

Action Plan for Employment and Skills in Gloucestershire – August 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)	<p>1.1.1 Review monthly report prepared by LEP for stakeholders and identify any immediate changes/additions required for use with wider audience.</p> <p>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.</p> <p>1.1.3 Review commercial LMI products and procure suitable tool for use on Skills Portal and Careers Hub website</p> <p>1.1.4 Investigate how to prepare LMI reports that show skills used in other sectors as presented in EMSI 'Analysis of Digital</p>	<p>LEP (JB, DW, PW)</p> <p>LEP (DW, PW)</p> <p>LEP (DW, PW, PC, RJ + LMI working group)</p> <p>LEP + Careers Hub (DW, PW, PC, RJ + LMI)</p>	<p>Dec 2020</p> <p>Dec 2020 then ongoing – monthly</p> <p>Jan 2021</p>	Green	<p>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. GCC now producing Economic Dashboard.</p> <p>EMSI Career Coach licence purchased and launched March 2021. EMSI announced in June that they have taken over</p>

				<p>Pathways' digital and cyber IoT presentation</p> <p>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.</p>	<p>working group)</p> <p>LEP+ Careers Hub (DW, PC, RJ + LMI working group)</p>		<p>Burning Glass LMI tool so further features & improvements expected. Monthly usage being monitored.</p> <p>LMI working group in place to clarify LMI needs of school and college careers leads.</p> <p>Monthly report on progress against Gatsby Benchmarks indicates there is still an under-utilisation of LMI by schools compared to national CEC average. Targeted work on this to be led by DW and Careers Hub</p>
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								team through AY 2021-22.
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	<p>1.2.1 Commission and populate website</p> <p>1.2.2 Check content with service and skills providers to ensure content is up-to-date, accurate and described appropriately</p> <p>1.2.3 Promote portal to potential users and intermediaries (e.g. District Councils, community groups)</p> <p>1.2.4 Review content and update with further support resources</p> <p>1.2.5 Review usage of portal and adjust content and messaging accordingly</p>	<p>LEP and GCC</p> <p>LEP (PW and PC)</p> <p>LEP (JG, PW and PC)</p> <p>LEP (PW and PC)</p> <p>LEP (PW and PC)</p>	<p>Oct 2020</p> <p>Nov 2020 then ongoing</p> <p>Nov 2020 then ongoing</p> <p>Nov 2020 then ongoing</p> <p>Nov 2020 then ongoing</p>	Green	<p>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.</p> <p>Usage being reviewed monthly. Over 5000 users since launch.</p> <p>Portal being reviewed by GCC Comms team to confirm usage for online support offer for the Gloucestershire Employment &</p>

								Skills Hub (launch Sept 2021).
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	<p>1.3.1 Investigate capacity and effectiveness of existing CIAG support for adults via Adviza (NCS), DWP and training providers</p> <p>1.3.2 Investigate capacity and effectiveness of existing CIAG support for young people via Careers Hub students and careers leads surveys</p> <p>1.3.3 Seek additional resources and further develop CIAG support for adults as required through Adviza, National Careers Service, ESFA, DWP via training, LMI dissemination, etc.</p> <p>1.3.4 Seek additional resources and further develop CIAG support for young people as required through Careers Hub, schools, alternative provision, colleges, Future</p>	<p>LEP (PW and PC) GCC (VW)</p> <p>LEP (DW and RJ), GCC (SP)</p> <p>LEP (PW and PC) GCC (VW)</p> <p>LEP (DW and RJ) GCC (SP)</p>	<p>Feb 2021 onwards</p> <p>Jan 2021</p> <p>Feb 2021 onwards</p> <p>Feb 2021 onwards</p>	Amber	<p>Adviza unable to release customer numbers and analysis as a result of ESFA restrictions. Further work to be done with Adviza and ESFA to obtain this data if possible as this has a bearing on capacity.</p> <p>The Future Me team of youth reps have developed and published a guide for young people by young people about education, training and employment. This has been promoted</p>

