



Buckinghamshire's Local Skills Improvement Plan

June 2026

Annex B: Action Plan table



Annex B sets out the actions required to deliver the priorities identified in LSIP 2.0. They have been agreed by employers and local partners to address the skill needs identified in the LSIP and to support delivery of Buckinghamshire's Economic Growth Plan. Actions are predominantly directed at small and medium-sized enterprises, due to their significant representation within the local business community.

For each action, the lead organisation or organisations have been identified, together with key partners. Milestones and timescales are also set out, together with outputs and measures.

The actions for each sector will be overseen, supported and monitored by their respective Employer Sector Groups. In the first months of its implementation, measures will be finalised in order to effectively measure progress and baselines will be established.

Where measures are not to be obtained from national datasets, they will be collected through the LSIP co-ordination process.

A distinction has been made between outputs produced as a result of the activities outlined in the LSIP and the medium to long-term outcomes that would be expected from the activities.

During the implementation of the LSIP, BBF through the Buckinghamshire Skills Education and Training Provider Forum will engage individual providers to identify leads for those activities that aim to expand provision. Each activity contributes to meeting one of the six LSIP priorities:

1. Ensure sufficient entry level skills provision in construction, engineering, digital, film & TV, and health & social care to meet growth and replacement demand
2. Ensure sufficient higher level skills provision in the same priority sectors as above to support progression, productivity and specialist workforce needs.
3. Ensure new entrants and existing employees develop strong work-readiness and professional skills, aligned to what employers consistently identify as essential.
4. Strengthen AI and digital literacy skills across the workforce, reflecting increased employer demand for these capabilities in all occupations.
5. Ensure flexible and responsive leadership and management provision, enabling managers to maximise team performance and business resilience.
6. Provide flexible upskilling routes for the current workforce, especially for roles affected by technological change and evolving job requirements.

Key for table [\(on future pages\)](#)

BAL = Buckinghamshire Adult Learning
 BBF = Buckinghamshire Business First
 BC = Buckinghamshire Council
 BCG = Buckinghamshire College Group
 BHSCA = Buckinghamshire Health & Social Care Academy
 BNU = Buckinghamshire New University
 BSH = Buckinghamshire Skills Hub
 ITPs = Independent Training Providers
 MKC = Milton Keynes College
 NFTS = National Film and Television School
 UoB = The University of Buckingham
 NESS = National Employer Skills Survey

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Employers, local partners and learning providers come together to align into-work and skills provision to best support individuals into construction career opportunities.	Construction	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, Education and Training Providers, BBF	July 2026 to March 2029 Reviewed July 2027, July 2028	Construction provision in place from level 2 to level 7 offering progression opportunities from lower to higher levels	Increased number of learners on construction programmes Increased number of learners progressing to higher level programmes	LSIP monitoring Learner starts by level	1, 2, 6
Work-readiness and professional skills seen as the core focus of any provision, and integrated into all full-time, apprenticeship and into-work programmes at levels 3-7	Construction	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Reviewed July 2027, July 2028	Standalone content or embedded content available and being delivered	Percentage of employers reporting skill shortages for work-readiness skills decreased Percentage of employers reporting skill gaps for work professional skills decreased	LSIP monitoring	3
Into work programmes including Skills Bootcamps available, being developed, delivered and promoted to support job seekers into entry level roles and expanded where possible.	Construction	BC	Employers, Education and Training Providers, Higher Education Providers	July 2026 to March 2029 July 2026 to March 2027 - Next round of Skills Bootcamps will be taken forward Further milestones will be identified and agreed once funding has been secured	Learner numbers on programme Number of learners gaining employment as a result of the programme	Increased number of people entering employment Reduced percentage of employers reporting skill shortages for work-readiness	Learner data NESS ¹	1, 2
Develop or use existing programmes to target and support those NEET into the sector	Construction	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, Education and Training Providers, Higher Education Providers	July 2026 to March 2029 Co-ordinated plan in place – December 2026 Review - December 2027, December 2028	Number of NEETs on entry level and levels 1, 2 and 3 programmes	Reduction in the number of NEETS in the county	Learner starts Participation in Education, Training and NEET	1, 2
T Level available and promoted for construction taking consideration of pathways into HE and the areas of skill shortage identified in the county.	Construction	BCG	Employers	July 2026 to March 2029 Review July 2027, July 2028	Courses available Number of students increased on construction T levels	Reduced percentage of employers reporting skill shortages in the construction sector	LSIP monitoring Learner starts NESS	1, 2

