

Greater Manchester **LOCAL SKILLS IMPROVEMENT PLAN**

PROGRESS REPORT - JUNE 2025



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This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the Local Skills Improvement Plan published in August 2023.



PURPOSE OF THE REPORT

Since 2022, Greater Manchester Chamber of Commerce (GMCC) has been the Employer Representative Body responsible for the development of the Greater Manchester Local Skills Improvement Plan (GM LSIP).

Over the last three years, we have engaged with thousands of employers to identify core skill priorities and needs, and worked in partnership with a wide range of organisations across GM to address them, not as a one-off, but to build a system that continues to evolve with demand and help grow the GM economy.

We recognise and understand the increasing importance placed on technical skills by Greater Manchester Combined Authority (GMCA) and other key GM Partners driven by the GM Mayor's ambitions, as a way of boosting growth in the city region, and have used the LSIP and its findings to influence and steer local skills activity.

This, our second Annual Progress Report, follows on from the completion of our most recent local area updates - breaking down key skills priorities across all 10 local authority areas that make up GM – and outlines the progress made through the GM LSIP in tackling skills priorities, as well as outlining further work required as we move into the next phase.

For employers, the report outlines and confirms the skills needs identified from our ongoing, extensive engagement with businesses. It should reassure business leaders that, whilst some action can take time to resolve skills issues, the GM LSIP has identified and registered their needs, and action will come. For any employers reading this who haven't been engaged so far, we encourage you to get involved. The ongoing analysis of labour market and workforce intelligence remains essential, and it will help to provide you with the skills you need.

For providers, it gives a direction forward, assessing which technical skills needs are key and where the focus of future provision is best placed in relation to demand. For GMCA and Local Authorities, it sets out a pipeline for investment and growth in the context of the skills required to make plans a reality.

This work is not complete, but as we reach the end of the current phase of LSIP activity and look ahead to the new joint ownership model with GMCA in Autumn 2025, the granular depth of employer-led insight and local labour market data is better than ever. The Chamber team will continue to gather more employer intelligence and update the evidence base to ensure that the GM LSIP is able to continuously shape the response to emerging skills needs.

SUMMARY OF THE GM LSIP

The primary aim of the GM LSIP is to identify the skills that business in GM needs and help partners turn this intelligence into provision, while effectively connecting residents to quality employment opportunities. Approved by the Secretary of State for Education in August 2023, the [GM LSIP](#) called for close collaboration between learning providers, employers, business representative bodies and stakeholders. The LSIP plays a critical role in supporting the actions taken by GMCA in establishing a new technical education system for GM, and over the last three years, the Chamber's LSIP team has formed a strong working relationship with staff at GM Colleges, establishing regular communication and feedback mechanisms, which have played a substantial role in the successful delivery of programmes, courses and initiatives aligned with the LSIP priorities.



The GM LSIP identified several sectoral priorities, recommending construction, digital and technology, and health and social care, amongst others, for focused skills development. By combining sector-specific priorities with broader areas for action - such as leadership and management, essential workplace skills, requisite literacy and numeracy, and basic awareness of net zero and sustainability - the GM LSIP outlines a comprehensive set of recommendations crucial for workforce development. These priorities aim to bridge the gap between existing course offerings and the actual needs of the labour market, thereby ensuring that further education is more pertinent and responsive to regional business requirements and economic growth objectives. Furthermore, the GM LSIP established the need for a proactive approach to workforce development and increased investment by employers in staff training, upskilling and reskilling initiatives.

GMCA has identified six Growth Locations, which are developments with considerable potential to boost the city region's economy and impact all ten boroughs of GM. There is recognition that the ambitious plans for the six Growth Locations rely heavily on having a skilled workforce. Using information available at the time, the GM LSIP assessed skills and labour requirements for developing and delivering the Growth Locations. The GM LSIP priorities speak to these needs.

The priorities in the GM LSIP, identified through extensive analysis of data gathered through engagement with over 4,500 employers, are vital to addressing critical skill shortages and mismatches in the local labour market. To implement the LSIP, recommendations must be turned into actions. Addressing these priorities requires developing a scalable and sustainable model for technical and vocational education that can not only meet current employer demands, but also anticipate future skills requirements. In GM, developing such a model is possible through continuous engagement with relevant stakeholders and targeted investment by GMCA utilising the Integrated Settlement.

Successful implementation of the GM LSIP depends on many factors, such as active and continuous employer participation in curriculum development, and assessing training effectiveness to ensure that the skills taught match those in demand, thereby improving learner employability. To this end, the GM LSIP also laid out an approach for ongoing monitoring to ensure that skills training remains effective amidst changes in employer needs and other shifts in the labour market.

Since the commencement of the implementation phase of the GM LSIP, GMCC has been liaising with Further Education (FE) colleges and independent training providers (ITPs) to ensure that the course provision needed to deliver the LSIP priorities is created or modified, as necessary. The GM LSIP has had significant 'on the ground' impact. For example, the LSIP priorities shaped key Local Skills Improvement Fund (LSIF) initiatives and also the GM Institute of Technology's course offering.

The [GM LSIP Annual Progress Report – 2024](#) highlighted the considerable progress made in addressing skills priorities, through initiatives for digital skills; green skills development, including heat pump installation and EV maintenance; installing Anatomage tables for advanced health and social care training; and creating new immersive training facilities. Nonetheless, more effort is required, especially because responding to the LSIP priorities is an ongoing process. GMCC is continuing its collaboration with local partners to ensure that the LSIP influences all labour market-related policies and programmes, such as FE colleges' Accountability Agreements and the refresh of Local Authorities' economic strategies and employment and skills plans.

Another GM LSIP-related initiative is the GMCC Training Hub, which lists the course offerings of colleges, universities and independent training providers. By directing businesses to relevant training, the GMCC Training Hub addresses a key finding from the LSIP research, namely the struggle businesses face in locating suitable courses.



In many ways, the GM LSIP has been integrated into the new skills structure being developed in GM. This integration aligns with the Mayor's emphasis on technical skills and the gateway sectors, which form part of his ambitions for an integrated technical education city region. Understandably, some aspects have taken longer than expected due to the complexity and the need for learning providers to create new course provision, which often has a lead time of 12-15 months. Despite these challenges, the LSIP has received significant positive attention and is now recognised as the key source of local labour market information.

