providers to address these workforce development challenges and formulate solutions. Where there is existing groups or partnership structures, we will seek to align ILPs, so effort is not duplicated.

Through ILPs and ongoing engagement, we will also work closely with educational institutions to ensure their provision aligns with employer needs. This will be done through data sharing and building on the recommendations from the LSIP Conference and Road Map.

Our goal is to make meaningful progress as well as to lead and contribute to a regional skills infrastructure that is ready to respond to new challenges, opportunities and developments including Skills England, qualification reform and the national Industrial Strategy.

Summary of the LSIP

The Liverpool City Region LSIP is designed to address the skills gaps in the region by ensuring that training is closely aligned with employer needs. A collaborative approach will be developed through the remaining period until March 2025, bringing together employers and training providers through structures like Industry Learning Partnerships (ILPs). The focus is on co-developing practical solutions, building capacity for training, and addressing both immediate and long-term skills challenges in key sectors including manufacturing, construction, logistics, professional business services, visitor economy and cross-cutting skills areas such as skills for sustainability and net zero.

The key objectives of the Liverpool City Region Local Skills Improvement Plan (LSIP) as outlined in the report published in 2023 include:

- To improve the responsiveness of post-sixteen education and training to meet local economic skills needs, focusing on Level 3 and higher skills.
- To place employers at the heart of the skills system, ensuring that education and training providers align more closely with the current and future skills requirements of local businesses.
- To address recruitment difficulties and skills gaps within our priority sectors.
- To promote the adoption of lifelong learning, upskilling, and reskilling, particularly in response to technological changes, green skills, and emerging economic sectors.
- To improve employer engagement in curriculum development and promote more flexible, modular learning approaches.
- To boost inclusivity by ensuring training is accessible to a more diverse workforce, including efforts to address gender imbalances in specific industries.

Key Achievements to Date

LSIP Conference 23rd January 2024

The LSIP Conference 2024 successfully brought together key stakeholders from businesses, education, and government to explore ways to build a stronger talent base for the region. 120 businesses and fifty representatives from colleges and independent training providers attended and committed to further collaboration to address the region's skills challenges.

A call to action and legacy from this collaborative momentum is to set up Industry Learning Partnerships. The ILPs will serve as collaborative fora bringing together employers, education, and training providers to address these workforce development challenges and formulate solutions.

The Industry Learning Partnerships will be collaborative, action focused, and employer led.

New Course Development

Good progress has been made in developing new training provision aligned with the LSIP's priorities.

Courses that have been developed in response to LSIP priorities include:

| | | | |
|---|---|--|---|
| Introduction to Renewable Battery Storage L3 | Principles and maintenance for the Photovoltaic Solar Panels L3 | Smart Housing and Sensors L3 | Hydrogen Fuel Cells L3 |
| Green Engineering Science (with sustainable materials, electrical and mechanical principles) L4 | Renewable Energy and Sustainability – with Carbon Capture L5 | Green Energy Skills Bootcamp | Digital Skills Bootcamps e.g. software design, cyber security |
| Plant Machinery Skills Bootcamp | Construction- Drainage Skills Bootcamp | Construction- Fenestration Skills Bootcamp | Hospitality and Catering Skills Bootcamp |
| Construction 360 Excavator Skills Bootcamp | Digital Marketing Skills Bootcamp | Low Carbon Heating Technician apprenticeship | |

Skills Bootcamps provide flexible hands-on training courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills and fast-track to an interview with a local employer or progress in their current workplace. [BOOTCAMPS - BeMore](#)

Southport College, as part of the Southport Education Group, has established a Renewable Energy Centre in alignment with the Liverpool City Region's strategy focused on green skills development and sustainable construction methods. This new centre serves as a hub for innovation, particularly in the areas of retrofit solutions and sustainable energy practices, supporting the region's ambitious goal of achieving net zero emissions by 2040.

To meet industry demands, the centre has developed seven employer-led programmes, which are currently delivered not only at Southport College but across all colleges in the city region. These programmes provide learners with hands-on training in new skills, including

PV solar panel installation, sustainability practices, and heat pump technologies. So far, over seventy learners at Southport College have benefited from this training, equipping them with essential skills for the growing green economy. Additional resources are expected to be completed in early 2024, allowing for an expanded curriculum. City region companies, including AMP EV and Stiebel Eltron UK have consulted on the curriculum and provided professional development to over twenty staff members on this modern technology.

