

DORSET LEP SKILLS ADVISORY PANEL & BOARD
6 June 2022, 2 – 4pm

Virtual meeting via Teams
AGENDA

#		Item	Lead	Purpose	Annex
1		Welcome, introductions and apologies	Luke Rake Chair	Welcome, introduce attendees and note apologies	
2		Approval of minutes of last meeting – July 2021	Luke Chair	To agree minutes as read and action updates	1
4	Place	Rural Economy report briefing	Luke Rake	Levelling up the rural economy - APPG report 2022 ONLINE pdf (cla.org.uk)	
		DSTPN	Rod Davies	Update	
		BCP SPF plans	Rebecca Davies	BCP SPF local partner engagement and BCP Skills Plan.	
		DC SPF plans	Jon Bird	Community Consultation	
		Multiply	Lesley Spain		
		Skills Boot Camps	Rebecca Davies	Award of £953k for Dorset and Somerset	
3	Recovery	LMI	Mira Koseva	Q1 LMI presentation	
5	Future	Funding opportunities	Phil Sayles	Strategic Development Fund bid	
		Local Skills Improvement Plan	Ian Girling / Nicola Newman	Business context and Employer Representative Body bid	
6	AOB		All		

DORSET LEP SKILLS ADVISORY PANEL AND BOARD MEETING

Meeting Date	6/6/2022	Item Number	
Security Level:	Confidential <input type="checkbox"/>	Commercially Sensitive <input type="checkbox"/>	Unclassified <input type="checkbox"/>
Paper Title	Dorset LEP Skills Update		
Recommendation	The SAPBoard are asked to note the strategic input and operational delivery of skills.		
Papers are provided for:	Decision <input type="checkbox"/>	Discussion <input type="checkbox"/>	Information <input type="checkbox"/>

1. PURPOSE

This paper provides an update from the Dorset Skills Advisory Panel and Board (SAPB), together with operational updates from Dorset LEP skills team in Dorset between.

2. SUMMARY

Skills team update

- **SAP Programme** – we have met the criteria for the 2021/22 DfE funding for the SAP Programme and are completing the required reports. Funding for 22/23 extends to data provision only, and delivery under this funding will be fed into the DorsetLEP strategic plan.
- **Skills Boot Camps** – Dorset LEP have bid under the national framework for Wave 3 working in partnership with Somerset County Council. The funding allocation is 50% of the amount bid for (£953k), with Weymouth College being successful for a number of programmes. We are now in the stages of contracting with delivery intended from the summer.
- **Restart Programme** – The programme continues to build on its early success with around 300 job starts. Updates on numbers of successful job starts is due at the end of Q2. Restart continues to work with rural and coastal employers in particular to find secure employment for participants.
- **Skills Commission** – BCP and Dorset Councils skills commission is in the final stages of agreement. The plan and leadership will be shared as soon as contractual arrangement are in place.
- **LMI delivery** – DorsetLEP have delivered Labour Market Information sessions at Bournemouth University, Weymouth college FE college and through the Dorset Careers Hub in schools. LMI posters and web delivery to schools, young people and parents is under development with the Dorset Careers Hub for roll out in the summer term.
- **BCP Skills Strategy and Implementation** – commissioned by BCP council DorsetLEP will be drafting a BCP Skills strategy and implementation plan, ensuring the authority is ready to bid and deliver to the Levelling Up agenda and SPF. The data analysis for this strategy is comprehensive and provides both statistical and contextual information. BCP are aiming to share their plan with local partnership groups during June.
- **Local Skills Improvement Plan (LSIP)** – the opportunity for Employment Relationship Bodies to bid to lead LSIP's has been shared by the DfE. The LSIP is focused on the improvement of local delivery of technical and vocations education, although touches all areas of skills development for post-16 learners. Locally, Dorset LEP Skills

team is working with the councils and other partners to support the Dorset Chamber bid to lead an LSIP for the Dorset geography. The bid will be submitted in June, with further bids for funding and then action under an LSIP in the summer and autumn. The

3. The Labour Market Information update

The latest labour market update has been [published](#) including dashboard and key highlights presentation.

The latest labour market and economic indicators show that the economy grew by 0.8% in the first quarter of 2022 and is now above its pre-coronavirus level.

Employers' confidence in the economy however took a downward turn as inflation reached its highest for 30 years and energy and commodity prices picked up further as the conflict in Ukraine escalated. Yet, hiring intentions increased, particularly for permanent workers, perhaps reflecting challenges in filling vacancies.

In Dorset 2022 started with a new high of over 25,000 vacancies being posted online - levels unseen before. But there is scarcity on the labour market despite significantly lower employment levels than before the pandemic, rising numbers of people who aren't working but also aren't looking for a job, and unemployment in Dorset overtook the national levels for the first time on record.

Key updates:

- The BCP Economic Development Strategy approved by Cabinet in December has been [published](#).
- The Dorset Apprenticeship Awards 2022 finalists have been [announced](#).
- A report revealing the damaging impacts of Agricultural transition on the farming community, supply chain, jobs, producers, suppliers, business owners, workers, and the wider rural economy in Dorset and south west has been [released](#).
- The AFC Bournemouth's return to the Premier League set to [boost the local economy](#) including increased interest to local educational providers.
- The [Skills Bill became law](#), [Multiply investment prospectus](#) was released, and LSIP expression of interest is [opened for submissions](#).

4. Dorset Careers Hub Update

Dorset LEP has launched the CEC funded Effective Transitions Project working with Learning Centres and senior schools in key deprived areas to help young people make effective and positive transitions at the end of yr 11. The project is working with 10 learning providers across the county and will be live until the end of 2023. Dedicated careers leaders are engaging with young people to ensure the base line assessment is achieved and the initial two interventions with young people are successful.

Across the Dorset Careers Hub significant analysis of our schools data has highlighted great achievements and trends, combined with weaknesses, which has enabled us to identify focus areas and where there is a need for specific intervention. Some highlights are:

- As previously advised, Middle Schools have emerged as an area where key support is needed and the central hub team are rolling out the plan to overcome current low attainment of targets. We are specifically working to improve EA representation and work experience in the cohort, which equates to 15% of the schools in our network.
- Dorset Careers Hub was a primary sponsor of the Careers and Apprenticeship Show delivered by BCP at the BIC in March. The event was a huge success with around 3500 young people attending and 60 employers taking stands to highlight careers

opportunities. A number of workshops were well attended during the day, plus parent workshops in the evening.

- Dorset's SEND schools were also identified as requiring greater support, and the central hub team have bid for £70,000 funding for delivery in 2022/23 to ensure young people within SEND schools achieve their potential with greater long term sustainable employment opportunities. Outcome is expected in July.
- The CEC awarded funds to support amplification of apprenticeships and technical qualifications will see us run a research project, 'Apprentice for a Day' initiative and a conference during June. Board members are asked to promote the event to businesses where possible

5. RECOMMENDATION

The SAPBoard are asked to note the update and the input of the Dorset LEP team.

Overview

Up to £559m UK-wide to improve adult numeracy



We want to help people improve their ability to understand and use maths in daily life, home, and work. Whether that be improving household finances, helping children with homework, making more sense of the facts in the media, or improving numeracy skills specific to a line of work. To achieve that, Multiply will offer a range of options such as free personal tutoring, digital training and flexible courses that fit around people's lives and are tailored to specific needs, circumstances, sectors and industries.

3 main strands:

- 1. Funds allocated to local areas for 3 yrs** (£1.72m – BCP Council, £1.57m Dorset Council) to deliver numeracy interventions such as, e.g., intensive flexible maths courses for those in employment or unemployed, building on what is already delivered (in England) through the AEB.
- 2. The development and roll out of a digital platform.**
- 3. A programme of randomised control trials and evaluation**, encouraging innovative approaches to improving numeracy and building evidence in the field.

