

East Midlands Local Skills Improvement Plan (LSIP)

How you can get involved to support your business, your sector and our local economy, by helping to capture key skills needs.





The East Midlands Local Skills Improvement Plan (LSIP)

Skills England initiative, delivered by the FSB in partnership with EMCCA.

It aims to capture employers' skills needs and sets out a framework for skills providers, employers and stakeholders to work together to address them.

LSIPs do not cover the entirety of skill needs within an area but should focus on those that are most critical.

Key aims:

- 1. Support local skills development** and reduce skills gaps - drawing together data, evidence and insights on current and future local skill needs
- 2. Facilitate employer engagement** and investment in the skills system giving them a stronger voice in shaping skills provision and supporting delivery
- 3. Bring about change** in the supply of technical education and training - from entry up to and including level 8 - with further and higher education providers working together to develop a coordinated response
- 4. Help inform how funding** (both devolved and non-devolved) and other investment could be used to support skills priorities within an area



Priority Sectors

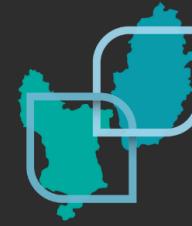
The upcoming LSIP focuses on priority sectors for skills, such as those in the Local Growth Plan and the Industrial Strategy, and the skills they need, now and in the future.

EMCCA have set the priority sectors as:

1. **Clean Energy**
2. Life Sciences
3. Advanced Manufacturing
4. Construction
5. Visitor Economy
6. Creative and Cultural
7. Education
8. Health and Social Care

Timeline for Production of the LSIP

November 18th '25	Guidance released by Skills England
Nov-Dec '25	Priority sectors set
December '25	Data collation
January- Feb '26	Data review and Employer engagement
End Feb -March '26	Review of employer needs, shaping priorities, actions and activities



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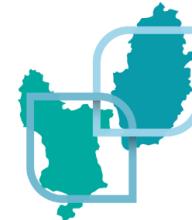
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Please tell us what employers need:

1. Focus Group- tomorrow 30th Jan
2. Survey
3. 1:1 meetings





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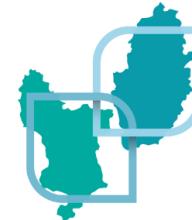
Friday 30th January 10am- Online Focus Group

Clean Energy Industry

<https://events.fsb.org.uk/en/east-midlands-employers-focus-group-clean-energy-skills-3aJ8PzAvR/overview>

Survey- Live Now

**Please help us to capture clean energy industry
needs alongside the rest of East Midlands
businesses**



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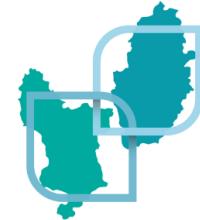
Survey Link:

<https://habit5research.questionpro.eu/LSIP-Derbyshire-and-Notts-Employers-Survey-2026>

The link is also on the [LSIP landing page](#)

Closes 8 February

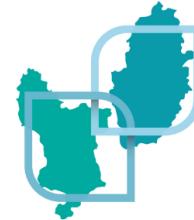
**East Midlands
Local Skills
Research
Employers Survey**



Can't attend the focus group?

Take part in the survey and
we would welcome a 1:1 discussion

Contact Jennifer.Thomas@fsb.org.uk and
Lee.Osborne@fsb.org.uk



Draft/Initial findings:

Regional data has shown us some suggested key occupations, skills gaps- now we need to finesse these with **you!**

Nationally, ONS reports that 'energy efficient products' and 'energy efficient lighting' was the largest source of clean energy roles, accounting for around a third of all jobs.

INDUSTRY (SIC CODE)	DESCRIPTION	TOTAL EMPLOYEES	JOB VOLUMES VS. NATIONAL AVERAGE (GB = 1.00)
351 – Electricity (selected)	Production, distribution and trade of electricity	3725	1.57 (57% above national average)
43 – Elements of 'Specialised construction activities'	Electrical installation, plumbing/HVAC, roofing, etc	19,450	1.17 (17% above national average)
749 – Elements consulting activities	Environmental consulting and other professional, scientific, technical activities	4900	1.09 (8% above national average)

Data suggests these key occupations in the East Mids Clean Energy sector- Would you agree? What's missing?

- Production Managers and Directors in Construction
- Programmers and Software Development Professionals
- IT Managers
- Electricians and Electrical Fitters
- Plumbers & HVAC Engineers
- IT Business Analysts, Architects and System Designers
- Other Administrative Occupations
- Book-keepers, Payroll Managers and Wages Clerks

Available data on occupations may be too broad to pick up specialist roles in high demand...

- Thinking about hard-to-fill vacancies both now and in future, are there any occupations missing from this list that should be added, and why?
- Are there any occupations on this list that shouldn't be there, usually because there are no recruitment difficulties and/or employer demand for the occupation is likely to decline?
- Are there other occupations (e.g. office-based) that are important to your business where you struggle to recruit and retain staff now, or expect to have difficulties in future?
- If you have struggled to recruit to some occupations...what have you tried so far to address this problem? What has worked? What hasn't worked?

Data on skill needs that relate to existing workers is usually available through national reports and surveys, e.g.

A [2025 Skills England assessment of Clean Energy industries](#) identified the following trends as driving workforce skills needs:

Policy and regulatory requirements

Rapid technological advancements feeding a requirement for modular or short training courses to rapidly address skills needs

A lack of whole-systems knowledge in areas such as heat networks

Lack of experience in procurement for clean energy

The report also highlights several occupational priorities, including:

Civil, mechanical, electrical, chemical and environmental engineers

Welding and mechanical trades

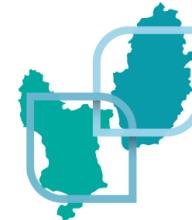
Electrical fitters

Planners (to accelerate the pace of clean energy developments)

Project managers in construction and retrofit

Do the skills gaps listed on the previous slide reflect the current and likely future skills needs of your existing workforce?

If not, what would you add or change?



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