¹ Assumes that NESS data will be available at required level

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Full-time provision continues to be available at levels 1, 2 and 3 and that current qualifications are not removed until the new V Level have been shown to work	Construction	BCG	Employers	July 2026 to March 2029 Review July 2027, July 2028	Courses available Number of students increased on construction courses at levels 1, 2 and 3 Number of students increasing on construction V levels	Reduction in the percentage of reported skill shortages in the construction sector	LSIP monitoring Learner starts NESS	1, 2
Apprenticeship pathways continue to be delivered and promoted for trade roles, building services and building construction roles	Construction	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Review July 2027, July 2028	Apprenticeship pathways available Number of apprentices increased on trade-related construction apprenticeships	Reduction in the percentage of reported skill shortages in the construction sector	LSIP monitoring Apprenticeship starts NESS	1, 2
Apprenticeship pathways continue to be delivered and promoted for higher level roles at levels 6 and 7	Construction	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Review May 2027, May 2028	Apprenticeship pathways available Number of apprentices increased on levels 6 and 7 construction apprenticeships	Reduction in the percentage of reported skill shortages in the construction sector	LSIP monitoring Apprenticeship starts NESS	2
Local partners, employers and learning providers to develop and take forward a campaign aimed at employers to raise awareness of, and encourage the take up of, retrofit training and align training to employers' needs.	Construction	BC, BBF, Buckinghamshire Skills Education and Training Provider Forum	Employers	January 2027 to March 2029 Strategy in place December 2026 Review December 2027, December 2028	Increased number of apprentices on retrofit apprenticeships	Reduction in the percentage of reported skill shortages for retrofit skills in the construction sector	LSIP monitoring Apprenticeship starts NESS	1, 2
Modular provision available and promoted at levels 6 and 7 to support specialist pathways upskilling and integration of AI skills across infrastructure, building construction and building services	Construction	BNU, UoB	Employers	Provision available from September 2028	Modules validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages for AI skills in the construction sector Reduction in the percentage of reported skill gaps for AI skills in the construction sector	LSIP monitoring NESS	6

¹ Assumes that NESS data will be available at required level

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Business support available to organisations to help them identify opportunities and ways to integrate AI and digital technology	Construction	BBF	Employers	July 2026 to March 2029 Review March 2027, March 2028, March 2029 Subject to securing funding	Number of employers receiving support	Increase in the number of businesses satisfied with AI integration in their business Increase in the number of businesses reporting business benefits as a result of AI integration in their business	LSIP monitoring	4
Bucks Skills Hub website reviewed to maximise its potential to help support career choices into the construction sector	Construction	BBF	Employers	July 2026 to March 2029 Review and potentially amend if required - March 2027, March 2028, March 2029	Content updated on the site Increased traffic to site	Increased number of people applying to start construction courses and apprenticeships	LSIP monitoring Number of applications	1, 2
Modular leadership and management programmes available at levels 3-7), including coaching and motivation, strategic management etc.	Construction	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan) Employers, Education and Training Providers, BBF	Employers	Provision available from September 2028	Content validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages for management skills in the construction sector Reduction in the percentage of reported skill gaps for management skills in the construction sector	LSIP monitoring NESS	6
Investigate, pilot, roll out and promote ways to increase transport options to help apprentices, learners and employees travel to employment clusters without suitable public transport links	Construction	BC	BCG, BNU, Bucks Uni, learning providers	December 2026 – Local Transport Plan in place March 2027 – milestones agreed for subsequent action	To be agreed once plan is in place	Increased number of learners starting construction apprenticeships Increased staff retention in the construction sector	To be agreed once plan is in place	1, 2
Undertake co-ordinated careers activities to promote construction career opportunities in schools, to those working in other sectors and to parents, guardians and teachers	Construction	BBF	Employers, learning providers, Higher Education Providers	December 2026 – Co-ordinated plan in place December 2027 – Review completed and revised co-ordinated plan in place	To be agreed once plan is agreed	Increased number of people starting construction courses Percentage reduction in the number of construction employers reporting skill shortages	LSIP monitoring NESS	1, 2

