

Stoke-on-Trent and Staffordshire Local Skills Improvement Plan (LSIP)

Progress Report June 2025

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1. Purpose of the Report

Following the publication of the [Local Skills Improvement Plan \(LSIP\)](#), Staffordshire Chambers of Commerce, in collaboration with partners, providers, and stakeholders (see Annex 3), has been working towards delivering the key priorities outlined in the *LSIP Roadmap for Change*.

This **Stoke-on-Trent and Staffordshire LSIP Progress Report** provides an update on the *Roadmap for Change* since the LSIP's publication. It highlights the evidence of progress and the impact of the LSIP to date, by setting out:

- which of the actions or changes in the *Roadmap for Change* have been achieved;
- the impact and benefits of these actions or changes; and
- what remains to be achieved, including the development of new actions or changes.

This report is aimed at four key audiences:

- Employers who have already engaged with the LSIP – to show how their input has shaped the direction of change, what progress has been made, and how their contributions are making a difference;
- Employers who haven't yet been involved – to highlight the progress so far, demonstrate the benefits of engagement, and explain how they can get involved going forward;
- Education and training providers – both those subject to statutory LSIP duties and others – to help them understand how the employer voice is shaping provision, and to provide valuable insight that can inform curriculum planning and delivery;
- Local stakeholders – including those involved in economic development, skills and employment, and community support – to provide a shared picture of what's happening and identify opportunities for collaboration or future involvement.

Ultimately, the report is a tool for everyone invested in local skills development to see how the LSIP is moving from planning into action—and to support continued momentum.

2. Summary of the Stoke-on-Trent and Staffordshire Local Skills Improvement Plan

Introduction to the LSIP

The **Stoke-on-Trent and Staffordshire Local Skills Improvement Plan (LSIP)** is a strategic *Roadmap for Change*, developed by Staffordshire Chambers of Commerce in collaboration with local employers, training providers, and stakeholders. Its aim is to ensure that the region's workforce is equipped with the right skills to meet the demands of a changing economy—both now and in the future.

The LSIP identifies key challenges, opportunities, and priorities for change, based on detailed analysis of local labour market intelligence, sector trends, and a comprehensive programme of consultation and engagement with employers across Stoke-on-Trent and Staffordshire.

A clear *Roadmap for Change* has been developed, setting out the key actions and priorities that will support the delivery of the LSIP and address the skills needs of employers and training providers throughout the region.

Geographical Coverage

The Stoke-on-Trent and Staffordshire LSIP covers the entirety of Staffordshire County. It recognises the unique strengths and important sectors of each local authority area, ensuring that businesses of all sizes and locations are represented within the report.



Key LSIP Priority Sectors

Although the LSIP has engaged with a wide range of businesses across various sectors, it places specific focus on the following priority sectors:

- Engineering and Advanced Manufacturing, including Ceramics
- Advanced Logistics
- Health and Social Care
- Construction
- Decarbonisation and Energy Distribution

We will also be looking to add Agriculture / Agri-Tech as a priority sector in the new Stoke-on-Trent and Staffordshire Local Skills Improvement Plan to be developed from October 2025.

In addition, the LSIP highlights the importance of cross-cutting themes such as digital skills, net zero, and green skills, recognising the vital role they play in the current and future workforce.

LSIP Vision and Objectives

Our LSIP Vision remains unchanged. It builds on the region's strong existing skills infrastructure to improve attainment, support residents of all ages and backgrounds into better-paid jobs, and ultimately drive economic growth, productivity, and innovation.

Stoke-on-Trent and Staffordshire LSIP Vision:

"Improve the opportunities for the current and emerging workforce in Stoke-on-Trent and Staffordshire by developing an exemplary strategic partnership with all local providers and employers. This will create a dynamic skills system and ensure that everyone's potential is realised—leading to more fulfilling careers, higher value jobs, and increased investment in a rapidly changing world."

The LSIP's central aim is to improve the alignment between skills supply and employer demand to drive growth. Key objectives include:

- Aligning training to meet business needs
- Improving pathways from school into skilled employment
- Supporting adult learners and underrepresented communities
- Helping businesses understand and invest in skills development

Roadmap for Change

To deliver on the LSIP Vision and objectives, a clear *Roadmap for Change* has been established. This roadmap outlines a series of actions and milestones focused on the following priority areas:

1. Improved co-ordination and collaboration
2. A simplified and flexible skills system—more responsive to employer needs
3. Tackling staff recruitment and retention challenges in education
4. Development of Skills Growth Maps on cross-cutting themes
5. Unlocking further opportunities for apprenticeships
6. Promoting and developing best practice within businesses
7. Supporting a smooth Careers Transition Period
8. Using local knowledge and insight to influence the wider skills system

For businesses that haven't yet engaged with the LSIP, this report offers a valuable opportunity to explore what the plan is working to achieve—and how they, along with training providers, can get involved in delivering the *Roadmap for Change*.

Any business interested in participating in the LSIP over the next 12 months is encouraged to register their interest using the QR code below.



3. Strategic and Economic Context Update – Stoke-on-Trent and Staffordshire

Stoke-on-Trent and Staffordshire continues to present a compelling case as one of the UK's key economic growth areas. Strategically located at the heart of the country and the West Midlands region, the area offers strong connectivity, an expanding skills infrastructure, and access to emerging opportunities across a broad range of sectors.

Economic Development and Investment

There continues to be considerable investment in infrastructure, regeneration and key strategic sites across the region, directly supporting economic growth and job creation.

These include both long-standing developments and newly announced schemes:

Ongoing Major Developments:

- [Goods Yard](#) – Urban regeneration scheme boosting city centre living, tech start-ups and leisure.
- [West Midlands Strategic Freight Interchange](#) – A nationally significant logistics hub driving high-value employment.
- [Meecebrook](#) – New garden community with major housing and employment land potential.
- [Stafford Station Gateway](#) – A catalyst for business space and digital industries.
- [Ceramic Valley Enterprise Zone](#) – Continues to attract advanced manufacturing and engineering investment.
- [i54 South Staffordshire](#) – Home to key employers like Moog and Jaguar Land Rover with further investment in the site.

New/Announced Developments Since Last Update:

- [Staffordshire University Student Village](#) – Enhancing student experience and town-centre footfall.
- [Newcastle-under-Lyme Town Centre Regeneration](#) – Supporting retail, commercial, and leisure job growth in the Town Centre.
- [Indurent Park, Burton](#) – A new industrial park aiming to attract businesses in green tech and logistics.
- [Indurent Employment Park, Junction 16](#) - Proposed employment park with additional provision of a dedicated lorry park creating over 3,500 jobs.



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Shifts in the Employer Base

The last 12 months have seen a mixed picture. While new employers are investing in logistics, green tech, and digital, **traditional industries such as ceramics** have faced ongoing pressures. In Stoke-on-Trent, the ceramics sector has seen over 500 job losses due to closures and restructuring. High energy prices and global competition continue to challenge legacy manufacturers, underlining the urgent need to diversify the local industrial base.

