

## Sussex LSIF Project:

# Integrating Bodyswaps Technology to Support Sussex LSIF Priorities.

April 2024



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## Introduction

In the evolving landscape of education and workforce development, the LSIF Bodyswaps project emerges as a pioneering initiative, utilising virtual reality (VR) and artificial intelligence (AI) to enhance soft skills training. This report highlights the benefits of Bodyswaps and demonstrates how it directly aligns with the key priorities within the Local Skills Improvement Plan (LSIP), preparing individuals for the modern job market through innovative, immersive learning experiences.

## **Bodyswaps' solution for soft skills training.**

Soft skills are increasingly in demand but they can be difficult to learn and master. Our Bodyswaps training platform offers immersive experiences that can help learners develop vital skills like how to communicate, collaborate, and lead.

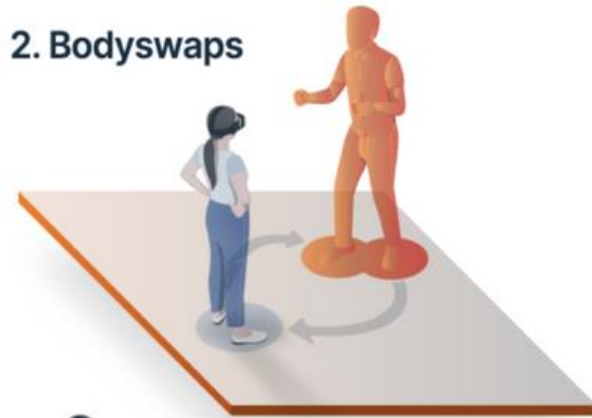




### 1. Practice



### 2. Bodyswaps



### 3. Get Feedback



#### Practise

Practise your skills, in your own words, using your voice and body language.



#### Bodyswaps

Swap bodies and watch yourself back from another perspective, learning from your mistakes and honing your soft skills.



#### Feedback

Access behavioural analysis and get personalised tips to improve on how you interact with others.

## Deploy easily

With Bodyswaps Go, you can **configure your account** and **manage your content and learners** from a single place.

The platform is suitable for **learners of all abilities**. With VR, PC, mobile and desktop streaming options available, you can reach your learners wherever they are. This makes Bodyswaps ideal for use in **schools, universities** and **workplaces**.



# BODYSWAPS

## 2. Bodyswaps



### Bodyswaps Delivery

BodySwaps is being introduced across seven College Groups and is also being utilised within local businesses and Department for Work and Pensions (DWP) programmes, including the Sector-based Work Academy Programmes (SWAP) and courses funded by the Adult Education Budget (AEB).



### Roll Out

Each college site or sixth form can access around 200 licenses for bodyswaps. And has access to Georgina Mcleod Bodyswaps training Champion and Direct Support and Training from Bodyswaps.

### Software / Hardware

Each College / Sixth form to receive the following to deliver bodyswaps:

- Access to the Bodyswaps Training Travel Kit
- Sound Cancelling Headphones



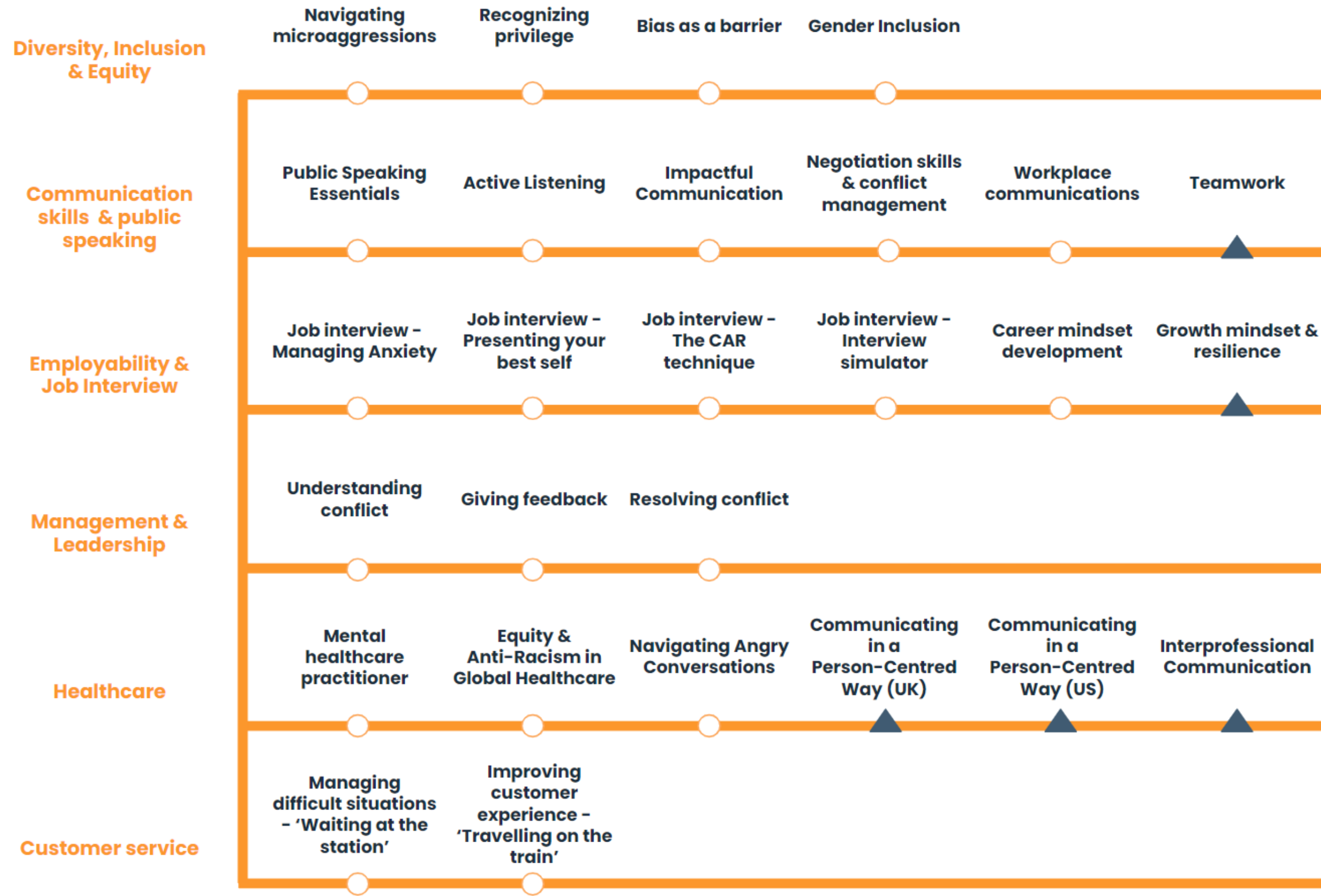
### Project Delivery Timeline

January 2024– March 2025

Feedback

# Off-the-shelf Library

25+ modules to transform behavior, for good.



○ Available  
▲ In development

**Content Partners**








# EXPLORING THE IMPACT OF IMPLEMENTING BODYSWAPS ON SUPPORTING THE LSIP INITIATIVE

The implementation of BodySwaps software under the guidance of the Local Skills Improvement Fund (LSIF) represents a strategic initiative to enhance employability skills across Sussex.

This endeavour is in direct alignment with the recommendations set forth by the

- [Local Skills Improvement Plan \(LSIP\)](#), which advocates for a unified approach to employability skills development within the region
- [In addition to Priority 2](#): Ensure a joined-up approach to meeting the skills needs in Sussex as identified by local businesses, specifically A focus on employability/transferable skills throughout further and higher education.

## Priority 2: Ensure a joined-up approach to meeting the skills needs in Sussex as identified by local businesses

Collaborate and consult	Tailor to business needs
<ul style="list-style-type: none"><li>◆ Regular engagement and conversation with businesses across Sussex</li><li>◆ Business and education working together to innovate, co-design and co-deliver training across Sussex</li><li>◆ Partnership working between the Further and Higher Education providers in Sussex with a particular focus on progression pathways</li></ul>	<ul style="list-style-type: none"><li>◆ Access to specialist training and practical training facilities in Sussex or elsewhere through partnership arrangements</li><li>◆ Local, affordable, modular and up to date provision</li><li>◆ A focus on employability/transferable skills throughout further and higher education</li><li>◆ An accelerated accreditation process</li><li>◆ Clear and accessible information on the skills offer and initiatives in Sussex</li></ul>



# Future Skills Sussex "Offer" Action plan

The Bodyswaps program enhances the Future Skills Sussex initiative by developing a county-wide strategy for imparting employability skills.

