

DORSET LEP SKILLS ADVISORY PANEL & BOARD
15 July 2020, 10am-12pm

Virtual meeting

AGENDA

#	Item	Time	Lead	Purpose	Annex
1	Welcome, introductions and apologies	10:00 (10 min)	Emma Hunt Chair	ACTION Welcome, introduce attendees and note apologies	
2	Approval of minutes of last meeting – May 2020	10:10 (5 min)	Emma Hunt Chair	ACTION To review minutes, actions and suggest amendments or approve	2
Standing items					
3	Enterprise Advisor Network and Careers Hub Update			For information	3
4	Careers Hub Steering Group Minutes			For information	4
Items For discussion					
5	Verbal update on LIS	10:30 (5 min)	Corrina Osborne	For information	
6	Draft Skills Action Plan	10:35 (60 min)	Corrina Osborne	For discussion	6
6	AOB	11:35 (10 min)	ALL		

Dorset Careers Hub Update

Helen Stevenson, Dorset Careers Hub Lead



@DorsetLEP
@CareerEnt
@DorsetCEC

Dorset Careers Hub 2019/20



Performance against targets – spring 2020

Measure	Outputs for the Dorset wave two Careers Hub
Hub status	<ul style="list-style-type: none"> 40 schools and colleges engaged with the Hub - achieved 100% Hub schools and colleges matched to an EA – 90% matched All Hub School/Colleges completed Compass termly – in progress All Hub Schools/Colleges with a careers plan in place - achieved
Gatsby Benchmark 5 progress	<ul style="list-style-type: none"> 75% of Hub institutions fully achieve the benchmark by the end of the 2019-20 academic year – achieved (80%)
Gatsby Benchmark 6 progress	<ul style="list-style-type: none"> 60% of Hub institutions fully achieve the benchmark by the end of the 2019-20 academic year – achieved (65%) The remainder of the cohort (up to 40%) are at least partially achieving benchmark 6 – achieved (22.5%)
All benchmarks	<ul style="list-style-type: none"> At least an average of 4 benchmarks fully achieved across all Hub schools and colleges by the end of the 2019-20 academic year – achieved (average 5 benchmarks)

Dorset Careers Hub Performance vs National Performance

Comparison against Wave 2 Hubs – May 2020

	Dorset	National	Wave 2 rank
Benchmark one	50.0%	36.0%	3
Benchmark two	70.0%	64.0%	8
Benchmark three	47.5%	56.0%	6
Benchmark four	72.5%	60.0%	1
Benchmark five	80.0%	64.0%	4
Benchmark six	65.0%	56.0%	7
Benchmark seven	62.5%	52.0%	1
Benchmark eight	62.5%	80.0%	19
All benchmarks	5.1	4.7	2

Funding

In light of Covid-19, DfE have confirmed roll-over of Kickstarter and Central Hub funding.

Wave 2 schools and colleges have been offered extension to utilise Institutional Funding before February 2021.

Collaborative Funding to be reviewed and invested into re-aligned working groups in autumn 2020.



Cornerstone Employer Group



Dorset Careers Live
Virtual Introduction to Allied Healthcare Professions



Tuesday 14 July 2020, 18:00



In response to local schools postponing careers events, the Cornerstone Employer group are working collaboratively to develop a series of virtual progression events to showcase the range of opportunities available to young people in Dorset.

The series, for students in Years 10-13 and their parents/carers, aims to support the audience to navigate career options, including apprenticeships, work experience schemes and graduate programmes within key sectors.

Each webinar will explore the skills and experience local employers value and provide opportunities for Q&A.

Sessions will be recorded and made available for schools and colleges to access retrospectively.



Dorset Careers Hub 2020/21



Dorset Careers Hub Wave 3 Extension

Funding and resource secured to bring additional 32 schools into the Careers Hub (72+ in total)

Growth to include all secondary schools, middle schools, FE colleges, special schools and alternative provision across Dorset.