				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 (PW and PC)	Feb 2021 onwards		through the Careers Hub. Some sector-specific reports have been collated and reviewed as part of the skills strategy preparation work. These will also be made available to schools and colleges in the careers Hub (PC, PW & DW)
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	LEP (PC, PW) and GCC (DB) LEP (PC, PW) and GCC (DB)	Jan 2021 Jan 2021	Amber	Examples of materials from training providers and Amazing Apprenticeships have been obtained. Own materials need design

				<p>2.1.3 Prepare own promotional materials</p> <p>2.1.4 Distribute own promotional materials via LEP, Growth Hub, GCC and provider channels</p> <p>2.1.5 Arrange 2 webinars to promote and Q&A apprenticeships and other related schemes to employers – incl. employers using app levy effectively, SMEs, apprentices, ASK project</p> <p>2.1.6 Maintain links with and support SW Apprenticeships Ambassador Network</p>	<p>LEP (PC, PW) and GCC (DB)</p> <p>LEP (PC, PW), GCC (DB), Growth Hub</p> <p>LEP (PC, PW), GCC (DB), Growth Hub</p> <p>LEP (PC, PW), GCC (DB), Growth Hub</p>	<p>Feb 2021</p> <p>March 2021</p> <p>April 2021 onwards</p> <p>Ongoing</p>		<p>capacity – JM unable to provide this at present because of SAP commitments.</p> <p>Webinars: propose dates; duration; content; platform; etc. Work delayed to include within E & S Hub plans and arrival of E & S Co-Ordinator in Sept 2021.</p> <p>SWAAN and GCC National Apprenticeship Week events promoted via Careers Hub, social media and Skills Portal.</p>
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	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

			L, Cov	<p>2.2.2 Promote work done on levy transfer by GCC and other good practice to local levy-paying employers</p> <p>2.2.3 Work with local levy-paying employers to increase levy transfer (targets to be agreed with GSAP)</p>	<p>LEP (PC) and GCC (DB), training providers</p> <p>LEP (PC) and GCC (DB), training providers</p>	<p>March 2021</p> <p>March to December 2021</p>		with other known Levy-paying organisations to promote good practice.
2.3	Skills Economic Recovery Plan (SERP)	Apprenticeships – Retain existing apprentices	<p>Risk of existing apprentices being laid off at end of furlough/as local businesses contract</p> <p>Cov</p>	<p>2.3.1 Add advice for apprentices being furloughed to skills portal</p> <p>2.3.2 Add advice for employers on retaining apprentices to Growth Hub website</p> <p>2.3.3 Brief Growth Hub advisers on key messages re. retaining apprentices</p> <p>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-</p>	<p>LEP (PW)</p> <p>LEP (PW)</p> <p>LEP (PW) and GCC (DB)</p> <p>LEP (PW) and GCC (DB)</p>	<p>Jan 2021</p> <p>Jan 2021</p> <p>Feb 2021</p> <p>Feb 2021 then ongoing monthly</p>	Green	

				up accordingly with employers				
2.4	Skills Economic Recovery Plan (SERP) and Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart	Apprenticeships - Apprenticeship offer supports growth sectors and long-term ambitions of the County Apprenticeships – Apprenticeship programmes and clearing house and Green energy & green infrastructure programmes – in Think Glos interventions	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 2.4.2 Contact all apprenticeship providers in the county to confirm current provision and numbers + future provision 2.4.3 Compare proposed future provision from providers with growth sectors and LIS ambitions 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 2.4.5 Develop pathways into growth sectors and promote these via schools careers leads, DWP,	GCC (DB) LEP (PC) and GCC (DB) LEP (PC) and GCC (DB) LEP (PC) and GCC (DB) LEP (PC) and GCC (DB) LEP (PC) and GCC (DB) careers hub team, ASK	Jan 2021 Feb 2021 March to June 2021 June 2021 to Sept 2021 June 2021 to May 2022	Green	DB has prepared an updated contact list. PC has obtained and shared GWP providers list. DB and JM reported with key metrics for apprenticeship provision from ESFA data cube to GSAP members in April 2021. Apprenticeship Clearing House proposals being incorporated into co-ordination of local skills support by GCC and GFirst LEP via the E & S Hub (launching Sept 2021).