Bodyswaps allows educational providers to record the employability skills participants acquire through its modules and certification, facilitating targeted development in areas where learners have gaps.

Furthermore, Bodyswaps can be used in conjunction with psychometric testing included in the Skills App, which is being developed as part of the LSIF project.

This integration enables learners to pinpoint their skill gaps using the i3 Software, which in turn helps tailor their Bodyswaps training for optimal growth.

Recommended Actions	Likely Activities	Timescales (yearly by academic year: 2023/24; 2024/25; 2025/26)	Outcomes
Develop a <b>Sussex-wide approach to delivering 'employability' skills</b> to address the gaps identified through data, surveys and deep dives	<ul style="list-style-type: none"> <li>Audit of employability skills frameworks and psychometric tests used across Sussex.</li> <li>Comprehensive list of employability skills required by Sussex employers: post-18 and adults.</li> <li>Implementation of systems to capture employability skills achieved, and development of programmes/modules/content to deliver those missing.</li> <li>Impact evaluation and review of employability skills provision.</li> </ul>	<ul style="list-style-type: none"> <li>2023/24</li> <li>2023/24</li> <li>2023/24 – 2024/25</li> <li>2024/25</li> </ul>	<ul style="list-style-type: none"> <li>Employers are able to access the employability skills they need.</li> <li>There is a common understanding across Sussex (employers, colleges, universities, DWP), of which employability skills are required by employers at different levels and by key sector.</li> <li>Learners (young people and adults) understand the employability they have; how articulate these in a way that employers understand; and how to access programmes/</li> <li>Content/activity to develop the gaps in their employability skills.</li> </ul>

*Develop a Sussex-wide approach to delivering 'employability' skills*

# Insights from LSIP Deep Dives: Health and Care



“All employers reflected that they would consider recruiting less qualified people if they could demonstrate good transferable skills.”

Source - LSIP Report May 2023

## 1 HEALTH AND CARE DEEP DIVE FINDINGS:

- Evidence from LSIP report: Employers in the Health and Care sector are open to hiring less qualified individuals who exhibit strong transferable skills.

## 2 IMPLEMENTATION OF BODYSWAPS IN HEALTH AND CARE

- BodySwaps integrated into curriculum areas related to Health and Care at colleges and sixth form providers.
- Focus on developing skills like communication and empathy, crucial for the healthcare environment.

## 3 EXPECTED IMPACT:

- Alignment with employer needs and expectations.
- Enhanced employability of students through practical skill application in virtual scenarios.



# Insights from LSIP Deep Dives: Construction

The LSIP Construction deep dive recommends enhancing employability and soft skills in 16-18 trade course provision through a focused approach. In alignment, the LSIF project plans to incorporate bodyswaps into trade T-Levels, apprenticeships, and other trade related courses

Source - LSIP Report May 2023



## 1 CONSTRUCTION DEEP DIVE RECOMMENDATIONS:

- The LSIP Construction deep dive highlights the need for enhanced employability and soft skills among 16-18 year olds in trade courses.
- The LSIF project plans on incorporating soft skills training using Bodyswaps into trade T-Levels and apprenticeships.

## 2 IMPLEMENTATION OF BODYSWAPS IN CONSTRUCTION

- Implementation of targeted training modules in key areas such as communication, active listening, and the CAR technique.
- Preparing learners to meet the technical and interpersonal demands of modern construction roles.

## 3 EXPECTED IMPACT:

- Equipping learners with a well-rounded skill set, making them more attractive to potential employers in the trade sector.



# Case Studies

The upcoming slides showcase a curated collection of case studies that demonstrate bodyswaps in action, as part of the LSIF initiative. Please note that this is not a comprehensive list, and each participating college and sixth form has numerous additional examples of practices either underway or planned within the LSIF project.