The Renewable Energy Centre's curriculum, developed by Southport College part of Southport Education Group, is designed with input and collaboration from all colleges within the Liverpool City Region (LCR). This collaborative model ensures a unified approach to addressing the region's green skills needs, particularly in sustainable construction and renewable energy. By working closely with the Liverpool City Region Combined Authority, the colleges have collectively crafted a curriculum that meets industry standards and regional demands, promoting skill development crucial for the region's net zero targets. This shared effort reflects a "One Combined Approach," fostering cohesion among the educational institutions in the LCR and strengthening the workforce pipeline across the entire city region.

The initiative has gained international attention, with Southport College forming a partnership with Bergen Community College in the USA to facilitate knowledge exchange and collaboration.

Increased Access to Training

New training, linked to the LSIP priorities has been introduced in the last year benefiting from new, specialised provision.

Riverside College has launched flexible, industry-driven short courses to address local and national skills gaps in green technology. Developed in collaboration with industry experts and funded by the Local Skills Improvement Fund (LSIF), these courses allow adults to quickly upskill in high-demand areas like hydrogen and solar technology. The LSIF has also enabled the college to acquire specialised equipment, such as hydrogen fuel cell rigs, VR resources, and solar training tools, which are integrated into a new outdoor training terrace for hands-on experience.

The modular course structure is designed for flexibility, enabling adults to learn without risking employment or income, and is especially accessible for underrepresented groups balancing work or caregiving responsibilities. Over one hundred local adults have already participated, with courses aligning to regional sustainability goals. Through tailored marketing, Riverside College engages local communities and employers, anticipating strong demand across the Liverpool City Region for these relevant, sustainability-focused skills.

Improving energy efficiency, reducing carbon emissions, and enhancing indoor air quality are key priorities in the Liverpool City Region. To support these goals, Wirral Met College utilised LSIF Project 1 funding to invest in air source heat pump equipment for its Plumbing and Gas students. This investment is designed to prepare the workforce for the growing demand in low-carbon and sustainable technologies.

The college introduced a curriculum covering air source heat pumps, solar PV, and battery storage, providing students with theoretical knowledge and practical experience. This dual approach equips students to transition smoothly from classroom learning to real-world applications. These efforts are part of a broader initiative to develop a green skills hub, fostering sustainability and innovation in the region.

"We believe we have a responsibility to young people to ensure industry knowledge is shared, allowing them to compete at the highest level for job and education opportunities. By collaborating with Wirral Met, we combine best practices with practical hands-on industry experience, building a strong local economy for all within the Liverpool City Region." – Head of People, Stiebel Eltron UK Ltd.

Employer Involvement in Raising Aspirations and Careers Education

The "Pathways to Employment" programme, led by Elevate EBP and Hugh Baird College, aimed to expose secondary school students in the Liverpool City Region (LCR) to potential career opportunities and growth sectors as identified by the Local Skills Improvement Plan (LSIP). The programme focused on six key sectors: Construction, Advanced Manufacturing, Digital & Creative, Health & Life Sciences, Professional Business Services, and Logistics & Warehousing. Through "Meet the Professional" career carousel events, students engaged directly with professionals from these fields to gain insights into career paths and the skills required.

The programme spanned ten schools, involving approximately 2,000 students from Year 9 or Year 10, with a participation rate resulting in 1,604 completed evaluations. Prior to the events, schools presented a "Jobs for Tomorrow" assembly, introducing students to local labour market trends and growth sectors, setting the context for the career carousels. Elevate EBP organised these events and coordinated with sixty-two companies across the LCR, including major names like the British Army, Unilever, and Peel Ports, which collectively showcased various roles and industry expectations.

Evaluation results indicate strong outcomes: 90% of students reported increased awareness of LCR growth sectors, 97% understood available career opportunities, 93% recognised the skills necessary for these careers, and 88% felt better informed about employer expectations. The students highlighted the direct interaction with professionals as the most valuable aspect of the programme. Feedback from schools and employers echoed this sentiment, praising the events for enhancing students' soft skills, communication abilities, and career awareness. Some students even secured work experience opportunities, evidencing the programme's impact in bridging education and employment pathways.

The initiative, summarised by various stakeholders as inspirational and well-organised, successfully introduced students to real-world employment opportunities, fulfilling several Gatsby Benchmarks related to career guidance. This includes providing labour market information, linking curriculum learning with careers, and enabling students to interact with employers.

Employer Investment in Skills

The City of Liverpool College has used LSIF funds to attract investment from other sources including the Northwest Net Zero Hub and Vaillant to develop a dedicated training centre for heat pump technologies. Through the partnership, Vaillant will be helping upskill tutors in the

installation, maintenance, and repair of a range of heat pumps including mono block, air source and ground source. Importantly, the investment will significantly improve the training facilities for those studying for technical qualifications in Building Services, as well as the introduction of the new Low Carbon Heating Technician apprenticeship.

