

# **Cumbria Local Skills Improvement Plan Progress Report June 2025**



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## Annexes

### **Annex A Priorities and Actions (Roadmap)**

Included within this report

### **Annex B Enterprising Cumbria Economic Strategy**

[https://cumbriachamber.co.uk/wp-content/uploads/2025/06/Going-for-Growth\\_FINAL.pdf](https://cumbriachamber.co.uk/wp-content/uploads/2025/06/Going-for-Growth_FINAL.pdf)

### **Annex C 2025 LSIP Research Report**

<https://cumbriachamber.co.uk/wp-content/uploads/2025/06/LSIP-2025-Survey-Results-Redacted-without-Contact-details-PDF.pdf>

### **Annex D Cumberland Engineering & Construction Report**

<https://cumbriachamber.co.uk/wp-content/uploads/2025/06/Cumberland-Eng-Construction-Final-Report-v1.0-2.pptx>

### **Annex E LSIF Report**

<https://cumbriachamber.co.uk/wp-content/uploads/2025/06/LSIF-Summary-and-Update-20-May-2024.pdf>

## 1.0 Purpose Of The Report

While we continue to engage and inform on Local Skills Improvement Plan (LSIP) progress on an ongoing basis, this report is aimed at providing an update to any interested parties on the progress since publication of Cumbria's LSIP in August 2023 and the Annual Progress Report 2024, as well as current future plans. It highlights progress, impact/benefits to date, future plans and any changes since these reports were published, including any new/more granular intelligence.

The report gives you an update on key developments, so that you can see the difference the LSIP is making for Cumbria. This is only a flavour and is by no means exhaustive. We hope it will also encourage you, if relevant, to stay or get involved, and be part of making that difference.

This report is aimed at all interested parties but the focus is in particular on:

- Employers, whether engaged already in the LSIP process or not, to demonstrate progress and encourage further participation.
- Providers, to update on progress, support decision making and encourage further involvement
- Other stakeholders in the skills, training, careers and employment agenda.

If you are not already actively engaged in the LSIP and would like to be then please contact [joe@cumbriachamber.co.uk](mailto:joe@cumbriachamber.co.uk) and start getting involved today.

## 2.0 Summary Of The LSIP

Building on the 2022 LSIP Trailblazer, Cumbria's 2023 LSIP is a genuine partnership initiative. More than a document it is a real commitment to working together on an ongoing basis to address Cumbria's key skills challenges and support growth and productivity. The report covers the whole of Cumbria i.e. both the Cumberland and the Westmorland & Furness Council areas.

LSIPs are intended to be employer led, as ours is. But we believe it is also fundamental that the range of relevant stakeholders are actively engaged in a genuine partnership approach, bringing their issues/challenges, opportunities, knowledge, expertise and resources, so that it is genuinely a shared endeavor for Cumbria. This approach is serving us well.

Led by Cumbria Chamber of Commerce, other Employer Representative Body (ERB) partners include Cumbria Tourism (CT), CITB, ECITB, BECBC, NFU, The Farmer Network, CBI and FSB, each bringing their experience, knowledge and connections. We have since added a Land & Nature Skills Service (LANSS) representative. Together they form the LSIP ERB Group.

Sitting alongside this is a Steering Group, comprised of Cumbria Chamber of Commerce LSIP Project Manager, Cumberland Council, Cumbria Careers Hub/Enterprising Cumbria, Cumbria Economic Observatory, ERB Group representative (CT), Local Skills Improvement Fund (LSIF) lead (Lakes College), Westmorland & Furness Council, Work Based Learning Provider Forum (WBLPF) Chair and an employer representative.

The strategic context and underpinning rationale of the Cumbria LSIP is based on a set of sectors important to the Cumbrian economy (in terms of business population, employee numbers and gross value added (GVA)) and highly representative of businesses in Cumbria, encompassing a range of industries, geographies, size, demographics, and business activity. Each is critical to the economic well-being of the county, highly dependent on the skills of its workforce and requires both sector specific skills and a range of cross-cutting skills. Between them they represent around 50% of businesses in Cumbria and of its GVA.

Given the future Energy Transition to 2030 and beyond and Cumbria's historic profile in energy generation, energy is a potential growth sector. In light of the requirement to focus, it does not cover all of the sectors important to Cumbria, or all of the county's skills needs. However the research undertaken enables us to draw out cross-cutting themes and there is information on other sectors that can be drawn from our research over time.

Key priorities include:

- Recruitment (and retention)
- Basic and functional skills
- Employee behaviours and emotional intelligence (now relabeled as essential skills, based on the Skills Builder Framework)
- Apprenticeships
- Engaging with providers and finding the right training
- Curriculum development and fitness for purpose
- ICT, digital and data
- Leadership, management and business
- Low carbon, net zero and energy transition
- Energy - a growth sector
- Future skills/what the future looks like

With as underpinning actions:

- Trainers and educators
- Work based learning provider forum
- Holistic model – bringing the education and skills agenda together

Our LSIP focus over the three year period from 2023 and key changes we are looking to achieve are:

- Supporting the drive to resolve recruitment issues and workforce growth to achieve a workforce large enough for our current and growing needs.
- Supporting the drive to improve productivity and economic growth, in an inclusive way to deliver productivity and economic growth.
- Enabling businesses to take advantage of opportunities, such as those emerging in clean energy and the move to low carbon and address the challenges facing them (both general and sector specific) ensuring they have the skilled staff available to support this.
- Addressing immediate skills challenges, not least in land-based, the visitor economy and care.
- Providing the basis on which we can build further for the future, enabling providers to invest in and develop to serve emerging needs (with sufficient lead time) and developing the pipeline of interest and engagement in our future workforce in these opportunities.

You can read the 2023 LSIP Report and 2024 Annual Progress Report here [Local Skills Improvement Plan - Cumbria Chamber of Commerce](#).

### 3.0 Strategic And Economic Context Update

A number of the **Skills England priority sectors** are particularly important to Cumbria and are focussed on within our LSIP. These are: advanced manufacturing, clean energy industries, defence (sits within our manufacturing sector within the LSIP), construction and health & social care. In addition digital and technologies is considered as a cross-cutting theme.

With Cumbria's two unitary authorities (Cumberland Council and Westmorland & Furness Council) in place and the Cumbria Local Enterprise Partnership (LEP) functions having transitioned on 1<sup>st</sup> April

2024 to the two local Authorities, **Enterprising Cumbria and a Cumbria Economic Growth Board** have been established and are operating.

Cumberland Council are continuing to act as the lead authority for activities which previously sat within the LEP, with a Joint Executive Committee providing the basis of joint working and collaboration on strategic economic growth across the Cumbria geography. As Enterprising Cumbria the team continues to deliver and manage a wide range of Government funded programmes and functions, including Skills Bootcamps, Careers and Enterprise activity as well as Department for Business & Trade (DBT) funded growth hub activity.

The Growth Board is the business advisory board to the Joint Executive Committee. It is made up of seventeen private sector representatives, with including among them a number of people closely involved in Cumbria's LSIP:

- Chamber Managing Director - LSIP lead, LSIP Steering & ERB Groups and WBLPF Vice Chair
- Cumbria Tourism Managing Director - CT is on the LSIP Steering and LSIP ERB Groups
- CBI Regional Director – LSIP ERB Group
- Lakes College Principal – LSIP Steering Group as LSIF lead
- Carlisle College Principal - LSIP Steering Group as WBLPF chair
- BAE Future Workforce Director – LSIP Steering Group as employer representative

as well as the Vice Chancellor of the University of Cumbria (UoC) and representatives from a range of businesses. With the Enterprising Cumbria strategy now agreed (Going for Growth; Cumbria's Economic Strategy 2025-2045) the Growth Board is now considering what sub groups/working groups are needed to support that.

The Economic Strategy sets out a vision of Cumbria 2045 as a modern and entrepreneurial economy where world-leading sector strengths and an outstanding natural environment drive shared prosperity for all people and places. This is available as Annex B.

Cumbria is going for growth – defining the opportunity that large, dispersed regions can make to the UK's modern industrial strategy, productive growth and net zero. Cumbria is already seeing billions of pounds of investment: leading the next generation of the nuclear deterrent; £250 million investment in town growth and regeneration; £4.9 million investment in a new nuclear robotics and AI cluster; and new plutonium immobilisation facility to support thousands of skilled jobs. This strategy builds momentum to deliver more economic growth as well as innovating how we deliver services and supporting nature recovery.

Our strategy prioritises the sectors and clusters where we have significant opportunities, including advanced manufacturing, robotics, defence, clean growth and visitor economy, and addresses the binding constraints on growth and the barriers to investment in Cumbria:

- Infrastructure to support and enable growth projects – with shorter journey times, improved grid connectivity and to support major investment in nuclear decommissioning and in our nuclear deterrent.
- Faster productive growth – building on our sector strengths and growth opportunities and supporting all businesses to innovate and become more competitive.
- Defence and energy security – maintaining our UK critical role, preparing for future investment and increasing local spend in supply chains.
- Enhancing nature – building a growth plan that delivers 30x30, with increased investment, skills and jobs in land-based industry.
- Innovating in public service design and delivery – to equip our people to be ready for these opportunities and ensure businesses have access to the skills they need.

- Accelerating major housing developments in thriving places – supporting the two local authorities to deliver sites such as 10,000 new homes at St Cuthbert’s Garden Village and 800 new homes at Barrow Marina Village, and create places that people want to live, work and study, with creativity and culture built into plans.

Turning our strengths into a plan for growth - Cumbria’s case for change highlights:

- Addressing Cumbria’s productivity gap  
Low productivity has a direct and far-reaching impact on living standards. With a £3 billion productivity gap, our economy is held back by an underrepresentation of high-value sectors and a skills base that is not fully aligned with the demands of emerging sectors. Poor transport and digital connectivity compound these challenges, limiting investment and restricting businesses’ ability to access markets, talent and supply chains.
- Boosting the working age population  
Successful delivery of the priorities in this strategy will create more new jobs. Cumbria is creating jobs with an estimated 6,000 new jobs to deliver the nuclear deterrent and 200 new jobs from the UKRI-funded nuclear robotics and AI cluster based in Whitehaven. This means we need the working age population to meet the needs of our growing economy. There is currently a projected 6% decline in Cumbria’s working-age population to 2045. Targeted interventions around housing, connectivity, promotion and public services will attract and retain younger workers and upskill the existing workforce, supporting a vibrant and resilient Cumbria.
- Unlocking the potential of our people  
Health outcomes in Cumbria vary significantly between areas, reflecting disparities in socioeconomic conditions and access to services. Despite progress in increasing the number of residents with RQF4+ qualifications, Cumbria lags behind the North West and national averages, limiting business ability to attract the higher level skills they need in the workplace. Sustained investment in health and skills, supporting people into work and to stay healthy in the workplace, is essential to build a more productive workforce.
- Driving growth through nature recovery and net zero  
Our economic performance is intrinsically linked to the health and resilience of our natural environment. Protecting and enhancing these natural assets ensures the continued vitality of the visitor economy while supporting land-based industries such as agriculture and forestry. Cumbria’s clean energy ambitions depend on its natural environment, which provides a foundation for sustainable practices and attracts investment in green innovation. It is strongly linked to our existing commitments to deliver Net Zero by 2037. Investing in nature recovery, such as natural flood management, strengthens climate resilience and reduces the economic risks associated with environmental degradation.

