

DORSET LOCAL ENTERPRISE PARTNERSHIP BOARD MEETING
23 MAY 2023 AT 1.30 PM to 4.00 PM
VIRTUAL MEETING
AGENDA

Time	Item	Subject/Title	Presenter
1.30	1.	Apologies and declarations of interest	Cecilia Buffon
1.35	2.	Updates – - Chair (verbal) - Board members updates (verbal)	Cecilia Buffon all
2.15		- Directors update	VN
	3.	Policy	
2.35	3.1	LMI data and what it means for Dorset – presentation and discussion	Luke Rake
	4.	CIC Business	
2.50	4.1	Skills Update	Luke Rake
3.05	4.2	Programmes monitoring report	
3.20	4.3	Business update	
3.30	5.	Minutes from the Last Meeting	
		Approve Minutes and actions from November Board Meeting and matters arising	Cecilia Buffon
3.40	6.	Any Other Business	

Note: Date of Next Meeting – 27 July 2023 at 10.00 am

DORSET LEP BOARD MEETING COVER SHEET

Meeting Date	23 May 2023	Item Number	2
Security Level:	Confidential <input type="checkbox"/>	Commercially Sensitive <input type="checkbox"/>	Unclassified <input checked="" type="checkbox"/>
Paper Title	Executive Director report		
Recommendation	For noting		
Papers are provided for:	Decision <input type="checkbox"/>	Discussion <input type="checkbox"/>	Information <input checked="" type="checkbox"/>

1. PURPOSE

To inform the board of areas of potential interest not covered in other papers.

2. SUMMARY/BACKGROUND

DLUHC extended their deadline for their information gathering until 19th March given the complexities of some LEPs and the plethora of bank holidays. The questionnaire was circulated to board members for information. LEPs around the country are different across so many variables that while it is pretty certain the treasury will not fund LEPs from next year, other policy statements need to be carefully worded if they are to be "fair". At the March Dorset LEP board meeting, the board reaffirmed commitments to the operational plan that runs to 2025 and to strengthen our multisectoral partnership. We are in a strong position compared to most that our board sees the importance of partnership and continued delivery over this period.

BEIS kindly wrote to us to tell us the outcome of our performance review for 2022/23. Objectives for Governance, Delivery and Strategic Impact and Integration were all "met". It was noted that in terms of governance there was an exemption in place regarding the requirement for gender balance on the board. This was in recognition that LEPs around the country have found the change in focus away from channelling capital funds, combined with multiple reviews and reduced funding has made board recruitment and retention difficult in places. It has been confirmed also that our £250,000 funding for 2023/24 is "unconditional".

Growth hub/Gateway funding for 2024/25 has been confirmed at £260,000. Shelley Collins-Trevett will lead delivery of a continued programme of business support activity to complement the provision of the two councils.

CEC contract for the Careers Hub academic year 2023/24 is to be agreed and signed by 31st May.

Net-Zero hub – The executive Director has regular meetings with the South West Net Zero hub and sits on a steering group. The hub team expressed disappointment that Dorset Council and BCP did not put forward bids for a grant for a Local Energy Advice Demonstrator. Grants of up to £750k were given to other South West areas for new advice-giving projects targeted towards hard to reach people or difficult to treat buildings. However, the Net Zero hub expressed this disappointment after the deadline and so there

was no opportunity to explore whether there was a joined up approach or help with bid writing that might have made a difference in the willingness/capacity to submit a bid, or whether there was not a ready project that met the specific criteria. Other funding streams for which Dorset businesses, LAs and education providers will be eligible are coming online in June. For example, the Local Industrial Decarbonisation Plans Competition (LIDP) is one that we may want to consider jointly.

Local and regional intelligence: The Executive Director has been asked to lead on economic intelligence for GSW. This dovetails with work with our Dorset intelligence function and recent meetings organised by the ONS regional statistics team. In the first instance a Dorset-wide, and a GSW wide meeting of intelligence practitioners will inform an information and gap analysis exercise for Dorset and the GSW that in turn will inform the asks of ONS. By avoiding duplication and pooling what we have, we can hone the focus of any commissioned work we may seek and ensure its scope covers all our needs.

Call for evidence - Environmental Audit Committee has called for evidence regarding the barriers to efficient and effective capacity allocation of the grid. The Executive Director will co-ordinate a Dorset LEP response. Board members are encouraged to feed in and for their organisations to respond. <https://committees.parliament.uk/call-for-evidence/3121/>

3. RECOMMENDATION

For noting

Dorset Labour Market Insights

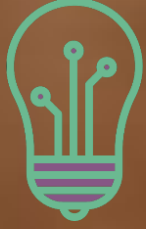
Q1 2023

At a national level the labour market has begun to show signs of softening with vacancy levels starting to fall, although still at historically high levels and many businesses continuously struggling to recruit.

The local picture appears to differ, with worker demand levels continuing to climb to new records and the market showing signs of near full employment, indicating a challenging situation for employers across the county with long-term sickness worsening.

Pressure remains on household incomes as inflation remains persistently high, particularly for food prices and worker mobility may be affected by an unprecedented squeeze on the rental market. It is difficult for employers to respond to these calls.

The economy



Latest ONS Quarterly Economic figures illustrate the UK economy is not growing but not shrinking. Economy avoids recession but stays mostly flat.

Economic growth as measured by GDP remained static, and inflation stayed stubbornly in double digits (10.1%) for the seventh month in a row.

In February 2023:

- **Services fell** by 0.1% after growing by 0.7% in January.
- **Production fell** by 0.2% following a fall of 0.5% in January.
- **Construction** grew by 2.4% after falling by 1.7% in January.

There are indications that wide-spread industrial action has impacted economic performance.



In its recent World Economic Outlook, the International Monetary Fund (IMF) reported the lack of growth leaves the UK behind other major economies. IMF forecasts that the UK would have the lowest GDP growth (-0.3%) in the G7 in 2023 (Germany is the only other G7 member whose economy is forecast to shrink) and this is projected to continue in 2024 when UK's growth is projected to be the second lowest in G7(+1.0%, ahead of Italy with +0.8%).



The S&P Global's flash estimates showed positive signs of accelerated business activity growth above forecasters' expectations in the Service sector and **Consumer Confidence also rose, as measured by the GfK Consumer Confidence Index**

The labour market (UK)



In their [latest Report on Jobs](#), the Recruitment and Employment Confederation (REC) noted that economic uncertainty has resulted in a marginal fall in permanent staff placements across the UK, whilst the growth in temporary job appointments rose to a six-month high.

For the first time in over two years recruiters also reported improved candidate availability – a possible sign of easing in the labour market tightness to be monitored over the coming months.

[The Bank of England](#) reported **employment intentions remained stable as activity held up a little better than expected.** Firms expected to *maintain headcount* over the coming year.

Few firms planned to cut jobs, and most said that if demand fell, they would reduce hours or allow headcount to fall through attrition (natural process of people leaving jobs), rather than make redundancies.

A sizable number of businesses planned to *expand workforce*, either due to *higher demand* (for example in professional services, IT and in some parts of manufacturing) or to address *labour shortages* (in hospitality, travel and tourism). **Recruitment difficulties eased but remained above normal.**



The labour market – UK vacancies & jobs

Vacancies



Jobs*



Nationally, ONS reports an estimated 4% fall in the number of vacancies in the first quarter of 2023 on the last quarter of 2022**. Where businesses were holding back on recruitment they cite economic pressures as a key factor.

Company size plays a role with the largest contraction (7.6%) in advertised vacancies seen among smaller businesses (employing up to 9 people).

The number of employee jobs on the other hand continued to rise, reaching a 3% increase on the year (data available to the end of 2022).

Much of the increase is attributed to people taking on jobs driven by financial squeeze. Food prices have soared (19,1%↑) and rents are going through the roof. The average rent has risen by 4.7% across the UK and reached 39% of the average income in Dorset. This compares to a quarter of the earnings in areas in the North ([link](#)).

[ONS Vacancies and jobs in the UK, April 2023](#)

*The number of jobs is not the same as the number of people in employment - a person can have more than one job.

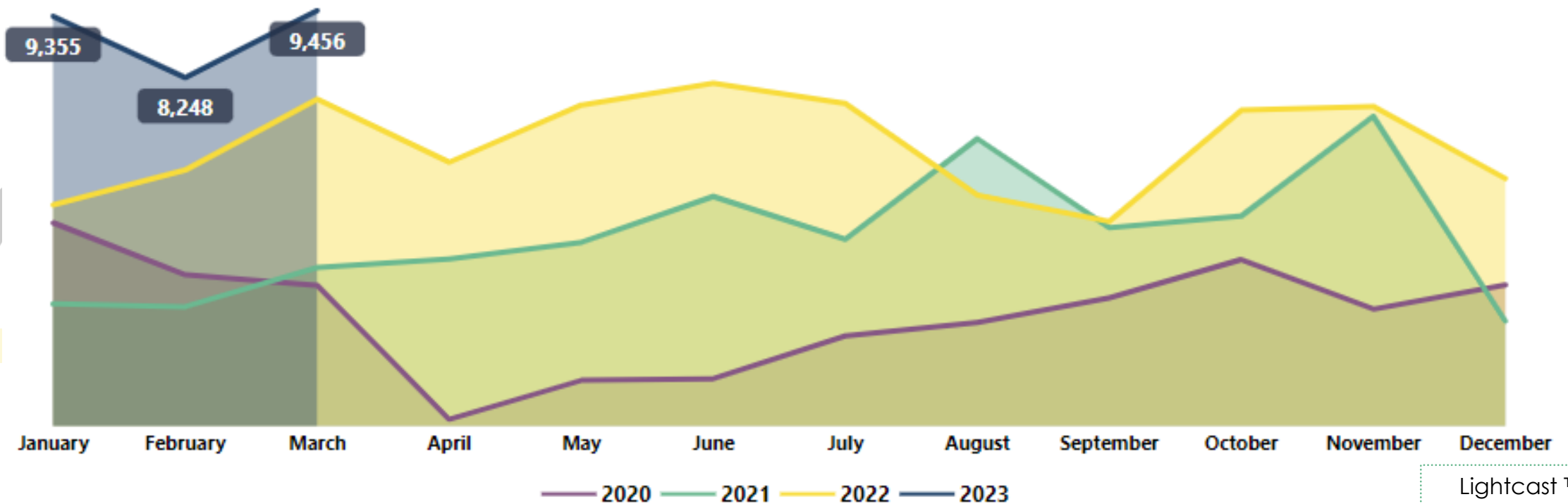
**Note. There is some variability in the data across sources - some showing a small increase.

A strong start for vacancies in Dorset



Counter to the national picture of softening demand, the year started strongly in terms of the scale of vacancies advertised in Dorset. There were on average 9,000 vacancies per month over the first quarter of 2023, which compared favourably to the same period in the previous three years (20, 21 and 22) and illustrates robust demand for workers across Dorset.

