

LOCAL SKILLS IMPROVEMENT PLAN



LSIP BERKSHIRE
SHAPING THE FUTURE WORKFORCE



Progress Report
June 2025

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PURPOSE OF THE REPORT

This report explains what progress has been made with the Thames Valley Berkshire Local Skills Improvement Plan (LSIP) since it was published in August 2023. It is part of our commitment to keep employers, training providers, and other local partners up to date with what is happening and what still needs to be done.

The report is mainly for employers. It shows how your ideas and feedback have helped shape training and skills in the county, and it gives real examples of the changes that are happening. It also explains how you can stay involved and continue to influence how people are trained for the jobs your business needs.

The report is also useful for training providers and other local organisations. It helps them understand what progress has been made and where to focus their work next.

Our aim is to keep employers at the heart of skills planning in Berkshire. By working together, we can make sure people are trained in the right skills to support local businesses and the wider economy.

Thank you to all the employers and partners who have worked with us so far. Your support is making a real difference.

This is the second formal update required during the life of the current LSIP. It is also a chance to share what is working well and build momentum for the next stage of the plan, which will start to take shape later in 2025.

SUMMARY OF THE LSIP

The Thames Valley Berkshire Local Skills Improvement Plan (LSIP) was created to help education and training better match the needs of local businesses. It covers the ceremonial county of Berkshire incorporating six local authority areas of:

- West Berkshire
- Reading
- Wokingham
- Windsor & Maidenhead
- Bracknell Forest
- Slough



Employers told us they often struggle to find people with the right skills. Many said there is a disconnect between education and business, and that training does not always reflect the reality of the workplace. The LSIP was designed to tackle this, by putting the voice of employers at the centre of decisions about skills and training.

Through thousands of conversations with businesses, four main themes were agreed, and priority sectors were identified.



Priority Sectors**Care****Construction and Built Environment****Haulage and Logistics****Health and Life Sciences****ICT****Screen Industries****Priority Transferable Skills****Leadership & Management****Skills for a Net Zero Economy****Digitalisation****Business & Professional**

Since the LSIP was published in August 2023, it has been used to guide investment, shape new training courses, and build stronger links between employers and education providers.

You can read the full plan and last year's update on our website: berkshireslip.co.uk

[Berkshire LSIP Report 2023](#) and [2024 Progress Report](#).

WHAT HAS BEEN ACHIEVED SO FAR?**The LSIP said we needed to establish an embedded employer voice into skills planning.**

The LSIP is now embedded in Berkshire's skills landscape, and we have created a robust model for involving employers in skills, in a meaningful way. This video showcases some of the work across Berkshire and its close neighbour, Oxfordshire. [Thames Valley Local Skills Improvement Plans \(LSIP\) for Berkshire and Oxfordshire](#)

The Employer Board, with representatives from our priority sectors, is well established and oversees the LSIP's effectiveness. The full list of Employer Champions and Board Members is included in Annex 4. Some of our Champions and Board Members are featured in this video [Local Skills Improvement Plans for Berkshire and Oxfordshire](#)

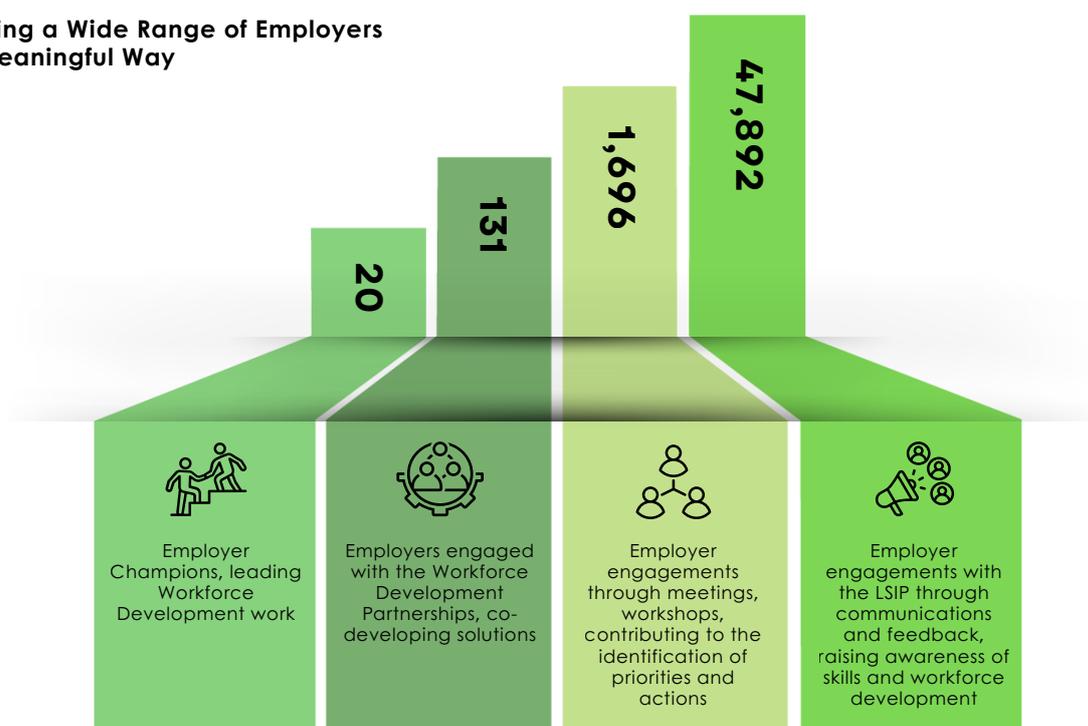
Leadership is provided by the Thames Valley Chamber of Commerce through the established Thames Valley Skills Unit.

The Thames Valley Skills Unit is a team dedicated to skills and workforce development in the Chamber. We work on behalf of local employers to ensure that education and training providers are delivering skills and training that will improve the local economy and productivity.

To do this we:

- Provide information to help local education and training providers design and improve courses
- Build connections between business and education
- Signpost and promote training and workforce development opportunities for employers and local people

Involving a Wide Range of Employers in a Meaningful Way



Our reach is broad and extends beyond chamber member and the 'usual suspects'. 69% of engagements through meetings are with Small, Medium Enterprises (SMEs), 66% are with non-Chamber members.

The LSIP said we would convene Workforce Development Partnerships, led by Employer Champions for our priority sectors.

The Workforce Development Partnerships (WDPs) are a central part of how the LSIP is delivered. They were created to respond to a key issue raised by employers: that training and education often do not reflect the real needs of local businesses. WDPs provide a space where employers, training providers, and partners can work together to understand sector-specific challenges, share insight, and co-design practical solutions. Each WDP is led by an Employer Champion and focuses on one of Berkshire's priority sectors, including Construction, Digital, Life Sciences, Care, Logistics, and the Screen Industries. In some cases, there is pan Berkshire/Oxfordshire working where priorities are shared.

- **Screen Sector** - Dominique Unsworth, Resource Productions
- **Care** - Sanjay Dhrona, The Close Care Home
- **Haulage and Logistics** - Richard Perriman, Scan Logistics
- **Construction and Built Environment** - Lawrence Wright, Helix Group
- **Health and Life Sciences** - Tanya Jenkins, Lonza;

The WDPs feed directly into the LSIP's governance through the Employer Board, which provides strategic oversight and ensures the work remains firmly employer led. This joined-up structure helps turn employer voice into action and supports meaningful, long-term change across the skills system.

Get involved- if you are an employer, a training provider, or an organisation interested in workforce development and skills, [get in touch](#)

More details of 'deep dive' insights from our WDPs are included in Annex 4.

SPOTLIGHT ON THE SCREEN SECTOR

The screen sector is important in Berkshire due to its contribution to the local economy, employment, and cultural profile. The region hosts major studios such as Shinfield, attracts significant investment from global media companies, and supports a wide range of creative and technical jobs across film, television, and digital production.

The Workforce Development Partnership (WDP) in Berkshire is actively leading and supporting several initiatives to strengthen the screen sector by addressing skills gaps and enhancing career pathways. Key actions include:

- Promoting Skills Bootcamps focused on areas such as camera, lighting, and grip, providing intensive training to meet industry demands.
- Supporting T Level programmes in film and TV production, offering students practical experience aligned with industry needs.
- Developing new training facilities, such as Windsor College equipped with industry-standard resources to support education in film and media.

Opening Doors to the Screen Industry: A Collaborative T Level Model

Led and managed by **Resource Productions**, the **T Level programme** at Kennet School offers an innovative, collaborative approach to work experience in the screen industry, an area where placements are often difficult to secure.

The screen sector is unique in that much of its workforce is freelance or self-employed, making it challenging for students to find structured placements. This was an issue identified by the WDP and recognised in the LSIP Road Map. Recognising this, Resource Productions has developed a tailored programme that bridges this gap through strong local partnerships and hands-on opportunities.

The programme begins with a creative project where students are tasked with making a short film in response to a set brief. This gives them a chance to experience all stages of production while developing teamwork and problem-solving skills. They then move on to work on a professional short film, led by an industry expert. Here, they take on trainee roles across various departments, such as camera, sound, and art direction, offering them a genuine taste of life on set.

To complete the course, students are placed with Berkshire-based screen businesses for two weeks. These placements span animation companies; production houses and equipment hire firms. Many of these businesses are new to hosting students, so Resource Productions supports them throughout the process, making it easy and beneficial for both students and employers.



SPOTLIGHT ON THE CARE SECTOR

The Care Workforce Development Partnership (WDP) is a shared forum across Berkshire and Oxfordshire and is working to improve how people enter and progress in adult social care careers. At its heart is a simple but powerful idea: employers, colleges and training providers should work closely together to shape the future of the care workforce.

The group often meets in care homes, offering a real-life setting to bring the conversation closer to the people and places involved. By hosting the meeting at an employer's premises, we strengthen ties between care providers and local colleges and give people a clearer view of what working in care actually looks like.

Bridging Perception and Reality: Student Engagement in the Adult Social Care Workforce Development Partnership

Students are invited to attend the WDP. In November 2024, learners from The Windsor Forest Colleges Group, Activate Learning and The Henley College were welcomed with a tour of the home. They spent time with different department heads, learning about the wide range of roles available in a care setting, from care workers to catering, maintenance and management. This helped to open their eyes to the real variety within the sector.

The students also played a role in the main meeting. They joined a roundtable discussion alongside employers, colleges, training providers and sector experts. The topic was how to deal with ongoing challenges in recruitment and how to better prepare people for careers in care. The students' contributions were insightful and honest. They spoke clearly about how little they had known about social care before the visit. Several said that careers in the health service were more visible to them, and that there was very little positive information about adult social care in the media. Some even said they had never considered working in care before but were now more open to the idea. This directly addresses priorities and actions in the Road Map.

This meeting showed what is possible when employers lead the way and when students are treated as partners in the conversation. By bringing the discussion into a real care setting and giving young people a voice, the partnership is helping to break down outdated views of the sector. It is creating a clearer, more positive path into care for those who might not have considered it before.

"Thank you for your email, it was a great meeting and lovely to connect with so many wonderful people who are trying to make radical changes in order to bring everyone together and show others what an incredible industry we are all part of. It was lovely speaking to the young students in our particular group, I gave them my business card and said they are more than welcome to come and spend time with my amazing team.

I was delighted to receive an email from them on Wednesday to say that they would love to come next week.

Hopefully they will join us at the next meeting to share if their perceptions have changed; even if it was by just 1% that is success in itself!!" - Acacia Home Care

"I wanted to sincerely thank you for the opportunity to attend your meeting today. It was one of the most engaging and inspiring sessions I've had the pleasure of participating in this year. I have gathered numerous actionable insights based on the input and feedback from the attendees, and I'm confident that these will lead to tangible benefits and positive impacts at the college in the near future." - FE College

The LSIP said that more needed to be done to raise the profile of careers in our priority sectors.

The Care WDP actions described above directly address this priority. In addition, the Haulage & Logistics WDP and the Construction WDP have also been focused on these tricky issues, linking WDP activity with career insight events.

Driving Awareness: Changing Perceptions of Logistics Through Employer-Led Engagement

In March 2025 **Reading College (Activate Learning)** hosted a meeting of the Haulage and Logistics Workforce Development Partnership, followed by a **careers showcase** that drew in hundreds of students. Employers, training providers and industry leaders came together to talk about skills shortages, the need for better training routes, and the lack of awareness about careers in logistics. The meeting made it clear that more must be done to change how the sector is seen. Many young people still view logistics as old fashioned or low skilled. Employers agreed that the only way to change this is through regular conversations between colleges and the industry.

The careers showcase, run with CILT UK and Activate Learning, gave students a chance to meet employers, ask questions and take part in activities. Many said it was their first time learning about the range of jobs in logistics. Some even signed up for work experience on the spot.

The LSIP said there needed to be more provision directly addressing the identified priority skills.

An important strategic aim of the LSIP process is to encourage changes to training provision available to better meet employers' needs. In some cases, this is the introduction of new provision. Sometimes, employers and educators need to work together to influence the content of existing training.

In Berkshire, providers received £2.5m to design, deliver and resource a range of courses to meet the future needs of employers through the Local Skills Improvement Fund (LSIF), linked directly to LSIP priorities.

We have worked with the colleges in the delivery and oversight of this important partnership work with the following impact measures.

	Target	Actual (March 2025)
New courses developed	40	15
People accessing new training	520	1189
People benefitting from new training facilities	541	817
Employers investing time in co-creation of training and solutions	40	74
Employers investing their time through WDPs	80	131

Last reviewed in March 2025- will continue to be monitored

Creating Career-Ready Talent: Windsor College

Windsor College's partnership with Cube, formed through the Screen Industries Workforce Development Partnership (WDP), is a strong example of how education and industry can work together to prepare students for careers in film, television, and digital media. The partnership helps make sure students are learning the skills they actually need in today's creative industries.

Cube, a well-known company in the screen sector, works closely with the college to shape learning that reflects real workplace standards. They provide students with advice, mentoring, and the chance to work alongside professionals on real projects. Because of this, the courses at Windsor stay up to date and relevant to what employers are looking for. New courses that have now been introduced include the **T level in Media Broadcast and Production- Events and Venue Technician, and Apprenticeships in Media Industries (Content Creator and Production Assistant), and a Level 3 course in Hair & Makeup for Film and Theatre**. These directly address priorities in the Road Map and the recruitment gaps identified in the original LSIP report in 2023.

One of the biggest strengths of this partnership is the quality of Windsor College's facilities. The college has top-level equipment and spaces, enhanced by LSIF funding, including film studios, editing rooms, and green screens, that are similar to what students will find in the industry. These facilities are also used by Cube and other professionals, so students often train in the same space as people already working in the field. This gives them valuable hands-on experience and helps them feel more confident when they move into work.

Building Skills for a Greener Future at Activate Learning

In response to the LSIP, Activate Learning has developed a suite of sustainability courses in partnership with **Bioregional**, a sustainability consultancy. These courses are designed to meet the evolving needs of employers by providing practical, real-world training that can be directly applied in the workplace. The curriculum includes modules on sustainability concepts, carbon emissions, net-zero strategies, circular economy practices, biodiversity, ethical operations, and stakeholder engagement. Each module features case studies and actionable strategies, ensuring that learners can build sustainability commitments aligned with their organisational goals.

The courses are tailored for various professional levels, from induction training for new employees to advanced programmes for managers and strategic decision-makers. For instance, the **"Sustainability for Managers"** course equips participants with the skills to implement sustainability practices at the departmental level, while the **"Sustainability for Strategic Decision Makers"** course prepares leaders to drive sustainability initiatives across entire organisations. These programmes are delivered online, offering flexibility for working professionals, and include interactive elements such as practical exercises and consultations with sustainability experts.

Strengthening Skills in Building Services Engineering through Employer Collaboration and LSIF

Employers had highlighted a lack of appropriate training courses in Building Services Engineering to meet their skills needs (highlighted in Annex 3). With Local Skills Improvement Funding (LSIF) support, **Newbury College** has developed the Building Services Engineering Service and Maintenance Engineer Apprenticeship in collaboration with local employers. Nine apprentices are currently studying the programme, which links the theory in the classroom to their on-the-job skill development.