Cumbria has been accepted by the Ministry for Housing, Communities and Local Government (MHCLG) as part of its priority programme to work towards formation of a **Cumbria Mayoral Combined Authority**, with a view to the first Mayoral elections in May 2026, a move which is strongly supported by the Economic Growth Board.

This is an exciting time for Cumbria. We are seeing large investments across the region, with new housing and regeneration complemented by investment by and in some of our major employers. We are already a nationally critical contributor to government ambitions for nuclear, defence, clean and green energy production, nature recovery and biodiversity net gain.

There is much more we can do as a region. We have developed the State of the Region 2025, which sets out the socio-economic analysis of Cumbria’s opportunities and challenges. We are focused on growing the economy and our working age population. This requires co-ordinated and sequenced

investment in infrastructure and skills that delivers a 20 year growth plan, rather than piecemeal and uncertain investment.

Cumbria is already well placed for the **forthcoming revised LSIP guidance on local authority involvement**. Our Councils have been involved in our LSIP since the Trailblazer and as Steering Group members part of decision-making, including on priority sectors.

**Team Barrow** continues to operate as a trilateral initiative between central government, Westmorland & Furness Council and BAE Systems, supported by a range of stakeholders. The aim is to enable Barrow to become a new “powerhouse for the north.” The partnership focuses on expanding BAE Systems’ defence capability, supporting energy security and revitalising Barrow and Furness as a place where people choose to live, work and thrive. It aims also to ensure local people benefit from the opportunities in the area and ensuring a diverse and vibrant economy. The LSIP team is closely involved in the Team Barrow workstreams.

The June 2025 announcement that more than 200 acres of land at Moorside has been released by the Nuclear Decommissioning Authority for clean energy development, including nuclear, opens the **potential for new nuclear generation** using Small Modular Reactors and to attract energy intensive industry that could use this power. This aligns well with plans for the Port of Workington.

The **economic context** is little changed from when we wrote the LSIP in 2024. In 2022 the Cumbrian economy was worth £13.3bn in Gross Value Added but had experienced slower than average growth since the pandemic and continued to experience the productivity challenges typically associated with large rural and post-industrial areas (2023 data will be available in mid-June).

Labour supply continues to be one of the major challenges facing our businesses. While there continues to be positive net migration of working age people into the area since the pandemic, this is only just compensating for other demographic trends. As a result, the overall working age population remains static, which is at odds with growth seen regionally and nationally. A higher than average employment rate and low level of unemployment add further to the tightness of the local labour market which has yet to show the signs of easing seen at national level during the second half of 2024 and early part of 2025.

Emerging developments around provision and the benefits of economies of scale and combining relevant expertise, alongside the best interests of Cumbrian employers and learners, point to the benefits of still closer integration and co-ordination between **colleges and providers** with the locus of decision making and autonomy here in Cumbria (rather than in a remote HQ) and enabling us to maximise the benefits of what providers can offer. The emergent Construction Centres of Excellence are an ideal vehicle for us to really take this joined-up model forward.

## 4.0 What Has Been Achieved So Far?

The following is not an exhaustive list of activities, rather a sample highlighting the range of issues and sectors and variety of activities being undertaken. Underpinning this is an ongoing programme of engagement and research between employers, providers and other stakeholders including employer/provider groups, surveys, 1-2-1 discussions, events, etc. Fundamental to delivering Cumbria’s LSIP is strong engagement and partnership working between the range of stakeholders – something we are proud of as Cumbria and which continues to build further.

The **2025 LSIP monitoring survey** highlights the following:

- 44% report no skills or staff shortages (53.6% 2024), 42% lack of staff with the right skills (34%), 23% of staff (25%) and 19% of staff with training needs (13%), with shortages listed in responses.

- Usage of Bootcamps increased from 9% in 2024 (and 5% in 2023) to 13%. However, awareness was reported significantly lower at only 46% (63% previously).
- Numbers employing apprentices was reported slightly higher 30% (28%). The key reasons for not doing so were not needed 55% (54% 2024, 44% 2023), cost 14% (11%, 10%), time 14% (10%, 14%), difficulty recruiting 10% (10%, 8%), difficulty finding suitable apprenticeships 14% (10%, 12%) and don't know where to start 8% (12%).
- Reasons for using apprenticeships included good way of developing skills 91% (93%, 80%), cost effective 52% (67%, 33%), helps retention 59% (58%, 39%) and cheap labour 5% (5%, 4%). Other reasons were primarily around developing the future workforce and lack of experienced people.
- 10% found it very easy to recruit apprentices (5%, 4%), 24% easy (23%, 28%), 38% neither easy nor difficult (37%, 43%), 21% difficult (30%, 20%) and 7% very difficult (5%, 5%).
- In terms of apprenticeship retention during training 68% rarely or never struggle (48%, 67%), 26% sometimes (27%, 24%) and 6% usually or always (8%, 9%).
- 9% always/usually (12%, 13%) struggle to retain post training, 32% sometimes (47%, 32%) and 59% rarely/never (41%, 55%). Again experiences in particular areas/sectors vary.
- 41% pay the apprenticeship levy and use their full levy (23%, 30%), 16% pay but don't use their full levy (14%, 10%). 8% benefit from levy sharing (3%, 5%).
- 76% reported no issues with basic skills (76%, 71%), primarily with existing staff (13%). 7% report issues with new staff and 10% with new staff coming out of education.
- The number reporting no issues with essential skills was approximately unchanged from last year at 53% (54%, 57%). Issues were primarily with young people leaving education 39% (38%, 29%), but also other new staff 14% (15%, 11%) and existing staff 11% (15%, 16%).
- 38% feel engaged with providers and able to find the right training (37%), 23% feel engaged but can't find the right training (29%), 17% don't feel engaged but can find the right training (20%) and 22% don't feel engaged and can't find the right training (14%).

Respondents covered a wide range of sectors and business sizes, including the key LSIP priority sectors. A full report of the findings is available at Annex C. The survey provided a list of training needs, many of which can be addressed through current provision, some not. We will be working through these in detail with providers. We are also following up with further investigation where findings appear anomalous/to have moved backwards.

Having been identified as a need in the LSIP, the **Land & Nature Skills Service (LANSS)** ([Home | LANSS](#)) was launched in September 2024 and is operating successfully. This is a partnership between a range of stakeholders, with the Chamber as accountable body and board member. The Chamber led on recruitment, working with UoC. Website development was supported through LSIF, with other elements enabled through a range of funding streams. LANSS is actively engaged with the range of stakeholders, promoting training and pathways to employers and individuals and engaging people in land-based training and career opportunities. It has been engaged on the LSIP to identify and seek to address skills gaps and training issues in the sector, as part of this establishing an apprenticeships' working group. An early success is the collaboration with Kendal College on the Countryside Worker Apprenticeship Level 2.

The **CITB** has been closely involved in Cumbria's LSIP from the outset, as an active member of our ERB Group and working with us on the construction sector. As a response to their findings through this and working with other LSIPs nationally CITB have further developed their offer in the last year by:

- Launching the Cumbria & Lancashire Employer Network in July 2024, following feedback from employers that accessing CITB grants and funding could be complex and was proving a barrier to training, especially for employers working on site. It is targeted at SMEs looking to train and upskill their workforce. Following discussion, CITB source and book the training and pay 70% of the cost. The employer pays 30%. This is proving beneficial, incentivising training and freeing up time for employers as there are no forms to complete and CITB liaise with the provider on their behalf.



- Following successful launch of the Employer Networks, launching a pilot in January 2025 100% funding digital, net zero and Leadership & Management (L&M) training. The aim was to establish whether fully funding these elements of future skills training would incentivise companies to train. The project was hugely successful, and they supported NVQ training, digital and green skills.
- Launching the Cumbria & Lancashire Employer Network Steering Group in September 2024, with our LSIP Lead a member. LSIP feedback is greatly supporting the group to understand the challenges the areas face and how they can look at skills in a different way. The Network is looking at digital skills to see how CITB can further support micro businesses to embrace technology and demonstrate how it can support their business and drive efficiencies.
- Working with ERBs, colleges and employers to look at the lack of tutors and assessors with a view to utilising the Industry Impact Fund tutors and assessor route to drive change. Preliminary ideas include industry allowing staff to teach on several days each week to bridge the gap. A separate piece of work relates to Construction Industry professionals providing CPD sessions to college staff to ensure they are up to date on new methods of working, new materials, etc.

In 2024 the Chamber was allocated £250k of **UKSPF funding by Cumberland Council to implement actions supporting the LSIP** in Cumberland. Based on needs identified through the LSIP we contracted with a range of providers to undertake activity. This included:

- Inspira running employment showcase events highlighting current and future opportunities and connecting employers with job seekers. Ahead of each showcase they delivered intensive skills and employability support to unemployed/economically inactive adults, including 18-24 year olds Not in Education Employment or Training (NEETS). The focus was primarily on the LSIP priority sectors of health & social care, construction, visitor economy, engineering and advanced manufacturing and land-based.
- Kendal College providing training aimed at young adults from areas of deprivation, NEET or at risk of being NEET, who want to consider a land-based career. They offered a flexible introduction to the sector, providing an opportunity to join learning without the requirement to meet academic entry criteria or commit to a full qualification based academic course.
- Myerscough providing training focused on upskilling staff on agriculture related topics.
- PHX providing skills training across a range of relevant sectors, focused in particular on unemployed and economically inactive people, but also supporting employed people to upskill.
- SP Training focussing on the cross-cutting theme of low carbon, net zero and energy transition, supporting the range of LSIP priority sectors. Delivery comprised low carbon driving courses focussed on HGVs but also other vehicles regardless of size or propellant fuel, including electric, hydrogen and the latest efficient fossil fuel engines.
- UoC delivering part-time courses for farmers, land managers, advisers and new entrants, developed in partnership with local experts in the land-based sector in response to identified local skills needs. This included delivery of two courses and development of a third.

