Action Plan for Employment and Skills in Gloucestershire – March 2021 update

Information and Signposting								
Ref	Source	Workstream	Objective	Actions	Who	When	RAG	Progress
1.1	Skills Economic Recovery Plan (SERP)	Information and signposting - LMI	Labour Market Information - Up-to-date managed LMI that uses best national and local resources L, Cov (L= long-term requirement, Cov = response to Covid pandemic)	1.1.1 Review monthly report prepared by LEP for stakeholders and identify any immediate changes/additions required for use with wider audience. 1.1.2 Publish this report via Careers Hub website and Skills Portal. Start with publishing the November 2020 monthly report and then adjust based on feedback from the working group. 1.1.3 Review commercial LMI products and procure suitable tool for use on Skills Portal and Careers Hub website 1.1.4 Investigate how to prepare LMI reports that show skills used in other sectors as presented in EMSI 'Analysis of Digital	**LEP** (JB, DW, PW) **LEP** (DW, PW) **LEP** (DW, PW, PC, RJ + LMI working group) **LEP + Careers Hub** (DW, PW, PC, RJ + LMI	Dec 2020 Dec 2020 then ongoing – monthly Jan 2021	Green	Monthly reports covering UC claimant count, furlough and job postings analysis prepared and published each month via skills portal and careers hub website. Copies shared with school and college careers leads and with stakeholders. EMSI Career Coach licence purchased and launched March 2021. GEGJC and Growth Hub Network partners given demo to increase awareness.

				Pathways' digital and cyber IoT presentation	working group)		<td style="background:green"></td>	LMI working group in place to clarify LMI needs of school and college careers leads.
				1.1.4 Review paid-for LMI tools/reports already used by schools and colleges to investigate whether these are worth using more widely and whether a 'hub-wide' deal can be struck with providers.	**LEP+ Careers Hub** (DW, PC, RJ + LMI working group)			Further actions and resources to be reviewed in April 2021 by GSAP Info and Signposting sub-group established at Feb GSAP meeting.
1.2	Skills Economic Recovery Plan (SERP)	Information and signposting – Skills portal	Skills portal - A central point of contact for businesses and individuals seeking skills L, Cov	1.2.1 Commission and populate website	**LEP and GCC**	Oct 2020	Green	Funding secured from GCC. Checks made with providers to ensure links are accurate and up-to-date. Additional links and support from community groups, etc. requested of District ED/skills leads.
				1.2.2 Check content with service and skills providers to unsure content is up-to-date, accurate and described appropriately	**LEP** (PW and PC)	Nov 2020 then ongoing		
				1.2.3 Promote portal to potential users and intermediaries (e.g. District Councils, community groups)	**LEP** (JG, PW and PC)	Nov 2020 then ongoing		

				1.2.4 Review content and update with further support resources	**LEP** (PW and PC)	Nov 2020 then ongoing		Usage being reviewed monthly. 2,500 users between Dec 2020 and Feb 2021.
				1.2.5 Review usage of portal and adjust content and messaging accordingly	**LEP** (PW and PC)	Nov 2020 then ongoing		Addition of EMSI Career Coach expected to drive increased traffic to the site.
1.3	Skills Economic Recovery Plan (SERP)	Information and signposting - Careers Information, Advice and Guidance	Accessible and effective CIAG for adults and young people L, Cov	1.3.1 Investigate capacity and effectiveness of existing CIAG support for adults via Adviza (NCS), DWP and training providers	**LEP** (PW and PC) **GCC** (VW)	Feb 2021 onwards	Amber	Further actions and resources to be reviewed in April 2021 by GSAP Info and Signposting sub-group established at Feb GSAP meeting.
				1.3.2 Investigate capacity and effectiveness of existing CIAG support for young people via Careers Hub students and careers leads surveys	**LEP** (DW and RJ), **GCC** (SP)	Jan 2021		Adviza unable to release customer numbers and analysis as a result of ESFA restrictions. Further work to
				1.3.3 Seek additional resources and further develop CIAG support for adults as required through Adviza, National	**LEP** (PW and PC) **GCC** (VW)	Feb 2021 onwards		

