

## 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?   |
| <b>Employers Feedback</b>   | Motivation lacking due to no shows and poor CV's<br>Low wages = unaffordable career<br>Qualifications not providing skills required<br>Low applicants<br>Cost of recruitment - fees, training costs, kit costs<br>Employee expectations - high salary, benefits, work from home<br>Emigration, immigration, urban pull, University attraction<br>Transport and digital infrastructure lacking, older demographic | Guidance does not understand or promote sectors<br>Careers advisors are out of touch or negative attitude to certain sectors<br>Careers advisors give inflated expectations<br>Guidance only promoting University route<br>Promote known careers not niche areas<br>Guidance hinders the skills pipeline | Digital skills to embrace emerging technologies<br>Training & upskilling to automate<br>Legislation forcing adoption of net zero<br>More Government incentives needed<br>Slow organic processes<br>Not a priority as in survival mode |
| <b>Quick wins - How Training Providers can help</b>   |  | Create a careers leader course covering core sectors in collaboration with local businesses that can be promoted by the Careers Hub to schools   |   |
| <b>Quick wins - How Secondary Education Schools can help</b>  | 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<br>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<br>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  |   |
| <b>Quick wins - How Further Education Colleges can help</b>   | 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<br>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<br>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  |   |
| <b>Quick wins - How Further Education Universities can help</b>   | 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<br>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<br>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  |   |
| <b>Quick wins - How other can help Local Authority LEP Careers Hub</b>  | 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





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                        | 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  | <b>Manufacture sector:</b><br>Operatives<br>Engineers<br>IT skills<br><br><b>Construction sector:</b><br>Wet and dry trades<br>Planners<br>Surveyors<br><br><b>Health Care sector:</b><br>Medical<br>Doctors to Porters GP's to Admin<br>Maintenance<br><br><b>Professional sector:</b><br>Legal<br>Accountancy & Admin<br>IT<br>Marketing<br>Customer Service | <b>Herefordshire needs:</b><br>Management<br>Construction<br>Engineering<br>Administration<br><br><b>Shropshire needs:</b><br>Care<br>Medical<br>Manufacturing<br>Statutory short courses<br><br><b>Telford &amp; Wrekin needs:</b> Manufacturing<br>Engineering<br>Management<br>Finance           | Confidence and resilience<br><br>Self-motivation<br><br>Reliability & loyalty<br><br>Time keeping & punctuality<br><br>Respect for workplace/others<br><br>Ambition<br><br>Team working | Communication skills<br><br>Problem solving skills<br><br>IT skills & ability<br><br>Presenting & negotiating<br><br>Customer service skills<br><br>Creativity<br><br>Research & reporting  |
| Quick wins - How Training Providers can help                    |  | Create flexible courses: - Virtual - In-person - On-site - Self pace<br><br>Have a consistent courses offered every year<br><br>Affordable courses<br><br>Better promotion of courses available<br><br>Courses on: - soft skills - work skills - practical subjects<br><br>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<br><br>Have a consistent courses offered every year<br><br>Affordable courses<br><br>Better promotion of courses available<br><br>Courses on: - soft skills - work skills - practical subjects<br><br>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<br><br>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  |   |
| Quick wins - How Further Education Universities 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  |   |
| Quick wins - How other can help Local Authority LEP Careers Hub |  |   |   |   |

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Federation of Small Businesses

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**Marches LSIPs**  
Local Skills Improvement Plan