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Develop and implement a strategy that increases the number of placement opportunities for young people at school, further and higher education.	Construction	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	Strategy in place by December 2026 Strategy and its implementation reviewed December 2027, December 2028	Number of employers offering placement opportunities increased Number of placement opportunities increased	Increased number of people applying to start construction courses and apprenticeships	LSIP monitoring	1, 2
Continue to work with the South East Construction Technical College to introduce best practice into the county, especially in relation to engaging employers in co-delivery of courses	Construction	BCG	Employers	Plan in place outlining best practice to be incorporated by December 2026 Outline specific milestones once plan is in place December 2026	Plan to incorporate best practice in place Number of employers co-delivering construction courses	Reduction in the percentage of employers reporting skill shortages in the construction sector	LSIP monitoring	1, 2
Engage employers to explore ways to encourage existing construction professionals to support the delivery of construction programmes being delivered at further and higher education	Construction	BCG, BNU, BBF	Employers	Plan in place by December 2026 December 2026 - Outline specific milestones once plan is in place	Plan in place Number of employers co-delivering construction courses	Reduction in the percentage of employers reporting skill shortages in the construction sector	LSIP monitoring NESS	1, 2
Opportunities explored with building services businesses to develop and promote a skilled talent pathway into the sector	Construction	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, BBF, BC	July 2026 to March 2029 Initial meeting organised December 2026 Review March 2027, March 2028, March 2029	Number of engagement recorded Relevant provision in place from levels 3-7 to meet the needs of building services	Reduction in the percentage of employers reporting skill shortages in building services	LSIP monitoring NESS	1, 2
Opportunities explored with building construction businesses to develop and promote a skilled talent pathway into the sector	Construction	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, BBF	July 2026 to March 2029 Initial meeting organised December 2026 Review March 2027, March 2028, March 2029	Number of engagement recorded Relevant provision in place from levels 3-7 to meet the needs of building services	Reduction in the percentage of employers reporting skill shortages in building services	LSIP monitoring NESS	1, 2, 6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
T Level available and promoted for the digital sector taking into consideration of pathways into HE and the areas of skill shortage identified in the county.	Digital	BCG	Employers	Ongoing – Review July 2026, July 2027, July 2028	Courses available Number of students increased on digital courses at levels 1, 2 and 3 Number of students increasing on digital V levels	Reduction in the percentage of reported skill shortages in the digital sector	LSIP monitoring Learner starts NESS	1, 2
Engage sector employers to identify how they can support and enrich full-time digital provision, including T Level, undergraduate and post graduate provision	Digital	BCG, BNU	Employers, BBF	Bi-annual meetings held Review March 2027, March 2028, March 2029	Businesses joining BNU Industry Advisory Boards Number of employers supporting the delivery of digital T levels	Percentage of digital employers reporting skill shortages decreasing	LSIP monitoring NESS	1
Continue to deliver and promote level 2 and 3 provision that reflect pathways aligned with skill shortage occupations identified by the LSIP. Review the impact of V Level changes on the provision sought by the sector	Digital	BCG	Employers	July 2026 to March 2029 Review July 2026, July 2027, July 2028	Courses available	Number of students increased on professional digital courses at levels 1,2 and 3 Number of students increasing on digital V levels	LSIP monitoring Learner starts	1
Apprenticeship pathways available, being delivered and promoted for Software Development/ Engineering. Data Analysis & Science; Cyber Security; IT Infrastructure and Support; Digital Marketing & Content; AI & Emerging Tech and UX and Product Management	Digital	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	Ongoing – Review July 2026, July 2027, July 2028	Apprenticeship pathways available	Increased number of digital apprenticeship starts	Apprenticeship starts	1, 2

