

# Shaping Future Skills for Sussex & Brighton

## Employer Engagement Workshops – LSIP 2026–2029

*Cross Sector Virtual Workshop – 22 January 2026*

# What is the LSIP and why are we here?

**The Local Skills Improvement Plan (LSIP)** sets out the **skills and training priorities for Sussex and Brighton.**

It is:

- Employer-led
- Evidence-based
- Focused on skills from **entry level through to higher and professional levels**

## **Why this matters**

- It directly influences local education and training provision
- It shapes investment decisions and funding priorities
- It helps ensure people can access the skills employers actually need

## **Today is about your voice**

- Understanding current and future skills needs
- Identifying what works well – and what doesn't
- Shaping practical, deliverable actions for the next LSIP

# What we're doing for LSIP 2.0 (2026–2029)

We are developing the **next Sussex & Brighton LSIP** report and plan to cover **2026–2029**.

This includes:

- Employer surveys and in-depth interviews
- Sector-specific and cross-sector workshops
- Analysis of labour market and workforce data
- Close working with education and training providers

## What's different this time

- Stronger focus on **cross-sector skills**
- Skills up to **Level 8**, including higher and professional skills
- Clearer links between skills, jobs and career pathways
- Alignment with devolution and Skills England priorities

# Cross-Sector Skills Themes

Alongside sector-specific needs, we are focusing on **four cross-sector skills themes** that cut across every industry in Sussex and Brighton.

These themes will:

- Sit at the heart of the LSIP
- Shape future training, provision and pathways
- Apply across all sectors and occupations

## 1. Digital & AI Readiness

- Building digital confidence, data literacy and AI capability at every level
- From basic digital skills to advanced and specialist use
- Supporting productivity, efficiency and innovation

## 2. Green & Sustainability Skills

- Embedding net-zero, energy efficiency and sustainable practice into training
- Practical green skills, not just policy knowledge
- Relevant to everyday roles as well as specialist jobs

## 3. Innovation & Technical Excellence

- Fostering problem-solving, R&D literacy and advanced technical skills
- Supporting quality, competitiveness and growth
- Encouraging continuous improvement and innovation

## 4. Access Routes into Employment & Career Pathways

- Ensuring jobs and careers are open to everyone
- Clear entry routes, progression and retraining pathways
- Supporting young people, career changers and those furthest from work

# How the LSIP fits with national and local priorities

The Local Skills Improvement Plan sits **at the centre of the skills system**, connecting national priorities with local delivery and employer needs.

## National direction

- **UK Industrial Strategy** – sets out priority sectors and the skills needed to drive growth, innovation and productivity
- **Post-16 Education and Skills White Paper** – focuses on work-ready skills, clearer pathways and higher technical and professional skills
- **Skills England** – bringing a more joined-up, data-led approach to skills planning

## Local priorities

- **Get Sussex Working Plan** – focused on reducing economic inactivity, supporting people into work and progression
- **Local economic and growth strategies** – reflecting Sussex and Brighton's sector strengths and future opportunities

## Where the LSIP fits

- Brings the **employer voice** into this system
- Translates national priorities into **local skills needs**
- Helps education and training providers align provision to **real jobs and workforce demand**

The LSIP acts as the bridge between policy, providers and employers.

# Purpose of today's workshop

Today's session is designed to:

- Sense-check the **skills challenges that you or the employers you work with are facing now and in the future**
- Understand how the cross-sector themes show up in your sector
- Identify gaps, pinch points and opportunities
- Capture practical insight to inform the LSIP

This is not about:

- Designing qualifications
- Talking in policy language

It is about:

- Real workforce needs
- Real jobs
- To enable real solutions

# What activities we'll be doing today

The workshop will include a mix of:

- **Quick interactive questions** to capture views
- **Group discussions** focused on skills themes

Your insight today will:

- Shape LSIP priorities and recommendations
- Inform discussions with colleges, universities and training providers
- Inform national government (Skills England) and local authorities
- Support better alignment between skills provision and jobs
- Feed into action planning for 2026–2029

# Thank you & let's get started

Thank you for taking the time to contribute.

Your experience and insight are essential to:

- A stronger skills system
- Better workforce pipelines
- Inclusive growth across Sussex and Brighton

**Let's get started.**

# Menitmeter warm up

# Theme 1 – Digital & AI Readiness

## **Building digital confidence, data literacy, and AI capability at every level**

**Purpose of this theme:** To explore how digital change and AI are affecting roles across organisations, and where employers are experiencing gaps in digital confidence, data use and capability at different levels of the workforce.

### **Discussion**

- Where are digital skills now expected as standard across most roles?
- Which parts of your workforce struggle most with digital tools, systems or data?
- How confident are staff in using data to inform decisions?
- Where is AI already being used informally or experimentally?
- What would you say is your main digital / AI skills need within your organisation?

# Theme 2 – Green & Sustainability Skills

**Embedding net-zero, energy efficiency, and sustainable practice, such as remanufacturing, into all training**

**Purpose of this theme** - To understand how sustainability expectations are translating into practical skills needs, and how green and net-zero considerations are increasingly embedded across roles, not just in specialist 'green jobs'.

## **Discussion**

- Which roles now need sustainability awareness, even if they are not green jobs?
- Where do net-zero or sustainability requirements affect how work is done?
- Where does sustainability ambition break down in practice?
- What is hardest to develop: technical skills, behaviours, or understanding?

# Theme 3 – Innovation & Technical Excellence

## Fostering problem-solving, R&D literacy, and advanced technical competences

**Purpose of this theme** - To explore how innovation, research awareness and technical change are shaping skills needs, and where employers struggle to build advanced capability, applied problem-solving and technical depth.

### Discussion

- Where is your organisation being asked to innovate, adapt or work in new ways?
- Which roles now need stronger problem-solving or technical capability?
- How confident is your workforce in understanding and applying new ideas, processes or research?
- Where are advanced or higher-level technical skills hardest to find or develop?

# Theme 4 – Access Routes into Employment & Career Pathways

**Working with employers to ensure that jobs and careers in Sussex and Brighton are available to everyone**

**Purpose of this theme** - To identify where employment and progression routes work well, and where barriers limit access, progression or participation, particularly for entry-level roles, career changers and under-represented groups.

## **Discussion**

- Which roles have no clear entry or progression pathway?
- Where do pathways look good on paper but fail in reality?
- What stops you offering placements, apprenticeships or entry-level roles?
- What would make it easier for you to widen access into your workforce?

Contact us on:



[Skills@sussexchamberofcommerce.co.uk](mailto:Skills@sussexchamberofcommerce.co.uk)



[Future Skills Sussex](#)