				<p>Adviza, ASK project, skills portal, providers, etc.</p> <p>2.4.6 Support One Public Estate retrofit bid with Stroud DC and SGS College and explore options to expand to other local authorities</p> <p>2.4.7 Explore partnership working with Retrofit Academy and Cotswold DC</p>	<p>project, Adviza, DWP</p> <p>Stroud DC, SGS College, LEP (PC, EW)</p> <p>Cotswolds DC, SGS College, LEP (PC, PW)</p>	<p>Nov 2020 and ongoing</p> <p>Jan 2021</p>		
2.5	Skills Economic Recovery Plan (SERP)	Apprenticeships - Greater flexibility for employers in the training they spend their Levy on	<p>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</p> <p>L, Cov</p>	<p>2.5.1 Continue to lobby DfE and local MPs for further flexibilities in use of the levy</p> <p>2.5.2 Include ask for increased flexibility in the Local Skills Report published March 2021</p> <p>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</p>	<p>LEP (DO, DS, PC) and GCC (DB)</p> <p>GSAP (PC)</p> <p>LEP (PC) and GCC (DB, VW)</p>	<p>Jan 2021 and ongoing</p> <p>Feb and March 2021</p> <p>Ongoing</p>	Green	<p>In Aug 2021, Government launched a £7m fund to support the creation of new flexible apprenticeship opportunities, with sectors including creative, agriculture and construction being invited to bid for a share of the pot.</p>

								The fund will establish a small number of agencies that will set up new flexi-job apprenticeships so an apprentice can work across a range of projects and with different employers to gain the knowledge, skills and behaviours they need to be occupationally competent.
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-managed apprenticeship	LEP (PC) LEP (PC) and GCC (DB, VW)	Feb 2021 Feb 2021	Amber	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

				<p>hubs/clearing houses and the associated resource requirements (incl as part of a wider 'employment support hub')</p> <p>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)</p>	<p>LEP (PC) and GCC (DB, VW)</p>	<p>March 2021</p>		<p>co-ordination of apprenticeships. Further work on this to be reviewed as part of the work programme for the E & S Hub.</p>
2.7	<p>Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart</p>	<p>Apprenticeships – Degree Apprenticeships</p>	<p>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)</p> <p>L, Cov</p>	<p>2.7.1 Gloucestershire universities and UWE (via Gloucestershire College and the IoT) to clarify degree apprenticeship plans to GSAP</p> <p>2.7.2 Promote degree apprenticeships to employers and potential degree apprentices</p> <p>2.7.3 Review uptake with GSAP and clarify actions to increase uptake</p>	<p>UoG, Hartpury University, RAU</p> <p>UoG, Hartpury University, RAU</p>	<p>March 2021</p>	<p>Amber</p>	<p>Cyber and digital degree apprenticeships are now available at:</p> <p><u>Gloucestershire College</u> via a partnership agreement with UWE: Cyber Security Technical Professional Integrated</p>

					UoG, Hartpury University, RAU + GSAP			Degree Apprenticeship and <u>University of Gloucestershire: Degree Apprenticeship in Digital and Technology Solutions</u> These are underpinned by L4 and L5 provision in the county in cyber and digital, including Higher Apprenticeships.
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	3.1.1 Clarify Adviza and DWP existing support offer, prepare flowchart	LEP (PW)	Jan 2021	Green	Adviza and DWP existing support offer confirmed with PW.