Monthly Vacancies (2020, 2021, 2022, 2023)



A new record in quarterly demand

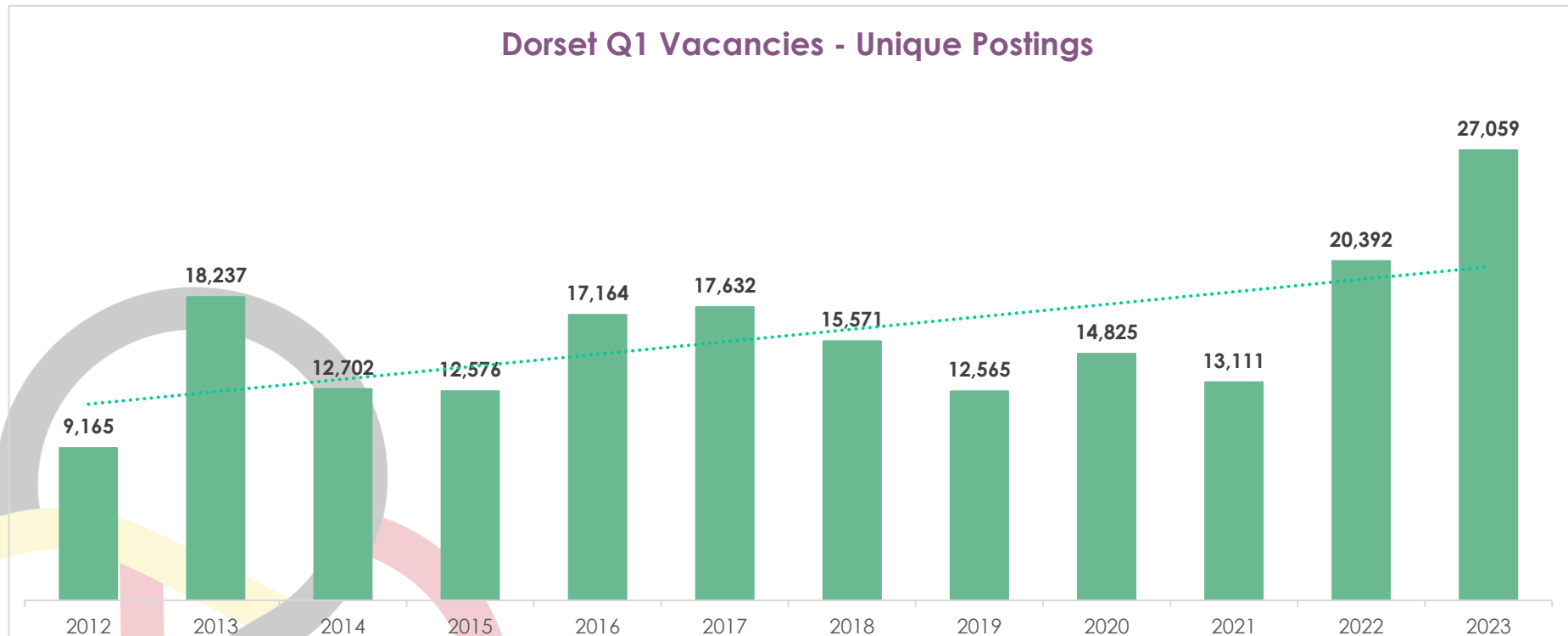


The aggregate vacancies advertised through the first 3 months of 2023 in Dorset hit a new record. This was one-third higher than the same period in 2022 and compared to a 1% fall seen across the UK. When comparing the two local council areas, vacancy growth was even more pronounced in Dorset where they grew by 38% vs 30% increase in BCP.

**Vacancies
Jan - Mar**

**Total Vacancies
Dorset County
27,059**

Dorset Q1 Vacancies - Unique Postings



**2023 v 2022
(Dorset)**

↑ 33%

(UK)

↓ -1%

A new record in quarterly demand



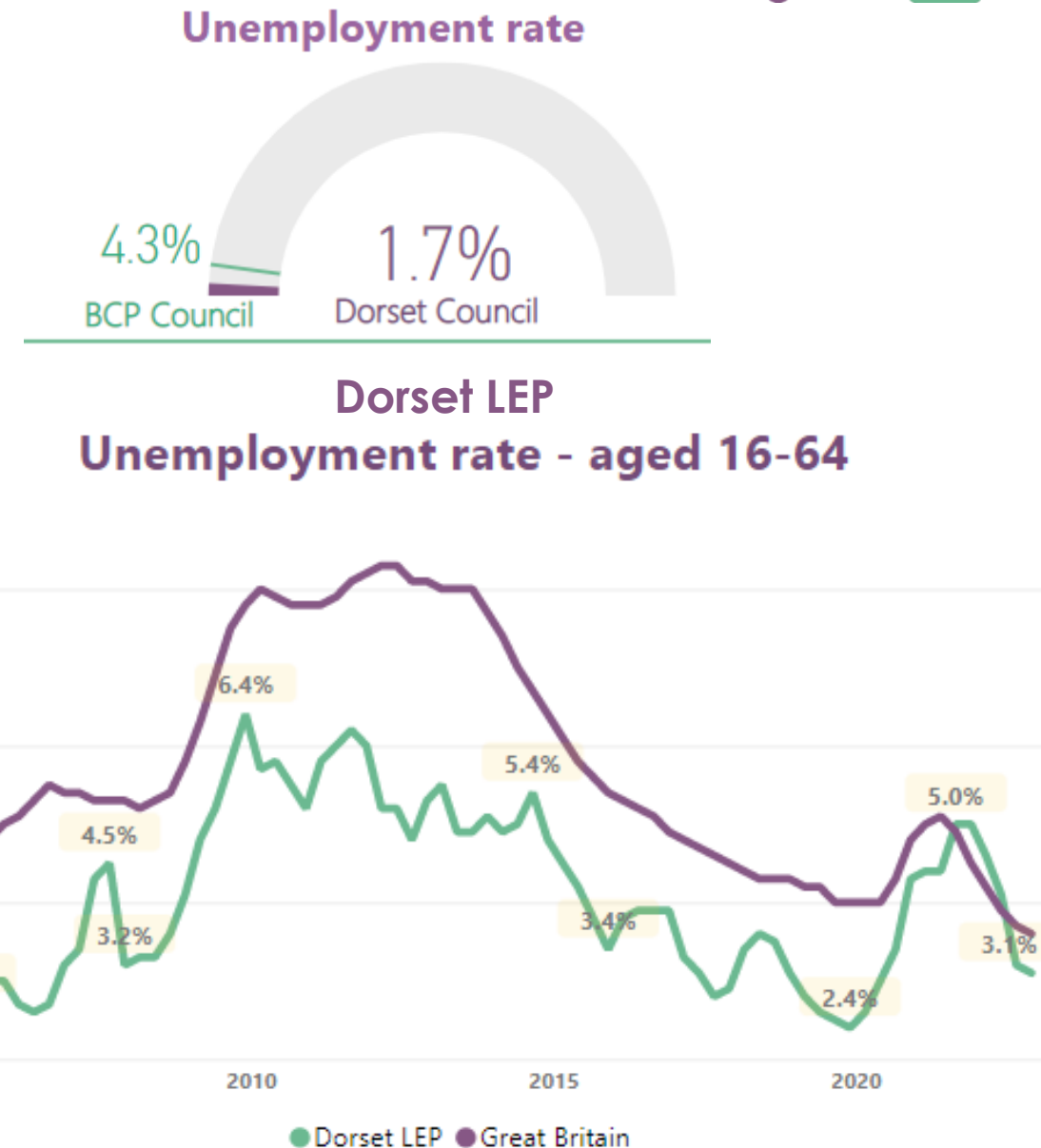
Unemployment rates in Dorset (LEP) have declined continuously since the last quarter of 2021 when they reached 5% and briefly overtook national rates for the first time on record.

The latest quarterly data indicates that only 3.1% of working age people in Dorset (LEP) were unemployed and looking for a job. Moreover, this figure hit a historic low in Dorset Council dropping to an estimated 1.7%.

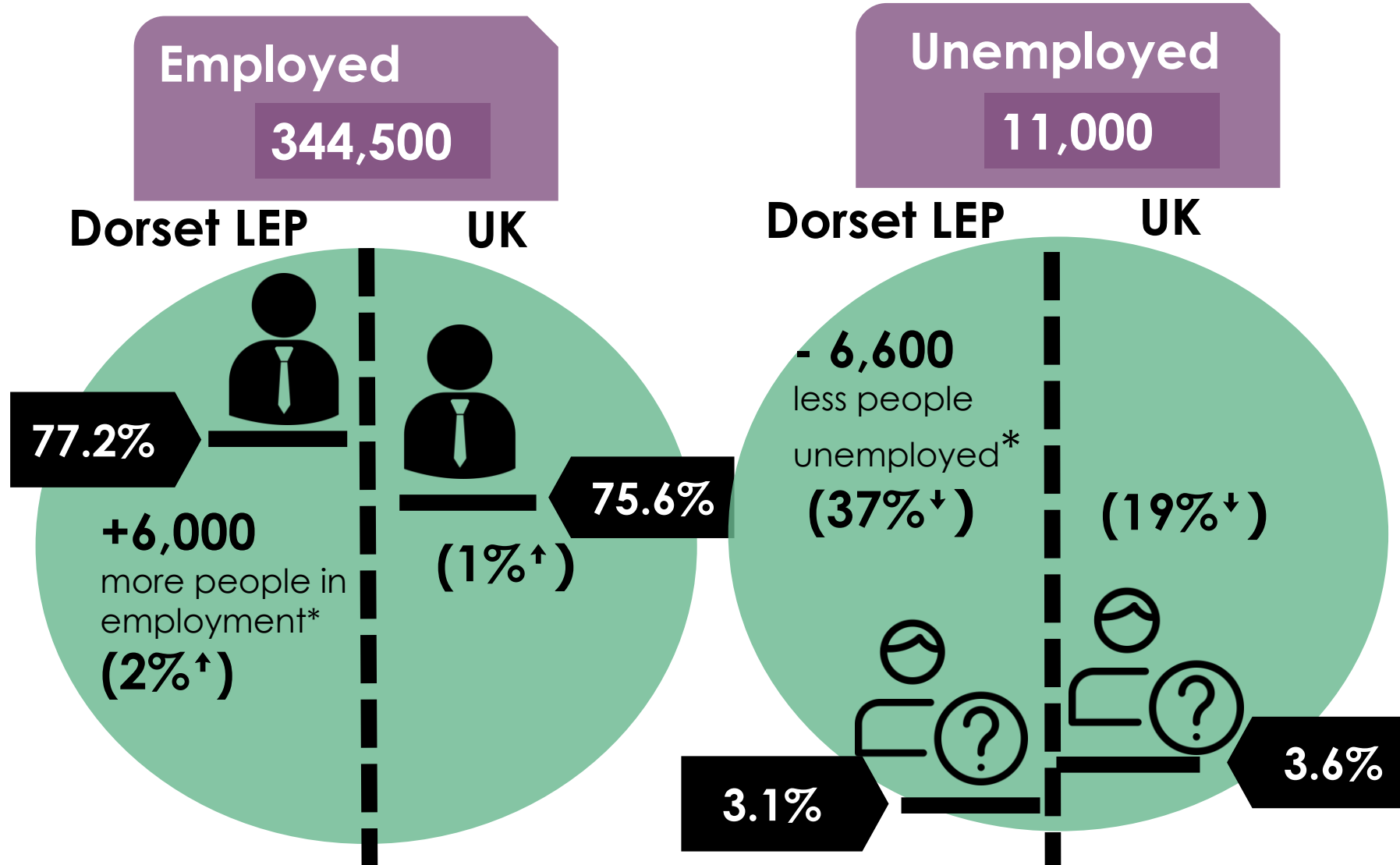
Taken with the increase seen in vacancies, these figures paint a picture of full employment in Dorset Council and with employment rates rising more than nationally, indicate a challenging market for employers across the county.

ONS Annual Population Survey

(see [Vacancies and Opportunities](#) dashboard)



(Un)Employment



Both employment and unemployment rates in Dorset remain more favourable than the national figures.

There were 6,000 more people employed in Dorset (LEP) in the end of 2022 which marked a 2% increase from a year before, compared to a 1% increase in the numbers employed nationally.

The decline in the numbers unemployed in Dorset is even more impressive which fell by 37% compared to a 19% decline in the UK.