Central to the development has been the need to respond to LSIP priorities for workforce upskilling through higher technical qualifications and delivering flexible training programmes that support business continuity (especially for micro businesses and SMEs). This has subsequently allowed the college to develop a green skills bootcamp that will retrain gas fitters in heat pump technologies, as well as providing a regional training centre for Vaillant and its network of accredited installers. Overall, the investment forms a significant part of the college's move toward the delivery of innovative training in green technologies designed to support Liverpool's ambition to become a Net Zero Carbon city by 2030 – this also includes the use of LSIF investment in technologies such as Solar PV, Hydrogen fuel cell, electric vehicles and EV charging.

The LSIF fund has supported St Helens College to develop and deliver low carbon technologies provision at the Green Energy Skills Centre, with the aim of upskilling industry professionals and training future engineers to successfully enter the renewables sector.

The provision includes a range of introductory and license to practice courses including air source and ground source heat pumps, solar photovoltaic systems and electrical vehicle charging installations.

With the support of manufacturers, the Plumbing and Heating department have created a renewable energy hub at the Green Energy Skills Centre, which includes a collection of training rigs for air source and ground source heat pumps, underfloor heating manifolds and a collection of cylinder designs to allow for both working installations, training materials and cut away systems to be used within the teaching materials.

The college has also worked with over 10 local and national employers such as Ideal Heating and Polypipe, who have provided invaluable support to help shape and design the College's low carbon technologies provision, with College Industry Forums in place to facilitate this collaboration.

This investment ensures students and apprentices experience hands-on, practical learning using the latest industry technology in state-of-the-art facilities to meet emerging green skills priorities and to unlock future career opportunities in the sector.

What Still Needs to be Done?

Since August 2024, the new ERB has taken swift action. We are keen to make up lost ground and galvanise collaboration. To that end we have:

- Set up a new LSIP Board, aligned with our Combined Authority and training providers to ensure we add value to the long-term skills plan for the Liverpool City Region.
- Implemented the LSIP Conference legacy by starting to establish Industry Learning Partnerships in four key sectors. Where possible, these will be aligned with existing structures and ways of working.

- Created Key Performance Indicators to measure our ambitions and progress over the next few months.

With this structure in place, aligned and adding value to the existing infrastructure, we hope to support and accelerate work to address the identified priorities in the LSIP including:

- ILPs in place and effectively driving forward partnerships to add value to work already in place and spark new projects.
- Further development of modular and flexible training
- LCR Talent Bank- to provide a fast and effective recruitment tool for employers, matching students into jobs and apprenticeship roles based on their study programmes and career ambitions.
- LCR Freeport Academy – Intended to capitalise on joint work that is already taking place across FE provider and the LCRCA.

The KPIs are set out below. We will report against these in our next report in June 2025.

Where applicable, these KPIs are aligned with, or include LSIF targets and align with the Liverpool City Region Combined Authority’s Long-Term Skills Plan

| KPI | Target (By March 2025) |
|--|---|
| New courses developed in response to LSIP priorities including modular provision (SO3 from Long Term Skills Plan) (Including Level 4+ HTQs) | 43 (10) |
| People accessing new training linked to LSIP priorities | 472 |
| People benefitting from new training facilities and investment linked to the LSIP priorities | 1,384 |
| Industry Learning Partnerships (ILPs) embedded in the local system, delivering collaborative solutions for workforce development. | 4 ILPs in place and working effectively |
| Employers investing their time in collaboration through Industry Learning Partnerships and Project Board | 40 |
| Employers investing their time and resources in co-development with education & training providers, including staff training and industry placement. | 172 |
| LSIP reach to employers (including via electronic communications) | 20,000 |
| Active employer engagement with the LSIP (Baseline in Phase 1- 993 survey responses, 33 interviews and 18 focus groups in Phase 1) | 350 |
| Identify granular evidence on emerging and future skills needs through detailed employer feedback to support LCRCA’s plans and data, inform the plans of Skills England (SO3 from Long Term Skills Plan), and inform providers to influence future investment. | Publish LSIP Report June 2025 |

Priorities of the Liverpool City Region

The following table sets out the priority sectors that were identified in the Liverpool City Region LSIP in 2023, indicating cross over with the new Long-Term Skills Plan for the region, and the national Industrial Strategy.