What success looks like

1. More **adults achieving maths qualifications courses** (up to, and inc' Level 2 – with GCSEs and Functional Skills Qualifications as the qualifications of choice in England – or equivalent) and increased participation in numeracy courses. Local areas to evidence improvements in functional numeracy.
2. **Improved labour market outcomes** e.g., fewer numeracy skills gaps reported by employers, an increase in the proportion of adults that progress into sustained employment and/or education.
3. **Increased adult numeracy across the population** – beyond achieving certificates/ qualifications, will track both the perceived and actual difference taking part in the programme makes in supporting learners to improve their understanding and use of maths in their daily lives, at home and at work - and to feel more confident when doing so.

10 Intervention options (page 7)

- a) **Courses designed to increase confidence with numbers** for those needing the first steps towards formal numeracy qualifications.
- b) Courses designed to help people use numeracy to manage their money.
- c) **Innovative programmes delivered together with employers** – including courses designed to cover specific numeracy skills required in the workplace,
- d) Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in numeracy order to access a certain job/career.
- e) **New intensive and flexible numeracy courses targeted at people without Level 2 maths**, leading to a Functional Skills Qualification.
- f) Courses for parents wanting to increase their numeracy skills in order to help their children, and help with their own progression.
- g) Numeracy courses aimed at prisoners, those recently released from prison or on temporary licence.
- h) Courses aimed at those 19+yrs that are leaving, or who have just left, the care system.
- i) Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.
- j) Additional relevant maths modules embedded into other vocational courses.

Outcomes and Outputs (ILR)

Indicative Outcomes:

- a. Increased number of adults **achieving** maths qualifications up to, and including, Level 2.
- b. Increased number of adults **participating** in maths qualifications and courses up to, and including, Level 2.
- c. Increased number of adults participating, acquiring and evidencing skills through non-qualification provision, or towards a qualification, including online learning.
- d. Improved labour market outcomes.
- e. Increased adult numeracy (by supporting learners to improve their understanding and use of maths in their daily lives, at home and at work).

Indicative Outputs

- a. Number of adult numeracy courses run in a local area through Multiply.
- b. Number of people participating in Multiply funded courses, broken down by ethnicity, sex/gender, age and disability to enable Public Sector Equality Duty monitoring
- c. Number of people achieving a qualification, broken down by ethnicity,

Funding to cover:

1. Determining need
2. Assessment of level
3. Signposting
4. Workforce capacity building - recruitment campaigns, training
5. Teaching and Support staff and resources
6. Classrooms, online facilitates
7. Career advice and guidance on what's next
8. Management and administration, data collection, quality assurance within the 10% of allocation
9. Cost of examinations
10. Governance
11. Wrap around support including welfare
12. Marketing
13. Other e.g. incentives

To do:



- 1. Appraisal of current activity** - Colleges, IAL, ACE, other providers, Citizens Advice, Probation Service, DWP/Jobcentre+, ESIF etc
- 2. Evidence of need and strategic fit**– data review NOMIS data, DfE skills data, national 2010 Literacy and Numeracy, Schools data, local skills strategies
- 3. Recruit delivery partners**
- 4. Select Interventions (programmes) and consult**
- 5. Submit Multiply Investment Plan** CEX sign off and submission by 30 June
- 6. Delivery from September 2022**

Key Documents

[Multiply: funding available to improve adult numeracy skills - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Multiply Technical Guidance \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

[Local authority skills levels \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Multiply.investmentplans@education.gov.uk

BCP Shared Prosperity Fund

Rebecca Davies, Head of Enterprise, Skills and Industry
Dorset Local Enterprise Partnership

UK Shared Prosperity Fund

- Central pillar of Levelling Up agenda.
- Local investment delivered by councils.
- £2.6 billion UK-wide funding over 3 years.



BCP Council

- BCP £4.2m plus £1.7m for Multiply.
- Creating Investment Plan in conjunction with local stakeholders based on evidenced local needs.
- Plan will detail areas (Interventions) that BCP will seek to address through UK SPF.
- Prioritisation needed due to level of funding allocated.
- Submission of Investment Plan required by 31 July 2022 to secure funding.



BCP Investment Priorities

1. Communities and Place

1. Creation/improvements local green spaces (E3)
2. Funding for impactful volunteering and/or social action projects (E9)
3. Capacity building and infrastructure for local civil society & community groups (E11)
4. Community engagement schemes (E12)
5. Community measures to reduce cost of living (E13)
6. Feasibility Studies (E14)

2. Local business

1. Business start-up and growth (E23)
2. Increasing exporting (E28)
3. Increasing R&D and Innovation (E20)
4. Town and District Centres (E16)
5. Low Carbon (E29)
6. Development and promotion of the visitor economy (E17)
7. Feasibility Studies (E31)



BCP Investment Priorities

3. People and skills

1. Employment support for economically inactive (E33)
2. Courses including basic skills (digital, English and ESOL) and life skills (E34)
3. Increasing digital inclusion (E36)
4. Tailored support for people in employment to address barriers to education and training (E37)
5. Green Skills (E39)

What next?

BCP are sharing the priority interventions selected through local stakeholders prior to formalising the Investment Plan and related evidence submission on the 31st July.

Any comments?



Dorset Labour Market Insights

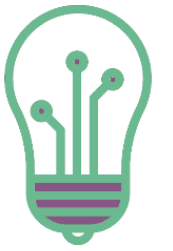
Q 1 2022

Despite some economy growing on its pre-pandemic levels, employers' confidence in the economy took a downward turn as inflation reached its highest for 80 years and energy and commodity prices picked up further as the conflict in Ukraine escalated.

Demand however continued to increase, as did challenges in filling vacancies.

In Dorset 2022 started with a new high of vacancies being posted online - levels unseen before. But there is scarcity on the labour market despite significantly lower employment levels than before the pandemic with high numbers of people who aren't working but also aren't looking for a job.