At the same time, the region is seeing **rising employer demand** in modern sectors including:

- Advanced Manufacturing
- Net Zero/Green Technologies
- Digital, Cyber and Creative Industries
- Health and Life Sciences
- Logistics and Warehousing

These sectors offer potential for long-term employment growth and highlight the need for adaptive and future-focused skills provision that the **Local Skills Improvement Plan is highlighting.**

Provider Landscape and Skills Infrastructure

The training and education provider base in the region is increasingly responsive to employer skills need, investing heavily and collaborating where possible, in new facilities to future-proof their curriculum:

- **Stoke-on-Trent College** – a £19.7m capital programme including new buildings, high-tech equipment and classrooms at both campuses to improve construction, green skills, health and digital curriculum delivery and student experience.
- **South Staffordshire College** – a new £30m town centre Tamworth campus (opening Summer 2025) and £1.6m Net Zero Energy Training Centre at Rodbaston supporting areas such as engineering, automotive, construction, green technology and digital.
- **Newcastle and Stafford College Group (NSCG)** – a £10m+ across both campuses, including a Technical Excellence Centre with state-of-the-art technology supporting T-Levels in high-value sectors such as engineering and construction.
- **Burton and South Derbyshire College** – Opening of an Advanced Automotive Training Centre with specialist equipment and vehicles in EV,



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ADAS and hydrogen vehicle technologies to support areas such as automotive and green technology.

- **Stoke-on-Trent and Staffordshire Institute of Technology (IoT)** – £22.5m flagship facility led by NSCG and supported by other colleges, providers, and employers. Opening in 2025 it will offer cutting-edge learning in engineering, health, construction and digital technologies utilising the latest technology and equipment.

These investments reflect not only institutional ambition but a clear alignment with LSIP priorities to bridge the skills gaps in key local sectors.

Devolution and Local Governance

In December 2024, the government set out plans for Devolution and how they would like to move powers from central to local government across England. A big part of their plan for this involves reorganising the way local councils work.

The government's plans may lead to fewer councils in Staffordshire and Stoke-on-Trent in the future, as well as changes to what each council is responsible for. This could have a significant impact on skills across the region.

On 21 March 2025, the Staffordshire Leaders' Board, made up of representatives from each local authority across Stoke-on-Trent and Staffordshire, submitted their proposal to government as part of an interim plan for local government reorganisation.

The emerging option for the area is for a Mayoral Strategic Authority and leading options for a two unitary council structure consisting of a Stoke-on-Trent unitary council and a Staffordshire unitary run jointly by the county council and Staffordshire's district and borough councils. It is believed that this approach would:

- unlock extra powers and funding from Westminster to boost our local economy further,
- set the new unitary councils up for success by building on a strong foundation, and
- ensure that people depending on vital services like social care continue to get what they need without unnecessary disruption.

There is still lots of work to be done before any reorganisation of councils and responsibilities takes place; full proposals need to be submitted to government by 28 November 2025. The whole process is expected to take a number of years to complete, with changes estimated to be fully up and running by 2028 at the earliest. However, the LSIP will continue to work with all local authorities in our region to support devolution and the role that it can play in developing needed skills in the area.

Despite sector-specific challenges—especially in ceramics—the Stoke-on-Trent and Staffordshire economy remains resilient and full of potential. With new investment in education, infrastructure, and strategic sites, combined with the momentum of a



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future devolution deal, the region is well-placed to align skills with employer demand and to power inclusive growth in the years ahead.

Industrial Strategy 2025

In its 2025 **Industrial Strategy**, the Government has committed to focusing on sectors with the highest potential to drive economic growth and create business opportunities. Ten high-growth sectors have been identified:

- Advanced Manufacturing
- Clean Energy Industries
- Creative Industries
- Defence
- Digital and Technologies
- Financial Services
- Life Sciences
- Professional and Business Services
- Construction
- Health and Social Care

Each of these sectors has been recognised for its ability to deliver high-quality jobs, boost productivity, and support sustainable, long-term growth across the UK.

There is a clear synergy between these national priorities and the key sectors identified in the **Stoke-on-Trent and Staffordshire Local Skills Improvement Plan (LSIP)**. In particular, the LSIP aligns strongly with sectors such as:

- **Advanced Manufacturing** – including ceramics and advanced materials
- **Clean Energy Industries** – supported by the region's growing green and infrastructure projects and investment in green skills.
- **Creative Industries** – particularly through ceramics, design and digital sectors
- **Digital and Technologies** – an area of rapid growth and cross-sector relevance
- **Construction** – a continued regional priority with continued investment in construction and infrastructure projects.
- **Health and Social Care** – consistently critical to the local labour market challenges.

Additionally, our other LSIP priority sectors—**such as Advanced Logistics** - play essential roles in enabling and supporting these national growth areas. For example, logistics is fundamental to supply chains in advanced manufacturing and clean energy.

The LSIP's focus on aligning local skills provision with business demand directly supports the Industrial Strategy's ambition. By equipping training providers to meet the future skills needs of sectors like advanced manufacturing, digital, green energy, and life sciences, the LSIP acts as a vital bridge between central government policy and regional economic delivery.

Staffordshire's strength in areas such as manufacturing, advanced materials, clean energy, construction and logistics ensures it is well-placed to contribute to—and benefit from—the UK's growth ambitions. The LSIP helps ensure that the talent pipeline is ready to meet this challenge, fuelling local prosperity while supporting national economic goals.

4. Stoke-on-Trent and Staffordshire LSIP – What has been achieved so far?

Since its [publication in August 2023](#)—and the [previous update in June 2024](#)—the Stoke-on-Trent and Staffordshire Local Skills Improvement Plan (LSIP) has made strong progress in delivering against its key priorities up to the end of June 2025.

This section provides a summary of the actions that have been achieved to date and the impact they are already having on skills development across the region.

Improved co-ordination and collaboration

One of the most significant achievements to date is the strengthening of collaboration and co-ordination across the region's education and skills ecosystem.

The **Staffordshire Providers Network (SPN)**—which includes local training providers, colleges, and universities—has continued to grow, with new members joining throughout the year. Monthly networking sessions and events are now a regular feature, focusing on key topics such as Ofsted inspections, SEND training, engaging NEETs (young people not in education, employment or training), and more. This is allowing the sector to work more collaboratively to overcome local challenges and meet the needs of local employers.

The Impact

Since the relaunch of the SPN, notable progress includes:

- **42% of providers** have collaborated to jointly deliver course content by sharing resources and expertise.
- **25% of providers** have co-hosted events, effectively pooling their networks and capabilities.
- **Nearly 20% of providers** have accessed specialist equipment from partner institutions to support their learners.