				Careers Service, ESFA, DWP via training, LMI dissemination, etc. 1.3.4 Seek additional resources and further develop CIAG support for young people as required through Careers Hub, schools, alternative provision, colleges, Future Me via training, LMI dissemination, etc. 1.3.5 Seek support from sector specialists e.g. Construction Industry Training Board (CITB) , Ministry of Building & Innovation(MOBIE), CYNAM	**LEP** (DW and RJ) **GCC** (SP) **LEP** (PW and PC)	Feb 2021 onwards Feb 2021 onwards		be done with Adviza and ESFA to obtain this data if possible as this has a bearing on capacity. The Future Me team of youth reps are developing a guide for young people by young people about education, training and employment in March and April 2021. They have shared the outline for this and we will provide some content to support this.
1.4	Think Gloucestershire Interventions that enable Gloucestershire	Higher Education Marketing Group	Co-ordinated promotion of HE course/programme offer available across all Gloucestershire universities, especially for priority growth sectors (cyber & digital, agri-	Actions to be confirmed by Higher education Marketing Group in consultation with GSAP	Higher Education Marketing Group(tbc)	Feb 2021 onwards	Red	PC checked with university marketing leads at Hartpury and RAU (18/02/21) and they are not

Ref.	Source	Workstream	Objective	Actions	Who	When	RAG	Progress
	to Reimagine and Restart		tech, green/renewables/retrofit) L, Cov				■	aware of this group or the ask of that group.

Apprenticeships

Ref.	Source	Workstream	Objective	Actions	Who	When	RAG	Progress
2.1	Skills Economic Recovery Plan (SERP)	Apprenticeships – Supply stimulation	Campaign and support for local businesses to see the benefits of apprenticeships in economic recovery Cov	2.1.1 Review current apprenticeship information provided via existing LEP channels/skills portal/etc. 2.1.2 Obtain and review promotional materials from other areas/organisations 2.1.3 Prepare own promotional materials 2.1.4 Distribute own promotional materials via LEP, Growth Hub, GCC and provider channels 2.1.5 Arrange 2 webinars to promote and Q&A apprenticeships and other related schemes to employers – incl. employers using app levy	**LEP** (PC, PW) and **GCC** (DB) **LEP** (PC, PW) and **GCC** (DB) **LEP** (PC, PW) and **GCC** (DB) **LEP** (PC, PW), **GCC** (DB), **Growth Hub** **LEP** (PC, PW), **GCC** (DB), **Growth Hub**	Jan 2021 Jan 2021 Feb 2021 March 2021 April 2021 onwards	Amber	Examples of materials from training providers and Amazing Apprenticeships have been obtained. Own materials need design capacity – JM unable to provide this at present because of SAP commitments. Webinars: propose dates; duration; content; platform; etc. at 12/01/21 DB & PC meeting.

				effectively, SMEs, apprentices, ASK project				Work delayed to April while PC prepares Local Skills Report.
				2.1.6 Maintain links with and support SW Apprenticeships Ambassador Network	**LEP** (PC, PW), **GCC** (DB), **Growth Hub**	Ongoing		SWAAN and GCC National Apprenticeship Week events promoted via Careers Hub, social media and Skills Portal.
2.2	Skills Economic Recovery Plan (SERP)	Apprenticeships – Increased Levy transfer to local businesses	More Levy-paying local employers to transfer unspent Levy to businesses that can use this to increase the number of apprenticeship opportunities L, Cov	2.2.1 Prepare list of all levy-paying Gloucestershire employers and RAG rate re. levy transfer	**LEP** (PC) and **GCC** (DB)	Feb 2021	Amber	Unable to source full list of levy-paying organisations but DB working with other known Levy-paying organisations to promote good practice.
				2.2.2 Promote work done on levy transfer by GCC and other good practice to local levy-paying employers	**LEP** (PC) and **GCC** (DB), training providers	March 2021		
				2.2.3 Work with local levy-paying employers to increase levy transfer (targets to be agreed with GSAP)	**LEP** (PC) and **GCC** (DB), training providers	March to December 2021		