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Collectively work with employers to identify and address the reasons for low completion on some digital apprenticeships	Digital	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	Review complete and plan in place - December 2026 Reviewed: December 2027, December 2028	Review completed and plan agreed Plan implemented	Increased number of digital apprenticeship completions	Apprenticeship completion rates	1, 2
Make available, deliver and promote Skills Bootcamps for the digital sector	Digital	BC	Employers, Education and Training Providers, Higher Education Providers	July 2026 to March 2029 July 2026 to March 2027 Next round of Skills Bootcamps will be taken forward Further milestones will be identified and agreed once funding has been secured	Learner numbers on programme Percentage of learners gaining employment as a result of the programme	Increased number of people entering employment Percentage of employers reporting skill shortages for work readiness decreasing	Learner data NESS	2
Make available business support to help businesses identify opportunities and ways to integrate AI and digital technology into their strategy and processes	Digital	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Review March 2027, March 2028, March 2029 Subject to securing funding	Number of employers receiving support	Increase in the number of businesses satisfied with AI integration in their business Increase in the number of businesses reporting businesses benefits as a result of AI integration in their business	LSIP monitoring	4
Integrate or deliver alongside existing courses and programmes, work-readiness and professional skills. This should include all full-time, modular programmes and skills bootcamp programmes at levels 3-7	Digital	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	Reviewed and Integrated: July 2027 Review – July 2028	Standalone content or embedded content available and being delivered	Increased number of learners on digital programmes Increased number of learners progressing to higher level programmes	Employers reporting skill shortages for work-readiness Employers reporting skill gaps for professional skills	3
Develop/identify, deliver and promote modular leadership and management programmes at levels 3-7, including coaching and motivation, strategic management etc..	Digital	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2027 – Revise existing content or introduce new content Review: July 2027 Review – July 2028	Content validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages for management and leadership skills in the digital sector Reduction in the percentage of reported skill gaps for leadership and management skills in the digital sector	LSIP monitoring NESS	5