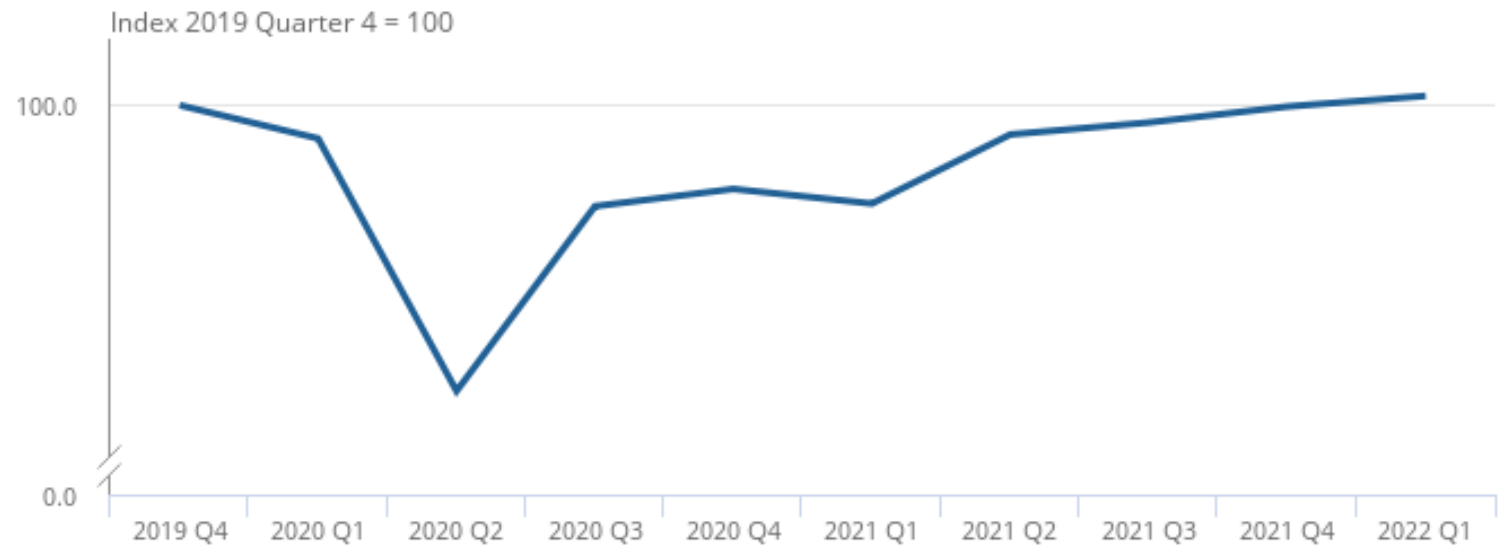
The economy



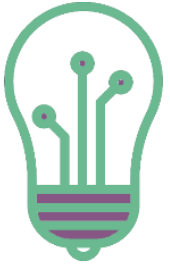
Latest ONS Quarterly estimates

illustrate the economy grew by 0.8% in Quarter 1 of 2022 on the previous quarter and by 8.7% on Quarter 1 2021 and is now above its pre-coronavirus level (0.7%↑).

Increases in output in Services (particularly in Information & Communication, while retail declined with global supply chain disruptions), production (mainly manufacturing), and construction.



The economy



The Bank of England reported recruitment difficulties continued to be intense across almost all sectors and skill levels, with unusually high rates of job churn and vacancies. Little improvement in labour availability expected over the year. EU migrant workers who had returned home during the pandemic were not expected to return to the UK and labour market participation in general decreased, in particular among older workers or people wanting to work more flexibly.



The Recruitment and Employment Confederation Report on Jobs finds recruitment activity continued to rise at a robust pace, but ongoing candidate shortages weighed on overall growth. Increased competition for scarce candidates placed further upward pressure on pay.



LABOUR MARKET & ECONOMIC CONTEXT IN DORSET

- Demand for labour
- Employment, unemployment & out-of-work claimants
- Top employers
- Industry developments
- Professional trends
- Skills requirements

Labour Demand

Vacancies Quarter 1

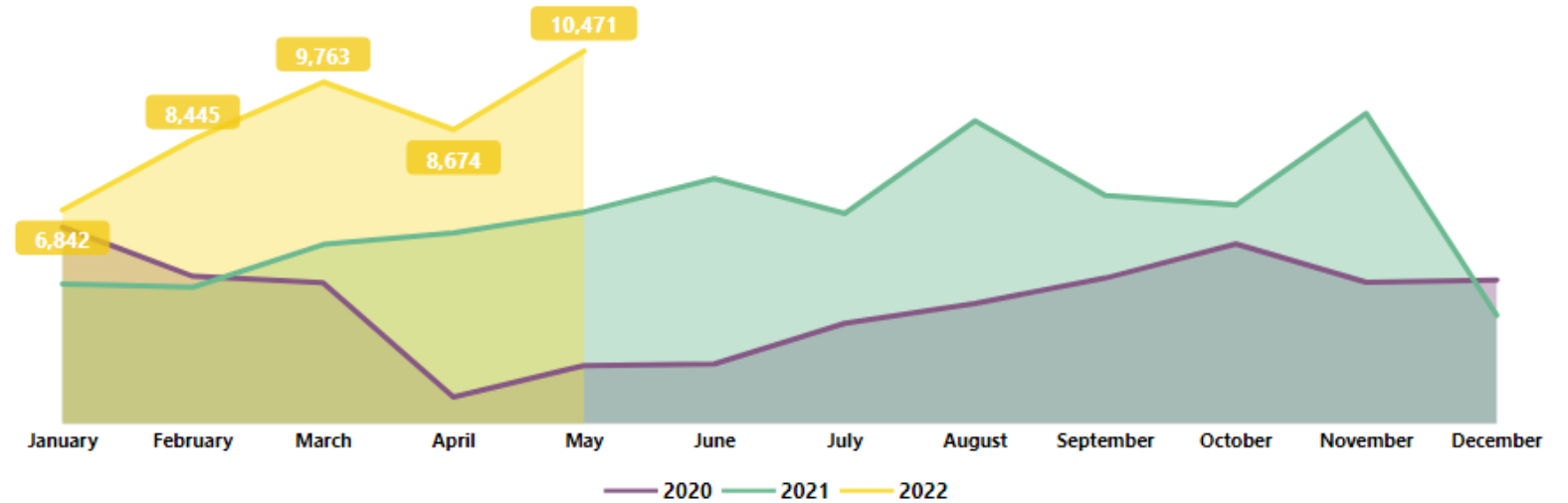
Total Vacancies Dorset County
25,050



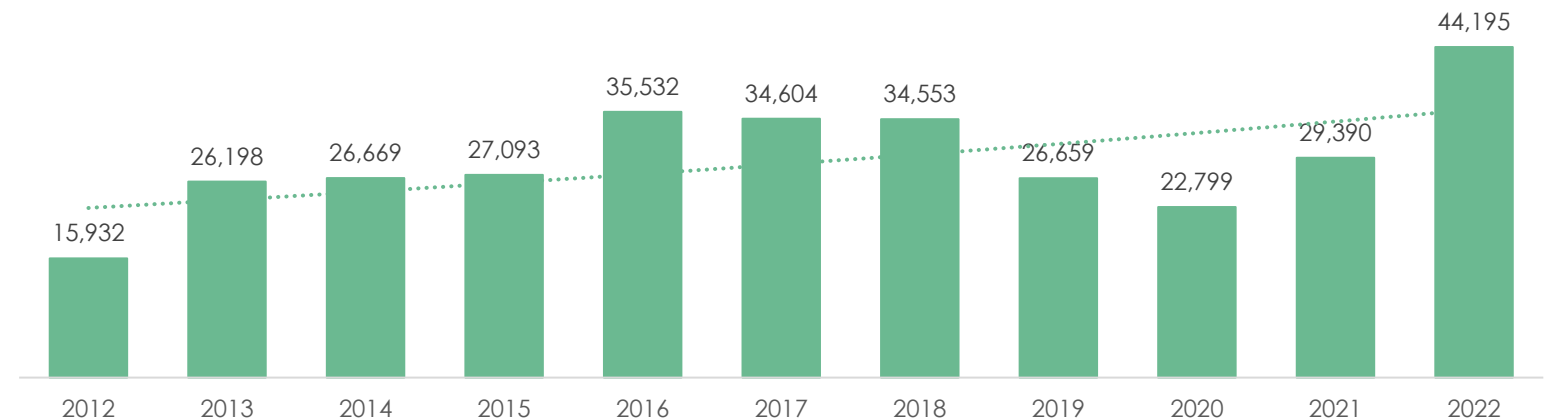
EMSI/Burning Glass. 2021

2022 started with a new high of over 25,000 vacancies being posted over the first quarter only.
Between January and May this reached 44,200 vacancies - levels unseen before in Dorset – double the 2020 levels and 50% higher than last year.