Case Study: The Big Apprenticeship Expo (insert picture)

A standout example of collaboration was the Big Apprenticeship Expo, held in both Stoke-on-Trent and Stafford during National Apprenticeship Week 2025. The event was designed to make it easier for schools to engage with a wide range of apprenticeship providers in one place, while also giving smaller providers a platform to be part of this national initiative.

The Expo was jointly organised by Staffordshire Chambers of Commerce, the SPN, the Stoke-on-Trent and Staffordshire Careers Hub, the Newcastle and Stafford College Group, and other key partners.

Key Highlights:

- 20 local training providers took part in the Expo
- 495 students from 27 different secondary schools attended during the day
- 138 parents and students attended the evening session



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South Staffordshire College commented:

"A really good day. All students were engaged in the process and asked meaningful questions. Many joined our stall for our 'have a go' sessions and seemed to enjoy the day."

Plans are already underway to build on the success of this year's Expo, with the ambition to make it even bigger and more impactful in 2026.

Simplified and Flexible Skills System

Since the publication of the Local Skills Improvement Plan (LSIP), training providers across Stoke-on-Trent and Staffordshire have made significant strides in creating a more flexible and simplified skills system that is responsive to the needs of local employers.

Tailored, Short-Form Training Delivery

South Staffordshire College has launched a range of short, industry-specific programmes focused on meeting local skills gaps—particularly in areas such as automation, smart factory equipment, hydraulics, and pneumatics. This approach allows for more targeted delivery within both apprenticeship and full-time provision and has enabled the college to expand its offer in line with employer expectations.

Newcastle and Stafford College Group (NSCG) has delivered a suite of short technical upskilling courses aligned to LSIP priority sectors, supported through UK Shared Prosperity Fund (UKSPF) investment. Courses have included:

- Network and Cyber Security
- Automation
- Bookkeeping
- Digital Graphics
- Photography

These programmes are designed specifically for businesses and their employees, offering rapid and relevant skills enhancement.

Staffordshire University has expanded its successful micro-credentials programme, again with the support of UKSPF, through its Stoke-on-Trent Higher Skills Accelerator. The university has delivered a range of fully funded short courses, masterclasses, and micro-credentials designed to equip staff with practical, workplace-ready skills. Course topics include:

- Digital Marketing
- Net Zero and Carbon Literacy



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- Leadership and Management
- Data and Analytics
- Healthcare Sector Skills

These initiatives have given employers more options and opportunities to engage in the local skills system, as well as meeting their skill needs.

The **Social Care Academy** has also been developed, in partnership between Staffordshire County Council, Stoke-on-Trent City Council, the Integrated Care Board, and Skills for Care to meet the strained skills and recruitment challenges faced by the social care sector.

Being designed to support and value the adult social care workforce, the Academy brings social care training across Staffordshire and Stoke-on-Trent together into one singular, accessible portal.

It is a comprehensive and easy-to-access platform for career development, training, and staff wellbeing, and helps to promote face-to-face training events, e-learning courses, and informational resources to help advance careers in care.

Case Study: Stoke-on-Trent and Staffordshire Skills Hub (picture)

Staffordshire Chambers of Commerce has relaunched its Stoke-on-Trent and Staffordshire Skills Hub, creating a streamlined, digital ‘one-stop-shop’ where employers can access information on training courses, providers, and funding support.

Working in collaboration with local providers, the Skills Hub also deploys independent skills advisers to carry out Training Needs Analyses (TNA) with businesses—identifying both immediate and long-term skills challenges and offering tailored support across areas such as apprenticeships, accredited training, and modular courses. This event also supports the LSIP priority of unlocking further opportunities for apprenticeships.

Key Achievements:

- 207 Training Needs Analyses completed with local businesses
- Over 1,100 courses signposted across 42 local providers
- £117,000+ in grant funding accessed for non-accredited training
- 422 individuals trained in priority areas including leadership, digital skills, and green skills

Midway Electrical Contracts, a small manufacturing business in Stoke, commented: *“The process and support from the Skills Hub team to assess our challenges and arrange grant funding made the whole process simple and straightforward. The knowledge gained from this training has been invaluable and has helped us become more efficient as a business.”*



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This collaborative and employer-led approach is helping to ensure that the local skills system remains agile, inclusive, and firmly aligned to the economic needs of the region.

Simplified and Flexible Skills System - Local Skills Improvement Fund

Over the past 12 months, £3.2 million in Local Skills Improvement Funding has been invested across Staffordshire's six main colleges and the Staffordshire Providers Network (SPN), coordinated by the Chambers of Commerce. This funding has supported curriculum development, employer collaboration, and investment in new facilities and equipment, aligning training with LSIP priorities.

Burton and South Derbyshire College: Enhanced courses in hydrogen and electric vehicle technology, with positive feedback from students and employers. Long-term recruitment impact still under evaluation.

Stoke-on-Trent College: Focused on upskilling local workers, particularly in CNC machining, improving productivity and career progression, supporting the LSIP's goal of strengthening technical education.

South Staffordshire College: Addressing skills needs in manufacturing and logistics with a focus on robotics, AI, and automation, preparing learners for high-demand careers.

Newcastle and Stafford College Group (NSCG): Tackling skills gaps in engineering, manufacturing, and logistics, with higher-level training in robotics, automation, and digitisation through the Stoke-on-Trent and Staffordshire Institute of Technology.

City of Stoke-on-Trent Sixth Form College: Built a new production studio for videography training, addressing leadership and communication skills gaps. Enhanced digital T Level facilities to meet industry standards.

Buxton & Leek College: Created an Innovation Lab for mechatronics training, offering progression from Level 2 to Level 4, addressing demand in factory automation.

Case Study: Stoke-on-Trent and Staffordshire Institute of Technology

The LSIF has been crucial in supporting the launch of the £25 million Stoke-on-Trent and Staffordshire Institute of Technology, supporting the region's skills priorities by investing in advanced engineering and manufacturing facilities.

Supported by local FE and HE Providers, the IoT has utilised LSIF funding with state-of-the-art digitisation, robotics, CNC machining, and additive manufacturing equipment, delivering hands-on, industry-relevant learning for students. It's also opening up access for local SMEs to use high-tech equipment, supporting innovation, collaboration, and business growth.

Early demand is strong, with high applications and enrolments for 2025/26, reflecting the IoT's alignment with employer needs.



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Impact of the Local Skills Improvement Fund on the LSIP has included:

- Tackles skills gaps in our priority sectors.
- Strengthening employer engagement and collaboration with local providers
- Supports SME innovation and productivity through utilising new equipment and technology
- Creating clear pathways into high-skilled employment.

This project highlights how targeted investment is transforming the local skills system and supporting economic growth.

