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WARWICKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

ANNEX C: BACKGROUND AND METHODOLOGY



Coventry & Warwickshire
Chamber of
Commerce
The Ultimate Business Network



LSIP

Local Skills
Improvement Plan
Warwickshire

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Introduction

This Annex to the Warwickshire Local Skills Improvement Plan (LSIP) sets out the local strategic context to the Plan. Enclosed is a detailed description of the methodology and process used to develop the LSIP, and how this reflects the process set out in the statutory guidance issued by Skills England, including how the Modern Industrial Strategy and priorities of Warwickshire County Council have been taken into account, alongside the evidence sources used in the development of the LSIP, and the rationale for these. It also presents the governance structure of the LSIP.

Geography

The Warwickshire LSIP covers the geography of the county of Warwickshire, which comprises the five district and borough authority areas of North Warwickshire, Nuneaton and Bedworth, Rugby, Stratford-on-Avon and Warwick. Within this area, the Coventry & Warwickshire Chamber of Commerce (CWCC) represents local employers across a broad range of sectors and sizes and acts as the leading voice of the local business community.

The Warwickshire LSIP is being delivered by the Coventry & Warwickshire Chamber of Commerce, the region's designated Employer Representative Body, and the Greater Birmingham Chambers of Commerce. The Chambers are also working jointly with Warwickshire County Council.

Methodology and Process

Purpose of the Warwickshire LSIP:

To identify what employers across Warwickshire are already doing and where they require further support to meet current and future skills needs, and to produce actionable recommendations for how education providers and stakeholders can close those gaps.

Please note: The term 'education providers' is used for simplicity and should be taken to include FE Colleges, Sixth Form Colleges, Independent Training Providers, Higher Education Institutions and any other organisations delivering statutory and nonstatutory post-16 education and training up to level 8.

Key objectives:

- i. Map employer activity across Warwickshire with particular focus on the crosscutting themes of: Leadership and Management; Digital Skills, AI and Adoption of New Technologies; and Developing a Workforce for the Future
- ii. Identify sector-specific and crosscutting skills gaps and the competencies required for employers to grow talent.
- iii. Assess barriers employers face to accessing education and skills provision and to working with education providers in order to determine best-fit solutions and help stimulate employer investment.
- iv. Codesign practical interventions with employers and system partners that stakeholders, education providers and other partners can deliver against.

Methodology:

The Warwickshire LSIP has taken a rigorous, multimethod approach to ensure that its recommended priorities are grounded in robust evidence and codesigned with those directly involved in the county's skills system, thereby ensuring their relevance and enhancing their potential impact.

Strand A - Desk research (November – February)

The Warwickshire LSIP convened key county strategies, ongoing sector skills research by Warwickshire Skills Hub, and data available more widely to establish a baseline understanding of sectoral growth opportunities and existing training provision. This included the Warwickshire Employment and Skills Strategy, Get Warwickshire

Working Plan as well as additional Skills England publications.

This research resulted in three short, thematic summary evidence briefs to inform our understanding of what employers across Warwickshire are already doing and where they want help to meet current and future skills needs. These were presented to employers, education providers and other stakeholders to inform ‘solutions workshops,’ and are set out later in this Annex to the report.

Strand B.1 - Employer survey (November – March)

Through surveying, the Warwickshire LSIP gathered primarily quantitative insights on employer engagement in training, skills needs and potential avenues for potential future support and collaboration, producing data that is statistically relevant and broadly representative of the business demography in the area.

The Warwickshire LSIP employer surveying was conducted between November 2025 and March 2026 by a telemarketing provider, using data lists that sought to exclude members of the Chamber of Commerce involved in the LSIP. This was done to ensure that the data was, where possible, unbiased, and representative of the wider business community, to supplement the extensive research conducted with Chamber members, through Meaningful Engagements and Solutions Workshops.

The quantitative surveying received 391 responses. With 26,285 enterprises in the LSIP geography in 2025, this represents a confidence interval of +/-4.92 percentage points with a confidence level of 95%.