2.3	Skills Economic Recovery Plan (SERP)	Apprenticeships – Retain existing apprentices	Risk of existing apprentices being laid off at end of furlough/as local businesses contract Cov	2.3.1 Add advice for apprentices being furloughed to skills portal	**LEP** (PW)	Jan 2021	Green	
				2.3.2 Add advice for employers on retaining apprentices to Growth Hub website	**LEP** (PW)	Jan 2021		
				2.3.3 Brief Growth Hub advisers on key messages re. retaining apprentices	**LEP** (PW) and **GCC** (DB)	Feb 2021		
				2.3.3 Review monthly intelligence from Growth Hub advisers and District ED leads on any apprentices at risk of being laid off and follow-up accordingly with employers	**LEP** (PW) and **GCC** (DB)	Feb 2021 then ongoing monthly		
2.4	Skills Economic Recovery Plan (SERP) and Think Gloucestershire Interventions that enable Gloucestershire	Apprenticeships - Apprenticeship offer supports growth sectors and long-term ambitions of the County Apprenticeships – Apprenticeship programmes and clearing house and Green energy & green	The Apprenticeships and other training provision offered in the County need to enable individuals to gain jobs and train in the growth sectors and the sectors identified in the LIS (e.g. cyber and digital, Green/renewables/retrofitting) L, Cov	2.4.1 Prepare updated contact list for all apprenticeship providers in the county	**GCC** (DB)	Jan 2021	Green	DB has prepared an updated contact list. PC has obtained and shared GWP providers list.
				2.4.2 Contact all apprenticeship providers in the county to confirm current provision and numbers + future provision	**LEP** (PC) and **GCC** (DB)	Feb 2021		DB and JM currently working on report with key

to Reimagine and Restart	infrastructure programmes – in Think Glos interventions		2.4.3 Compare proposed future provision from providers with growth sectors and LIS ambitions	**LEP** (PC) and **GCC** (DB)	March to June 2021		metrics for apprenticeship provision from ESFA data cube. This will be shared with GSAP members by April 2021.

Apprenticeship Clearing House proposals being considered as part of wider work on co-ordination of local skills support by GCC and GFirst LEP. |
			2.4.4 Work with GSAP, GWP and providers to shape future apprenticeship and other training provision to more closely match sector growth ambitions in the county	**LEP** (PC) and **GCC** (DB)	June 2021 to Sept 2021		
			2.4.5 Develop pathways into growth sectors and promote these via schools careers leads, DWP, Adviza, ASK project, skills portal, providers, etc.	**LEP** (PC) and **GCC** (DB) careers hub team, ASK project, Adviza, DWP	June 2021 to May 2022		
			2.4.6 Support One Public Estate retrofit bid with Stroud DC and SGS College and explore options to expand to other local authorities	**Stroud DC**, **SGS College**, **LEP** (PC, EW)	Nov 2020 and ongoing		
			2.4.7 Explore partnership working with Retrofit	**Cotswolds DC**, **SGS College**, **LEP** (PC, PW)	Jan 2021		

				Academy and Cotswold DC			Green	
2.5	Skills Economic Recovery Plan (SERP)	Apprenticeships - Greater flexibility for employers in the training they spend their Levy on	Shorter and more focused training programmes needed by employers but unable to fund this through Apprenticeship Levy and many employers unwilling/unable to spend on this training L, Cov	2.5.1 Continue to lobby DfE and local MPs for further flexibilities in use of the levy 2.5.2 Include ask for increased flexibility in the Local Skills Report published March 2021 2.5.3 GFirst LEP and GCC to continue to seek funding for opportunities for training providers to deliver shorter and more focused training programmes	**LEP** (DO, DS, PC) and **GCC** (DB) **GSAP** (PC) **LEP** (PC) and **GCC** (DB, VW)	Jan 2021 and ongoing Feb and March 2021 Ongoing	Green	
2.6	Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart	Apprenticeships – Apprenticeship clearing house	Provide support for local employers and local potential apprentices to connect and to increase the uptake of apprenticeships L, Cov	2.6.1 Investigate the options to establish a Gloucestershire apprenticeship hub/clearing house (incl as part of a wider 'employment support hub') 2.6.2 Scope out support provided by other LEP-	**LEP** (PC) **LEP** (PC) and **GCC** (DB, VW)	Feb 2021 Feb 2021	Amber	Initial discussions with GCC, GEGJC and BEIS have taken place re. funding. Further discussions with GCC about a wider 'employment