STRATEGIC AND ECONOMIC CONTEXT

Much has happened in the 12 months since the 2024 LSIP Update Report at a national, regional and local level.

One of the most significant changes was the outcome of the July 2024 General Election, with a Labour Government taking office with a significant majority. In times of governmental transition, the outgoing government's policies are often liable for cancellation or extreme changes. In this particular instance, the current government not only took up the idea and concept of LSIPs but, if anything, has embedded them deeper within the skills structure and made them fundamental elements behind the ambitions for growth.

In addition, the announcement of Skills England - a new body within the Department for Education (DfE) specifically looking at employers' skills needs and connecting these to new government strategies, such as the 2035 Industrial Strategy - has added further impetus to this area of activity.

The Integrated Settlement for Greater Manchester provides the region with increased autonomy in allocating public funds, subject to an outcomes framework agreed with government departments. Effective as of April 2025, a consolidated £630 million settlement replaced the previous system of separate funding streams and enables Greater Manchester to better address its specific priorities and enhance the integration of public services. Enhanced local control and decision making on skills spending allows for the development of a more responsive skills system that can address GM's unique economic and labour market needs, including the successful delivery of the Growth Locations.

Underpinning this, and relevant to the skills strategy, are requirements for new Local Growth Plans, the Get GM Working Plan, and a refresh of the Greater Manchester Strategy, allowing a fully up-to-date growth plan to be developed and used to identify key labour market needs. Supporting this, and linking with Skills England's ten priority sectors, GM has overlaid its gateway sectors, identified as being those that offer the best chance for local growth and job opportunities.

The GM economy continues to grow and attract more investment, both public and private. Despite macroeconomic headwinds, the economy has grown from £82 billion pre-COVID to £93 billion in 2023, the latest year for which official data is available. GMCA's six Growth Locations cover all ten boroughs of GM, and, as a result, all areas are expected to see investment for regeneration, developing new employment opportunities and housing units. It is also expected that the Growth Locations will create significant additional demand for labour and skills.

Work has continued in establishing the GM Labour Market Insights Unit (GM LMIU) into which the LSIP findings and data are reported and which, in the future, will enable greater insight into employers' demands linked to key local activity being undertaken by GMCA. The GM LMIU will also ensure that labour market data being used across all organisations in GM will reflect the most accurate data available, enabling better decision-making and ensuring best value for money.



The GM LSIP team has produced [local authority-level reports](#), which detail such projects across each part of GM. The reports include further analyses to identify and list associated employment opportunities and potential skills requirements. These reports are a valuable resource for shaping spending priorities related to skills development, ensuring that the GM region is equipped to respond effectively to the dynamic demands of a growing and diverse labour market.

The following section provides an account of some key developments in Greater Manchester's administrative and economic landscape since the GM LSIP was submitted and approved in 2023:

Places for Everyone: Places for Everyone (PfE) is a long-term spatial strategic plan developed by GMCA for nine GM boroughs and will guide development until 2039. The plan details the number of new developments that will occur across the nine boroughs, including new homes, industrial sites and key infrastructure, while also protecting important environmental assets. Under PfE, the nine participating boroughs have collectively committed to delivering a total of 165,000 new homes, 2 million square metres of office space and 3.5 million square metres of industrial space by 2039. This translates to varying annual targets for each borough. The building stages in PfE will lead to a sustained need for construction skills, while additional opportunities will emerge in related sectors as new commercial and industrial space is delivered and becomes operational.

GM Growth Locations: The six Growth Locations are integral to GM's strategy to enhance economic growth, create quality jobs and promote sustainable development across the region. The **North East Growth Corridor (Atom Valley & Northern Gateway)** covering Bury, Oldham and Rochdale, includes the Atom Valley Mayoral Development Zone. This Growth Location focuses on advanced manufacturing, materials science and innovation. There are plans for 1.2 million square metres of employment space and enhanced transport links, including a proposal for a tram-train link. The **Eastern Growth Corridor** covers Tameside, and has plans for key developments in Ashton Moss, St. Petersfield and Ashton Town Centre. In addition to plans for developing new housing, there is an ambition to foster innovation and attract businesses in the digital, life sciences and manufacturing sectors. Therefore, new employment opportunities will emerge and create demand for higher-level skills. In the southern part of GM, the **Airport and Southern Growth Corridor**, which is centred around Manchester Airport, aims to deliver more international connectivity and urban regeneration, including the redevelopment of Stockport and Wythenshawe town centres. This Growth Location also includes Mix Manchester, a £1 billion development that is expected to stimulate a new business, science, innovation and advanced manufacturing ecosystem. Comprising developments in Manchester city centre, Salford Crescent, Victoria North, Holt Town and the northern tip of Trafford, the **Central Growth Cluster** aims to drive urban density by creating landmark neighbourhoods with proximity to Manchester city centre and public transport connections. This Growth Location will bring together key education and health assets for fostering innovation in health and life sciences while building on existing strengths in digital and creative, professional and business services and financial services/fintech. These developments aim to create 90,000 new jobs. To the west of the city region, the **Western Gateway** will further strengthen sectors like logistics, manufacturing and media in Salford and Trafford. Finally, **NorthFold (formerly the Wigan and Bolton Growth Corridor)** seeks to boost employment through regeneration and developing new employment and housing sites. The sectors focused on here also include advanced manufacturing, logistics and business services.

Other developments: In addition to construction related to PfE and the Growth Locations, there are numerous projects that impact different sectors and GM boroughs. The Integrated Investment Pipeline ties together all of the development across housing, energy, transport and other infrastructure as a 10-year plan. These advancements are poised to create high-value employment opportunities and increase the need for technical expertise.



Greater Manchester's strategic development plans demonstrate strong alignment with sector priorities of the UK's Invest 2035 industrial strategy, highlighting the region's focus on key industries that will drive future economic growth:

Advanced Manufacturing: The Atom Valley Mayoral Development Zone and initiatives like Sister in Manchester and the Sustainable Materials and Manufacturing Centre underscore the importance of advanced manufacturing to Greater Manchester's economic future, driving demand for skilled technicians, engineers and researchers.