* Figures refer to the period Jan 2022-Dec 2022 in comparison to Jan 2021-Dec 2021 - ONS Annual Population Survey 2023

Chart of the quarter – changing Inactivity patterns

- Although employment rate has increased, it is still below pre-pandemic rates and the emerging economic inactivity patterns offer part of the explanation.
- Dorset's 77% employment rate in December 2022 was 2 percent points lower than in March 2020 and economic inactivity - circa 3 pp higher (and 3.5 pp in BCP). This represents a fifth of those aged 16-64 in BCP and close to a quarter of Dorset Council's workforce.
- Economic inactivity patterns mask **large rises in those out of work due to long-term ill health**, which according to IPPR research, costs the UK economy 43bn a year.
- The Institute for Employment Studies reports that UK is now the only major economy where this is the case saying disadvantaged groups (long term sick, NEET young people and women) are struggling to enter the workforce, which in turn is holding back growth.



Economic Inactivity Dorset LEP

90,500 / 21.5%

UK 8.7m / 21.6%

20.1%
BCP Council

23.1%
Dorset Council

Claimants

With some lag in employment figures, claimant counts over the first quarter of 2023 show some increase in the number of people on out-of-work benefits, particularly amongst young people, where unemployed remains higher than the whole workforce.

Out-of-work benefits



Claimants as a proportion (%) of residents aged 16-64

2.9%

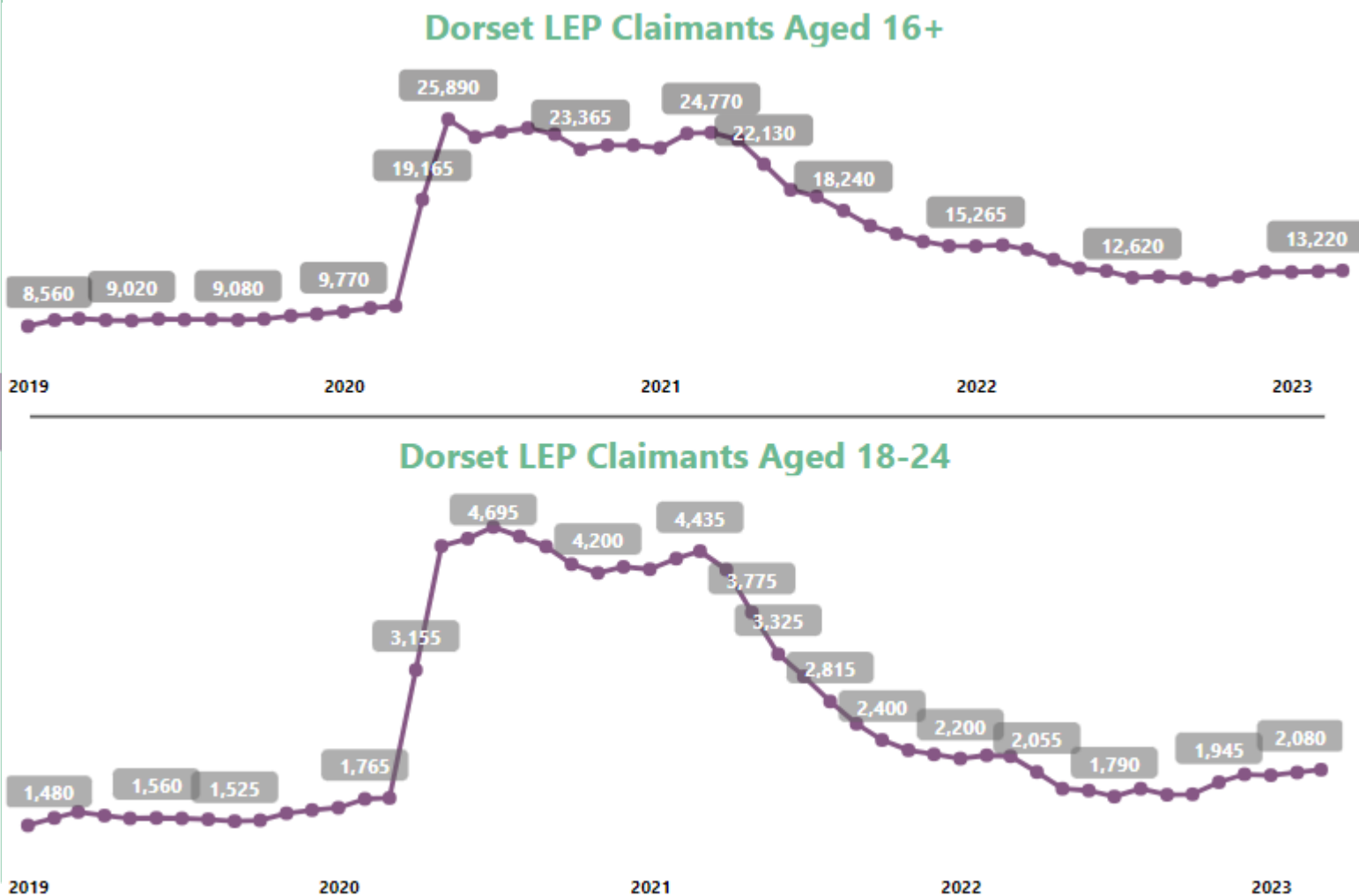
Youth unemployment



Claimants as a proportion (%) of residents aged 18-24

3.5%

Source: ONS, Claimant counts



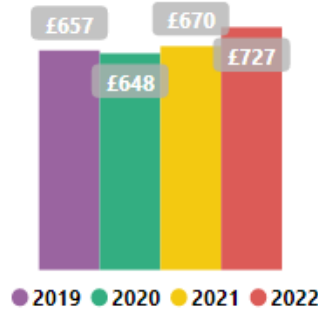
Salaries

With a focus on the cost-of-living crisis and the squeeze on incomes due to persistently high inflation it is interesting to understand trends in salaries/wages being offered through advertised vacancies (noting this is a proportion of total jobs). The data suggests that advertised wages have not increased markedly locally – with offered salaries increasing marginally, or remaining flat. However, other evidence suggests that existing employees have seen wages increase – at least in nominal terms.

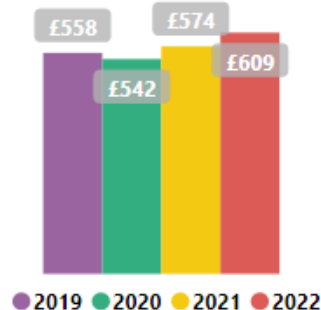
Full-time Workers Pay*

Area

Gross Weekly Pay (Mean (Average))*

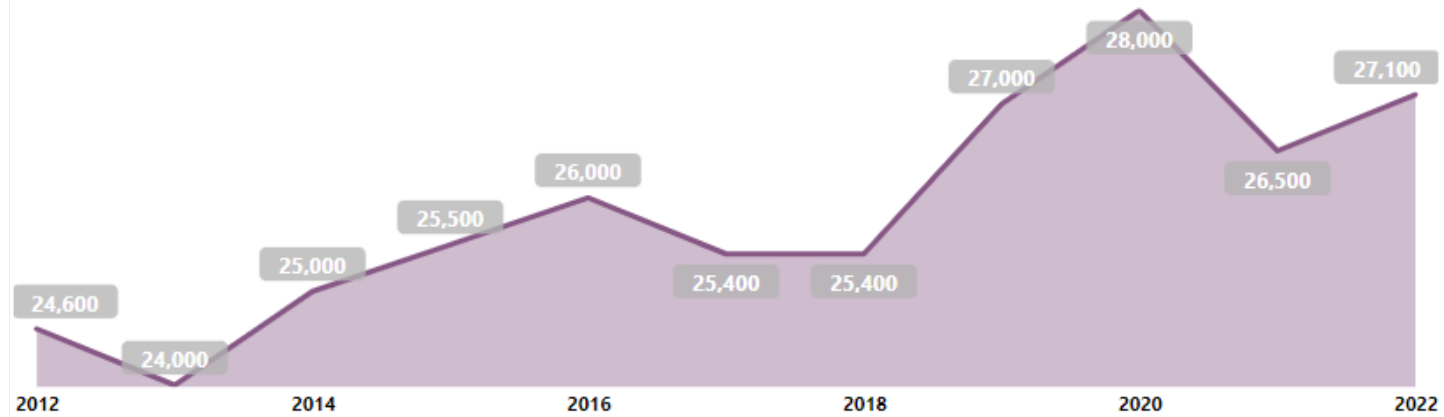


Gross Weekly Pay (Median)*

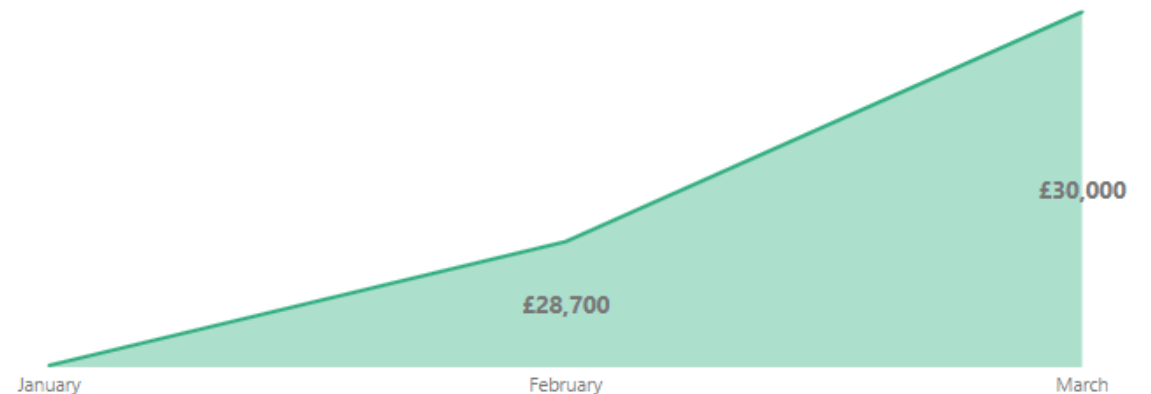


Advertised Salaries**

Dorset LEP Advertised Salary Mean- Annual



Dorset LEP Median by Month



Policy impact

[The latest in the Resolutions Foundation's Low Pay Britain series](#) notes that raising the wage floor – through the introduction of the National Living Wage in 2016 – has had a transformative impact on the pay of the lowest earners.

It has hugely reduced pay inequality.

The proportion of employees in 'low' hourly pay fell to 9% in 2022 - more than halved from 21% in 2015.

It has also reshaped the distribution of pay growth.

In the 1980s and 1990s, the highest earners saw the fastest pay growth and the lowest earners the slowest; this pattern has been reversed in the minimum wage era.



REPORT

Dorset recruitment trends:

Top employers



As is consistently the case, the NHS is by far the largest source of labour demand in Dorset – over 5 times as many as the second largest employer – BCP Council (excluding recruitment agencies). The NHS and the care sector continues to face significant skills shortages and recruitment difficulties. Demand has also been high at local Councils, JP Morgan, Holt Engineering, Ultra Group and residential care firms. The table also reflects that much recruitment still flows through recruitment agencies.