| LCR LSIP 2023 | LCR Long Term Skills Plan | National Industrial Strategy |
|--|--|---|
| Construction (NB due to employer feedback, this priority will be known as 'Infrastructure, Built Environment and Construction') | Green Jobs and Skills Encompasses renewable energy, retrofitting, electric vehicle infrastructure, hydrogen fuel transition, and potential tidal energy projects. | Clean Energy Industries |
| Manufacturing The sector, broadly defined, covers a wide range of activity including chemicals and pharmaceuticals, automotive, metal products, electronics and manufactured fuels. This includes Advanced Manufacturing | Freeport The Liverpool City Region Freeport aims to create 10,000 new jobs by leveraging tax incentives and customs benefits, focusing initially on logistics roles with plans to expand into manufacturing. | Advanced Manufacturing Digital and Technologies |
| Warehousing & Logistics | | |
| Professional and Business Services | | Professional and Business Services Financial Services Digital and Technologies |
| Visitor Economy | Visitor Economy | |

Strategic and Economic Context

This section sets out the summary of the current context, including key changes in strategy.

High Level Summary

Since the publication of the LSIP report in August 2023 much has changed, including a new government in place. However, many of the systemic challenges remain, as reported in the recently published Long Term Skills Plan for the Liverpool City Region published in September 2024.

- Currently there are around 674,600 jobs in City Region based employers with 20% being in Health, 9% in Education, 9% in Retail and 8% in Accommodation & Food Services. The overall employment rate has generally been improving in recent years although progress has slowed of late.
- The economic crisis provoked by the pandemic saw a significant increase in the number of people claiming unemployment benefits from 202-2022, but this reduced to 45,610 in June 2024: this trend is encouraging, with employment levels remaining strong.

- However, economic inactivity remains a challenge, with a notable proportion of the population being economically inactive due to ill health, which continues to rise in LCR, bucking the national trend (which is flat).
- The economic crisis provoked by the COVID-19 pandemic had a detrimental effect on the people and businesses in the City Region: whilst recovery has been faster than many projected in early 2021, there have been sectors, businesses and groups of people who have found this challenging. This has exacerbated a number of the gaps that were previously in place, with women, Black and ethnic minority people, and those with a disability in particular requiring additional focus and support.
- A significant issue persists in low pay. The median pay in Liverpool City Region is lower than the national average across several percentiles. For instance, at the 50th percentile, the LCR median pay is £26,362 compared to the national figure of £28,000, indicating a 6% gap.
- The skills gap is prominent, with 24.2% of the workforce lacking essential employability skills such as literacy, numeracy, and digital competence.
- GCSE attainment rates in the region are consistently below the national average, impacting young people's ability to access further education or employment.¹

National Industrial Strategy

The Government has published a [green paper](#) to kickstart delivery of the modern Industrial Strategy. The strategy will drive long-term growth in key sectors that is sustainable, resilient, and distributed across the country.

The key sectors are advanced manufacturing; clean energy industries, creative industries; defence; digital and technologies; financial services; life sciences; and professional and business services.

Liverpool City Region Long-Term Skills Plan (September 2024)

The [Liverpool City Region Long Term Skills Plan](#) aims to improve technical education outcomes, particularly for young people, by aligning curricula more closely with employer needs and expanding the accessibility and uptake of T-Levels. It recognises the need for apprenticeships as essential career pathways and calls for reforms to make them more flexible and accessible. The plan also addresses barriers faced by disadvantaged groups, including people with disabilities, ethnic minorities, and those from deprived areas. To foster inclusivity, it proposes expanded support for adults needing upskilling, offering "second chance" learning opportunities and flexible course formats that can adapt to various needs.

The next phase of activity for the LSIP has been explicitly designed to align and enhance this long-term plan, including a focus on flexible training delivery.

A central focus of the plan is to ensure that workforce skills align with high-demand sectors such as health, green technology, and life sciences, driving sustainable economic growth within the region. Through partnerships with local businesses and educational institutions, the plan seeks to meet industry demands for specific skills, fostering job creation and building economic resilience across Liverpool City Region.

¹ Summary data reported in the Liverpool City Region Long Term Skills Plan Final Draft- August 2024

The strategy promotes a holistic, system-wide approach that integrates health, education, and employment services, emphasising equality, diversity, and inclusion. By addressing challenges like economic inactivity, low pay, and health inequalities, it aims to boost productivity and economic resilience while enhancing prosperity for communities across the Liverpool City Region.

LCR Investment and Growth

The Liverpool City Region is home to major investment and growth opportunities including:

Sci-Tech Daresbury: A national science and innovation campus serving as UK Research and Innovation's (UKRI) primary base in the North. It houses the Hartree Centre, which provides substantial computing capacity, and offers grow-on space for businesses transitioning from this innovation hub.