Digital and Technology: GM is home to many digital businesses and others that support digitalisation in other sectors (e.g. fintech). GM also has a nascent AI ecosystem. Combined with the emphasis on industrial digitalisation and advanced manufacturing, there will be a growing need for digital skills across various sectors, including software development, data analysis and cybersecurity.

Clean Energy Industries: Greater Manchester's commitment to low-carbon infrastructure, exemplified by projects like the Liquid Air Energy Storage facility in Carrington and the development of district heat networks, will drive demand for skills in renewable energy technologies, energy efficiency and sustainable construction practices.

Logistics: The expansion of industrial estates and the development of logistics hubs, particularly within projects like Port Salford and the NorthFold Growth Corridor, will create demand for skilled workers in warehousing, transportation and supply chain management.

Retail, Hospitality, and Leisure: Town centre regeneration projects and the development of leisure and cultural venues will support the growth of the retail, hospitality and leisure sectors, generating demand for skills in customer service, event management and related areas.

Life Sciences: Developments such as the Oxford Road Corridor and Sister, home to one of the largest academic and clinical campuses in Europe, will foster collaboration between research institutions, industry and the hospitals. This creates a demand for highly skilled professionals in research, development, pharmaceuticals and healthcare.

Professional and Business Services: The numerous regeneration projects and commercial developments across GM, including new office spaces and business support services within multiple growth corridor developments and various town centre projects, will drive demand for a wide range of professional and business services. This encompasses areas such as finance, law, consulting and business administration.

Construction: The Places for Everyone plan, various town centre regeneration projects and housing developments across the region will generate sustained and significant demand for construction workers across various trades.

Health and Social Care: The estimated growth in Greater Manchester's population, along with ongoing investments in healthcare facilities and services, will maintain the demand for healthcare professionals, including nurses, doctors and social care workers.

Education: Initiatives aimed at improving educational outcomes and providing access to lifelong learning opportunities will contribute to the development of a skilled workforce across all sectors.

GM Chamber's Quarterly Economic Survey shows that businesses continue to face recruitment difficulties. Given lower levels of GDP growth, fewer businesses are now recruiting, but on average, 60% of businesses reported recruitment difficulties in the last 12 months. As more of the above projects are completed, labour demand is set to increase, and recruitment difficulties may also worsen.



The evolving economic environment makes a strong argument for aligning education and training systems with industry requirements, encompassing both sector-specific skills and broader skills requirements in digital and sustainability. To ensure these systems remain responsive to future labour market needs, it is crucial to adopt a multi-pronged approach in monitoring emerging developments. This involves both engaging with employers to gain insights into their evolving skill requirements and also forecasting future demands based on strategic plans for GM and anticipated industry advancements. Such an approach will enable a dynamic alignment of workforce readiness with the rapid pace of technological and industrial transformation.

WHAT HAS BEEN ACHIEVED SO FAR?

Since the publication of the [2024 Annual Progress Report](#), the LSIP has driven significant momentum in delivering on its priorities. The pace and breadth of achievements, spanning multiple sectors and organisations, underscore its role as a pivotal framework for skills development across Greater Manchester.

This section highlights key achievements over the past 12 months. While not an exhaustive account, it provides a comprehensive overview of the ongoing work in tackling GM's skills priorities, many of which stem directly from the LSIP's guidance and insights.

From Autumn 2025 onwards, GMCA will formally partner with the Chamber as joint owner of the LSIP, in alignment with the Devolution White Paper. However, this collaborative model has been integral throughout the LSIP's duration. The Integrated Settlement for GM commenced in April 2025, and as devolution progresses, this established relationship will continue to evolve, enhancing data collection, analysis and responsiveness to employer needs, playing a fundamental role in the continued development of an integrated technical skills system in GM.

LSIP-driven initiatives

Several key initiatives illustrate how the LSIP has shaped, and continues to shape, Greater Manchester's skills landscape at a city-region level.

1. Strengthening employer engagement

One of the LSIP's priorities has been enhancing employer engagement with training providers. In response, GMCA developed an Employer Engagement Strategic Framework, recognising the complexity of employer-facing interactions across various institutions, including the Careers Hub, Business Growth Hub, Good Employment Charter and education providers. By fostering stronger connections, the LSIP ensures businesses receive streamlined and effective support.

2. Workforce Development Programme

To help employers assess workforce skills and address gaps, GMCA launched a £4.5m programme through the Business Growth Hub, running until March 2026. Built on LSIP findings, this initiative targets essential numeracy, literacy, and digital skills—areas where businesses report continued gaps. Around 600 businesses and 4,000 residents will benefit from this tailored assessment and provision.

3. Employer Supporter Action Networks

LSIP-led engagement has resulted in the formation of Employer Supporter Action Networks, structured around GM's gateway sectors. Developed largely over the past year, these



networks now boast approximately 140 employer members, actively shaping skills solutions in their industries.

4. **Expanding the Level 3 skills offer**

Since the publication of the LSIP, over 5,000 GM residents have achieved a Level 3 qualification, supporting sectors identified in LSIP research. Employers and providers continue to develop new qualifications aligned with workforce needs, expanding courses beyond education, IT and tech, creative digital media, and other priority industries.

LSIP's role in devolution and policy innovation

Greater Manchester's shift to the Integrated Settlement will redefine how employers engage with skills policy. Already, employer-led proposals shaped by LSIP research are emerging, presenting solutions to unresolved challenges under previous funding models.

Additionally, GM's £4m Local Authority-led In-Work Progression programme is informed directly by LSIP findings at the Local Authority level. Targeting 3,000 residents over two years, these initiatives support career progression within key sectors, addressing both employer needs and workforce development.

The LSIF: Translating LSIP priorities into action

The GM Local Skills Improvement Fund (LSIF), led by GM Colleges, remains the primary driver for Further Education (FE) in addressing identified LSIP priorities. Recent capital investments—including Anatomage tables, CAVEs (Computer Augmented Virtual Environments) and advanced heat pump installations—have enabled the delivery of new courses in innovative ways, strengthening the capability of GM's FE institutions.

The following content outlines how the LSIF has addressed key priorities in the LSIP, focusing on technical skills and qualifications as well as broadening employer engagement. Further, more detailed information can be accessed in [Annexes B and C](#).

LSIF Summary

The LSIF has undertaken the following activity to respond to LSIP priorities.

Expanding employer-responsive training: Developing and delivering a large number of new courses directly aligned with skills gaps identified in the LSIP.

