

Introduction

This delivery plan sets out how West Lindsey District Council will turn the ambitions of the Employment and Skills Strategy into focused, practical action. It provides a framework for working with employers, education and training providers, partners and communities to improve local skills provision, widen access to employment and help residents benefit from emerging opportunities across the district, including priority growth sectors and STEP Fusion. The plan is structured around core themes, each supported by actions, outcomes and measures that reflect the Council's role as an enabler, convenor and partner within the wider employment and skills system.

Action, Outcomes and Measures

The plan aligns skills and employability activity with the West Lindsey Economic Growth Strategy 2025–2030, supporting business growth, priority sectors and inclusive prosperity. Actions are linked to outcomes and measures so progress can be tracked across workforce readiness, employer engagement, employment progression and growth sector alignment.

Monitoring will focus on delivery, impact and evidence of progress over time, including:

- Outcomes from Council-led and Council-influenced activity
- Partner feedback and employer intelligence
- Case studies and qualitative evidence of impact

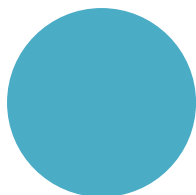
Communication and Engagement

We will commit to:

- Strengthening and broadening our engagement with existing and new partners through effective partnership working.
- Building on our existing relationships with partners and key stakeholders to deliver our shared ambition for employment and skills.
- Sharing our stories and learnings to demonstrate impact and to support and review of our work.

Our Themes

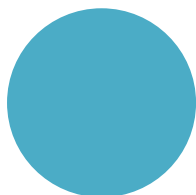
Skills Provision Aligned to Employer Demand - Employers report improved confidence in the readiness and suitability of the local workforce - Skills provision is responsive to labour market change, with outdated provision reduced or redesigned - Residents can access training that leads to clear and realistic progression route	Youth Pathways and Early Intervention - More young people see our district as a viable place to begin and build their careers - Transitions from education into work are smoother and less fragmented - Youth aspiration is raised to support young people to make informed choices about careers based on local opportunities
Removing Barriers to Employment - Employment support is coordinated around the individual rather than delivered in isolation - Residents who previously struggled to engage can sustain participation and progress - Fewer people repeating short-term interventions	Employer Engagement and Workforce Development - Employers take a leadership role in shaping skills activity rather than acting as end-users - Strong, ongoing relationships exist between employers, providers and the Council - Employers demonstrate increased commitment to workforce development and local recruitment
STEP Fusion Skills and Legacy - Local people are visibly prioritised within STEP Fusion skills and employment opportunities - Training infrastructure developed through STEP Fusion benefits wider sectors and communities - STEP Fusion leaves a lasting skills legacy beyond the lifetime of the programme	



Skills Provision Aligned to Employer Demand

Outcomes	How we will measure impact
Employers report improved confidence in the readiness and suitability of the local workforce	• Number of residents completing accredited skills and training programmes • Percentage of training programmes aligned to recognised standards and priority sectors • Proportion of learners progressing into employment, apprenticeships or further training.
Skills provision is responsive to labour market change, with outdated provision reduced or redesigned	
Residents can access training that leads to clear and realistic progression route	

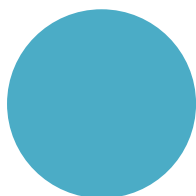
Key Actions	
1	Coordinate with training providers to ensure provision meets recognised standards and employer needs. (e.g. scoping the business case for local provision of higher-level growth sector linked skills provision, a trade school and entry level technical and vocational skills)
2	Use local labour market intelligence to shape commissioning and funding bids.
3	Promote flexible, bite-size training for adults.
4	Support upskilling and reskilling for residents affected by labour market change.



Youth Pathways and Early Intervention

Outcomes	How we will measure impact
Young people make informed choices about careers based on local opportunities	• Percentage of young people (16–24) in education, employment or training • Number of young people accessing apprenticeships, traineeships or supported internships • Number of children and young people participating in work experience and aspirational career activities
Transitions from education into work are smoother and less fragmented	
More young people see West Lindsey as a viable place to begin and build their careers	

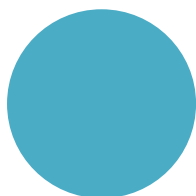
Key Actions	
1	Expand work experience, sector encounters and employer talks in schools and colleges.
2	Support routes into apprenticeships, work placements and supported internships.
3	Collaborate with schools on careers education linked to local opportunities.
4	Promote local progression routes to retain young talent.



Removing Barriers to Employment

Outcomes	How we will measure impact
Employment support is coordinated around the individual rather than delivered in isolation	• Number of residents receiving targeted employability support • Percentage of participants overcoming identified barriers (e.g. transport, digital access, childcare) • Progression rates into employment or volunteering from support programmes
Residents who previously struggled to engage can sustain participation and progress	
Fewer people repeating short-term interventions	

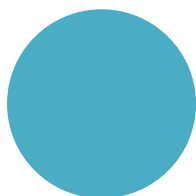
Key Actions	
1	Provide targeted support for those facing multiple barriers (transport, childcare, digital access, health).
2	Work with commissioned services to offer wraparound employability support.
3	Promote inclusive recruitment practices with employers.
4	Support residents into volunteering and intermediate steps to employment.



Employer Engagement and Workforce Development

Outcomes	How we will measure impact
Employers take a leadership role in shaping skills activity rather than acting as end-users	• Number of employers actively engaged in employment and skills programmes • Number of employers contributing to training design, delivery or careers activity • Employer satisfaction with local skills provision and workforce preparedness
Strong, ongoing relationships exist between employers, providers and the Council	
Employers demonstrate increased commitment to workforce development and local recruitment	

Key Actions	
1	Strengthen employer networks and forums around key sectors.
2	Promote co-design of training and recruitment programmes.
3	Support SMEs to access skills funding and workforce support.
4	Encourage employer participation in schools, colleges and training delivery.



STEP Fusion Skills and Legacy

Outcomes	How we will measure impact
Local people are visibly prioritised within STEP Fusion skills and employment opportunities	• Delivery milestones achieved within the STEP Fusion skills collaborative business plan • Number of residents accessing STEP Fusion-linked training and pathways • Number of employers engaged in STEP Fusion skills activity
Training infrastructure developed through STEP Fusion benefits wider sectors and communities	
STEP Fusion leaves a lasting skills legacy beyond the lifetime of the programme	

Key Actions	
1	Play an active role in developing and delivering the STEP Fusion skills collaborative business plan.
2	Ensure residents can access pathways into STEP Fusion-related employment.
3	Align local training provision to future skills needs generated by the programme.
4	Secure long-term skills and employment legacy for West Lindsey.