The tables below reflect the distribution of responses by size, industry sector (as selfreported) and, for comparison, the distribution of Warwickshire businesses by the same measures. Those surveyed were senior representatives of their organisations, with telemarketers asking to speak to senior decision makers, such as Chief Executives, Chief Financial Officers and Finance or Human Resource Directors.

To ensure the quantitative element of the LSIP reflected the employer base of the Warwickshire geography area as accurately as possible, the survey was designed to mirror the business size profile of the county while excluding micro businesses with less than 5 staff, recognising that many are sole traders or employ very small numbers and that questions were specifically designed for employers with a defined workforce structure.

Where survey respondents differ in sector from the wider business demography of the WMW LSIP geography this is unfortunately due to challenges with a lack of contact data available for individuals in businesses meeting the specifications of the project.

¹

Business size	Percentage of survey respondents	Percentage of Enterprises in Warwickshire²
1 to 9 (only those with 59 employees surveyed)	43%	89.3
10 to 49	42%	8.7
50 to 249	10%	1.6
250+	2%	0.4

¹ Inter Departmental Business Register (ONS), accessed via Nomis, 2025

² Inter Departmental Business Register (ONS), accessed via Nomis, 2025

Business size	Percentage of survey respondents	Percentage of Enterprises in Warwickshire ²
N/A	2%	n/a

Business sector	Percentage of businesses surveyed	Percentage of Enterprises in Warwickshire ³
Mining and quarrying	0.77%	0.0
Manufacturing	10.23%	9.0
Electricity, gas, steam and air conditioning supply	1.53%	2.2
Water supply; sewerage, waste management and remediation activities	0.77%	0.7
Construction	8.44%	4.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.91%	15.3
Transportation and storage	1.53%	8.7
Accommodation and food service activities	2.81%	8.1
Information and communication	2.30%	4.0
Financial and insurance activities	5.37%	1.6
Real estate activities	2.05%	1.1
Professional, scientific and technical activities	17.14%	12.8
Administrative and support service activities	6.39%	7.8
Public administration and defence; compulsory social security	0.00%	3.1
Education	7.42%	6.9
Human health and social work activities	11.51%	9.0
Arts, entertainment and recreation	2.81%	2.5
Other service activities	12.02%	2.5

The resulting dataset, presented in Annex A of this report, provides new, unique insights on what employers across Warwickshire are already doing and where they want help to meet current and future skills needs.

Strand B.2 - Meaningful Engagements (November – March)

Throughout November 2025 to March 2026, the Coventry and Warwickshire Chamber of Commerce and partners, including Warwickshire County Council and a telemarketing organisation also gathered further qualitative data from employers across all sectors and sizes through 197 ‘meaningful engagements’; one to one conversations and qualitative surveys undertaken with and by senior representatives (e.g. employer leads (L&D or operations), HR managers, and CEOs/MDs/Principals) of organisations operating in Warwickshire, based on existing relationships.

These conversations are framed by a selection of questions, designed by the Chambers of Commerce with support from Warwickshire County Council. They aimed to explore dimensions such as motivations, barriers, and examples of effective collaboration, and gather rich, highquality insights from employers that supplement the findings of the quantitative surveying and the solutions workshops.

Key themes and comments from these engagements are presented in Annex A of this report.

Strand C – Thematic solutions workshops (January - March)

Building on the previous, West Midlands and Warwickshire LSIP and the summary evidence briefs of strand A, the Warwickshire LSIP convened a short series of crosssector, thematic Solutions Workshops to codesign

³ Inter Departmental Business Register (ONS), accessed via Nomis, 2025

practical interventions with employers and educators, drawing on research from employer insights and what works examples.

The solutions workshops included a range of employers from various sectors and sizes engaged in the thematic focus of each session. Strategic employer networks, including the Warwickshire Skills Hub also lent their support for this approach.

The first of these workshops took place on 3rd February, with invited employers from all sectors, education provider representatives and county stakeholders to explore the types of solutions and practices to leadership and management skills gaps that employers would like to see more of in the county.