				managed apprenticeship hubs/clearing houses and the associated resource requirements (incl as part of a wider 'employment support hub')				hub' and co-ordination of employment and skills in March 2021.
				2.6.3 Prepare business case for apprenticeship/wider employment support hub to go to GSAP, LEP Board, GEGJC and relevant other stakeholders (LEP business groups, GCC, UoG, training providers)	**LEP** (PC) and **GCC** (DB, VW)	March 2021		In Feb, GCC confirmed it has made £100k additional funding available to support the co-ordination of employment and skills in the County including support for the co-ordination of apprenticeships.
2.7	Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart	Apprenticeships – Degree Apprenticeships	Extend the range of degree apprenticeships offered by Gloucestershire universities that support the sector growth ambitions of the County (cyber & digital, agri-tech, green/renewables/retrofit) L, Cov	2.7.1 Gloucestershire universities and UWE (via Gloucestershire College and the IoT) to clarify degree apprenticeship plans to GSAP 2.7.2 Promote degree apprenticeships to employers and potential degree apprentices	UoG, Hartpury University, RAU UoG, Hartpury University, RAU	March 2021	Amber	Cyber and digital degree apprenticeships are now available at: Gloucestershire College via a partnership agreement with UWE: Cyber

| | | | 2.7.3 Review uptake with GSAP and clarify actions to increase uptake | UoG, Hartpury University, RAU + GSAP | | | Security Technical Professional Integrated Degree Apprenticeship

and University of Gloucestershire: Degree Apprenticeship in Digital and Technology Solutions

These are underpinned by L4 and L5 provision in the county in cyber and digital, including Higher Apprenticeships.

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Unemployment/Redundancy Support								
Ref.	**Source**	**Workstream**	**Objective**	**Actions**	**Who**	**When**	**RAG**	**Progress**
3.1	Skills Economic Recovery Plan (SERP)	Unemployment/Redundancy Support - Brokerage support for businesses	Advice, guidance and brokerage to help businesses find ways of avoiding/mitigating redundancies; brokerage to relevant other support available Cov	3.1.1 Clarify Adviza and DWP existing support offer, prepare flowchart and supporting information. 3.1.2 Ensure key stakeholders are aware of existing Adviza and DWP support offer (District ED/skills leads, Growth Hub Network partners, chambers of commerce, LEP business groups, etc.) 3.1.3 Build referral network/taskforce to identify and refer on employers seeking redundancy help	**LEP** (PW) **LEP** (PC, PW) **LEP** (PC, PW)	Jan 2021 Jan 2021 Jan 2021	Green	Adviza and DWP existing support offer confirmed with PW. Flowchart prepared and distributed to Growth Hub Network partners. Adviza and DWP presented in a workshop for District ED/skills leads and Growth Hub Network partners on 23/02/21. Career Coach was also demonstrated. Initial invitation to join taskforce went out from DWP (Dec 2020). Follow up at workshop on 23/02/21.

3.2	Skills Economic Recovery Plan (SERP)	Unemployment/Redundancy Support - CIAG support for individuals at risk of redundancy/seeking work	Individuals need help seeking roles in sectors new to them and knowing which sectors are hiring/growing	3.2.1 Prepare and publish monthly Glos employment reports using EMSI tools 3.2.2 Ensure CIAG, employment and skills providers have access to and use the monthly reports with their customers	**LEP, Careers Hub** (JB, DW, PC) **LEP, Careers Hub** (JB, DW, PW, PC), **Adviza, employment and skills providers**	Nov 2020 then ongoing Nov 2020 then ongoing	Green	Monthly reports prepared and published via Skills Portal and Careers Hub.
				3.2.3 Identify and clearly signpost to stakeholders the growing sectors and organisations recruiting	**LEP, LEP Business Groups, Careers Hub** (JB, EW, KC, DW, PW, PC), **DWP, Adviza, employment and skills providers**	Nov 2020 then ongoing		Job postings data being used by some providers. Further promotion needed.
				3.2.4 Clarify LMI and training needs of local stakeholders and implement information and training solutions	**LEP, Careers Hub** (JB, DW, PW, PC), **DWP, Adviza, employment and skills providers**	Feb 2021 then ongoing		Careers Hub LMI group meeting 03/03/21 and will confirm schools' LMI and training needs. EMSI Career Coach