Aaron Sedman, HVAC Engineer, Oxford University, said: We have covered the foundation of plumbing principles on this programme, such as pipe bending and learning fabrication of materials in building and services that we can apply in the workplace.

Mike Mullen, Construction Lead commented: It's fantastic to see the development of this apprenticeship programme to meet the skills needs demanded by local employers and provide meaningful support for the apprentices in developing these vital industry skills.

Annex 3 contains our latest review of provision available in the area linked to the occupational SOC codes.

New courses that have been developed include Skills Bootcamps that directly address LSIP Priorities. Berkshire Skills Bootcamps are flexible courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills and fast track to interview with an employer upon completion. To find out more, follow this link: <https://berkshireopportunities.co.uk/skills-bootcamps/>

New Provision Now Available includes:

Skills Bootcamps Construction	Skills Bootcamps Data Analytics	Skills Bootcamps Air Source Heat Pump	Skills Bootcamps Domestic Ventilation	Skills Bootcamps Solar Photovoltaic
Short Courses on AI, Machine Learning	Short Courses in Virtual Production, AI and Sound Production	Access to HE Computing	Short Courses in Coding and Cyber Security	T Level in Media Broadcast
Apprenticeships in Media Industries	HNC Modern Methods of Construction	Sustainability for Employers	Certificate in Warehousing and Storage	L3 Course in Hair and MakeUp for Film and Theatre



WHAT STILL NEEDS TO BE ACHIEVED?

While progress across the Workforce Development Partnerships and employer engagement activity has been strong, a number of areas still require further action, refinement or support. Some planned actions are behind schedule, in part due to delays in national policy, including uncertainty around the Lifelong Learning Entitlement. This has affected the pace of work on modular course design and adult learning progression routes, particularly in sectors such as Health and Life Science.

We will continue to champion and embed the employer voice into skills and workforce development strategies across the Thames Valley.

Local Governance and Future Changes

There may be future changes to how local government and economic planning are managed across Berkshire. Discussions have taken place about how local councils could work more closely together, or with neighbouring areas, to improve services and decision-making.

These conversations form part of wider national plans to devolve more powers from central government to local areas. Although no formal decisions have been made, there is growing interest in working together across Berkshire on issues such as skills, transport, housing, and economic development. The LSIP will continue to play an important role in ensuring that employers remain closely involved in any changes that affect skills planning, and that their needs are well understood by all partners involved.

Collaboration

As ERB, we have long-established collaborative working with other partners. This has included close partnership work driven by the Local Skills Improvement Fund (LSIF).

In 2025, this collaboration has evolved into a new Thames Valley FE Partnership across Berkshire and Oxfordshire. This group allows key representatives from FE Colleges across the region, with the ERB and other partners, to discuss their goals and objectives for skills growth, and their accountability agreements, identifying areas in which greater collaboration would help.

We also work collaboratively with employers and providers in Berkshire and Oxfordshire through the LSIP Workforce Development Partnerships across identified priority sectors to co-create solutions for skills and workforce development.

We will continue to work with our employers and providers through Workforce Development Partnerships to drive forward practical and collaborative action.

Care

The Care WDP is exploring how to bring the reality of care work into the classroom. This includes giving students hands-on experience with the digital systems used in care settings, and helping teachers better understand the needs of the sector through direct input from employers. There are also discussions about leadership training, especially for technical staff stepping into management roles.

Key Action- Planned Careers Fair in September 2025

Construction and the Built Environment

The construction group is looking at ways to involve more people who are currently underrepresented in the industry, such as care leavers and career changers. A recent round table explored the range of systemic issues still facing construction workforce development. A lack of teaching staff remains a major challenge, and ideas are being explored to bring more industry professionals into education. The group is also thinking about the potential for a marketing campaign to raise awareness of modern construction roles. There is a push for larger firms to support smaller ones through training and mentoring, and the group is keen to get more supply chain companies involved in future discussions.

Key Action- Planned bid into the CiTB Impact Fund

Breaking Ground: Tackling Perceptions and Building Pathways into Construction

In January 2025, the Construction WDP brought employers, colleges and training providers together at the University of Reading to confront a growing challenge in construction: how to attract and retain talent in a sector facing a shortfall of over 250,000 workers by 2027.

The discussion revealed deep-rooted issues. Stereotypes of construction as low-skilled and dirty still deter many, especially young people and those from diverse backgrounds. Brexit has added to the pressure by reducing the pool of skilled workers, while the industry's complexity and lack of clear entry routes make it hard for newcomers to find a way in. Even among college graduates, retention is low.

But the most urgent message to emerge was this: we need more open and regular conversations between industry and education. Students, parents, teachers and employers must better understand what the sector really offers, from digital design and environmental impact to project management and innovation.

Participants agreed that changing perceptions will not come from one campaign or one event. It will take continuous effort, honest dialogue and stronger links between education and employers. Only through ongoing conversations can we truly demystify construction and help people see its value and potential.

Screen Industries

In the screen sector WDP, the focus is on helping students build useful, real-world skills. This includes developing resources about budgeting and legal knowledge and looking at how new technology like Unreal Engine can be used to help students create digital portfolios. There is strong interest in giving students more chances to meet employers through networking events, and in making employer interviews and feedback a regular part of learning. Sustainability is also on the agenda, as is finding better ways to match college requests with employer offers of support.

Key Action- Support and promote the screen sector road show led by Screen Berkshire 'Lights, Camera, Business!' to help network businesses, creatives and students.

Haulage and Logistics

The WDP group recently held a large event at Reading College and is now planning its next steps. A significant milestone has been the development of a new course offer at Activate Learning.

Key Action- Review the new provision available

Health and Life Sciences

In health and life sciences, the group is considering whether a single advisory board across colleges would make it easier for employers to engage. There is also interest in supporting soft skills, leadership development and new training in areas like artificial intelligence and digital literacy, to make sure the workforce is ready for the future.

Key Action - Partner with the [Thames Valley's Health and Life Science Working Group](#) to ensure strong strategic engagement across all workforce development strategies. The benefit, already, is the obvious synergies between health and life sciences, Healthtech and skills across the sector which are being showcased in the working group meetings in [July 2025](#) (Carl Bramwell from Cogent Skills speaking) and [October 2025](#) (Phil Smith, Skills England).

We will continue the work on raising the profile of careers in our priority sectors.

For example, a Care Careers Fair is being planned for September, to be held in a real care home setting. This event aims to give students, jobseekers and careers advisers a first-hand experience of the sector, allowing them to meet staff, see the environment, and better understand the wide range of roles available. Holding the fair in a care home is a deliberate choice, it brings the reality of care work to life in a way that a classroom or exhibition hall cannot. The aim is to challenge outdated views of the sector, raise awareness of career opportunities, and inspire more people to consider adult social care as a meaningful and rewarding path.

We will continue to highlight opportunities to develop awareness and capabilities in our cross-cutting skills.

In all of our WDPs, we are promoting opportunities to develop cross-cutting skills such as new leadership and management short courses, skills bootcamps and other initiatives. Employer feedback continues to assert that these cross-cutting skills, including digital, employability skills and, increasingly, skills for net-zero, are important.

Growing an appetite for sustainability

New Directions College is developing its green space to act as a catalyst and resource for sustainability across the college. Although it is early days, the impact of the college's inclusive, collaborative, 'on a shoestring' approach to converting this unloved space into a thriving, biodiverse outdoor classroom can already be seen. Working with Food4Families, a local community food growing charity, the college has introduced fortnightly 'gardening parties' for staff and students to get involved in developing the new garden. Last week involved a session on creating a lasagne bed. (A sort of horizontal compost bed into which vegetables can be planted. It is part of the 'no-dig' gardener's toolkit.) A group of ESOL (English for Speakers of Other Languages) students helped build the bed and, in the process, shared their own knowledge of gardening as well as learnt new words and practiced their questioning skills. Creation of the lasagne bed also opened the door to talking about the importance of soil health, carbon sequestration and water conservation.

We will continue to identify granular information and insights to inform new course development and changes in provision.

[The latest reports and insights from the WDPs](#) are published on our website and are disseminated via our [monthly newsletters](#).

Annexes 3 and 4 capture our latest work mapping current provision, and 'deep dive' insights from our Workforce Development Partnerships. We hope these are useful to our colleges and providers.



STRATEGIC AND ECONOMIC CONTEXT UPDATE

The following section sets up a brief update to the detailed analysis published in August 2023 and further update published in June 2024. Further summary information is included in Annex 1. The update does not substantively change the main messages of the published LSIP.

Berkshire is seeing clear changes in its population, workforce, and economy. The population continues to grow, mainly due to international migration, but like elsewhere, the number of older residents is rising while the working-age population is expected to fall by about 20.5% by 2034. Employment rose by 17,000 in 2023, and economic inactivity dropped sharply, although unemployment changes varied across the county. Berkshire's economy is also expanding, with a £4.9 billion rise in GVA in 2022 and strong performance in key sectors like information and communication, which now accounts for nearly a quarter of all output. Productivity levels remain well above the national average. Infrastructure investments are underway. For example, West Berkshire Council will spend approximately £73 million in 2025/26 including a new £18.6 million solar farm at Grazeley. Network Rail is also investing £140 million to improve reliability across the Great Western and Elizabeth lines by late 2025.

Berkshire continues to be one of the most productive regions in the UK. According to the Berkshire Economic Strategy (2025–2035), the area is aiming for strong economic growth, targeting an increase of 3% per year. By 2035, the value of Berkshire's economy could grow from £52.5 billion to over £70 billion. Over 36,000 new jobs are expected to be created during this time.

Key sectors that continue to drive growth include technology, life sciences, logistics, construction, and the creative industries. These sectors offer high-value opportunities but also face challenges, particularly in attracting skilled workers and keeping up with rapid changes in technology and working practices.

This positive outlook is supported by recent national analysis. For example, the EY UK Regional Economic Forecast (March 2025) highlights Reading as the fastest-growing local economy outside London, with an average GVA growth rate of 2.2% a year between 2025 and 2028. Much of this growth is expected to come from sectors already well-established in Berkshire. The Q1 2025 Thames Valley Quarterly Economic Survey (QES) shows cautious short-term sentiment but longer-term optimism, with 31% of businesses reporting recent workforce growth and nearly half planning to recruit in the next quarter.[1]

The LSIP has a strong emphasis in the local strategy on supporting inclusive growth, ensuring all communities across Berkshire benefit from economic success, and on helping people gain the right skills to take up new opportunities as they arise.

Sector Strengths and Opportunities

Key sectors (referenced via Standard Industrial Classification (SIC) codes) continuing to drive the local economy include:

- **Information and Communication Technology** - expected to grow nationally by 2.6% a year, with much of this activity concentrated in the South East, including Berkshire.
- **Professional, Scientific and Technical Activities** - forecast to grow at 2.2% annually, reflecting strong local demand for high-skilled roles in finance, engineering, consulting, and R&D.
- **Life Sciences and Health Technologies** - particularly in areas such as Reading and Slough, where demand for skilled staff is growing alongside private investment.
- **Creative Industries and Screen Sector** - expanding in Wokingham, and strengthened in Windsor and Maidenhead with the acquisition of Bray Studios by Amazon, supported by new facilities and employer-provider collaboration through the LSIP and Berkshire Film Office.
- **Logistics and Distribution** - increasingly important given Berkshire's location along the M4 corridor and its links to Heathrow.

These sectors offer high-value employment opportunities but also require a workforce with up-to-date digital, technical, and practical skills. The LSIP is supporting this by promoting collaboration between employers and training providers across the county.

Infrastructure and Growth Challenges

Berkshire remains well-connected, with access to London, national rail networks, the M4 corridor, and Heathrow Airport. Local investment is continuing in commercial space, transport infrastructure, and digital connectivity to support business growth and access to work.

However, there are emerging challenges that may affect future development:

Energy infrastructure is under pressure, particularly in supporting new technologies like AI and advanced data services. Nationally, only a few sites can meet the power demands of large-scale tech operations, and additional investment may be needed in the region.

Skills shortages remain a consistent issue for employers, particularly in specialist and technical roles. Employers also report challenges in recruitment for entry-level jobs in logistics, care, and construction. Labour market tightness means that employers need to find new ways to attract, retain, and upskill staff, with particular focus on engaging underrepresented groups and supporting workforce progression.

Berkshire's future success will depend on how well it can respond to these pressures while building on its existing strengths. The LSIP will continue to play a key role in ensuring that training provision adapts to business needs and that local people are equipped for the opportunities ahead.

Alignment with Skills England and the Industrial Strategy

Skills England has identified 10 priority sectors using SIC codes, reflecting national economic and workforce priorities. The Modern Industrial Strategy outlines eight future-facing sectors central to long-term economic growth. The Berkshire LSIP aligns closely with most of these sectors through its Workforce Development Partnerships (WDPs) and sector-specific actions.

Industrial Strategy	Skills England Priority Sector	Berkshire LSIP Priority Area / WDP	Alignment Comments
Clean Energy	Construction	Construction & Built Environment WDP	Direct match; focused on green construction, T Levels, and HTQs.
Digital & Technologies	Digital and Technology	ICT & Cross-Sector Digital Skills	Strong alignment; includes bootcamps, HTQs, AI, data analysis.
Advanced Manufacturing	Engineering and Manufacturing		Oxfordshire LSIP Priority
Life Sciences	Health and Social Care	Health & Life Sciences WDP and Care WDP	Split into two distinct WDPs locally to reflect sector complexity.
	Hospitality	Employer engagement noted, not a main LSIP priority	Recognised as an emerging theme (esp. post-COVID near Heathrow), but not prioritised yet in roadmap.
Life Sciences	Life Sciences	Health & Life Sciences WDP	Strong presence, especially in Reading and Slough.
	Logistics and Transport	Haulage & Logistics WDP	Direct match; includes Skills Bootcamps and sector promotion.
	Retail	Not currently prioritised	No specific activity reported under LSIP.
	Social Care	Care WDP	Reported separately from Health; directly aligned with Skills England framework.
	Early Years and Childcare	Not currently prioritised	May be included within broader Care/Health engagement but not featured explicitly.
Creative Industries		Screen Sector WDP	Strong alignment
Defence		Not currently prioritised	No specific activity reported under LSIP.
Financial Services		Not currently prioritised	No specific activity reported under LSIP.
Professional Business Services		Not currently prioritised	No specific activity reported under LSIP.

As part of the LSIP's ongoing work to support collaboration and reduce duplication, provision mapping has been carried out with education and training providers in key sectors. As part of our continuing deep dive research, we have updated the **Information for Education and Skills Providers**. This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning. It sets out a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers. This is included in Annex 2.

