

HOW TO CONTACT US

Check out our Newsletters to hear more about the Local Skills Improvement Plan!

We are still listening and greatly welcome your involvement in the next stage of the LSIP journey, so don't hesitate to contact us!

 TVBerksLSIP@tvchamber.co.uk

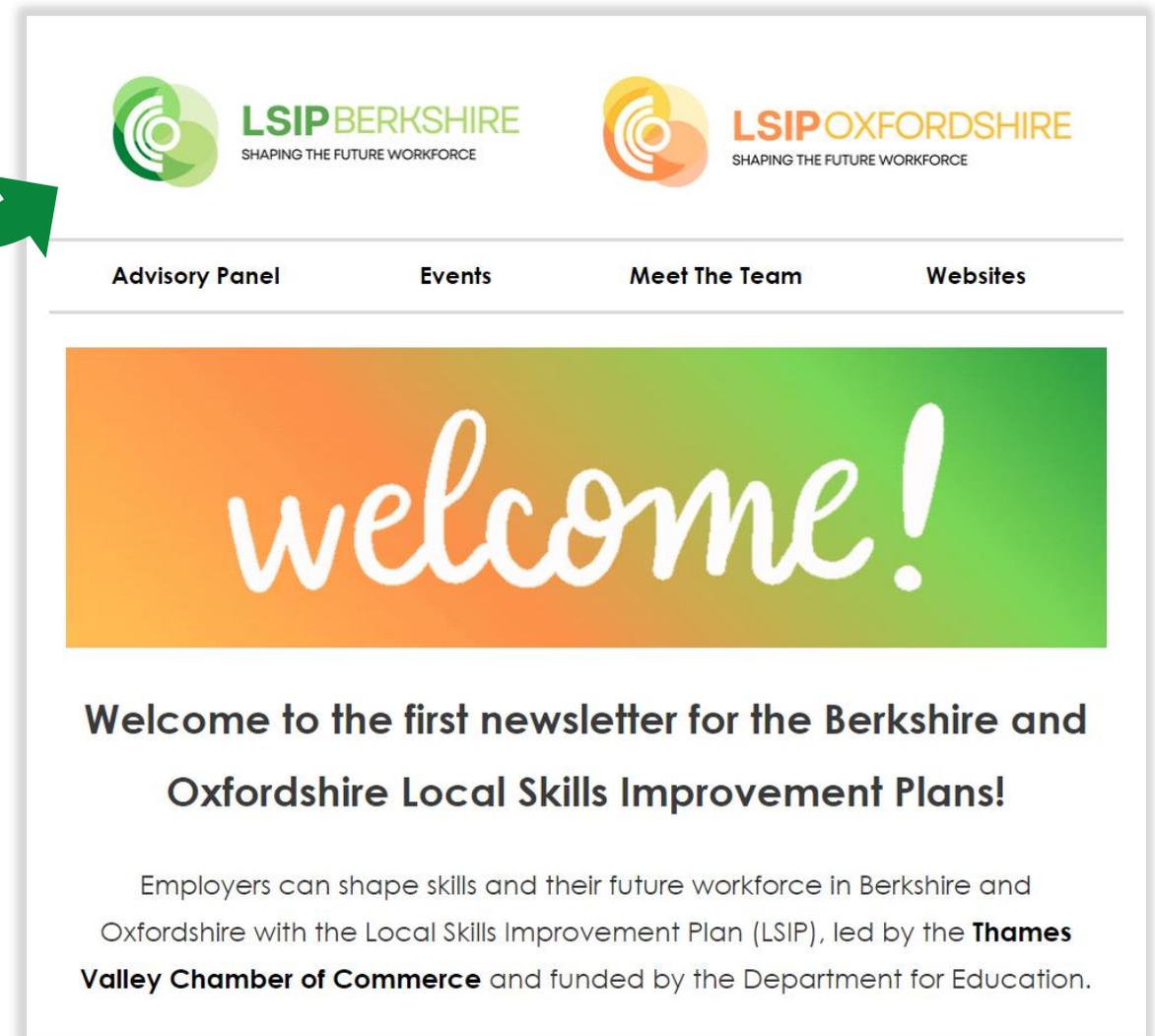
 www.berkshiresip.co.uk

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 www.oxfordshiresip.co.uk

 Oxfordshire LSIP



LOCAL SKILLS IMPROVEMENT PLAN



Construction and the
Built Environment
Workforce Development
Partnership

12th September 2024

OUR WORK

The Thames Valley Skills Unit:

Dedicated to skills and workforce development

Work on behalf of local employers

Ensure delivery of skills and training that improve the local economy/productivity

To do this we:

- Provide information to help education design and improve courses
 - Build connections between business and education
 - Signpost and promote training and workforce development opportunities
- Our main activity over the last few months has been the set up and development of our **Workforce Development Partnerships**