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Explore how the proposed Unit-based Apprenticeship through changes to the Growth and Skills Levy and other funding available to the sector can be used to reduce the cost for businesses and freelancers to upskill.	Digital	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 Review available Units July 2026 to March 2027 Pilot and review March 2027 -Review available units, pilot and review March 2028 – Review available units, pilot and review March 2029, review	Annual review reports Delivery of Apprenticeship Units	Reduction in the percentage of reported skill gaps in the digital sector	LSIP monitoring NESS	4, 6
Develop, deliver and promote T Level provision for Engineering taking consideration of pathways into HE and the areas of skill shortage identified in the county.	Engineering	BCG	Employers	July 2026 to March 2029 Review July 2027, July 2028	Courses available Increase in the number of starts on Engineering T levels	Reduction in the percentage of reported skill shortages in the engineering sector	LSIP monitoring Learner starts NESS	1, 2
Explore possible means to introduce T Level and other full-time courses for engineering before High Wycombe campus opens in 2028	Engineering	BCG	Higher Education Providers, Employers	July 2026 to March 2029 Review July 2027, July 2028	Engagement undertaken and decisions made Courses available Increase in the number of starts on Engineering T levels	Reduction in the percentage of reported skill shortages in the engineering sector	LSIP monitoring Learner starts NESS	1, 2
Apprenticeship pathways available, being delivered and promoted for core engineering roles, including Engineering Fitter (Level 3), Machining Technician (Level 3), Engineering Manufacturing Technician (Level 4), Manufacturing Engineer (Level 4) etc.	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Review May 2027, May 2028	Available pathways available Number of apprentices increased on levels 6 and 7 engineering apprenticeships	Reduction in the percentage of reported skill shortages in the engineering sector	LSIP monitoring Apprenticeship starts NESS	1, 2
Opportunities explored to increase the number of space and aerospace apprentices at Westcott, including the delivery off-the-job training onsite.	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Initial meeting organised December 2026 Review March 2027, March 2028, March 2029	Increase in the number of Apprentices at Westcott	Reduction in the percentage of reported skill shortages in the engineering sector	LSIP monitoring Apprenticeship starts NESS	1, 2, 6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Opportunities explored to increase the engagement between education and training providers and employers at Westcott Venture Park and Silverstone Park	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, BBF, BC	July 2026 to March 2029 Initial meeting organised December 2026 Review March 2027, March 2028, March 2029	Number of engagement recorded The quality of engagement reported by both parties The number of skills interventions carried out as a result of the engagement	Reduction in skill gaps and skill shortage reported at Westcott Venture Park and Silverstone Park	LSIP monitoring	1, 2, 6
Opportunities explored to increase the number of automotive and high performance engineering apprentices at Silverstone Park, including the delivery off-the-job training onsite.	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Initial meeting organised December 2026 Review March 2027, March 2028, March 2029	Increase in the number of Apprentices at Silverstone Park	Reduction in the percentage of reported skill shortages in the engineering sector	LSIP monitoring Apprenticeship starts	1, 2, 6
Opportunities explored with electronic manufacturers to develop and promote a skilled talent pathway into the sector	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, BBF, BC	July 2026 to March 2029 Initial meeting organised December 2026 Review March 2027, March 2028, March 2029	Number of engagement recorded Relevant provision in place from levels 3-7 to meet the needs of electronic manufacturers	Reduction in the percentage of skill shortage reported by electronic manufacturers Reduction in the percentage of skill gaps reported by electronic manufacturers	LSIP monitoring	1, 2, 6
Develop, deliver and promote modular provision at levels 6 and 7 to support upskilling and integration of AI skills for existing workers	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	Provision available from September 2028	Modules validated and available Number of learners completing modules	Increase in the number of businesses satisfied with AI integration in their business Increase in the number of businesses reporting business benefits as a result of AI integration in their business	LSIP monitoring	6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Make available business support to help businesses identify opportunities and ways to integrate AI and digital technology into their strategy and processes	Engineering	BBF	Employers	July 2026 to March 2029 Review March 2027, March 2028, March 2029 Subject to securing funding	Number of employers receiving support	Increase in the number of businesses satisfied with AI integration in their business Increase in the number of businesses reporting business benefits as a result of AI integration in their business	LSIP monitoring	4
Bucks Skills Hub website reviewed to maximise its potential to help support career choices into the engineering sector	Engineering	BBF	Employers	July 2026 to March 2029 Review and potentially amend if required - March 2027, March 2028, March 2029	Content updated on site Increased traffic to site	Increased number of people applying to start engineering courses and apprenticeships	LSIP monitoring Number of applications for engineering courses increasing 44	1, 2
Integrate or deliver alongside existing courses and programmes, work-readiness and professional skills. This should include all fulltime, modular programmes and skills bootcamp programmes at levels 3-7	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026-March 2029 Review July 2027, July 2028	Standalone content or embedded content available and being delivered	Percentage of employers reporting skill shortages for work-readiness skills decreasing Percentage of employers reporting skill gaps for professional skills decreasing	LSIP monitoring	3
Develop/identify, deliver and promote modular leadership and management programmes at levels 3-7, including coaching and motivation, strategic management etc..	Engineering	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Education and Training Providers, Higher Education Providers	Provision available from September 2028	Content validated and available Number of learners completing modules	Reduction in the percentage of reported skills gaps for management in the engineering sector	LSIP monitoring NESS	6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Investigate, pilot, roll out and promote ways to increase transport options to help apprentices, learners and employers travel to employment clusters without suitable public transport links	Engineering	BC	BCG, BNU, Bucks Uni, learning providers	December 2026 – Local Transport Plan in place March 2027 – milestones agreed for subsequent action	To be agreed once plan is in place	Increased number of learners starting engineering apprenticeships Increased staff retention in the engineering sector Reduction in the percentage of reported skill shortages for management skills in the Engineering sector	To be agreed once plan is in place	1, 2
Undertake co-ordinated careers activities to promote engineering opportunities in schools, to those working in other sectors and to parents, guardians and teachers	Engineering	BBF	Employers, Education and Training Providers, Higher Education Providers	July 2026 to March 2029 December 2026 - Plan in place December 2027 Plan reviewed and revised December 2028 Plan reviewed and revised	Outputs to be agreed once plan is in place	Increased number of people starting engineering courses Reduction in the percentage of employers in the engineering sector reporting skill shortages	Measures to be agreed once plan is in place	1, 2
Develop and implement a strategy that increases the number of placement opportunities for young people at school, further and higher education.	Engineering	BBF, BCG, BNU	Employers	July 2026 to March 2029 December 2026 - Plan in place December 2027 Plan reviewed and revised December 2028 Plan reviewed and revised	Number of employers offering placement opportunities increased Number of placement opportunities increased	Reduction in the percentage of employers in the engineering sector reporting skill shortages	LSIP monitoring	1, 2
Explore how the proposed Unit-based Apprenticeship through changing to the Growth and Skills Levy and other funding available to the sector can be used to reduce the cost for businesses and freelancers to upskill.	Engineering	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 Review available Units July 2026 to March 2027 Pilot and review March 2027 -Review available units, pilot and review March 2028 – Review available units, pilot and review March 2029, review	Annual review reports Delivery of Apprenticeship Units	Reduction in the percentage of reported skill gaps in the engineering sector	LSIP monitoring NESS	4, 6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Continue to deliver and promote T Level provision relevant to the film and TV sector taking into consideration of pathways into HE and the areas of skill shortage identified in the county.	Film and TV	BCG	Employers, industry associations	July 2026 to March 2029 Review July 2027, July 2028	Courses available Number of students increased on Film and TV T levels	Reduction in the percentage of reported skill shortages in the Film and TV sector	LSIP monitoring Learner starts NESS	1, 2
Continue to deliver and promote level 2 and 3 provision that reflect pathways aligned with skill shortage occupations identified by the LSIP. Review the impact of V Level changes on the provision sought by the sector	Film and TV	BCG	Employers, industry associations	July 2026 to March 2029 Review July 2027, July 2028	Courses available Increasing number of students on film and TV courses at levels 1, 2 and 3 Increasing number of students on film and TV V levels	Reduction in the percentage of reported skill shortages in the Film and TV sector	Learner starts NESS	1
Engage the sector and agree and take forward action between sector partners and education providers to make available, support and enrich work placements on T Levels and other fulltime courses at further and higher education, taking advantage of available flexibilities for the film and TV sector	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Screen Bucks, BBF	July 2026 to March 2029 December 2026 - Plan in place December 2027 Plan reviewed and revised December 2028 Plan reviewed and revised	Outputs to be agreed once plan is in place	Reduction in the percentage of reported skill shortages in the film and TV sector	Measures to be agreed once plan is in place	1