Monthly Vacancies (2020, 2021, 2022)



Dorset Vacancies Jan-May

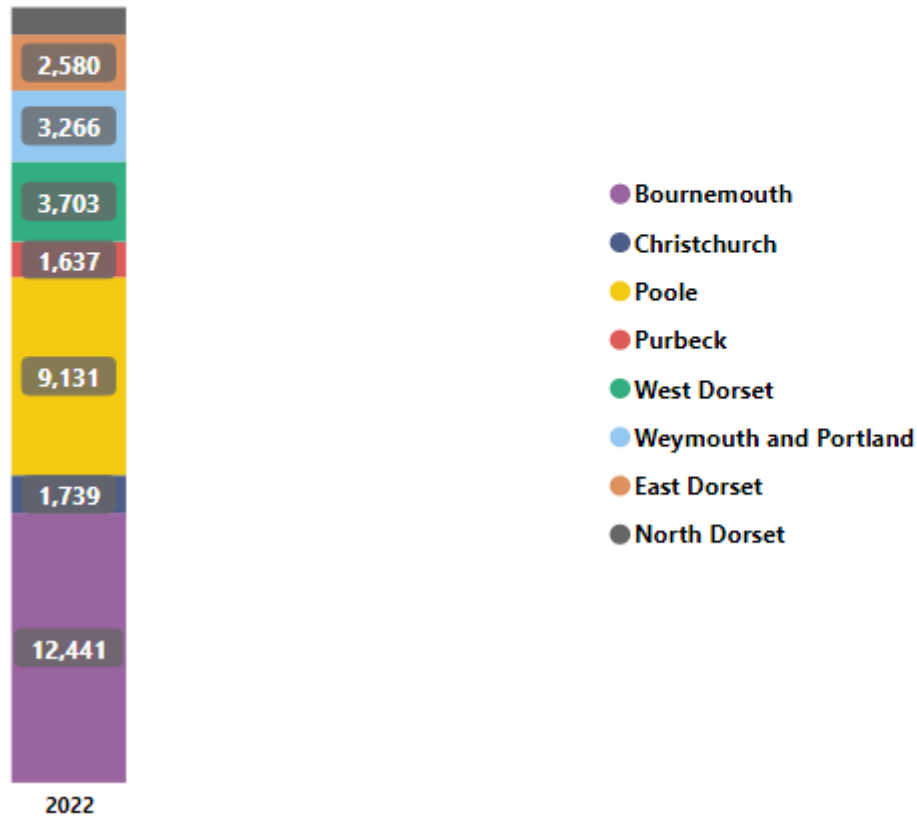


Labour Demand

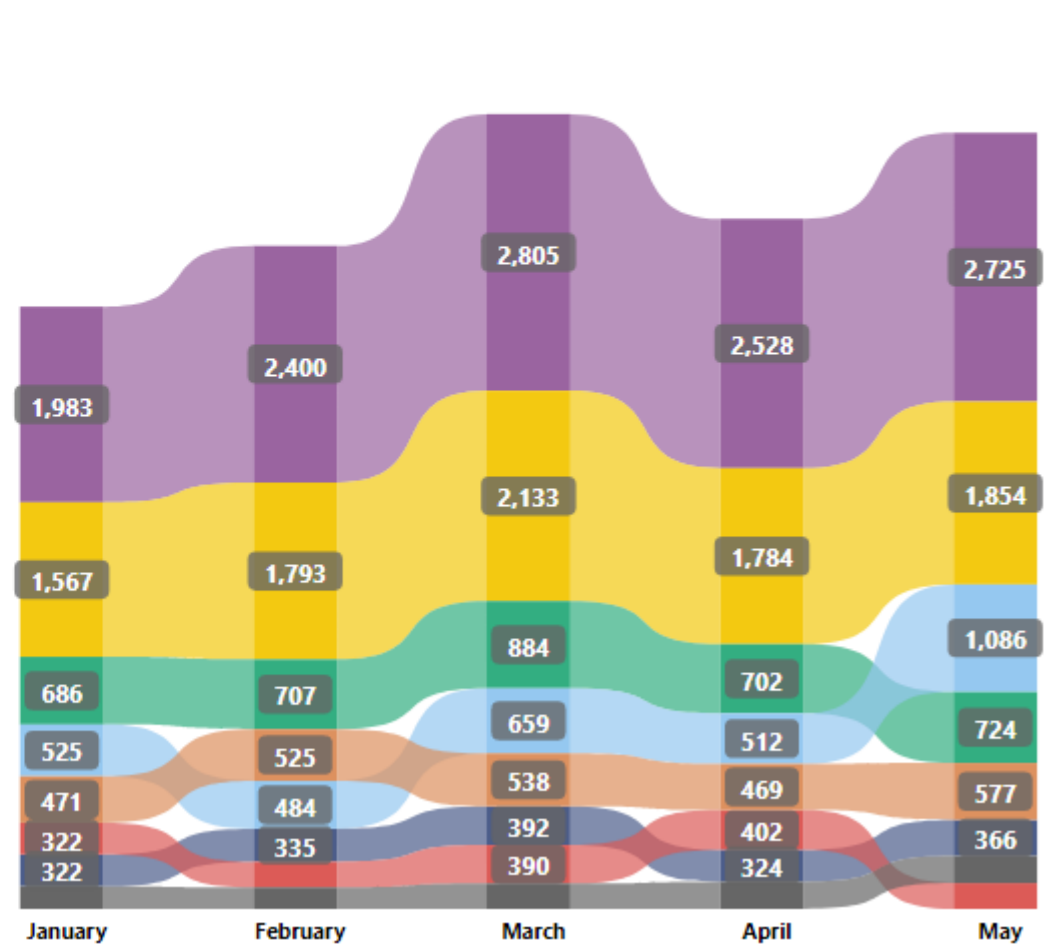
Year
2022

Vacancies by local area

Annual Vacancies

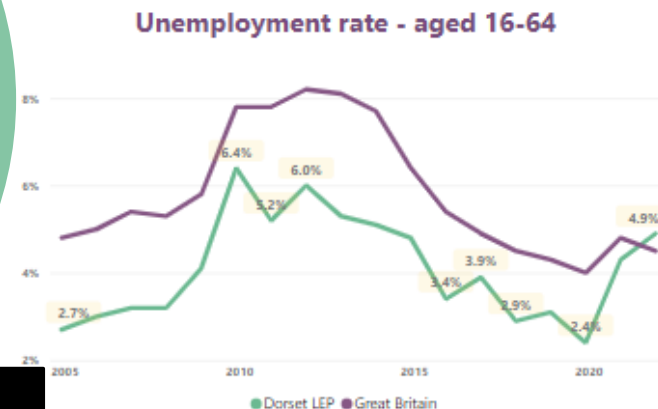
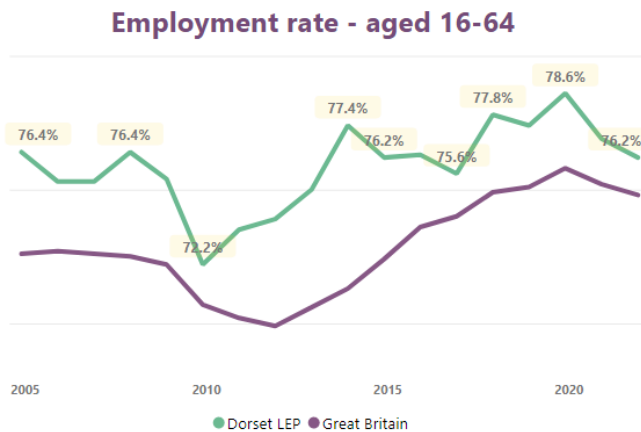
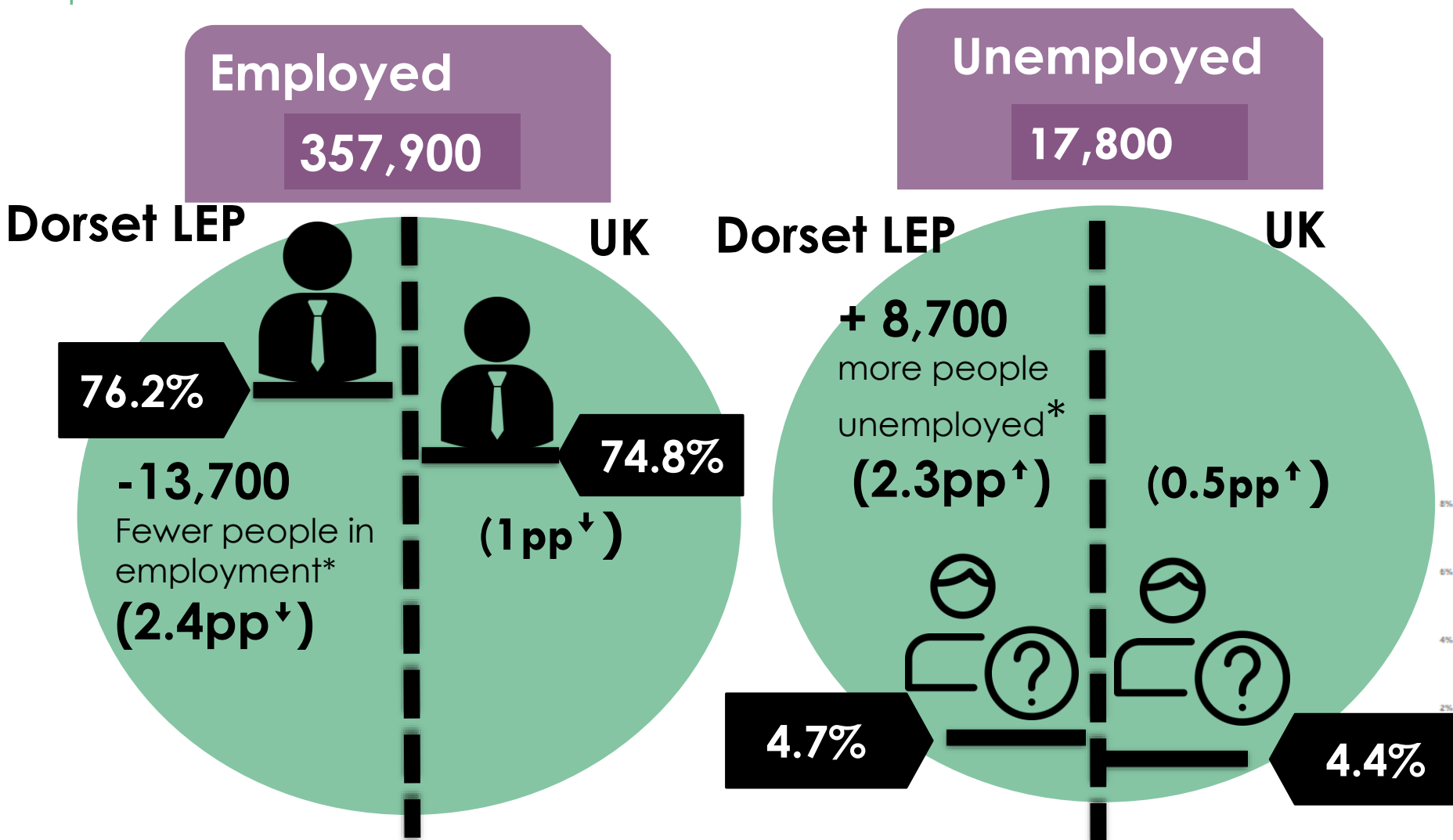


Monthly Vacancies



(Un)Employment

The pandemic (2020-21) affected Dorset's labour market more severely. After a year of record employment levels in 2019 (79%), and despite the furlough scheme, the pandemic resulted in 2.4 pp decline in employment (vs 1 pp nationally) and doubling unemployment rates locally, which exceeded national levels for the first time on record.



* Figures refer to the period Jan 2021-Dec 2021 in comparison to Jan 2019-Dec 2019 - ONS Annual Population Survey 2021