Targets and KPIs

Performance	Target
Coverage	At least 72 schools and colleges in the LEP signed up to EAN
EA Matching	90% of establishments matched to an EA at least once. All schools and colleges across the network should be offered an EA.
Benchmark Performance % Achieved	BM1 – 75% BM5 – 75% BM6 – 65% fully achieving and 35% partially achieving 6 total BMs achieved for Wave 2 schools 4 total BMs achieved for Wave 3 schools
Compass+ Onboarding	Upgrades to Compass+ should have taken place for: 90% of eligible schools in Wave 2 75% of eligible schools in Wave 3
Stakeholder Satisfaction	70% or higher EA satisfaction 70% or higher school and college satisfaction

Organisation of Careers Hub

- New working groups to ensure effective collaboration and sharing of best practice
- Opportunities to overcome shared aims and challenges by school type
- Appointment of Lead Schools as beacons to represent locally and nationally



Funding for 2020/21

Central Hub Fund = £72k
Sustainability Fund (requires 50% match) = £34k

Implementation plan being developed by CEC team across Dorset LEP,
BCP Council and DC Council

Priorities-

Performance against all benchmarks with focus 1, 5 and 6
Supporting development and delivery of virtual encounters
Supporting transitions and preventing NEETs
Embedding careers in the curriculum
Developing resources and materials, including LMI



Staffing and Recruitment 2020/21

x1 FTE Careers Hub Lead

x2 FTE Senior Enterprise Coordinators

x4 FTE Enterprise Coordinators

Vacancies:

Careers Hub Lead Maternity Cover (Dorset LEP)

New Senior EC role (Dorset LEP)

0.4 Enterprise Coordinator (BCP Council)



Questions?

Helen Stevenson, Dorset Careers Hub Lead

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@DorsetLEP
@CareerEnt
@DorsetCEC

Dorset Careers Hub Steering Group Meeting
Friday 10 July 2020 from 10:00 am to 11:30 am
Zoom Meeting

Attendees:

Name	Representation	Job Title
Andrew Holland (AH) representing on behalf of Rosie Knapper	Dorset Council Education representative	Enterprise Coordinator, Dorset Council
Chris Humphreys (CH)	School representative	Deputy Headteacher, Queen Elizabeth School
Claire O'Neill (CO)	HE/NCOP representative	Head of Southern Universities Network
Fiona Staddon (FS)	Cornerstone Employer representative	Corporate Services Manager, ASM
Georgie Pinder (GP) representing on behalf of Julia Coleman	BCP Council Education representative	11-19 Advisor, BCP Council
Luke Rake (LR)	Chair (SAPB member) and Further Education representative	Principal, Kingston Maurward College
Helen Stevenson (HS)	CEC Careers Hub Lead	Dorset LEP
Kathryn Hill	Dorset LEP representative (Minutes)	Executive Officer, Dorset LEP
Rod Davis (RD)	Deputy Chair (SAPB member) Training Provider representative	Managing Director, DSTPN
Suzy Wright (SW)	CEC representative	SW Regional Lead, CEC

Apologies:

Aleks Parker	Enterprise Adviser representative	Resourcing Business Partner, Network Rail
David Lawrence	Dorset LEP Skills representative	LEP Governance and Skills
Julia Coleman (JC)	BCP Council Education representative	Service Manager School & Provider Standards & Support, BCP Council
Lucy Bramley	Enterprise Adviser representative	People Manager, Microsoft
Mark Avoth	School representative	Principal, The Bourne Academy
Paul Nicholson	School representative	Headteacher, Gillingham School
Rich Maidment	Cornerstone Employer	Director of Talent, Redweb
Rosie Knapper (RK)	Dorset Council Education representative	Senior Advisor Post 16, Dorset Council