This was followed by a solutions workshop on 10th February focussed on Digital Skills, AI and Adoption of New Technologies, and a third on 11th February focussed on Developing a Workforce for the Future. The latter explored youth skills and earlycareer pathways (including routes for NEET and school/college leavers), workreadiness (core employability skills, behaviours, and preemployment preparation such as placements, internships and trials), and inwork progression (entrytosupervisor pathways, leadership and management development, bitesize/industryrecognised credentials, and how SMEs can help make progression accessible).

These three themes were distilled in partnership with Warwickshire County Council, from the key priorities set out in the Warwickshire Employment and Skills Strategy.

The anonymised findings and recommendations from each of these solutions workshops have been published in standalone reports, so that employers have something they have produced with clear asks and wants, to encourage coinvestment, and education providers have a something with clear steers on offers based on employer asks. These are also convened in Annex A of this report.

A total of 88 individuals were engaged in Solutions Workshops, including employer, education provider and stakeholder representatives.

In developing the LSIP proposals, we have deliberately sought to codesign solutions led by employers with education provider representatives and wider system stakeholders because skills challenges cannot be solved by any single part of the system acting alone. Codesign, in this context, means bringing together employers involved in workforce development, hiring and technical delivery, as well as those who deliver training and/or have subject expertise and those who use it to shape interventions that are practical, relevant and grounded in real operational realities. This approach builds on the strong practice that already exists across Warwickshire, where many employers and education providers are collaborating effectively to tailor learning, pilot new approaches and refine what works. By drawing these examples together, the report aims both to surface and celebrate the good practice already happening and to ensure that future solutions are informed directly by the people who will use, deliver and benefit from them.

Strand D - Supplementary Higher Level Skills Needs Research (May)

In response to stakeholder feedback on the initial draft of the Warwickshire LSIP, a further (virtual) solutions workshop was convened to gather more insights on higher level skills needs in the county, and codesign practical interventions with employers and higher education providers including universities, to address these skills needs.

This workshop took place on 1st May, bringing together employers, universities and higher education providers, and Warwickshire stakeholders to explore where skills gaps are most acute, what barriers prevent those needs being met, and what practical solutions could be developed through the Warwickshire LSIP. A total of 21 individuals participated in this session. An anonymised summary of the discussions in the workshop is presented in Annex A of this report.

Strand A Summary Evidence Briefs

The following summaries of background evidence were tested and used to inform discussions at each of the Strand C solutions workshops.

Leadership and Management Development

Why leadership & management (L&M) is important in Warwickshire

- County strategies position L&M as a lever for productivity, progression and job quality, including support for employers to build commercial and business management capabilities and to adopt digital/AI.
- Local labour market context: ONS data for October 2024September 2025 shows that Warwickshire has a high employment rate (79.8%, compared to 75.6% nationally). However, unemployment has risen to 4.4% (just above the national figure of 4.3%), and around 16.5% of residents aged 16-64 are economically inactive (not in work and not looking for work; about a third of which are unable to work due to health conditions). Effective, inclusive line management has the potential to help drive economic growth and shift the dial on sustained employment.
- The Warwickshire Employment and Skills Strategy emphasise creating good work, improving retention and integrating work & health as priorities - outcomes that rely on strong day-to-day management.

What Warwickshire employers want

Get Warwickshire Working Plan sets out key employer asks:

- Inclusive management & retention: employers want help to be more inclusive, retain staff and upskill existing employees.
- Manager capability for health & wellbeing: practical guidance for line managers to support Musculoskeletal (MSK) conditions and mental-health challenges.
- Leadership for AI/digital adoption: support to incorporate AI and understand labour-market change.
- More funded, flexible training that fits operational realities (time, cost, on-the-job formats).
- Practical support on inclusive practices and retention (toolkits, manager clinics).
- Accessible, funded upskilling for current leaders and aspiring managers.
- Clear labour-market insight and help with AI-aware leadership.
- Closer collaboration with education providers to co-design solutions that work on the shop-floor.