Integrating digital and immersive technologies: Utilising innovative technologies like Anatomage tables, CAVE environments, and virtual simulation to enhance learning and practical skills development.

Enhancing progression routes: Creating clearer pathways from lower-level qualifications to higher education and employment.

Strengthening provider collaboration: Fostering partnerships between colleges and key employers, including NHS Trusts, Local Authorities, care providers, and industry leaders in digital, construction and manufacturing.



Investing in facilities and equipment: Providing state-of-the-art learning environments and equipment to support the delivery of modern, industry-relevant training.

Upskilling staff: Providing extensive professional development opportunities for teaching staff to ensure they are equipped to deliver training in emerging technologies and practices.

Addressing equity and learner readiness: Utilising simulation and immersive tech to remove barriers to learning and prepare learners from diverse backgrounds for skilled roles.

Key Facts and Figures

In total, and responding directly to LSIP priorities, GMColleges under the LSIF has:

- Developed 10 new Level 3, seven new Level 4, and three new Level 5 digital courses.
- Created 10 new or enhanced digital teaching facilities, including three new Cisco Academies.
- Created 23 new Level 3–5 courses in Health and Social Care, forecast to support 257 learners by July 2025.
- Established GM as the location of the largest collaborative group of Anatomage tables and gold-standard trained FE staff in Europe (18 trainers, 100+ lessons developed).
- Developed 23 Level 3, nine Level 4, and four Level 5 construction courses.
- Oldham College has developed nine construction Level 1 micro courses, linked to retrofit pathways.
- Created 13 Level 3, six Level 4, and one Level 5 Engineering and Manufacturing courses.
- Invested in EV capital equipment across GM.

Sector-specific priorities addressed by LSIF activity - directly driven by LSIP analysis and employer feedback:

Digital and Technology skills

LSIP priorities are: Expanding training in AI, cybersecurity, cloud computing, data analytics and digital literacy to meet employer demand.

Guided by the LSIP priorities, the LSIF has been used to make significant advancements in digital and technology sector training, focusing on upskilling and reskilling to meet employer needs. Several Level 3 courses now cover essential and specialist areas, including AI, cybersecurity, VR and robotics, ensuring flexibility for adult learners and addressing skills gaps in emerging technologies.

Employer-aligned digital provision

Under the LSIP framework, GMColleges has accelerated the development of employer-aligned digital training, targeting key areas such as cloud computing, cybersecurity, data analytics, AI and digital literacy.

Cloud computing focus

The creation of three new Cisco Academies has strengthened advanced networking education and professional development. LSIP-led course development includes offerings such as Programming Essentials in Python and Intermediate and Intro to Cisco Cybersecurity for Beginners.

Cybersecurity expansion

New cybersecurity-focused courses and units — such as Cybersecurity (HN Flex), HND Computing for England (Cybersecurity) HTQ, and a T-Level in Digital Support Network and Cybersecurity — align directly with LSIP priorities in digital security and resilience.



Emerging Technologies: AI & Data Analytics

Future Level 4 and 5 digital courses will incorporate analytics components. The Centre for Digital Innovation, working under LSIP guidance, now provides AI awareness training for businesses, including roadshows across GM colleges to bolster industry engagement.

Digital Literacy Enhancement

The LSIP's focus on digital literacy is reflected in GM's Microsoft Basic and Beyond initiative, embedding Microsoft Office specialist qualifications across training programmes, and expanding opportunities for digitally excluded populations through Know Digital.

Health & Social Care Workforce Development

LSIP priorities are: Strengthening pathways into clinical roles, mental health support and ESOL training to improve accessibility and progression.

The LSIP has helped shape the expansion of health and social care education, supporting progression into critical industry roles. Level 3 courses, including anatomy, physiology and mental health training, facilitate pathways into assistant practitioner positions and improve accessibility for ESOL learners.

Digital innovation and immersive learning

Major LSIP-driven investments in technology, such as Anatomage tables and high-fidelity mannequins, are modernising clinical education. Simulation-led teaching, supported by immersive learning tools like CAVES, now enhances flexible employer-responsive CPD.

Employer and community engagement

Initiatives such as Bury College's Care in the Community course, delivered directly to employers, are reducing training barriers and increasing demand for workforce upskilling, aligning with LSIP findings.

Placement innovation and employer collaboration

LSIP priorities have driven new rotational placement models, expanding learners' exposure to allied health roles and linking NHS-standard clinical suites with FE colleges, strengthening pipeline development in high-need areas.

Construction and Green Skills

LSIP priorities include: Supporting modern construction methods, sustainability practices and green technologies, such as solar PV and rainwater harvesting.

The LSIP has informed the expansion of construction sector training, from Level 1 foundational courses to Level 5 specialisms. Training now covers core trades, sustainability practices, Modern Methods of Construction and green technologies—all addressing identified LSIP skills priorities.

Core construction skills and digitalisation

New Level 3 courses, such as Initial Verification and Periodic Inspection & Testing of Electrical Installations, reinforce industry readiness. Investments in digital learning resources and immersive technology now support workplace preparation, a strategy rooted in LSIP recommendations.



Engineering & Manufacturing Innovation

LSIP priorities include: Enhancing lean manufacturing, hybrid vehicle systems and advanced automotive engineering to align with industry shifts.

The LSIP's emphasis on sectoral skills development is evident in engineering training expansions, covering mechanical engineering, lean manufacturing and hybrid vehicle systems. Colleges now embed electric and hydrogen vehicle technologies across Level 1–4 automotive courses, ensuring industry alignment with LSIP priorities.

Employer collaboration and advanced curriculum design

Colleges—working under LSIP frameworks—have co-designed curricula with industry leaders such as Schneider Electric, Danish Crown and Hanson Springs, directly linking training provision to employer needs. Live employer projects, developed alongside Sellafield Ltd and Nippon Glass, are now integral to student learning, offering real-world applications of LSIP-driven course content.

The LSIF has been a huge success and has allowed the LSIP priorities to be quickly converted into action and response, which we have used as a mechanism to illustrate to employers and others the value of taking part in our engagement and data gathering activities.