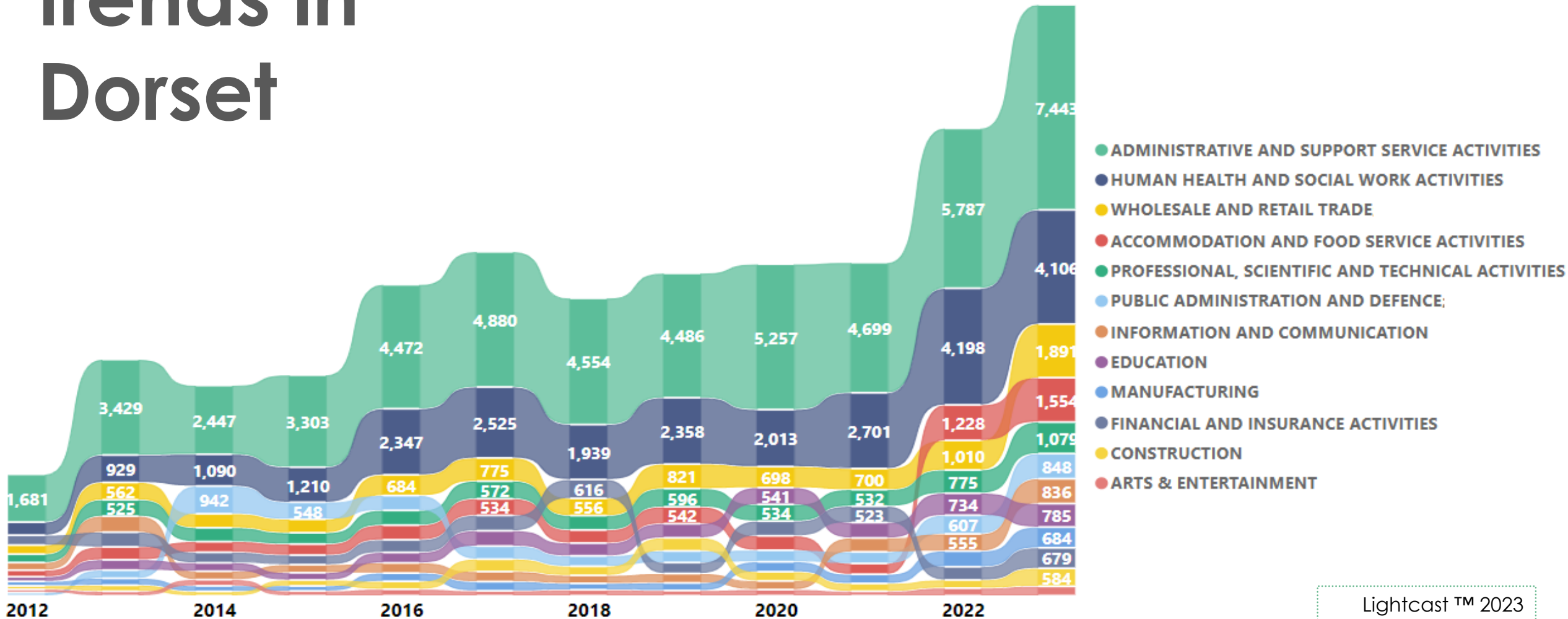
There has remained some strong demand by manufacturers and engineering companies, as well as those in the hospitality industry.

Top Employers	# Unique Job Postings
NHS	1,750
Rubicon Recruitment	381
BCP Council	314
Bond Williams	314
Dorset Council	300
JPMorgan Chase	237
Bourne Leisure	228
Hays	208
Newcross Healthcare Solutions	182
Randstad	159
Holt Engineering	157
Reed	150
Rise Technical Recruitment Ltd	146
Ultra Group Company Limited	142
Prospero Teaching	128
Adecco	114
Uber	102
Bournemouth University	95
Nigel Frank	94
Office Angels	94

Industry demand trends in Dorset

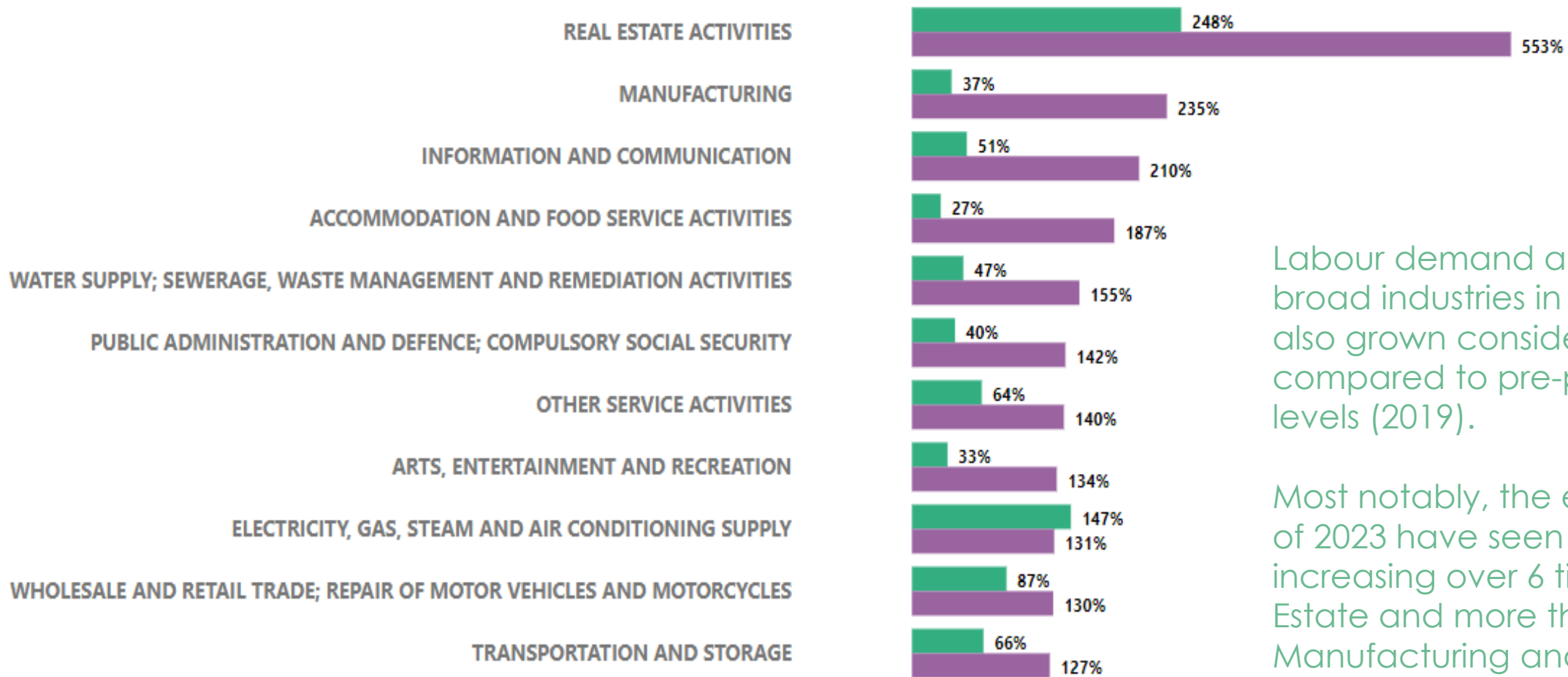
Looking at the industries with highest number of vacancies in the first three months, the largest numbers were advertised across Administrative services, Healthcare and Retail. When compared to the same period in 2022, vacancy levels in Quarter 1 increased across all industry sectors except Healthcare where demand fell by 2%.

The largest increases were noted in Construction (↑160%), Wholesale and Retail Sales (↑87%), Financial Services (↑66%), and IT (↑55%).





Top 10 industries by vacancy growth in Q1 2023



Labour demand across all broad industries in Dorset has also grown considerably when compared to pre-pandemic levels (2019).

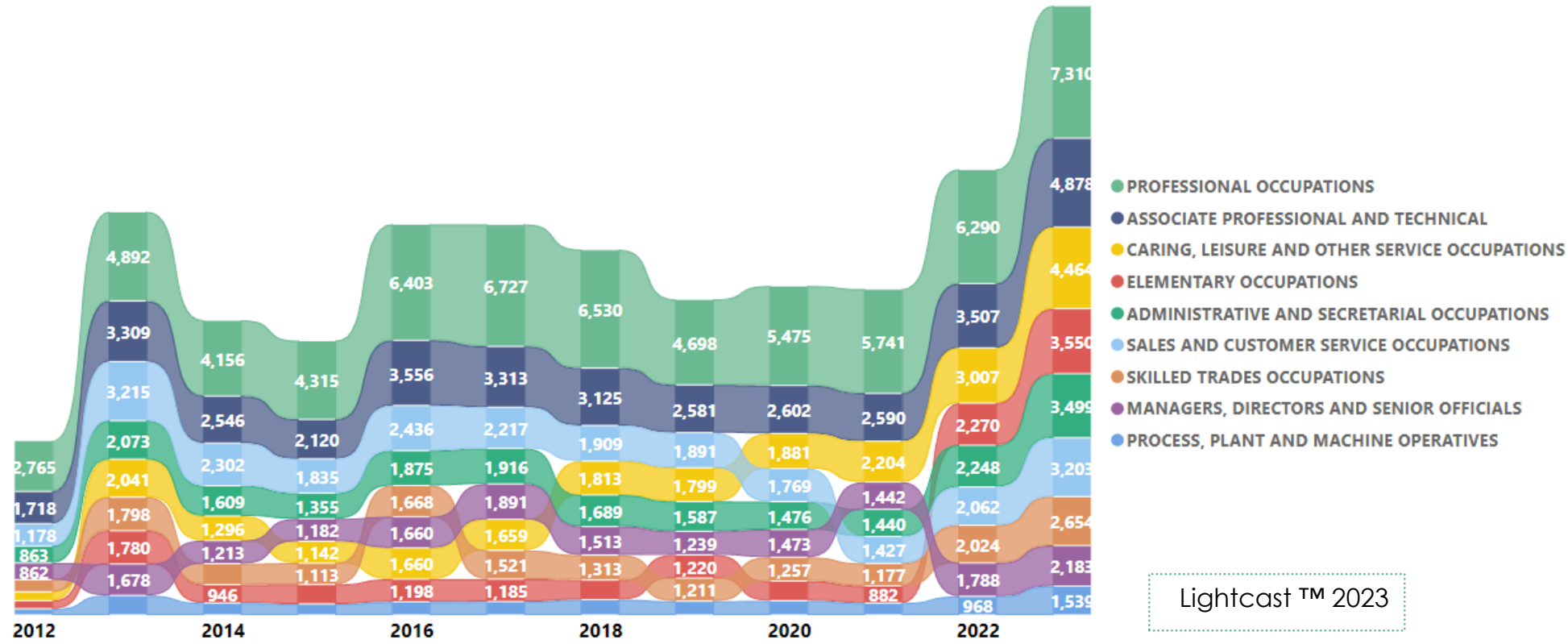
Most notably, the early months of 2023 have seen vacancies increasing over 6 times in Real Estate and more than tripling in Manufacturing and IT from 2019.

Vacancies by Occupation | Q1 2023

The Standard Occupation Classification (SOC), offers an approximation of jobs on the market that require high, medium or low skills and linked levels of education.