Freeport: Approved in January 2023, the Liverpool City Region Freeport aims to create 10,000 new jobs, particularly in logistics and manufacturing. It includes tax sites at 3MG in Widnes, Parkside in St Helens, and Wirral Waters.

Wirral Waters (Left Bank Wirral): One of the largest brownfield developments in the UK, centred around Birkenhead. Pipeline projects aim to deliver thousands of new homes, public spaces, and job opportunities.

Glass Futures in St Helens: A global, industry-led open-access hub focused on glass technology innovation and decarbonisation efforts.

Life Sciences Innovation Zone: Focuses on accelerating economic development in life sciences by leveraging strengths in research institutions, pharmaceuticals, and medical services. It aims to create 8,000 high-skilled jobs and attract significant public investment.

For the purposes of the Progress Report and because of the lack of activity between March and September 2024, the Road Map has been reviewed. Where necessary, timelines have been amended considering the hiatus. In addition, the actions by sector (recruitment difficulties and skills gaps) have been re-ordered and combined where it made more sense for progress reporting and monitoring.

| | |
|-------|-----------------------------------|
| BLUE | Complete |
| GREEN | On track |
| AMBER | Delayed or risk of non-completion |
| RED | High risk of non-completion |

ORIGINAL ROAD MAP RECOMMENDATIONS

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|---|--|--|-----------|---|---|--|
| 1. Employment & Skills Board | Strengthen strategic role, monitor key skills indicators | LCR Combined Authority, Employment and Skills Board | Jan 2024 | Achieve greater coherence in skills planning across the region | KPIs and metric reviews | COMPLETE The LCR ESB is a well-established forum. The new ERB has swiftly established strong relationships and agreed a reporting line from the new LSIP Board to the ESB. LSIP KPIs in place. |
| 2. Local Skills Boards | Establish skills boards for localised employer voice | Local Authorities, ITPs LCR Combined Authority ERB (Chamber Network) FE Colleges, Employers | Mar 2024 | These four objectives have been merged and will be implemented through the planned ILPs in four priority areas. This establishes Skills Boards, increases employer engagement, and supports employers in identifying need. This will also be implemented through individual FE College Strategy and reporting through LSIF activity. LSIP to support and add value through ILPs | KPIs and metric reviews Reports through to ESB | ON TRACK New Timescale recommended due to hiatus. New LSIP Board proposed and aligned with the LSIF Project Board and reporting lines agreed with the LCR ESB (see above) First meeting of the LSIP Board 29 th November 2024. KPIs in place and agreed with LSIF. These include employers investing their time and resources in co-development with education & training providers |
| 3. Employer Engagement | Increase engagement with leading local employers | | | | | |
| 7. Enabling Employers | Support employers in identifying future skills needs | | | | | |
| 4. Employability Skills and Workplace Behaviour | Prioritise work readiness, employability, and behavioural skills in all courses, while collaborating to expand work placements and provide supervision to enhance employability. | | | | | |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|--------------------------------|---|--|--------------------------|--|--|---|
| 5. Coordination and Knowledge | Address information gaps | Hugh Baird College (lead) for Talent Bank LCR Combined Authority FE Colleges ITPs HEIs | Mar 2024 Mar 2025 | These three objectives have been merged and will be implemented through the continuing work on the BeMore portal and the LSIF funded Talent Bank. | KPIs and metric reviews Reports through to ESB | ON TRACK New Timescale recommended due to hiatus. BeMore Portal in place. The Liverpool City Region Be More portal is a UCAS-style apprenticeship and careers portal. It seeks to remove some of the barriers which prevent people from taking on apprenticeships and additional training. It brings together opportunities from across Halton, Knowsley, Liverpool, Sefton, St Helens, and Wirral. Talent Bank plans progressing. This project establishes a centralised recruitment service, the Talent Bank, aimed at matching students with employer needs. It will also promote vocational training and career development, working to improve employer perceptions of these pathways. |
| 6. Invest in LCR BeMore Portal | Enhance the portal's coverage and functionality | | | | | |
| 10. Careers Guidance | Provide realistic career guidance linked to progression paths and employer engagement. | | | | | |
| 9. Diversity and Inclusion | Accommodate increasing diversity of employment in training. | FE Colleges ITPs | Jul 2024 Mar 2025 | Implemented through individual FE College reporting through LSIF. LSIP to support and add value through ILPs | KPIs and metric reviews | ON TRACK New Timescale recommended due to hiatus. KPIs in place and agreed with LSIF. These include new courses developed in response to LSIP priorities including modular provision |
| 8. Modularisation | Adopt modularisation or part-qualifications to help employers commit to upskilling employees. | LCR Combined Authority FE Colleges ITPs Employers | Dec 2023 | Priorities set out in recently published long term skills plan (LCRCA). This will be implemented through individual FE College Strategy and reporting through LSIF activity. LSIP to support and add value through ILPs. | KPIs and metric reviews Reports through to ESB Monitoring by uptake of courses | ON TRACK New Timescale recommended due to hiatus. CA Long term skills plan published prioritises modular provision. KPIs in place and agreed with LSIF. These include new courses. LSIF Project: New Pathways to Learning This project aims to offer a modularised curriculum to provide flexible learning for working adults, focusing on green energy, manufacturing, transport, hydrogen, digital skills, and basic education such as ICT and ESOL. |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|-------------------------------|-------------------|-----------|--|-------------------------|---|
| | | | | | | Institutions: Riverside College (lead), with collaboration from employers and other colleges. |