Addressing Staff Recruitment Challenges

Colleges and training providers across Stoke-on-Trent and Staffordshire are investing in their workforce to ensure high-quality delivery aligned with the skills needs identified in the LSIP. A focus on upskilling existing staff and attracting industry professionals into teaching is helping to bridge recruitment gaps and enhance curriculum relevance.

Staff Development and Industry Collaboration

- **Stoke-on-Trent College:** Staff have received targeted training to become multi-disciplinary experts, particularly linked to the use of new LSIF-funded equipment in advanced manufacturing and green technologies.
- **South Staffordshire College:** Collaborated with external agencies and employers to bring industry specialists into teaching roles, enhancing sector-specific expertise and improving student experience.
- **Burton and South Derbyshire College:** Prioritised staff development in new curriculum areas aligned with LSIP priorities to overcome recruitment challenges and improve delivery quality.
- **Newcastle and Stafford College Group (NSCG):** Partnered with NHS organisations (e.g. Royal Stoke, MPFT) and adult care providers to co-develop curriculum content and deliver workforce upskilling on areas like trauma-informed care, assistive tech, and communication strategies.

The Impact

These initiatives directly respond to LSIP-identified challenges in recruiting skilled educators and ensuring training remains current and employer-informed. By embedding labour market data, sector partnerships, and CPD into curriculum planning, providers are future-proofing their delivery and building a pipeline of teaching talent that reflects the evolving needs of employers.

Development of Skills Growth Maps on cross-cutting themes



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To support the LSIP's focus on green growth and future skills, Staffordshire County Council, in collaboration with Keele University, is delivering the *Staffordshire Green Skills for Growth* project—an initiative designed to build a clearer picture of skills needs and opportunities in the green economy.

Key elements of the project include:

- **Net Zero Roadmap:** Outlining demand for green goods and services across Staffordshire.
- **Skills Pipeline Modelling:** Forecasting the region's Net Zero project pipeline and mapping related skills needs through to 2050.
- **Green Skills Taxonomy:** Creating a detailed framework to identify current green skill provision and where gaps exist, aligned with national developments.
- **Skills Investment Plan:** Engaging with providers to shape future provision based on emerging demand and workforce needs.
- **Green Suppliers Directory:** Auditing the local supply chain and spotlighting businesses delivering green products and services.

This project feeds directly into the LSIP's cross-cutting green skills agenda by providing the data, tools and strategic direction needed to guide skills planning and investment across providers.

The programme is also being evaluated as a potential model for Digital Skills mapping, supporting another key LSIP priority and offering a scalable framework for addressing skills in fast-evolving sectors.

Careers Transition - Careers Hub

The **Stoke-on-Trent and Staffordshire Careers Hub** is playing a vital role in delivering the **Careers Transition** priority of the LSIP by strengthening links between education and the world of work.

Key highlights have included:

- The Hub is currently **engaging with 110 schools across the region**—one of the highest levels of engagement nationally— with **over 75%** of their relationships with schools being led directly with senior school leadership, underlining the strategic importance of careers education locally
- **Careers Competence Frameworks and Employer Standards** have been rolled out and adopted by **33 local employers**, with uptake continuing to grow.
- **The Careers Observatory** project connects local businesses with students aged 12–15, offering workplace experiences that inspire career aspirations and strengthen employer-school relationships. So far over **20 schools** and



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100 businesses already engaged in the observatory with **1,650 placements organised**.

- Delivery of **webinars and CPD activity to upskill teachers and parents** about the benefits of apprenticeships and debunking any pre-conceived myths they might have.

Case Study – 2024 Parents and Carers Survey (picture)

The Parent and Carer Survey 2024 is an annual county-wide survey undertaken by the Careers Hub, with parents and carers of secondary school-aged children to explore their understanding and confidence levels regarding apprenticeships and technical education.

The survey was completed by 3,884 parents from 49 different education establishments across Stoke-on-Trent and Staffordshire.

Key information from the survey included:-

- In the **2024 Parents & Carers Survey** (3,884 responses), **33%** of respondents had accessed some form of careers-related training or information in the past year.
- Just over 3 in 4 (76%) of respondents' children had already identified a career interest.
- Those who attended an apprenticeship/technical education webinar were **12% more likely** to recommend apprenticeships to their children.
- **Top career interests** among parents for their children included:
 - Engineering & Maintenance
 - Computing, Tech & Digital
 - Animal Care
 - Sports & Leisure
 - Health & Social Care

The Impact

The work of the Careers Hub is helping to embed employer engagement and employability into the heart of the education system. It ensures that young people are not only aware of local opportunities, linked closely to the priorities of the LSIP, but are also developing the core skills that employers across Stoke-on-Trent and Staffordshire have identified as critical to future success.

Monitoring impact

We are monitoring the impact of our activities through KPIs set out in the table in Annex 2, alongside feedback from employers gathered through surveys and one-to-one meetings, to ensure that we are meeting our priorities and actions.



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While many of these actions are short-term, their full impacts will need to be seen for several years.

These KPIs and the currently achieved outputs and outcomes can be found in Annex 2.

5. What still needs to be achieved?

During the process of developing and delivering on the LSIP priorities, there are several priorities and actions that still need to be achieved, as well as changes that need to be made to Roadmap for Change. These changes have been highlighted in the table above.

Roadmap for Change – New and Future Actions

There are several new and future actions which the Chamber and stakeholders will look to engage with in the coming months. A number of these actions will require employer engagement to ensure they are delivered successfully. These actions include:

Digital Skills Mapping – Building on the Staffordshire Green for Growth work being undertaken by Staffordshire County Council, in partnership with Keele University, work is starting to look at developing a Digital Skills Map for Stoke-on-Trent and Staffordshire. This work is being undertaken by the Staffordshire Chamber of Commerce Digital Skills Working Group, which has representation from leading employers in the sector as well as representation from each of the local colleges. The group is currently drafting their plan to commence this Skills Mapping work.

Development of an Employer Pledge – This action has now been reviewed, and work is ongoing to pilot an employer Future Ready Skills Pledge. This pledge will encourage businesses to state to what level they can support the development of young people in Stoke-on-Trent. This could range from offering careers talks through to work experience and job opportunities,

The pledge has the support of Stoke-on-Trent City Council, Staffordshire Chambers of Commerce, the YMCA, leading employers, young people and other key stakeholders. If this Future Ready Skills Ready pledge is successful, then it will look to be expanded into the wider Staffordshire area.

Agriculture/Agri-tech Feasibility Study – In the previous Progress Report in June 2024, we stated that Agriculture/Agri-tech would become an additional priority sector for the new LSIP. During this period, and following consultations with key stakeholders, Staffordshire Chambers of Commerce have commissioned a feasibility study into the challenges facing Staffordshire farmers around skills and the transition toward new forms of Agri-tech from the Institute for Agriculture and Horticulture. As part of this study, a number of recommendations have been put forward that will be progressed under the LSIP, including:

- Industry-Led Innovation Frameworks
- Skills Ecosystem Developments



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- Infrastructure Investment
- Demonstration Networks
- Support and Collaboration

We will be looking to develop an employer-led skills group, with support from providers, to take these actions forward over the next 12 months.