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Governance & Leadership The ERB will evolve the LSIP Advisory Panel to become the LSIP Employer Board, overseeing and advising LSIP actions. This will ensure that the LSIP implementation remains employer led.</p> <p>The ERB will identify and mobilise Employer Champions for workstreams, ensuring the employer voice is loud and clear in all our actions.</p> <p>The ERB will embed the new Thames Valley Skills Unit (TVSU) as an expert team to help drive forward the LSIP. This will ensure that there is an expert resource within the ERB to advise on skills.</p> <p>The ERB will convene a new Provider and Partner Forum.</p>	<p>The LSIP Employer Board is in place with an active membership of Employer Champions for priority themes and sectors.</p> <p>The Thames Valley Skills Unit is established as a dedicated team within TVCC.</p> <p>The Partner & Provider Forum has been rolled out as a webinar for information-giving.</p> <p>The LSIP Project Management Group is evolved into a broader collaborative group, seeking opportunities for FE providers to continue to work together on strategic issues such as devolution.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the Board and Forum and continue to drive and monitor progress.</p>	<p>COMPLETE BY TARGET-SEP 2023</p>	<p>TVCC directly delivering and leading collaborative arrangements.</p> <p>Ensuring providers and employers have more opportunities to collaborate.</p>	<p>Structure in place and monitored by quarterly Board meetings.</p> <p>KPIs agreed and monitored at weekly team meetings and quarterly Board meetings</p>	<p>COMPLETE The LSIP is now embedded as an essential part of the Berkshire strategic landscape for skills.</p> <p>In particular, the Employer Champions, driving and supporting the sector-based Workforce Development Partnerships are improving relationships and enabling tangible impact (see below).</p>
<p>Monitoring and Realising the Benefits Monitor and support the realisation of the LSIP and to keep the LSIP under review to ensure it is still relevant.</p> <p>Work with the Lead for the LSIF application to ensure the LSIF is aligned with the LSIP.</p>	<p>Impact Measures agreed (set out in 'What We Have Achieved' section) and aligned with LSIF KPIs where appropriate.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) is working in partnership with LSIF providers, including the lead, Activate Learning.</p>	<p>COMPLETE BY TARGET-SEP 2023 Agreement of KPIs</p> <p>ON TRACK Monitoring of KPIs</p>	<p>TVCC working in partnership with the LSIF Project Group ensured that LSIF was closely aligned with LSIP.</p>	<p>Monthly LSIF Project Management Meetings attended by TVCC</p>	<p>COMPLETE</p>
<p>The ERB should facilitate work to strengthen collaborative working, ensuring that employers and providers work together to provide employer-focused solutions that are cost-effective, and try to best manage employer demand signals which can be fragmented.</p> <p>Pilot, convene and facilitate ERB-Led Workforce Development Partnerships (WDP) in Priority Sectors, using existing partnerships where possible, and maximising benefit with cross-border working if possible.</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. 	<p>Learning from best practice in our area, bring a Guide for Working Together on Shaping the Workforce which will offer guidance to both employers and providers in navigating the local skills system and working collaboratively to help shape the workforce for the future.</p> <p>Guide for "Working Together on Shaping the Workforce" available on-line and updated with new case studies and resources on a regular basis ongoing.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has created resources and published the website</p>	<p>COMPLETE BY APRIL 2024 (TARGET-JAN 2024)</p>	<p>TVCC directly delivering and leading arrangements.</p> <p>Ensuring we showcase, guide and encourage providers and employers have more opportunities to collaborate.</p>	<p>Weekly Thames Valley Skills Unit Team meetings have monitored progress.</p>	<p>COMPLETE The website is now launched.</p> <p>Further development work and content creation ongoing.</p>
	<p>Workforce Development Partnerships active for:</p> <ul style="list-style-type: none"> Screen Sector Construction & Built Environment Health & Life Science Care Transport & Logistics 	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.</p>	<p>COMPLETE BY TARGET-SUMMER 2023- WDPs LAUNCHED.</p> <p>WDP PARTNERSHIP WORK CONTINUES UNTIL MARCH 202</p>	<p>TVCC directly delivering and leading arrangements.</p> <p>Research / deep dives / Labour Market Information (LMI) / Data analysis.</p> <p>Employer engagement – through sector based WDPs</p>	<p>Monthly KPIs for employer engagement captured and reviewed at Thames Valley Skills Unit Team Meetings and Employer Board.</p>	<p>COMPLETE WDPs are now active fora, driving forward actions in each priority sector.</p> <p>Case studies are included as part of this Progress Report.</p>

Information Key

● COMPLETE

● ON TRACK

● DELAYED OR RISK OF NON-COMPLETION

● HIGH RISK OF NON-COMPLETION

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
This Plan sets out a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers- Information for Education and Skills Providers . This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning.	Update to Skills Priorities published (Annex 2) Disseminated and promoted as part of the Progress Report. Showcased and promoted on Guide to Working Together Website	The Thames Valley Chamber of Commerce (TVCC) has completed the deep dive research, created resources and published on the website	COMPLETE BY TARGET- JUNE 2024	Research / deep dives / Labour Market Information (LMI) / Data analysis. This information will enable providers to tailor responses to employer needs.	Reviewed and monitored at Employer Board (quarterly) and LSIF Project Management Group (monthly)	COMPLETE Information for Education and Skills Providers. This sector-by-sector analysis sets out granular information which our education and skills providers will continue to respond to in their business and curriculum planning.
Employers and training providers should collaborate to provide curriculum provision that is flexible and accessible to working learners for upskilling. Training providers, working in partnership with the ERB should plan a 'rapid response' service to design and deliver local, non-accredited and/or modular provision (occupation dependent as some industries require licence to practice) to address urgent skills needs in the existing workforce.	Providers working together through the LSIF to develop and promote Short Courses related to LSIP priorities . The Modular Acceleration Programme is a two-year programme taking place over 2023/24 and 2024/25 that will accelerate the supply of and support the delivery of individual modules of HTQs ahead of the launch of the LLE. Activate Learning are a pilot provider, working with TVCC to promote the offer.	Providers, including the LSIF Project Group, have planned out provision.	ON TRACK-Summer 2023- Mar 2025	Pilot funding for MAP TVCC will work with Activate to promote MAP	KPIs agreed through LSIF Project Group.	DELAYED DUE TO NATIONAL DELAY IN LLE Activate Learning are piloting the Modular Acceleration Pilot (MAP).
	New Skills Bootcamps launched in LSIP priority areas: Life Science- Lab Skills Green Skills Health & Social Care Screen Industries Leadership & Management Digital Skills	TVCC have worked with contract holder, Berkshire LEP to ensure Skills Bootcamp provision meets LSIP priorities. Skills Bootcamp offer promoted by TVCC through monthly newsletter, website and WDPs. Employers engaged by TVCC to help design and influence provision	ON TRACK-Summer 2023- Mar 2025	Mainstream funding: Skills Bootcamps (Berkshire LEP and providers) Employer engagement by TVCC through WDPs and 1-1s	Berkshire LEP-Skills Bootcamp contract holder has agreed targets as part of the contract.	ON TRACK Skills Bootcamps in place. 686 bootcamp graduates 380 job interviews created 370 new job outcomes
HTQs are higher technical qualifications that employers have helped develop. The Lifelong Learning (Higher Education Fee Limits) Bill has been introduced in parliament, which will allow for the Government's Lifelong Loan Entitlement (LLE) to be rolled out.	Provider-led Planning Group implemented. HTQs in place through FE providers. (NB LLE delayed until 2026) HTQs now on offer include: Digital Technologies including AI and Cyber Modern Methods of Construction Leadership & Management	The LSIF Board group, with co-leadership from TVCC is widening its focus to lead collaborative action and skills planning, including a focus on HTQs and LLE. TVCC will co-lead the collaborative group with providers.	DELAYED DUE TO NATIONAL DELAY IN ROLL OUT OF LLE Autumn 2023- March 2025 Timeline for LLE launch now in line for 2026.	Mainstream funding: HTQ LSIF Funding for design, development and collaboration.	KPIs agreed with providers through LSIF-new L4+ courses: 11 new L4+ courses planned	DELAYED Planning Group in place and HTQs being promoted.
Promoting Careers in Priority Sectors	Using information on Skills Priorities, work with providers and CEIAG providers is ongoing to ensure up to date information is available to influence careers advice and activity. Partnership working in place with Berkshire Careers Hub including attendance at and contributions to WDPs	TVCC leading collaboration with Careers Providers (CEIAG providers)	ON TRACK Autumn 2023- March 2025	TVCC leading employer engagement	Regular KIT meetings in place with CEIAG Providers.	ON TRACK Strong engagement with Careers Providers in place. Haulage Careers fair complete, Care Careers fair planned, on going Screen Sector Road Shows

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
T Levels are being rolled out by the Government. These qualifications will aid L3 occupations and employment, progression to apprenticeships and vocational HE.	On going support for providers in the roll out and expansion of T levels. WDP in Screen Sector focusing on T Level implementation	The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.	ON TRACK Autumn 2023- March 2025	TVCC leading deep dive research and employer engagement through WDPs	Monitoring implemented through deep dive research and published in	COMPLETE New T level provision on stream for 2024 and 2025.
Beyond the specific sectoral, and cross-sectoral skills set out in this Plan, there has been a wide range of employer feedback on the necessity of employability skills. More work needs to be undertaken to establish the need for a defined framework of underpinning employability skills, endorsed by employers, for training providers to adopt. Or, whether there is an existing framework used by providers that could be amplified and promoted. This could provide consistency for employers.	Providers and TVCC have identified skills in Leadership and management, workforce development and sustainability as key themes. There was no appetite for a new defined framework of underpinning employability skills arising from WDPs and other employer engagement. We are also aware that the National Priority Skills Statement refers to more work required. The national guidance notes that essential skills in English, maths and digital should also be prioritised and acknowledges that there may be value in articulating a list of transferable skills. Existing models such as Skills Builder provide this.	The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.	COMPLETE-ACTION NOT ONGOING			
In partnership with the ERB and employers, training providers should further develop collaborative work to create innovative routes into the FE Teaching Workforce, and increase the capacity for training, coaching, and mentoring in priority skills.	Work with ETPs to support work to: Promote FE teaching as a career route. Provide development opportunities for teachers. Promote employer involvement in delivery	LSIF Project Group delivering Teach Your Trade Campaign	ON TRACK Sep 2023- March 2025	FE Colleges collaborating through LSIF	Progress reported through monthly Project Meetings.	COMPLETE https://teachyourtrade.org.uk/

SECTOR SPECIFIC: SCREEN INDUSTRY

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
 <p>Facilitate a Screen Industry Workforce Development Partnership (WDP)</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. <p>The Berkshire Film Office and Resource Productions have won funding for a BFI Skills Cluster. Resource Productions is set to receive £0.6 million from BFI over three years to develop a diverse pool of local filmmaking talent, working alongside Berkshire education and training providers such as the University of Reading and employers such as Shinfield Studios</p> <p>The ERB and the BFI Skills Cluster have agreed to work together in partnership.</p> <p>The Sector Profile illustrates that allied trades (hair, makeup, finance, HR, carpenters and electricians) often do not have the relevant skills for the Screen Industry.</p>	<p>TVCC have convened a WDP to partner and add value to the Skills Cluster, developing a work programme to connect employers to skills, and improve the skills provision in the local area.</p> <p>The WDP has explored new apprenticeships</p> <p>As part of the WDP and BFI Skills Cluster, employers and ETPs are exploring simulated productions to act as industry and work placements, and as routes into the industry.</p> <p>Other priority roles identified in the LSIP have been identified as Skills Bootcamps.</p> <p>Existing L3 courses and future plans were enhanced through employer collaboration promoted by the LSIP (see case study from TWFCG)</p> <p>The WDP has developed new Hair & Makeup qualifications</p> <p>The WDP is developing Train the Trainer – understanding the breadth of roles and how other curriculum areas (including carpentry and electricians) cross into the screen industries sector; Teachers/careers professionals to be upskilled so they can promote opportunities to their students</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the Board and Forum and continue to drive and monitor progress.</p> <p>Dominique Unsworth-Resource Productions (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>COMPLETE-WDP IN PLACE</p> <p>ON TRACK Summer 2023-March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps and other courses for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamp, apprenticeship & T Level provision in Berkshire</p> <p>Existing provision influenced by employer input</p>	<p>WDP meeting quarterly- 3rd meeting was in April 2024.</p>	<p>ON TRACK</p> <p>T Level in Media, Broadcast and Production now due to be on offer to Berkshire learners for September 2024.</p> <p>A new apprenticeship offer is now available including Content Creator and Production Assistant.</p>



SECTOR SPECIFIC: CONSTRUCTION & THE BUILT ENVIRONMENT

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
 <p>Facilitate a Construction & Built Environment Workforce Development Partnership (WDP)</p> <p>Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors.</p> <p>Generate resources and advice for signposting employers to skills.</p> <p>Strengthen relationships between attending providers and employers to generate further partnership solutions.</p> <p>Increase T Level provision.</p> <p>The Sector Profile illustrates those changing technologies, particularly in Green Skills are driving the need for upskilling in new technology, retrofitting and digital.</p> <p>The WDP will promote expansion, development, and delivery of provision in the identified priority areas.</p>	<p>TVCC have convened a WDP for Construction and Built Environment Sectors, collaborating with CITB, Home Builders Federation and the Electrical Contractors Association. This is a new group, pan-Berkshire and Oxfordshire to maximise benefits.</p> <p>Commitment to key actions: Inspire and inform more people about the Built Environment – construction roundtable being planned Concise mapping of qualifications for employers to understand what is currently offered and how they relate to opportunities/responsibilities in the workplace. Work on continuing to match education and training provision to local employer needs – range of construction course development through LSIF funding</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Lawrence Wright (Helix) (Employer Champion) leads meetings and partnership work with TVCC.</p> <p>Partners CITB ECA Home Builders Federation</p>	<p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop other courses for the sector.</p> <p>Outcomes expected: New Skills Bootcamp, HTQ & T Level provision in Berkshire</p>	<p>WDP meeting quarterly- 3rd meeting was in April 2024.</p>	<p>ON TRACK</p> <p>New short modular upskilling courses on offer (for example, TWFCG Green Skills Academy) in green construction- installing renewable energy systems. New HTQ now available in Modern Methods of Construction.</p>

SECTOR SPECIFIC: HEALTH & LIFE SCIENCES

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
 <p>Partner with the existing Thames Valley Health and Life Sciences Round Table to facilitate a Workforce Development Partnership (WDP)</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. <p>The WDP will promote expansion, development, and delivery of provision in the identified priority areas.</p>	<p>The TVCC has worked with the successful Life Sciences Round Table to identify partnership and collaboration opportunities and establish a WDP.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed: Creating more opportunities for new entrants to the sector and for career returners. More mentoring and work insights opportunities for potential new entrants to the sector. The creation of new education and training provision Creating industry upskilling opportunities for teaching staff</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Tanya Jenkins and Joanne Thurston, Lonza (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected: New Skills Bootcamps</p>	<p>WDP meeting quarterly- 3rd meeting due July 2024.</p>	<p>ON TRACK</p> <p>Life Science – Lab Techniques Skills Bootcamp, endorsed by Life Science employers ran in 2024- discontinued due to lack of uptake. Now running in Oxfordshire.</p> <p>WDP continues and will be linked with the wider Working Group to maximise employer engagement</p>

Information Key
● COMPLETE
● ON TRACK
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● HIGH RISK OF NON-COMPLETION

SECTOR SPECIFIC: CARE

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p>Employers report the need for modular training to support specialist skills. such as diabetic training, training to support residents with epilepsy, and midazolam injections, leadership & management.</p> <p>Employers report that the FE college curriculum should be developed to include important areas such as mental health first aid, situation management for emotive situations, creative thinking, food texture modification (IDDSI framework) (which is currently taught in catering courses), food hygiene certification, and delivering meaningful activities in social and residential care settings.</p> <p>The LSIP will promote expansion, development and delivery of provision designed to improve the English skills of new, overseas workers.</p>	<p>The TVCC has launched a WDP in Care.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed:</p> <p>Promotion and focus on Care Home week Exploring the data – where have those in the sector come from Collaboration with the Hallmark Foundation on their National Care Careers event (19th Nov 2024)</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Sanjay Dhrona, The Close Care Home (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>ON TRACK</p> <p>Autumn 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Deep dive research and employer engagement to establish upskilling needs for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamps Work insights for students Employers influence content of existing curriculum</p>	<p>WDP meeting quarterly- 1st meeting April 2024</p>	<p>ON TRACK</p> <p>Initial deep dive analysis identified a trend of adult students and entrants (not 16-18)</p> <p>Skills Bootcamps running in Berkshire linked to specialist skills reported in the LSIP</p> <p>Care Careers fair planned September 2025</p>

SECTOR SPECIFIC: HAULAGE & LOGISTICS

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p>The sector needs to promote itself as a career of choice to improve recruitment and career progression.</p>	<p>The TVCC has worked with the Chartered Institute of Logistics and Transport to identify partnership and collaboration opportunities and establish a WDP.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed:</p> <p>Promotion of breadth of careers in the sector</p> <p>Focus on level 1 and 2 students: opportunities exist for them, and they can upskill and progress in the sector</p> <p>Resources/materials from Chartered Institute of Logistics and Transport (CILT) to be shared with Careers Organisations for use with schools/colleges; Working with Generation Logistics to get more sector ambassadors into schools/colleges</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Richard Perriman (Employer Champion) leads meetings and partnership work with TVCC.</p> <p>Partners CILT</p>	<p>ON TRACK</p> <p>Autumn 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected:</p> <p>Work insights for students</p>	<p>WDP meeting quarterly- 2nd meeting April 2024</p>	<p>ON TRACK</p> <p>Work on a pilot programme of work placements with key employers and providers Joint LSIP/CILT careers event completed to bring employer, provider and learner voices together on this</p> <p>New provision available</p>