The LSIP has also been instrumental to other organisations across GM in helping to develop new courses and programmes of work, specifically designed to address priorities identified through employer engagement and intelligence gathering activities. These include:

Greater Manchester Institute of Technology - The Greater Manchester Institute of Technology (GMiOT) has made strong progress in aligning with the GM LSIP's priorities, bridging higher education (HE) and further education (FE). It strengthens pathways from Level 3 qualifications into Level 4 and 5 programmes, supporting learner progression and workforce development.

GMiOT offers a Level 4/5 curriculum in key sectors like engineering, construction, computing, media and health, delivered with local colleges and industry partners. For 2024/25, new programmes in business analysis, AI-focused digital technologies, and construction site management provide multiple progression routes, including degree-level top-ups.

Employers shape course content and enhance student experiences through industry engagement with companies like Siemens and Laing O'Rourke. In response to the LSIP, GMiOT has also introduced short courses in AI, electric vehicles, cybersecurity and lean manufacturing, meeting emerging skills needs.

GM Electrotechnical Careers Alliance (GM ETCA) - Working with the Electrical Contractors' Association, GMColleges and GMCA, the Chamber has set up a group of representatives from various organisations, including employers, ITPs and unions, to explore ways of upskilling workers already in the industry and preserving skill sets. The group started looking at Experienced Worker Assessments in the first instance, but has now widened this to other areas of the workforce using existing data and knowledge to identify and contact qualifying employees.

CITB GM Employers' Network – Alongside the Construction Industry Training Board, we are working on ways to encourage employees/staff into colleges to assist with training/teaching in light of severe staff shortages and capacity issues to ensure the continuation of expert training on construction skills.

The LSIP has also been recognised as a leading source of labour market data, and in addition to underpinning key work streams across GM, it has been used to deliver specific sector or area-based in-depth reports addressing current and/or future labour market and skills requirements:



Manchester Airport Skills Pipeline Analysis – This project identified areas of workforce growth, and existing and planned for provision to ensure it matches what is required.

Construction Pipeline – Manchester City Council commissioned this work to assess the scale of infrastructure, construction projects and investment to analyse supporting job roles and occupations. This model is established within the Greater Manchester area following previous iterations going back over the last 10 years and will be carried into the next version of the LSIP.

The Chamber continues to co-chair the **Employer Integration Board**, made up of employers representing the gateway sectors in GM, and encouraging further engagement and support, especially around T-Level placements – a critical element in the overall GM technical skills strategy. At the Chamber, we have also played an active role in supporting young people by taking on six T-Level students from The Manchester College and Hopwood Hall College.

The Chamber has set up the [GMCC Training Hub](#), which consists of around 60 GM training providers (ITPs, colleges and universities) offering courses and apprenticeships based on the initial skills priorities identified: digital skills, professional development, technical skills, etc.

Chamber LSIP staff also now sit on a number of Local Authority skills and economic partnership boards, taking an active role in the future roll-out of skills plans across GM.

All current and upcoming local skills plans now bear specific reference to the LSIP and priorities identified.

OFSTED – Examples from local FE and Sixth Form College inspections show the LSIP, employer engagement and general skills activity now embedded across all relevant areas of the curriculum, answering local employer needs.

The Chamber, in partnership with GMCA, Growth Company and MIDAS, is engaged in the formation of a new GM Labour Market Insights Unit that will bring together all relevant employment, skills and labour market data across GM with which future strategy decisions can be made. The LSIP plays a critical part in this as one of the primary sources of employer data.

WHAT STILL NEEDS TO BE ACHIEVED?

The next period of LSIP activity can be separated into two parts: the continued ability to measure and assess short-term priorities in addition to getting a better grasp of longer-term demands; and ensuring the delivery of existing, current priorities highlighted in the Roadmap (Annex A). It is critical for employers in GM to understand that their immediate priorities are being met, whilst at the same time, work is being done to ensure that the GM skills system can effectively plan ahead for new investment opportunities, critical for local growth.

This will be built on the existing strength of the levels of contact and engagement with employers and the collaborative partnerships built with GM colleges, GMCA, independent providers and other business representation organisations in GM.

Following the launch of the Integrated Settlement in April 2025 and GM's efforts to expand its integrated technical skills city region, new opportunities have emerged to further embed the LSIP within the local skills system. Since the LSIP's inception and the publication of the 2024 Annual Report, the pace of change has accelerated. With new local growth plans - which are vital elements in the new



Industrial Strategy - now in development, addressing short-term skills challenges within a framework that supports long-term delivery has become even more critical.

Over the next year, Greater Manchester has exciting opportunities to strengthen its integrated technical skills and education system. A refreshed LSIP—jointly owned by the Chamber and GMCA—will take shape, in line with the Devolution White Paper (Dec 2024). Funding from the Integrated Settlement will be allocated directly in response to emerging needs, ensuring proactive action driven by LSIP data to address a broad spectrum of skills-related priorities and align with central government growth policy.

With the GM Employer Integration Board now operational (co-chaired by the Chamber's CEO), advancing the GM Labour Market Insights Unit—an initiative led by GMCA, the Chamber, Business Growth Hub, and MIDAS—has become essential. This development will enable the region's skills system to respond swiftly to changing employer demands. Greater local autonomy in skills policy and delivery will facilitate quicker, more targeted action by using the LSIP to help continuously gather employer intelligence and embedding it into the local framework, leveraging enhanced decision-making powers.

Since the LSIP's inception in August 2023, the Chamber has consistently engaged employers through surveys and interviews to ensure its data, analysis and priorities remain relevant. As the system continues to evolve, this approach will be even more critical for the region. Sustaining initiatives like LSIF and the collaborative efforts of colleges, providers and key stakeholders will be vital in addressing ongoing priorities while keeping pace with emerging skills needs.

The GM Labour Market Insights Unit is building an enhanced evidence base, drawing in data and intelligence from a wider range of sources to ensure future versions of the LSIP accurately reflect employers' needs and outline key skills priorities that need action to resolve. The insight it produces also supports the development of a number of regional plans: the Greater Manchester Strategy, Local Industrial Strategy, Local Growth Plans and the Get GM Working Plan.

While driving innovation in data analysis and responsiveness is essential, maintaining the momentum of the work initiated since the LSIP's inception in 2022 remains just as important.