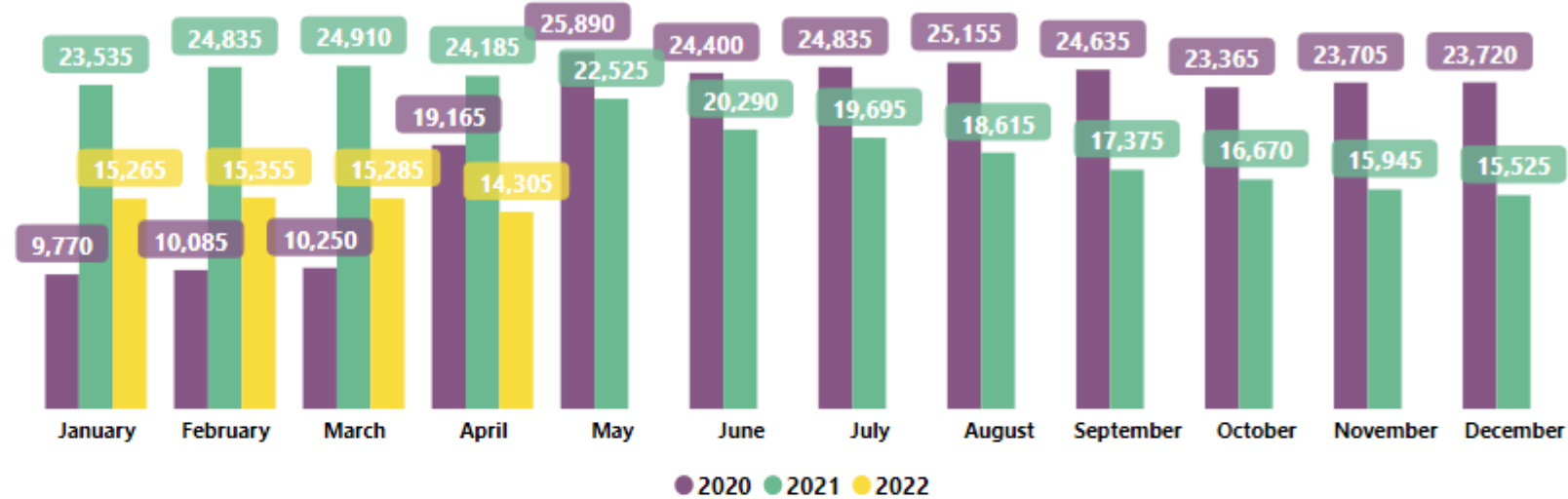
Claimants

Out-of-work benefits

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

3.2%

Dorset County Claimants Aged 16+

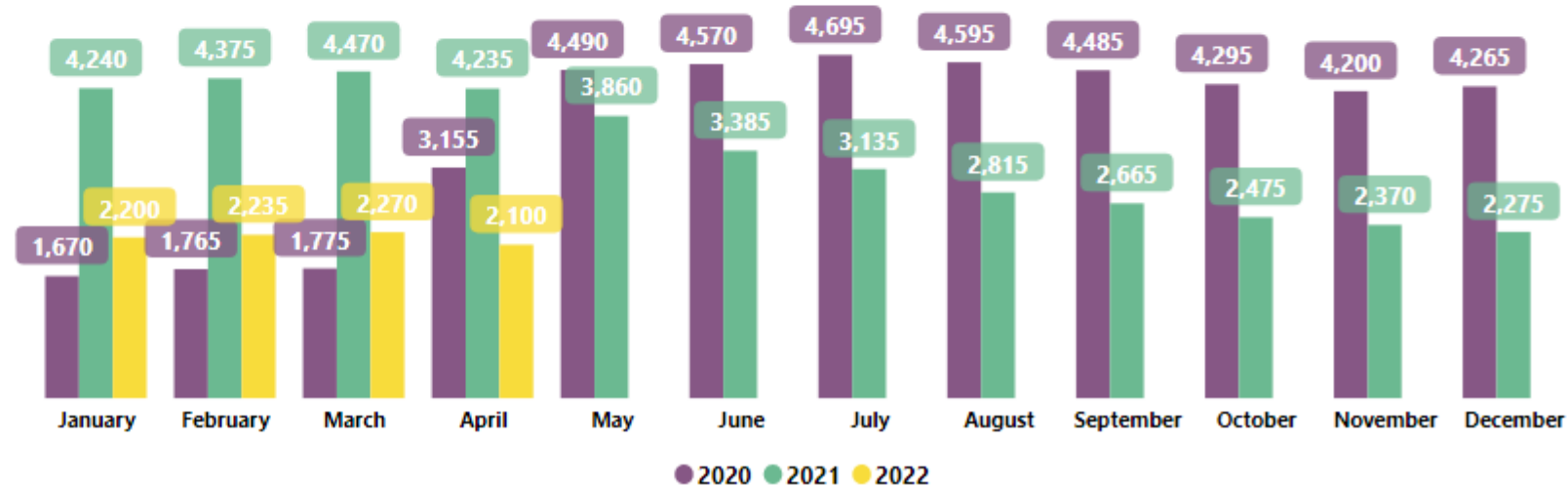


Youth unemployment

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

3.6%

Dorset LEP Claimants Aged 18-24



Out-of-work benefit claimants are still almost 50% higher than pre-pandemic.

Top employers



The top employers league table has seen some reshuffle over the first quarter with hospitality and tourism firms taking over, while NHS firmly remains on top of the chart, as well as local authorities and educational providers.

Top Employers

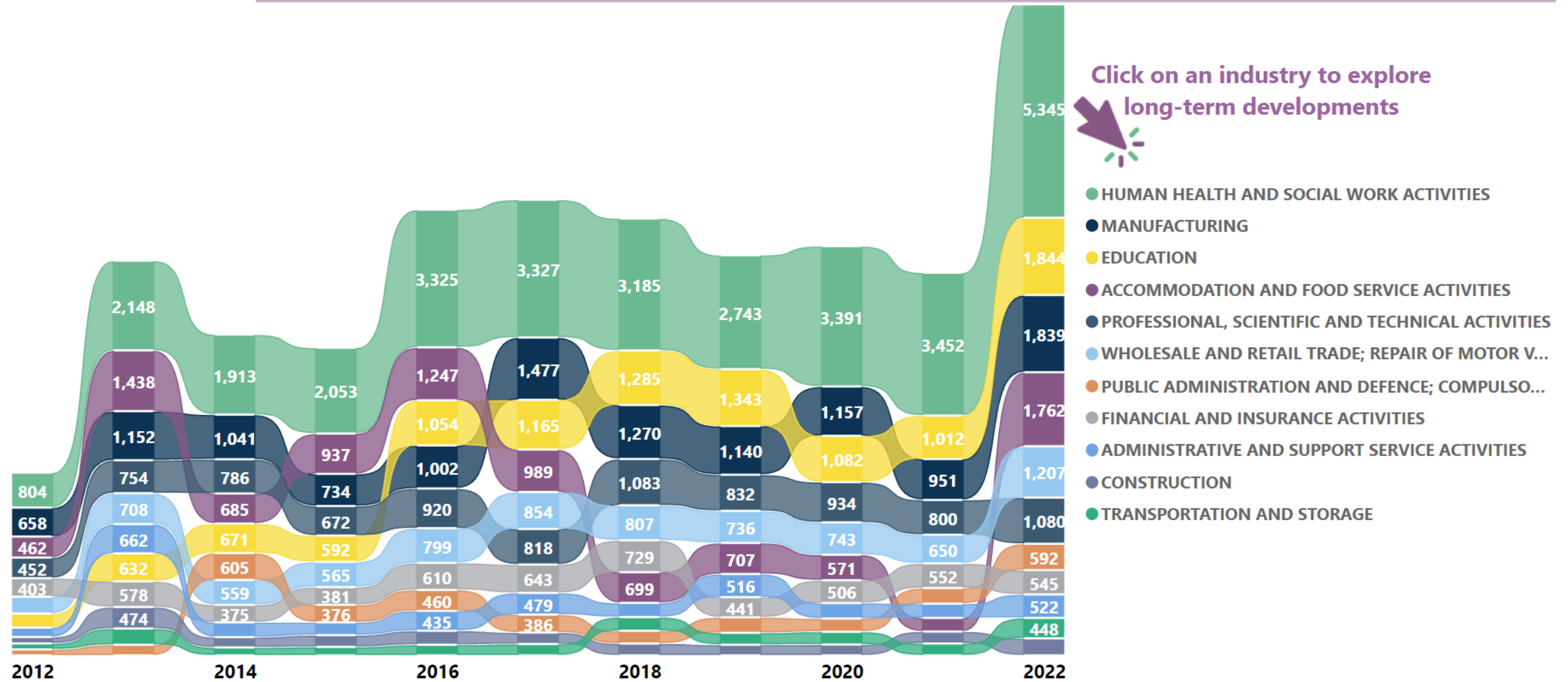
#Jobs

	▼
NATIONAL HEALTH SERVICE	2,482
BCP COUNCIL	351
BOURNE LEISURE	240
BOURNEMOUTH UNIVERSITY	192
COLTEN CARE LIMITED	129
JPMORGAN CHASE & CO	129
HOLT ENGINEERING LIMITED	124
HAVEN LIMITED	111
WHITBREAD	106
HALL & WOODHOUSE	102
VITALITY LIMITED	99
INPLOI LIMITED	91
AGINCARE GROUP LTD	86
TESCO PLC	83
RNLI	65
DORSET COUNCILS	61
SIEMENS	61
HM PRISON SERVICE	60
CARE SOUTH	57
NATIONAL TRUST	55
CO-OPERATIVE GROUP LIMITED	54

Industries

Vacancy growth continued in the first quarter of 2022 across sectors.