CONSTRUCTION (RESPONSE TO RECRUITMENT DIFFICULTIES AND SKILLS GAPS)

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|--------------|---|--|--------------------------|---|---|---|
| CONSTRUCTION | Key actions for this sector will be led through the Industry Learning Partnership in Construction, Infrastructure and Built Environment (title amended due employer feedback) | Employers FE Colleges ITPs ERB Chamber Network | Jan 2025 | Set up of ILP to promote collaboration | KPIs and metric reviews Reports through to ESB | ON TRACK First meeting of the ILP November 18 th , 2024. |
| | Increase exposure of construction as a career pathway | ILP | Jun 2025 | ILP to drive through actions relating to careers and identify opportunities for collaboration | KPIs and metric reviews Reports through to ESB | AT RISK Due to short timescale, the impact of ILP actions may be limited. More long-term action needed. |
| | Modularisation of courses and expanding upskilling opportunities (lifelong learning) Expansion of hydrogen pipe fitting training | Employers FE Colleges ITPs | Jul 2024 Mar 2025 | This will be implemented through individual FE College Strategy and reporting through LSIF activity. LSIF to support and add value through ILPs | KPIs and metric reviews | ON TRACK New Timescale recommended due to hiatus. CA Long Term Skills Plan published prioritises modular provision. KPIs in place and agreed with LSIF. These include new courses. |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|-------------------------------|-------------------|-----------|--|-------------------------|---|
| | | | | | | <p>LSIF Project: New Pathways to Learning (Modularisation) This project aims to offer a modularised curriculum to provide flexible learning for working adults, focus including hydrogen, Institutions: Riverside College (lead), with collaboration from employers and other colleges.</p> <p>LSIF Project: Building for the Future – Green Technologies & Digitalisation This project focuses on equipping facilities and providing training for skills in green energy, digitalisation, and hydrogen technology. The training spans retrofit, green manufacturing, green transport, hydrogen. Institutions: The City of Liverpool College, St Helens College, Wirral Metropolitan College, Hugh Baird College, and Riverside College.</p> <p>LSIF Project: Skills for Net Zero Aimed at developing curricula to meet skills gaps in green technologies in the construction and manufacturing sectors. It involves creating flexible learning pathways to equip the workforce for the green economy. Institutions: Southport College (lead), various partner colleges in the Liverpool City Region.</p> |

MANUFACTURING (RESPONSE TO RECRUITMENT DIFFICULTIES AND SKILLS GAPS)