Information Key ● COMPLETE ● ON TRACK ● DELAYED OR RISK OF NON-COMPLETION ● HIGH RISK OF NON-COMPLETION

SECTOR SPECIFIC: ICT AND CROSS SECTOR PRIORITY: DIGITAL

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The ERB will promote expansion, development, and delivery of provision in the identified priority skills.</p> <p>Work with the Berkshire local authorities to ensure the Skills Bootcamps in Digital, including Digital Marketing, reach intended targets.</p>	<p>Providers are developing new digital provision in:</p> <ul style="list-style-type: none"> T levels HTQs Skills Bootcamps <p>TVCC has worked with the LOCAL AUTHORITIES to help signpost employers to benefit from the Skills Bootcamps in Digital.</p>	<p>Berkshire LOCAL AUTHORITIES</p> <p>And providers have worked together to develop and deliver Skills Bootcamps</p> <p>Providers through LSIF collaboration are developing digital provision.</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>Mainstream skills funding</p> <p>Outcomes Expected:</p> <p>More learners accessing digital skills</p>	<p>Employer Board quarterly-monitoring activity</p>	<p>ON TRACK</p> <p>T Levels in Digital available New HTQs New Skills Bootcamps: Digital Marketing and Data Analytics</p>

CROSS SECTOR PRIORITIES: LEADERSHIP & MANAGEMENT AND BUSINESS & PROFESSIONAL

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Research and explore the support Berkshire employers need to provide L&M and development for the existing workforce to respond to the identified issue of a tight labour market.</p> <p>Education & Training Providers to use LSIF, Innovation Fund as alternative sources of funding for development of non-accredited and accredited short courses for part-time and full-time learners to improve their knowledge and understanding of the identified Cross-Sector Transferable Skills.</p>	<p>Using the Information on Cross-Sector, Leadership & Management, education, and training providers should review curriculum planning to include these skills where possible and appropriate.</p>	<p>Providers, led by New Directions</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>Provider led working group.</p> <p>Mainstream skills funding.</p>	<p>Monitored through monthly LSIF Project Meetings.</p>	<p>ON TRACK</p> <p>Working group established by New Directions.</p> <p>New L&M training now available including Skills Bootcamps and HTQ</p>

Information Key
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CROSS SECTOR PRIORITIES: GREEN

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
Build relationships with employers, to help businesses understand their responsibilities and actively develop green skills strategies.	Work in partnership with the planned Sustainability Knowledge Transfer Partnership led by the University of Reading.	ACTION NOT GOING FORWARD KTP not in place- other actions being taken forward by providers- see below.				
<p>Employers and training providers to collaborate to provide curriculum provision that is flexible and accessible to working learners.</p> <p>Training providers, working in partnership with the ERB should set out a 'rapid response' service to design and deliver local, non-accredited and/or modular provision to address urgent Green Job skills needs in the existing workforce.</p> <p>Education & Training Providers to use LSIF, Innovation Fund as alternative sources of funding for development of non-accredited and accredited short courses for part-time and full-time learners to improve their knowledge and understanding of the identified skills. Provide staff development for FE Teachers in identified green skills that are valued by employers.</p> <p>Invest in capital resources identified as essential in delivering Green skills identified in industries such as utilities, motor vehicle, engineering, and construction.</p>	<p>TWFCG are working extensively with Construction businesses and self-employed operatives across the Berkshire area and engagement is helping to inform the training needed. For example, by talking to employers they have identified demand for new 'Green Skills courses in: Warm Water Underfloor Heating, Rainwater Harvesting and Greywater Reuse, Legionella, Electricity for Plumbers (needed for Apprenticeship in Low Carbon). They are currently developing these courses</p> <p>Several staff have undertaken the training in order to be able to teach the relevant specialties.</p> <p>New short courses and Skills Bootcamps in place</p>	<p>Berkshire LOCAL AUTHORITIES And providers have worked together to develop and deliver Skills Bootcamps</p> <p>Providers through LSIF collaboration are developing green provision and facilities.</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamps</p> <p>New short courses</p>		<p>ON TRACK</p> <p>Courses available</p> <p>Skills Bootcamps in Retrofit</p> <p>Air Source Heat Pump Training</p> <p>Air Source Heat Pumps- Domestic Ventilation Systems EESS Solar PV-</p> <p>New sustainability courses now available (e.g. Activate)</p>

HIGH RISK OF NON-COMPLETION

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Information Key



LSIPBERKSHIRE

SHAPING THE FUTURE WORKFORCE

ECONOMIC CONTEXT (FURTHER DATA)

Population and Demographics[1]

As of mid-2023, Berkshire's estimated population was approximately 961,000, reflecting a steady increase from previous years. This growth is primarily attributed to significant international net migration, which continues to offset natural changes and internal migration patterns.

Similar to national trends, Berkshire is experiencing an aging population. In 2022, individuals aged 50 and over comprised 34.3% of the population, a figure projected to rise to 39.8% by 2034. Concurrently, the working-age population (20–49 years) is expected to decline by approximately 20.5% over the same period. These demographic shifts are anticipated to impact labour market dynamics and increase demand for healthcare and social care services.

Labour Market and Employment

Berkshire's labour market has demonstrated resilience, with employment levels increasing by 17,000 (3.6%) in 2023 compared to 2022. This growth outpaces the South East (2.2%) and national (0.8%) averages. The economically inactive population decreased by 12,000 (11.9%) in 2023, bringing the inactivity rate to 15.8%, significantly lower than the national average of 21.1%. [2]

Unemployment rates across Berkshire's unitary authorities varied, with increases observed in four areas, stability in West Berkshire, and a decrease in Slough. The claimant count decreased by 453 (2.6%) to 16,829 in 2023, a smaller reduction compared to the South East (3.9%) and England (3.0%). Looking ahead, employment in Berkshire is projected to grow by 47,000 jobs (8.1%) between 2020 and 2035. Additionally, replacement demand is expected to account for 287,000 jobs, resulting in a total demand of 334,000 workers to fill new and existing roles.

Economic Output and Productivity[3]

Berkshire continues to be a significant contributor to the UK's economy. In 2022, the region's Gross Value Added (GVA) increased by £4.9 billion (9.8%) compared to 2021, driven largely by recovery from the COVID-19 pandemic. The Information and Communication sector accounted for 24.3% of Berkshire's GVA in 2022, up from 10.9% in 2011. Combined with Wholesale/Retail (11.5%), Real Estate (9.1%), and Professional, Scientific & Technical Activities (11.4%), these four sectors contributed 56.3% of the region's GVA.

In terms of productivity, Berkshire's GVA per job filled was £84,093 in 2021, 41.8% higher than the England average of £59,286. GVA per hour worked stood at £53.50, 37.5% above the national average of £38.90, and notably higher than neighbouring Oxfordshire (£38.50). Projections indicate that GVA growth in the wider Thames Valley region will average 2.2% annually between 2024 and 2027, with Reading expected to achieve 2.5% growth. Employment growth is forecasted at 1.8% for Reading and 1.4% for the broader Thames Valley area.

Business Landscape[4]

As of March 2023, the number of businesses in Berkshire decreased by 1,235 (2.8%) to 42,960, reflecting the challenging economic climate. The vast majority of these enterprises are micro (89.4%) or small (8.2%), with medium-sized (1.8%) and large (0.6%) businesses comprising a smaller share. Overall, small and medium-sized enterprises (SMEs) account for 99.4% of all businesses in the county.

The predominance of SMEs indicates a fragmented employer demand, underscoring the importance of collaborative efforts among employers, sector bodies, and educational providers to address future business needs. Key sectors such as Professional, Scientific & Technical Activities and Information & Communication are undergoing rapid digital transformation, leading to increased demand for skilled labor. Notably, the Information and Communication sector is projected to experience the highest growth, with a 19.2% increase in employment anticipated by 2035.

Berkshire's strong position in the technology sector presents both opportunities and challenges. While the region is well-placed to lead advancements in areas like artificial intelligence, there is a risk that some tech jobs could be performed remotely, potentially outside the county. This highlights the need for ongoing investment in skills development and infrastructure to retain and attract talent.

[1] Office for National Statistics (ONS) – Population Estimates, Mid-2023

[2] ONS – Labour Market Statistics

[3] ONS – Subregional Productivity in the UK: June 2023

[4] EY UK Regional Economic Forecast, March 2025

Thames Valley Business Sentiment – Q1 2025^[5]

The Q1 2025 QES indicates a mixed outlook among Thames Valley businesses, characterised by short-term caution but longer-term optimism.

Key Finding related to Skills:

Turnover and Workforce Growth: 69% of respondents reported increased turnover over the past three months, with only 10% noting a decline. Additionally, 31% experienced workforce growth, while 49% plan to hire in the next quarter, suggesting positive employment trends.

INFORMATION FOR EDUCATION AND TRAINING PROVIDERS

Key Outcomes Employers Want and Why

The following sections outline a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers- **Information for Education and Skills Providers**. This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning. In return, the Thames Valley Skills Unit undertakes to keep this information up-to-date, relevant, and used through our continuing engagements with employers and training providers.

The presentation of information is as follows:

For each sector, we have set out the hard-to-recruit roles described by employers. These are then translated into the occupational code (SOC) to triangulate the jobs data in the secondary research, and also translated into the equivalent Occupational Standards (Apprenticeships) to allow Education and Training Providers to understand the relevant qualification content. It is not intended that apprenticeships will always be the training solution, but providers can use the detailed content under each occupational standard to design or influence the curriculum. We will work with Education and Training Providers to help inform their decisions as to the best solutions and responses for the identified priority areas.

Where a qualification is highlighted in **GREEN**, this demonstrates that qualification is now available (when it was not before the LSIP publication)

Where a Standard is highlighted in **ORANGE** this shows that this Standard is not currently being offered in Berkshire.

Where a Standard is in **red**, it is not yet developed or available.

Where a Standard is marked with a **DG or MG**, this is a Green Occupation as defined by the occupation route maps set out by Skills England <https://occupational-maps.skillsengland.education.gov.uk/>

DG Dark-green occupation

A dark-green occupation, for example wind turbine engineer, which is embedded within the green occupational landscape and delivering sustainable outcomes.

MG Mid-green occupation

A mid-green occupation will remain the same in overall scope but there might be a need for new knowledge, skills, and behaviours to be embedded to enable the use of new technologies and approaches.

Changes Required

Education and Training Providers are asked to review the priority job roles and skills and plan how to respond to them. Solutions could include:

- Collaborative working to ensure an employer-focused approach through the Local Skills Improvement Fund (LSIF)
- New or expanded use of the Adult Skills Fund
- New Employer funded training.
- New or expanded short/modular accredited or non-accredited courses funded by LSIF
- New Skills Bootcamps
- New or expanded Apprenticeships.
- New or expanded T Levels
- New or expanded HTQs.
- New curriculum content for existing courses

Screen Industries

Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)	T Levels
Camera Operatives	Camera Prep Technician (L3)	Camera Assistant (L4)		T Level Media Broadcast and Production
AV Technicians	Broadcast and Communications Technical Operator (L3)	Broadcast and Media Systems Technician (L5)	Broadcast and Media Systems Engineer (L6)	T Level Media Broadcast and Production
Cinematographers			Cinematographer (L6)	T Level Media Broadcast and Production
Editors		Post-Production Technical Operator (L4) Post-Production Engineer (L5)	Creative Industries Production Manager (L7)	T Level Media Broadcast and Production
Animators		Junior Animator (L4)		T Level Media Broadcast and Production
Production Co-Ordinators and Runners	Production Assistant (Screen and Audio) (L3)			T Level Media Broadcast and Production
Production Managers			Creative Industries Production Manager (Degree) Production Accounting (L7) Producer (L6)	T Level Media Broadcast and Production
Grip	Grip L3			
Costumes	Costumes Performance Technician (L3)			
Make-Up	Hair, Wigs, Make-Up and Prosthetics Technician (L3)			
Props	Props Technician (L3)			
Carpenter	Scenic Construction Technician (L3) Carpentry & Joinery: Site Carpenter (L2) Advanced Carpentry & Joinery: Advanced Site Carpenter (L3)			
Electricians	Installation & Maintenance Electrician (L3) MG			
Accountants: Production and Payroll	Accounts or Finance Assistant (L2) Payroll Administrator (L3) Assistant Accountant (L3)	Payroll Assistant Manager (L4)	Creative Industries Production Manager (Degree) Production Accounting (L6) Producer (L6)	

Construction and the Built Environment

Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	T Levels
Bricklayers	Bricklayer (L2)		
Cladding	Commercial Thermal Insulation Operative (L2) Roofer: Roof Sheeter & Cladder (L2) DG		
Plasterers and Dry Liners	Plasterer: Fibrous Plastering (L2) Plasterer: Solid Plastering (L2) MG		
Scaffolders	Scaffolder (L2)		
Maintenance Engineer	Building Services Engineering Service and Maintenance Engineer Apprenticeship ST0061		
Plumbers	Low Carbon Heating Technician (L3) DG		Building Services Engineering for Construction
	Plumbing & Domestic Heating Technician: Environmental Technologies (L3) MG Plumbing & Domestic Heating Technician: Gas, Fossil Fuel Oil or Solid Fuel (L3) MG		
Air Conditioning/ Refrigeration	Refrigeration, Air Conditioning and Heat Pump Engineering Technician (L3) MG <small>SHORT COURSES NOW AVAILABLE</small>		Building Services Engineering for Construction
Smart Home Technician	Dual Fuel Smart Meter Installer (L2) DG	Smart Home Technician (L3) DG	
Electricians	Domestic Electrician (L3) MG		
Business Administration	Business Administrator (L3)		

Health and Life Sciences

Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)	T Levels
Biologists			Biologist (L6)	T Level in Science
Chemists			Chemist (L6)	T Level in Science
Laboratory Technicians and Health Care Scientists	Healthcare Science Assistant (L2)	Senior Metrology Technician (L5)	Laboratory Scientist (L6)	T Level in Science
	Laboratory Technician (L3) Metrology Technician (L3)	Technician Scientist (L5)		
Production Scientists	Laboratory Technician (L3)	Senior Metrology Technician (L5)	Laboratory Scientist (L6)	T Level in Science
	Metrology Technician (L3)			
Nurses and Nursing Associates	Senior Healthcare Support Worker (L3)	Nursing Associate (L5)	Registered Nurse (L6)	T Level Health
Radiographers			Diagnostic Radiographer (L6)	T Level in Science
Occupational Therapists			Occupational Therapist (L6)	T Level Health
Data Analysts	Data Technician (L3)	Data Analysts (L4)	Data Scientist (L6)	T Level Digital Business Services
			Bioinformatics Scientist (L6)	
			AI Data Specialist (L6)	

Care

Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)
Adult Care Worker	Adult Care Worker (L2)	Adult Care L5	
Manager	Lead Adult Care Worker (L3)	Lead Practitioner in Adult Care (L4) Leader in Adult Care (L5)	
Chefs	Production Chef (L2)		

Haulage and Logistics

Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)
Drivers	Large Goods Vehicle LGV Driver C + E (L2) MG		
Maintenance	Heavy Vehicle Service and Maintenance Technician (L3) MG		
Custom Clearing Agents	International freight forwarding specialist – Road Freight (L3) MG		Supply Chain Leadership Professional (L6) MG

ICT

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4-5)	Professional Occupations (Level 6+)	T Levels
Cyber Security	Cyber Security Technician (L3)	Cyber Security Technologist (L4)		T Level in Digital Design, Production & Development
Software Developer	Software Development Technician (L3)			T Level in Digital Design, Production & Development
Data Technician	Data Technician(L3)	Data Analysts (L4)	HTQ Digital Modular Programme for Data Analysts	T Level in Digital Design, Production & Development



DEEP DIVES FROM WORKFORCE DEVELOPMENT PARTNERSHIPS (JUNE 2025)

Screen Sector

Employers highlight a shortage of practical skills in production planning, budgeting and post-production workflows, especially for students entering freelance roles.