			<p>redundancies; brokerage to relevant other support available</p> <p>Cov</p>	<p>and supporting information.</p> <p>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.)</p> <p>3.1.3 Build referral network/taskforce to identify and refer on employers seeking redundancy help</p>	<p>LEP (PC, PW)</p> <p>LEP (PC, PW)</p>	<p>Jan 2021</p> <p>Jan 2021</p>	<p>Flowchart prepared and distributed to Growth Hub Network partners.</p> <p>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.</p> <p>Initial invitation to join taskforce went out from DWP (Dec 2020). Follow up at workshop on 23/02/21.</p> <p>'Taskforce' in place and has supported a number of businesses at</p>
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								risk of making redundancies. Work ongoing and will be geared up to support any further redundancies at end of furlough scheme (end Sept 2021).
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	<p>3.2.1 Prepare and publish monthly Glos employment reports using EMSI tools</p> <p>3.2.2 Ensure CIAG, employment and skills providers have access to and use the monthly reports with their customers</p> <p>3.2.3 Identify and clearly signpost to stakeholders the growing sectors and organisations recruiting</p>	<p>LEP, Careers Hub (JB, DW, PC)</p> <p>LEP, Careers Hub (JB, DW, PW, PC), Adviza, employment and skills providers</p> <p>LEP, LEP Business Groups, Careers Hub (JB, EW, KC, DW, PW, PC), DWP, Adviza,</p>	<p>Nov 2020 then ongoing</p> <p>Nov 2020 then ongoing</p> <p>Nov 2020 then ongoing</p>	Green	<p>Monthly reports prepared and published via Skills Portal and Careers Hub.</p> <p>Job postings data being used by some providers.</p> <p>EMSI Career Coach purchased and launched March 2021 to bring together careers information</p>

				<p>3.2.4 Clarify LMI and training needs of local stakeholders and implement information and training solutions</p> <p>3.2.5 Investigate, resource and procure suitable LMI tool for sharing with stakeholders and customers via skills portal and Careers Hub website</p>	<p>employment and skills providers</p> <p>LEP, Careers Hub (JB, DW, PW, PC), DWP, Adviza, employment and skills providers</p> <p>LEP, Careers Hub (JB, DW, PW, PC), Careers & Enterprise Company (CEC)</p>	<p>Feb 2021 then ongoing</p> <p>Feb 2021 then ongoing</p>		<p>with live job vacancies.</p> <p>Some intelligence on career changing coming from survey with LEP business group members (Aug 2021) and will be incorporated into skills strategy (Autumn/Winter 2021).</p>
3.3	Skills Economic Recovery Plan (SERP)	Unemployment/Redundancy Support - Clear retraining offers/pathways for those who need it	<p>Courses/programmes that enable individuals to upskill/re-train to enter/re-enter the workforce:</p> <p>To include:</p> <ul style="list-style-type: none"> • Employability skills • Growth sector-specific training/qualifications • Training/qualifications that match the skills 	<p>3.3.1 Identify, collate and promote existing support programmes and providers via skills portal</p> <p>3.3.2 Work with stakeholders to co-ordinate and promote clear retraining offers/pathways using</p>	<p>LEP (PW, PC)</p> <p>LEP (PC, PW), GCC (VW, DB), DWP, ESFA, ESIF Committee, GSAP, AEB-</p>	<p>Nov 2020 and ongoing</p> <p>Feb 2021 and ongoing</p>	Green	<p>Achieved and links and wording checked and updated by providers.</p> <p>Initial agreement with GC, SGS, Cirencester</p>

			<p>sought by local employers</p> <ul style="list-style-type: none"> Self-employment & business start-up skills and support <p>L, Cov</p>	<p>Adult Education Budget (AEB)</p> <p>3.3.3 Work with stakeholders to co-ordinate and promote clear retraining offers/pathways using other suitable resources</p>	<p>funded providers</p> <p>LEP (PC, PW), GCC (VW, DB), DWP, ESFA, ESIF Committee, GSAP, employment and skills providers</p>	<p>April 2021 and ongoing</p>		<p>Colleges and GCC now needs detailed planning and co-ordination as part of the work of the E & S Co-Ordinator role (Autumn 2021).</p>
3.4	Skills Economic Recovery Plan (SERP)	Unemployment/Redundancy Support - Local co-ordination and contribution to national employability/redundancy support initiatives	<p>Local co-ordination and contribution to national employability/redundancy support initiatives: Kickstart Restart Work and Health Programme and Job Entry Targeted Support (JETS)</p> <p>L, Cov</p>	<p>3.4.1 Work with stakeholders to ensure national initiatives complement local provision and meet local needs</p> <p>3.4.2 Clarify with DWP the Kickstart gateways operating in Glos and co-ordinate/share good practice between them</p> <p>3.4.3. Work with key stakeholders to investigate options and resources for an 'Employment hub' to co-ordinate and drive national and local</p>	<p>LEP (PC, PW), GCC (VW, DB), DWP, ESFA, ESIF Committee, GSAP</p> <p>LEP (PC, PW), GCC (VW, DB), DWP, GSAP</p> <p>LEP (PC, PW), GCC (VW, DB), DWP, ESFA, GSAP</p>	<p>Jan 2021 and ongoing</p> <p>Feb 2021 and ongoing</p> <p>Feb and March 2021</p>	Green	<p>Kickstart Gateway meetings co-ordinated by GCC and GFirst LEP started Feb 2021 to share good practice and deal with blockages.</p> <p>Kickstart Jobs Fair/Expo organised in July 2021 and hosted by GC with involvement of all Gateways. Seen as v</p>