MINUTES

Item	Welcome and introductions	Action
1	<p>The Chair welcomed everyone to the meeting and invited roundtable introductions of attendees.</p> <p>Apologies were received as noted above.</p>	
2	<p>Minutes, Actions and Matters Arising</p>	
	<p>The Minutes were agreed as an accurate reflection of the April 2020 meeting.</p> <p>Matters arising:</p> <p>Virtual encounters discussed. SW clearer guidance available now than previously. Every LEP working on some sort of virtual work experience. Discussions continue. Apprenticeship uptake very low.</p> <p>Promotion videos have not been finalised yet due to furlough of staff at video editing agency. Hopefully available soon.</p>	
3	<p>Hub Lead Update</p>	
	<p>HS gave a presentation to the group – slides available with minutes.</p> <p>SW commented that the progress over last year has been incredible offered praise to HS and the Dorset CEC team.</p> <p>Action: HS to email round the details on the Cornerstone Employer Group Inaugural Webinar with Allied Healthcare on 14 July at 6.00 pm.</p> <p>CH spoke about getting IT equipment into homes and that this enabled them to reach quite a lot of students whose parents might have been unable to physically bring them in school to attend events. It enabled them to reach difficult areas allowing people to engage at home.</p> <p>HS commented that it would be interesting to see how engaged parents are in these webinars.</p> <p>GP mentioned that it was not just about getting the IT into homes but also about people knowing how to use it. She also commented on supportive internships and how the hospitality industry is really struggling at the moment.</p> <p>Action: AH informed that Dorset Council have also been working on getting digital into homes and he would share information about the BT scheme which can help with this.</p> <p>Action: CO asked the group that if anyone has any feedback re IT to please let her know by end of the day so she can feed back to OFS.</p>	<p>HS</p> <p>AH</p> <p>All</p>

	HS informed the group that we have been successful in securing more funding to bring an additional 32 schools into wave 3 of the Careers Hub and that moving forward there will be one offer in Dorset.	
4	CEC National Update	
	<p>SW gave an update to the group. She explained about the expanding of Career Hubs and the newly created wave 3 hubs which will run until August 2021. Discussions continue with DfE about funding beyond this period – potential negotiations for three-year extension.</p> <p>CEC are considering more primary work and further parental engagement activity. SW mentioned the improvements in the schools in Weymouth and Portland and that the work of Janek Tarnawski, AH and Robert Firth is really paying off.</p> <p>SW mentioned Compass+ which is a free tool for schools to use.</p> <p>SW explained that they also had 650 extra places for Career Leader funded training. SW asked the group to promote this.</p> <p>Action: All to promote the availability of the Career Leader funded training.</p>	All
5	Group Discussion - Implementation of extended Careers Hub during Covid-19 recovery	
	<p>A discussion took place around the current situation with Covid-19 and what national support there was in place regarding the September re-start.</p> <p>SW explained that we are now in a new world and the message is to carry on and engage with schools in whatever way we can.</p> <p>RD explained that from the conversations he has been having about next year, most schools are taking a flexible approach and playing on the side of safety. Message getting from DfE - do what you can and support where you can.</p> <p>CH explained that he had spoken to numerous Heads and that most schools were intending to go with the 'bubble' approach. It was going to mean major changes to the curriculum. For example, his school has disbanded their Post-16 enrichment project and there will be no presentations to large groups, this will be done virtually.</p> <p>A discussion took place about the benefits of doing certain events virtually, in that they can be recorded and so always available if someone is unable to attend, so nothing gets missed. Some thought will need to be given to about how to present on careers.</p>	

	<p>CH also mentioned that a positive has been the stronger ties gained with other schools and sharing how to provide the best support for students.</p> <p>GP mentioned they were looking at transition of year 11 students. She mentioned that the work that senior leaders are doing across schools has been really good.</p> <p>It was discussed how some lessons have worked better at home and others are better in the classroom. Adaptation is required.</p>	
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5	Group Discussion - Implementation of extended Careers Hub during Covid-19 recovery Cont'd	
	<p>CO explained that the University update is good but there is concern whether that will translate to people actually starting in September. There are concerns from students about whether they will get the full Uni experience if there is a lack of social activities and increase in virtual teaching.</p> <p>Unconditional offers were discussed and LR confirmed that he had received a letter from OfS stating that HE providers cannot make unconditional offers moving forward.</p> <p>Agreement that support is need for year 12/13s to make ensure they make informed choices.</p>	
6	Proposed Dates for 2020/21 Meetings	
	<p>LR proposed that the group meets once a term, with the next meeting being held on Tuesday 10 November. The meetings will take place before the Skills Advisory Panel and Board meet. He informed there is a Skills Advisory Panel and Board due to take place soon and to be discussed is the Skills Plan. This will be added to the agenda for the next meeting.</p> <p>All agreed they were happy to continue with virtual meetings going forward but with one meeting a year being held in person. This was proposed to be the meeting in the Spring.</p>	
6	Any Other Business	
	<p>HS to discuss steering group representation with JC and RK. Look to invite a middle school HT to join the group in line with the Careers Hub extension.</p> <p>Action: HS reminded the group to return Conflict of Interest forms</p> <p>HS thanked everyone for their support, as this was her last meeting before she goes on maternity leave in September.</p>	<p>HS</p> <p>All</p>