Many report that graduates lack familiarity with industry-standard tools such as Adobe Creative Suite and DaVinci Resolve and that Unreal Engine and virtual production are fast-growing skills gaps.

There is a need for more teaching around contractual literacy, intellectual property and rights management, particularly for those going into content creation or independent production.

Employers flag a lack of structured work experience opportunities in the region, and welcome course models that include live briefs or employer co-designed projects.

Soft skills like communication, adaptability, and team coordination are seen as just as vital as technical ability in fast-paced project teams.

Care

Employers consistently report a need for stronger digital skills in areas such as eMAR (electronic medication records), digital care planning systems, and reporting tools. Familiarity with platforms like Nourish or Person Centred Software is increasingly expected.

A gap remains in basic understanding of adult safeguarding and legal responsibilities, particularly in relation to the Care Act and Mental Capacity Act.

Employers value candidates who demonstrate resilience, emotional intelligence and communication skills with both residents and families, areas they feel are underdeveloped in current teaching.

There is strong interest in developing pathways for adult learners and career changers, especially those looking for flexible and vocationally tailored entry routes.

In both counties, the integration of health and social care is creating new skills needs in areas like collaborative working with NHS services, basic clinical skills, and end-of-life care.

Construction

Local firms say there is growing demand for training in modern methods of construction, including off-site manufacturing, modular builds, and low-carbon materials often missing from traditional programmes.

The lack of qualified teachers and assessors in practical trades (bricklaying, plastering, plumbing) is a significant bottleneck. Employers support the idea of "employer-educator hybrids", where experienced workers teach part-time.

Construction employers also report a need for better site-ready soft skills, including punctuality, teamwork, health and safety awareness, and following instructions.

Skills in site management software, digital modelling (BIM) and drone surveying are increasingly needed, especially in larger projects or where sustainability standards are high.

There is enthusiasm for targeted outreach to career changers and care leavers, who are seen as potential pipelines for entry-level roles provided the training is flexible and includes pastoral support.

Health and Life Sciences

Employers regularly highlight a need for stronger data handling, statistical literacy and lab reporting in new entrants, particularly in research and testing environments.

Skills gaps in GMP (Good Manufacturing Practice), clean room protocol and audit compliance are common across bioscience firms in Oxfordshire and Reading.

The growth of diagnostics and personalised medicine is driving demand for cross-disciplinary skills, blending biology with data science, coding (Python, R), and AI tools.

Employers value non-clinical roles more than is often reflected in courses including health economics, clinical trial coordination, and regulatory affairs and would like to see these roles better represented.

Graduates often need more support in developing professional behaviours and resilience in high-pressure or ethical environments, such as acute care or pharma R&D.

Haulage and Logistics

There is an increasing demand for skills in logistics planning software, including tools like SAP, Oracle Transport Management and fleet tracking platforms areas where few students have prior experience.

Employers stress the value of customer service, scheduling accuracy and conflict resolution, especially in roles that involve logistics coordination or transport planning.

Basic numeracy, Excel skills and confidence in handling operational data are often seen as more important than knowledge of the sector itself.

The sector struggles with public image, and employers would welcome more outreach through colleges to improve understanding of career pathways beyond HGV driving such as warehousing tech, route optimisation, or logistics analytics.

Some firms in Berkshire are already experimenting with green fleet management and require training in electric vehicle maintenance and sustainable supply chain practices.

EMPLOYER CHAMPIONS 2024/25

Joe Bailey	Company Founder	Orbitr	Digital
Stuart Carroll (Chair of Employer Board)	Director Market Access, and Policy Affairs	Moderna Bio Tech UK Ltd	Health & Life Science
Nic Davies	CEO	Helix Group	Construction & Built Environment
Sanjay Dhrona	Managing Director	The Close Care Home	Care
Tanya Jenkins	Director, Operations	Lonza	Health & Life Sciences
Shelby King	HR Director	YTL Hotels UK	Hospitality & Visitor Economy
James Lee	Head of HR	AWE	STEM
Jennie MacFarlane	Human Resources Business Partner	Owen Mumford	Health & Life Sciences
Warren Page	Apprentice Manager	XTrac Ltd	STEM
Richard Perriman	Vice President Commercial Development	Scan Global Logistics	Transport & Logistics
Sarah Powell	HR Director	Le Manoir aux 'Quat Saisons	Hospitality & Visitor Economy
Jo Sandy	Head of Clinical Education & Workforce	Royal Berkshire NHS Trust	Health & Life Science
Paul Smith	Group Quality & Regulatory Affairs Director	Owen Mumford	Health & Life Sciences
Phil Smith	Chair	Digital Skills Partnership	Digital
Joanne Thurston	Head of Quality Control	Lonza	Health & Life Sciences
Charlie Walker	Head of Sales	Walker Logistics	Transport & Logistics
Andrew Whittard	Managing Director	Cherwell Laboratories	Manufacturing Innovation
Dr Caroline Wood	Apprenticeships Development Manager	UKAEA	Manufacturing Innovation
Lawrence Wright	New Business Manager	Helix Group	Construction & Built Environment
Dominique Unsworth	Managing Director	Resource Productions	Screen Sector

LOCAL SKILLS IMPROVEMENT PLAN



LSIP BERKSHIRE
SHAPING THE FUTURE WORKFORCE



Progress Report
June 2025

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PURPOSE OF THE REPORT

This report explains what progress has been made with the Thames Valley Berkshire Local Skills Improvement Plan (LSIP) since it was published in August 2023. It is part of our commitment to keep employers, training providers, and other local partners up to date with what is happening and what still needs to be done.

The report is mainly for employers. It shows how your ideas and feedback have helped shape training and skills in the county, and it gives real examples of the changes that are happening. It also explains how you can stay involved and continue to influence how people are trained for the jobs your business needs.

The report is also useful for training providers and other local organisations. It helps them understand what progress has been made and where to focus their work next.

Our aim is to keep employers at the heart of skills planning in Berkshire. By working together, we can make sure people are trained in the right skills to support local businesses and the wider economy.

Thank you to all the employers and partners who have worked with us so far. Your support is making a real difference.

This is the second formal update required during the life of the current LSIP. It is also a chance to share what is working well and build momentum for the next stage of the plan, which will start to take shape later in 2025.

SUMMARY OF THE LSIP

The Thames Valley Berkshire Local Skills Improvement Plan (LSIP) was created to help education and training better match the needs of local businesses. It covers the ceremonial county of Berkshire incorporating six local authority areas of:

- West Berkshire
- Reading
- Wokingham
- Windsor & Maidenhead
- Bracknell Forest
- Slough



Employers told us they often struggle to find people with the right skills. Many said there is a disconnect between education and business, and that training does not always reflect the reality of the workplace. The LSIP was designed to tackle this, by putting the voice of employers at the centre of decisions about skills and training.

Through thousands of conversations with businesses, four main themes were agreed, and priority sectors were identified.



Priority Sectors**Care****Construction and Built Environment****Haulage and Logistics****Health and Life Sciences****ICT****Screen Industries****Priority Transferable Skills****Leadership & Management****Skills for a Net Zero Economy****Digitalisation****Business & Professional**

Since the LSIP was published in August 2023, it has been used to guide investment, shape new training courses, and build stronger links between employers and education providers.

You can read the full plan and last year's update on our website: berkshireslip.co.uk

[Berkshire LSIP Report 2023](#) and [2024 Progress Report](#).

WHAT HAS BEEN ACHIEVED SO FAR?**The LSIP said we needed to establish an embedded employer voice into skills planning.**

The LSIP is now embedded in Berkshire's skills landscape, and we have created a robust model for involving employers in skills, in a meaningful way. This video showcases some of the work across Berkshire and its close neighbour, Oxfordshire. [Thames Valley Local Skills Improvement Plans \(LSIP\) for Berkshire and Oxfordshire](#)

The Employer Board, with representatives from our priority sectors, is well established and oversees the LSIP's effectiveness. The full list of Employer Champions and Board Members is included in Annex 4. Some of our Champions and Board Members are featured in this video [Local Skills Improvement Plans for Berkshire and Oxfordshire](#)

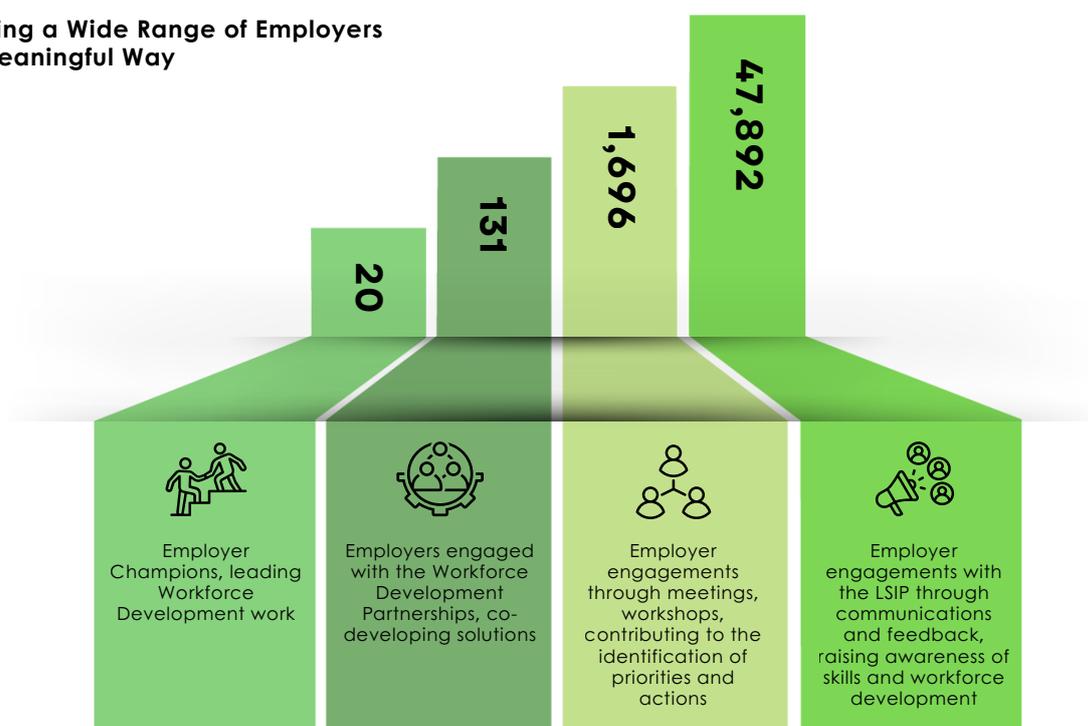
Leadership is provided by the Thames Valley Chamber of Commerce through the established Thames Valley Skills Unit.

The Thames Valley Skills Unit is a team dedicated to skills and workforce development in the Chamber. We work on behalf of local employers to ensure that education and training providers are delivering skills and training that will improve the local economy and productivity.

To do this we:

- Provide information to help local education and training providers design and improve courses
- Build connections between business and education
- Signpost and promote training and workforce development opportunities for employers and local people

Involving a Wide Range of Employers in a Meaningful Way



Our reach is broad and extends beyond chamber member and the 'usual suspects'. 69% of engagements through meetings are with Small, Medium Enterprises (SMEs), 66% are with non-Chamber members.

The LSIP said we would convene Workforce Development Partnerships, led by Employer Champions for our priority sectors.

The Workforce Development Partnerships (WDPs) are a central part of how the LSIP is delivered. They were created to respond to a key issue raised by employers: that training and education often do not reflect the real needs of local businesses. WDPs provide a space where employers, training providers, and partners can work together to understand sector-specific challenges, share insight, and co-design practical solutions. Each WDP is led by an Employer Champion and focuses on one of Berkshire's priority sectors, including Construction, Digital, Life Sciences, Care, Logistics, and the Screen Industries. In some cases, there is pan Berkshire/Oxfordshire working where priorities are shared.

- **Screen Sector** - Dominique Unsworth, Resource Productions
- **Care** - Sanjay Dhrona, The Close Care Home
- **Haulage and Logistics** - Richard Perriman, Scan Logistics
- **Construction and Built Environment** - Lawrence Wright, Helix Group
- **Health and Life Sciences** - Tanya Jenkins, Lonza;

The WDPs feed directly into the LSIP's governance through the Employer Board, which provides strategic oversight and ensures the work remains firmly employer led. This joined-up structure helps turn employer voice into action and supports meaningful, long-term change across the skills system.

Get involved- if you are an employer, a training provider, or an organisation interested in workforce development and skills, [get in touch](#)

More details of 'deep dive' insights from our WDPs are included in Annex 4.

SPOTLIGHT ON THE SCREEN SECTOR

The screen sector is important in Berkshire due to its contribution to the local economy, employment, and cultural profile. The region hosts major studios such as Shinfield, attracts significant investment from global media companies, and supports a wide range of creative and technical jobs across film, television, and digital production.

The Workforce Development Partnership (WDP) in Berkshire is actively leading and supporting several initiatives to strengthen the screen sector by addressing skills gaps and enhancing career pathways. Key actions include:

- Promoting Skills Bootcamps focused on areas such as camera, lighting, and grip, providing intensive training to meet industry demands.
- Supporting T Level programmes in film and TV production, offering students practical experience aligned with industry needs.
- Developing new training facilities, such as Windsor College equipped with industry-standard resources to support education in film and media.

Opening Doors to the Screen Industry: A Collaborative T Level Model

Led and managed by **Resource Productions**, the **T Level programme** at Kennet School offers an innovative, collaborative approach to work experience in the screen industry, an area where placements are often difficult to secure.

The screen sector is unique in that much of its workforce is freelance or self-employed, making it challenging for students to find structured placements. This was an issue identified by the WDP and recognised in the LSIP Road Map. Recognising this, Resource Productions has developed a tailored programme that bridges this gap through strong local partnerships and hands-on opportunities.

The programme begins with a creative project where students are tasked with making a short film in response to a set brief. This gives them a chance to experience all stages of production while developing teamwork and problem-solving skills. They then move on to work on a professional short film, led by an industry expert. Here, they take on trainee roles across various departments, such as camera, sound, and art direction, offering them a genuine taste of life on set.

To complete the course, students are placed with Berkshire-based screen businesses for two weeks. These placements span animation companies; production houses and equipment hire firms. Many of these businesses are new to hosting students, so Resource Productions supports them throughout the process, making it easy and beneficial for both students and employers.



SPOTLIGHT ON THE CARE SECTOR

The Care Workforce Development Partnership (WDP) is a shared forum across Berkshire and Oxfordshire and is working to improve how people enter and progress in adult social care careers. At its heart is a simple but powerful idea: employers, colleges and training providers should work closely together to shape the future of the care workforce.

The group often meets in care homes, offering a real-life setting to bring the conversation closer to the people and places involved. By hosting the meeting at an employer's premises, we strengthen ties between care providers and local colleges and give people a clearer view of what working in care actually looks like.

Bridging Perception and Reality: Student Engagement in the Adult Social Care Workforce Development Partnership

Students are invited to attend the WDP. In November 2024, learners from The Windsor Forest Colleges Group, Activate Learning and The Henley College were welcomed with a tour of the home. They spent time with different department heads, learning about the wide range of roles available in a care setting, from care workers to catering, maintenance and management. This helped to open their eyes to the real variety within the sector.

The students also played a role in the main meeting. They joined a roundtable discussion alongside employers, colleges, training providers and sector experts. The topic was how to deal with ongoing challenges in recruitment and how to better prepare people for careers in care. The students' contributions were insightful and honest. They spoke clearly about how little they had known about social care before the visit. Several said that careers in the health service were more visible to them, and that there was very little positive information about adult social care in the media. Some even said they had never considered working in care before but were now more open to the idea. This directly addresses priorities and actions in the Road Map.