				3.2.5 Investigate, resource and procure suitable LMI tool for sharing with stakeholders and customers via skills portal and Careers Hub website	**LEP, Careers Hub** (JB, DW, PW, PC), **Careers & Enterprise Company (CEC)**	Feb 2021 then ongoing		purchased and launched March 2021 to bring together careers information with live job vacancies.
3.3	Skills Economic Recovery Plan (SERP)	Unemployment/Redundancy Support - Clear retraining offers/pathways for those who need it	Courses/programmes that enable individuals to upskill/re-train to enter/re-enter the workforce: To include: • Employability skills • Growth sector-specific training/qualifications • Training/qualifications that match the skills sought by local employers • Self-employment & business start-up skills and support L, Cov	3.3.1 Identify, collate and promote existing support programmes and providers via skills portal 3.3.2 Work with stakeholders to co-ordinate and promote clear retraining offers/pathways using Adult Education Budget (AEB) 3.3.3 Work with stakeholders to co-ordinate and promote clear retraining offers/pathways using other suitable resources	**LEP** (PW, PC) **LEP** (PC, PW), **GCC** (VW, DB), **DWP, ESFA, ESIF Committee, GSAP, AEB-funded providers** **LEP** (PC, PW), **GCC** (VW, DB), **DWP, ESFA, ESIF Committee, GSAP, employment and skills providers**	Nov 2020 and ongoing Feb 2021 and ongoing April 2021 and ongoing	Green	Achieved and links and wording checked and updated by providers. Initial agreement with GC, SGS, Cirencester Colleges and GCC now needs detailed planning and co-ordination as part of the work of the E & S Co-Ordinator role. IM raised issue of recent graduates being unable to find work or work

							Green	experience. PC to investigate scale of issue and possible solutions with Polly Pick at UoG.
3.4	Skills Economic Recovery Plan (SERP)	Unemployment/Redundancy Support - Local co-ordination and contribution to national employability/redundancy support initiatives	Local co-ordination and contribution to national employability/redundancy support initiatives: Kickstart Restart Work and Health Programme and Job Entry Targeted Support (JETS) L, Cov	3.4.1 Work with stakeholders to ensure national initiatives complement local provision and meet local needs 3.4.2 Clarify with DWP the Kickstart gateways operating in Glos and co-ordinate/share good practice between them 3.4.3. Work with key stakeholders to investigate options and resources for an 'Employment hub' to co-ordinate and drive national and local employment initiatives in Glos, incl. work with employers	**LEP** (PC, PW), **GCC** (VW, DB), **DWP, ESFA, ESIF Committee, GSAP** **LEP** (PC, PW), **GCC** (VW, DB), **DWP, GSAP** **LEP** (PC, PW), **GCC** (VW, DB), **DWP, ESFA, GSAP**	Jan 2021 and ongoing Feb 2021 and ongoing Feb and March 2021	Green	GCC and GC approved as Kickstart Gateways – seeking confirmation from DWP about others Gateway meetings co-ordinated by GCC and GFirst LEP started Feb 2021 to share good practice and deal with blockages. In Feb, GCC confirmed it has made £100k additional funding

				3.4.4 Deliver promotional campaigns to increase number of organisations supporting national initiatives and share good practice	**LEP** (PC, PW), **GCC** (VW, DB), **DWP, Districts**	March 2021 and ongoing		available to support the co-ordination of employment and skills in the County including support for the co-ordination of apprenticeships. A GCC Skills & Employment Group is progressing this work in collaboration with GFirst LEP.
				3.4.5 Investigate ways to integrate reporting of Glos-based national programmes	**LEP** (PC, PW), **GCC** (VW, DB), **DWP, GSAP, providers**	March 2021 and ongoing		
3.5	Skills Economic Recovery Plan (SERP)	Unemployment/Redundancy Support - Commissioning, preparation and delivery of local employability/ redundancy support initiatives	Sector-based work academies for cyber and digital; green - renewables/retrofitting to meet longer-term ambitions of the Local Industrial Strategy (LIS) sector-based-work-academies-employer-guide	3.5.1 Work with current funders to secure extensions to existing local support	**LEP** (PC, PW), **GCC** (VW, DB), **DWP, Big Lottery, ESFA, ESIF Committee**	Jan 2021	Green	National Lottery confirmed extension of GEM project. DWP has confirmed extension of

