

**Well Connected.  
Well Skilled.  
Well Positioned.**



**Local Skills  
Improvement Plan**  
Liverpool City Region

**Building the Workforce  
Behind Liverpool City  
Region's Future**

July 2026



**Funded by  
UK Government**

## Introduction

# Liverpool City Region is a place of innovation, enterprise and opportunity.

Across Halton, Knowsley, Liverpool, Sefton, St Helens and Wirral, businesses are driving growth in some of the UK's most exciting and important sectors. From advanced manufacturing and clean energy to health and life sciences, professional services, visitor economy and creative industries, employers are creating jobs, attracting investment and helping shape the future economy.

The City Region is home to world-leading innovation assets, internationally recognised businesses and a growing reputation as a place where ideas become commercial opportunities. Ambitious plans for growth, investment and regeneration are creating new opportunities across every part of the region.

### **But growth depends on people.**

Employers across Liverpool City Region consistently tell us that finding, developing and retaining talent is becoming increasingly challenging. Rapid technological change, growing demand for digital and AI capability, workforce shortages and evolving regulatory requirements are creating new pressures for businesses of all sizes.

The Liverpool City Region Local Skills Improvement Plan brings together the voice of employers to identify the skills priorities that matter most, and the actions needed to build a stronger, more productive and more resilient workforce.

Developed through extensive engagement with businesses across the City Region, this plan focuses on practical, employer-led solutions that help organisations recruit, develop and retain the talent they need to succeed.

**This document summarises what we did, what employers told us, and what, together, we are going to do about it.**

Since September 2025 we have reached out to thousands of employers.



**51,271** Reach via  
electronic communications

**1,618** Active Engagements  
of which...

**635** Deep Dive Interviews

## What employers told us

Skills influence every aspect of business performance. They affect productivity, innovation, customer service, workforce retention, compliance and growth.

The Liverpool City Region has a significant opportunity to strengthen its workforce and support future growth. Achieving this will require employers, providers and partners to work together.



## The biggest workforce challenges

**Employers identified a number of common workforce challenges across sectors:**



## The priorities for action

Employers identified six priorities that will help create a stronger and more responsive skills system.

### Create a stronger employer-led skills system

Employers need **a clearer route to influence skills priorities**, training provision and workforce development activity.

### Make workforce development easier for SMEs

Small and medium-sized businesses need **simpler access** to training, support and workforce development opportunities.

### Build digital and AI capability

Digital and **AI skills** are becoming **essential** across almost every occupation and sector.

### Strengthen compliance, regulation and green skills

Businesses need **support to meet increasing regulatory requirements** and prepare for the transition to a lower-carbon economy.

### Support progression and productivity

Skills solutions should **support existing employees** to develop and progress, not simply focus on new entrants.

### Improve work readiness and inclusion

Employers want recruits who are prepared for the realities of work and can **contribute effectively** from the outset.



# Become an LCR Industry Skills Champion

## Shape the workforce your business needs.

One of the most important opportunities within this plan is becoming an LCR Industry Skills Champion - a business or individual who commits to improving skills in the Liverpool City Region.

Industry Skills Champions help influence workforce development, training priorities and future skills provision across the Liverpool City Region.

Working alongside employers, colleges, universities, training providers and public sector partners, Skills Champions help ensure that the skills system reflects the realities of modern business.

## Why get involved?

- Help shape training provision
- Influence future workforce planning
- Improve recruitment outcomes
- Build stronger talent pipelines
- Share industry expertise
- Support future generations of workers
- Raise your organisation's profile within your sector
- Help strengthen the regional economy

## Most Industry Skills Champions contribute through:

- Industry Skills Partnership meetings
- Being a Board Member
- Curriculum discussions
- Careers events
- Work placements and industry projects
- Apprenticeship support
- Sharing workforce intelligence

## Industry Skills Partnerships

The delivery of the LSIP is supported through employer-led Industry Skills Partnerships.

These partnerships bring together employers, education providers and stakeholders to identify workforce challenges, share intelligence and develop practical solutions.

### Current priority partnerships include:

- Professional and Business Services and Financial Services
- Advanced Manufacturing and Clean Energy
- Construction and the Built Environment
- Health, Life Sciences and Care
- Visitor Economy
- Creative Industries
- AI and Digital Transformation

These groups provide employers with a direct route to influence skills priorities and workforce development activity across the City Region. They will also drive actions and opportunities for collaboration as set out on p6.

## Get Involved

Our region's future success depends on the strength of its workforce. Every employer has the opportunity to influence how that workforce develops. Whether through becoming an Industry Skills Champion, joining a Industry Skills Partnership, offering placements, supporting apprenticeships or sharing workforce insight, employer involvement makes a difference.

### A small commitment with significant impact.

Here are just some of the opportunities and work that you can get involved in:

| Opportunity                                                 | What This Involves                                                                                                                                                                       | How Employers and Providers Will Work Together                                                                                                                                                                                                                                           |
|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Become an LCR Skills Champion</b>                        | Work alongside employers, providers and stakeholders to identify workforce challenges, shape priorities and support local skills development.                                            | Employers share workforce insight and future skills needs, while providers use this intelligence to shape training, curriculum development and learner pathways.                                                                                                                         |
| <b>Join an Industry Skills Partnership</b>                  | Participate in sector-based groups that bring together employers, providers and partners to identify priorities and develop solutions.                                                   | Employers and providers work together to identify skills priorities, address workforce challenges and develop practical solutions that respond to sector demand.                                                                                                                         |
| <b>AI Capability Framework for Liverpool City Region</b>    | Create a shared framework that embeds AI literacy, ethical AI use and practical application of digital and automation technologies across education, training and workforce development. | Employers will help identify the AI skills needed in the workplace, while providers will embed these capabilities into learning programmes. Together, they will ensure learners and employees develop the practical skills needed to adopt AI confidently, responsibly and productively. |
| <b>SME AI Adoption and Workforce Productivity Programme</b> | Help SMEs understand their AI and digital needs through diagnostic tools, tailored support and flexible training.                                                                        | Employers identify business challenges and workforce needs, while providers deliver practical AI and digital skills training. Together they support technology adoption, productivity improvement and workforce development across the City Region.                                      |
| <b>Industry Associates Network</b>                          | Create a network of industry professionals who can support colleges and training providers through mentoring, curriculum input, guest lectures and teaching support.                     | Employers encourage experienced staff to share their expertise, while providers recruit, train and support Industry Associates. Together they help bring current industry knowledge into learning environments and strengthen specialist teaching capacity.                              |
| <b>Literacy Skills Badge Programme</b>                      | Pilot a literacy skills badge focused on writing, speaking and listening to help learners and young people develop the communication skills employers value most.                        | Providers will embed literacy development within vocational and employability programmes, while employers help define workplace expectations and support delivery. Together they will improve job readiness, strengthen transitions into employment and reduce early attrition.          |

## Lead the Way in Your Sector:

Follow this link to get involved.

Join an Industry Skills Partnership, become a Skills Champion or just find out a bit more about how we are working together to improve skills'.



Scan the QR Code or email us  
[Isip@liverpoolchamber.org.uk](mailto:Isip@liverpoolchamber.org.uk)

**Contact**

**[lsip@liverpoolchamber.org.uk](mailto:lsip@liverpoolchamber.org.uk)**  
**to find out more**



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