This meeting showed what is possible when employers lead the way and when students are treated as partners in the conversation. By bringing the discussion into a real care setting and giving young people a voice, the partnership is helping to break down outdated views of the sector. It is creating a clearer, more positive path into care for those who might not have considered it before.

"Thank you for your email, it was a great meeting and lovely to connect with so many wonderful people who are trying to make radical changes in order to bring everyone together and show others what an incredible industry we are all part of. It was lovely speaking to the young students in our particular group, I gave them my business card and said they are more than welcome to come and spend time with my amazing team.

I was delighted to receive an email from them on Wednesday to say that they would love to come next week.

Hopefully they will join us at the next meeting to share if their perceptions have changed; even if it was by just 1% that is success in itself!!" - Acacia Home Care

"I wanted to sincerely thank you for the opportunity to attend your meeting today. It was one of the most engaging and inspiring sessions I've had the pleasure of participating in this year. I have gathered numerous actionable insights based on the input and feedback from the attendees, and I'm confident that these will lead to tangible benefits and positive impacts at the college in the near future." - FE College

The LSIP said that more needed to be done to raise the profile of careers in our priority sectors.

The Care WDP actions described above directly address this priority. In addition, the Haulage & Logistics WDP and the Construction WDP have also been focused on these tricky issues, linking WDP activity with career insight events.

Driving Awareness: Changing Perceptions of Logistics Through Employer-Led Engagement

In March 2025 **Reading College (Activate Learning)** hosted a meeting of the Haulage and Logistics Workforce Development Partnership, followed by a **careers showcase** that drew in hundreds of students. Employers, training providers and industry leaders came together to talk about skills shortages, the need for better training routes, and the lack of awareness about careers in logistics. The meeting made it clear that more must be done to change how the sector is seen. Many young people still view logistics as old fashioned or low skilled. Employers agreed that the only way to change this is through regular conversations between colleges and the industry.

The careers showcase, run with CILT UK and Activate Learning, gave students a chance to meet employers, ask questions and take part in activities. Many said it was their first time learning about the range of jobs in logistics. Some even signed up for work experience on the spot.

The LSIP said there needed to be more provision directly addressing the identified priority skills.

An important strategic aim of the LSIP process is to encourage changes to training provision available to better meet employers' needs. In some cases, this is the introduction of new provision. Sometimes, employers and educators need to work together to influence the content of existing training.

In Berkshire, providers received £2.5m to design, deliver and resource a range of courses to meet the future needs of employers through the Local Skills Improvement Fund (LSIF), linked directly to LSIP priorities.

We have worked with the colleges in the delivery and oversight of this important partnership work with the following impact measures.

	Target	Actual (March 2025)
New courses developed	40	15
People accessing new training	520	1189
People benefitting from new training facilities	541	817
Employers investing time in co-creation of training and solutions	40	74
Employers investing their time through WDPs	80	131

Last reviewed in March 2025- will continue to be monitored

Creating Career-Ready Talent: [Windsor College](#)

Windsor College's partnership with Cube, formed through the Screen Industries Workforce Development Partnership (WDP), is a strong example of how education and industry can work together to prepare students for careers in film, television, and digital media. The partnership helps make sure students are learning the skills they actually need in today's creative industries.

Cube, a well-known company in the screen sector, works closely with the college to shape learning that reflects real workplace standards. They provide students with advice, mentoring, and the chance to work alongside professionals on real projects. Because of this, the courses at Windsor stay up to date and relevant to what employers are looking for. New courses that have now been introduced include the **T level in Media Broadcast and Production- Events and Venue Technician, and Apprenticeships in Media Industries (Content Creator and Production Assistant), and a Level 3 course in Hair & Makeup for Film and Theatre**. These directly address priorities in the Road Map and the recruitment gaps identified in the original LSIP report in 2023.

One of the biggest strengths of this partnership is the quality of Windsor College's facilities. The college has top-level equipment and spaces, enhanced by LSIF funding, including film studios, editing rooms, and green screens, that are similar to what students will find in the industry. These facilities are also used by Cube and other professionals, so students often train in the same space as people already working in the field. This gives them valuable hands-on experience and helps them feel more confident when they move into work.

Building Skills for a Greener Future at Activate Learning

In response to the LSIP, Activate Learning has developed a suite of [sustainability courses](#) in partnership with **Bioregional**, a sustainability consultancy. These courses are designed to meet the evolving needs of employers by providing practical, real-world training that can be directly applied in the workplace. The curriculum includes modules on sustainability concepts, carbon emissions, net-zero strategies, circular economy practices, biodiversity, ethical operations, and stakeholder engagement. Each module features case studies and actionable strategies, ensuring that learners can build sustainability commitments aligned with their organisational goals.

The courses are tailored for various professional levels, from induction training for new employees to advanced programmes for managers and strategic decision-makers. For instance, the **"Sustainability for Managers"** course equips participants with the skills to implement sustainability practices at the departmental level, while the **"Sustainability for Strategic Decision Makers"** course prepares leaders to drive sustainability initiatives across entire organisations. These programmes are delivered online, offering flexibility for working professionals, and include interactive elements such as practical exercises and consultations with sustainability experts.

Strengthening Skills in Building Services Engineering through Employer Collaboration and LSIF

Employers had highlighted a lack of appropriate training courses in Building Services Engineering to meet their skills needs (highlighted in Annex 3). With Local Skills Improvement Funding (LSIF) support, **Newbury College** has developed the Building Services Engineering Service and Maintenance Engineer Apprenticeship in collaboration with local employers. Nine apprentices are currently studying the programme, which links the theory in the classroom to their on-the-job skill development.

Aaron Sedman, HVAC Engineer, Oxford University, said: We have covered the foundation of plumbing principles on this programme, such as pipe bending and learning fabrication of materials in building and services that we can apply in the workplace.

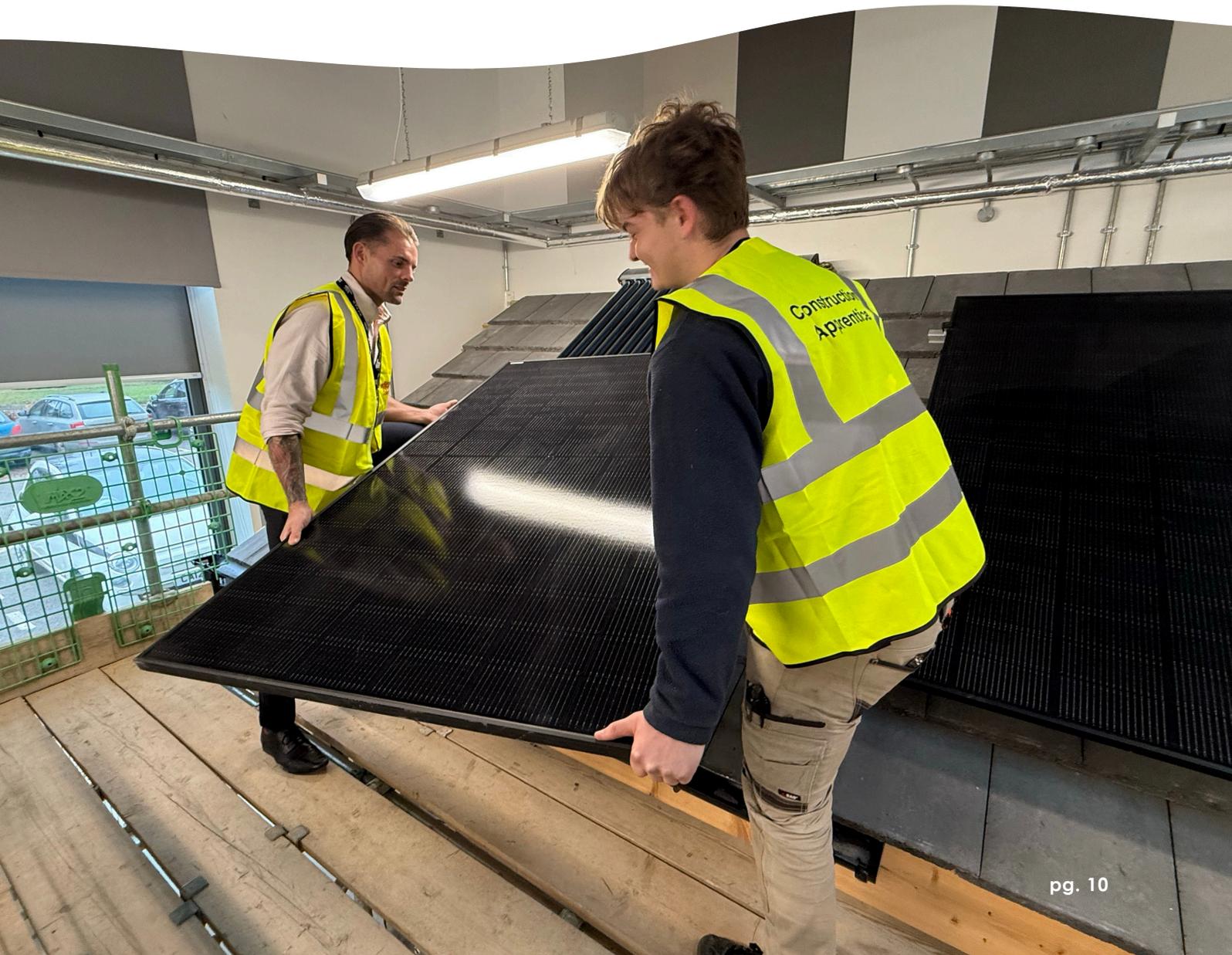
Mike Mullen, Construction Lead commented: It's fantastic to see the development of this apprenticeship programme to meet the skills needs demanded by local employers and provide meaningful support for the apprentices in developing these vital industry skills.

Annex 3 contains our latest review of provision available in the area linked to the occupational SOC codes.

New courses that have been developed include Skills Bootcamps that directly address LSIP Priorities. Berkshire Skills Bootcamps are flexible courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills and fast track to interview with an employer upon completion. To find out more, follow this link: <https://berkshireopportunities.co.uk/skills-bootcamps/>

New Provision Now Available includes:

Skills Bootcamps Construction	Skills Bootcamps Data Analytics	Skills Bootcamps Air Source Heat Pump	Skills Bootcamps Domestic Ventilation	Skills Bootcamps Solar Photovoltaic
Short Courses on AI, Machine Learning	Short Courses in Virtual Production, AI and Sound Production	Access to HE Computing	Short Courses in Coding and Cyber Security	T Level in Media Broadcast
Apprenticeships in Media Industries	HNC Modern Methods of Construction	Sustainability for Employers	Certificate in Warehousing and Storage	L3 Course in Hair and MakeUp for Film and Theatre



WHAT STILL NEEDS TO BE ACHIEVED?

While progress across the Workforce Development Partnerships and employer engagement activity has been strong, a number of areas still require further action, refinement or support. Some planned actions are behind schedule, in part due to delays in national policy, including uncertainty around the Lifelong Learning Entitlement. This has affected the pace of work on modular course design and adult learning progression routes, particularly in sectors such as Health and Life Science.

We will continue to champion and embed the employer voice into skills and workforce development strategies across the Thames Valley.

Local Governance and Future Changes

There may be future changes to how local government and economic planning are managed across Berkshire. Discussions have taken place about how local councils could work more closely together, or with neighbouring areas, to improve services and decision-making.

These conversations form part of wider national plans to devolve more powers from central government to local areas. Although no formal decisions have been made, there is growing interest in working together across Berkshire on issues such as skills, transport, housing, and economic development. The LSIP will continue to play an important role in ensuring that employers remain closely involved in any changes that affect skills planning, and that their needs are well understood by all partners involved.

Collaboration

As ERB, we have long-established collaborative working with other partners. This has included close partnership work driven by the Local Skills Improvement Fund (LSIF).

In 2025, this collaboration has evolved into a new Thames Valley FE Partnership across Berkshire and Oxfordshire. This group allows key representatives from FE Colleges across the region, with the ERB and other partners, to discuss their goals and objectives for skills growth, and their accountability agreements, identifying areas in which greater collaboration would help.

We also work collaboratively with employers and providers in Berkshire and Oxfordshire through the LSIP Workforce Development Partnerships across identified priority sectors to co-create solutions for skills and workforce development.

We will continue to work with our employers and providers through Workforce Development Partnerships to drive forward practical and collaborative action.

Care

The Care WDP is exploring how to bring the reality of care work into the classroom. This includes giving students hands-on experience with the digital systems used in care settings, and helping teachers better understand the needs of the sector through direct input from employers. There are also discussions about leadership training, especially for technical staff stepping into management roles.

Key Action- Planned Careers Fair in September 2025

Construction and the Built Environment

The construction group is looking at ways to involve more people who are currently underrepresented in the industry, such as care leavers and career changers. A recent round table explored the range of systemic issues still facing construction workforce development. A lack of teaching staff remains a major challenge, and ideas are being explored to bring more industry professionals into education. The group is also thinking about the potential for a marketing campaign to raise awareness of modern construction roles. There is a push for larger firms to support smaller ones through training and mentoring, and the group is keen to get more supply chain companies involved in future discussions.

Key Action- Planned bid into the CiTB Impact Fund

Breaking Ground: Tackling Perceptions and Building Pathways into Construction

In January 2025, the Construction WDP brought employers, colleges and training providers together at the University of Reading to confront a growing challenge in construction: how to attract and retain talent in a sector facing a shortfall of over 250,000 workers by 2027.

The discussion revealed deep-rooted issues. Stereotypes of construction as low-skilled and dirty still deter many, especially young people and those from diverse backgrounds. Brexit has added to the pressure by reducing the pool of skilled workers, while the industry's complexity and lack of clear entry routes make it hard for newcomers to find a way in. Even among college graduates, retention is low.

But the most urgent message to emerge was this: we need more open and regular conversations between industry and education. Students, parents, teachers and employers must better understand what the sector really offers, from digital design and environmental impact to project management and innovation.

Participants agreed that changing perceptions will not come from one campaign or one event. It will take continuous effort, honest dialogue and stronger links between education and employers. Only through ongoing conversations can we truly demystify construction and help people see its value and potential.

Screen Industries

In the screen sector WDP, the focus is on helping students build useful, real-world skills. This includes developing resources about budgeting and legal knowledge and looking at how new technology like Unreal Engine can be used to help students create digital portfolios. There is strong interest in giving students more chances to meet employers through networking events, and in making employer interviews and feedback a regular part of learning. Sustainability is also on the agenda, as is finding better ways to match college requests with employer offers of support.

Key Action- Support and promote the screen sector road show led by Screen Berkshire 'Lights, Camera, Business!' to help network businesses, creatives and students.

Haulage and Logistics

The WDP group recently held a large event at Reading College and is now planning its next steps. A significant milestone has been the development of a new course offer at Activate Learning.

Key Action- Review the new provision available

Health and Life Sciences

In health and life sciences, the group is considering whether a single advisory board across colleges would make it easier for employers to engage. There is also interest in supporting soft skills, leadership development and new training in areas like artificial intelligence and digital literacy, to make sure the workforce is ready for the future.

Key Action - Partner with the [Thames Valley's Health and Life Science Working Group](#) to ensure strong strategic engagement across all workforce development strategies. The benefit, already, is the obvious synergies between health and life sciences, Healthtech and skills across the sector which are being showcased in the working group meetings in [July 2025](#) (Carl Bramwell from Cogent Skills speaking) and [October 2025](#) (Phil Smith, Skills England).

We will continue the work on raising the profile of careers in our priority sectors.

For example, a Care Careers Fair is being planned for September, to be held in a real care home setting. This event aims to give students, jobseekers and careers advisers a first-hand experience of the sector, allowing them to meet staff, see the environment, and better understand the wide range of roles available. Holding the fair in a care home is a deliberate choice, it brings the reality of care work to life in a way that a classroom or exhibition hall cannot. The aim is to challenge outdated views of the sector, raise awareness of career opportunities, and inspire more people to consider adult social care as a meaningful and rewarding path.

We will continue to highlight opportunities to develop awareness and capabilities in our cross-cutting skills.