Roadmap for Change - Removed Action

There is one action that the LSIP will not be continuing with. This is to “**develop a Stoke-on-Trent and Staffordshire Infrastructure Group**”. The aim of this group was to bring together a series of partners and stakeholders involved in current or new significant investment and infrastructure projects in the region, in order to review and consider skills needs during the construction phase and later operation of the site.

Across the County, there are a number of groups that already look at this work, including the West Midlands Freight Interchange Working Group and We Are Staffordshire. It is felt that it is better for the LSIP to be connected to these groups than to create a competing group.

Roadmap for Change - Delayed Actions

There are a number of actions that are currently not on track to be completed when anticipated. We have highlighted these actions below, along with reasons for the delay and ways forward.

The first action that is behind schedule is to “**enhance collaborative data sharing and research intelligence projects**”. This action is in place to ensure that we have the strongest data possible, available to all providers and stakeholders, which will improve decision-making around curriculum development, monitor improvements and help to make future skills-related decisions. We are currently reviewing the best way to take this action forward so that data can continue to be collected, reviewed and analysed in order to understand emerging skills challenges across Staffordshire. Discussions to move this action forward are currently planned for Q3 2025.

The second action that is behind is to “Facilitate and promote apprenticeship levy sharing via a branded Stoke-on-Trent and Staffordshire Levy Share campaign”. A levy sharing campaign was launched in 2024, however take-up was low amongst businesses who had levy to share, despite a high level of demand from businesses who want to receive a levy transfer. This has delayed the action significantly. However, we are now working with the West Midlands Ambassador Network and other businesses locally to relaunch this campaign. This will feature the following activities:-

- Promotion of Levy Sharing at our Big Business Breakfast on Skills in October.
- A range of marketing activities including case studies and press releases through our marketing channels and stakeholders.
- Promotion at key stakeholder meetings such as the CEO Futures Forum.
- Development of a Levy Transfer toolkit to debunk the myths of sharing an apprenticeship levy.



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We believe these activities will help to get this action back on track to be achieved.

Any employer, provider or stakeholder that would like to get involved in any future actions can do so by contacting skillshub@staffordshirechambers.co.uk

Annex 1: Roadmap for Change - Priorities and actions

The Stoke-on-Trent and Staffordshire LSIP has made significant progress towards its Roadmap for Change since August 2023. Below is a breakdown of the what the actions are, which partners are involved, timescales, the expected outcomes and how progress is being monitored.

Priority	Action	Partners Involved	Timescales	Method of Implementation and Outcomes Expected	Monitoring Arrangements	Progress Status
1.Improved co-ordination and collaboration	1.1 To continue to develop a strategic partnership approach across the sub region. Providers, employers, and stakeholders should collaborate to ensure employers have ready access to the skills information on training provision in the area, drawing and evaluating the experiences of other regional and national initiatives.	Staffordshire Chambers Staffordshire Providers Network (SPN) FE/HE/Providers Local Authorities	Start Date: QTR4 2023 End Date: Ongoing	Employer Engagement - Strengthened LSIP Governance Board. Cross College Provider Group – College Principals/CEO Group Marketing/Promotion – LSIP Video to encourage employer involvement. Research – Identify current gaps in provision.	No. of LSIP Board Members from employers, priority sectors, stakeholders. (Quarterly) No. of College Principals/CEO group meetings (Monthly) No. of courses on Skills Hub website. (Monthly) No. of views of Skills Hub website (Monthly) Reduction in no. of current gaps in provision. (Quarterly)	Completed
	1.2 Promotion and strengthening of the SPES network to ensure it includes all training providers and stakeholders as part of its formalised strategic partnership.	SPN FE/HE/Providers Local Authorities Employers	Start Date: QTR3 2023 End Date: Ongoing	Cross Provider Group – Developed new SPES governance structure and board. Research – Identified gaps in SPES membership to improve recruitment	No. of SPES Board Meetings (Quarterly) No. of Training Providers engaging with SPES (Quarterly) Reduction in no. of current gaps in provision. (Quarterly)	Completed



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			Marketing/Promotion - Develop a communications/marketing plan to approach new SPES members		
			Evaluation - Review the success of SPES Membership and Approach		
1.3 A collaborative awareness campaign to raise provider's offer, including case study examples of successful collaboration between providers and industry to provide responsive skills offer; the pathways of support available for employers; and the benefits that engagement with the skills system can deliver for businesses.	Staffordshire Chambers SPN Local Authorities	Start Date: QTR1 2024 End Date: QTR4 2024	Marketing/Promotion – Launched Look at Me Now website Marketing/Promotion - Produce case studies from various providers on successful partnership working to meet skills needs. Marketing the Stoke-on-Trent and Staffordshire Skills Hub website, offer and case studies.	No. of views of Look At Me Now website (Monthly) No. of case studies produced. (Monthly) No. of courses on Skills Hub Website (Monthly) No. of employers developing training/skill development plans.	Completed
1.4 Enhanced collaborative data sharing and research intelligence projects, coordinated through bringing together the SPES and the SAP Data Group. This should build on the existing SAP data, training provider data, LSIP Insights Dashboard, LA data, Future Skills Unit and others to drive further improvements of local	Staffordshire Chambers SPN FE/HE/Providers Local Authorities Careers Hub	Start Date: QTR 2 2024 (delayed from QTR4 2023) End Date: Ongoing	Research - Review current data sets that are available and identify any gaps. Cross-Provider Group - Create a timetable for cross-provider specialist staff updates/upskilling and evaluate impact Research and Evaluation - Develop a specialist skills agency approach and evaluate impact	Development of an innovative data sharing approach.	Not on Track



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understanding and support future curriculum development.			Evaluation - Review and build upon the Stoke-on-Trent and Staffordshire LSIP Dashboard		
1.5 Providers and stakeholders should collaborate and share specialist staff expertise to ensure learners across the region benefit from expert training such as by jointly developing collaborative approaches to planning and delivering training, cross-provider specialist staff updating to upskill teachers from across the region and/or developing a cross-provider 'specialist skills agency'.	SPN FE/HE/Providers	Start Date: QTR3 2024 (delayed from QTR1 2024) End Date: QTR1 2025	Funding - Utilise LSIF funding to support providers to share expertise and resources Cross-Provider - Continue to build upon the strong partnership working of the Institute of Technology Research - Identify innovation mechanism that providers could take to share expertise and resource and evaluate.	No. of teaching staff (full time or part time) delivering provision across more than one provider. (Quarterly) No. of providers accessing the new shared facilities / curriculum to deliver training (Quarterly)	Completed
1.6 Providers, employers and stakeholders should collaborate to ensure employers are well-supported to identify the skills training they need for their businesses now and in the future and are able to access it such as through the creation of a one-stop-shop coordinated sign-posting process.	Staffordshire Chambers SPN FE/HE/Providers Local Authorities	Start Date: QTR3 2023 End Date: QTR4 2024	Employer Engagement - Continue ongoing engagement with employers through focus groups, provider groups and other employer representative bodies. Stakeholder Engagement - Continue ongoing engagement with stakeholders through existing groups such as Countywide Employment and Skill Group. Employer Engagement - Continued expansion of	No. of employer engagement events held. (Monthly) No. of stakeholder engagement events held. (Monthly) No. of employers developing training/skill development plans. No. of courses on Skills Hub website. (Monthly) No. of views of Skills Hub website (Monthly)	Completed