				<p>employment initiatives in Glos, incl. work with employers</p> <p>3.4.4 Deliver promotional campaigns to increase number of organisations supporting national initiatives and share good practice</p> <p>3.4.5 Investigate ways to integrate reporting of Glos-based national programmes</p>	<p>LEP (PC, PW), GCC (VW, DB), DWP, Districts</p> <p>LEP (PC, PW), GCC (VW, DB), DWP, GSAP, providers</p>	<p>March 2021 and ongoing</p> <p>March 2021 and ongoing</p>		<p>successful by DWP – report and lessons learned to be reviewed in Sept 2021.</p> <p>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.</p> <p>A GCC Skills & Employment Group is progressing this work in collaboration with GFirst LEP.</p> <p>Restart programme</p>
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								managed by SeeTec Pluss started in July 2021. GCC and GFirst LEP supporting this via LMI and co-ordination work with other local/national schemes operating in Gloucestershire.
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 Cov	3.5.1 Work with current funders to secure extensions to existing local support 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 LEP (PC, PW), GCC (VW, DB), DWP, Big Lottery, ESFA, ESIF Committee, GSAP	Jan 2021 Jan 2021 onwards	Green	National Lottery confirmed extension of GEM project. DWP has confirmed extension of DTS Workstart programme. Initial proposals for ESF Reserve Fund agreed

				<p>3.5.3 Commission and procure suitable ESF Reserve Fund economic recovery activities/projects</p> <p>3.5.4 Scope, prepare and deliver suitable sector-based work academies (SWAPs) for cyber and digital</p> <p>3.5.5 Scope, prepare and deliver suitable sector-based work academies (SWAPs) for green/renewables/ Retrofitting</p> <p>3.5.6 Scope, prepare and deliver suitable sector-based work academies (SWAPs) for agri-tech/other suitable sectors</p>	<p>LEP (PC, PW), GCC (VW, DB), DWP, Big Lottery, ESFA, ESIF Committee, GSAP</p> <p>LEP, LEP Business Groups, DWP, training providers</p> <p>LEP, LEP Business Groups, DWP, training providers</p> <p>LEP, LEP Business Groups, DWP, training providers</p>	<p>Feb 2021 onwards</p> <p>Feb 2021 onwards</p> <p>Feb 2021 onwards</p> <p>March 2021 onwards</p>		<p>with GCC and ESIF Committee but DWP MA decided to simply extend existing projects rather than allow commissioning of new ones.</p> <p>Initial SWAPs proposals discussed with DWP. These need detailed planning and implementation with DWP, LEP Business groups, training providers (Autumn 2021 onwards).</p>
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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 Update by adding CERTF skills actions related to GFirst LEP	CERTF, CBC, GCC, LEP, CiTB, skills providers, AccXel, skills and training providers	tbc	Amber	Initial discussions with CBC and Cheltenham Economic Recovery Taskforce (CERTF) underway through regular meetings. Main initial support through recruitment of

								Employer Engagement Enterprise co-Ordinator role and development of Employment Charter.
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 Update by adding CERTF skills actions related to GFirst LEP	CERTF, CBC, GCC, LEP, skills and training providers	tbc		As above.
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. Needs follow-up with Gloucester City colleagues in Autumn 2021 as Community Renewal Fund (CRF) bid to

								support this work was not successful but elements may be possible to include/link with the E & S Hub launching in September 2021.
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	4.1.1 Collate 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)	Digital and cyber skills - Digital skills for businesses to support digital transformation	Digital skills for businesses to support digital transformation - Local, flexible, affordable learning programmes to help	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