Top 10 industries - long-term developments - Quarter 1

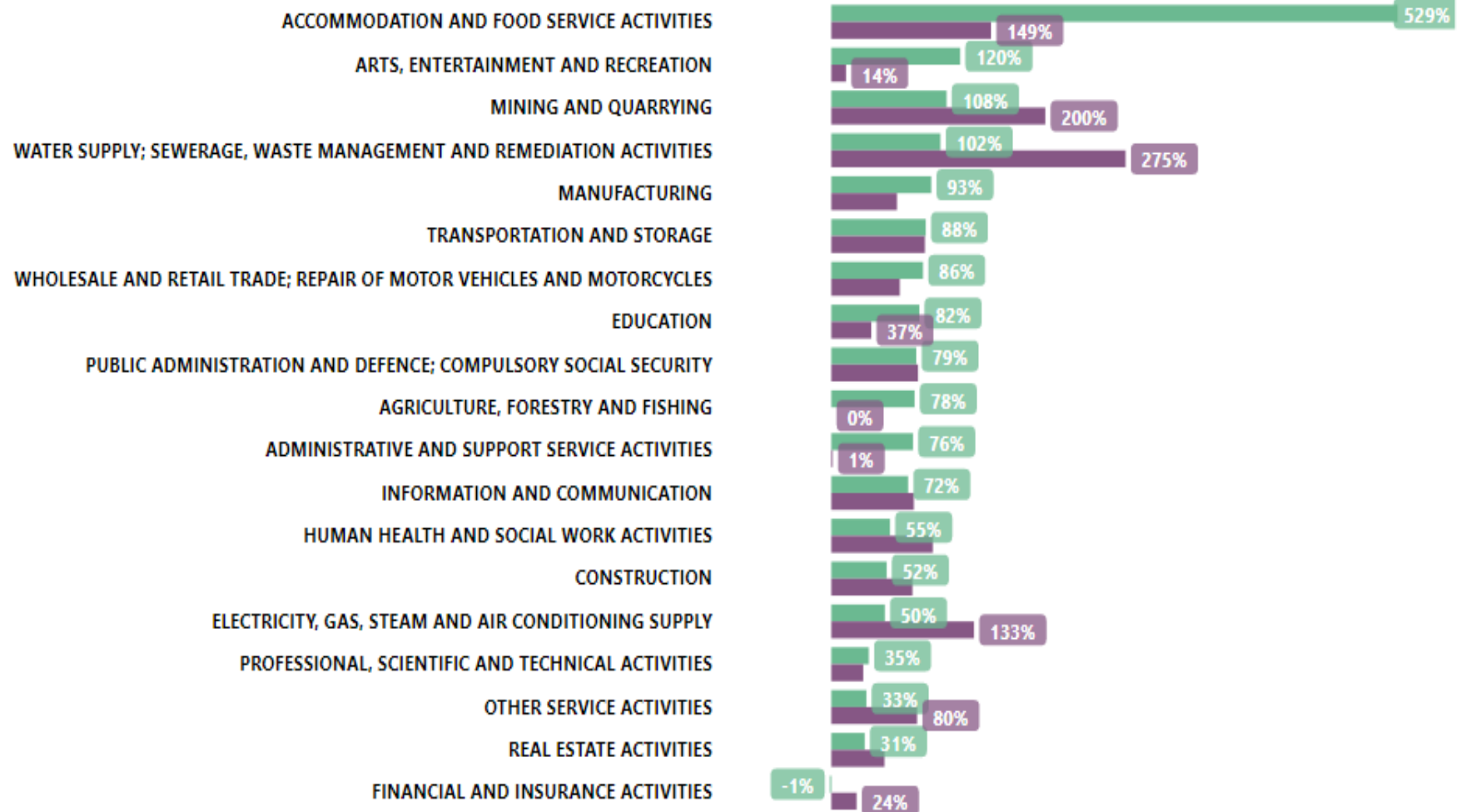


Industries

Most notably, vacancies in tourism & hospitality grew 5 times in the first quarter on those seen over the same period last year, and were twice as high in arts and entertainment, utilities and manufacturing.

Difference in number of vacancies per industry - Quarter 1

● 2022 vs 2021 ● 2022 vs 2019



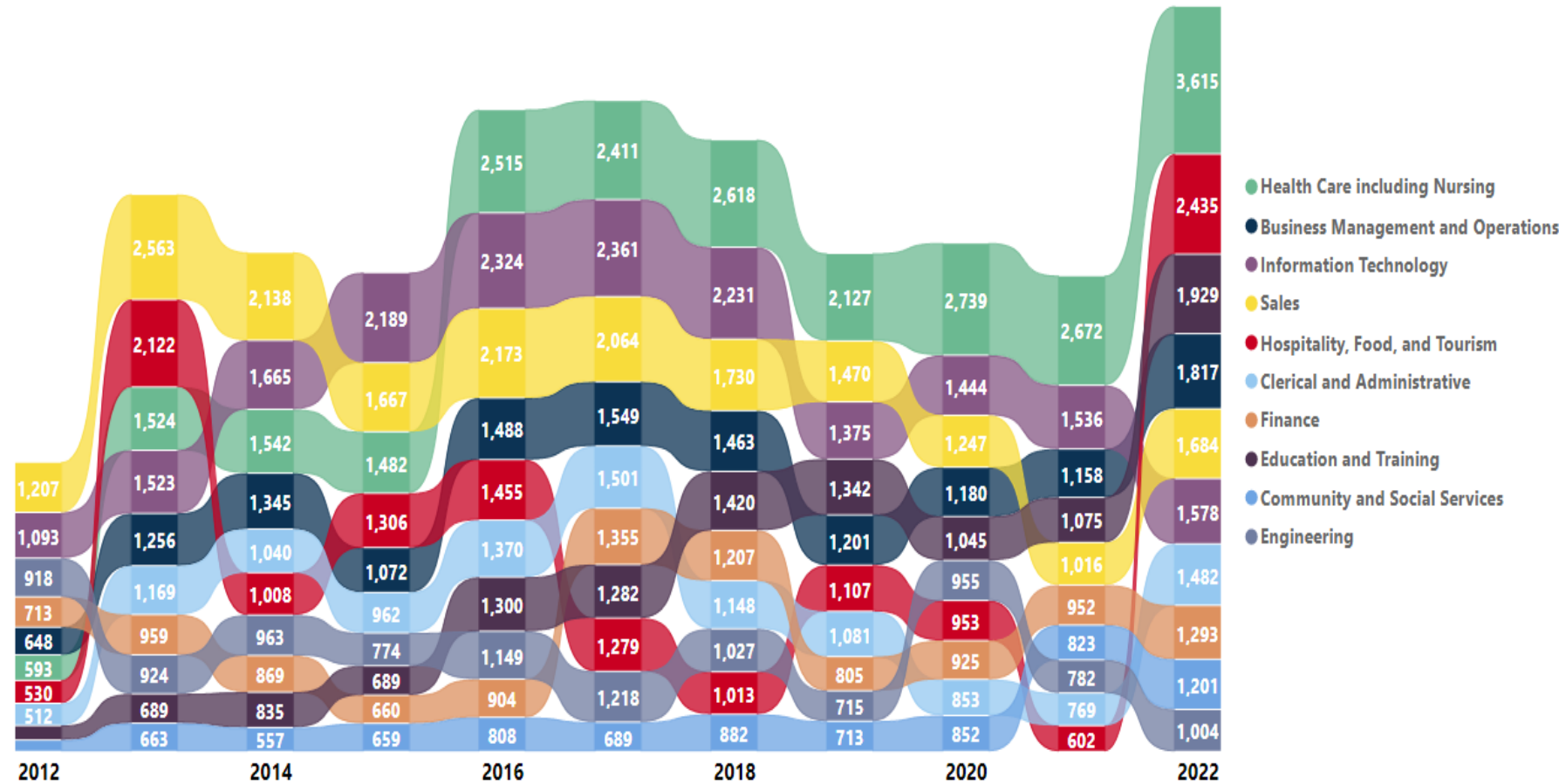
Professional trends

All professional areas saw an uplift in demand over the first quarter. Nurses and Carers, Office assistants and Software developers remained the top jobs. Hospitality, food and tourism jobs reached their highest on record, where a 300% growth lifted them from the bottom in Q1 of last year to only being topped by healthcare in the first three months of 2022.

Among the 2400 vacancies advertised were some 500 chefs, 500 kitchen and food service team members and 360 cleaners, illustrating the acute labour shortages faced by the hospitality sector in Dorset.

The highest spike in demand across occupations was noted in elementary lower skilled jobs where demand was twice higher in 2022 than back in 2019.