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|---------------|---|--|--------------------------|---|---|---|
| MANUFACTURING | Key actions for this sector will be led through the Industry Learning Partnership in Manufacturing. This may also incorporate objectives for Logistics depending on employer feedback | Employers FE Colleges ITPs ERB Chamber Network | Mar 2025 | Set up of ILP to promote collaboration | KPIs and metric reviews Reports through to ESB | ON TRACK Potential first meeting of the ILP January 2025, aligned with the Cluster Board. |
| | Promotion of career pathways to young women and ethnic minorities. | ILP | Jun 2025 | ILP to drive through actions relating to careers and identify opportunities for collaboration | KPIs and metric reviews Reports through to ESB | AT RISK Due to short timescale, the impact of ILP actions may be limited. More long-term action needed. |
| | Modularisation of courses and expanding opportunities for low carbon training Teamwork and leadership training | Employers FE Colleges ITPs | Mar 2024 Mar 2025 | This will be implemented through individual FE College Strategy and reporting through LSIF activity. LSIF to support and add value through ILPs | KPIs and metric reviews | ON TRACK New Timescale recommended due to hiatus. CA Long term skills plan published prioritises modular provision. KPIs in place and agreed with LSIF. These include new courses. |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|-------------------------------|-------------------|-----------|--|-------------------------|--|
| | | | | | | <p>LSIP Project: Creating the Region's Freeport Academy Focused on developing skills relevant to Liverpool's growing maritime and logistics sectors, particularly in light of the region's Freeport status. Training includes logistics, engineering, automation, leadership, and low-carbon technologies. Institutions: Collaborative effort across several FE providers in Liverpool City Region.</p> <p>LSIF Project: New Pathways to Learning (Modularisation) This project aims to offer a modularised curriculum to provide flexible learning for working adults, focusing on green energy, manufacturing, transport, hydrogen, digital skills, Institutions: Riverside College (lead), with collaboration from employers and other colleges.</p> <p>LSIF Project: Building for the Future – Green Technologies & Digitalisation This project focuses on equipping facilities and providing training for skills in green energy, digitalisation, and hydrogen technology. The training spans retrofit, green manufacturing, green transport, hydrogen. Institutions: The City of Liverpool College, St Helens College, Wirral Metropolitan College, Hugh Baird College, and Riverside College.</p> <p>LSIF Project: Skills for Net Zero Aimed at developing curricula to meet skills gaps in green technologies in the construction and manufacturing sectors. It involves creating</p> |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|-------------------------------|-------------------|-----------|--|-------------------------|--|
| | | | | | | flexible learning pathways to equip the workforce for the green economy. Institutions: Southport College (lead), various partner colleges in the Liverpool City Region. |

LOGISTICS (RESPONSE TO RECRUITMENT DIFFICULTIES AND SKILLS GAPS)

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|-----------|--|--|---------------------------|---|-------------------------|---|
| LOGISTICS | There are no current plans for a separate ILP in Logistics as many of the specific skills needs identified in the LSIP are being enacted. The Manufacturing ILP may also incorporate objectives for Logistics depending on employer feedback | N/A | N/A | N/A | N/A | FUTURE ITEM This priority could be driven by the ILP activity aligned with both the Cluster Boards run by the CA and the Freeport work. |
| | HGV Driver training- establish progression routes | LRC CA FE Colleges ITPs Employers | Jun 2024 | Skills Bootcamps implemented | Reports through to ESB | COMPLETE Skills Bootcamps implemented in LCR region. |
| | Modular digital skills courses implemented. Flexible and modular learning that includes analytical and | Employers FE Colleges ITPs | June 2024 Mar 2025 | This will be implemented through individual FE College Strategy and | KPIs and metric reviews | ON TRACK New Timescale recommended due to hiatus. CA Long term skills plan published prioritises modular provision. |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|--|-------------------|-----------|---|-------------------------|--|
| | communication skills, literacy and IT skills | | | reporting through LSIF activity. LSIP to support and add value through ILPs | | <p>KPIs in place and agreed with LSIF. These include new courses.</p> <p>LSIF Project: Creating the Region’s Freeport Academy Focused on developing skills relevant to Liverpool’s growing maritime and logistics sectors, particularly in light of the region’s Freeport status. Training includes logistics, engineering, automation, leadership, and low-carbon technologies. Institutions: Collaborative effort across several FE providers in Liverpool City Region.</p> <p>LSIF Project: New Pathways to Learning (Modularisation) This project aims to offer a modularised curriculum to provide flexible learning for working adults, focusing on green energy, manufacturing, transport, hydrogen, digital skills, basic skills. Institutions: Riverside College (lead), with collaboration from employers and other colleges.</p> <p>LSIF Project: Building for the Future – Green Technologies & Digitalisation This project focuses on equipping facilities and providing training for skills in green energy, digitalisation, and hydrogen technology. The training spans retrofit, green manufacturing, green transport, hydrogen. Institutions: The City of Liverpool College, St Helens College, Wirral Metropolitan College, Hugh Baird College, and Riverside College.</p> <p>LSIF Project: Skills for Net Zero Aimed at developing curricula to meet skills gaps in green technologies in the construction and manufacturing sectors. It</p> |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|--|-------------------|-----------|---|--|--|
| | | | | | | involves creating flexible learning pathways to equip the workforce for the green economy. Institutions: Southport College (lead), various partner colleges in the Liverpool City Region. |
| | Implement short course programme for future managers and use of Management Apprenticeships when upgrading occurs | | Jun 2024 | This will be implemented through individual FE College and ITP Strategy | No KPIs in place through LSIF activity | HIGH RISK OF NON-COMPLETION It is recommended that in the remaining timescale, this is not pursued as a priority. |