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Explore the development of courses or tailor existing courses for specific sector-specific craft roles, such as carpenters, set designers, hair and make-up artists etc.	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, industry associations	July 2026 to March 2029 Review July 2027, July 2028	Courses available Number of learners starting courses	Reduction in the percentage of reported skill shortages in the film and TV sector	Learner starts Employers reporting skill shortages for craft roles	1
Develop and deliver entry and/or transition courses, using interventions such as Skills Bootcamps	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, industry associations	July 2026 to March 2029 July 2026 to March 2027 - Next round of Skills Bootcamps will be taken forward Further milestones will be identified and agreed once funding has been secured	Learner numbers on programme Percentage of learners entering employment	Reduction in the percentage of reported skill shortages in the film and TV sector	Learner data NESS	2
Develop, deliver and promote modular provision at levels 5, 6 and 7 to support upskilling and integration of AI across production, post-production, virtual production and VFX production	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Education and Training Providers, Higher Education Providers	Provision available from September 2028	Modules validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages for AI skills in film and TV sector Reduction in the percentage of reported skill gaps for AI skills in the film and TV sector	LSIP monitoring NESS	4, 6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Develop, deliver and promote modular provision at levels 5,6 and 7 to support upskilling and integration of new design and production techniques across production, post-production, virtual production and VFX production	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, industry associations	Provision available from September 2028	Modules validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages in the film and TV sector Reduction in the percentage of reported skill gaps in the film and TV sector	LSIP monitoring NESS	6
Integrate or deliver alongside existing courses and programmes, work-readiness and professional skills. This should include all full-time, modular programmes and skills bootcamp programmes at levels 3-7	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 to March 2029 Review July 2027, July 2029	Learner numbers on programme Percentage of learners gaining employment as a result of the programme	Increased number of people entering employment in the film and TV sector Percentage of employers reporting skill shortages for work readiness decreasing in the film and TV sector	Learner data NESS	3
Develop/ identify, deliver and promote modular leadership and management programmes at levels 3-7, including coaching and motivation, strategic management etc.	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Education and Training Providers, Higher Education Providers	Provision available from September 2028	Content validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages for management skills in the film and TV sector Reduction in the percentage of reported skill gaps for management skills in the film and TV sector	LSIP monitoring NESS	5
Explore the feasibility to develop and deliver programmes on professional skills to employees and freelancers	Film and TV	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers, Screen Bucks	December 2026 – Identify potential content and delivery model	Identify outputs once provision and delivery model are agreed	Reduction in the percentage of reported skill gaps in the film and TV sector	Identify measures once provision and delivery model are agreed	3, 6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Bucks Skills Hub website reviewed to maximise its potential to help support career choices into the film and TV sector	Film and TV	BBF	Employers	July 2026 to March 2029 Review and potentially amend if required - March 2027, March 2028, March 2029	Content updated on the site Increased traffic to site	Increased number of people applying to start film and TV courses and apprenticeships	LSIP monitoring Number of applications	1, 2
Co-ordinate and take forward careers activities to promote careers in the film and TV sector to young people, parents and guardians, teachers, those looking for work and those looking to change career	Film and TV	Screen Bucks	Employers, BBF	July 2026 to March 2029 December 2026 - Plan in place December 2027 Plan reviewed and revised December 2028 Plan reviewed and revised	Outputs to be agreed once plan is in place	Increased number of people starting film and TV courses Percentage reduction in the number of film and TV	LSIP monitoring NESS	1, 2
Explore how the proposed Unit-based Apprenticeship through changing to the Growth and Skills Levy and other funding available to the sector can be used to reduce the cost for businesses and freelancers to upskill.	Film and TV	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	BBF, employers, industry associations, learning providers	July 2026 Review available Units July 2026 to March 2027 Pilot and review March 2027 -Review available units, pilot and review March 2028 – Review available units, pilot and review March 2029, review	Annual review reports Delivery of Apprenticeship Units	Reduction in the percentage of reported skill gaps in the film and TV sector	LSIP monitoring NESS	6
T Level available and promoted for Supporting Healthcare (clinical route)	Health and social care	BCG	BHSCA, employers	July 2026 to March 2029 Review July 2027, July 2028	Courses available	Number of students increased on health and social care T levels	LSIP monitoring Learner starts	1, 2
Engage sector employers to identify how they can support and enrich full-time provision, including the T Level	Health and social care	BHSCA	BCG, employers	July 2026 to March 2029 December 2026 - Plan in place December 2027 Plan reviewed and revised December 2028 Plan reviewed and revised	Businesses joining BNU Industry Advisory Boards Number of employers supporting the delivery of health and social care T levels	Percentage of health and social care employers reporting skill shortages decreasing	LSIP monitoring NESS	1, 2