One of the key drivers shaping the future of skills delivery in Greater Manchester is the implementation of the planned Integrated Investment Pipeline. This framework will define how growth zones and major investment opportunities—outlined earlier in the report and central to future LSIP activity—will be developed over the coming years. The skills demands emerging from these projects will offer the clearest insight yet into the new workforce capabilities required to achieve GM's growth targets. Coupled with the ability to continuously monitor, analyse and respond to evolving needs, this approach will ensure the skills system is well-positioned to address priorities and accelerate economic growth.

Funding changes within the Integrated Settlement will introduce significant enhancements to the local skills system, addressing employer and provider priorities identified through the LSIP and ongoing intelligence gathering. These innovations will be distinct to Greater Manchester—and potentially the West Midlands with a slightly different Settlement—creating a level of responsiveness unparalleled elsewhere in the country.

The LSIP's increasing alignment with national policy reinforces its impact, underscoring the need for a well-structured approach. The next phase of LSIP development, beginning in Autumn 2025, calls for the delivery of key initiatives beyond immediate skills demands. While LSIP's integration into local governance has been effective, maintaining an agile and responsive system remains essential. With



early priorities established, a continuous cycle of employer engagement and evidence-gathering must remain a focal point.

Adult Skills commissioning now offers greater flexibility, enabling GM to tailor provision more effectively. The Integrated Settlement removes the requirement to follow national delivery models, such as Skills Bootcamps, allowing them to be applied where beneficial and adapted where necessary.

Skills provision will become more responsive as GM moves beyond rigid national procurement windows. Funding can now be deployed more rapidly to address urgent needs, while adaptable payment models enable providers to receive up-front investments for curriculum development in high-cost sectors. This shift empowers GM to tackle workforce challenges in ways previously unattainable.

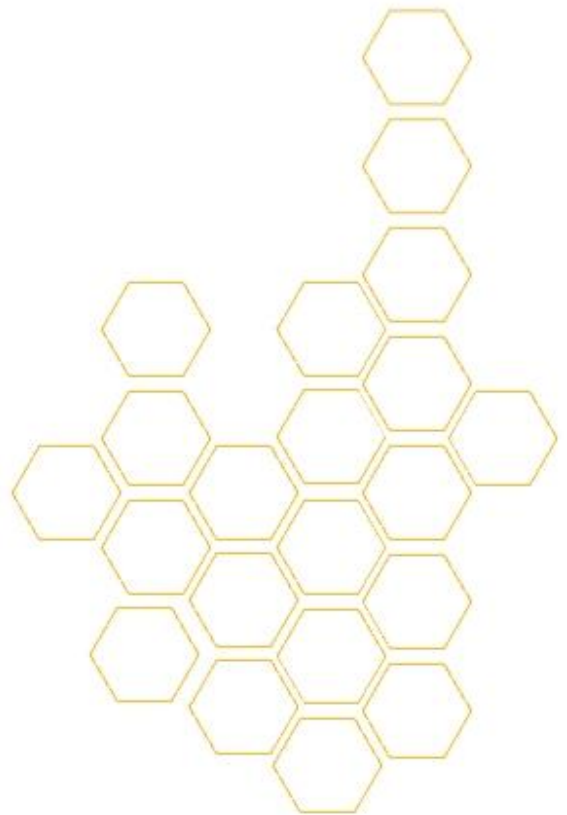
Continuity in provision should become more stable. Dispensing with stop-start funding schemes (i.e., ESF/UKSPF) will allow providers to take on longer-term provision, embedding it as a core part of the landscape in GM. This will help with capacity building, stability in the funded training market, and enable more employers to access this type of upskilling provision.

The Roadmap document, Annex A, outlines the current priorities in GM identified from the LSIP and the progress made in addressing these. Many are still underway and classed as 'active', reflecting the timescales that surround some skills activity and training, especially where new courses have to be provisioned. A few are 'complete', and some will be started over the coming months. The table is under constant review and plays an important role in guiding future provision.

As previously stated, engagement with employers, providers and other organisations is critical to ensure the continued success of the LSIP. Thank you to those who have already played a major role in supporting this work, and if, after reading this, you would like to speak to a member of the team and find out how to get involved, contact us at GMLSIP@gmchamber.co.uk.



ANNEX A





ANNEX A – PRIORITIES AND ACTIONS (ROADMAP)

Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
Digital and Technology						
Cybersecurity	Cybersecurity bootcamps	GMCA-funded bootcamps delivered by UA92	The latest wave of bootcamps ended in April 2025	Adult Skills Fund initiative to address identified employer demand	Monitoring impact and learner progression through Labour Market Insights Units	Complete
	Metaverse learning delivery on cybersecurity	FE colleges in GM	N/A	This LSIF initiative did not progress because the funding was not drawn down within the required timescales.	GMColleges catch up by November 2025	Active
Cloud Computing	Cloud computing bootcamps (AWS, Azure)	GMCA-funded bootcamps delivered by multiple providers	The latest wave of bootcamps ended in April 2025	Adult Skills Fund initiative to address identified employer demand	Monitoring impact and learner progression through Labour Market Insights Units	Complete



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
Data Analytics	Data analytics bootcamps	GMCA-funded bootcamps delivered by multiple providers	The latest wave of bootcamps ended in April 2025	Adult Skills Fund initiative to address identified employer demand	Monitoring impact and learner progression through Labour Market Insights Units	Complete
	Higher Technical Qualifications (HTQs) in Data Analytics	FE colleges in GM	Currently being delivered in GM	Provides learners with qualifications in an area of identified employer demand	Continuous monitoring with GM Colleges and FE colleges	Active
Emerging technologies	Centre for Digital Innovation (CDI) skills offer includes essential AI awareness training for businesses	FE Colleges in GM, Lancaster University, Manchester Metropolitan University, University of Manchester, University of Salford	Available for businesses in GM	Innovation Accelerator funded initiative to help businesses with innovation, technology adoption and upskilling of employees. Series One has been successfully completed with roadshows delivered across GM Colleges. The Festival of Innovation was held	Continuous monitoring with GM Colleges and FE colleges	Complete



