

Sussex Skills 25 Conference

Sussex Local Skills Improvement Plan (LSIP)

#SussexSkills25

LSIPs & National Skills Landscape



Jamie Zucker – Skills England

Jamie is a senior place lead at Skills England, overseeing Local Skills Improvement Plans and bringing seven years' experience in shaping local and national skills policy.



Skills England

Skills England and LSIPs

Better skills for better jobs

Jamie Zucker, Regions, Skills England



Building our nation's world-class skills, enabling growth and opportunity



Understand our nation's skills needs and **improve** our skills offer



Simplify access to skills to boost economic growth



Mobilise employers and other partners, **co-creating** solutions to meet national, regional and local skills needs

The case for change and what we will do

1. **To break down barriers to opportunity and drive economic growth, we need a workforce with world-class skills.** Skills England will build our nation's skills, enabling growth and opportunity. We will help businesses to boost their workforce and get more people into skilled jobs faster, enabling our nation to prosper.
2. **Skills gaps are holding back growth and opportunity.** A third of vacancies are driven by skills shortages, and employer investment in training per employee fell by a fifth from 2011 to 2022. By 2035 we expect 1.4 million new jobs in the economy, with a different composition driven by technological change.
3. **Skills England will identify skills gaps across the economy including in key sectors and use this insight to improve and simplify skills provision** so that people and business can benefit from the training they need to get on. Working across Government, we will ensure young people starting out on their careers, as well as adults who need to reskill, have clear education and training pathways.
4. **As skills shortages in the UK economy have grown, so too has the pressure to recruit from abroad** even in sectors where there is the capacity and capability to train at home. Skills England will help reverse that trend, supporting employers to equip their domestic workforce with the skills they need.
5. **Collaboration** will be at the heart of how we work, co-designing new approaches with industry and regional partners to improve the skills of our workforce.
6. **Skills England will respond quickly to what employers tell us they need**, innovating to keep pace with technological changes and the needs of the labour market. We will support more people to benefit from apprenticeships and other skills programmes over this parliament.

What we have found: Skills England publications

Driving growth and widening opportunities
(September 2024)

Skills England: Skills for growth and opportunity
(June 2025)

Assessment of priority skills to 2030
(Aug 2025)

Local Skills Improvement Plans (LSIPs)

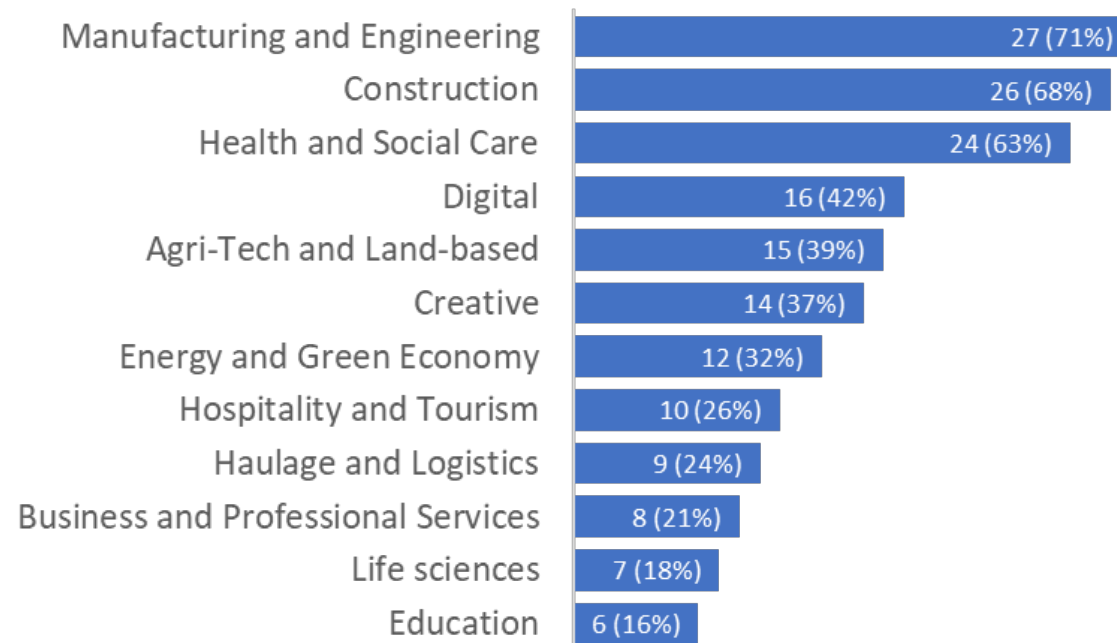
- A process as well as a plan – giving employers a stronger role in the skills system.
- Identifying tangible actions that help align technical education and training to the skills needs of local employers.
- The framework was built into legislation via the Skills and Post-16 Education Act 2022, which places duties on skills providers to help develop the LSIP and have regard to it.
- Skills England oversees the development of LSIPs and there's a two-way flow of information.
- LSIPs will complement and feed into other strategies and plans related to economic growth and the labour market.
- In areas with devolution, we are providing Strategic Authorities with a stronger role in LSIPs.



What skills needs have the LSIPs identified?

In developing the existing LSIPs, ERBs engaged with well over 65,000 businesses about their skills needs.

Sectors identified:



Key transferable skills identified:

ICT and digital literacy skills

Leadership skills

Adaptability skills

Literacy skills

Basic Skills and English and Maths

LSIP driven change

New provision added to curriculum

Employers co-designing content of courses

Staff exchange – industry to teaching (and vice versa)

More collaboration between providers inc. sharing facilities, which increases viability of new provision

Addition of cross-cutting and employability skills (inc. workplace behaviours) into existing provision

LSIP intelligence supports bids for skills programmes / initiatives e.g. Bootcamps, Skills Capital, UKSPF etc

More modular and flexible provision (i.e. out of hours) to fit the needs of learners and certain sectors

Clearer progression pathways from FE to HE

Improving CEIAG – inc. promoting careers to prospective learners

Helping SMEs to navigate the skills system and specific issues i.e. apps levy transfer

Identification of under-represented groups and the creation of targeted initiatives

Problem solving and myth busting

Supporting business to leverage the benefits of developing people and talent to increase their productivity

What next?

- **October 2025:** Work will commence on developing the next cycle of LSIPs. ERBs (inc Sussex Chamber of Commerce) will continue to implement and review the existing LSIP(s) in parallel.
- **Summer 2026:** New round of LSIPs approved by Skills England (on behalf of the Secretary of State) will be published. LSIPs will have a lifespan of approx. 3 years. It should be kept under review.
- **Autumn 2028:** Work to develop future round of LSIPs commences, to be approved and published Summer 2029.

Help ensure the Sussex skills system meets the needs of your business by getting involved in the development and implementation of the next LSIP!

Connect with us

- We've achieved a lot - but success relies on continued **employer engagement**
- Businesses shape the training offer - **your voice matters**
- Together we can build a workforce ready for Sussex's future growth



Please scan the QR code to access our Menu of Opportunities



**Future Skills Sussex
website**



**Future Skills Sussex
LinkedIn**