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Continue to deliver and promote level 2 and 3 provision that reflect into the health and social care sector. Review the impact of V Level changes on the provision sought by the sector	Health and social care	BCG	BHSCA, employers	July 2026 to March 2029 Review July 2027, July 2028	Courses available Number of students increased on health and social care courses at levels 1, 2 and 3 Number of students increasing on health and social care V levels	Reduction in the percentage of reported skill shortages in the health and social care sector	LSIP monitoring Learner starts	1, 2
Opportunities explored with health and social care employers to develop and promote a skilled talent pathway into the sector	Health and social care	BHSCA	Education and Training Providers, Higher Education Providers	July 2026 to March 2029 Initial meeting organised December 2026 Review March 2027, March 2028, March 2029	Number of engagement recorded Relevant provision in place from levels 1-7 to meet the needs of the health and social care sector	Reduction in the percentage of employers reporting skill shortages in the health and social care sector	LSIP monitoring NESS	1, 2
Make available, deliver and promote Skills Bootcamps for the health and social care sector	Health and social care	BC	BHSCA, Education and Training Providers, Higher Education Providers	July 2026 to March 2029 July 2026 to March 2027 - Next round of Skills Bootcamps will be taken forward Further milestones will be identified and agreed once funding has been secured	Learner numbers on programme Percentage of learners gaining employment as a result of the programme	Increased number of people entering employment in the health and social care sector Reduction in the percentage of employers reporting skill shortages in the health and social care sector	Learner data NESS	1
Develop deliver and promote level 6 provision to address identified skill shortage	Health and social care	BNU	BHSCA, employers	July 2026 to March 2029 December 2026: Review existing provision and pathways and identify additional developments. Further milestones to be developed once review has been completed	Provision available Number of learners starting courses	Reduction in the percentage of employers reporting skill shortages in the health and social care sector	LSIP monitoring	2
Bucks Skills Hub website reviewed to maximise its potential to help support career choices into the health and social care sector	Health and social care	BBF	BHSCA, Employers	July 2026 to March 2029 Review and potentially amend if required - March 2027, March 2028, March 2029	Content updated on the site Increased traffic to site	Increased number of people applying to start health and social care courses and apprenticeships	LSIP monitoring Number of applications	1, 2