Based on the Local Skills Improvement Plans

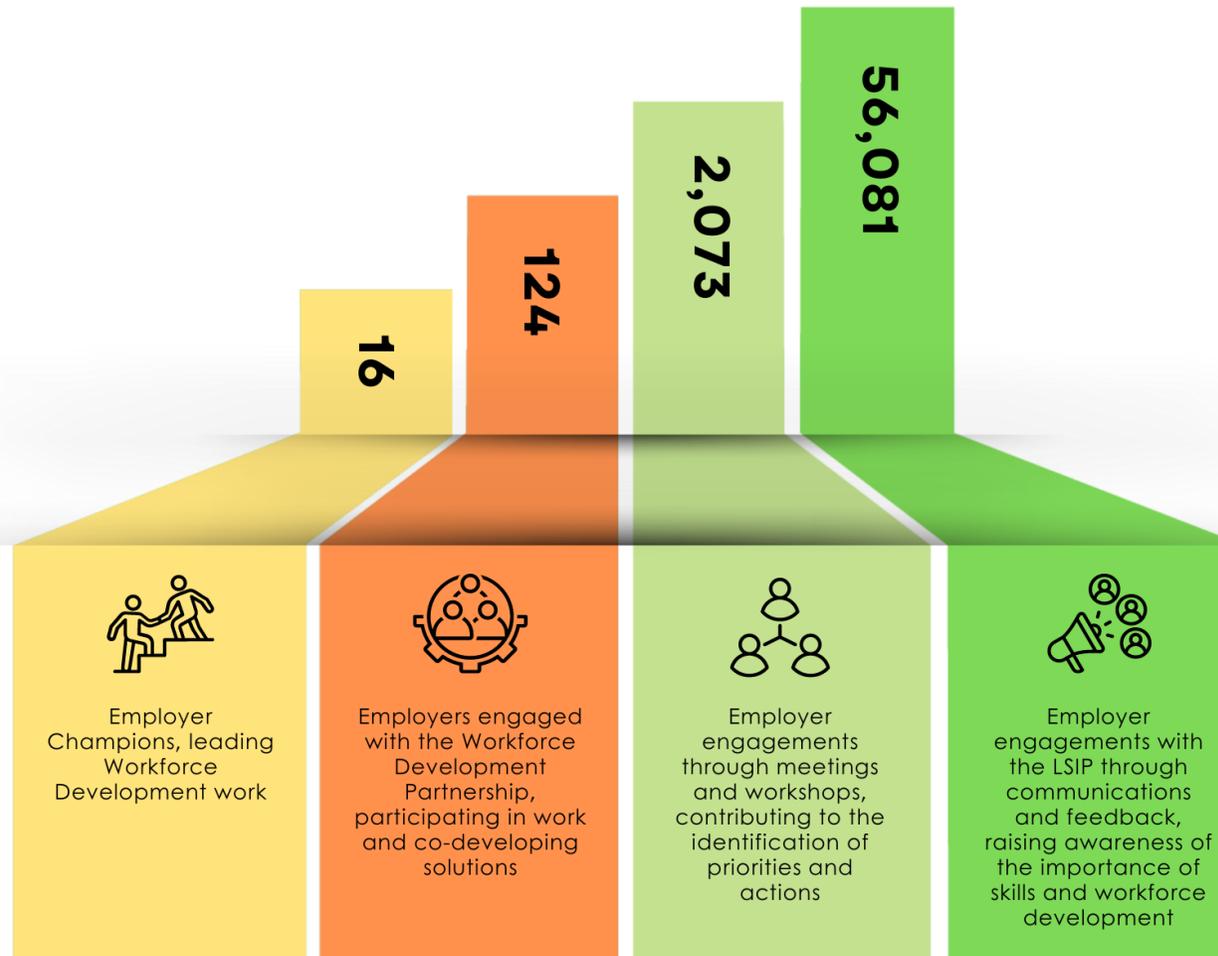
[BerkshireAugustFinal.pdf \(berkshirelsip.co.uk\)](#)

[OxfordshireAugustFinal.pdf \(oxfordshirelsip.co.uk\)](#)

WORKFORCE DEVELOPMENT PARTNERSHIPS

- Collaborative forum for employers, education and training providers, wider partners
- Address workforce development challenges - formulate solutions
- Foster dialogue, exchange ideas
- Narrow skills gaps/ease recruitment difficulties
- Promote collaboration and shared ownership

WHAT HAS BEEN ACHIEVED SO FAR?



IMPACT

KPI	Target (by March 2025)	Progress (May 2024)
New Courses developed in response to LSIP (including Skills Bootcamps)	70	25 (including 12 Skills Bootcamps)
People accessing new training linked to LSIP Priorities	728	171
Skills Bootcamps Graduates linked to LSIP priorities	600	169
People benefitting from new training facilities and investment linked to LSIP priorities	1,204	336
Employers investing their time in co-developing training and solutions	80	27
Employer engagements in collaboration through WDPs	160	124
Employer engagements with the Plan through meetings (attendances)	3,000	2,073
Employer engagements with the Plan through communication and feedback (open rate)	80,000	56,081

NEW TRAINING AVAILABLE (EXAMPLES)

Skills Bootcamp Data Analytics	Skills Bootcamp Life Science- Lab Techniques	HND Digital Technologies AI (HTQ)
Skills Bootcamp Digital Marketing	Short courses in Virtual Production, AI and Sound for the Screen Sector (available Sep 24)	Short courses in Artificial Intelligence (AI) and Machine Learning (ML)
Skills Bootcamp Software Development	L3 Apprenticeship Production Assistant	HND Digital technologies Business Analytics (HTQ)
Skills Bootcamp Electrical Installation	Short courses in Green Skills- Air Source Heat Pumps, Solar PV	HND Digital Technologies Cyber Security (HTQ)
Skills Bootcamp Renewable Technology & Retrofit	Skills Bootcamp Film & TV	Skills Bootcamp Health & Social Care
Skills Bootcamp Health & Social Care	HNC Modern Methods of Construction (HTQ)	Skills Bootcamp Camera, Lighting & Grip

CONSTRUCTION

ACTIONS

1. Organisation and running of a Roundtable to support promoting the sector
2. Partnership to support the inclusion of hard-to-reach groups into the sector.
3. Mapping the curriculum opportunities available in a clear and concise way
4. Creation of new facilities and courses to meet sector needs
5. Engage sector bodies for wider employer representation

OUTCOMES/IMPACTS SOUGHT

1. Employer, provider and student engagement; better understanding of breadth of roles; production of online and social media content
2. Series of employers being engaged in a programme to recruit, upskill and get vocational training to potential construction sector employees
3. Improving employer understanding of these; help with future T Level provision
4. Range of LSIF/Skills Bootcamps programmes being run/developed, with new capital investment
5. CiTB, ECA, HBF, CECA, FMB involved

Q3

2024

19TH AUGUST 2024 TO 16TH SEPTEMBER 2024

NATIONAL RESULTS PUBLISHED 7TH OCTOBER

THAMES VALLEY REPORT PUBLISHED WEEK OF 14TH OCTOBER



HAVE YOUR SAY



SPONSORED BY

**JAMES COWPER
KRESTON**

Accountants & Business Advisers





Why a strategic partnership?