		Cov	3.5.2 Develop clear plans for use of ESF Reserve Fund for economic recovery activity/projects	**LEP** (PC, PW), **GCC** (VW, DB), **DWP, Big Lottery, ESFA, ESIF Committee, GSAP**	Jan 2021 onwards			DTS Workstart programme. Initial proposals for ESF Reserve Fund agreed with GCC and ESIF Committee but DWP MA decided to simply extend existing projects rather than allow commissioning of new ones. Initial SWAPs proposals discussed with DWP in Dec 2020. Now needs detailed planning and implementation with DWP, LEP Business groups, training providers.
			3.5.3 Commission and procure suitable ESF Reserve Fund economic recovery activities/projects	**LEP** (PC, PW), **GCC** (VW, DB), **DWP, Big Lottery, ESFA, ESIF Committee, GSAP**	Feb 2021 onwards			
			3.5.4 Scope, prepare and deliver suitable sector-based work academies (SWAPs) for cyber and digital	**LEP, LEP Business Groups, DWP, training providers**	Feb 2021 onwards			
			3.5.5 Scope, prepare and deliver suitable sector-based work academies (SWAPs) for green/renewables/ Retrofitting	**LEP, LEP Business Groups, DWP, training providers**	Feb 2021 onwards			
			3.5.6 Scope, prepare and deliver suitable sector-based work academies (SWAPs) for agri-	**LEP, LEP Business Groups, DWP,**	March 2021 onwards			

				tech/other suitable sectors	**training providers**			
3.6	Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart	Engineering and Manufacturing Capability Index	To match redundancies to vacancies and contract fulfilment requests to the Gloucestershire's wider capability Cov	3.6.1 Initial scoping of interventions required 3.6.2 Actions to be clarified with LEP advanced manufacturing and engineering (AEM) business group + DWP 3.6.2 Investigate Talent Retention Solutions work on other sectors to check it could support AEM sector.	**LEP RL, PC and PW,** Advanced Engineering and Manufacturing business group, **DWP, Growth Hub**	March 2021	Amber	Initial proposals reviewed with RL, Chair of LEP Advanced Engineering & Manufacturing business group 19/02/21. Needs further scoping and meeting with Talent Retention Solutions to understand whether their platform could help.
3.7	Cheltenham Economic Recovery Taskforce business plan	Priorities 2 – Cyber, 4 – Local business resilience and jobs, 7 – skills and education CERTF business plan	To support and maximise the construction skills and employment opportunities within Cheltenham Borough	3.7.1 Add Golden Valley, W Cheltenham and NW Cheltenham construction skills and employment actions tbc once skills group has met in late March 2021.	**CERTF, CBC, GCC, LEP, CiTB, skills providers, AccXel, skills** and **training providers**	tbc	Amber	Initial discussions with CBC and Cheltenham Economic Recovery Taskforce (CERTF) in Feb

								2021. Further scoping with CERTF skills subgroup in March 2021.
3.8	Cheltenham Economic Recovery Taskforce business plan	Priorities 2 – Cyber, 4 – Local business resilience and jobs, 7 – skills and education CERTF business plan	To support and maximise the green/renewables/retrofit skills and employment opportunities within Cheltenham Borough	3.7.1 Add Cheltenham green/renewables/retrofit skills and employment actions tbc once skills group has met in late March 2021.	**CERTF, CBC, GCC, LEP, skills** and **training providers**	tbc		Initial discussions with CBC and Cheltenham Economic Recovery Taskforce (CERTF) in Feb 2021. Further scoping with CERTF skills subgroup in March 2021.
3.9	Reinvigorate and Repurpose – An action plan for Gloucester's Economic Recovery post Covid-19	Maintaining momentum on regeneration (Forum development) Gloucester economic recovery plan	To support and maximise the construction skills and employment opportunities presented by The Forum development in Gloucester	3.8.1 Add Forum Academy construction skills and employment actions tbc following initial meeting 18/02/21.	**Gloucester City Council, Reef, GCC, LEP, CiTB, skills providers**	tbc	Amber	Initial discussions with Gloucester City Council and Reef (developers) have taken place. Initial scoping meeting 18/02/21.