7	Date of next meeting	
	Tuesday 10 November 2020, 09:30 – 11:30 (virtual) Tuesday 9 March 2021, 09:30 – 11:30 (face-to face meeting – venue tbc)	

Summary of Dorset's Skills Research Findings

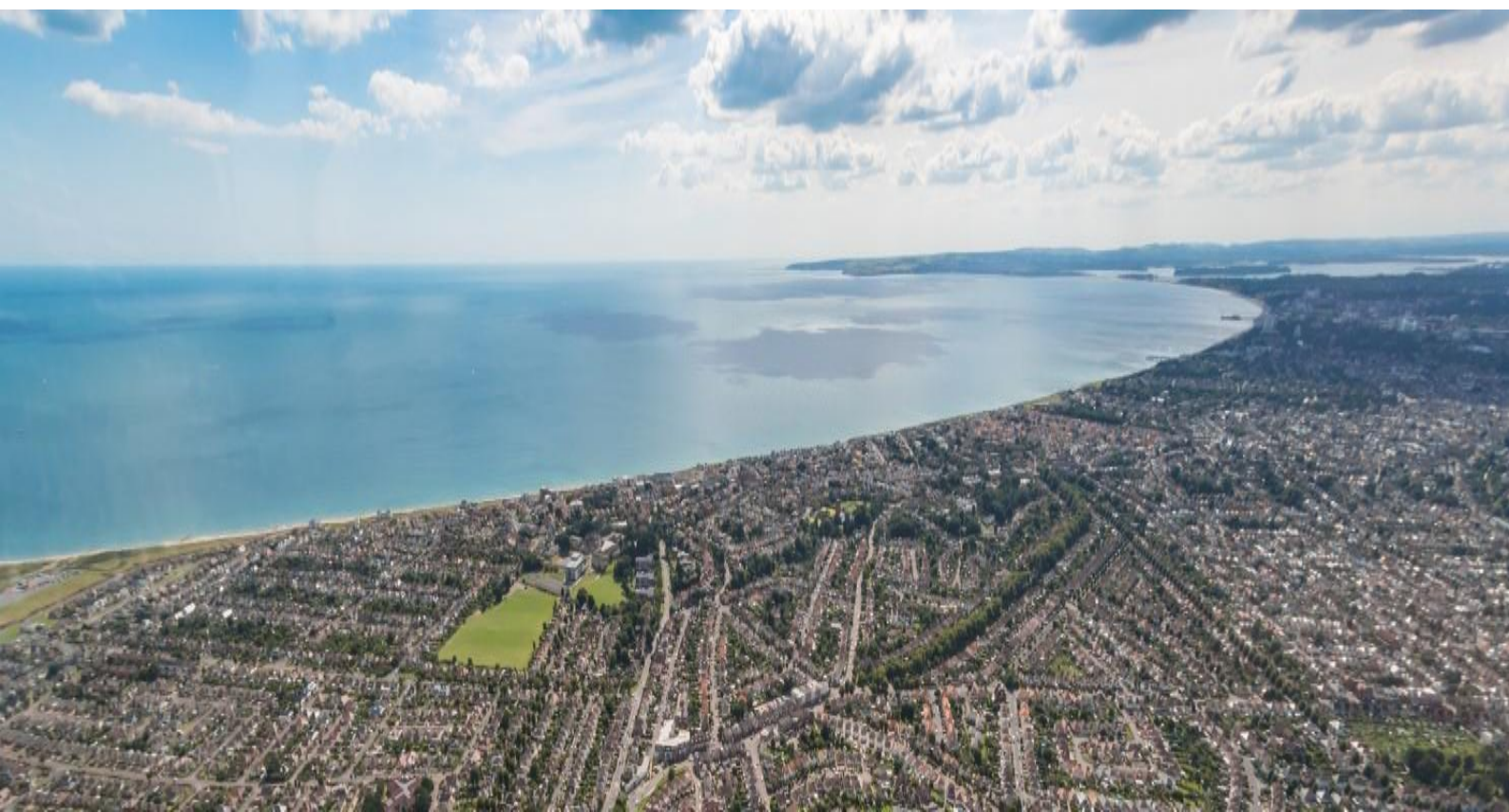
Economic Context

Over the past decade Dorset has experienced near-full employment and higher than the national rates of economic activity, but lower productivity and slightly lower rates of pay than England with pronounced geographical and gender pay gaps. Around 25% of all jobs are earning below the Living Wage (18% in BCP and 27% in Dorset Council, compared to 23% in UK) and an estimated higher prevalence of zero-hour contracts is raising some concerns around job security.

Dorset also faces a significant demographic challenge in the future, having amongst the highest proportions of people in retirement age in the country and a below average proportion of young and working-age population, as well as exhibiting an ageing workforce. All these factors have contributed to a shrinking pool of labour for employers to draw upon, loss of expertise and a projected replacement demand 5 times the expected growth in jobs.

Socially, there are pockets of deprivation, with 15 of the smaller geographical areas (Lower Layer Super Output Area (LSOA)) in Dorset amongst the 10% most deprived nationally. The combination of urban, rural and coastal characteristics also brings unique challenges to the productivity and access and adds a layer of complexity to the skills mix. To emphasise the barriers to participation, aspiration and achievement, there is a notable social mobility challenge in certain areas - most notably Weymouth & Portland ranked #322, out of 324 local authority areas in the UK in terms of social mobility, while Bournemouth is ranked 245.

Despite experiencing lower than average concentrations of workless households and proportions of people claiming out-of-work benefits, in the space of just a few months since the coronavirus restrictions were introduced, out-of-work benefits claimants have tripled (from 2% to 6% with 16,400 more claimants in May 2020 than in December 2019) and a third (123,000 jobs) of those in employment currently being supported by the Government's coronavirus support schemes.