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
				in April 2025. Further roadshows are planned when Series Two commences.		
	Investment in CAVes	FE colleges in GM	Available for learners and businesses in GM.	LSIF initiative. All learners have access to new digital resources, virtual learning resources and receive enhanced digital skills training.	Regular engagement with GMColleges	Complete
	AI-led software development bootcamp	GMCA (funder) Skillscity (provider)	The latest wave of bootcamps ended in April 2025	Adult Skills Fund initiative to address identified employer demand	Monitoring impact and learner progression through Labour Market Insights Units	Complete
Essential ICT skills	Various initiatives, such as the Digital Skills Assessment Tool and Microsoft Essentials training, are available alongside essential ICT modules, which	FE colleges in GM	Currently available for learners and businesses in GM.	All learners have access to new digital resources, virtual learning resources and receive enhanced digital skills training. There is continued	Regular engagement with GMColleges	Complete



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	are part of courses in colleges			engagement between employers and learning providers to inform curriculum development.		
Software development	Software development bootcamps	GMCA (funder) The Growth Company, Skillscity, UA92, We are Group (providers)	The latest wave of bootcamps ended in April 2025	Adult Skills Fund initiative to address identified employer demand	Monitoring impact and learner progression through Labour Market Insights Units	Complete
	All colleges continue to offer software development in the curriculum. Many ITPs offer similar courses.	FE colleges in GM. ITPs.	Currently available in GM	Regular FE provision and bootcamps can collectively enable more people to acquire essential coding and software development skills.	Continuous monitoring with GMColleges and FE colleges	Active
Financial, Business and Professional Services						
Accountancy and Finance	FE colleges and ITPs continue to offer courses in	FE colleges in GM. Multiple ITPs.	Currently available in GM	Regular FE provision.	Continuous monitoring with	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	accountancy and finance. Course provision ranging from Level 2 and Level 3 to HTQs, including Level 7 Professional Accountant, must be maintained.				GMColleges and FE colleges	
Administration	FE colleges and ITPs continue to offer Business Administration courses at different levels. The course provision must be maintained.	FE colleges in GM. Multiple ITPs and employer providers.	Currently available in GM	Regular FE provision.	Continuous monitoring with GMColleges and FE colleges.	Active
Sales and Business Development	Some FE courses in Business include these aspects.	FE colleges in GM. Multiple ITPs.	Some courses are available, but provision could be expanded.	Regular FE and ITP provision.	Continuous monitoring with GMColleges, FE colleges and relevant independent providers.	Active
	Some ITPs continue to offer short courses specifically	Multiple ITPs, among them are Pareto and The	Some courses are available, but	Regular ITP provision.	Continuous monitoring with relevant	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	on sales and business development.	Knowledge Academy.	provision could be expanded.		independent providers.	
Law	FE colleges continue to offer Level 3 courses in law under the 'Access to HE' pathway. ITPs offer Level 4 and Level 6 Legal Technician courses. This course provision must be maintained.	FE colleges in GM. Multiple ITPs.	Currently available in GM	Regular FE provision. Working with GMColleges to map courses to employer needs and maintain provision.	Continuous monitoring with GMColleges and FE colleges	Active
Health & Social Care						
Social care	FE colleges offer T- Levels and many Level 2 / Level 3 courses. Some courses are available through Skills for Care. Some courses at Levels 4 and 5. Apart from apprenticeships, most higher-level courses are self- funded. There is	FE colleges in GM, GMCA, Greater Manchester Social Care Academy.	Currently available in GM	Regular FE provision and other commercial providers.	Continuous monitoring with GMColleges and FE colleges	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	scope to expand HTQ provision.					
Nursing	Anatomage tables	FE colleges in GM	Ongoing	LSIF initiative. Learners have access to a digitally interactive learning environment with staff in all 10 colleges trained to gold standard	Regular engagement with GMColleges	Complete
	Some FE colleges offer T-Levels in nursing. Ongoing campaign to raise awareness of career opportunities in nursing and allied roles.	GMCA, NHS Greater Manchester, FE colleges in GM	Ongoing	Regular FE provision. Ongoing engagement with stakeholders and partners to map courses to employer needs and maintain provision.	Continuous monitoring with GMColleges and FE colleges	Active
Construction						
Building envelope design, steel erection and structural fabrication	New courses ranging from Levels 1 to 5 and covering qualifications such as BPEC (British Plumbing Employers	FE colleges in GM. Relevant ITPs.	Currently available in GM.	Regular FE provision and HTQs	Continuous monitoring with GMColleges and FE colleges	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	Council) – Higher National Certificate (HNC) have now been developed and are being delivered or are ready for delivery. In addition, existing courses have been enhanced.					
Core construction skills	All colleges continue to offer courses in construction trades	FE colleges in GM.	Currently available in GM.	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
	Construction skills bootcamps	GMCA-funded bootcamps delivered by SB Skills	The latest wave of bootcamps ended in April 2025	Bootcamps	Monitoring impact and learner progression through Labour Market Insights Units	Complete
Construction process management, project	Some courses are now available in construction and built environment, and others are	FE colleges in GM.	Currently available in GM.	Regular FE provision	Continuous monitoring with GMColleges	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
management, site engineering	ready for delivery. There has been significant employer engagement in this area, which has led to the courses being updated and improved.				and FE colleges	
Digitalisation	Many of the available courses emphasise digitalisation.	FE colleges in GM.	Currently available in GM.	Regular FE provision and HTQs	Continuous monitoring with GMColleges and FE colleges	Active
Quantity surveying	A RICS-accredited (Royal Institution of Chartered Surveyors) degree- level qualification is mandatory to be a quantity surveyor. Some HTQs are currently available in this area, which can provide a progression route to Level 6 Quantity	FE colleges in GM.	Currently available in GM	Regular FE provision and HTQs	Continuous monitoring with GMColleges and FE colleges	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	Surveying qualifications.					
Construction site management	Several FE colleges continue to offer Level 4 qualifications in construction site supervision and/or construction management.	FE colleges in GM.	Currently available in GM.	Regular FE provision of Level 4 qualifications and increase in provision of Level 5 qualifications	Continuous monitoring with GMColleges and FE colleges	Active
Retrofit	Retrofit bootcamps	GMCA-funded bootcamp delivered by Groundwork	The latest wave of bootcamps ended in April 2025	Adult Skills Fund initiative to address identified employer demand	Monitoring impact and learner progression through Labour Market Insights Units	Complete