- An additional 225,000 workers will be required to meet UK construction demand by 2027.
- There is a **shortage of skilled tradespeople**. 43% FMB members have reported shortage of skilled tradespeople; has resulted in job delays and continues to impact project timelines. (FMB State-of-Trade Q2 2024)
- A record 2.8 million people are economically inactive..
- Our strategic partnership will enable us to meet the skills demand
- We will access hard-to-reach cohorts from local communities and successfully support them into employment and importantly support them to stay working and progress with your business.

Why are we partnering with the Local Skills Improvement Plan (LSIP)?

- Adviza shares the LSIP ambitions to have meaningful connections between industry and education to deliver effective and sustained social/ employability/ social value in the sector and community.
- Meet employer needs.
- Achieve recruitment demands and address skills gaps.





Who are Adviza?

- A registered charity.
- Adviza has inspired and supported thousands of **young people and adults** to progress and move forward into learning and work.
- We aim to **raise people's aspirations**, motivate them to **achieve their full potential**.
- Our expert advisers have created **successful transformative programs** for over 20 years.
- We drive success through **extensive knowledge** and **strong partnerships** in the **Thames Valley area**.

Progress report:

Where are we now and what will a partnership deliver?



Talent and skills

We will source a diverse mix of people to fill the skills gaps through our extensive and long-term partnership links across the Thames Valley area.

We will initially select people that are closer to employment focusing on young people not in education, employment or training (NEET), Ex-offenders and those already engaged in Adviza programs.

Adviza will deliver a 12-week tailored course for 15 people. This can be developed for smaller numbers or scaled up if required.

The program will be developed with construction partners. This will potentially include work experience followed by educational/ industry qualifications. *(excluded in cost)*





Retention

It's important that we retain and grow talent.

Adviza will provide the necessary support to ensure your new recruits succeed.

Our expert team will support the employer, ensuring that both employees and their future colleagues thrive in an inclusive culture.

We will include webinars and face-to-face support.

Showcase exciting career opportunities

Employer engagement program

We have experienced career advisers embedded in 70 schools in the Thames Valley area.

We will use your expertise to engage with students so they can learn about each of the exciting roles, and how they can enter the construction industry. Talk to them about the diverse prospects.



Summary

By working together, we will deliver the following:

- **Recruit 15 people from local hard-to-reach groups to fill the skills gaps in the supply chain.**
- **Robust selection process conducted by our team of experts.**
- **Customised program** designed to meet specific business needs incorporating work experience and CSCS certification.
- Comprehensive support service to ensure **long-term employment retention by the experienced Adviza team.**
- **Address the sector's image** challenges by highlighting the diverse career opportunities and exciting prospects available to people from the local community.
- Align with your EDI and CSR agenda and positively impact the community.
- Support the Considerate constructor's scheme
- Great PR and profile plus long-term impact to secure new contracts



Summary

How could this work?

- **Construction company supports the supply chain by leading the partnership.**
- **We anticipate a 75% success rate** and will offer a proportional refund of the investment if the business does not retain the expected recruits beyond the agreed-upon timeline.
- **The program will include necessary soft skills** such as **reliability, resilience** and **sector knowledge** to generate excitement and interest in the roles plus CSCS certification.
- **We will group skills into clusters to ensure the program targets relevant and related areas.** For instance, administrative roles and on-site roles will be organised into separate programs, allowing for more specialised and focused training.
- **We will develop a tailored program** that includes work experience. This will develop an understanding of the sector, cultures and roles.
- **We will partner with education providers to deliver appropriate qualifications.**
Feed into apprenticeship.



Feedback



Feedback

Next steps...



Continued collaboration to understand skills gaps and specific needs.

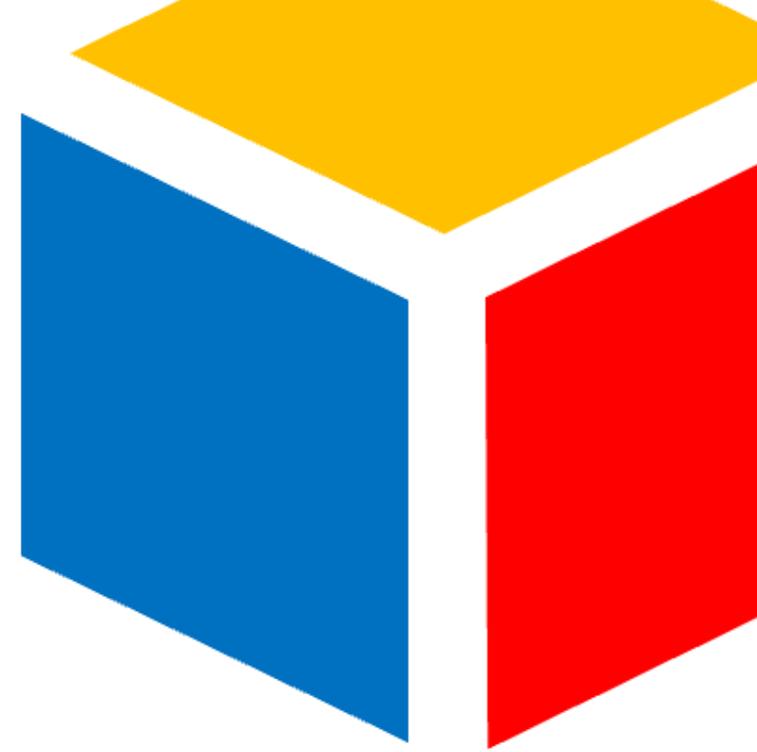


Program design for approval.



Program delivery within two months.