Against a target of 172 learners we achieved delivery to 299. We contracted providers to deliver to at least 87 unemployed/economically inactive learners with the aim of achieving employment/self-employment, achieving delivery to 131. In addition over 300 adults were supported through careers fairs. This project has also provided learning on what works well which can be drawn on and developed further moving forward. We have now obtained further funding to continue this work in 2025/26.

Following on from the work undertaken on our behalf by Think, outlined in the 2024 Progress Report, on **engineering and construction in Cumberland** in light of the difficulties facing these sectors in recruiting and retaining skilled labour in the area (Annex D), in partnership with Cumberland Council we established a steering group of key stakeholders to progress relevant activities. The group has agreed priority actions which it is driving forward, with other priorities picked up elsewhere, e.g. with the Working Age Population group, which LSIP stakeholders are also active in. Priorities agreed are:

- **Priority 1:** *Establish public/private leadership and ownership of the labour market challenges facing Cumberland.* In place/emerging for the breadth of labour market challenges facing Cumberland and Cumbria with the move to devolution, Growth Board, Strategic Partners Group, etc. (in which the Chamber and a number of LSIP partners are active).
- **Priority 2:** *Enable more out of work residents to enter and remain in work, boosting labour supply.* The case to Government for place-based resource to bring more economically inactive residents back to work given the oversupply of vacancies is being fed into devolution asks. We are working with the ECITB to support growth of their Work Ready Pathways model, potentially diversifying beyond the Trainee Maintenance Operative pathway. Similarly Council/Department for Work & Pensions (DWP)/NHS initiatives to support economically inactive residents into work, such as Connect to Work and Work Well. See also initiatives in Priority 4 below around qualifications and conversion.
- **Priority 3:** *Enhance recruitment and retention, including stemming problematic talent attraction practice.* See 5.0 below for actions around this priority.
- **Priority 4:** *A new era of collaboration in education and training delivery:*
  - We are running an initiative/campaign to promote, encourage and facilitate levy sharing/gifting, into supply chain or wider.  
We are supporting the National College for Nuclear (NCFN) and UoC to undertake an initial piece of work towards developing a full proposal mapping qualification and conversion pathways and qualifications within one area as a test case. The first stage is a top-level summary explaining the Systems Engineering Framework and setting out an outline framework. This will support onward discussion with employers and help secure support. Detailed curriculum design will follow as a separately defined work package, for which financial support will be sought. The initial summary should be available by the end of June 2025. Beyond this the plan is to develop appropriate qualifications/short programmes, including include bridging programmes which can be funded through Life Long Learning Entitlements.
  - Work is underway with ECITB and CITB around their support for mapping training requirements against the capacity (people/teaching materials/infrastructure) of Cumbria's providers and working with providers to assess whether the provider network has the material and staff to meet that demand, or whether an intervention is needed to provide additional resources. They both have established funds to assist training providers meet these costs, but it will also need other organisations (such as the Department for Education (DfE), the Nuclear Decommissioning Authority (NDA)/Sellafield Ltd) to contribute to address the overall shortfall in the county.
  - With the CITB we are continuing sector engagement between employers and providers and seeking to aggregate employer demand and find ways of sharing expertise/tutor knowledge.
- **Priority 5:** *Develop a Cumberland proposition to attract and retain talent.* See 5.0 below.
- **Other:** It was agreed to support businesses to improve efficiency and productivity and Cumbria Careers Hub. The former was undertaken in 2024/25 through a mix of initiatives by Cumbria Business Growth Hub and Enterprising Cumbria, funded by, for example, UK Shared Prosperity Fund (UKSPF), Rural England Prosperity Fund (REPF), DBT business support and Chamber funding. This is being further developed and delivered in 2025/26 and beyond.

Work to encourage and support employers to consider and employ **alternative groups** is continuing successfully, although there remains more to do. For example:

- Armed Forces - since the last report we have implemented a large event (with another in planning and incorporation of the Armed Forces Covenant (AFC) into others) and 13 promotional activities (e.g. blog, emails, social media, articles, press releases, etc) in addition

to raising in discussions. As a direct result of work by the Chamber, for example, 7 more employers are actively engaged in and signed up to the AFC, with 17 further referrals from the last survey alone. We are continuing our own journey, with our Gold application in for review.

- Prisoners/ex-offenders – since the last report we have supported an HMP Haverigg event, invited representatives to Chamber events and implemented a range of promotional activities, in addition to raising in discussion. We have added one new employer this year (20 prisoners on day-release) and there are 7 new referrals from the last survey alone. Further activity has been undertaken by Cumbria Tourism as an LSIP partner, including with Lancashire prisons and running an event on employing ex-offenders. They now have a referral system in place with all Cumbria and Lancashire prisons and regularly attend HMP Lancaster Farms. They recently placed a prison leaver directly into a live chef position.
- People with disabilities and long term health conditions – since the last report, as a Disability Confident Leader we have undertaken a range of promotional activities (emails, articles, press releases, etc), raised in 1-2-1 discussions, and supported the events and work of others. While we cannot confirm the source of interest, in total, as at 6.3.25) 125 employers in Cumbria are now engaged (102 at the last report). This includes 94 at Committed level (82), 23 at Employer (17) and 8 at Leader (3), with 8 further referrals from the last survey alone yet to progress.

Cumbria Tourism lead on the **Visitor Economy** for LSIP. Activity and progress includes, for example:

- Holding skills roundtables at all 4 local colleges. A great example of the feedback being taken on board is Carlisle College who then set up a Level 2/3 Travel and Tourism course. It started in 2023/24 with 11 people and in 2025/26 there are 47 signed up.
- Creating the Tourism Talent Hub as a result of the LSIP findings which gives a showcase for current vacancies and training opportunities for individuals and businesses, working with LSIF partners, and is helping change people's perceptions of jobs in the Visitor Economy. Local Visitor Economy Partnerships (LVEPs) elsewhere are now asking advice on setting up Talent Hubs.
- Given the need for front of house staff, taking on a franchise for and having 3 people trained in Welcome to Excellence, Welcome Host Gold, Welcome Host and Welcome All, bringing provision back to Cumbria. This is proving popular with 66 people trained so far. The Carlisle College Travel & Tourism provision also supports this. Cumbria Tourism is also encouraging more people to join front of house roles, barista training etc through the W2W project.
- Continuing to raise awareness of chef roles and opportunities, chef events have been held at Carlisle and Lakes Colleges to inspire the next generation of chefs and front of house staff, with plans for events with Kendal and Furness in 2025/26. Carlisle's new restaurant has been opened using LSIF funding and based on LSIP research and they have a plan for a chef academy. Kendal College have successful collaborations with Simon Rogan, English Lakes Hotels and the Westmorland Family. Cumbria Tourism has run teacher encounter events at Simon Rogan's Our Farm and Farlam Hall, challenging people's perceptions of careers within the sector and encouraging them to sell careers positively.

Providers, led by Lakes College, have been continuing to implement a range of activities, based on LSIP findings and funded through **LSIF**. Activity has included:

- Retrofit research with employers followed by 100 learners completing an Introduction to Retrofit.
- Development of a range of courses (Level 3 and above, with over 300 starts and completions) including Heat Pump Installation Apprenticeship; Low Carbon Heating Technician; short courses on heat pumps, battery storage, solar, plastering and gas; Green Skills Academy courses; Understand Safe Working Practices for the Retrofit Industry; Understand the Benefits of PAS 2035 When Working in the Retrofit Industry; Understand the Impact of PAS 2035 When Working in the Retrofit Industry; On-line Retrofit courses; City & Guilds 2921-31 Domestic EV Charging; City & Guilds 2921-32 Design EV Charging; City & Guilds 2921-33 Large Scale EV Charging; Land

Management & Production T Level; Low Carbon Principles (Logistics); Low Carbon Instruction Module Bolt-on (Logistics); land-based and environmental qualifications.

- Collaboration on Level 5 Advanced Manufacturing by UoC, the colleges and Gen2.
- Creation/improvement of green skills/low carbon centres (Cumbria Green Skills Centre at Lakes College, EV Centre at Gen2, Carlisle, Kendal and UoC).
- Development of hospitality courses at Level 3 and above, with modular, short and employability courses and including L&M. All FE partners are working with Cumbria Tourism and their Talent Hub. They are working with employers to support recruitment by designing, developing and delivering employability courses including sector based vocational training, interpersonal and employability skills in hospitality, with 145 starts so far, 30 employers involved in curriculum development and 25 staff undertaking CPD.
- Carlisle College have refurbished their training restaurant and developed virtual hospitality training and Kendal College have invested in equipment with 400 learners benefiting from the new facilities and equipment.
- Developing digital courses at Level 3 and above (modular, short and employability), with 165 starts, 25 employers involved in curriculum development and 15 staff undertaking CPD so far.
- All partners have received digital equipment, including UoC refurbishing facilities in West Cumbria.
- All partners are involved in LANSS, and Kendal College and UoC have developed relevant courses.
- A Skillshub referral process is now operating with all enquiries going into Lakes College for referral across the partnership for action.
- The Apprenticeship Hub is supporting robust information, advice and guidance and has supported recruitment of apprentices which increased substantially in 2023/24 and 2024/25. The LSIF project has supported young people into apprenticeships in digital, engineering, manufacturing and low carbon, particularly in land-based sectors. In March 2025 the apprenticeship rate in Cumberland is 14.0% and in Westmorland & Furness 12.8%, compared to a national average of 4.1%.
- Training needs analyses have been undertaken for low carbon, digital and hospitality. The low carbon information enabled providers to directly respond to employers to discuss training solutions and enabled the partnership to invest in training in the right areas.
- Curriculum mapping has been undertaken on an individual partner and Cumbrian basis. This details the curriculum on offer and aids curriculum planning aligned to LSIP, labour market intelligence and local skills plans.
- Over 100 staff have been trained (CPD) in low carbon, digital and hospitality.

More details, including retrofit research findings, are available in an LSIF update provided as Annex E.

**Wave 6 of Skills Bootcamps (SBCs)** have started, aligning with a number of LSIP outcomes by addressing skills shortages in sectors such as low carbon, digitalisation, construction, logistics, manufacturing, catering & hospitality, health & social care and transferrable 'soft' skills. Also project management and event safety management. For this wave of SBCs Enterprising Cumbria have invested particularly heavily in logistics and construction.

## 5.0 What Still Needs To Be Achieved?

As can be seen from sections 4.0 above and Annex A below, Cumbria's LSIP has continued to make real strides in progressing activities which drives further enhancement of skills and the skills system within the county, achieving this through a genuine partnership of stakeholders. By their very nature many of the activities being implemented are ongoing activities, not one-off actions, and will continue as we move forward. This includes ongoing review of skills needs, the types of training required and the format of that training.

In this section we are highlighting a number of specific key activities to be completed or implemented. This will require continuing engagement between providers, employers and other stakeholders.