	<p>and</p> <p>Think Gloucestershire Interventions that enable Gloucestershire to Reimagine and Restart</p>	<p>and</p> <p>‘Gloucestershire - the Cyber county’</p>	<p>equip businesses to manage more of their work online/digitally</p>	<p>4.2.2 Contact all providers in the county to map current provision and numbers + future provision</p> <p>4.2.3 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</p> <p>4.2.4 Develop pathways into growth sectors and promote these via schools careers leads, DWP, Adviza, ASK project, skills portal, providers, etc.</p> <p>4.2.5 Support the cyber and digital skills needs of the Golden Valley development (Cheltenham) and The Forum (Gloucester)</p>	<p>LEP (PC, PW) + Careers Hub</p> <p>GSAP, GWP, CYNAM, LEP cyber and digital business group, providers</p> <p>GSAP, GWP, CYNAM, LEP cyber and digital business group, providers</p> <p>GSAP, GWP, CYNAM, LEP cyber and digital business group, providers</p>	<p>April 2021</p> <p>June 2021 onwards</p> <p>July 2021 onwards</p> <p>Feb 2021 onwards</p>		<p>to do this (e.g. part of skills co-ordinator role).</p> <p>Will form part of the workplan for the Employer Engagement Enterprise co-Ordinator role employed by Cynam and working with GFirst Careers Hub. (starting mid-Sept 2021)</p> <p>UoG has put forward initial proposals for a Cyber & Digital Skills Institute. This needs to be explored and scoped further in Autumn 2021 but could act as the main forum and co-ordinator of this work.</p>
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				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, GSAP, LEP (PC, NH)	Feb 2021 onwards		Cirencester College Digital Skills Centre build and fit-out on track. College has also incorporated digitisation of the curriculum with learnings from the to be reviewed.
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 <ul style="list-style-type: none"> - 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 4.3.2 Contact all providers in the county to map current provision and numbers + future provision 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	LEP (PC, PW) + Careers Hub LEP (PC, PW) + Careers Hub GSAP, GWP, CYNAM, LEP cyber and digital business group, providers	April 2021 April 2021 June 2021 onwards	Amber	Will form part of the workplan for the Employer Engagement Enterprise co-Ordinator role employed by Cynam and working with GFirst Careers Hub. (starting mid-Sept 2021) Digital Skills Bootcamps providers announced July 2021. GFirst LEP, UoG and other

				<p>4.3.4 Develop pathways into growth sectors and promote these via schools careers leads, DWP, Adviza, ASK project, skills portal, providers, etc.</p>	<p>GSAP, GWP, CYNAM, Careers Hub, LEP cyber and digital business group, providers</p>	<p>July 2021 onwards</p>		<p>providers included in contract led by Institute of Coding and West of England IoT.</p>
			<p>4.3.5 Support the cyber and digital skills needs of the Golden Valley 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.)</p>	<p>GSAP, GWP, CYNAM, LEP cyber and digital business group, providers</p>	<p>Feb 2021 onwards</p>	<p>The skills offer for the Bootcamps needs clarifying and clearly promoted. Initial survey with Gloucestershire businesses to be followed up once this is clarified (Autumn 2021, PW and new Employer Engagement Enterprise Co-Ordinator)</p>		
			<p>4.3.6 Support the implementation and skills offer of the Cirencester college Digital Skills Centre</p>	<p>LEP (PC, BBJ)</p>	<p>Feb 2021 onwards</p>			
			<p>4.3.7 Support appropriate bids for and facilitate implementation of Digital</p>	<p>LEP (PC, RH, PW)</p>	<p>Jan 2021 onwards</p>	<p>Glos Careers Hub continuing to seek to</p>		

				Skills Bootcamps in Gloucestershire				<p>become a CyberFirst partner. This will be taken forward by the Employer Engagement Enterprise Co-Ordinator after she starts work in mid-September 2021.</p> <p>Building project and curriculum offer on track and on schedule.</p> <p>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</p>
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								cyber and digital skills and employment. Follow-up work required (Autumn 2021) now that successful bidders announced July 2021.