Most common leadership skills gaps

- People leadership & job quality: improving HR, recruitment and training practices; creating clear progression pathways. (Warwickshire Employment and Skills Strategy)
- Commercial & strategic management: especially for SMEs to respond to new market opportunities. (Warwickshire Employment and Skills Strategy)
- Digital/AI-enabled leadership: managers who can lead digital change and adopt data/AI responsibly. (Warwickshire Employment and Skills Strategy)
- Health-aware management: integrating work & health in team routines to reduce inactivity and improve retention. (Get Warwickshire Working Plan)
- Inclusive and accessible leadership: reshaping roles and recruitment to widen access to good work. (Get Warwickshire Working Plan)

Challenges in accessing training

The Warwickshire Employment and Skills Strategy identify key challenges:

- Navigation & coordination: employers want a clear skills network and quick, responsive provision.
- Format & flexibility: modular, local delivery so SMEs can release managers and see quick ROI.
- Place-based access: community-based hubs and co-located services to bring learning closer to work.
- Funding alignment: upcoming Adult Skills Fund devolution (Aug 2026) enables more local tailoring of adult learning (including L&M).

Gaps in current provision (what still needs building)

- SME-ready pathways that are modular/stackable and tied to sector needs and in-work progression. (Warwickshire Employment and Skills Strategy)
- Manager training that integrates work & health (line-manager capability for MSK/mental health). (Get Warwickshire Working Plan)
- Digital/AI leadership for supervisors and middle managers, not just technical teams. (Warwickshire Employment and Skills Strategy)
- Consistent brokerage: a simple front door so employers can find the right option quickly. (Warwickshire Employment and Skills Strategy)

What's available now in Warwickshire (to build on)

- Warwickshire Skills Hub & Fair Chance Employment (incl. levy share, inclusive recruitment, targeted funds such as the 50+ Skills Investment Fund).
- Connect to Work, Coventry & Warwickshire WorkWell and the Warwickshire Supported Employment Service (employment support embedded in health settings).
- College and University led sector facilities, a wealth of independent training providers and programmes (e.g., low-carbon construction centres) where supervisory/leadership modules can be embedded.
- Adult Skills Fund devolution from August 2026 to tailor adult learning (including commercial/management skills and micro-credentials).

Digital Skills, AI and Adoption of New Technologies

Warwickshire's digital & tech economy

- Warwickshire's economy is strong and techintensive: ~£20.4bn GVA; a high employment rate (80.9%, compared to 75.5% nationally), and net incommuting +18,299. Professional, scientific & technical, manufacturing, transport & storage, and digital/creative are all overrepresented here. (Warwickshire Employment and Skills Strategy)
- Silicon Spa (Royal Leamington Spa, Warwick & Southam) is one of the UK's biggest games clusters, contributing over £1 billion annually to the UK economy and with more than 3,000 highlyskilled roles. (Gaming in Coventry and Warwickshire, Visit Coventry)
- Automotive & future mobility anchors advanced digital adoption: JLR's Gaydon engineering campus also continually recruits for advanced digital skills within Warwickshire, alongside a range of other automotive and future mobility organisations ranging in size from micro to large.

The most common Warwickshire skills gaps in digital, AI & new tech

A. Crosscutting skills gaps employers report locally

- Core digital & data capability across the workforce (from entry to professional): workplace digital skills, data literacy/analysis, and cyber hygiene remain crosssector priorities raised through the county's Employment & Skills Strategy and LSIPaligned engagement. (Warwickshire Employment and Skills Strategy)
- ICT & Digital specialisms: software development, cloud/DevOps, data engineering/analytics, UX, and Aladjacent skills - are priority areas identified in the previous, West Midlands and Warwickshire Local Skills Improvement Plan and embedded in county strategies. (WMW LSIP)
- Leadership & management for tech adoption: employers highlight gaps in digital change leadership, product/programme delivery, and people management to scale adoption. (WMW LSIP)