As highlighted in 4.0 above, the **LANSS** has been implemented and is operating very successfully. The further actions required now are to establish a plan and model for financial sustainability, and the best structure for future operations. LANSS is currently an informal partnership. While additional funding will enable additional activity, the core team is currently funded through to August 2026.

Also as highlighted in 4.0 above activity focused on **engineering and construction in Cumberland** is progressing. This includes, for example:

- **Priority 3**
  - We agreed to develop a mechanism for sharing apprenticeship applicants to ensure unsuccessful applicants to Sellafield are found apprenticeships with other nearby employers. This is on hold pending clarity on Skills England intentions nationally.
  - Work with the NDA to establish a Charter within the nuclear decommissioning supply chain (all levels) focused on ethical and economically sustainable recruitment.
  - Build a Community Apprenticeships scheme funded by Sellafield's community relations pot (including wage costs) to fund the overtraining of skilled workers, creating a larger skilled labour pool, confident that those not securing Sellafield jobs will be picked up by other local employers.
- **Priority 4**
  - Providers are exploring how they can best work together on degree apprenticeships to meet the needs of employers and enable more people to study locally, alongside other cooperation opportunities.
  - Cognisant of the challenges of businesses remaining engaged in the Advanced Manufacturing Pathway the Chamber will work with businesses to emphasise the importance of commitment if the challenges are to be addressed.
  - A workstream is in progress between ourselves, CITB, ECITB and providers implementing an initiative to bring more people in as trainers, either part or full-time. This is currently being specified and agreed for implementation, with a timescale to be agreed. Although driven by the Cumberland work, this will be countywide as the same construction issues apply more widely.
  - Design of a Framework of Qualifications for Systems Engineering developing a system of qualifications that offer multiple stepping on and stepping off points, where students could obtain small awards that could build into major qualifications over time. This responds to an identified (Sellafield, NDA and BAE) shortage of SQEPd personnel at all levels of qualification. It is intended that the framework will include the ability to 'convert' or 'bridge' into the discipline and address lack of subject-specific entry qualifications. It should also include opportunities for under-resourced NEETs (especially young males), disabled people, long-term unemployed and ex-offenders. The framework will build upon existing curriculum that has been developed by the NCfN, including existing Level 3 and Level 4 bridging courses. It will map out relevant existing qualifications from Level 3 to 7 and should allow applicants to enter at any level that is relevant to their experience. Levels 3, 4 and 5 will include nationally recognised qualifications, but bespoke foundation, top-up and master's degrees will also be relevant at higher levels.
- **Priority 5**
  - This has been picked up by the countywide working age population policy group (which the LSIP Lead and a number of Steering Group members/organisations are part of with others).

- **Other** support to businesses to improve efficiency and productivity is continuing in 2025/26 through a mix of UKSPF, REPF, DBT business support and Chamber funding and will be further developed. Support for Cumbria Careers Hub will also continue through various means.

Other activities highlighted in section 4.0 above are continuing. Further actions may be agreed as the group progresses.

Over the last year we and other stakeholders, such as CT, have run events/activities for businesses around **future skills, AI, robotics** etc., with the aim of sharing opportunities and possibilities, supporting businesses to consider ways forward and therefore potential skills needs, and showcasing some of the facilities and curriculum already available to support skills development. There remains significantly more to do on this so further events and initiatives are in planning, to be held over the coming year and beyond as technologies and opportunities develop. We are therefore working with providers and stakeholders such as RAICo (Robotics & Artificial Intelligence Collaboration) on further events and initiatives and will be focusing on this topic as a key element of the next iteration of LSIP.

Related to the above we have engaged with the incoming Chief Executive of **UKRI**, with very positive initial discussions. Moving forward we will work with UKRI to develop specific plans to support Cumbrian businesses and skills.

During production of the LSIP the opportunity to bring the wider skills and education agenda together more effectively was identified by a number of stakeholders and it was agreed that we should work together to develop a **holistic and place-based Education & Skills Model for Cumbria**, building on our initial discussions. Development beyond those initial discussions has been delayed by stakeholders' other priorities, including for example, local government reorganisation, the establishment of Enterprising Cumbria and devolution proposal. We were also awaiting development of Enterprising Cumbria's Growth Plan and clarity on any plans and need around a skills sub-group. With more clarity stakeholders have now begun meeting to progress this model, with the intention of formation of a wider skills group, based on and extending the LSIP Steering Group by July 2025, when we also intend to take a proposed model to the Enterprising Cumbria Growth Board.

Partners have identified a need to undertake some additional research (survey and focus group) work on **16-18 apprenticeships**, which is being undertaken with the Careers Hub. The reason for this is concern about the slight decline in 16-18 apprenticeship numbers. The aim is to identify the reason(s), which will inform future plans and actions. The intention is to complete the research by July/August.

CT is working at national level on two groups to look at the sector and what is needed, with Visitor Economy businesses feeding in. The two national groups are:

- **Local Visitor Economy Partnership Skills & Workforce Forum** focussing on enhancing the reputation of work within the sector, improving job quality and supporting small and micro businesses.
- **Visitor Economy Advisory Council Skills, Workforce & Careers Group** focussing on producing a robust evidence base around workforce & skills in the visitor economy sector, contributing to towards a comprehensive skills strategy, producing a gap analysis in terms of policy and data in the labour market space, making recommendations to governments on policy to support the development of a skilled visitor economy workforce and producing guidance for visitor economy businesses to enhance their workforce.

CT has been taking a steer from other national partners but also wants to ensure our largely non-chain family run small businesses and that training providers are getting their voices heard.

Although there is no current LSIF funding available, **LSIF partners are continuing to work together** and will continue to seek and identify funding sources to support this. Their focus moving forward is on:

- Continuing to educate employers around low carbon and retrofit.
- Stimulating more demand for low carbon and retrofit.
- Further supporting hospitality with sector employability courses.
- Encouraging more employers to invest in digital training.
- Continuing to support LANSS and land-based.

Related to this the intention is for **providers to be more joined up and co-invested with stakeholders in securing the training resource needed in critical areas** such as Engineering, Advanced Manufacturing, Construction, Digital, etc. For example, in the NCfN an approach is being trailed whereby nuclear employers work with them to provide some of their interested staff with an opportunity to support training and skills development.

Research for this report has highlighted a range of skills needs which have been fed through to the **Skills Bootcamps** team to inform plans for Wave 7, and we will also be working with the team on additional needs research.

We will also be looking into apparently **anomalous results in our 2025 LSIP survey**, for example around the percentages experiencing issues, or not, with apprenticeship retention and the percentage feeling unengaged and unable to find the right training.

Most importantly, stakeholders remain committed to working together to progress these actions and ensure the best skills offer for Cumbria that can be achieved.

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## Annex A Priorities And Actions (Roadmap)

Where there is a linkage or relevance to one or more of Skills England's ten priority sectors then the Action/Activity has been highlighted in **bold** in the table below. These sectors are advanced manufacturing; clean energy industries; creative industries; defence; digital and technologies; financial services; life sciences; professional and business services; construction; health & social care.

Actions completed or completed and ongoing are highlighted in green, those underway are highlighted in yellow.

New Actions/Activities added since the last Progress Report are flagged as such.

\*Monitoring is a mix of annual survey and at least quarterly feedback for all actions.



Priority	Action / Activity	Partners involved (detail the role and responsibilities of the ERB and relevant partners)	Timescales (start and likely end dates - original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements - (how is progress monitored and at what intervals)*	Progress Status
<b>Recruitment</b>						
Encourage more young people into apprenticeships, other appropriate pathways, gaps and opportunities	Continue to do more to encourage employers to work with the Careers Hub and other stakeholders (Inspira, Centre for Leadership Performance (C4LP), etc) on careers and employability skills, coordinated through the Careers Hub	ERBs - promote and encourage employers + direct activity Careers Hub – coordination and delivery Other stakeholders - delivery and promotion	In place and ongoing	Employer engagement by ERBs through own channels plus direct activity in schools & colleges; Careers Hub and other stakeholder activities variously funded e.g. annual Cumbria Careers Day, Tourism Talent Hub, promotion of Go Construct online resource & STEM Ambassadors; LANSS including Apprenticeships Working Group; improved Information Advice & Guidance (IAG) and increased career events through LSIF, providers/Chamber; CITB Travel to Train/Into Work/other grants; Lakes College/ECITB scholarships for young people to undertake technical qualifications leading to apprenticeship with local employer (24 learners); Lakes College annual apprenticeship academy; apprenticeship opportunities advertised in 'The Bridge' Careers Hub (Furness); development of alternative pathways by Carlisle College in response to visitor economy employer feedback (rather than apprenticeships); FE Skills & Apprenticeship Hubs; CT Welcome to Work with Carlisle & Lakes Colleges (supported by UKSPF through the Councils); CT in partnership with the Councils working with care experienced and those at risk of becoming NEET to offer days out in the Lakes to showcase career opportunities; Careers Hub Parent & Carer Platform launched January 25 to schools & colleges to support	ERB communications Careers Hub feedback Employer feedback Provider feedback Referrals	Ongoing and on track

				<p>parents and carers to understand pathways post 16 and 18, ASK delivered presentations to 481 students across years 10-13; targeted intervention from ASK secured for Key Stage 3 students this academic year, 4 Parent &amp; Carer Pathways presentations delivered in first academic term; Cumbria Talent Force launched Cumbria Careers Day March 25; Inspira delivered Careers Fair – the Next Steps Event – primarily targeting BAE unsuccessful candidates, but open to all to connect school leavers, economically inactive, NEET and unemployed with a breadth of local employment and development opportunities; Cumberland UKSPF LSIP Implementation projects.</p> <p><i>Outcome is more young people taking up apprenticeships/other appropriate pathways and opportunities</i></p>		
				<p>E.g. Employer engagement by Chamber &amp; others through own channels; employer events/prison visits organised by Chamber/CT and AFC events; CT working with New Futures &amp; Lancashire &amp; Cumbria prisons; CITB Creating Careers in Cumbria work placement opportunities for unemployed; Cumbria Careers Hub working with local councils to develop inclusive employment opportunities and increase supported internships available to students with Special Educational Needs (SEN); sector development initiatives by Cumberland Council; CITB project with Ministry of Justice (MoJ) to support ex-offenders into construction; Lakes College SEN programme providing real life &amp;</p>		