Cyber County -Digital and cyber skills

Ref.	Source	Workstream	Objective	Actions	Who	When	RAG	Progress
4.1	Skills Economic Recovery Plan (SERP)	Digital and cyber skills - 'Digital citizens' and skills to work remotely	'Digital citizens' and skills to work remotely - Local, flexible, affordable/free courses and learning programmes	4.1.1Collate information about digital and cyber skills offer from Gloucestershire training providers and promote via Skills Portal	**LEP** (PC, PW)	December 2020	Green	Current offer collated and included in skills portal.
				4.1.2 Collate information about digital and cyber skills offer from national training providers and promote via Skills Portal	**LEP** (PC, PW)	December 2020		Current offer collated and included in skills portal.
4.2	Skills Economic Recovery Plan (SERP) and Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart	Digital and cyber skills - Digital skills for businesses to support digital transformation and 'Gloucestershire - the Cyber county'	Digital skills for businesses to support digital transformation - Local, flexible, affordable learning programmes to help equip businesses to manage more of their work online/digitally	4.2.1 Prepare updated contact list for all digital and cyber skills providers in the county	**LEP** (PC, PW) + **Careers Hub**	April 2021	Amber	Needs further resource either within GFirst LEP or externally to do this (e.g. part of skills co-ordinator role).
				4.2.2 Contact all providers in the county to map current provision and numbers + future provision	**LEP** (PC, PW) + **Careers Hub**	April 2021		
				4.2.3 Work with key stakeholders to shape future provision to more closely match sector growth ambitions in the	**GSAP, GWP, CYNAM, LEP** cyber and digital business	June 2021 onwards		

				county incl. the 2 Institutes of Technology (IoTs) operating in the County	group, **providers**		
				4.2.4 Develop pathways into growth sectors and promote these via schools careers leads, DWP, Adviza, ASK project, skills portal, providers, etc.	**GSAP, GWP, CYNAM, LEP** cyber and digital business group, **providers**	July 2021 onwards	
				4.2.5 Support the cyber and digital skills needs of the Golden Valley development (Cheltenham) and The Forum (Gloucester)	**GSAP, GWP, CYNAM, LEP** cyber and digital business group, **providers**	Feb 2021 onwards	
				4.2.6 Support the implementation and skills offer of the Cirencester college Digital Skills Centre	**GSAP, GWP, CYNAM, LEP** cyber and digital business group, **providers**	Feb 2021 onwards	
					GSAP, LEP (PC, BBJ)		

4.3	Skills Economic Recovery Plan (SERP) and Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart	Digital and cyber skills - Cyber skills and qualifications to equip individuals to enter the cyber sector and increase cyber capabilities of local employers and 'Gloucestershire - the Cyber county'	Cyber skills and qualifications to equip individuals to enter the cyber sector and increase cyber capabilities of local employers - Local, flexible, affordable learning programmes meeting industry standards and employer requirements including Degree Apprenticeships	4.3.1 Prepare updated contact list for all digital and cyber skills providers in the county	**LEP** (PC, PW) + **Careers Hub**	April 2021	Amber	Needs further resource either within GFirst LEP or externally to do this (e.g. part of skills co-ordinator role).
				4.3.2 Contact all providers in the county to map current provision and numbers + future provision	**LEP** (PC, PW) + **Careers Hub**	April 2021		
				4.3.3 Work with key stakeholders to shape future provision to more closely match sector growth ambitions in the county incl. the 2 Institutes of Technology (IoTs) operating in the County	**GSAP, GWP, CYNAM, LEP** cyber and digital business group, **providers**	June 2021 onwards		
				4.3.4 Develop pathways into growth sectors and promote these via schools careers leads, DWP, Adviza, ASK project, skills portal, providers, etc.	**GSAP, GWP, CYNAM, Careers Hub, LEP** cyber and digital business group, **providers**	July 2021 onwards		Glos Careers Hub seeking to become a CyberFirst partner (March 2021)
				4.3.5 Support the cyber and digital skills needs of the Golden Valley	**GSAP, GWP, CYNAM, LEP** cyber and	Feb 2021 onwards		Initial meeting with Madeline Howard

			development (Cheltenham) and The Forum (Gloucester) in collaboration with the relevant groups and stakeholders (e.g. Cheltenham Economic Development Taskforce, Gloucester Economic Recovery Task Force, etc.)	digital business group, **providers**			(CYNAM) 16/02/21 to scope out any additional support needed.
			4.3.6 Support the implementation and skills offer of the Cirencester college Digital Skills Centre	**LEP** (PC, BBJ)	Feb 2021 onwards		Building project and curriculum offer on track and on schedule.
			4.3.7 Support appropriate bids for and facilitate implementation of Digital Skills Bootcamps in Gloucestershire	**LEP** (PC, RH, PW)	Jan 2021 onwards		GFirst LEP a partner in the Institute of Coding (IoC)-led bid submitted 12/02/21. Feb 2021 -GFirst LEP prepared and promoted a survey to local businesses to establish demand for skills and job

							roles in cyber and digital, both to inform the bid and inform wider work on cyber and digital skills and employment.