Occupations - long-term developments - Jan - March

SOC 1-3 Digits	High skilled jobs
1 – Managers 2 – Professionals 3 – Associate Professionals	Generally require a graduate level education
SOC 4-6 Digits	Med-range skilled
4 – Admin 5 – Skilled trades 6 – Caring, leisure, service	Mostly require a Level 3-5 education
SOC 7-9 Digits	Low skilled jobs
7 – Sales 8 – Process, machine operatives 9 – Elementary	Mainly Level 2 qualifications and below



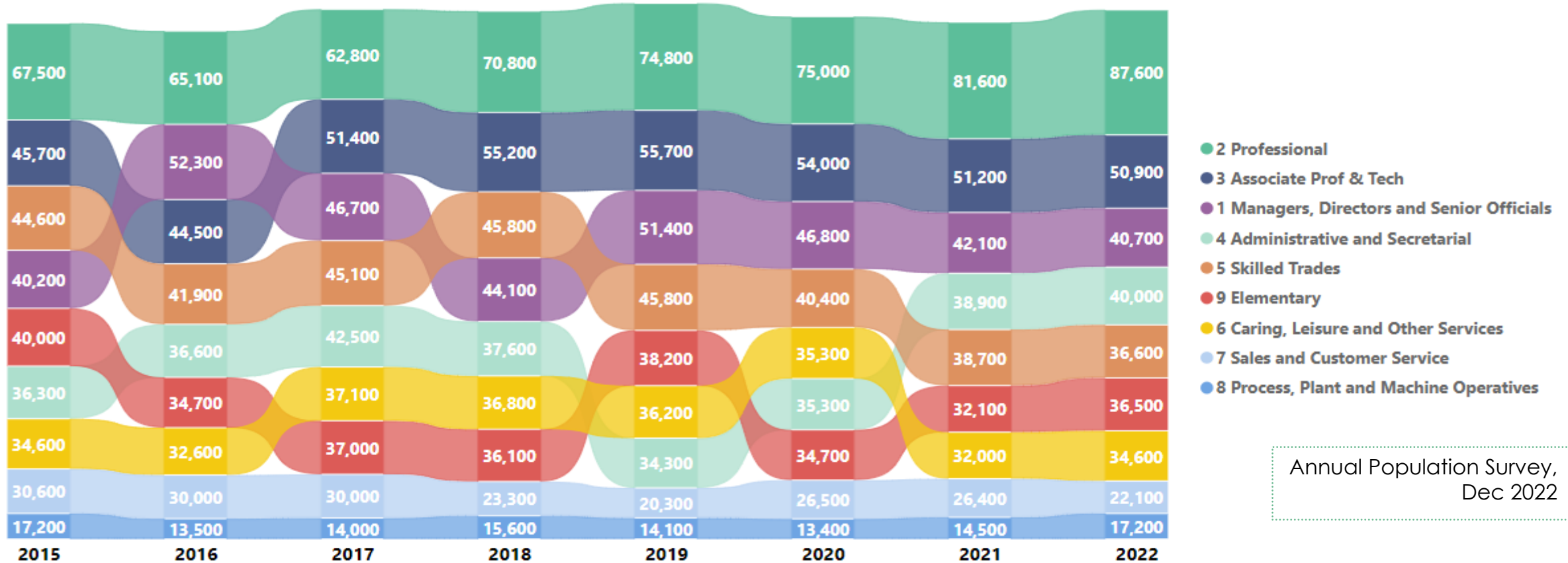
Lightcast™ 2023

The demand for lower and mid-skilled roles in Dorset have elevated in scale over the past decade, particularly for Elementary and Caring occupations, which have almost quadrupled since 2015, resulting in shrinking of high skilled vacancies as a proportion. This is likely a reflection of higher turnover, declining supply and possible changes in the way employers recruit for these roles in recent years. The openings for high skilled jobs (SOC 1-3) that typically demand university and college graduates in Dorset however remain critical to local growth. With c14,300 vacancies in Q1 they accounted for 43% of the advertised vacancies, whilst mid-skilled roles made up 32% and lower-skilled for 25% of demand.

[SOC 2020 Structure & Descriptions, ONS](#)

Employment by broad occupation

The existing employment figures illustrate that vacancies demand is not a mirror reflection of actual employment. The largest drops in employment over that period were recorded amongst those employed in low skilled roles (↓14%), mainly explained by a 28% Sales and 18% Skilled Trades declines. High skilled occupations (SOC 1-3) tended to dominate, accounting for half of all in employment and the occupational grouping that has seen a growth in employment since 2015 (↑17%), largely accounted by the increases in professionals (↑30%) and associate professionals (↑10%) in employment.



High skilled occupations in Dorset Q1 2023

PROFESSIONALS

~7.3k jobs, 22%

Median advertised salary: 40k

Top roles: Nurses, Engineers, Teachers & Accountants

Top Sectors: Administrative, Health & Education

Top employers: NHS, JP Morgan, Councils, BU, BAE Systems

Top skills: Communications, Management, Customer service

ASSOCIATE PROFESSIONALS

~4.9k jobs, 15%

Median advertised salary: 30k

Top roles: Technicians, HR, IT Support, Marketing & Recruitment

Top Sectors: Administrative, Health, Retail

Top employers: NHS, JP Morgan, Hays, Councils, BU, Holt Engineering

Top skills: Communications, Customer service, Detail Orientation

MANAGERS

~2.1k jobs, 7%

Median advertised salary: 39k

Top roles: Finance, Project, Site Business Development Mngrs

Top Sectors: Administrative, Health, Trade & Finance

Top employers: NHS, JP Morgan, Hays, Councils, Vitality

Top skills: Management, Communications, Leadership

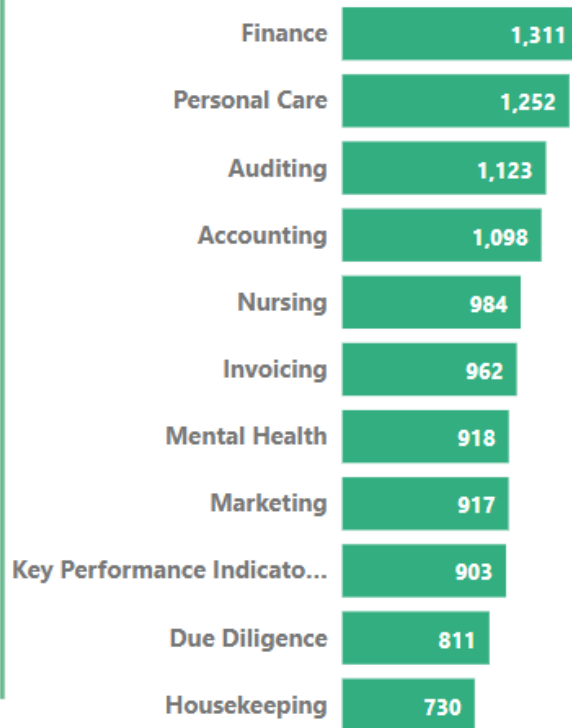
Skills

Employers most frequently requested soft skills were in communication, customer service, management, sales, and detail-orientation, alongside personal attributes such as enthusiasm and self motivation.

Many of these were less prevalent in candidate profiles (i.e. CVs) when compared to the volume of references in job postings (recognising that skill sets may not be accurately described in candidate profiles).

Top skills requested by employers

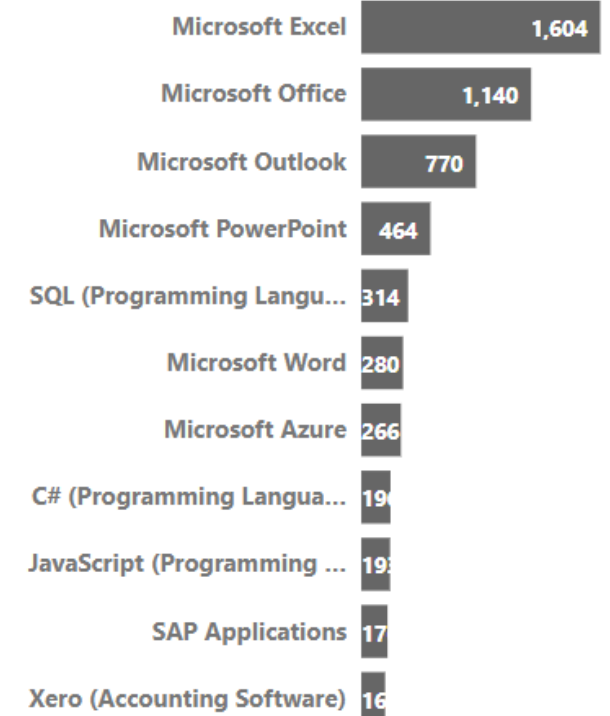
Top Specialised Skills



Top Soft Skills



Top Digital Skills

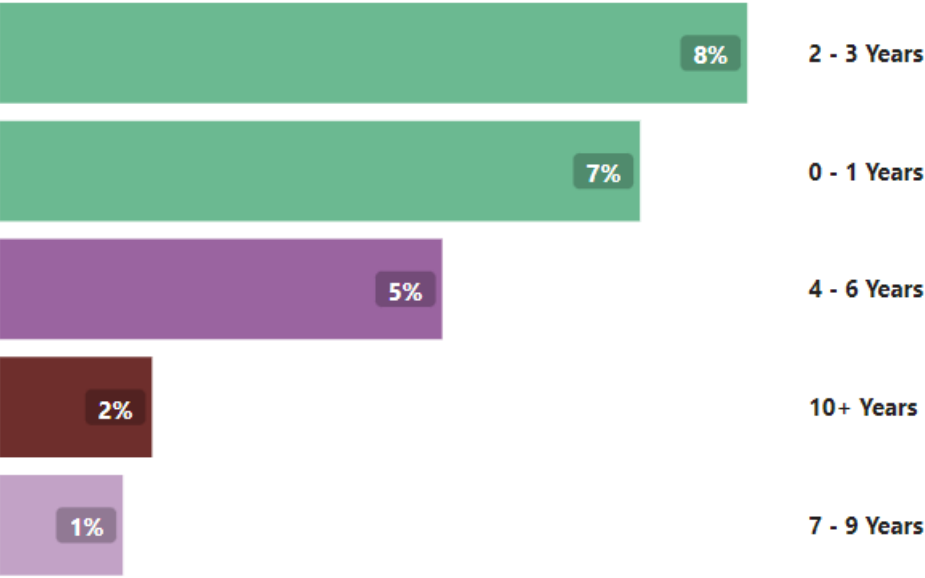


Education & Experience

| Q1 2023



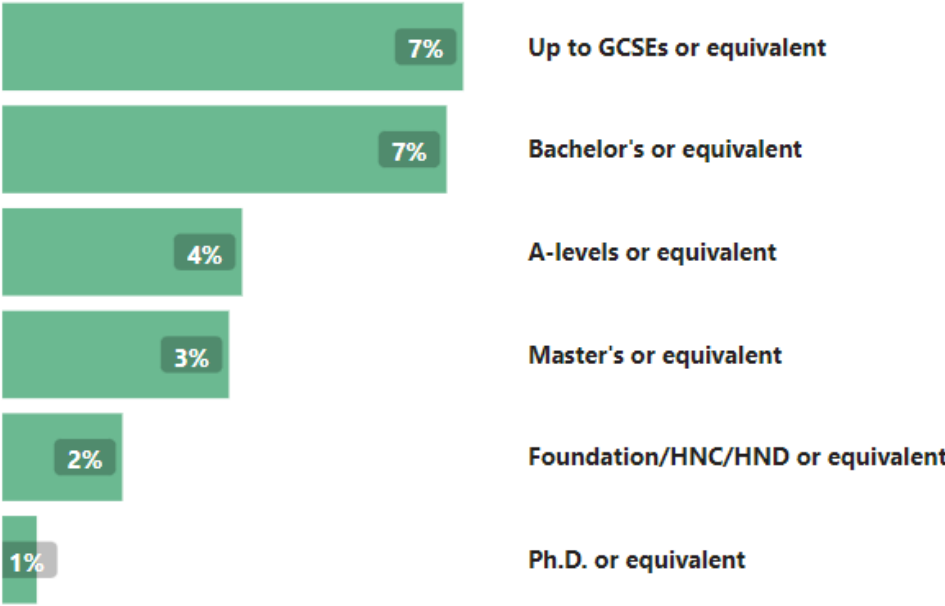
Experience Requirements*



Only 17% of advertised jobs specified experience requirements in terms of number of years. Where specified, two-thirds of the advertised jobs required less than 3 years of experience.

Only 18% of advertised jobs specified educational requirements. Where specified, over half of the jobs (57%) required degrees.

Education (Minimum Advertised)*



*Figures to be taken with caution due to large number of missing data points.



Remote & hybrid jobs

The [ONS estimates that around 12% of working adults work exclusively from home](#) (slightly lower than levels in previous data), with around three-quarters now travelling to work at some point during the working week (hybrid working) and around 40% solely worked from a non-home location. There are wide spread discussions on bringing people back to offices - [link](#).