Encourage use of wider employment pools	Encourage and support more employers to recruit more people with disabilities/long term health conditions; initiatives such as Inclusion@Work; sign up to AFC)/employing service leavers/using Careers Transition Partnership recruitment; employing prisoners on ROTL (day-release)/ex-offenders; engagement with JCP; support for care leavers/care experienced	Chamber (as a Disability Confident Leader & AFC Silver) & other Disability Confident and AFC organisations & JCP - encourage and support, and promote sign ups and recruitment; promote initiatives to support care leavers/care experienced	In place and ongoing	working skills in partnership with employers (e.g. Asda) for work placements and job opportunities; BAE Systems has been a host business partner to DFN Project Search, a supported internship for young adults with autism and learning disabilities (aged 18-24); Community investment donation to Cumbria Community Foundation programme 'Brighter Futures' creating mentoring, work experiences and essential skills development for care experienced young people as they transition into adulthood/world of work; Cumberland and Westmorland & Furness Councils working together to implement Connect to Work supported employment programme using DWP funding (targeted to reach 1000 people per year in 26/27 and 27/28); Carlisle College upskilling asylum seekers and refugees to enable them to enter workforce including English language programmes supported by introductory skills in a range of sectors; Industry Knowledge Day for Prison Employment and DWP Prison Leads with aim of developing a knowledge of construction and types of roles in demand (looking at next steps); CT through Welcome to Work with the Visitor Economy project/Lakes College/Carlisle College Ways to Work (UKSPF funded) working with NEETs, ex-offenders, SEND, people with disabilities & long term health conditions, older people, refugees and care experienced. CT employer annual employer engagement events; work by Skills & Enterprise (S&E) Partnership members including Better Bodies Ltd. assisting in how to make the workplace more inclusive/retain staff with neurodiverse	ERB communications & events Disability Confident sign ups AFC sign ups Employer feedback Initiatives implemented Learner destinations tracking	Ongoing and on track Also now working on activities to support more people to move from initiatives to mainstream employment
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				<p>conditions; Chamber promoting sign-up to the Social Recruitment Covenant; Wave 6 SBCs now allow L2/3 training in hospitality through PHX Training and Carlisle College.</p> <p><i>Outcome is more people in the workforce</i></p>		
Other	<p>Build pool of job opportunities (sitting under Tourism Talent Hub &amp; UCAS), Trainee Manager or similar, with businesses offering Degree Apprenticeship</p>	<p>Cumbria Tourism and UoC – build &amp; deliver</p>	In place and ongoing	<p>Tourism Talent Hub including job matching services; LSIF partners work with Cumbria Tourism, e.g. Lakes College in partnership with CT - Hospitality and Catering learners and staff hosted Chef event in Graduate Restaurant with 50 Year 10 and 11s from local schools enjoying a 3/4 course lunch supported by CT; CT hosted a similar event in Carlisle College with local Michelin star Hrishikesh Desai for around 40 young people from the Carlisle area to showcase careers in hospitality.</p> <p><i>Outcome is more people in roles</i></p>	<p>Talent Hub launched Employer feedback CT/provider feedback</p>	<p>Ongoing and on track</p>
	<p><b>Support initiatives such as the Employment Working Group and employer led group in Furness</b></p>	<p>All relevant stakeholders to participate/support</p>	In place and ongoing	<p>Range of working groups involving businesses &amp; other stakeholders, including countywide working age population group.</p> <p><i>Outcome is more people in workforce/roles</i></p>	<p>Employer/group feedback</p>	<p>Ongoing and on track</p>
	<p>Continue to break down barriers and offer visitor economy training as part of Employer Recruitment Days</p>	<p>Inspira, Building Better Opportunities and Barrow Adult Learning to implement working with Cumbria Tourism</p>	In place and ongoing	<p>Recruitment days (including relevant visitor economy training) with guaranteed interviews – of 73 participants 33 have been employed as a direct result; Wave 6 SBCs in hospitality through PHX Training and Carlisle College.</p> <p><i>Outcome is more people in roles</i></p>	<p>Employer feedback Feedback from CT &amp; others</p>	<p>Ongoing and on track</p>

Specific need for more chefs at every level	Train more chefs countywide and introduce chef apprenticeship at Carlisle College at L3	Carlisle College & other providers curriculum leads to implement	In place and ongoing	<p>E.g. Kendal College/CT exploring shared chef academy; Lakes College increasing employer engagement to increase Chef programme numbers and introduce L3 patisserie course; Carlisle College chef academy &amp; new onsite restaurant opened; Carlisle College working closely with industry leaders and CT to promote career opportunities to young people; the Wave 6 SBC programme is available to support if needed as an accelerated apprenticeship route; LSIF – curriculum developed supporting access to training such as modular courses, short courses and on-line delivery; see also Section 4 above.</p> <p><i>Outcome is more chefs</i></p>	Employer feedback Initiatives/curriculum implemented CT Business Tracker Survey	Ongoing and on track
Specific need for front of house/customer service staff in the visitor economy	Consider specific initiatives though UKSPF & SBCs, see also Curriculum Development & Apprenticeships	CT & provider curriculum leads	In place and ongoing	<p>E.g. Carlisle College introduced Travel &amp; Tourism L2 and L3 (11 learners 23/24 and looking at around 47 25/26) and have built new restaurant through LSIF; Furness College tweaking L2 Travel &amp; Tourism offer to feature it in cookery/hospitality/tourism package, with students given opportunity to choose their pathway; Furness looking to introduce hospitality apprenticeship; CT has franchise back to deliver Welcome to Excellence courses including Welcome Host, Welcome Host Gold and Welcome All; Wave 6 SBCs now allow for L2 and L3 training in hospitality through PHX Training and Carlisle College.</p> <p><i>Outcome is more people in roles</i></p>	Employer feedback Initiatives/curriculum implemented	Ongoing and on track

Severe shortage of care staff	<b>Consider specific initiatives though UKSPF &amp; SBCs, see also Curriculum Development &amp; Apprenticeships</b>	Provider curriculum leads to develop & implement	In place and ongoing	See Apprenticeships & Curriculum below; also e.g. Cumberland Council initiatives to support care recruitment & see Basic & Functional Skills below; Wave 6 SBCs.  <i>Outcome is more people in roles</i>	Employer feedback Initiatives implemented	Ongoing and on track
Employers flag particular requirements for welders, engineering, project managers, electrical and skilled fitters	<b>Train more people in these roles countywide through existing provision &amp; further work to check levels and specialisms in welding</b>	Provider curriculum leads to check, develop & implement	In place and ongoing	See Apprenticeships & Curriculum below and Recruitment above; also e.g. SBCs; Think research and subsequent actions; Carlisle College working directly with employers to provide targeted upskill short courses in welding; Wave 5 successfully delivered SBCs in Project Management (40 learners), upskill of electricians (25 learners) and upskill of heating engineers (70 learners); Lakes College bridging engineering course (16 learners) which led onto an apprenticeship; Wave 6 SBCs.  <i>Outcome is more people in roles</i>	Employer/provider feedback Initiatives implemented Numbers trained/training	Ongoing and on track
Recruitment issue for land-based operatives	Develop Bootcamp style intensive reskilling/upskilling programmes for land-based operatives L2-3	Providers with LANSS to develop & promote	In place and ongoing	Training to be developed and implemented; promotion of careers opportunities through LANSS; no bids received to deliver in Wave 5 or 6 SBCs so Chamber and LANSS will be working with SBC to generate delivery for future funding including Wave 7.  <i>Outcome is more people in roles plus opportunities for promotion and skills development</i>	Employer feedback Initiatives implemented	On track

Specific need to recruit staff into various sectors, including retail, animal care, conservation & public sector	<b>NEW ACTION:</b> Consider initiatives that raise awareness of the skills required and the opportunities available. In conjunction with employers develop training programmes to support recruitment into these sectors	Deliver through S&E Partnership members	In place and ongoing	Implemented by partners in S&E Partnership.  <i>Outcome is increased knowledge &amp; skills, work experience and guaranteed interview</i>	Feedback from referrals and employers who engage. Number of job starts	Ongoing as part of the S&E Partnership Programme
<b>Basic And Functional Skills</b>						
Issues with basic and functional skills which affect recruitment, training and progression	<b>Ensure availability of appropriate L1/L2 provision</b>	Providers to ensure provision	Completed	E.g. Furness College now E3-L2 and GCSEs and Ascentis ESOL 1-3, Lakes College offer Level 2 functional skills and GCSEs in maths and English.  <i>Outcome is improved skills</i>	Provision in place Employer feedback	Completed
	<b>Build work situations and basic/functional skills into curriculum more effectively</b>	ERBs to engage employers to work with Careers Hub, schools and colleges	In place and ongoing	E.g. see Careers Hub activity in Section 5.  <i>Outcome is improved skills</i>	Employer feedback Initiatives implemented	Ongoing and on track
	<b>Inform and support implementation of Multiply &amp; Skills Fund, consider Multiply type provision for literacy and ICT, looking at funding options such as SPF and Bootcamps</b>	LSIP to inform and support & ERBs engage employers Providers to consider opportunities & funding	In place and ongoing	E.g. Carlisle College have developed comprehensive ESOL offer for adults and under 19s focussing on skills needed to secure employment in key sectors such as hospitality and care.  <i>Outcome is improved skills</i>	Employer feedback Initiatives implemented	Ongoing and on track

	<b>NEW ACTION: Upskill unemployed claimants with basic digital “employability” skills so they are capable of carrying out work search commitments</b>	Deliver through S&E Partnership members including DWP. DWP to enable access to digital devices to support eligible clients as part of activity	In place and ongoing	Implemented by partners in S&E Partnership. <i>Outcome is increased digital skills and access to device going forward</i>	Feedback from referrals and DWP	Ongoing as part of the S&E Partnership Programme
<b>Employee Behaviours And Emotional Intelligence (Employability Skills) – now relabelled as Essential Skills</b>						
Significant issues across the range of skills, exacerbated by Covid, with particular challenges in young people, including resilience. Actions are in addition to & building on Careers Hub/employer engagement activities highlighted above	<b>Work together to help build these skills into the curriculum more effectively</b>	Employers with Careers Hub, schools and colleges to implement initiatives	In place and ongoing	E.g. Cumbria Careers Hub Essential Skills Programme agreed, launched and now being rolled out in schools, with employers and partners; training programme being delivered to PGCE and ECT teachers on the importance of developing essential skills through the curriculum; LSIF partners working on this with Careers Hub; Gen2 employability response through social values initiative; other Careers Hub activity (see Section 5.0 below); specific activity to support unemployed through Cumberland Council; BAE Identifying opportunities to highlight and embed essential skills within outreach and attraction programmes, ensuring STEM ambassadors are aware of the focus and need for improved essential skills; Carlisle have implemented the NCG guarantee to develop essential skills of 16-18 year old learners.  <i>Outcome is improved skills</i>	Employer feedback Provider feedback Initiatives implemented	Ongoing and on track