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				employer engagement methods through providers. Employer Engagement - Development of sector focus groups. Marketing/Promotion - Development of Skills Hub Website with independent advisor support. Research - Identify any additional new/emerging/key sectors to undertake deep dives on - this is currently being undertaken with Agriculture/Agri-tech		
1.7 Building and expanding on the LSIPs use of the representative business voices to develop further employer engagement in the support of the emerging skills landscape.	Staffordshire Chambers SPN FE/HE/Providers Employers IoT Partners and Stakeholders	Start Date: QTR3 2023 End Date: Ongoing	Employer Engagement - Continue ongoing engagement with employers through focus groups, provider groups and other employer representative bodies. Stakeholder Engagement - Continue ongoing engagement with stakeholders through existing groups such as Countywide Employment and Skill Group. Employer Engagement - Continued expansion of employer engagement methods through providers. Employer Engagement -	No. of employer engagement events held. (Monthly) No. of stakeholder engagement events held. (Monthly) No. of employers developing training/skill development plans. No. of courses on Skills Hub website. (Monthly) No. of views of Skills Hub website (Monthly)	On Track	



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				<p>Development of sector focus groups.</p> <p>Marketing/Promotion - Development of Skills Hub Website with independent advisor support.</p> <p>Research - Identify any additional new/emerging/key sectors to undertake deep dives on - this is currently being undertaken with Agriculture/Agri-tech</p>		
2.Simplified and flexible skills system – more responsive to employer needs	2.1 Promote existing standalone, sector specific, courses offered and seek to develop and deliver additional standalone courses.	<p>Staffordshire Chambers</p> <p>FE/HE/Providers</p> <p>Employers</p> <p>IoT Partners and Stakeholders</p> <p>SPN</p> <p>Local Authorities</p>	<p>Start Date: QTR3 2024</p> <p>End Date: Ongoing</p>	<p>Research - Review of current standalone, sector specific courses and the key sectors and businesses that would benefit from the support</p> <p>Cross-Provider - Meetings to identify gaps from research and how to develop and deliver courses to meet these gaps</p> <p>Marketing/Promotion - Develop a communications plan to promote the stand alone, sector specific courses to employers</p> <p>Marketing/Promotion - Development of Skills Hub Website with independent advisor support to promote courses</p>	<p>No. of learners forecast to undertake learning using new facilities/equipment created under the LSIF. (Quarterly)</p> <p>No. employers releasing staff to undertake training developed under the LSIF. (Quarterly)</p> <p>No. of employers reporting that training is giving learners the skills needed. (Quarterly)</p> <p>No. of courses on Skills Hub website. (Monthly)</p> <p>No. of views of Skills Hub website (Monthly)</p>	On Track

<p>2.2 Explore and develop innovative ways of delivering flexible training such as a micro-credentials or a pick and mix approach across FE and HE. These could be piloted around key priority sectors and the cross-cutting themes of digital and net zero/green skills.</p>	<p>Staffordshire Chambers FE/HE/Providers Employers</p>	<p>Start Date: QTR1 2024 End Date: QTR1 2025</p>	<p>Research - Identifying gaps in short course provision</p> <p>Research - Develop a pilot programme for short course micro-credentials for employers with potential key sectors.</p> <p>Funding - Provider to utilise various funding (UKSPF, AEB) to provide short courses to address LSIP skills shortages.</p> <p>Marketing/Promotion - Development of Skills Hub Website with independent advisor support to promote courses.</p>	<p>No. of learners forecast to undertake learning using new facilities/equipment created under the LSIF. (Quarterly)</p> <p>No. of employers releasing staff to undertake training developed under the LSIF. (Quarterly)</p> <p>No. of employers reporting that training is giving learners the skills needed. (Quarterly)</p> <p>No. of courses on Skills Hub website. (Monthly)</p> <p>No. of views of Skills Hub website (Monthly)</p>	<p>Completed</p>
<p>2.3 To develop a partnership to explore funded and costed (full/part) models of accredited and non-accredited skills training for employers. This could include, for example, the use of Local Skills Improvement Fund (LSIF), UK Shared Prosperity Fund, Skills Bootcamps or the Lifelong Learning Entitlement.</p>	<p>Staffordshire Chambers FE/HE/Providers Employers</p>	<p>Start Date: QTR1 2024 End Date: QTR2 2025</p>	<p>Research - Commission and develop a pilot programme for short course micro-credentials for employers and how this can be funded.</p> <p>Research - Commissioned research to assess and evaluate current methods of delivering funding.</p> <p>Research - Undertake a detailed analysis of how employers utilise their own resources for training.</p> <p>Pilot Programme - Using the information gathered to</p>	<p>No. of new level 3 courses at levels 3-5 aligned to LSIP priorities (Quarterly)</p> <p>No. of forecast learner starts on new levels 3-5 courses aligned to LSIP priorities (Quarterly)</p> <p>No. of learners forecast to undertake learning using new facilities/equipment created under the LSIF. (Quarterly)</p> <p>No. employers releasing staff to undertake training developed under the LSIF. (Quarterly)</p> <p>No. of employers reporting that training is giving learners the skills needed. (Quarterly)</p>	<p>On Track</p>