B. Sectorspecific gaps visible in Warwickshire

- Games & creative tech (Silicon Spa): need visionary content developers, skilled interactive designers, and robust partnerships across traditional and emerging media sectors. (Gaming in Coventry and Warwickshire, Visit Coventry)
- Construction & sustainable construction: shortages in digital construction, site/PM digital tools, and green tech capabilities - priority flagged in local plans (and supported by LSIP). (Get Warwickshire Working Plan)
- Logistics & warehousing: rising need for digital operations, telematics/analytics, and automation skills as the sector evolves; recruitment challenges persist. (Get Warwickshire Working Plan)
- Health & care / medtech interface: baseline digital skills, data handling and techenabled care competencies; parallel need for progression routes to stabilise the workforce. (Get Warwickshire Working Plan)

C. Earlycareer pipeline warning lights

Get Warwickshire Working Plan sets out that:

- Entrylevel opportunities have tightened: unique postings requiring 0–1 years' experience in Warwickshire fell ~48% (Jun 2023→Jun 2025), making transition into work harder for young people.
- Youth claimant rates rose ~19.6% (18–24s; 2023→2025) with hotspots above county averages - underscoring the need for apprenticeships, T Levels and supported internships as onramps into work, including in digital and tech roles.

Challenges Warwickshire employers and residents face in accessing training

- Fragmented awareness & navigation: employers report it's hard to find the "right" training at the "right" level/time; county strategies call for a more joinedup, employerled, placebased offer. (Warwickshire Employment and Skills Strategy)
- Timing, flexibility & cost: particularly for SMEs trying to release staff for digital upskilling; LSIP feedback emphasises flexible, modular provision and clearer pathways. (WMW LSIP)
- Rural access & inclusion: pockets of rural isolation and digital exclusion affect participation, hence the plan for community skills hubs and locallydelivered Adult Community Learning (ACL) digital courses. (Get Warwickshire Working Plan)
- Specialist teaching capacity: FE/education providers cite difficulty recruiting industrycurrent specialists (e.g., EV, AI/data), the county's Future Skills Programme is piloting skillsshare models with industry to address this. (WMW LSIP; Future Skills Programme, Sustainable Warwickshire)
- Funding transitions: Warwickshire will take on the Adult Skills Fund from Aug 2026 (Level2 devolution), creating an opportunity to localise provision - but also a managed transition for education providers/ employers. (Warwickshire Employment and Skills Strategy)

Gaps in current provision

- Applied AI skills for nontech sectors: targeted short courses on *using* AI (prompting, workflow redesign, quality/ethics) for sectors like logistics, construction, health and the visitor economy; demand signalled by employers in county roundtables. (Get Warwickshire Working Plan)
- Earlycareer digital routes: given the drop in entrylevel vacancies, there's a gap for more codesigned SWAPs/Bootcamps and T Level industry placements mapped to local demand (e.g., software, data, cyber). (Get Warwickshire Working Plan)

- Progression & management skills: need for leadership/management training aligned with digital transformation and AI adoption to help SMEs move from pilots to scale. (WMW LSIP)
- Inclusive pathways: need to expand supported internships, inclusive apprenticeships and Fair Chance routes so that underrepresented groups can enter/advance in digital roles. (Get Warwickshire Working Plan)

What Warwickshire employers want

- Codesign with education providers on curriculum, microcredentials and labs aligned to real projects; more work experience/industry encounters (teacher encounters, tours, live briefs). (Warwickshire Employment and Skills Strategy)
- Funded, flexible, modular upskilling in digital & AI, scheduled around production cycles; explicit ask for more funded training surfaced in roundtables (Get Warwickshire Working Plan)
- Joinedup brokerage to simplify access to training, placements and funding (e.g. via levy share, Future Skills Fund) (WMW LSIP; Warwickshire Skills Hub)