Labour & Skills Demand

Despite the challenges outlined, there are exciting economic opportunities for Dorset going forward. With emerging growth areas in advanced engineering, agri-tech, fin-tech, defence, health, digital and creative, and Dorset's aquaculture identified as a high potential opportunity by the Department for International Trade, the demand for new skills and fresh talent taking on apprenticeships and emerging job opportunities promises to recover from the coronavirus disruption as it has remained resilient throughout previous economic downturns. There has been strong employment growth in healthcare, tourism, arts and entertainment, property and construction over the past 4 years and robust economic output from our established property, retail, manufacturing, healthcare, finance, construction, professional, scientific and technical sectors.

However employers are reporting skills gaps. Over half of the employers (56%) in a recent survey reported at least one type of skills gap across their workforce with a third (36%) stating they were affected by multiple skills gaps. The skills issues most commonly experienced across industries were in digital, sales and marketing, analytical, leadership and management skills as well as technical and practical and job specific skills, such as engineering (systems, technical engineering and manufacturing), health and social care (nurses, carers, physiotherapists), finance (accountancy, tax advice, financial management and planning), construction (plumbing, electrical work, carpentry). The significance of these gaps for the economic and business success was highlighted by 71% of employers saying these skills gaps were significant impacting their productivity, while over a half felt they were having negative effects on business profitability and growth. Almost a quarter (23%) of Dorset employers also report having had one or more hard-to-fill vacancies in the previous 12 months in specialisms largely reflecting the areas identified as skills gaps and the biggest challenge in filling these vacancies was accessing sufficient numbers of applicants with the required skills, motivation and personal attributes.