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				develop new and innovative ways of funded training, identifying the key sectors that could be targeted.	No. of courses on Skills Hub website. (Monthly) No. of views of Skills Hub website (Monthly)	
	2.4 To explore methods of how aggregated sub-regional demand for sector specific courses and qualifications can be captured, to ensure that this demand can then be realised by the most appropriate training provider.	Staffordshire Chambers FE/HE/Providers Employers	Start Date: QTR2 2024 (delayed from QTR4 2023) End Date: QTR 3 2024	Research - Map existing employer and learner demand data for specific sector courses and qualification, working with key stakeholders and data captured as part of the SAP to identify quick win opportunities.	Development of a skills data group building on the SAP data group.	Not On Track
	2.5 To develop a Stoke-on-Trent and Staffordshire Investment and Infrastructure skills group (employers, providers, stakeholders) to review to consider the skills needed to support local and national infrastructure projects.	Staffordshire Chambers FE/HE/Providers Employers	Start Date: QTR 2 2024 (delayed from QTR 4 2023) End Date: Ongoing	Stakeholder Engagement - West Midlands Interchange Skills Group established by local authorities. Stakeholder/Employer Engagement - Establish a stakeholder group around Infrastructure and Investment.	No. of Stoke-on-Trent and Staffordshire Investment and Infrastructure skills meetings held. (Monthly) No. of stakeholders engaged in Staffordshire Investment and Infrastructure skills meetings (Monthly)	Removed
3.Addressing staff recruitment and challenges in education	3.1 Providers and stakeholders should collaborate on sharing specialist staff expertise, to ensure learners across the region benefit from expert training such as by jointly developing collaborative approaches to planning and delivering training, cross-provider specialist staff updating to	FE/HE/Providers	Start Date: QTR1 2024 End Date: QTR4 2024	Cross College/Provider Group: Establishment of group to look a joint activity to support this action including matrix of skill expertise Institute of Technology - Build on the collaborative approach to the IoT to identify opportunities to share resources and expertise.	Optimisation of facilities, provision, and workforce: forecast savings through shared costs, including facilities, curriculum design, delivery and other collaboration activities. (Quarterly) No. of teaching staff (full time or part time) delivering provision across more than one provider. (Quarterly) No. of providers accessing the new shared	Completed



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upskill teachers from across the region and/or developing a cross-provider 'specialist skills agency'.			Marketing/Promotion - Development of marketing to support agreed activities. Evaluation - Evaluate the approach taken and its impact on delivery.	facilities / curriculum to deliver training (Quarterly)	
3.2 Providers, employers and stakeholders should collaborate to strengthen employers' contribution to curriculum delivery. To be piloted and evaluated such as through mentoring, expert masterclasses, development of learning activities and projects and staff up-skilling and work-placements.	Staffordshire Chambers FE/HE/Providers Employers	Start Date: QTR1 2024 End Date: QTR4 2024	Employer Engagement - Establishment of group to produce a matrix of skill expertise in employers. Research/Deep Dive - Survey employers on whether they have been contacted/involved/seen an increase in communication and/or events on the curriculum planning for their employees. Marketing/Promotion - Promote opportunities for curriculum delivery for employers to get involved in. Funding - Provider utilising funding to deliver events to develop curriculum plans with employer and gathering data and resource for current course.	No. of employers releasing / loaning staff to help develop or teach new provision (Quarterly) No. of employers introduced by collaboration partners to new specialist equipment or technology for adoption in their business (Quarterly) No. of employers providing industry placements to FE teaching staff. (Quarterly)	Completed
3.3 Attract additional skilled teachers to support the delivery of technically focused qualifications and apprenticeships.	Staffordshire Chambers FE/HE/Providers Employers	Start Date: QTR1 2024 End Date: QTR4 2024	Marketing/Promotion - Produce a joint local marketing campaign to encourage additional skilled teachers to support the delivery of qualifications.	No. of teaching staff undertaking industry placements. (Quarterly) No. of teaching staff undertaking CPD or benefitting from cascade training. (Quarterly)	Completed



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				<p>Employer Engagement - Institute of Technology attracting employers in to assist with the technical delivery.</p> <p>Employer Engagement - Targeted support to businesses who may have part-time/retiring experienced staff who could become potential teachers.</p> <p>Cross College - Explore opportunity to share the expertise and resource across the different locations. And combine with the expertise from industry</p>	No. of employers providing industry placements to FE teaching staff. (Quarterly)	
	<p>3.4 Working with businesses adopting the Stoke-on-Trent and Staffordshire Employer Pledge (see Priority 6) to provide more CDP opportunities, visits, briefing sessions and placements for tutors and teachers.</p>	<p>Staffordshire Chambers</p> <p>FE/HE/Providers</p> <p>Local Authorities</p> <p>Employers</p> <p>Careers Hub</p>	<p>Start Date: QTR1 2024</p> <p>End Date: Ongoing</p>	<p>Employer Engagement - Develop Terms of Reference/purpose of gaining an Employer Pledge</p> <p>Stakeholder Engagement - Delivering 46 teacher placements with employers full/half day (including 2 STEM focused)</p> <p>Marketing/Promotion - Launch Employer Pledge</p> <p>Evaluate - The impact of the employer pledge on CPD</p>	<p>No. of business completing the Employer Pledge. (Monthly)</p> <p>No. of employers providing industry placements to FE teaching staff. (Quarterly)</p> <p>No. of teaching staff undertaking industry placements. (Quarterly)</p>	On Track



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				<p>opportunities, visits, briefing sessions and placement for tutors and students.</p> <p>Delivering 46 teacher placements with employers full/half day (including 2 STEM focused)</p>		
4.Development of Skills Growth Maps on cross-cutting themes	5.2 Work with employers, providers and stakeholders to establish skills growth maps for business to help them understand the fast-moving developments in digital, net zero transition, how they impact their businesses, and the skills and training required to maximise the benefits.	<p>Staffordshire Chambers</p> <p>FE/HE/Providers</p> <p>Local Authorities</p> <p>Employers</p> <p>SBEN</p>	<p>Start Date: QTR2 2024</p> <p>End Date: QTR 3 2025 (delayed from QTR 1 2025)</p>	<p>Funding - Keele University and Staffordshire County Council secured Innovate UK funding to map Green Skills across region.</p> <p>Research - Develop similar approach to Digital Skills based on the Green Skills project.</p> <p>Research - Produce a matrix of the skill expertise areas – to be share amongst providers and stakeholders</p>	No. of business engaging in Green and Digital Skills Mapping Pilots	On Track
5.Unlocking further opportunities for apprenticeships	5.1 Providers, employers, and stakeholders to collaborate and explore innovative activities to ensure employers can access impartial information about apprenticeship provision such as through shared/coordinated information, support in accessing the Apprenticeship Service (and other information	<p>Staffordshire Chambers</p> <p>FE/HE/Providers</p> <p>Local Authorities</p>	<p>Start Date: QTR4 2023</p> <p>End Date: Ongoing</p>	<p>Marketing/Promotion - Promote existing structures both local and nationally including the apprenticeship service, JET, Staffordshire Jobs and Careers and Ladder for Staffordshire.</p> <p>Marketing/Promotion - Development of Skills Hub Website with independent advisor support to promote apprenticeships.</p>	No. of businesses developing training/skill development plans. (Monthly)	On Track