The number of advertised vacancies that offered 'work from home' opportunities continue to increase. There were c1,500 jobs advertised as home-based (with many more offering hybrid-working opportunities), 29% higher than the same period in 2022 and 28% higher than the last quarter.

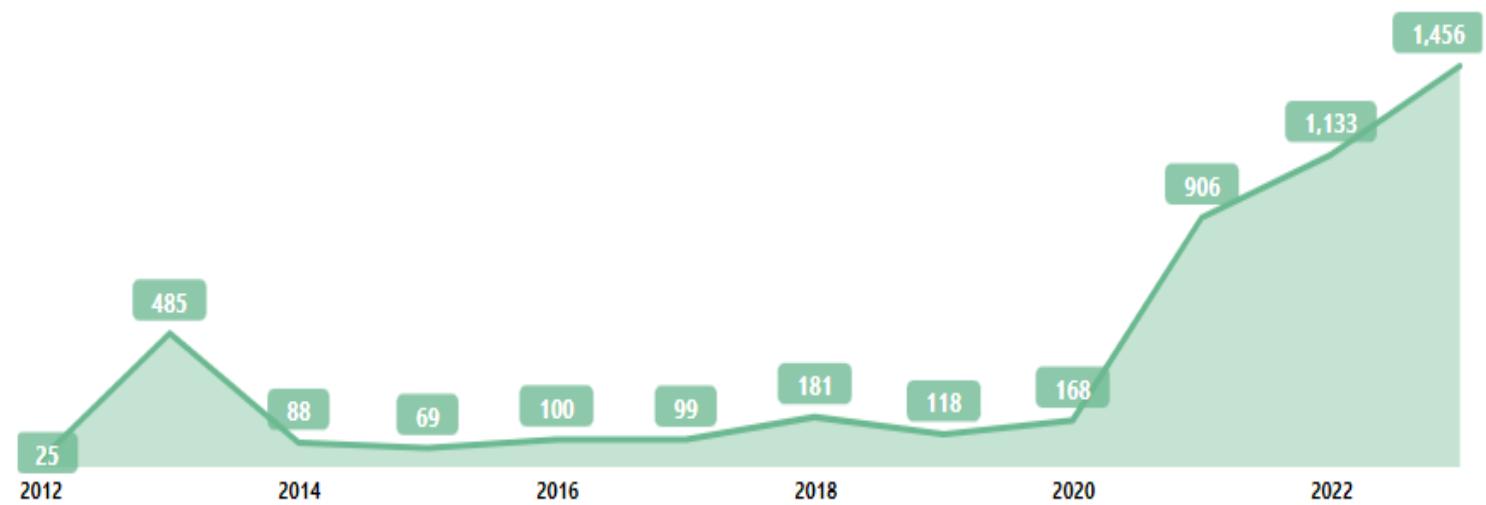
Vacancies offering remote or hybrid work in Dorset



2023 v 2022
29% ↑

2023 vs 2019
1134% ↑

Lightcast™ 2023



Working Futures Corner

The Institute for Employment Research has produced its latest projections for the size and shape of the employment and labour market in the UK and local areas up to 2035.

The megatrends expected to shape the future of work include:

- Brexit & Covid 19
- Increased adoption of technology
- Major demographic changes
- Major environmental changes

In the immediate future up to 2027

Decline in overall employment due to automation is expected in the Primary sector (Agriculture, Electricity and Water) and Manufacturing, while moderate growth in employment is projected in Construction, Trade, Accommodation, Transport, Business and Public Administration.

Significant employment growth is expected for:

- Higher level occupations, including managers, most professional occupations and many associate professional and technical roles;
- Caring, leisure and other service occupations;
- Net job losses are projected for administrative and secretarial occupations, skilled trade occupations, and process, plant and machine operatives;
- Elementary occupations will experience mixed fortunes, with some modest growth in jobs where tasks are not so easily subject to automation, but job losses in other areas.

Detailed local projections for new and replacement demand are also available for Dorset - [link](#).

Visit dorsetlep.co.uk/labour-market-and-skills-research to explore latest insights and our interactive dashboards Email DorsetLEP@bournemouth.ac.uk to subscribe for updates

Key Industry Posters

DESTINATION DORSET

- 77%** employment rate
- +29,000** jobs added by 2030
- 5G** Testbed
- Top Destination** for Tourism & Retail
- Population of **777,000**
- International Airport**
- 3** Harbours
- 2** Hours Train Journey
- 3** Universities
- 80** Miles of Jurassic Coast
- 40%** of Dorset Area of Outstanding Natural Beauty
- Start-up Hotspot**

Start Your Career Here

The perfect mix of urban coastal and rural

ADVANCED ENGINEERING CAREERS IN DORSET

A career in advanced engineering and manufacturing could see you work anywhere from marine technologies to defence and aerospace.

FACTS

- From the mysterious Stonehenge to the world's first underground railway, the UK has a remarkable engineering tradition.
- Over 2 million people work in the sector in England, making it one of the largest employment industries.
- Dorset is home to thriving advanced engineering employing around 28,000 people, and contributing £1.7 billion to the economy.

Future of Jobs in Dorset

There is high demand for talent in this exciting fast-paced sector.

- 40%** more vacancies available in 2021 than 2020

Year	Vacancies
2019	4,275
2020	3,362
2021	4,718

Top Careers

- Engineering Technicians
- Science, Engineering and Production Technicians
- Engineering Professionals
- Mechanical Engineers
- Electricians and Electrical Engineers

Salaries

Engineering jobs top the average wage in Dorset by 11%

£30,000 Average annual salary

Key Subjects

- Digital
- Top Skills
- Soft

● Project Management ● Problem Solving ● AutoCAD

Key industry dashboards

The GREEN (low carbon & renewable energy) economy

Turnover generated in the UK | 2020

£41 billion

The majority of activities take place within the **manufacturing, energy supply and construction** sectors.

Employment: in the UK
207,800
1% of all employed

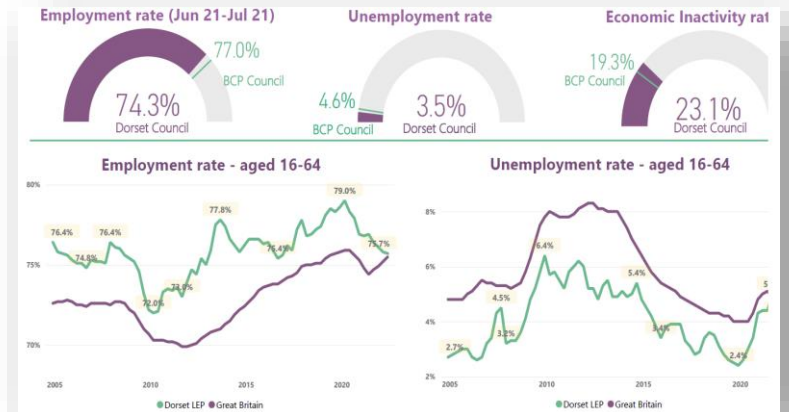
Activities with highest employment

- Energy-efficient products: 28%
- Low-emission vehicles and infrastructure: 16%
- Bioenergy: 10%
- Nuclear power: 10%
- Offshore wind: 9%
- Onshore wind: 6%
- Energy-efficient lighting: 4%
- Energy monitoring systems: 3%

Explore Careers | Job help | we'll help you find it

Sources: Low carbon and renewable energy economy, UK: 2020, ONS 2022 | Image designed by pch-vector / Freepik | Updated: March 2022

Employment Insights



Apprenticeships finder

Apprenticeship finder in Dorset

Current Vacancies*

195

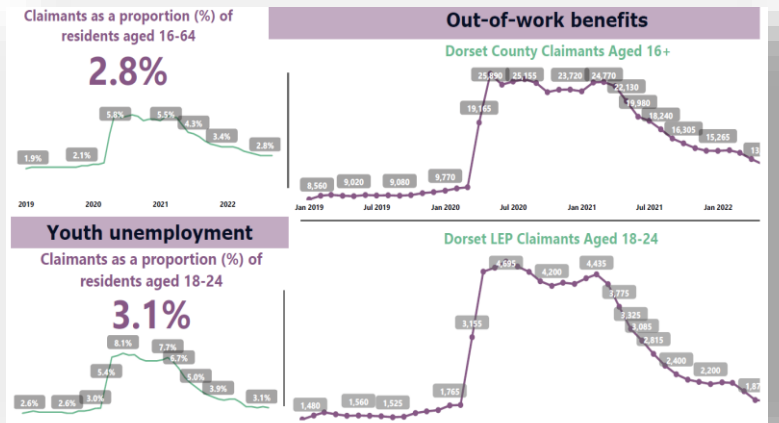
Click on a sector to see apprenticeship vacancies available

Sector	Vacancies
Sales Marketing and Proc...	42
Food and Drink	28
Hospitality	21
Business	13
Digital	6
Health and Science	4
Travel	4
Engineering	3
Customer serv...	2
Health and Care	2
Education	2
Construction	1
Other	1

Search by Location | Search by Job Title | Search by Employer | Search by Training Provider

Apprenticeship Name	#	Employer	#	Training Provider	#
Retail leadership (integrated degree)	40	WM MORRISON SUPERMARKETS P L C (Verwood)	40	LIFETIME TRAINING GROUP LIMITED	49
Production chef	26	J D WETHERSPON PLC ()	10	THE UNIVERSITY OF BRADFORD	40
Hospitality team member	17	MITCHELLS & BUTLERS LEISURE RETAIL LIMITED ()	9	YEOVIL COLLEGE	17
Travel consultant	16	BCP Council (Dorset)	7	HAYS TRAVEL LIMITED	16
Business administrator	12	HAYS TRAVEL LIMITED (Bournemouth)	6	ASPIRE TRAINING TEAM LIMITED	7
Early years practitioner	9			DUTTON FISHER	7
Senior housing and property	7				

Vacancy Insights



DORSET LEP Board

Meeting Date	23/05/23	Item Number	4.1
Security Level:	Confidential <input type="checkbox"/>	Commercially Sensitive <input type="checkbox"/>	Unclassified <input checked="" type="checkbox"/>
Paper Title	Dorset LEP Skills Update		
Recommendation	None – for information only		
Papers are provided for:	Decision <input type="checkbox"/>	Discussion <input type="checkbox"/>	Information <input checked="" type="checkbox"/>

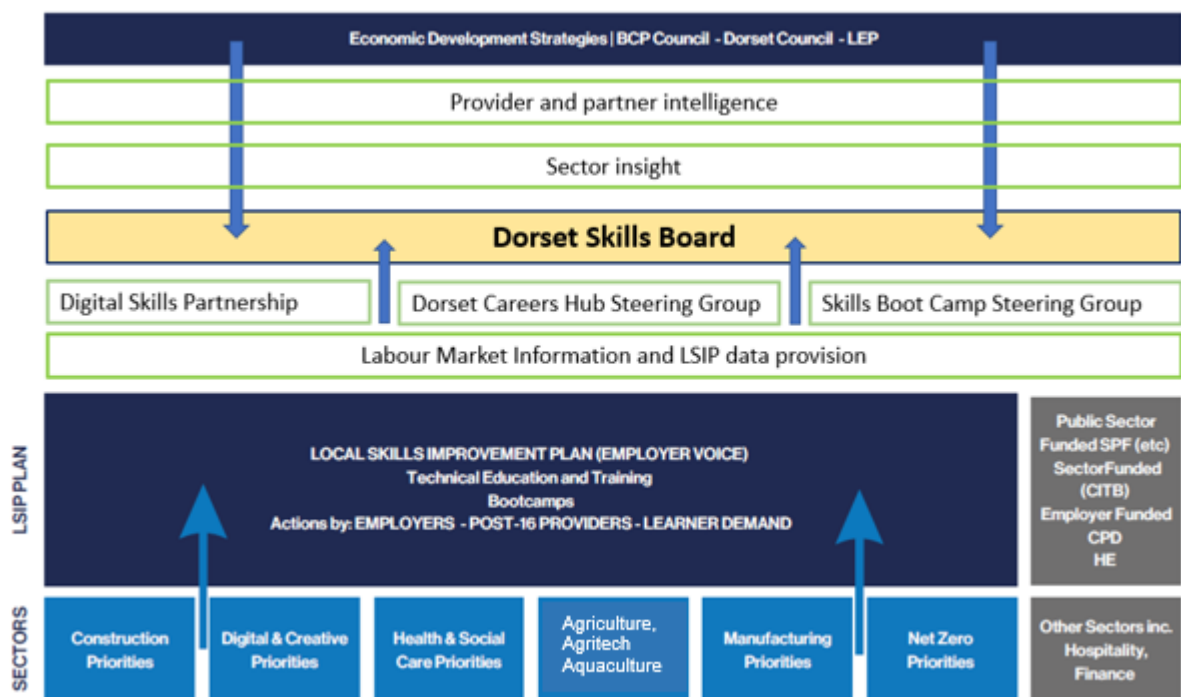
1. PURPOSE

This paper provides an update from the Dorset Skills Advisory Panel and Board (SAPB) meeting of 10 May 2023, with operational updates from Dorset LEP skills team in Dorset.