	Implementation of metaverse learning packages	FE colleges in GM	Currently available in GM	LSIF initiative to create new training provision and develop digital learning resources that have been shared with all colleges in GM.	GMColleges catch up by November 2025	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	Award in Understanding Domestic Retrofit Level 2	Hopwood Hall College	The course was delivered in March 2025	To increase the provision of retrofit training for construction workers	Continuous monitoring with GM Colleges and FE colleges	Complete
Electrical trades	Electrical trades courses offered by colleges have been further enhanced and additional courses have now been developed through the LSIF.	FE colleges in GM	Currently available in GM or are ready for delivery.	Regular FE provision.	Continuous monitoring with GM Colleges and FE colleges	Active
Construction- related green skills	An apprenticeship is now available in Building Engineering Management Systems (BEMS) Control Engineering	Apprenticeship provision offered by Group Horizon Limited with some take-up.	Currently available in GM	Apprenticeship provision	Monitoring with the apprenticeship provider and Labour Market Insights Units, continuous monitoring with monthly updates.	Active
	FE colleges have started delivering the Low Carbon Heating Technician	Bolton College	It was first delivered in the academic year 2024/2025.	Increase apprenticeship provision in heat pumps, solar	Continuous monitoring with GM Colleges	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	Level 3 apprenticeship.			thermal energy and other low-carbon heating systems	and FE colleges	
Engineering and Manufacturing						
Welding	Welding bootcamps	GMCA-funded bootcamp delivered by Rochdale Training	The latest wave of bootcamps ended in April 2025	Adult Skills Fund initiative to address identified employer demand	Monitoring impact and learner progression through Labour Market Insights Units	Complete
	Independent providers have, in direct response to the GM LSIP, started new courses and/or are expanding apprenticeship and self-funded provision in welding.	Oldham Training Centre, Alliance Learning, Wilkinson Welding Academy		Commercial training available to businesses.	Continuous monitoring with the independent providers.	Active
Green skills	An apprenticeship in Lean Manufacturing is now available in GM	Apprenticeship provision offered by The Growth Company, Complete Lean	Currently available in GM.	Apprenticeship provision	Monitoring with the apprenticeship provider and Labour Market	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
		Solutions and NORTH LANCS. TRAINING GROUP			Insights Units, continuous monitoring with monthly updates.	
CAD / CAM & digitalisation	FE colleges continue to offer courses in CAD / CAM (Computer-Aided Design and Computer-Aided Manufacturing)	FE colleges in GM	Currently being delivered in GM.	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
Robotics and automation	Acquisition of Leo Rover robots for training	FE colleges in GM	Ongoing	LSIF initiative. Learners will have access to new learning facilities and new courses	Regular engagement with GMColleges	Complete
	Colleges offer some courses in areas like mechatronics and automation.	FE colleges in GM	Ongoing	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Ongoing
Traditional manufacturing trades	Colleges continue to offer courses in traditional	FE colleges in GM	Currently being delivered in GM.	Regular FE provision	Continuous monitoring with	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	manufacturing trades.				GMColleges and FE colleges	
Manufacturing project management	Some independent providers offer relevant project management courses.	Commercial training offered by independent providers	Currently available in GM	Commercial training courses.	Continuous monitoring with GMColleges and FE colleges	Active
Hospitality & Retail						
Chefs and professional cooks	Many FE colleges in GM continue to offer courses in professional cookery, but there is sustained demand, which requires provision to be expanded.	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active
Customer-facing skills	Some FE courses contain modules in customer-facing skills.	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
Floor/shop managers	Level 4 and Level 5 courses in hospitality management are already available in GM from FE colleges and commercial providers	FE colleges in GM and commercial providers such as International Business College Manchester.	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GM Colleges and FE colleges	Active
Green skills						
Net zero skills	Sector-specific net zero skills to be included within existing provision. Some courses are already available, and further engagement is needed to improve course provision and embed these skills into other courses	FE colleges in GM. ITPs.	Some courses are currently being delivered in GM, but further engagement is to be planned.	Regular FE and ITP provision	Continuous monitoring with GM Colleges, FE colleges and independent providers.	Active
Carbon accounting	Many commercial providers have started Institute of Environmental Management and	Commercial providers like Green Economy.	Some courses are currently available in GM, but more provision is needed.	Commercial training	Continuous monitoring with GMCA and	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
	Assessment- accredited courses that cover how businesses can measure and quantify their carbon emissions				independent providers.	
Carbon literacy	There is continued demand for carbon literacy and green skills awareness courses.	FE colleges in GM. ITPs.	Some courses are currently available in GM, but more provision is needed.	Regular FE and ITP provision, including commercial training	Continuous monitoring with GMColleges, FE colleges and independent providers.	Active
Strategic Priorities						
IT skills	Covered above					
Literacy and Numeracy	Ongoing initiatives in GM, such as the English and maths curriculum specialist group and the Tutor Trust	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges.	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
Leadership and management	Two independent providers and a college have, in direct response to the LSIP, started new short courses in leadership and management	Oldham Training Centre (provider), Standguide (provider),	A mix of general and sector-specific leadership courses available, but inadequate take-up.	Commercial training is available to businesses.	Continuous monitoring with the independent providers.	Active
	GMCA has commissioned a new Leadership Support Programme	GMCA (commissioner, funder) Instep (provider)	Commissioned. Delivery commenced in 2024.	Adult Skills Fund initiative to address identified employer demand	Labour Market Insights Units, continuous monitoring with monthly updates	Active
	FE colleges offer Institute of Leadership and Management courses at different levels	FE colleges in GM	Currently being delivered in GM	Regular FE provision	Continuous monitoring with GMColleges and FE colleges.	Active
Net zero and sustainability skills	Covered above					
Soft skills essential for the workplace	Colleges and ITPs are incorporating soft skills training into the curriculum	FE colleges in GM. ITPs.	Ongoing	Regular FE provision / ITP courses.	Continuous monitoring with GMColleges, FE colleges	Active



Priority	Action / Activity/ Milestone	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status: Not started Active Complete
					and relevant independent providers.	
Enhance adoption of business training	The GM LSIP team has published a report highlighting the importance of upskilling training and workforce development. This has been raised at events.	GMCC, GMCA, GMLPN, FE colleges in GM, ITPs for joint awareness raising campaigns.	Ongoing	FE, ITP and commercial training targeted at businesses.	Continuous monitoring with GMColleges, FE colleges and relevant independent providers.	Active