Apprenticeships						
Need for more skilled staff and retention of young people in the county across the range of topics and sectors Opportunities for increased use of apprenticeships with easier access to information for employers (and potential apprentices), easier recruitment and more use of levy sharing	Careers Hub activities (see Recruitment above)	See Recruitment	See Recruitment	See Recruitment.	See Recruitment	See Recruitment
	Further develop and promote Apprenticeship Hub (and apprenticeship information) ideally to include vacancy and candidate sharing & work with larger employers on candidate sharing	LSIF consortium to further develop Hub & promote & engage employers ERBs to promote & engage employers	In place and ongoing	E.g. Apprenticeship Hub enhancement; BAE events/activity to engage unsuccessful candidates with other employers; Skillshubs across Cumbria enabling further promotion and Information Advice & Guidance (IAG) for learners and employers; Team Barrow Employment, Education and Skills workstream exploring opportunities for development of skills and apprenticeships to support tight labour market (SMEs, broad range of sectors).  <i>Outcome is more people in apprenticeships</i>	Employer feedback Provider feedback Hub enhancement Initiatives implemented	Ongoing and on track
	Roll out of CITB's New Entrant Support Team	CITB to implement	Completed	CITB New Entrant Support Team and various grants including Travel to Train, apprenticeship completion, etc, with the team offering mentoring training to construction employers as part of their service which helps employers understand the apprenticeship standard and includes techniques to be an effective workplace mentor.  <i>Outcome is more people in apprenticeships &amp; completing</i>	Team in place	Completed

	<b>Use of Careers Hub Labour Market Information (LMI) to promote technical &amp; vocational qualifications to young people and parents</b>	Careers Hub to implement	In place and ongoing	<p>LMI use START Platform launched and integrated into Parent &amp; Carer website; new Sector LMI posters updated and issued to all schools and colleges.</p> <p><i>Outcome is more people in apprenticeships/other vocational</i></p>	LMI START Platform use increased	Ongoing and on track
Range of recruitment and skills challenges in the visitor economy including chefs, housekeeping, front of house/customer service and management/profitability	Continue to develop apprenticeship provision in hospitality profitability and middle/senior management provision at various levels	CT and provider curriculum leads to develop and implement	In place and ongoing	<p>E.g. Bespoke and modular hospitality L&amp;M provision developed through LSIF plus virtual restaurant countywide; development of new L3-5 curriculum; Wave 6 SBCs can be utilised here.</p> <p><i>Outcome is more people in apprenticeships &amp; roles and upskilling of existing staff who have been promoted and need help with profitability</i></p>	Curriculum implemented Facilities in place Employer feedback	Ongoing and on track
	Introduce chef apprenticeship at L3 (if demand confirmed)	Carlisle College to develop and implement	Completed and ongoing	<p>Carlisle College with CT/employers - LSIF visitor economy project including onsite restaurant, Chefs' Academy and expansion of tourism programmes; Carlisle College has worked with employers in the visitor economy sector to develop programmes for young people that develop the skills needed in sector &amp; it's become apparent the apprenticeship route is not the most appropriate so have developed alternative pathways for young people.</p> <p><i>Outcome is more people in apprenticeships &amp; roles</i></p>	Curriculum implemented Facilities in place Employer feedback	Ongoing and on track

	Conclude review and agree Welcome Host customer service now suitable or develop bespoke provision	CT and providers	Completed and ongoing	Review & research by CT working with businesses completed & CT now have licence and have trained 3 of their staff and established local provision (Welcome to Excellence, Welcome Host, Welcome Host Gold, Welcome All).  <i>Outcome is local provision established and take-up of provision</i>	Review & research completed Curriculum implemented	Ongoing and on track
	Promote new Tourism Degree Apprenticeship through Tourism Talent Hub and UCAS	CT and UoC	In place and ongoing	Promote new L6 L&M Degree Apprenticeship through Talent Hub; new courses in 2026 will be BA Tourism & Visitor Economy Management and MBA in Tourism & Visitor Economy Management.  <i>Outcome is take-up of provision</i>	Degree Apprenticeship promoted	Ongoing and on track
Remain significant gaps in land-based provision	See Curriculum Development below including development of comprehensive apprenticeship curriculum/offer	See Curriculum Development	See Curriculum Development	E.g. Kendal College have developed curriculum for land-based and have increased starts and e.g. potential Countryside Worker Apprenticeship (subject to numbers); see also Curriculum Development.  <i>Outcome is provision and take-up</i>	See Curriculum Development	See Curriculum Development
Significant staffing & skills issues in care and particular issues with time off-the-job given staffing shortages	<b>Continue to develop appropriate provision (started under SDF), including L2 apprenticeship</b>	See Curriculum Development	See Curriculum Development	See Curriculum Development; Wave 6 has scope to provide a footing onto accelerated apprenticeships; L3 now covered by Carlisle College in Wave 6 SBCs.  <i>Outcome is provision and take-up</i>	See Curriculum Development	See Curriculum Development

	<b>Develop case studies of good practice in care on use of apprenticeships to support recruitment and pathways</b>	Chamber and providers	Completed	E.g. LSIF engagement manager working with care providers/Skills for Care.  <i>Outcome is case studies</i>	Case studies	Ongoing and on track
<b>Engaging With Providers And Finding The Right Training</b>						
Although the situation has improved significantly, employers continue to struggle with engaging with providers and finding the right training. Is a need to facilitate easier access to information for employers and enhance	<b>Continue to develop and enhance Skills &amp; Apprenticeship Hubs including widening to further providers &amp; linking with CITB, Skills for Care &amp; Tourism Talent Hub; look to develop Apprenticeship Hub to include vacancy &amp; candidate sharing; promote &amp; encourage engagement</b>	SDF/LSIF consortium led by Lakes College ERBs to promote and encourage engagement	In place and ongoing	E.g. Further development of Skills & Apprenticeship Hubs by LSIF; introduction of LANSS; communications and engagement events; inclusion and promotion of SBCs could help fulfil this objective; CITB Cumbria & Lancashire Employer Network.  <i>Outcome is more people in training</i>	LANSS in place Skills/Apprenticeship Hub enhancement Employer feedback ERB communications	Ongoing and on track
	Continue implementation of LANSS & link with Skills Hub	LANSS partners & team	In place and ongoing	LANSS established and operating successfully (see 4.0 above).  <i>Outcome is more people in training</i>	LANSS in place & operating	Ongoing and on track
	<b>Engage more care providers with Skills for Care and complete dataset</b>	Chamber to engage	Completed	Employers contacted & completing.  <i>Outcome is more employers completing &amp; accessing funding</i>	Employers completed	Completed
	<b>Targeting and ongoing campaigns aimed at employers on opportunities &amp; how to access</b>	ERBs working with providers and other stakeholders	In place and ongoing	ERB communications through their various channels (newsletters, events, email, social media, etc); events e.g. Carlisle College Skills Summit took place in October 24 and was attended by over 100 employers from a range of sectors (employers identified the	ERB communications	Ongoing and on track

engagement between employers and providers & encourage take-up				skills that they need and pledged support, including 'sign off' of curriculum plans).  <i>Outcome is more employers engaging</i>		
	<b>Continue LSIP Insight quarterly e-newsletter and further widen distribution</b>	Chamber to produce & share	In place and ongoing	LSIP Insight e-newsletter.  <i>Outcome is more employer awareness</i>	Newsletter & circulation	Ongoing and on track
	<b>Work with CITB Employer Network pilot on empowering construction employers to determine local needs</b>	CITB to implement	In place and ongoing	CITB Cumbria employer network first meeting September 2024 - aims to put employers in the driving seat to address skills shortages in region and direct funds towards training to plug gaps; first Lancashire & Cumbria Steering Group meeting October 24 bringing together construction employers & stakeholders to provide insight and intelligence to highlight gaps and establish training provision where may not currently be available locally; separate Training Provider Network in process of being formed and will work alongside Employer Network to develop and meet needs of local employer training requirements; CITB pilot Employer Network project to March 2025 supporting construction employers to access 100% funding for L&M, Digital Skills and Net Zero; CITB have team of local Engagement Advisors who offer support to construction employers by helping to navigate the skills landscape including signposting to local provision and access grants and funding.  <i>Outcome is more awareness &amp; training</i>	Employer Network launched and operating	Ongoing and on track
<b>Curriculum Development And Fitness For Purpose</b>						

<p>In construction, remain issues with inclusion of required content not relevant to significant numbers of employers (e.g. staircases in joinery)</p>	<p><b>Continue to review construction provision and build on what has already been achieved through SDF, including consideration of modular/flexible options</b></p>	<p>CITB, Housebuilders Federation and providers to continue to review construction provision and develop</p>	<p>In place and ongoing</p>	<p>E.g. CITB Employer Networks and use of CSN data; Carlisle College opened Construction Skills Academy May 2024 (enabling greater numbers in bricklaying, plus T levels and higher level programmes); CITB Employer Network facilitating ongoing discussions with construction employers &amp; stakeholders on training content and whether it is fit for purpose and meeting employer needs and conversations with providers to develop/adapt provision; L3 training could be offered through SBCs.</p> <p><i>Outcome is more appropriate training</i></p>	<p>Employer feedback Curriculum changes implemented</p>	<p>Ongoing and on track</p>
<p>In manufacturing there is a need for modular &amp; flexible offers, including provision enabling transfer between mechanical and electronic engineering. There is also some demand for six sigma/lean/productivity, which would support productivity improvement</p>	<p><b>Continuing development and implementation of modular offers and courses which mix/enable transfer between mechanical and electronic engineering, and will consider other translation/mixed courses as needed. Check current provision of Six Sigma, Lean &amp; productivity and look at opportunities for provision if/where there are gaps</b></p>	<p>Employers and providers to identify how/which modules could be used for short &amp; modular provision and what needs to be developed &amp; providers to develop</p>	<p>In place and ongoing</p>	<p>E.g. Advanced Manufacturing Pathway development; other LSIF curriculum development; LSIF curriculum mapping with further development/ deduplication/ cooperation ongoing/planned; Lakes and Furness Colleges joined Lancashire &amp; Cumbria Institute of Technology; Carlisle College to deliver apprenticeship in metal fabrication following employer consultation; delivery of Maintenance &amp; Operations Engineering Technician L3, UOC (supported by scholarship/sandwich placement BAE Systems); Foundation year in mechanical engineering with transition to degree level study (course designed to strengthen foundational knowledge plus learning techniques and confidence, ideal for new learners and career changers).</p> <p><i>Outcome is more appropriate training</i></p>	<p>Employer feedback Curriculum implemented</p>	<p>Ongoing and on track</p>