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Develop, deliver and promote modular provision at levels 3 to 7 to support upskilling and integration of AI and digital literacy skills across health and social care occupations	Health and social care	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	BHSCA, employers	Provision available from September 2028	Modules validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages in the health and social care sector Reduction in the percentage of reported skill gaps in the health and social care sector	LSIP monitoring NESS	4, 6
Integrate or deliver alongside existing courses and programmes, work-readiness and professional skills. This should include all fulltime, modular programmes and skills bootcamp programmes at levels 3-7	Health and social care	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	BHSCA, employers	Provision available from September 2028	Modules validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages in the health and social care sector Reduction in the percentage of reported skill gaps in the health and social care sector	LSIP monitoring NESS	3
Develop/ identify, deliver and promote modular leadership and management programmes at levels 3-7, including coaching and motivation, strategic management etc.	Health and social care	Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	Provision available from September 2028	Modules validated and available Number of learners completing modules	Reduction in the percentage of reported skill shortages in the health and social care sector Reduction in the percentage of reported skill gaps in the health and social care sector	LSIP monitoring NESS	6
Explore how the proposed Unit-based Apprenticeship through changing to the Growth and Skills Levy and other funding available to the sector can be used to reduce the cost for businesses to upskill.	Health and social care	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)	Employers	July 2026 Review available Units July 2026 to March 2027 Pilot and review March 2027 -Review available units, pilot and review March 2028 – Review available units, pilot and review March 2029, review	Annual review reports Delivery of Apprenticeship Units	Reduction in the percentage of reported skill gaps in the health and social care sector	LSIP monitoring NESS	1, 2, 6

Activity	Sector	Lead	Persons involved	Timescales and milestones	Expected outputs	Expected outcomes	Monitoring and measuring	Relates to priority skill need
Galvanise employers reporting skill shortages for chefs to develop a strategy to co-ordinate careers, information and advice guidance and signposting to existing full-time and apprenticeship provision.	Occupation-specific high priority needs	BBF	Employers, Education and Training Providers, BBF	July 2026 to March 2029 Network in place – October 2026 Strategy in place – March 2027 Strategy reviewed – March 2028, March 2029	Network in place Strategy in place, implemented and reviewed	Reduction in the number of employers reporting chef shortages	LSIP monitoring NESS	1, 2
Undertake an apprenticeship campaign to increase the number of Buckinghamshire employers offering chef apprenticeships and the number of people starting chef apprenticeships	Occupation-specific high priority needs	BBF, Buckinghamshire Skills Education and Training Provider Forum (Individual lead will be assigned during the 3 year plan)		July 2026 to March 2029 Strategy in place – December 2026 Strategy reviewed – December 2028	Strategy in place, implemented and reviewed	Increased number of chef apprentices	LSIP monitoring Apprenticeship starts	1, 2
Galvanise employers reporting skill shortages for HGV drivers to develop a strategy to co-ordinate careers, information and advice guidance and signposting to relevant provision to help attract more people to enter employment as HGV drivers.	Occupation-specific high priority needs	BBF	Employers, Education and Training Providers, BBF	July 2026 to March 2029 Network in place – October 2026 Strategy in place – March 2027 Strategy reviewed – March 2028, March 2029	Network in place Strategy in place, implemented and reviewed	Reduction in the number of employers reporting HGV driver shortages	LSIP monitoring NESS	1
Galvanise employers reporting skill shortages for landscape gardeners to develop a strategy to co-ordinate careers, information and advice guidance and signposting to relevant provision to help attract more people to enter employment as landscape gardeners.	Occupation-specific high priority needs	BBF	Employers, Education and Training Providers, BBF	July 2026 to March 2029 Network in place – October 2026 Strategy in place – March 2027 Strategy reviewed – March 2028, March 2029	Network in place Strategy in place, implemented and reviewed	Reduction in the number of employers reporting landscape gardener shortages	LSIP monitoring NESS	1



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