These areas of increased demand and recruitment difficulties shared by employers were confirmed by labour market intelligence identifying considerable volumes of jobs advertised by Dorset employers (63 thousand jobs advertised throughout 2019). A key area of demand that stands out is healthcare, where demand is notably higher in Dorset than elsewhere (c.11,300 jobs in 2019, 30% of all vacancies, vs 21% in UK). The single job with largest demand being nurses (c.2,600 registered nurses vacancies - 5% of all jobs) and social and residential care also seeing demand of higher rates with further shortages expected within a post-Brexit climate. The second most significant group of occupations in demand were STEM jobs (c11,040, 30 % of vacancies). Within those, the highest demand was for software developers/ engineers (c. 2000) representing a higher proportion of STEM vacancies in Dorset than seen nationally (19% vs 16% in the UK). The third key area – business services employs over a quarter of all employed in the county (91,000 - 27%) and has a large contribution to the economy (£8bn – 43%). Future projections show a notable further increase in healthcare and business with projected expansion of c.7,000 and c. 6000 jobs respectively over the period 2017-27.

The recent developments have caused a decline in advertised vacancies by 15% over the first half of the year and 35% since the lockdown measures began, but there were positive signs of improvement in the employer confidence in May and June of 2020. The recent developments illustrate the growing need for key and essential workers and those less affected by the pandemic with recent recruitment predominantly focused in health, social care and technical occupations.



A major trend for the future is shift of demand in favour of higher skilled occupations - most professional, associate professional, and management occupations, while decline is projected for administrative & secretarial, skilled trade occupations and process, plant and machine operatives.

On average, expectations for higher qualification requirements are on the rise. Forecasting models show continued shift to high-level qualifications with 55% of those employed expected to be qualified at level 4 and above, whilst the proportion of those with level 1 or no formal qualifications expected to shrink from 14% to under 8% in 2027. This growing demand for formal qualifications going forwards is most clearly reflected in the net demand of jobs projected, where a stark shift with over 77% of newly available jobs in the labour market in Dorset over the period 2017-2027 expected to require Level 5 qualifications and above, equivalent to circa 144,000 jobs to 2027.

Tackling the expected circular unemployment as a result of coronavirus, as well as the identified skill gaps and shortages is key to enhancing business competitiveness and allowing Dorset to take full advantage of economic opportunities as they arise.

Labour & Skills Supply

Dorset has an extensive range of education provision including three Further Education (FE) colleges, one University College and two universities – Bournemouth University and Arts University Bournemouth, offering a broad portfolio of learning opportunities. Supply is spread across the geographic areas within the county and is varied in terms of qualifications and subjects with more manufacturing and agricultural qualifications delivered in the rural areas. This is in addition to over 400 private training providers, many of whom delivering specialised training.

Having higher and further education institutions with global reputations on their doorstep, many businesses across Dorset have direct access to the skills and talent they need for their businesses to thrive, grow and compete. There is some evidence however that many of them are not making the most of this opportunity and barriers to investment in training, apprenticeships and productive partnerships exist among employers. Only a quarter of employers engaged with colleges and private providers in meeting their skills needs and even fewer (14% and less) worked with universities and schools. Similar observations were made around partnering with educational providers for recruitment activities, highlighting the need for improved collaboration and understanding of provision. Employers report particular issues with accessibility of training, lack of funding and insufficient relevance to their business. This highlights the issue of educational accessibility in Dorset, where two-thirds of secondary school students have within the 10% of the longest journeys within England. Alongside this, almost half of the employers reporting digital skills gaps (the most commonly cited area of skills gaps) connected those to a lack of suitable training provision.

The national trends towards more people achieving higher qualifications has been reflected in Dorset over this decade and there are fewer people with no qualifications (decrease by 2.3 percentage points to 4.9% which is lower than the UK average of 7.7%). Yet, a fifth of the working age population (23%) does not have a Level 2 qualification, which is regarded a benchmark for employability. While Dorset exceeded the national proportions of people achieving Level 4+ back in 2014, the progress has since been slower - currently standing at 38% with a gap of 2.3 percentage points from national levels, which is in contrast with the projections of future demand. Furthermore, adult participation in further education has fallen over recent years suggesting that we might see further widening of the gap. Overall, there were c.6000 less FE learning participants in Dorset in 2018-19 compared to 2014-15 with the largest fall affecting Dorset Council area and Level 2 qualifications. These trends are connected with funding and eligibility changes and are not necessarily occurring through the main FE providers where adult learning is holding up well.

