

Annex 23

Quick Wins Tools

Smart Working Across A Vast Geography



Collaboration

For use with Stage 2 of the LSIP project, to allow group cooperation on specific project areas Miro software will be used as required. Miro is a digital collaboration platform designed to facilitate remote and distributed communication and project management.

LSIPs will: place employers at the heart of local skills systems facilitate direct and dynamic working arrangements between employers and providers			
Marches LSIP Quick Wins as at 09/05/2023	Barriers to recruitment What are the barriers and how can they be removed?	Career guidance Does current careers guidance help or hinder?	Net Zero What are the issues for employers and what is available to support them?
Employers Feedback	Motivation lacking due to no shows and poor CV's Low wages = unaffordable career Qualifications not providing skills required Low applicants Cost of recruitment - fees, training costs, kit costs Employee expectations - high salary, benefits, work from home Emigration, immigration, urban pull, University attraction Transport and digital infrastructure lacking, older demographic	Guidance does not understand or promote sectors Careers advisors are out of touch or negative attitude to certain sectors Careers advisors give inflated expectations Guidance only promoting University route Promote known careers not niche areas Guidance hinders the skills pipeline	Digital skills to embrace emerging technologies Training & upskilling to automate Legislation forcing adoption of net zero More Government incentives needed Slow organic processes Not a priority as in survival mode
Quick wins - How Training Providers can help		Create a careers leader course covering core sectors in collaboration with local businesses that can be promoted by the Careers Hub to schools	
Quick wins - How Secondary Education Schools can help	Career insight days, job fairs and creation of employer advisory boards with dates all scheduled well in advance so big business and small businesses can attend Encourage employers to do talks to students (in-person and virtual) via the Enterprise Adviser Network, STEM Ambassador Network and ad-hoc	Teacher encounters with businesses for teacher CPD and up to date sector knowledge Arrange encounters with careers leads so they understand pathways into careers that are evolving fast, likewise to companies selling careers services e.g. Future Focus	
Quick wins - How Further Education Colleges can help	Career insight days, job fairs and creation of employer advisory boards with dates all scheduled well in advance so big business and small businesses can attend Encourage employers to do talks to students (in-person and virtual) via the Enterprise Adviser Network, STEM Ambassador Network and ad-hoc	Teacher encounters with businesses for teacher CPD and up to date sector knowledge Arrange encounters with careers leads so they understand pathways into careers that are evolving fast, likewise to companies selling careers services e.g. Future Focus	
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Quick wins - How other can help Local Authority LEP Careers Hub	Communication to all businesses of support & resources available e.g. Telford Job Box, enhanced and cleaned business database needed by each LA to capture all businesses not just known or subscribed ones	Mandatory careers lead training organised by Careers Hub, delivered by businesses, funding needed to deliver	Communication to all businesses of initiatives available e.g. Cool Shropshire & Telford, enhanced database needed by each LA to capture all businesses not just known or subscribed ones

This is a template that could be used to evolve ideas and work collaboratively to come up with quick wins - created by Hollie Whittles



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Marches LSIP Quick Wins as at 09/05/2023	Skills shortages What are the skills needed and how can we address them?	Training needs What training needs have been identified and what solutions are there	Work ready skills What life ready work ready skills are required across all sectors?	Soft skills What soft skills are required across all sectors?
Employers Feedback	Manufacture sector: Operatives Engineers IT skills Construction sector: Wet and dry trades Planners Surveyors Health Care sector: Medical Doctors to Porters GP's to Admin Maintenance Professional sector: Legal Accountancy & Admin IT Marketing Customer Service	Herefordshire needs: Management Construction Engineering Administration Shropshire needs: Care Medical Manufacturing Statutory short courses Telford & Wrekin needs: Manufacturing Engineering Management Finance	Confidence and resilience Self-motivation Reliability & loyalty Time keeping & punctuality Respect for workplace/others Ambition Team working	Communication skills Problem solving skills IT skills & ability Presenting & negotiating Customer service skills Creativity Research & reporting
Quick wins - How Training Providers can help		Create flexible courses: - Virtual - In-person - On-site - Self pace Have a consistent courses offered every year Affordable courses Better promotion of courses available Courses on: - soft skills - work skills - practical subjects More course range needed	Create a digital skills course that can be accessed by employers existing and new staff	Create flexible courses: - Virtual - In-person - On-site - Self pace Have a consistent courses offered every year Affordable courses Better promotion of courses available Courses on: - soft skills - work skills - practical subjects More course range needed
Quick wins - How Secondary Education Schools can help	Add digital skills to curriculum for all year groups		PSHE directed time on work skills, SLT buy in needed Work experience not limited by year group, SLT buy in mandatory	
Quick wins - How Further Education Colleges can help	Add digital skills module to all courses, funding required to deliver		Dedicated entrepreneurship module timetabled , mandatory regardless of course, funding needed to deliver	
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Quick wins - How other can help Local Authority LEP Careers Hub				

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Federation of
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