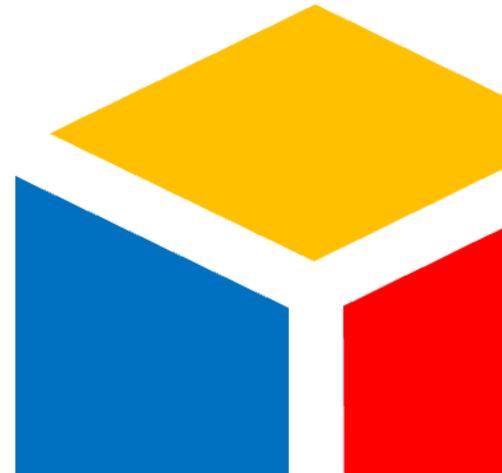


Construction Workforce Development Partnership

Proposal for roundtable event
Thursday 12th September 2024

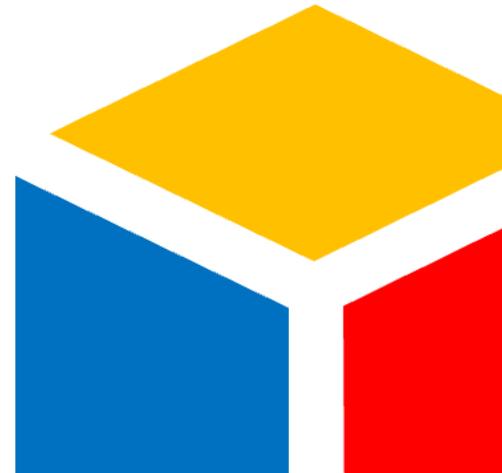
Who we are

- Innovation and change consultancy for construction
- Aim to challenge the way things have always been done
- Benefits to businesses, clients and wider industry
- Formed in 2021, have worked with range of organisations



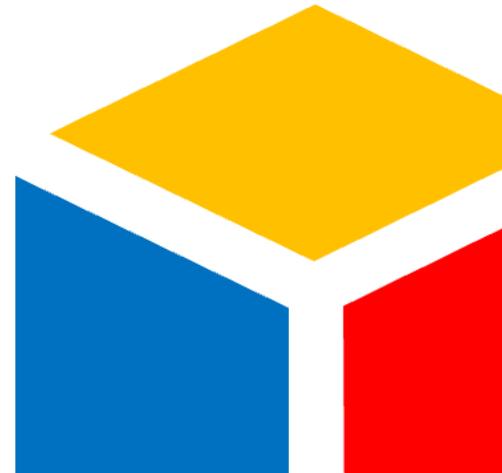
Proposed roundtable event

- Theme of '*why is construction losing the battle for talent?*'
- Discuss root causes of issue and ideas for change
- Preference for a roundtable-based discussion/debate
- Potential for follow-up articles and media if required



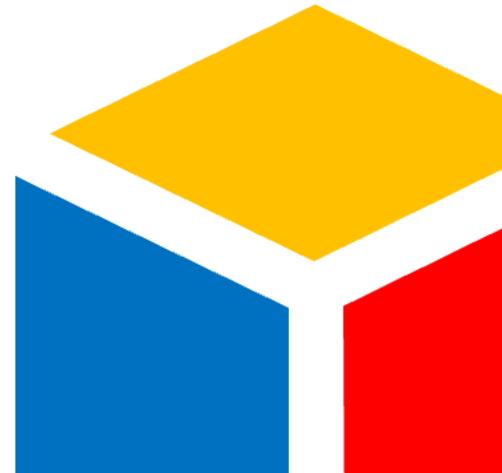
Positioning paper – main themes

- Primary issue is one of status, not just 'dirty' image
- Fragmentation of industry main blocker to apprenticeships
- Graduates not offered sufficient career advantages
- Industry initiatives do not target what young people want



Structure of the session

- Roundtable with maximum of 12 participants
- Composition to reflect broad range of views and perspectives
 - Universities and colleges
 - Private training providers
 - Apprentices and graduates
 - Contractors and subcontractors
 - Industry/trade bodies
- Application for place and proposed contribution



Constructing the just transition

Developing the skills, and industry, we need

Paul Ducker | Education for Sustainable Development Lead | New Directions College

John Holland | Leadership and Management Lead | New Directions College

12 September 2024

Purpose

A quick update on New Directions College's work on leadership and management and transferrable skills for sustainability, which feeds into discussions about how this group can work together with others to make sure the construction sector in Berkshire and Oxfordshire is ready to play its full part in delivering a sustainable future.

- ❑ Importance of construction
- ❑ Green skills: Who needs 'em?
- ❑ Everything everywhere all at once?
- ❑ Berkshire ESD Network
- ❑ Questions for this group?

Who are we?

- ❑ New Directions College
- ❑ John Holland, Leadership and Management Lead
- ❑ Paul Ducker, Education for Sustainable Development Lead

Importance of construction to ...