In all of our WDPs, we are promoting opportunities to develop cross-cutting skills such as new leadership and management short courses, skills bootcamps and other initiatives. Employer feedback continues to assert that these cross-cutting skills, including digital, employability skills and, increasingly, skills for net-zero, are important.

Growing an appetite for sustainability

New Directions College is developing its green space to act as a catalyst and resource for sustainability across the college. Although it is early days, the impact of the college's inclusive, collaborative, 'on a shoestring' approach to converting this unloved space into a thriving, biodiverse outdoor classroom can already be seen. Working with Food4Families, a local community food growing charity, the college has introduced fortnightly 'gardening parties' for staff and students to get involved in developing the new garden. Last week involved a session on creating a lasagne bed. (A sort of horizontal compost bed into which vegetables can be planted. It is part of the 'no-dig' gardener's toolkit.) A group of ESOL (English for Speakers of Other Languages) students helped build the bed and, in the process, shared their own knowledge of gardening as well as learnt new words and practiced their questioning skills. Creation of the lasagne bed also opened the door to talking about the importance of soil health, carbon sequestration and water conservation.

We will continue to identify granular information and insights to inform new course development and changes in provision.

[The latest reports and insights from the WDPs](#) are published on our website and are disseminated via our [monthly newsletters](#).

Annexes 3 and 4 capture our latest work mapping current provision, and 'deep dive' insights from our Workforce Development Partnerships. We hope these are useful to our colleges and providers.



STRATEGIC AND ECONOMIC CONTEXT UPDATE

The following section sets up a brief update to the detailed analysis published in August 2023 and further update published in June 2024. Further summary information is included in Annex 1. The update does not substantively change the main messages of the published LSIP.

Berkshire is seeing clear changes in its population, workforce, and economy. The population continues to grow, mainly due to international migration, but like elsewhere, the number of older residents is rising while the working-age population is expected to fall by about 20.5% by 2034. Employment rose by 17,000 in 2023, and economic inactivity dropped sharply, although unemployment changes varied across the county. Berkshire's economy is also expanding, with a £4.9 billion rise in GVA in 2022 and strong performance in key sectors like information and communication, which now accounts for nearly a quarter of all output. Productivity levels remain well above the national average. Infrastructure investments are underway. For example, West Berkshire Council will spend approximately £73 million in 2025/26 including a new £18.6 million solar farm at Grazeley. Network Rail is also investing £140 million to improve reliability across the Great Western and Elizabeth lines by late 2025.

Berkshire continues to be one of the most productive regions in the UK. According to the Berkshire Economic Strategy (2025–2035), the area is aiming for strong economic growth, targeting an increase of 3% per year. By 2035, the value of Berkshire's economy could grow from £52.5 billion to over £70 billion. Over 36,000 new jobs are expected to be created during this time.

Key sectors that continue to drive growth include technology, life sciences, logistics, construction, and the creative industries. These sectors offer high-value opportunities but also face challenges, particularly in attracting skilled workers and keeping up with rapid changes in technology and working practices.

This positive outlook is supported by recent national analysis. For example, the EY UK Regional Economic Forecast (March 2025) highlights Reading as the fastest-growing local economy outside London, with an average GVA growth rate of 2.2% a year between 2025 and 2028. Much of this growth is expected to come from sectors already well-established in Berkshire. The Q1 2025 Thames Valley Quarterly Economic Survey (QES) shows cautious short-term sentiment but longer-term optimism, with 31% of businesses reporting recent workforce growth and nearly half planning to recruit in the next quarter.[1]

The LSIP has a strong emphasis in the local strategy on supporting inclusive growth, ensuring all communities across Berkshire benefit from economic success, and on helping people gain the right skills to take up new opportunities as they arise.

Sector Strengths and Opportunities

Key sectors (referenced via Standard Industrial Classification (SIC) codes) continuing to drive the local economy include:

Information and Communication Technology- expected to grow nationally by 2.6% a year, with much of this activity concentrated in the South East, including Berkshire.

Professional, Scientific and Technical Activities- forecast to grow at 2.2% annually, reflecting strong local demand for high-skilled roles in finance, engineering, consulting, and R&D.

Life Sciences and Health Technologies- particularly in areas such as Reading and Slough, where demand for skilled staff is growing alongside private investment.

Creative Industries and Screen Sector- expanding in Wokingham, and strengthened in Windsor and Maidenhead with the acquisition of Bray Studios by Amazon, supported by new facilities and employer-provider collaboration through the LSIP and Berkshire Film Office.

Logistics and Distribution- increasingly important given Berkshire's location along the M4 corridor and its links to Heathrow.

These sectors offer high-value employment opportunities but also require a workforce with up-to-date digital, technical, and practical skills. The LSIP is supporting this by promoting collaboration between employers and training providers across the county.

Infrastructure and Growth Challenges

Berkshire remains well-connected, with access to London, national rail networks, the M4 corridor, and Heathrow Airport. Local investment is continuing in commercial space, transport infrastructure, and digital connectivity to support business growth and access to work.

However, there are emerging challenges that may affect future development:

Energy infrastructure is under pressure, particularly in supporting new technologies like AI and advanced data services. Nationally, only a few sites can meet the power demands of large-scale tech operations, and additional investment may be needed in the region.

Skills shortages remain a consistent issue for employers, particularly in specialist and technical roles. Employers also report challenges in recruitment for entry-level jobs in logistics, care, and construction. Labour market tightness means that employers need to find new ways to attract, retain, and upskill staff, with particular focus on engaging underrepresented groups and supporting workforce progression.

Berkshire's future success will depend on how well it can respond to these pressures while building on its existing strengths. The LSIP will continue to play a key role in ensuring that training provision adapts to business needs and that local people are equipped for the opportunities ahead.

Alignment with Skills England and the Industrial Strategy

Skills England has identified 10 priority sectors using SIC codes, reflecting national economic and workforce priorities. The Modern Industrial Strategy outlines eight future-facing sectors central to long-term economic growth. The Berkshire LSIP aligns closely with most of these sectors through its Workforce Development Partnerships (WDPs) and sector-specific actions.

Industrial Strategy	Skills England Priority Sector	Berkshire LSIP Priority Area / WDP	Alignment Comments
Clean Energy	Construction	Construction & Built Environment WDP	Direct match; focused on green construction, T Levels, and HTQs.
Digital & Technologies	Digital and Technology	ICT & Cross-Sector Digital Skills	Strong alignment; includes bootcamps, HTQs, AI, data analysis.
Advanced Manufacturing	Engineering and Manufacturing		Oxfordshire LSIP Priority
Life Sciences	Health and Social Care	Health & Life Sciences WDP and Care WDP	Split into two distinct WDPs locally to reflect sector complexity.
	Hospitality	Employer engagement noted, not a main LSIP priority	Recognised as an emerging theme (esp. post-COVID near Heathrow), but not prioritised yet in roadmap.
Life Sciences	Life Sciences	Health & Life Sciences WDP	Strong presence, especially in Reading and Slough.
	Logistics and Transport	Haulage & Logistics WDP	Direct match; includes Skills Bootcamps and sector promotion.
	Retail	Not currently prioritised	No specific activity reported under LSIP.
	Social Care	Care WDP	Reported separately from Health; directly aligned with Skills England framework.
	Early Years and Childcare	Not currently prioritised	May be included within broader Care/Health engagement but not featured explicitly.
Creative Industries		Screen Sector WDP	Strong alignment
Defence		Not currently prioritised	No specific activity reported under LSIP.
Financial Services		Not currently prioritised	No specific activity reported under LSIP.
Professional Business Services		Not currently prioritised	No specific activity reported under LSIP.

As part of the LSIP's ongoing work to support collaboration and reduce duplication, provision mapping has been carried out with education and training providers in key sectors. As part of our continuing deep dive research, we have updated the **Information for Education and Skills Providers**. This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning. It sets out a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers. This is included in Annex 2.

Information Key
 COMPLETE
 ON TRACK
 DELAYED OR RISK OF NON-COMPLETION
 HIGH RISK OF NON-COMPLETION

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Governance & Leadership The ERB will evolve the LSIP Advisory Panel to become the LSIP Employer Board, overseeing and advising LSIP actions. This will ensure that the LSIP implementation remains employer led.</p> <p>The ERB will identify and mobilise Employer Champions for workstreams, ensuring the employer voice is loud and clear in all our actions.</p> <p>The ERB will embed the new Thames Valley Skills Unit (TVSU) as an expert team to help drive forward the LSIP. This will ensure that there is an expert resource within the ERB to advise on skills.</p> <p>The ERB will convene a new Provider and Partner Forum.</p>	<p>The LSIP Employer Board is in place with an active membership of Employer Champions for priority themes and sectors.</p> <p>The Thames Valley Skills Unit is established as a dedicated team within TVCC.</p> <p>The Partner & Provider Forum has been rolled out as a webinar for information-giving.</p> <p>The LSIP Project Management Group is evolved into a broader collaborative group, seeking opportunities for FE providers to continue to work together on strategic issues such as devolution.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the Board and Forum and continue to drive and monitor progress.</p>	<p>COMPLETE BY TARGET-SEP 2023</p>	<p>TVCC directly delivering and leading collaborative arrangements.</p> <p>Ensuring providers and employers have more opportunities to collaborate.</p>	<p>Structure in place and monitored by quarterly Board meetings.</p> <p>KPIs agreed and monitored at weekly team meetings and quarterly Board meetings</p>	<p>COMPLETE The LSIP is now embedded as an essential part of the Berkshire strategic landscape for skills.</p> <p>In particular, the Employer Champions, driving and supporting the sector-based Workforce Development Partnerships are improving relationships and enabling tangible impact (see below).</p>
<p>Monitoring and Realising the Benefits Monitor and support the realisation of the LSIP and to keep the LSIP under review to ensure it is still relevant.</p> <p>Work with the Lead for the LSIF application to ensure the LSIF is aligned with the LSIP.</p>	<p>Impact Measures agreed (set out in 'What We Have Achieved' section) and aligned with LSIF KPIs where appropriate.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) is working in partnership with LSIF providers, including the lead, Activate Learning.</p>	<p>COMPLETE BY TARGET-SEP 2023 Agreement of KPIs ON TRACK Monitoring of KPIs</p>	<p>TVCC working in partnership with the LSIF Project Group ensured that LSIF was closely aligned with LSIP.</p>	<p>Monthly LSIF Project Management Meetings attended by TVCC</p>	<p>COMPLETE</p>
<p>The ERB should facilitate work to strengthen collaborative working, ensuring that employers and providers work together to provide employer-focused solutions that are cost-effective, and try to best manage employer demand signals which can be fragmented.</p> <p>Pilot, convene and facilitate ERB-Led Workforce Development Partnerships (WDP) in Priority Sectors, using existing partnerships where possible, and maximising benefit with cross-border working if possible.</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. 	<p>Learning from best practice in our area, bring a Guide for Working Together on Shaping the Workforce which will offer guidance to both employers and providers in navigating the local skills system and working collaboratively to help shape the workforce for the future.</p> <p>Guide for "Working Together on Shaping the Workforce" available on-line and updated with new case studies and resources on a regular basis ongoing.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has created resources and published the website</p>	<p>COMPLETE BY APRIL 2024 (TARGET-JAN 2024)</p>	<p>TVCC directly delivering and leading arrangements.</p> <p>Ensuring we showcase, guide and encourage providers and employers have more opportunities to collaborate.</p>	<p>Weekly Thames Valley Skills Unit Team meetings have monitored progress.</p>	<p>COMPLETE The website is now launched.</p> <p>Further development work and content creation ongoing.</p>
<p>Workforce Development Partnerships active for:</p> <ul style="list-style-type: none"> Screen Sector Construction & Built Environment Health & Life Science Care Transport & Logistics 	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.</p>	<p>COMPLETE BY TARGET-SUMMER 2023- WDPs LAUNCHED. WDP PARTNERSHIP WORK CONTINUES UNTIL MARCH 202</p>	<p>TVCC directly delivering and leading arrangements.</p> <p>Research / deep dives / Labour Market Information (LMI) / Data analysis.</p> <p>Employer engagement – through sector based WDPs</p>	<p>Monthly KPIs for employer engagement captured and reviewed at Thames Valley Skills Unit Team Meetings and Employer Board.</p>	<p>COMPLETE WDPs are now active fora, driving forward actions in each priority sector.</p> <p>Case studies are included as part of this Progress Report.</p>

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
This Plan sets out a detailed description of the job roles and skills that Berkshire employers have reported are difficult to find in a format designed to make sense to education and skills providers- Information for Education and Skills Providers . This sector-by-sector analysis sets out granular information which our education and skills providers will respond to in their business and curriculum planning.	<p>Update to Skills Priorities published (Annex 2)</p> <p>Disseminated and promoted as part of the Progress Report.</p> <p>Showcased and promoted on Guide to Working Together Website</p>	The Thames Valley Chamber of Commerce (TVCC) has completed the deep dive research, created resources and published on the website	COMPLETE BY TARGET- JUNE 2024	<p>Research / deep dives / Labour Market Information (LMI) / Data analysis.</p> <p>This information will enable providers to tailor responses to employer needs.</p>	Reviewed and monitored at Employer Board (quarterly) and LSIF Project Management Group (monthly)	COMPLETE Information for Education and Skills Providers. This sector-by-sector analysis sets out granular information which our education and skills providers will continue to respond to in their business and curriculum planning.
Employers and training providers should collaborate to provide curriculum provision that is flexible and accessible to working learners for upskilling. Training providers, working in partnership with the ERB should plan a 'rapid response' service to design and deliver local, non-accredited and/or modular provision (occupation dependent as some industries require licence to practice) to address urgent skills needs in the existing workforce.	<p>Providers working together through the LSIF to develop and promote Short Courses related to LSIP priorities.</p> <p>The Modular Acceleration Programme is a two-year programme taking place over 2023/24 and 2024/25 that will accelerate the supply of and support the delivery of individual modules of HTQs ahead of the launch of the LLE. Activate Learning are a pilot provider, working with TVCC to promote the offer.</p>	Providers, including the LSIF Project Group, have planned out provision.	ON TRACK-Summer 2023- Mar 2025	<p>Pilot funding for MAP</p> <p>TVCC will work with Activate to promote MAP</p>	KPIs agreed through LSIF Project Group.	DELAYED DUE TO NATIONAL DELAY IN LLE Activate Learning are piloting the Modular Acceleration Pilot (MAP).
	<p>New Skills Bootcamps launched in LSIP priority areas:</p> <p>Life Science- Lab Skills</p> <p>Green Skills</p> <p>Health & Social Care</p> <p>Screen Industries</p> <p>Leadership & Management</p> <p>Digital Skills</p>	<p>TVCC have worked with contract holder, Berkshire LEP to ensure Skills Bootcamp provision meets LSIP priorities.</p> <p>Skills Bootcamp offer promoted by TVCC through monthly newsletter, website and WDPs.</p> <p>Employers engaged by TVCC to help design and influence provision</p>	ON TRACK-Summer 2023- Mar 2025	<p>Mainstream funding: Skills Bootcamps (Berkshire LEP and providers)</p> <p>Employer engagement by TVCC through WDPs and 1-1s</p>	Berkshire LEP-Skills Bootcamp contract holder has agreed targets as part of the contract.	ON TRACK Skills Bootcamps in place. 686 bootcamp graduates 380 job interviews created 370 new job outcomes
HTQs are higher technical qualifications that employers have helped develop. The Lifelong Learning (Higher Education Fee Limits) Bill has been introduced in parliament, which will allow for the Government's Lifelong Loan Entitlement (LLE) to be rolled out.	<p>Provider-led Planning Group implemented.</p> <p>HTQs in place through FE providers.</p> <p>(NB LLE delayed until 2026)</p> <p>HTQs now on offer include:</p> <p>Digital Technologies including AI and Cyber</p> <p>Modern Methods of Construction</p> <p>Leadership & Management</p>	<p>The LSIF Board group, with co-leadership from TVCC is widening its focus to lead collaborative action and skills planning, including a focus on HTQs and LLE.</p> <p>TVCC will co-lead the collaborative group with providers.</p>	DELAYED DUE TO NATIONAL DELAY IN ROLL OUT OF LLE Autumn 2023- March 2025 Timeline for LLE launch now in line for 2026.	<p>Mainstream funding: HTQ</p> <p>LSIF Funding for design, development and collaboration.</p>	<p>KPIs agreed with providers through LSIF-new L4+ courses:</p> <p>11 new L4+ courses planned</p>	DELAYED Planning Group in place and HTQs being promoted.
Promoting Careers in Priority Sectors	<p>Using information on Skills Priorities, work with providers and CEIAG providers is ongoing to ensure up to date information is available to influence careers advice and activity.</p> <p>Partnership working in place with Berkshire Careers Hub including attendance at and contributions to WDPs</p>	TVCC leading collaboration with Careers Providers (CEIAG providers)	ON TRACK Autumn 2023- March 2025	TVCC leading employer engagement	Regular KIT meetings in place with CEIAG Providers.	ON TRACK Strong engagement with Careers Providers in place. Haulage Careers fair complete, Care Careers fair planned, on going Screen Sector Road Shows