Top 10 professional families - long-term developments Quarter 1



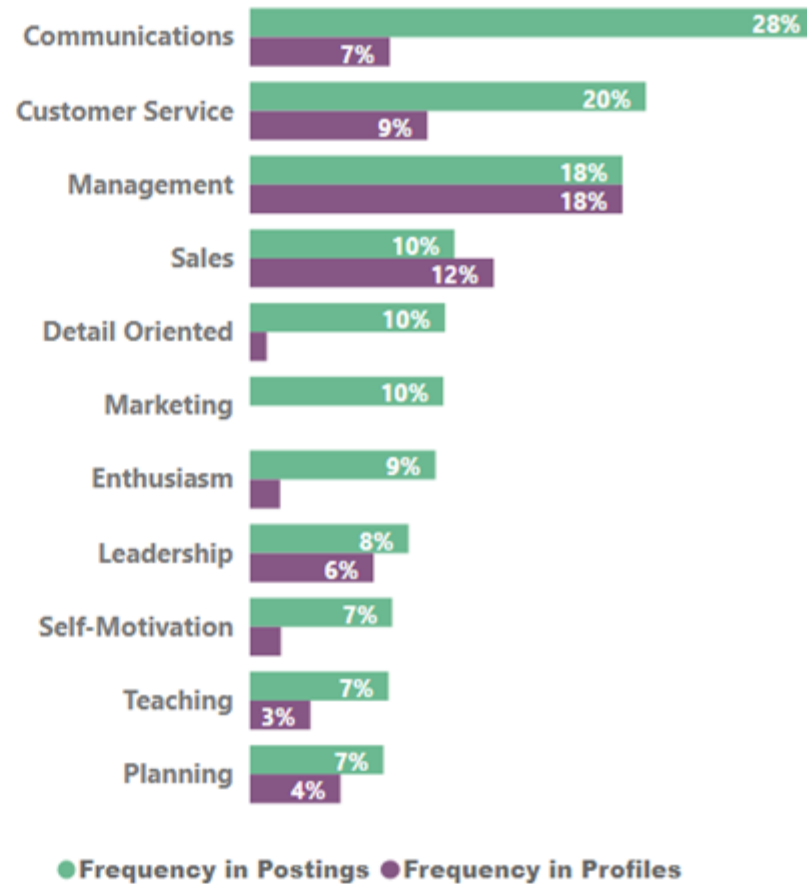
Skills

Top skills demand and supply

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

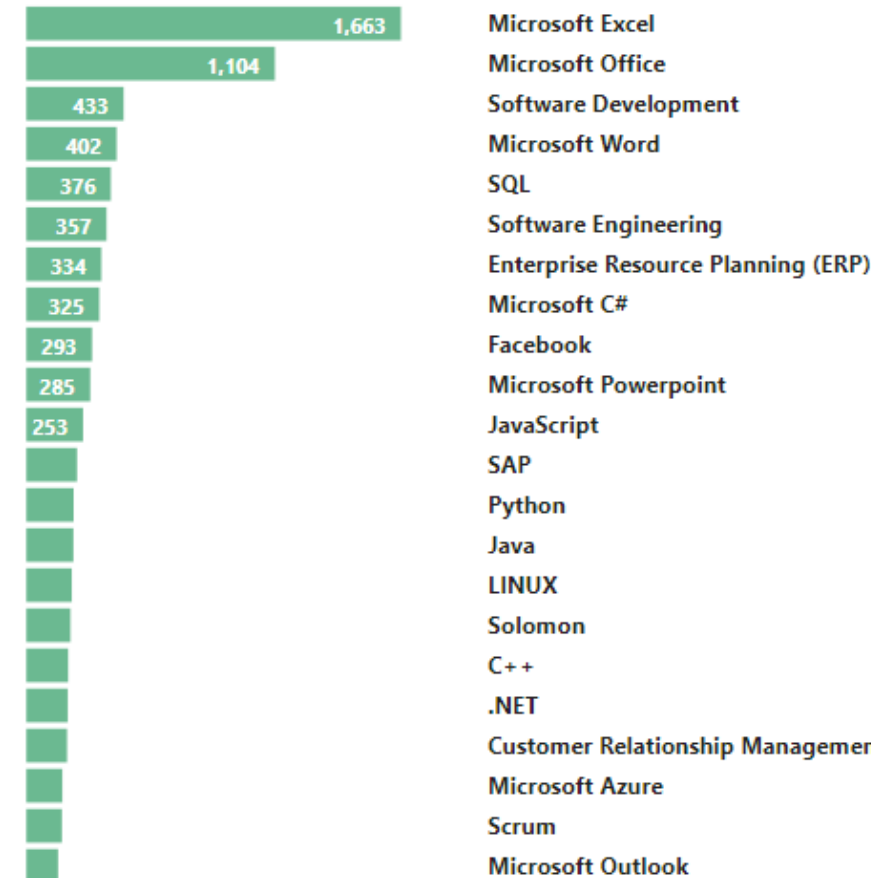
Many of these were less prevalent in candidate profiles than in job postings.

Top Soft Skills



The majority of digital skills were stable or growing with MS Office topping the lead table and Python growing amongst the programming languages.

Top digital skills





**SKILLS
RESEARCH &
NEWS**

Skills news

Between 2020 and 2022 the Skills and Productivity Board worked on addressing three key questions:

- Which areas of the economy face the most significant skills mismatches or growing areas of skills need?
- What are the changing skills needs across priority areas within the economy over the next 5-10 years?
- How can skills and the skills system promote productivity growth in areas with poorer economic performance?

Since May the Skills and Productivity Board has been replaced by the Future Skills Unit, which has also produced a number of dashboards and reports



Understanding current and future skills needs: Policy report



Left Behind Localities and Levelling Up: Skills and Productivity



Would additional investment in skills benefit areas of the country that are poorer performing economically?

Skills research



Understanding current and future skills needs: Policy report

Identifies a set of '**core transferable skills**' in high demand, currently and in the future:

- **Communication skills:** verbal and written communication in professional settings.
- **Digital and data skills:** working with computers, getting, processing, and analysing information, making decisions and problem solving.
- **Application of knowledge skills:** critical thinking, inductive and deductive reasoning, and information ordering
- **People skills:** establishing and managing relationships and training others
- **Mental processes:** thinking creatively, problem sensitivity, and self-reflection

Identifies a set of '**key skills shortages**':

- **STEM knowledge**
- **Technical skills**
- **Digital and data skills**
- **Mental processes**

The report also identifies lack of data to clearly identifying challenges in supply.

Skills research



Left Behind Localities and Levelling Up: Skills and Productivity

- **There are very high returns to qualifications, in terms of both employment and earnings and the returns are higher in areas of the country that are economically poorer performing.**
- Reaching Level 2 (the equivalent of 5 GCSEs at A*-C) increases the probability of employment for women (men) by around 19 (10) percentage points and earnings by around 22% (13%)

Investment in skills alone is unlikely to be sufficient to 'level up' economically poorer performing areas.

Findings suggest that the returns to education in poorer-performing areas are strong, with the benefits of upskilling highly likely to remain within those areas, highlighting the importance of skills investments for the levelling up agenda.

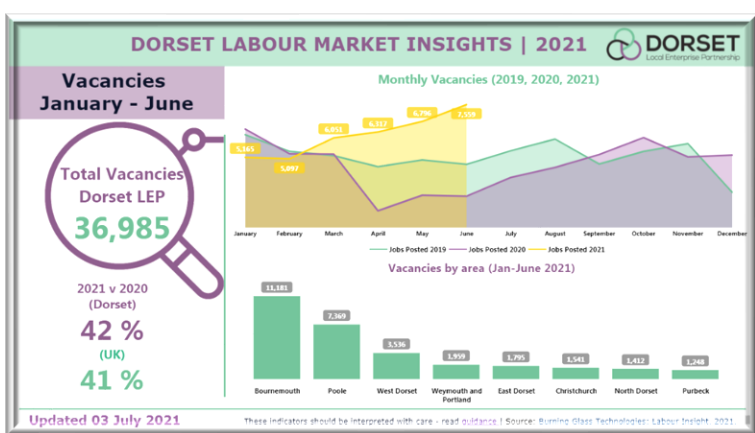
However, around a third of the difference in earnings between areas cannot be explained by individual characteristics such as education or skills, highlighting that **other features of the areas, aside from the individuals that live there, play an important role in driving earnings.**

This suggests that complementary investments to improve those features of poorer-performing areas may be required to fully realise the benefits of skills investments, and truly 'level up'.

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

Latest Labour Market Insights



Key industries



Apprenticeship Statistics