Range of gaps in care provision from entry level to management	<b>Building on what achieved through Strategic Development Fund (SDF), consider further L2 &amp; L3 plus CPD beyond L5, and expand Lakes College's Routeway to Social Care; consider opportunities for Bootcamp approach including manual handling, first aid etc and T level in social care</b>	Providers to design and implement, with engagement with Skills for Care and employers	Underway	<p>E.g. following employer engagement Furness College HNC in Healthcare Practice - only moderate take-up so re-engaging with employers; unemployed care sector courses set up across the county for recruitment for the sector; Wave 6 SBCs allow L2 training in this area and Project Management SBCs could be tailored to fit this need.</p> <p><i>Outcome is more appropriate training</i></p>	Employer feedback Curriculum implemented	Ongoing and on track
In the visitor economy need for Hospitality Management & Profitability (various levels), a wider range of chefs skills (e.g. gastropub, street food) and a need for front of house/customer service and housekeeping provision	See Apprenticeships above; widen range of chef skills provision; consider options e.g. blended learning, moving trainers to students, using employer facilities and larger employers sharing access to their programmes. Introduce housekeeping 2 day course with guaranteed interview. Increasing modularity; determine whether need to develop new front of house/customer service or Welcome Host now appropriate; training on commercial/events and for technical people in venues	CT to work with providers and employers to design Providers to implement agreed	In place and ongoing	<p>E.g. See Apprenticeships above, LSIF modular and bespoke development, virtual restaurant; all FE colleges have tweaked their provision as a result of skills round tables with CT.</p> <p><i>Outcome is more appropriate training</i></p>	Employer feedback Curriculum implemented Facilities in place	Ongoing and on track
In land-based need for generic business & management skills and to tackle range of climate change issues, improve productivity & efficiency in farming, support delivery	LSIP identifies a detailed list of provision needed to address these issues – both existing which could be implemented and needing development. This includes qualifications and modular/short courses	LANSS and providers (curriculum leads) to work with employers to confirm and develop/implement	In place and ongoing	<p>E.g. Introduction of LANSS; LANSS further reviewing progress and working with providers to implement; Kendal curriculum and resource development and engagement through LSIF; Kendal e.g. potential introduction of L2 Countryside Worker Apprenticeship (subject to</p>	Employer feedback Curriculum development Facilities in place	Ongoing and on track

of England Tree Action Plan, address Natural Capital agenda, Lawton Review and nature recovery, address range of sub-sectoral skills gaps and enhance experience and opportunities for SEND EHCP students				numbers); LSIF partners - green skills training and curriculum development; Myerscough delivery with Furness College & UCC plus other engagement & delivery.  <i>Outcome is more appropriate training</i>		
Marketing and digital marketing	<b>Stakeholders to increase awareness of available provision at all levels e.g. through NESMA, Bootcamps, short courses. Providers/LSIP to review for any gaps/emerging gaps</b>	ERBs to support awareness Providers/LSIP to review gaps	In place and ongoing	E.g. modular digital marketing options being introduced through LSIF, ERB communications.  <i>Outcome is more appropriate training &amp; take-up</i>	Employer feedback ERB communications Curriculum development	Ongoing and on track
<b>IT/Digital/Data</b>						
General gaps in business IT skills e.g. Sage, Excel, Word, online marketing and social media, graphic design	<b>Stakeholders to increase awareness of available provision; see also digital marketing above</b>	ERBs and providers to promote	In place and ongoing	E.g. Digital Accelerator Hub; LSIF digital innovation and “maker” space; LSIF upgrading facilities; LSIF further development of modular digital programmes including marketing & management (see Section 4 above); LSIF L3-5 training & pathways in coding, data & analysis, cyber security & networking; LSIF developing content to explore & demo use of digital twins using mixed media in manufacturing; enhanced IAG; further development of advanced manufacturing pathway to include foundation degree at L4/5; CITB/Chamber promoting and supporting access to digitalisation for construction employers; exploring opportunities to use CITB Industry Impact Fund to implement skills and training solutions to support the construction	Employer feedback Curriculum implemented Facilities implemented ERB/provider communications	Ongoing and on track
	<b>Consider how care sector can best be supported around use of AI, VR &amp; other digital opportunities</b>	Providers to review and implement				
	<b>Digital Accelerator Hub including L4/5 skills in AI, robotics, coding, etc</b>	Lakes College and Cumberland Council using Town Deal Funding to implement Digital Accelerator Hub				



				<p>industry in training their workforce in digital skills and improving the use of digital technology in construction (fund allows in scope registered CITB employers to access up to £500k to develop new ideas to address known construction challenges); Carlisle College developing use of VR technologies to deliver skills in care and construction; Furness College care facilities; CITB Employer Network looking at digital skills &amp; how can support more businesses to embrace technologies &amp; drive efficiencies; exploring opportunities with RAICo etc.</p> <p><i>Outcome is more appropriate training and take-up</i></p>		
<b>Leadership, Management And Business</b>						
Need for provision and take up of appropriate L&M and business training including flexibility and ability to manage/lead change	<p><b>Stakeholders to further review what is available and address gaps, including working together to ensure courses at all levels and across sectors include sufficient focus on flexibility and ability to manage/lead change; work with business support delivery on support through SPF; ERBs to promote Lancaster/UoC Senior Leadership Apprenticeship and cohort options</b></p>	Employers, ERBs and providers to review and develop/implement provision based on this ERBs to support engagement and promotion of Senior Leadership Apprenticeship	In place and ongoing	<p>E.g. LSIF bespoke &amp; modular provision; Gen2 L&amp;M; range of CITB L&amp;M options including 12 short duration courses and full CILM qualification which is a fully funded construction specific ILM qualification - larger employer can access L&amp;M development fund of up to £100k for bespoke training, SMEs can apply to skills and training fund for L&amp;M training.</p> <p><i>Outcome is more appropriate training and take-up</i></p>	<p>Employer feedback Initiatives implemented Curriculum implemented ERB communications</p>	Ongoing and on track

	<b>Work with business support delivery including on development of SPF delivery including considering opportunities for peer /networking groups to support development</b>	Chamber, Enterprising Cumbria etc to design and implement	In place and ongoing	E.g. W&F and Cumberland UKSPF through Chamber and Enterprising Cumbria etc, also DBT and Chamber funding, and seeking funding beyond.  <i>Outcome is provision and take-up</i>	Employer feedback Initiatives implemented	Ongoing and on track
Hospitality management/profitability	See curriculum above including complete development of visitor economy middle/senior management programme covering hospitality profitability at various levels	See curriculum above	See curriculum above.	See curriculum above.	See curriculum above	See curriculum above
Land-based	CPD through networking/groups e.g. Farmer Network; look to adopt, where feasible, appropriate programmes for land-based already developed and accredited elsewhere e.g. LANTRA LS Leadership & Management & consider in all provision the need for specific leadership, management & business skills relevant to land-based not least in changing and challenging environment	Farmer Network and providers to design and deliver, LANSS to review and address further with providers and employers	In place and ongoing	E.g. Farmer Network UKSPF current and planned workshops; see Curriculum Development; LANSS reviewing and addressing further with providers and employers.  <i>Outcome is more appropriate training and take-up</i>	Employer feedback Initiatives implemented Curriculum implemented	Ongoing and on track

Care	Providers to look at for appropriate L&M including opportunities for CPD beyond L5 and develop appropriate options e.g. specific cohorts of Lancaster/UoC Senior Leaders Apprenticeship	Providers, employers & Skills for Care to review, develop and implement	Underway	E.g. additional CPD opportunities above L5; specific cohorts of Senior Leaders Apprenticeship.  <i>Outcome is provision and take-up</i>	Employer feedback Initiatives implemented Curriculum implemented	Ongoing and on track
<b>Cost of Training</b>						
Issue for some with affordability/perceived affordability of training	Explore and implement ways to reduce costs to employers and work with employers/improve promotion to enhance understanding of value for money	Providers & ERBs to explore and implement	In place and ongoing	E.g. Range of CITB grants including Short Course, Short & Long Period Qualification and Skills & Training Fund; CITB Employer Network in Cumbria aims to make it easier for construction employers to access training (benefits include 70% funding towards the cost of courses and less bureaucracy as CITB book training on the employers behalf); Employer Network Steering Group has flexibility to make decisions on how CITB funds are allocated to support skills gaps across the region.  <i>Outcome is more take-up.</i>	Employer feedback Initiatives/changes implemented Promotional activities	Ongoing and on track

	<b>Further and ongoing promotion of apprenticeship levy sharing</b>	Providers & ERBs to promote/encourage	In place and ongoing	E.g. Apprenticeship Hub; Carlisle College delivering masterclasses and supporting larger employers in levy sharing; CITB New Entrant Support Team supporting construction employers with levy transfer to encourage employers to take on apprentices where affordability of training is a barrier.  <i>Outcome is more levy sharing.</i>	Employer feedback Initiatives/changes implemented	Ongoing and on track
	<b>BAE Systems opportunity to leverage their scale and expertise to support SMEs/supply chain with potential access to historically 'internal only' training solutions; work with them to encourage more local businesses and explore/encourage scope for similar by other employers</b>	ERBs to promote and encourage	In place and ongoing	Activity by BAE Systems.  <i>Outcome is enhanced skills and workforce development, improved collaboration, economic growth and potential for job creation</i>	Employer feedback Initiatives/changes implemented	Ongoing
	<b>Encourage and facilitate Skills for Care dataset completions to enable access to funding</b>	Chamber to contact and encourage	Completed	Contacting businesses to encourage to sign up to Dataset to enable funding for training and backfill  <i>.Outcome is more sign-ups and take-up</i>	Businesses signed up	Completed
<b>Low Carbon, Net Zero And Energy Transition</b>						
	<b>Encourage and facilitate businesses to engage with</b>			E.g. Futureproof Cumbria SPF; LSIF – Environmental Land Management (ELM), Regional Hub & Accredited Centre for training & certification of electric vehicle charging point installers/maintainers; low carbon & green energy training hubs & centres across Cumbria delivering		