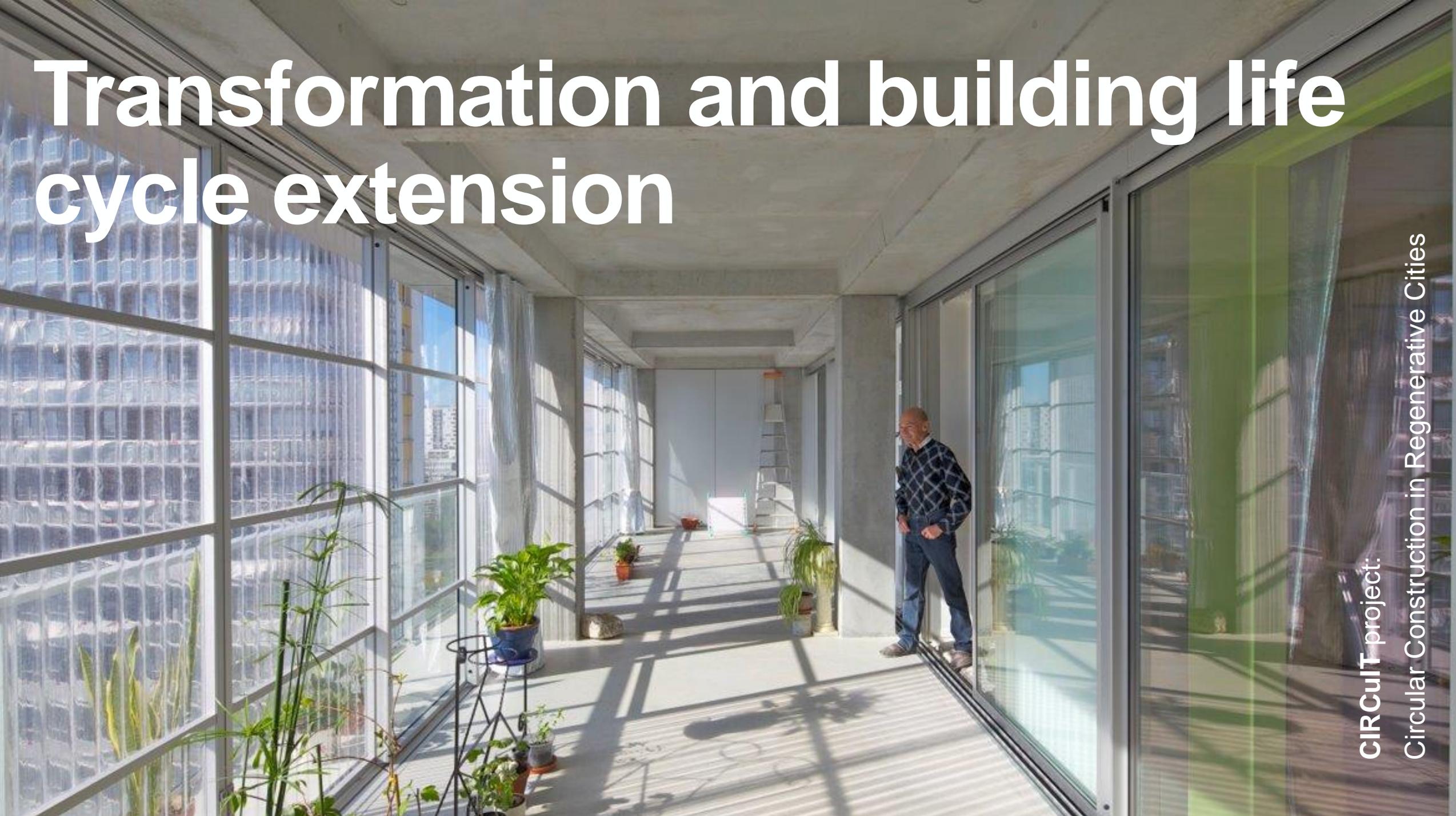
- ❑ **Cutting carbon emissions**
 - ❑ Buildings and construction accounts for 37% of global emissions
 - ❑ In the UK the built environment is responsible for approximately 25% of emissions
 - ❑ 80% of buildings that will be occupied in 2050 already exist
- ❑ **Mainstreaming circular construction practices**
 - ❑ Currently 62% of all UK waste is generated by the construction industry
- ❑ **Halting and reversing biodiversity loss; Valuing nature**
 - ❑ Biodiversity Net Gain regulations
 - ❑ Requirement to implement Sustainable Drainage Systems, SuDS, on new developments
- ❑ **Rooting out Modern Slavery**
 - ❑ National Crime Agency listed construction as one of the most prevalent sectors for labour exploitation
- ❑ **Investing in the future; working with communities**
 - ❑ Social Value
 - ❑ Corporate Citizenship/Responsible Business
- ❑ **Helping achieve Agenda 2030 and the 17 SDGs**

SUSTAINABLE DEVELOPMENT GOALS



Agenda 2030 and the 17 Sustainable Development Goals are “the clearest blueprint of humanity’s highest ambition”

Transformation and building life cycle extension

A bright, modern balcony with large glass windows and a man standing near a sliding door. The balcony is filled with sunlight, casting long shadows on the floor. There are several potted plants on a metal stand and on the floor. In the background, a staircase is visible through the glass walls. The overall atmosphere is clean, bright, and airy.

Urban mining and material reuse

A black and white photograph of an industrial yard, likely a reclamation yard, filled with scrap metal and materials. In the background, there are several large, multi-story stone buildings with numerous windows. The foreground is dominated by large stacks of dark, rectangular metal sheets or plates. To the right, there are several large, light-colored metal tubs or basins stacked on top of each other. A small sign is visible on the right building that reads "LITTLE BIKER PAPER". The overall scene depicts a busy area of urban mining and material reuse.