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
T Levels are being rolled out by the Government. These qualifications will aid L3 occupations and employment, progression to apprenticeships and vocational HE.	On going support for providers in the roll out and expansion of T levels. WDP in Screen Sector focusing on T Level implementation	The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.	ON TRACK Autumn 2023- March 2025	TVCC leading deep dive research and employer engagement through WDPs	Monitoring implemented through deep dive research and published in	COMPLETE New T level provision on stream for 2024 and 2025.
Beyond the specific sectoral, and cross-sectoral skills set out in this Plan, there has been a wide range of employer feedback on the necessity of employability skills. More work needs to be undertaken to establish the need for a defined framework of underpinning employability skills, endorsed by employers, for training providers to adopt. Or, whether there is an existing framework used by providers that could be amplified and promoted. This could provide consistency for employers.	Providers and TVCC have identified skills in Leadership and management, workforce development and sustainability as key themes. There was no appetite for a new defined framework of underpinning employability skills arising from WDPs and other employer engagement. We are also aware that the National Priority Skills Statement refers to more work required. The national guidance notes that essential skills in English, maths and digital should also be prioritised and acknowledges that there may be value in articulating a list of transferable skills. Existing models such as Skills Builder provide this.	The Thames Valley Chamber of Commerce (TVCC) has convened the WDPs in partnership with Employer Champions and continue to drive and monitor progress.	COMPLETE-ACTION NOT ONGOING			
In partnership with the ERB and employers, training providers should further develop collaborative work to create innovative routes into the FE Teaching Workforce, and increase the capacity for training, coaching, and mentoring in priority skills.	Work with ETPs to support work to: Promote FE teaching as a career route. Provide development opportunities for teachers. Promote employer involvement in delivery	LSIF Project Group delivering Teach Your Trade Campaign	ON TRACK Sep 2023- March 2025	FE Colleges collaborating through LSIF	Progress reported through monthly Project Meetings.	COMPLETE https://teachyourtrade.org.uk/



SECTOR SPECIFIC: SCREEN INDUSTRY

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
 <p>Facilitate a Screen Industry Workforce Development Partnership (WDP)</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. <p>The Berkshire Film Office and Resource Productions have won funding for a BFI Skills Cluster. Resource Productions is set to receive £0.6 million from BFI over three years to develop a diverse pool of local filmmaking talent, working alongside Berkshire education and training providers such as the University of Reading and employers such as Shinfield Studios</p> <p>The ERB and the BFI Skills Cluster have agreed to work together in partnership.</p> <p>The Sector Profile illustrates that allied trades (hair, makeup, finance, HR, carpenters and electricians) often do not have the relevant skills for the Screen Industry.</p>	<p>TVCC have convened a WDP to partner and add value to the Skills Cluster, developing a work programme to connect employers to skills, and improve the skills provision in the local area.</p> <p>The WDP has explored new apprenticeships</p> <p>As part of the WDP and BFI Skills Cluster, employers and ETPs are exploring simulated productions to act as industry and work placements, and as routes into the industry.</p> <p>Other priority roles identified in the LSIP have been identified as Skills Bootcamps.</p> <p>Existing L3 courses and future plans were enhanced through employer collaboration promoted by the LSIP (see case study from TWFCG)</p> <p>The WDP has developed new Hair & Makeup qualifications</p> <p>The WDP is developing Train the Trainer – understanding the breadth of roles and how other curriculum areas (including carpentry and electricians) cross into the screen industries sector; Teachers/careers professionals to be upskilled so they can promote opportunities to their students</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the Board and Forum and continue to drive and monitor progress.</p> <p>Dominique Unsworth-Resource Productions (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>COMPLETE- WDP IN PLACE</p> <p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps and other courses for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamp, apprenticeship & T Level provision in Berkshire</p> <p>Existing provision influenced by employer input</p>	<p>WDP meeting quarterly- 3rd meeting was in April 2024.</p>	<p>ON TRACK</p> <p>T Level in Media, Broadcast and Production now due to be on offer to Berkshire learners for September 2024.</p> <p>A new apprenticeship offer is now available including Content Creator and Production Assistant.</p>



SECTOR SPECIFIC: CONSTRUCTION & THE BUILT ENVIRONMENT

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
 <p>Facilitate a Construction & Built Environment Workforce Development Partnership (WDP)</p> <p>Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors.</p> <p>Generate resources and advice for signposting employers to skills.</p> <p>Strengthen relationships between attending providers and employers to generate further partnership solutions.</p> <p>Increase T Level provision.</p> <p>The Sector Profile illustrates those changing technologies, particularly in Green Skills are driving the need for upskilling in new technology, retrofitting and digital.</p> <p>The WDP will promote expansion, development, and delivery of provision in the identified priority areas.</p>	<p>TVCC have convened a WDP for Construction and Built Environment Sectors, collaborating with CITB, Home Builders Federation and the Electrical Contractors Association. This is a new group, pan-Berkshire and Oxfordshire to maximise benefits.</p> <p>Commitment to key actions: Inspire and inform more people about the Built Environment – construction roundtable being planned Concise mapping of qualifications for employers to understand what is currently offered and how they relate to opportunities/responsibilities in the workplace. Work on continuing to match education and training provision to local employer needs – range of construction course development through LSIF funding</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Lawrence Wright (Helix) (Employer Champion) leads meetings and partnership work with TVCC.</p> <p>Partners CITB ECA Home Builders Federation</p>	<p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop other courses for the sector.</p> <p>Outcomes expected: New Skills Bootcamp, HTQ & T Level provision in Berkshire</p>	<p>WDP meeting quarterly- 3rd meeting was in April 2024.</p>	<p>ON TRACK</p> <p>New short modular upskilling courses on offer (for example, TWFCG Green Skills Academy) in green construction- installing renewable energy systems. New HTQ now available in Modern Methods of Construction.</p>

SECTOR SPECIFIC: HEALTH & LIFE SCIENCES

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
 <p>Partner with the existing Thames Valley Health and Life Sciences Round Table to facilitate a Workforce Development Partnership (WDP)</p> <ul style="list-style-type: none"> Provide a forum and focus for employers to gain insights into skills, and providers to gain insights into priority sectors. Generate resources and advice for signposting employers to skills. Strengthen relationships between attending providers and employers to generate further partnership solutions. <p>The WDP will promote expansion, development, and delivery of provision in the identified priority areas.</p>	<p>The TVCC has worked with the successful Life Sciences Round Table to identify partnership and collaboration opportunities and establish a WDP.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed: Creating more opportunities for new entrants to the sector and for career returners. More mentoring and work insights opportunities for potential new entrants to the sector. The creation of new education and training provision Creating industry upskilling opportunities for teaching staff</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Tanya Jenkins and Joanne Thurston, Lonza (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>ON TRACK Summer 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected: New Skills Bootcamps</p>	<p>WDP meeting quarterly- 3rd meeting due July 2024.</p>	<p>ON TRACK</p> <p>Life Science – Lab Techniques Skills Bootcamp, endorsed by Life Science employers ran in 2024- discontinued due to lack of uptake. Now running in Oxfordshire.</p> <p>WDP continues and will be linked with the wider Working Group to maximise employer engagement</p>

Information Key
● COMPLETE
● ON TRACK
● DELAYED OR RISK OF NON-COMPLETION
● HIGH RISK OF NON-COMPLETION

SECTOR SPECIFIC: CARE

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p>Employers report the need for modular training to support specialist skills. such as diabetic training, training to support residents with epilepsy, and midazolam injections, leadership & management.</p> <p>Employers report that the FE college curriculum should be developed to include important areas such as mental health first aid, situation management for emotive situations, creative thinking, food texture modification (IDDSI framework) (which is currently taught in catering courses), food hygiene certification, and delivering meaningful activities in social and residential care settings.</p> <p>The LSIP will promote expansion, development and delivery of provision designed to improve the English skills of new, overseas workers.</p>	<p>The TVCC has launched a WDP in Care.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed:</p> <p>Promotion and focus on Care Home week Exploring the data – where have those in the sector come from Collaboration with the Hallmark Foundation on their National Care Careers event (19th Nov 2024)</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Sanjay Dhrona, The Close Care Home (Employer Champion) leads meetings and partnership work with TVCC.</p>	<p>ON TRACK</p> <p>Autumn 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Deep dive research and employer engagement to establish upskilling needs for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamps Work insights for students Employers influence content of existing curriculum</p>	<p>WDP meeting quarterly- 1st meeting April 2024</p>	<p>ON TRACK</p> <p>Initial deep dive analysis identified a trend of adult students and entrants (not 16-18)</p> <p>Skills Bootcamps running in Berkshire linked to specialist skills reported in the LSIP</p> <p>Care Careers fair planned September 2025</p>

SECTOR SPECIFIC: HAULAGE & LOGISTICS

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p>The sector needs to promote itself as a career of choice to improve recruitment and career progression.</p>	<p>The TVCC has worked with the Chartered Institute of Logistics and Transport to identify partnership and collaboration opportunities and establish a WDP.</p> <p>This is pan Berkshire and Oxfordshire to maximise benefits.</p> <p>Actions agreed:</p> <p>Promotion of breadth of careers in the sector</p> <p>Focus on level 1 and 2 students: opportunities exist for them, and they can upskill and progress in the sector</p> <p>Resources/materials from Chartered Institute of Logistics and Transport (CILT) to be shared with Careers Organisations for use with schools/colleges; Working with Generation Logistics to get more sector ambassadors into schools/colleges</p>	<p>The Thames Valley Chamber of Commerce (TVCC) has convened the WDP and continue to drive and monitor progress.</p> <p>Richard Perriman (Employer Champion) leads meetings and partnership work with TVCC.</p> <p>Partners CILT</p>	<p>ON TRACK</p> <p>Autumn 2023- March 2025</p>	<p>TVCC led Working Group involving employers, providers and other stakeholders.</p> <p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected:</p> <p>Work insights for students</p>	<p>WDP meeting quarterly- 2nd meeting April 2024</p>	<p>ON TRACK</p> <p>Work on a pilot programme of work placements with key employers and providers Joint LSIP/CILT careers event completed to bring employer, provider and learner voices together on this</p> <p>New provision available</p>

HIGH RISK OF NON-COMPLETION

DELAYED OR RISK OF NON-COMPLETION

ON TRACK

COMPLETE

Information Key

SECTOR SPECIFIC: ICT AND CROSS SECTOR PRIORITY: DIGITAL

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>The ERB will promote expansion, development, and delivery of provision in the identified priority skills.</p> <p>Work with the Berkshire local authorities to ensure the Skills Bootcamps in Digital, including Digital Marketing, reach intended targets.</p>	<p>Providers are developing new digital provision in:</p> <ul style="list-style-type: none"> T levels HTQs Skills Bootcamps <p>TVCC has worked with the LOCAL AUTHORITIES to help signpost employers to benefit from the Skills Bootcamps in Digital.</p>	<p>Berkshire LOCAL AUTHORITIES</p> <p>And providers have worked together to develop and deliver Skills Bootcamps</p> <p>Providers through LSIF collaboration are developing digital provision.</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>Mainstream skills funding</p> <p>Outcomes Expected:</p> <p>More learners accessing digital skills</p>	<p>Employer Board quarterly-monitoring activity</p>	<p>ON TRACK</p> <p>T Levels in Digital available</p> <p>New HTQs</p> <p>New Skills Bootcamps:</p> <p>Digital Marketing and Data Analytics</p>

CROSS SECTOR PRIORITIES: LEADERSHIP & MANAGEMENT AND BUSINESS & PROFESSIONAL

Priority 	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
<p>Research and explore the support Berkshire employers need to provide L&M and development for the existing workforce to respond to the identified issue of a tight labour market.</p> <p>Education & Training Providers to use LSIF, Innovation Fund as alternative sources of funding for development of non-accredited and accredited short courses for part-time and full-time learners to improve their knowledge and understanding of the identified Cross-Sector Transferable Skills.</p>	<p>Using the Information on Cross-Sector, Leadership & Management, education, and training providers should review curriculum planning to include these skills where possible and appropriate.</p>	<p>Providers, led by New Directions</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>Provider led working group.</p> <p>Mainstream skills funding.</p>	<p>Monitored through monthly LSIF Project Meetings.</p>	<p>ON TRACK</p> <p>Working group established by New Directions.</p> <p>New L&M training now available including Skills Bootcamps and HTQ</p>

Information Key
● COMPLETE
● ON TRACK
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● HIGH RISK OF NON-COMPLETION

CROSS SECTOR PRIORITIES: GREEN

Priority	Action / Activity / Milestone	Partners Involved	Timescale	Method of Implementation and outcomes expected	Monitoring Arrangements	Progress Status
Build relationships with employers, to help businesses understand their responsibilities and actively develop green skills strategies.	Work in partnership with the planned Sustainability Knowledge Transfer Partnership led by the University of Reading.	ACTION NOT GOING FORWARD KTP not in place- other actions being taken forward by providers- see below.				
<p>Employers and training providers to collaborate to provide curriculum provision that is flexible and accessible to working learners.</p> <p>Training providers, working in partnership with the ERB should set out a 'rapid response' service to design and deliver local, non-accredited and/or modular provision to address urgent Green Job skills needs in the existing workforce.</p> <p>Education & Training Providers to use LSIF, Innovation Fund as alternative sources of funding for development of non-accredited and accredited short courses for part-time and full-time learners to improve their knowledge and understanding of the identified skills. Provide staff development for FE Teachers in identified green skills that are valued by employers.</p> <p>Invest in capital resources identified as essential in delivering Green skills identified in industries such as utilities, motor vehicle, engineering, and construction.</p>	<p>TWFCG are working extensively with Construction businesses and self-employed operatives across the Berkshire area and engagement is helping to inform the training needed. For example, by talking to employers they have identified demand for new 'Green Skills courses in: Warm Water Underfloor Heating, Rainwater Harvesting and Greywater Reuse, Legionella, Electricity for Plumbers (needed for Apprenticeship in Low Carbon). They are currently developing these courses</p> <p>Several staff have undertaken the training in order to be able to teach the relevant specialties.</p> <p>New short courses and Skills Bootcamps in place</p>	<p>Berkshire LOCAL AUTHORITIES And providers have worked together to develop and deliver Skills Bootcamps</p> <p>Providers through LSIF collaboration are developing green provision and facilities.</p>	<p>ON TRACK Autumn 2023- March 2025</p>	<p>TVCC work with the local authorities, and providers help signpost employers to help develop Bootcamps for the sector.</p> <p>Outcomes expected:</p> <p>New Skills Bootcamps</p> <p>New short courses</p>		<p>ON TRACK</p> <p>Courses available</p> <p>Skills Bootcamps in Retrofit</p> <p>Air Source Heat Pump Training</p> <p>Air Source Heat Pumps- Domestic Ventilation Systems EESS Solar PV-</p> <p>New sustainability courses now available (e.g. Activate)</p>

HIGH RISK OF NON-COMPLETION

DELAYED OR RISK OF NON-COMPLETION

ON TRACK

COMPLETE

Information Key



LSIPBERKSHIRE

SHAPING THE FUTURE WORKFORCE