Issues in skills and understanding in businesses around opportunities, issues and solutions.	<b>relevant business support initiatives (such as Eco-I, Futureproof Cumbria and Future Fixers) to help them start developing skills and understanding.</b>	ERBs to encourage and facilitate	In place and ongoing	<p>accredited training and apprenticeships L3-5; Carlisle college EV training rig now in place and being used for upskilling; Carlisle College working in partnership with Worcestershire Bosch to install domestic green energy technology in college to upskill existing students and local workforce, installing air source heat pump as part of LSIF green energy project; LSIF – TNAs, introduction to retrofit course (100 participants), low carbon and retrofit centres, development of new provision (see Section 4.0 above); Logistics -SP Training as part of LSIF, in partnership with VTCT (awarding body) created an approved bolt on low carbon instructor module and delivered this course to 40 plus beneficiaries. more than 100 drivers working in the local economy have been trained in low carbon principles by these instructors; Cumberland UKSPF delivery.</p> <p><i>Outcome is more appropriate training and take-up</i></p>	Employer feedback Provider feedback Initiatives implemented	Ongoing and on track
Retrofit skills in construction especially heating engineers and plumbers	<b>Increase take-up of available training e.g. through Lakes College Retrofit Academy; consider further development requirements/opportunities</b>	CITB, Futureproof Cumbria and providers to continue to review and develop provision	In place and ongoing	<p>E.g. CITB Net Zero &amp; Construction – Perspective &amp; Pathways report; CITB Supply Chain Sustainability School free virtual learning platform covering topics around sustainability for upskilling <a href="https://www.supplychainschool.co.uk/">Resources   Supply Chain Sustainability School (supplychainschool.co.uk)</a>; CITB grants for net zero training &amp; qualifications including retrofit coordinator, assessor, insulation installation etc; Carlisle College has worked with WBLPF to develop partnership with Redcar &amp; Cleveland College to share best practice around green skills; Lakes College</p>	Employer feedback Curriculum implemented Initiatives implemented	Ongoing and on track

				<p>Retrofit Academy; construction employers can access up to £500k via CITB Industry Impact Fund to ensure the industry meets its net zero obligations with more people trained in net zero skills and businesses are aware of obligations and opportunities for growth (could include increasing and improving the capacity of net zero training suppliers); CITB net zero toolkit; LSIF – courses developed new centres, events planned, employer interest, over 200 employers engaged in LSIF project for retrofit (see section 4.0 above).</p> <p><i>Outcome is more appropriate training and take-up</i></p>		
Significant range of skills gaps across whole land-based sector (highlighted elsewhere and detailed in Land-based Report)	Work together to fill gaps by adopting training programmes already developed/accredited elsewhere and, where no current provision, develop bespoke training programmes	Providers and LANSS to review and address gaps, with delivery by providers and others as applicable	In place and ongoing	<p>Kendal College &amp; UoC developed curriculum and courses; Myerscough activity in Cumbria and provision in Lancashire; see Curriculum and Apprenticeships above.</p> <p><i>Outcome is provision and take-up</i></p>	Employer feedback Curriculum implemented	Ongoing and on track
<b>Energy – A Growth Sector</b>						
Need to ensure availability of staff and skills required for construction and installation phase of new developments	<b>For construction phases, focus on occupations such as civil engineers (L6) and technicians (L3), construction site supervisors (L4) and managers (L6), quantity surveyors (L6), engineering constructions riggers and erectors (L3), electrical trades and installation (L3) and scaffolders (L2)</b>	Providers to deliver, in consultation with employers/ERBs	In place and ongoing	E.g. LSIP to develop in develop an infrastructure whereby information on employer needs can be fed into providers as it emerges through a clean energy group including employers and providers, with supporting research; Think research (see Section 6 below); see also Apprenticeships	Employer feedback Curriculum implemented Initiatives implemented Think research and analysis completed	Ongoing and on track

Need to ensure availability of staff and skills required for operational phase of new developments	<b>Focus on ensuring core energy skills required by energy employers, which can be adapted to each clean energy technology as required (usually via short course provision); priority occupations re electrical engineering (L2), pipe &amp; plate welders (L3), engineering fitters (L30), engineering design &amp; draughtspersons (L3), project controls technician (L3/professional (L6)); will be a need to prepare for modular courses to support upskilling/transfer when requirements are clear</b>	Providers to deliver, in consultation with employers/ERBs	In place and ongoing	and Curriculum above; CITB Industry Impact Fund (funding available of up to £500k to implement skills and training solutions to address the challenge of a shortage of trainers & assessors - the purpose of the fund is to ensure employers are able to access relevant, high quality training & assessment, increasing the number of people in the construction industry trained as trainers and assessors); NCFN/UoC systems engineering pilot/pathway; RAICo activity.  <i>Outcome is more appropriate training, take-up and people in roles</i>	Employer feedback Curriculum implemented Initiatives implemented Think research and analysis completed	Ongoing and on track
Scope to set out more ambitious vision for technical education/ training with nationwide appeal. Cumbria appears well served within key engineering occupations likely to be central to future clean energy employer needs	<b>Explore and develop activities e.g. more engaged model of employer engagement – co-designing programmes, sharing innovations, participating in applied research, spinouts, etc.; collective response to clean energy from providers potentially as Cumbria Clean Energy Academy pulling together curriculum and qualifications into branded offer</b>	Relevant ERBs, provider and other stakeholders to discuss and progress	Underway	E.g. Cumbria Clean Energy Academy explored and potentially established; UKRI engagement; NCFN/UoC systems engineering pilot/pathway; RAICo activity.  <i>Outcome is more appropriate training and wider opportunities for providers</i>	Cumbria Clean Energy Academy progressed/established Other initiatives implemented	Ongoing and on track

Future Skills And What The Future Looks Like						
Need to develop a range of future skills but employers (and providers) struggle with understanding what the future could look like and therefore future skills	Arrange initial event(s) and communications to highlight and start exploring future developments/opportunities, supported by those employers with a clearer view of the future and covering the range of sectors	ERBs and providers to implement	In place and ongoing	<p>E.g. Cumbria Tourism event November 2023; various Chamber led events 2023; LSIF activity by providers, engaging with employers and implementing digital innovation and “maker” space including experiential learning, upgrading facilities, developing and implementing demo content including demo of use of digital twins using mixed media in manufacturing; Gen2 HTQ modules in robotics; use of digital innovation within schools outreach programmes (VR / AR / 3D printing, robotics) independently and in conjunction with UoC to highlight advances in manufacturing engineering; use of digital technology within Careers Inspiration Hub 'The Bridge' to better connect people to advances in technology.</p> <p><i>Outcome is improved awareness and understanding and engagement in development</i></p>	Events held Employer feedback Initiatives implemented	Ongoing and on track
	Improve engagement between Catapults and businesses and link more businesses with universities, KTPs, etc	ERBs to drive	Underway	<p>E.g. communications and events to engage more businesses with these; RAICo &amp; UKRI engagement; discussions with universities and engagement in events.</p> <p><i>Outcome is more engagement and take-up</i></p>	Events and communications Employer feedback UoC etc feedback	To start
	Stakeholders to work with InnovateUK to establish innovation centres and potentially a Catapult	Relevant stakeholders to engage	Underway	<p>E.g. discussions between stakeholders and InnovateUK.</p> <p><i>Outcome is facilities established and used</i></p>	Facilities established	To start



	<p><b>NEW ACTION: W&amp;FC is looking to set up a post-16 reference groups of schools and providers to support with curriculum planning and sharing of best practice, as well as on availability of progression routes for all cohorts.</b></p>	<p>Westmorland and Furness Council, schools, colleges, training providers, other agencies (representatives to be agreed)</p>	Underway	<p>Terms of Reference drafted.</p> <p><i>Expected outcome is increased proportion of young people with sustained destination following Key Stage 5.</i></p>	<p>Overseen by Westmorland &amp; Furness Learning Alliance</p>	<p>In development phase</p>
<b>Underpinning Actions – Trainers And Educators</b>						
<p>Shortage of trainers and educators with current skills highlighted, by employers &amp; providers, impacting on delivery across a range of topics. Need to encourage and enable more skilled &amp; experienced people in these roles</p>	<p><b>E.g. engage employers in releasing part-time or seconding staff; encouraging recent (particularly early) retirees to become trainers; exploring/exploiting sharing between providers; implementing flexible options including part time and targeted input; opportunities such as service leavers; promoting opportunities to become a trainer; greater focus on train the trainer; explore opportunities for shared provision, including enhanced use of digital delivery to address</b></p>	<p>Providers to implement supported by other stakeholders as appropriate</p>	In place and ongoing	<p>E.g. providers engaging with AFC; staff CPD for new curriculum (LSIF – 30 staff trained in low carbon and/or retrofit in preparation for opening of green energy skills centres/hubs); LSIF developed cooperative working and de-duplication etc; CITB developing clear pathway for construction workers to transition into teacher/assessor and Industry Impact Fund which enables employers to access up to £500k to implement solutions including trainers &amp; assessors, engaging with employers around staff release; Advanced Manufacturing Pathway development; BAE Systems committed to knowledge share opportunities with their experienced workforce, ensuring that knowledge can be retained and shared through training and</p>	<p>Feedback from providers on staffing</p>	<p>Ongoing and on track</p>

	volume issues and specialised requirements			<p>experiential learning in the future; opportunities to develop a collaborative approach with universities to develop critical and niche skills; LSIF programme has enabled CPD to be delivered and cascaded in low carbon, catering and digital sectors; CITB &amp; ECITB initiatives for/with providers.</p> <p><i>Outcome is more trainers / knowledgeable and qualified trainers</i></p>		
<b>Underpinning Actions – Work Based Learner Provider Forum</b>						
Strong network of providers to support employers, implement LSIP actions more effectively and supports collaborative working	Continue to enhance and develop WBLPF as effective vehicle for collaborative working	WBLPF Executive and members to enhance	In place and ongoing	<p>E.g. Myerscough have joined Forum.</p> <p><i>Outcome is enhanced WBLPF</i></p>	WBLPF activities Resource appointed Number of members	Ongoing and on track
	Support LSIP implementation e.g. “focus on” sessions, coordinated/ collaborative provision, enhancing employer promotion/engagement	WBLPF Executive and members to enhance	In place and ongoing	<p>E.g. “focus ons” held/planned.</p> <p><i>Outcome is enhanced engagement and activity</i></p>	WBLPF activities	Ongoing and on track
<b>Underpinning Actions – Holistic Model – Bringing The Education And Skills Agenda Together</b>						
Opportunity to bring wider skills and education agenda together more effectively	Develop a holistic and place-based Education & Skills Model for Cumbria building on initial discussions between stakeholders	Relevant stakeholders to discuss and progress	Underway	<p>Develop and implement model.</p> <p><i>Outcome is more effective overall ecosystem</i></p>	Initial proposal Development and implementation of model	Underway

	<p><b>NEW ACTION: Developing three-year delivery plan for Barrow Transformation Fund, in partnership with Education, Employment and Skills Steering Group.</b></p>	<p>Team Barrow Education, Employment and Skills Steering Group includes representatives from all phases of education, training providers, local and central government, Careers Hub, Inspira and employers.</p>	<p>Underway</p>	<p>Stakeholders are identifying targeted interventions to propose to Delivery Board for funding from Barrow Transformation Fund.</p> <p><i>Intended outputs are higher proportion of population qualified to RQF4+, reduced unemployed among young people aged 18-24, increased number of apprenticeships offered by SMEs, increased educational attainment at all phases</i></p>	<p>Overseen by Team Barrow Delivery Board</p>	<p>In development phase</p>
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