BUSINESS AND PROFESSIONAL SERVICES (RESPONSE TO RECRUITMENT DIFFICULTIES AND SKILLS GAPS)

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|---|---|--|----------------------|---|---|---|
| BUSINESS AND PROFESSIONAL SERVICES (PBS) | Key actions for this sector will be led through the Industry Learning Partnership in PBS. | Employers FE Colleges ITPs ERB Chamber Network | Mar 2025 | Set up of ILP to promote collaboration | KPIs and metric reviews Reports through to ESB | ON TRACK First meeting of the ILP 5 th December 2024 |
| | Promotion of work placements and industry insights | ILP | Jun 2024 Mar 2025 | ILP to drive through actions relating to careers and identify opportunities for collaboration | KPIs and metric reviews Reports through to ESB | AT RISK New Timescale recommended due to hiatus. Due to short timescale, the impact of ILP actions may be limited. More long-term action needed. Work completed includes the Elevate EBP/Hugh Baird project with ten secondary schools and 1,604 students (see report). |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|---|----------------------------------|--------------------------|---|---|--|
| | Digital upskilling courses available | Employers FE Colleges ITPs | Mar 2024 Mar 2025 | This will be implemented through individual FE College Strategy and reporting through LSIF activity. LSIP to support and add value through ILPs | KPIs and metric reviews | <p>ON TRACK New Timescale recommended due to hiatus.</p> <p>CA Long term skills plan published prioritises modular provision.</p> <p>KPIs in place and agreed with LSIF. These include new courses.</p> <p>LSIF Project: New Pathways to Learning (Modularisation) This project aims to offer a modularised curriculum to provide flexible learning for working adults, including digital skills, Institutions: Riverside College (lead), with collaboration from employers and other colleges.</p> |
| | Provide training/insights into home working | ILP | Jun 2024 Mar 2025 | ILP to drive actions | KPIs and metric reviews Reports through to ESB | <p>ILP- future item.</p> <p>Latest intelligence: Soft skills like communication, adaptability, teamwork, and critical thinking are crucial for success in modern, flexible work environments. The shift to hybrid and remote working highlighted the importance of supporting employees' mental health and well-being. Entrants to the sector need to have resilience, self-motivation, adaptability, and digital literacy.</p> <p>Since August 2023, the integration of artificial intelligence has become a key trend. The reliance on AI for data analysis, automation, and customer</p> |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|-------------------------------|-------------------|-----------|--|-------------------------|---|
| | | | | | | service has accelerated. Generative AI has become more prominent. Ensuring workers are equipped with AI-related skills will be crucial for maintaining competitiveness. Business leaders are now focusing on upskilling their workforce in AI applications. |

VISITOR ECONOMY (RESPONSE TO RECRUITMENT DIFFICULTIES AND SKILLS GAPS)

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|------------------------|--|----------------------------------|-----------|--|-------------------------|--------------------------------|
| VISITOR ECONOMY | Key actions for this sector will be led through the Industry | Employers FE Colleges ITPs | Mar 2025 | Set up of ILP to promote collaboration | KPIs and metric reviews | ON TRACK |

| Priority | Action / Activity / Milestone | Partners Involved | Timescale | Method of Implementation and Outcomes Expected | Monitoring Arrangements | Progress Status (October 2024) |
|----------|--|----------------------------------|---------------------------------|--|--|---|
| | <p>Learning Partnership in Visitor Economy.</p> <p>A key recommendation in the original road map was to establish a sectoral working group, so this fulfils that action.</p> | ERB Chamber Network | | | Reports through to ESB | Potential first meeting of the ILP January 2025. Consideration being given to aligning this with existing Visitor Economy For a. |
| | <p>Promotion of work placements and industry insights</p> <p>Training more aligned to real world</p> | ILP | <p>Mar 2024</p> <p>Mar 2025</p> | ILP to drive through actions relating to careers and identify opportunities for collaboration | <p>KPIs and metric reviews</p> <p>Reports through to ESB</p> | <p>AT RISK New Timescale recommended due to hiatus.</p> <p>Due to short timescale, the impact of ILP actions may be limited. More long-term action needed.</p> |
| | Upskilling courses available including management. | Employers FE Colleges ITPs | <p>Mar 2024</p> <p>Mar 2025</p> | <p>No KPIs in place through LSIF activity</p> <p>ILP to establish new metrics and expectations</p> | <p>KPIs and metric reviews</p> <p>Reports through to ESB</p> | <p>AT RISK New Timescale recommended due to hiatus.</p> <p>Due to short timescale, the impact of ILP actions may be limited. More long-term action needed.</p> |