Developing a Workforce for the Future

Economy & labour market snapshot

- Diverse base; biggest employment shares in Wholesale/Retail (~15%), Professional, Scientific & Technical (~13%), Manufacturing (~9%), Health & Social Work (~9%). (Get Warwickshire Working Plan)
- Sector concentrations: motor vehicles & supply chain, energy transmission/distribution, and logistics are significantly overrepresented vs England so their skills gaps bite harder here. (Get Warwickshire Working Plan)
- Youth entry pressure: 18–24 claimant counts up ~20% (Jun23 → May25); postings requiring 0–1 year experience down ~48%, fewer entrylevel rungs for young people. (Get Warwickshire Working Plan)
- Inactivity & health: c. 52,800 economically inactive residents; ~19,700 say they want a job. Longterm sickness is the largest reason for inactivity. (Get Warwickshire Working Plan)
- 16–17 participation: Warwickshire remains above England with a lower combined NEET/Not Known rate than national comparators (latest LA monitoring). (Children & Young People Overview and Scrutiny Committee)
- Placebased inequalities to keep in view: Gaps in attainment and earnings are widest in North Warwickshire and Nuneaton & Bedworth; rural access frictions also show up in Stratford and North Warwickshire. (Get Warwickshire Working Plan)

The most common skills gaps

Crosscutting/transferable gaps (all sectors):

- Digital baseline & data literacy (now an entry expectation across various roles); growing AI adoption pressures in engineering, logistics and business services. (Warwickshire Employment and Skills Strategy)
- Supervisory/firstline leadership, project management, and quality systems - critical for progression in SMEs. (Warwickshire Employment and Skills Strategy)
- Workreadiness/soft skills (communication, organising, problemsolving) - especially at entry level. (Warwickshire Employment and Skills Strategy)

Sector specifics (Warwickshire priority sectors):

- Automotive & Future Mobility / Advanced Manufacturing: EV & battery, power electronics, mechatronics, robotics, systems integration; shortage of experienced *multiskilled* technicians and test engineers. (Get Warwickshire Working Plan)
- Construction (including green construction): site trades (joinery, brick, civils), retrofit/heatpump skills, site supervision. (Get Warwickshire Working Plan)
- Digital & Games (“Silicon Spa”): software engineering/programming, technical art, DevOps/Cloud, immersive tech; pipeline constraints for highly skilled roles. (Get Warwickshire Working Plan)
- Transport & Logistics: HGV drivers, warehouse team leaders, planners - with *decarbonisation* and telematics/digital routing adding new skill needs. (Get Warwickshire Working Plan)
- Health & Social Care / Medtech: care workforce recruitment & retention, clinical support pathways, and digital care competencies. (Get Warwickshire Working Plan)

Challenges in accessing training

- Entrylevel opportunities are shrinking (fewer “no/low experience” vacancies), so young people struggle to get the *first* rung. (Get Warwickshire Working Plan)
- Rural access (transport times/costs) and digital exclusion hinder adults in north and rural districts. (Get Warwickshire Working Plan)
- SMEs find the market confusing: fragmented offers, variable quality, and limited capacity to navigate funding. (Warwickshire Employment and Skills Strategy)
- Education Provider capacity/industry currency: FE/ITP struggle to recruit tutors with *current* industry skills (e.g., EV, robotics, advanced digital), making codelivery with employers essential. (WMW LSIP)
- Work & health barriers: MSK and mental health are the leading causes of worklessness; support must be colocated with employability. (Get Warwickshire Working Plan)

Gaps in current provision

- Mapped “firststep” pathways (Preemployment → guaranteed interview → inwork support) are inconsistent across districts; need a single county offer aligned to ASF commissioning. (Get Warwickshire Working Plan)
- Progression pathways from Level 2/3 into higher technicals (HTQs) and workbased upskilling (esp. digital, automation, retrofit) are patchy. (Warwickshire Employment and Skills Strategy)
- Inclusive employment routes (supported internships, inclusive apprenticeships) don’t yet match employer demand in priority sectors. (Warwickshire Employment and Skills Strategy)
- Tutor/assessor pipeline in emergent technologies; need structured “skillshare” from industry into classrooms/workshops. (WMW LSIP; Future Skills Programme, Sustainable Warwickshire)