Walcot Reclamation Yard in the 1970s

Courtesy: Salvo.co.uk, Copyright: Glyn Davies

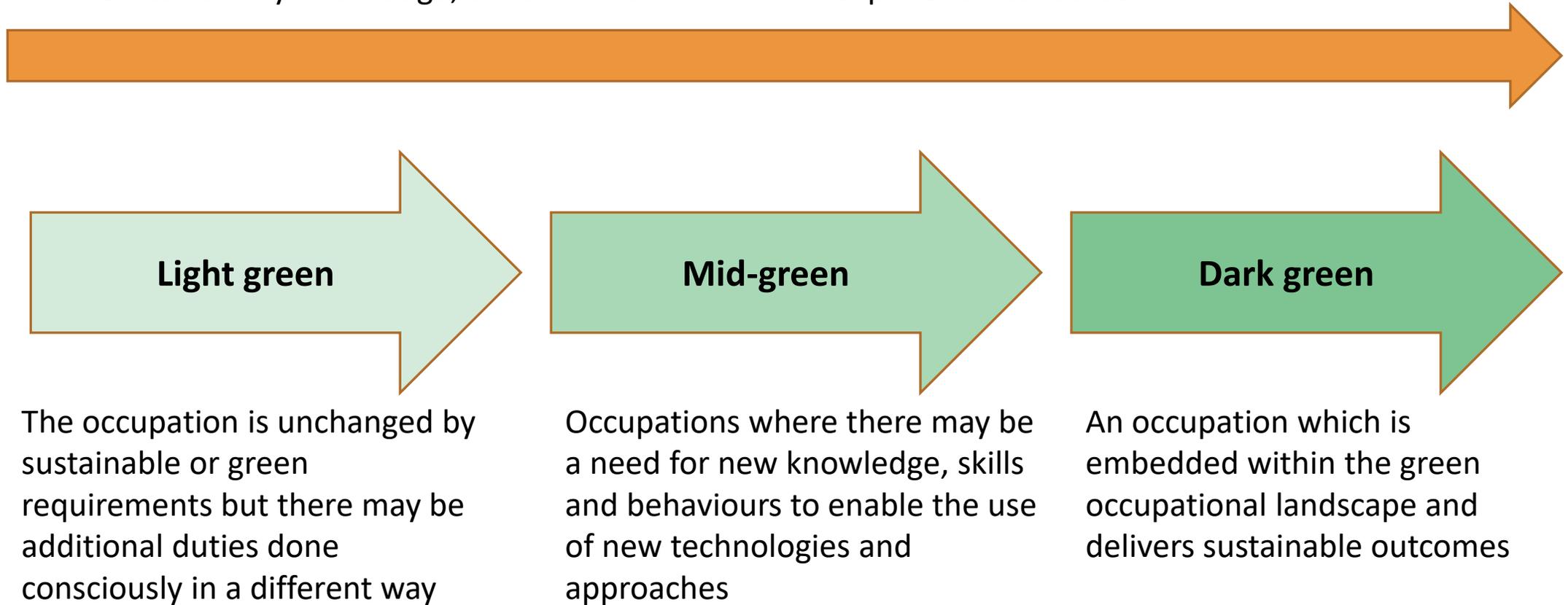
Design for disassembly and adaptability



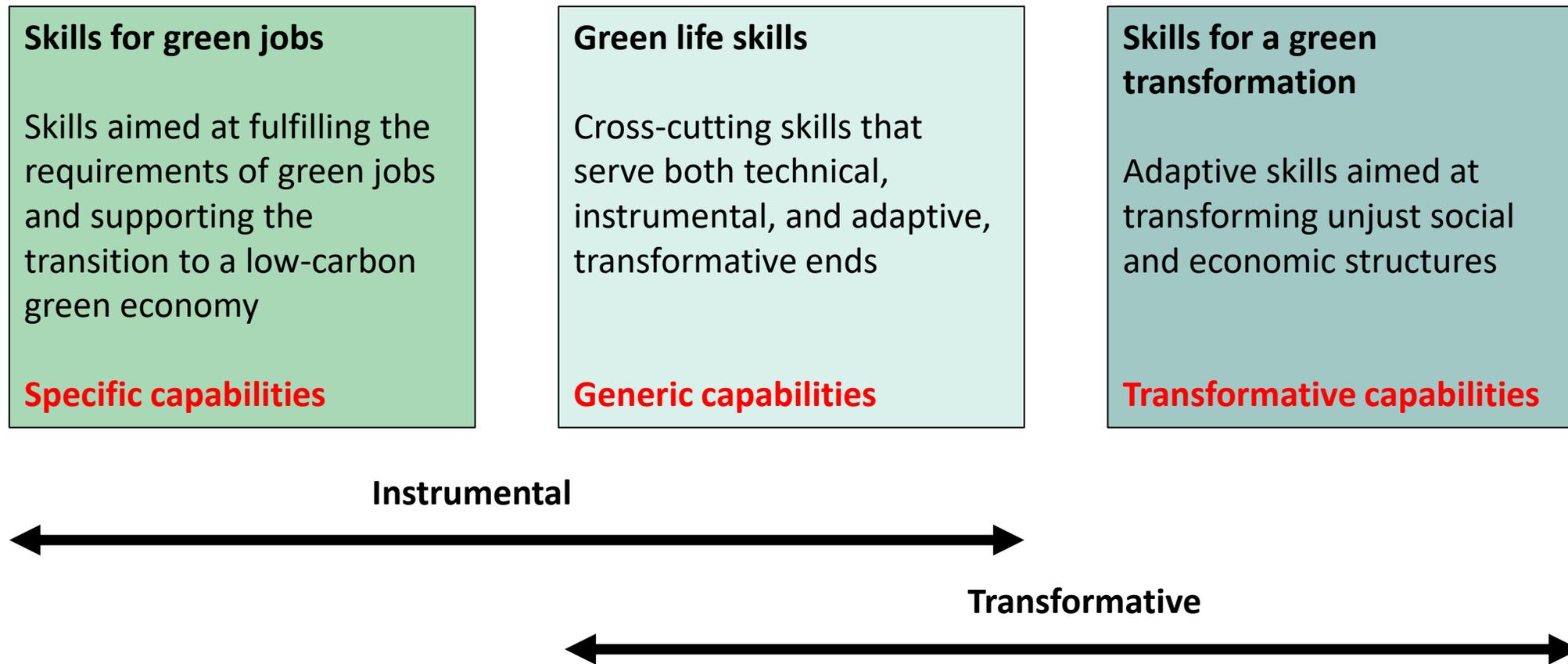
Courtesy: Grimshaw, Copyright: Paul Raftery

Green jobs: Ultimately all careers will be green, but some will be deeper green

IfATE Sustainability knowledge, skills and behaviours in occupational standards



A way of looking at green skills as ranging from the instrumental to the transformative



Some reasons employers are thinking about the Green Transition, and Green Skills (IfATE)

- ❑ **Competent employees**
- ❑ **Legal need**
- ❑ **Investment and growth**
- ❑ **Competitive advantage**
- ❑ **Attracting and retaining employees**
- ❑ **Lower costs**
- ❑ **Resilience to impacts we already feel**
- ❑ **Fighting climate change**

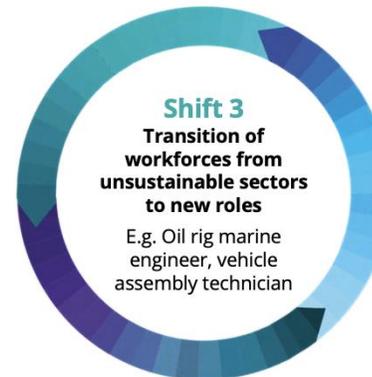
IfATE: Examples of Soft Skills required for the 'green transition' include:

- ❑ **Communicating & collaborating remotely**
- ❑ **Critical thinking & reporting**
- ❑ **Holistic decision-making**
- ❑ **Partnerships / Collaborative Working**
- ❑ **Risk Management**

IfATE: Examples of Behaviours required for the 'green transition' include:

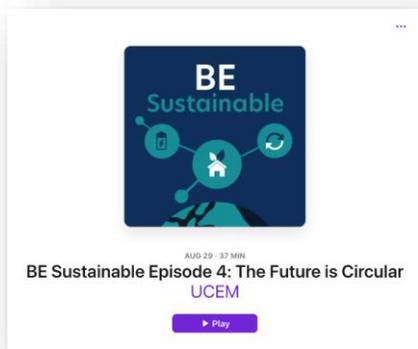
- ❑ Taking responsibility for acting sustainably, e.g. by demonstrating a personal commitment to achieving environmental and net zero aims.
- ❑ Understand how actions can lead to sustainable outcomes.
- ❑ Considers through-life sustainability when making decisions. Embeds and champions sustainable working practices. Takes an interest in new green developments and innovation in the sector.
- ❑ Considers wider relevant factors, including the environment, ethics, legal compliance, and competitiveness. Actively changes and improves ways of working based on this. Feels empowered to challenge practices and behaviours where appropriate.
- ❑ Recognises the scope for sustainable outcomes in their actions and approaches. Considers through-life holistic sustainability and circular economy when making decisions. Champions these sustainable working practices, inspiring others.

Not everything everywhere all at once



Berkshire ESD Network

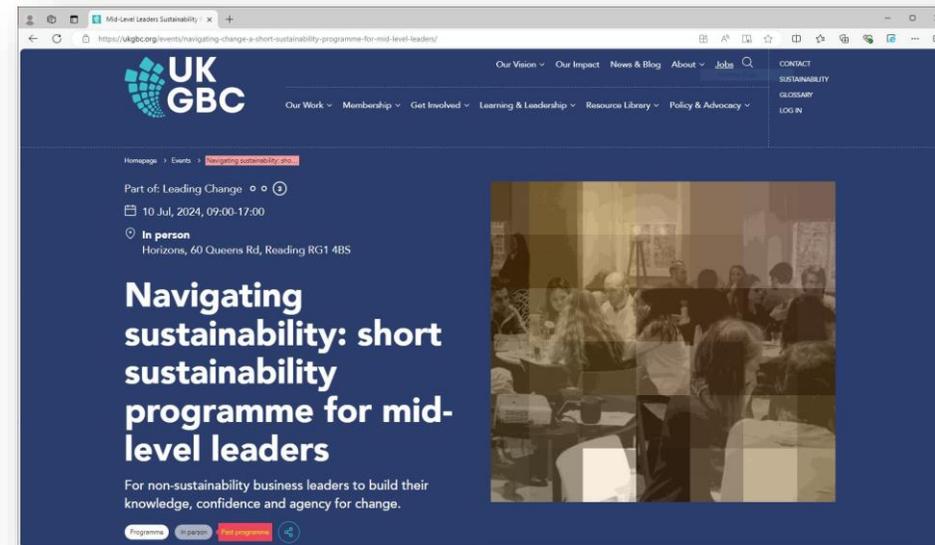
- ❑ **Skills for a Net-Zero Economy** identified as a **cross-sectoral priority** in the LSIP.
- ❑ New Directions College tasked with supporting the LSIF partnership by **leading the development of resources to help FE sector staff embed the development of transferable skills for sustainability and Carbon Literacy across courses.**
- ❑ One of the ways we are taking this forward is **by identifying and connecting sustainability leads across providers in the LSIF partnership area in a Berkshire Education for Sustainable Development Network.**
- ❑ Another facet of the Network is to **facilitate links with local authority action on climate and biodiversity.**
- ❑ Currently in the process of **developing a web site to support the network.**



UCEM



TVCC SWG

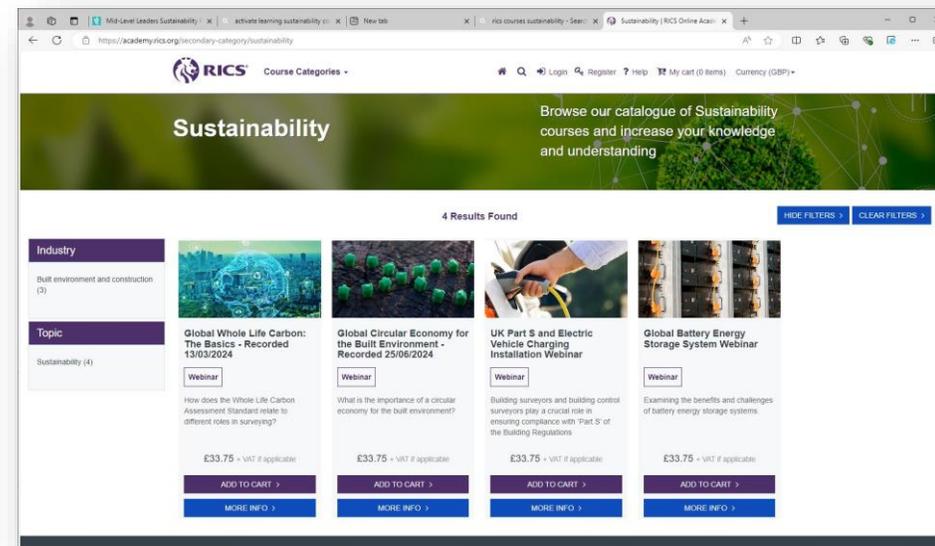


UKGBC/UCEM

Sustainability courses designed to work around you

<p>Skills Bootcamp in Sustainability</p>  <p>10 weeks Mixed learning</p> <p>A comprehensive course that will equip you with the knowledge, skills and resources you need to embed sustainable practices within your organisation.</p> <p>Register Today ></p>	<p>An Introduction to Sustainability</p>  <p>1 hour Online</p> <p>Developed in partnership with Bioregional</p> <p>Start your sustainability journey with an overview of corporate sustainability concepts, benefits, trends, and actions.</p> <p>Register Today ></p>	<p>Sustainability for Leaders & Manager</p>  <p>1 day + / Online</p> <p>Developed in partnership with Bioregional</p> <p>Investigate sustainability for your organisation and understand the strategic impact that it could have on your business, customers and suppliers.</p> <p>Register Today ></p>
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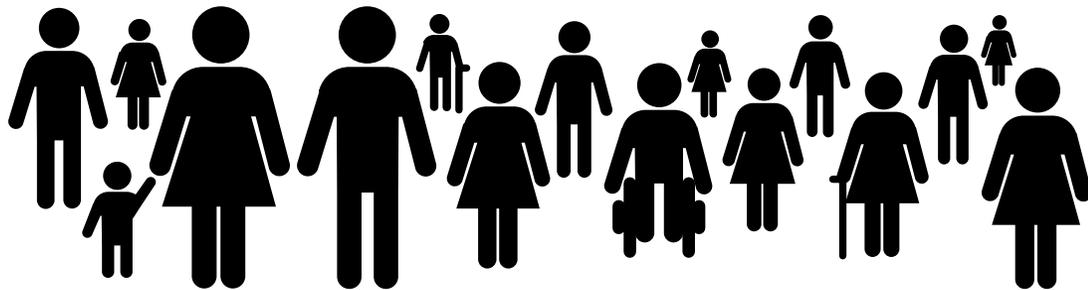
Activate Learning