# BEXHILL SIXTH FORM COLLEGE CASE STUDY

## OVERVIEW

Bexhill have software to develop Career-Related Learning at the College. The software uses immersive simulations and Artificial Intelligence to develop soft skills, such as being able to communicate effectively, work well as part of a team, and solve problems creatively. Students can either use a VR headset, mobile, or a desktop app to practice their skills in interviews, presentations, or other scenarios. They can then ‘bodyswap’ to watch themselves back from another perspective, enabling them to learn from their mistakes and hone their soft skills, and importantly, receive results by accessing behavioural analysis and getting personalised feedback on how to interact with others.

*“ A recent **Oftsed** inspection carried out on the 23rd January 2024 in which Bexhill achieved a rating of outstanding **highlighted the college using virtual reality to meet emerging skills needs.**”*





# BHASVIC SIXTH FORM COLLEGE

## OVERVIEW

BHASVIC Sixth Form College is currently organising a CPD session scheduled for May 2024. This session will feature members from the Chamber of Commerce and local employers participating in a Bodyswaps CPD workshop. The workshop will be led by Bodyswaps Champion Georgina McLeod, alongside the bodyswaps team.

The workshop aims to provide attendees with a practical, hands-on experience on utilising Bodyswaps. It will focus on integrating this technology into various curriculum areas and includes training on identifying non-inclusive behaviour, practicing providing feedback, responding to job interview questions, and delivering public presentations.





# CHICHESTER COLLEGE GROUP CASE STUDY

## OVERVIEW

CPD training to support staff has been conducted at several campuses within the Chichester College Group. Georgina McLeod, the Bodyswaps champion for FE Sussex, is actively assisting staff in integrating Bodyswaps into key curriculum areas that align with the LSIP's key sector priorities, including Health and Care, Hospitality, and Construction.

The team at Chichester College Group are planning to develop designated areas within the library for learners to participate in body-swap sessions that include modules on "navigating difficult conversations" and "anti-racism."





# THE COLLEGE OF RICHARD COLLYER

## DETAILS

At The College of Richard Collyers, a new series of professional development sessions for support staff has been scheduled, with the collaboration of Georgina McLeod from FE Sussex, who specialises in Bodyswaps programs. This initiative focuses on integrating Bodyswaps technology into key curriculum segments, aligning with the LSIP's primary sector priorities including Health and Care, Hospitality, and Digital. The utilisation of this technology is aimed at boosting student competencies in crucial skills such as interview techniques, collaborative teamwork, and effective communication.





# EAST SUSSEX COLLEGE GROUP CASE STUDY

## DETAILS

A recent event held at the East Sussex College Group Green Hub highlighted the versatility of Bodyswaps software. This showcase and demonstration engaged 50 participants, including learners, college staff, governors, and local employers. Participants had the opportunity to utilise VR headsets to access Bodyswaps, engaging in various modules and taking part in a dedicated session to learn how to effectively use the platform.

## FEEDBACK

During the showcase, participants provided valuable feedback, with one expressing,

"I think Bodyswaps is excellent for building up confidence and allowing users a safe opportunity to explore difficult experiences. As a very anxious person, the experience was very accessible for me."

Another participant added,

"I liked how interactive the experience was. It really helped to put me in the mindset of that situation."





## DETAILS

CPD training for support staff is planned for Plumpton College. Georgina McLeod, who leads Bodyswaps initiatives for FE Sussex, is helping staff incorporate the Bodyswaps software into crucial parts of the curriculum. These areas correspond with the LSIP's main sector priorities such as Health and Care, Hospitality, and Digital. This technology aims to enhance students' abilities in areas like interview tactics, teamwork, and communication skills.

This training will complement courses like Animal Care that focus on personal development skills such as teamwork and communication. Additionally, it will help prepare students needing work experience by developing their interview skills and enhancing their abilities in the workplace.





# VARNDEAN SIXTH FORM COLLEGE

## OVERVIEW

CPD training to support staff has been conducted at Varndean Sixth Form. Georgina McLeod, the Bodyswaps champion for FE Sussex, is actively assisting staff in integrating Bodyswaps into key curriculum areas that align with the LSIP's key sector priorities, including Health and Care, Hospitality, and Digital. The software will support students in developing interview techniques, teamwork, and communication skills