What employers in Warwickshire want

- Make it simple: a *single front door* into skills, with brokerage that translates business need into funded provision. (Get Warwickshire Working Plan)
- Codesign & speed: curricula that change quickly, with employerled projects, live briefs, and flexible modules; more *funded* short courses for existing staff. (Get Warwickshire Working Plan)

- Entry pipelines that work: more highquality work experience, T Level placements, SBWA/Bootcamps with guaranteed interviews; earlier teacher/employer encounters. (Warwickshire Employment and Skills Strategy)
- Retention & wellbeing: practical guidance to manage MSK/mental health, flexible work, and supervisor training to cut churn. (Get Warwickshire Working Plan)
- Help to adopt digital/AI (usecases, bitesize training, vendorneutral support) to lift productivity. (Warwickshire Employment and Skills Strategy)

Governance Structure

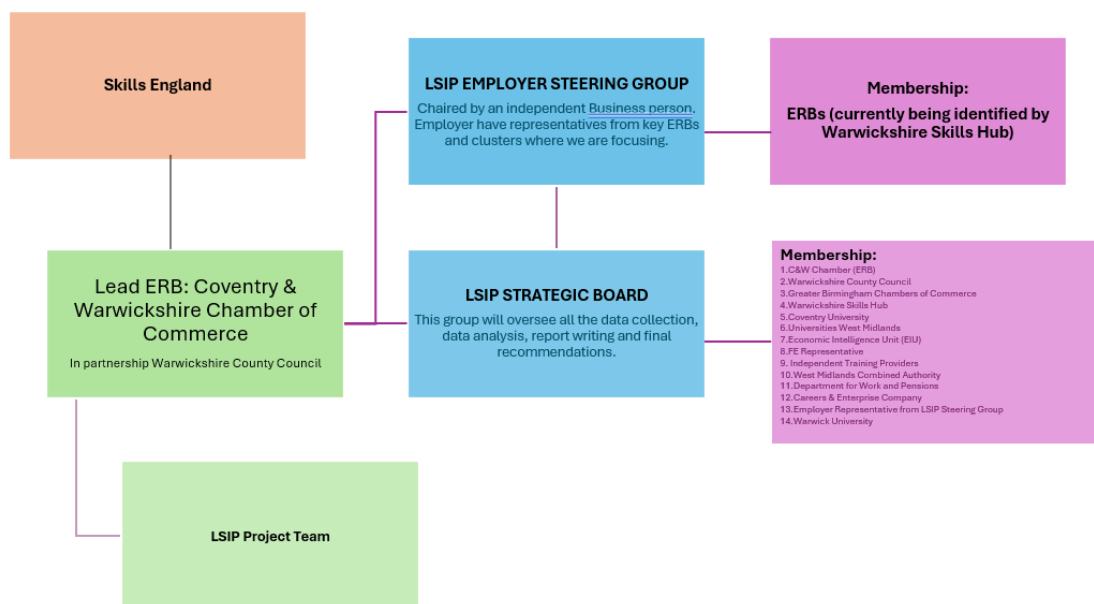
The Warwickshire LSIP governance structure is designed to provide clear employerled strategic oversight and effective operational delivery through collaborative working between employer representatives, delivery partners, Skills England, and county stakeholders. The LSIP Employer Steering Group (currently being identified by Warwickshire Skills Hub) will be established as the principal strategic governance body for the programme, supported by the LSIP Operational Board (already established) which will continue to oversee programme coordination, implementation activity, and delivery management in line with the published Terms of Reference

Further details are available in the following governance documents:

Operational Board Terms of Reference (TOR): [Warwickshire LSIP Operational Board Terms of Reference..pdf](#)

Employer Steering Board Terms of Reference (TOR): [Warwickshire LSIP Employer Steering Group Terms of Reference D.docx](#)

W LSIP - Governance Structure



SKILLS SHAPED BY BUSINESS IN WARWICKSHIRE

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