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	portals) and, if required, the creation of cross-region signposting/brokerage.			Upskilling - Upskilling parents and teachers about the benefits of apprenticeships in schools. Evaluation - Evaluate the impact of this work on apprenticeship numbers.		
	5.2 Facilitate and promote apprenticeship levy sharing via a branded Stoke-on-Trent and Staffordshire Levy Share promotional campaign and the Stoke-on-Trent and Staffordshire LSIP Employer Pledge (see Priority 6).	Staffordshire Chambers FE/HE/Providers Local Authorities Employers	Start Date: QTR4 2023 End Date: QTR 3 2025 (delayed from QTR 1 2025)	Research - Produce a list of levy payers across Stoke-on-Trent and Staffordshire. Funding - Staffordshire Chamber utilising UKSPF funding to develop a pilot levy sharing programme for Stoke-on-Trent. Marketing/Promotion - Promotion of the opportunities of Levy Sharing. Marketing/Promotion - Develop a guide on navigating the DAS System for Levy Sharing.	No. of business sharing their Levy. (Monthly) No. of employers access the shared levy. (Monthly) Amount of levy shared and taken up by employers (Monthly) No. of employers completing the Employer Pledge. (Monthly)	Not On Track.
	5.3 To engage with and promote existing local schemes that promote apprenticeships.	Ladder for Staffordshire Staffordshire Chambers FE/HE/Providers Local Authorities Employers	Start Date: QTR3 2023 End Date: Ongoing	Provider Engagement - Increased the FE/HE/Provider engagement on existing local scheme such as the Ladders for Staffordshire Marketing/Promotion - Shared best practice on apprenticeships onboarding process through Daily Focus Newsletter.	No. of views of Look at Me Now website (Monthly) No. of articles around apprenticeship best practice published through Daily Focus Newsletter. (Monthly) No. of businesses engaging with Ladder for Staffordshire. (Monthly) No. of providers engaging with Ladder for	On Track



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				Marketing/Promotion - Celebration local apprenticeship through National Apprenticeship Week, Look at Me Now and social media channels. Research - Map baseline data for Apprenticeships at all levels	Staffordshire. (Monthly) % increase in the number of apprenticeships. (Monthly)	
	5.4 Work with employers to facilitate a long-term increase in the proportion of apprentices completing higher-level apprenticeships to increase the higher-level technical skills in the local workforce and benefit growth, productivity, and innovation.	Ladder for Staffordshire Staffordshire Chambers FE/HE/Providers Local Authorities	Start Date: QTR2 2024 (delayed from QTR3 2023) End Date: Ongoing	Events/Workshops – Develop a series of activities to increase the awareness of higher-level apprenticeships and the benefits for career progression Funding - Staffordshire Chamber utilising UKSPF funding to develop a pilot levy sharing programme for Stoke-on-Trent. Research - Review data available on the number of apprenticeships over the last 5 years – to have a starting base for increase Marketing/Promotion - Market the benefits of higher-level apprenticeship to employers as a career progression route.	No. of businesses developing training/skill development plans. (Monthly)	On Track
6.Promoting and developing	6.1 Introduce a 'Stoke-on-Trent and Staffordshire	Staffordshire Chambers	Start Date: QTR3 2024	Research - Develop an Employer Pledge	No. of business completing the Employer Pledge. (Monthly)	On Track



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best practice in business	<p>Employer Pledge' to: -</p> <ul style="list-style-type: none"> • Support employers to absorb the short-term impact on productivity that training can have. • Support recruitment of a diverse current and future skilled workforce 	<p>FE/HE/Providers</p> <p>Local Authorities</p> <p>Employers</p>	<p>(delayed from QTR1 2024)</p> <p>End Date: QTR2 2025 (Delayed from QTR1 2025)</p>	Marketing/Promotion - Promote the Employer Pledge to businesses across Stoke-on-Trent and Staffordshire		
7.Careers Transition Period	<p>7. All Careers Transition actions can be found in the LSIP Report. A summary of the actions is included below:</p> <ul style="list-style-type: none"> • Improve the visibility of careers pathways to students. • Improve engagement from employers and education providers. • Raise the quality of careers provision - with a focus on targeted interventions for under-represented groups. • Roll out and embed Employers Standards and Employer Competency Framework for Skills' (ECF) • Amplifying apprenticeships, technical 	<p>Staffordshire Chambers</p> <p>Careers Hub</p> <p>Primary/Secondary Schools</p> <p>FE/HE/Providers</p> <p>Local Authorities</p> <p>Employers</p>	<p>Start Date: QTR3 2023</p> <p>End Date: Ongoing</p>	<p>Employer/Stakeholder Engagement - Businesses and schools engaging with the Employer Competency Framework for Skills' (ECF, Employer Standards and Future Skills Survey.</p> <p>Introduction of the process of aligning the ECF with Employer standards as part of an employer roadmap.</p> <p>Employer Engagement - Careers Observatory launched providing small groups of students (aged 12-15) with valuable workplace experiences through an online platform.</p> <p>Events - Develop CPD events to raise teachers' awareness of apprenticeships.</p> <p>Research - Understand the levels of awareness of apprenticeships and T-Levels</p>	<p>No. of business completing the Employer Competency Framework for Skills' (ECF. (Monthly)</p> <p>No. of business signing up to the Employers Standards. (Monthly)</p> <p>No. of students completing the Future Skills Survey. (Monthly)</p> <p>No. of work experience placements offered through the Careers Observatory. (Monthly)</p> <p>% increase in parents and teachers understanding of apprenticeship and T-Levels. (Monthly)</p> <p>No. of business offering opportunities to SEND, under-represented and disadvantaged students. (Monthly)</p> <p>No. of views of Look at Me Now website (Monthly)</p>	On Track.



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	<p>and vocational routes in schools.</p> <ul style="list-style-type: none"> • SEND and under-represented candidates – Establish clear progression pathways from education into further education or employment. 			<p>in teachers and parents.</p> <p>Stakeholder Engagement - Establishment of a SEND Group with schools, providers and businesses to tackle barrier to progression.</p> <p>Marketing/Promotion - Promoted Look At Me Now Website to students, teachers and parents.</p>		
8. Use local knowledge and best practice to influence the skills system.	<p>8.1 A coordinated lobbying response to UK Government from partners across Stoke-on-Trent and Staffordshire and national institutions to call for changes to key structural issues within the education and skills system including support to develop a more flexible skills funding system to meet the needs of employers.</p>	<p>Staffordshire Chambers</p> <p>FE/HE/Providers</p> <p>Local Authorities</p> <p>Employers</p>	<p>Start Date: QTR3 2023</p> <p>End Date: Ongoing</p>	<p>Employer Engagement - Monitor feedback from employers around national policy and share back to DfE</p> <p>Provider Engagement - Monitor feedback from Providers around national policy and share back to DfE</p> <p>Stakeholder Engagement - Monitor feedback from stakeholders around national policy and share back to DfE</p>	<p>No. of employer engagement events held. (Monthly)</p> <p>No. of stakeholder engagement events held. (Monthly)</p> <p>No. of meetings with Department for Education. (Monthly)</p> <p>Extension of the LSIP beyond 2025. (Quarterly)</p> <p>Extension of the LSIF fund beyond 2025. (Quarterly)</p>	On Track



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