RICS

Carbon Literacy Project

“An awareness of the carbon costs and impacts of everyday activities; and the ability and motivation to reduce emissions, on an individual, community and organisational basis”



Questions for this group?

- Where are you (the Employers) on your Sustainability Transition journey ?
- What are the opportunities and priorities for collaboration and learning?
- How can Berkshire ESD Network add value (and vice versa)?
- What next?

QUALIFICATION MAPPING

<https://www.skillsforcareers.education.gov.uk/your-training-options>

<https://find-employer-schemes.education.gov.uk/schemes/>

Filters

I want to

- Study full time or part time
- Work as part of the training

Age

- 16 or 17
- 18
- 19
- 20 to 24
- 25 and over

Qualification level you'll earn

- Learn skills and experience without a qualification
- Level 1 or 2 (like GCSEs)
- Level 3 (like BTECs and A levels)
- Level 4 to 7 (like diplomas and degrees)

What qualification levels mean

Apprenticeships

Apprenticeships are real jobs that allow you to earn a wage while you learn. You'll work alongside experienced staff to learn on the job.

Age	Cost	Time
16 and over	Free and you get a wage	1 to 5 years

T Levels

A T Level gives you a mix of learning in the classroom and on the job. Businesses and employers helped design T Levels to teach you the skills you'll need.

Age	Cost	Time
16 to 19	Free	2 years

Higher Technical Qualifications (HTQs)

HTQs are technical qualifications that employers have helped develop so you can get the right training and skills you need to succeed at work.

Age	Cost	Time
18 and over	Depends on the course	1 to 2 years

Vocational Technical Qualifications (VTQs)

VTQs are practical qualifications to help you gain skills and experience in a specific job or sector, such as childcare or engineering.

Age	Cost	Time
16 and over	Depends on the course	1 to 2 years

A levels

A levels are subject-based qualifications usually assessed by exams. You usually choose 3 subjects to study but you can take more or fewer.

Age	Cost	Time
16 and over	Free if you're under 19 years old	2 years

Higher Education

Higher education is the name for qualifications and courses you can take after 18. It includes diplomas, foundation years, bachelor degrees and more.

Age	Cost	Time
18 and over	Depends on the course	1 to 5 years

Free Courses for Jobs

The government might pay for you to take a course that helps you learn new skills or apply for work, depending on your circumstances.

Age	Cost	Time
19 and over	Free	Depends on the course

Skills Bootcamps

Skills Bootcamps teach you skills for specific careers and sectors with a guaranteed job interview at the end.

Age	Cost	Time
19 and over	Free	16 weeks

Multiply

Multiply is a list of maths courses to help build your confidence with numbers at work.

Age	Cost	Time
19 and over	Free	Depends on the course

Filters

I want to

- Recruit new staff
- Retrain or upskill existing staff
- Offer short terms work experience placements

Duration of scheme

- Less than 6 months
- Between 6 months and 1 year
- Longer than 1 year

Cost of training

- Free
- May require employer contribution

Number of schemes: 10

[Compare these schemes in a table](#)

Sort by: No sort selected v

Apprenticeships

Apprenticeships are available for individuals over the age of 16 and combines on the job training with study. You can offer this opportunity to new or current staff members.

Apprenticeships are available up to a university degree level and can be completed in a range of sectors.

Benefits for your business

If you offer an apprenticeship, you can:

- introduce fresh talent and ideas to your business by recruiting new staff and upskilling current staff
- align training to your business needs
- boost staff loyalty and motivation

Cost

You must pay the apprentice minimum wage and you may need to contribute to training costs.

Duration

Apprenticeships can last between 12 months and 5 years and starts when the apprentice signs their apprenticeship agreement.

[Find out more about apprenticeships](#)

Filter schemes

Clear filters

T Levels: industry placements

T Levels are for learners aged 16 to 19 in England who have finished their GCSEs. T Levels combine classroom learning with an industry placement.

Host an industry placement and support young people to get ready for the workplace.

Benefits for your business

If you host an industry placement, you can:

- build a talent pipeline for junior positions, apprenticeships and internships
- give your existing staff the opportunity to gain management and mentoring skills
- train a young person with the skills your business needs

Cost

This is a free government scheme, but you may have costs depending on the industry placement you host. Some costs may be reimbursed through the employer support fund.

Duration

As part of their course, every T Level student must complete an industry placement that lasts a minimum of 315 hours. You can work with another employer to host industry placements.

[Find out more about T Levels and industry placements](#)

Apprenticeships

Apprenticeships are designed by employers to help apprentices gain the skills and knowledge needed in the workplace.

They are available to new staff and current staff who want to retrain or upskill.

Apprenticeships are available at different levels, starting from a GCSE equivalent to a university degree equivalent. Training can last from 12 months to 5 years, depending on the level.

There are over 700 types of apprenticeships across 15 sectors, ranging from finance and accounting to construction.

Apprenticeships can be progression routes from other courses, for example from Skills Bootcamps or T Levels.

Contents

- [Benefits for your business](#)
- [Employer stories](#)
- [Case studies](#)
- [Cost](#)
- [Your responsibilities](#)
- [Find out more](#)

ACTIONS TO CARRY FORWARD

HOW TO CONTACT US

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