2. FUTURE STRUCTURE

Following changes to the funding from Department of Education, the SAPB have considered the future role of the group. The members supported a proposal to continue to develop the partnership and collaborative working offered through this group. The group will become the Dorset Skills Board, aiming to shape and influence skills training to support Dorset employers with a highly skilled workforce, and therefore enabling economic growth.

The Dorset Skills Board membership includes business and employer representatives, local authorities, Dorset Chamber and skills providers and networks. The board will also act as review body for county wide opportunities such as Local Skills Improvement Plan.



The Dorset Skills Board will also work with other skills groups, strengthening the engagement and investment in skills by ensuring joined up thinking and delivery provides for all business needs.

3. DORSET LOCAL SKILLS IMPROVEMENT PLAN

Dorset Chamber are leading the delivery of the Local Skills Improvement Plan for Dorset, a key delivery topic of discussion for the SAPB.

The end of Phase 1 of the LSIP process is rapidly approaching. We now have:

- Data that demonstrates employers' skills priorities in key sectors and across key themes
 - LEP data from national and regional sources
 - Sector body data
 - Data you have shared
 - Primary research
 - Feedback from consultation events
- Indications of education and training provision available now, planned, and hoped for if resources become available
- Partners who have suggested actions and activity that supports the priorities

A 30-page report will summarise the above, and with a number of annexes, will become the Dorset Local Skills Improvement Plan submitted to the Secretary of State on May 31, 2023. It is currently in draft.

To date the Chamber has shared 6 research reports from Insightful, independent researchers. We also shared 5 LEP sector overviews. These can be viewed here: [Dorset Local Skills Improvement Plan Priorities - Dorset Chamber](#). More data and findings have been analysed for the report.

They've have shared draft priorities for each sector, cross sector needs, and headline issues to be addressed in the Plan, online as above. Some gaps have emerged too which will be addressed in Phase 2.

4. SUMMARY

Dorset LEP Skills Strategy and Delivery

- **Labour Market Information (LMI)** – the latest LMI has been published providing data to end of March 2023. Full details including the presentation will be uploaded to the website this week. We have secured data provision for a further year and will be providing 2 LMI updates together with a full year overview in Dec. Bi-monthly Business Insight reports will also be available.
- **Digital Skills Partnership** – Dorset Council host the Digital Skills Partnership for Dorset together with a Cyber Crime Focus group. The partnership are working on applying digital solutions to solve population and business challenges as well as promotion of digital opportunities across the county. To note, there will be a Festival of the Future in Oct and Coding Day in Sept. These will be promoted via Dorset LEP social media.
- **Skills Boot Camps** – Wave 4 will be targeting businesses to provide short, 12 week, skills courses to upskill, reskill or develop new employees with new learning. Businesses can tender for provision of a course as part of a framework, or by contacting Dorset LEP to

discuss options for delivery of skills needed. Courses are mostly government funded, with small top up from business requested.

- **Better Boscombe Digital Skills Hub** – Dorset LEP have been awarded a contract to deliver this service for BCP, focusing on Boscombe and the wider region. We are currently fitting out the space to meet the teaching needs, and working closely with Skills and Learning, BU, The Old School House and others in the delivery of entry and basic level digital skills. Evolve and Silicon South are partnering with us to provide business incubator opportunities, business support including workshops, mentoring and events.
- **Apprenticeships and UCAS** – in line with our work to amplify technical education, we will be working with UCAS as they develop the opportunity for businesses to promote apprenticeships. Individuals will be able to search the website to find apprenticeship jobs, training providers and future career options.
- **DWP Restart** – recent updates of the Restart provision are highlighting case studies of participants helped in to work. SW are reporting the highest level of participant to work rate of 37%. Dorset LEP continue to work closely with the Restart team.
- **CASE UK / Able Futures** – we are starting a piece of work to work collaboratively with Case UK as part of their delivery of the DWP Access to Work Mental Health Support programme in the SW, Able Futures. This programme provides 9 months of support and is having success rates of 80% employment retention within this time. The programme is based on toolkits, and we will be raising awareness of this programme across Dorset.
- **FE area review** – the Department for Education is conducting a review of Further Education across the county.

5. DORSET CAREERS HUB UPDATE

Dorset Careers Hub (DCH) now includes 82 schools, with Dorset having an above average percentage of SEND, AP and Middle schools. Our focus for the academic year ahead is on:

- Tackling Disadvantage
- Providing Work Experience or Workplace Encounters to all young people
- Amplifying Technical and Vocational Pathways

In addition to our daily work with schools and colleges, we have been working hard behind the scenes to be even more strategic. Jan Champney, our Operational Hub Lead, has done a deep-dive into the data, and we have used it to address our weaknesses, and implement highly-targeted solutions:

- Enterprise Coordinators challenging Careers Leaders and providing tailored support
- Delivering events in strategic geographic areas to overcome barriers of rurality and disadvantage
- Hosting CPD sessions that responded directly to multiple specific needs
- Increased co-operation with the Cornerstone Employers Group is necessary in order to improve BM 6 (Workplace experiences) attainment.

As a result, notable achievements are as follows:

- DCH has one of the highest Compass completion rates in the South-West region at 96.3% demonstrating engagement from almost all of our schools.
- Across all 8 Gatsby Benchmarks we ranked in the top 20 nationally for four of them.
- We're now 4th overall for BM4 (Linking curriculum to careers) and 7th overall for BM3 (addressing needs of each student), which was previously our lowest scoring.
- A significant uplift in BM7 (encounters with Higher and Further education) has come from a proactive partnership event with the universities called Discover Dorset HE, taking place next month.
- DCH is currently exceeding the national average on all Gatsby Benchmarks
- 89% of its schools have been matched with an Enterprise Advisor.

Apprenticeships and Technical Education Promotion (ATEP)

In line with our funding for, and emphasis on promoting technical education and pathways, we have carried out a number of highly targeted activities this year, including tailored apprenticeship application sessions by ASK in schools, which have proved really popular. We have also enlisted their support with our target area of middle schools, where they are doing assemblies. The awareness campaign aimed at employers, to increase the number of apprenticeships offered, hasn't gained the traction we hoped for, so we have taken our event online to save money in the event of poor attendance, and hope that will be better received.

Next year's funding will be once again highly focused on the application process and coordinating activities to support the Provider Access Legislation, effect Jan 2023.

Hub Improvement Project – Disability Confident level 3

This year's hub improvement project is now over halfway through and our 12 employers have all progressed, either from not being registered at all on the scheme, to becoming level 1, 2 or 3. Crumbs has reached level 3, which is amazing, and they, and Brewhouse & Kitchen, have even received national recognition at the Springboard Awards, for their commitment to being Disability Confident Employers. The feedback from employers is great, and impact has been felt in the work experience opportunities created through the project.

6. RECOMMENDATION

None – for information only.

The papers for agenda Item 4.2 are not included as they are
Commercially Sensitive

DORSET LEP BOARD MEETING COVER SHEET

Meeting Date	23.05.23	Item Number	4.3
Security Level:	Confidential <input type="checkbox"/>	Commercially Sensitive <input type="checkbox"/>	Unclassified <input checked="" type="checkbox"/>
Paper Title	Dorset LEP Business update		
Recommendation	None – for information only		
Papers are provided for:	Decision <input type="checkbox"/>	Discussion <input type="checkbox"/>	Information <input checked="" type="checkbox"/>

1. PURPOSE

To brief the Board on delivery, activities and developments related to business growth and inward investment within Dorset LEP.

This report supports Dorset LEPs strategic objective for business growth and attracting inward investment to increase employment opportunity and raise productivity of businesses across the region.

2. SUMMARY

Dorset LEP Ambassadors – a re-launch event took place on 17th April at BU. The event was a success with 35 attendees including Ambassadors, delivery partners, Local Authorities, guests and Board members. Next steps include creating an Ambassador contact page on the Dorset LEP website as well as growing a more diverse network and continuing to encourage members to be more active in promoting Dorset. The next event will be held Autumn 2023.

Growth hub funding delivery – there are now four live Dorset LEP funded business growth programmes:

- Horizon Scanning Service – new for 23/24 – we recognised that businesses find the finance landscape confusing and complex and this programme help businesses identify suitable funding competitions to bid into e.g. from Innovate UK.
- Bid Writing Support Service – this popular programme continues and is complemented by the new Horizon Scanning Service.
- Investor Readiness Pilot Programme is now live – this workshop is being held in June and was funded from 22/23 budget.
- Strategic Business Review Pilot Programme – this programme is now fully subscribed which demonstrates the popularity and was funded from 22/23 budget.

Further programmes are planned subject to full tender process. These programmes are in addition to the business signposting service and CRM management. The annual BEIS report is being prepared for submission end May.

The DLEP Business LinkedIn page is very active with follower numbers rising each week.

Inward Investment – Inward Investment prospectuses for all priority sectors in Dorset are available online and in print if required. The final prospectus for the Defence and Security Sector was launched in April. Working with DBT partners, BCP and Dorset Council the team work to share resource and provide an effective support service for inward investors. We are also working with DBT on the refresh of the Aquaculture HPO for Dorset.

GSW – we continue to work closely with the GSW team on several initiatives:

- Ocean Futures (Innovate UK Launchpad decision not yet announced)
- High Value Manufacturing Catapult roundtables – Dorset event held in May with 20 businesses, BCP Council, Dorset Council and BU.
- Sector-specific roundtables (GSW region) – Energy & Marine/Maritime held in May and Defence and Security planned for June.
- GSW Energy Prospectus.

UK SPF – BCP Council's UK SPF Programme is now live and registrations are strong. Dorset Council are offering business support via Dorset Growth Hub prior to the full launch of their UK SPF Programme. We have collaborated closely with both Councils on plans for DLEP business support delivery to ensure a consistent and complimentary approach.

One Health – the annual conference booking is now live and takes place on 13th July at Kingston Maurward College. Appetite to attend appears strong giving Dorset LEP the opportunity to spread the One Health message to GSW and beyond.

South West Investment Fund - launch is planned for Summer 2023. We have launched two business support programmes in readiness for this with more programmes planned. The new British Business Bank South West Senior Network Manager attended the Dorset Ambassador event and will be attending further Dorset events in June and July.