Social disadvantage also creates a clear differential in terms of attainment, destinations and outcomes between disadvantaged school students who are more likely not to have a sustained destination following mandatory education with the difference being quite marked in areas such as North Dorset and Weymouth & Portland. While apprenticeships are a successful tool to tackling social mobility and addressing the skills gaps, they have also seen a 26% fall in starts since 2014/15. National data also shows the decline in starts is more pronounced amongst those from disadvantaged backgrounds (36%), who benefit the most from them and latest national figures show that COVID-19 has caused a significant further disruption to apprenticeship starts and 48% decline was recorded over the period 23 March – 31 May 2020 compared to last year¹. The fall in apprenticeship starts was largely associated with the 2017 reforms of the apprenticeship system which introduced the apprenticeship levy and apprenticeship service and changed the funding regimes with an emphasis on higher level qualifications.

¹ Apprenticeships and traineeships: June 2020, DfE - <https://www.gov.uk/government/statistics/apprenticeships-and-traineeships-june-2020>

Supporting evidence

Employment and Engagement

Dorset has enjoyed a strong labour market over the past decade, marked by historical highs of employment (79% vs 76% in the UK) and lows of unemployment (2% vs 4% in the UK). While the labour market was in a state of 'near full employment' and lower proportions of people were economically inactive (19% vs 21% for UK) with only a quarter among them wanting a job, employers were competing for available workforce resources. The coronavirus pandemic and lockdown however have caused a sudden change to the labour market conditions. The first indications illustrate a stark rise in the number of people claiming out-of-work benefits between January and May 2020 climbing from 2% to 6% of working age residents (16,400 more). In addition there are 123,000 jobs supported by the Job Retention Scheme and Self-Employment Income Support Scheme. It is yet to emerge how many of these jobs will still exist after these schemes are withdrawn.

Employment and Productivity

While employment was historically high, labour productivity remained persistently low - lagging behind the UK's by £3.5 per hour worked on average and costing the economy an estimated £2.3 billion per year. The industry mix plays a relatively small role in explaining this employment-productivity mismatch, known as 'productivity conundrum'. The key explanation remains the recovery from the last recession when business investment fell while unemployment did not increase markedly, but the cost of labour fell under a significant pressure on wages and many businesses substituted labour for capital investment. Higher productivity correlates with higher skills, however one of the primary drivers to business productivity is the availability of an optimal skills mix for the economic demand and maximising their utilisation within the skills ecosystem.

Earnings Distribution

Average earnings are close to national levels with median annual wage (£23,824) marginally lower than the UK (£24,897). However, significant variance in distribution of earnings exists: **by geography** – Seven neighbourhoods in Dorset Council fall into the top 20% nationally for income deprivation – 7 of them in Weymouth and Portland. *Over a fifth (26.9%) of the jobs in the Dorset Council and half (48%) of those in Weymouth & Portland were earning below the Living Wage in 2018;* **by gender** - women in full time roles earn 10 thousand less than male and 2 thousand less than their UK counterparts. The gap in wages increases as women age and those between 50 and 59 earn almost 30% less than men (vs 15% nationally). There are particular concerns that coronavirus related economic and employment issues will affect those at the lowest wage part of the spectrum.

Deprivation and Social mobility

The estimates of social mobility indicate some significant difficulties in Dorset. Most notably Weymouth & Portland ranked 322, while Bournemouth 245 out of 324 local authority areas in the UK in terms of social mobility. In terms of deprivation, there are 11 areas in Dorset and 26 in Bournemouth within the top 20% of most deprived in the country and 9 areas in BCP and 6 in Dorset Council within the top 10% most deprived nationally for multiple deprivation.

Demographic challenge

Dorset it is an attractive retirement migration destination and is among the most aged parts of the UK: 1-in-4 of the Dorset population is aged 65+, compared to 1-in-5 nationally. The proportion of working age people (16 - 64) is lower - 58% (61% in BCP and 55% in Dorset Council), than the 63% nationally. Dorset Council has the greatest proportion of its population aged 65+ (29%) which is projected to reach almost 40% by 2025. Replacement demand is therefore expected to largely shape the scale and shape of the future labour demand.