Future Farming Resilience – working with Devon County Council and Business Information Point we are driving forward the delivery of support for farmers across Dorset. GSW region is currently the highest performing region in England on programme registrations. A Dorset stakeholder launch event is planned for 22nd June.

Clusters / Programmes – Dorset LEP continue to play an active role in a number of clusters and programmes including South West Regional Defence & Security Cluster, Maritime UK South West, South West Manufacturing & Advisory Service, South West Agri-Tech, South West Aquaculture Network, Talbot Innovation Quarter, Fintech West, Dorset Innovation Hub.

3. RECOMMENDATION

None – for information only

DRAFT MINUTES

DORSET LOCAL ENTERPRISE PARTNERSHIP BOARD

23 MARCH 2023 FROM 10.00 AM TO 12.30 PM

HELD AT THE ARTS UNIVERSITY BOURNEMOUTH

MINUTES

Board Attendees:

Cecilia Buffon (CB) (Chair)
Jim Andrews (JA)
Luke Rake (LR)
May Palmer (MP)
Nick Gaines (NG)
Nicola Newman (NN)
Paul Read (PR)
Cllr Philip Broadhead (PB)
Cllr Spencer Flower (SF)
Cllr Tony Ferrari (TF)

Also Present:

Jon Bird (JB) (Dorset Council)
Kathryn Hill (KH) (Dorset LEP)
Rebecca Phillips (RP) (Dorset LEP)
Shelley Collins-Trevett (SCT) (Dorset LEP)
Vinita Nawathe (VN) (Dorset LEP)

Apologies:

Anwen Jones (AJ)
Aidan Dunn (AD)
Ian Girling (IG)
Cllr John Beesley (JB)
Julia Howe (JH)
Paul Gough (PG)
Sophia Story (SS)

Item	Notes and Decisions	Action
1.	<p>Apologies were received for: Aidan Dunn, Anwen Jones, Ian Girling, Cllr John Beesley, Julia Howe, Paul Gough and Sophia Story.</p> <p>Declarations of Interest: no declarations of interest were declared.</p>	
2.	<p>Chair's Update</p> <p>CB started by thanking Drew Mellor for his time on the LEP Board and went on to welcome Cllr Philip Broadhead to the meeting.</p> <p>CB noted that the Board is again meeting and talking about another LEP review. She said that the Board had already put in place it's three year plan which had assumed no funding from Government from the outset. It was her recommendation and ask of the Board to keep delivering for Dorset. She commented that if we stay focussed on that plan we will succeed but if we get distracted we will fail.</p> <p>CB informed the Board that she has been appointed as Chair of the Integrated Care Board. She explained how they are using the leverage of the NHS as an anchor organisation. This work sits well alongside the work of the LEP.</p> <p>Board members expressed support of CB's comments and agreed the partnership was very important. The LEP Board is a convener and this is its greatest strength. It was agreed that a pan Dorset remit is really important.</p> <p>PB commented that the major capital projects and grants will be going to the local authorities but the LEP has moved really successfully into the skills agenda and offers a voice for business around this table that does not exist anywhere else. Need to harness the good work that is currently going on.</p> <p>SF said that he was very keen for a county deal with BCP and felt that was the only way to get substantial funding from Government. In the meantime, we need to carry on and deliver on what we already have.</p>	
3.	Policy	
3.1	<p>Implications of the Chancellor's Budget</p> <p>VN explained the background to her paper was the budget announcement and the various follow up meetings that took place last week. She said that the LEPs around the country are in different positions financially and operationally but all of them are companies. We are in a good position relatively because of all the hard work done last year in streamlining the organisation. We foresaw the potential of receiving no core funding when planning for 2022-25. Therefore, the funding we have been allocated together with our reasonable reserves and ongoing contracts enables us to focus on delivering our objectives over the next two years. During that period we should collectively determine what we want as a partnership for Dorset going forward.</p> <p>The department is conducting an information gathering exercise and has sent out a questionnaire which the LEP Chief Execs and the LAs have to respond to in the next few weeks. They want to better understand the different positions of LEPs around the country and the implications for removing the c£250k funding from 2024/25.</p> <p>Action: VN agreed to circulate the questionnaire for board members to see.</p>	VN

Item	Notes and Decisions	Action
3.1	<p>Implications of the Chancellor's Budget Cont'd</p> <p>VN considered that the Chancellor's position was not new as last year's funding letter had expressed the intention for LEP functions to be rolled into devolved local government structures by 2030. The implication of removing funding sooner was that they wanted this devolution process to be hastened.</p> <p>VN reminded Board Members that they are the Local Enterprise Partnership – the local economic partnership for the Dorset area - and that she, and the team, work for the LEP. She would like the Board to have more input into the agenda for the meetings.</p> <p>VN concluded that the Chancellor's announcement has no effect whatsoever on the LEP this year and little material effect on next year. She noted the positives of multisectoral partnership focussing on outcomes for the whole Dorset area. We have a year to determine what the priorities and model we want to work towards over the following year.</p> <p>Action: Board members discussed this position and were in general agreement.</p> <p>The discussion broadened out. VN suggested that while the LEP had a number of published strategies, alongside a data refresh we should also conduct a vision refresh. Where are we headed and where do we want to head may be on different trajectories to previously assumed given a series of economic shocks in recent years.</p> <p>TF agreed that trajectories might be different and pointed out that the LU funding had the potential to have improved the trajectory for Weymouth and surrounds.</p> <p>It was noted that over the next two years there will possibly be three refreshed administrations and so, it was possible that nothing substantial politically would happen during that time. It was acknowledged that politicians might have to wait for the outcomes of elections, but a strength of the LEP is that it does not. If we wait, for example with tackling issues like skills, we will be left behind. The faster we can align to a vision, the easier it is to direct swift action. The LEP is a convening body and so can pull together understanding of how things are affecting different parts of the economy to spur action.</p> <p>The Dorset Tourism Association was mentioned and the discussions that have taken place at their Board meeting on the difficulties of staffing experienced in the hospitality sector. A discussion then took place around careers advice and how the hospitality sector is not seen by some as a good career to take up. It is seen as a series of jobs rather than a good career path. The role of parents in the decisions of children and careers advice was further discussed and how you have to get parents on board. NN informed that the hospitality sector is currently not a priority of the local skills plan.</p> <p>LR informed the Board that he now Chairs the GSW Food, Farming, Fishing and Rural Group. He said this is an interesting project and provides the opportunity to do things at scale. They are building on the work already done by Dorset LEP and others.</p>	All agreed

Item	Notes and Decisions	Action
3.1	<p>Implications of the Chancellor's Budget Cont'd</p> <p>PB explained that BCP have done a big piece of work around what success looks like. What do we care about and what is our (BCP) brand, what do our residents want, what is important? They discovered that a lot of businesses move to BCP because of the lifestyle, the beach, the sea and so actually that is what we should focus on when selling the area.</p> <p>The discussion moved on to affordable housing and PR explained there is a lot of existing housing stock that needs to be retro fitted in order to meet energy efficiency standards, highlighting a skills shortage. PR pointed out that house building costs were the least of the hurdles to building houses. We actually do not have a housing problem in the area, we have a land problem and a planning problem. The model is wrong and so drives the wrong outcomes.</p>	
4.	CIC Business	
4.1	<p>Forward Plan</p> <p>VN apologised for the paper being sent out late but this was due to illness. She pointed out the paper was to show the high level objectives guiding the budget and there is more work to be done. She said she took the high level objectives we were given by Government and added a couple more. We need to capitalise on opportunities to bring money into the area. In regards business support, funding had not been confirmed but we are planning a suite of activities that complement what the local authorities are doing as laid out in the appendix to the Business update later in the board papers.</p> <p>The document was discussed and it was agreed that the high level objectives gave a frame and a focus for the draft budget, but more work is needed to be done on it.</p>	
4.2	<p>2023/24 Draft LEP Budget</p> <p>The budget was discussed and noted that this was a draft budget as not all bills or income had been confirmed.</p>	
4.3	<p>Finance, Audit and Corporate Risk Committee Update</p> <p>MP updated the Board on the recent FACR Committee meeting and a discussion took place.</p>	
4.3	<p>Nominations and Remuneration Committee Update</p> <p>JA updated the Board on the recent Nominations and Remuneration Committee meeting. He informed the board that one business Board Member was going to resign and this will mean we are no longer gender balance compliant. BEIS is aware of the need for flexibility during a challenging time for recruitment and retention for some LEP boards.</p> <p>Following the skills audit and looking at natural turnover, it was agreed that we need to recruit two new business Board members, one of whom should ideally have finance skills/experience. This should be open recruitment, however underrepresented groups and board skills should be targeted and suitable candidates encouraged to apply.</p>	

Item	Notes and Decisions	Action
5.	For Noting	
5.1	<p>Overview and Scrutiny Committee Update</p> <p>VN updated the Board on the recent Overview and Scrutiny Committee meeting.</p> <p>She explained that the LEP's structures mimic local authority structures and nomenclature but she thought that this Committee was actually an audit committee. She suggested removing the audit function from the FACR Committee and putting the function wholly with this one Committee. The FACR Committee would become the Finance and Corporate Risk Committee.</p> <p>Action: The Board agreed to remove the Audit function from the FACR Committee and put it in the Overview and Scrutiny Committee.</p>	All agreed
5.2	<p>Business Update</p> <p>SCT introduced herself. She explained that we have heard about funding for next year but we do not know how much that will be yet. With business support, we are looking to complement what the local authorities will be doing, not duplicate.</p> <p>SCT went on to explain about the two pilot programmes we will be running, the Investor Readiness Programme and Strategic Business Review Programme. These are aimed at helping business be ready for when the British Business Bank's South West Investment Fund is launched. We will be continuing with the bid writing support which is something that has been really valuable for businesses. We will also be providing a horizon scanning service to assist businesses in identifying what grants are suitable for them to apply for.</p> <p>SCT explained that the Dorset LEP website has been updated with lots of information on business support, trying to join up all the support available from the different sources. She also said that she was going to get more involved with the Dorset BIDs.</p> <p>SCT informed the Board of the Dorset Ambassadors Launch Event taking place on 17 April. So far 41 people have booked on.</p> <p>She also mentioned that the final Invest in Dorset Prospectus on the defence sector should be finalised in next week or two. All the prospectuses are available on the Dorset LEP website.</p> <p>Action: SCT to send out a copy of each Invest in Dorset prospectus to the Board.</p>	SCT
5.3	<p>Skills Update</p> <p>RP introduced herself. She leads the Careers Hub team based in the LEP and works with teams in both councils. She explained the team works with 80 schools across Dorset to help them deliver on the Gatsby Benchmarks. They work with school leavers, careers leads and businesses. They run lots of events working with partners engaging businesses. There are a lot of large events going on in the BCP area that are difficult to replicate in Dorset Council are</p>	

Item	Notes and Decisions	Action
5.3	<p>Skills Update Cont'd</p> <p>owing to the concentration of schools and businesses, but the events they have run have been really successful, for example the recent North Dorset Careers event that brought a number of schools together with businesses (750 young people of which 15% SEND).</p> <p>The earlier board discussion was referenced. RP explained that the Careers Hub hold Careers and Coffee mornings and these are a good way to engage with parents. In regard to the hospitality sector, the Marriott Hotel and Brewhouse and Kitchen are cornerstone employers.</p> <p>Apprenticeships were mentioned and NN remarked feedback they received was that everyone says they like the idea but not the practicality of them.</p> <p>RP explained that the Dorset Careers Hub works for every young person to take their next best steps. They work with 11-19 year olds.</p>	
6.	Minutes from the Last Meeting	
	The Minutes were agreed as an accurate reflection of the last meeting. There were no matters arising.	
7.	Any Other Business	
	There was no other business raised.	

Note: Date of Next Meeting - 23 May at 1.30 pm