

DORSET LEP SKILLS ADVISORY PANEL & BOARD
14 September 2020, 2 pm-4pm

Virtual meeting

AGENDA

#	Item	Lead	Purpose	Annex
1	Welcome, introductions and apologies	Emma Hunt Chair	ACTION Welcome, introduce attendees and note apologies	
2	Approval of minutes of last meeting – June 2020	Emma Hunt Chair	ACTION To review minutes, actions and suggest amendments or approve	1
3	Skills Action Plan - Progress and Further Actions	David Lawrence	ACTION To review background information (under item 4), updated evidence, priorities and agree actions going forward	2
4	Round Up of Skills Activities	David Lawrence	ACTION To note as background of the Skills Action Plan discussion: Skills Plan (draft) SAP Board Local Market Information (LMI) SAP Board LMI Analysis SAP Board Round Up / Signs of recovery LEP Training and Skills Capital Investment Programme.	3 4 5 6 7
5	Skills Action Plan Roundtable	Emma Hunt Chair	Discussion	
6	AOB	ALL		

MINUTES

DRAFT

DORSET LOCAL ENTERPRISE PARTNERSHIP SKILLS ADVISORY PANEL AND BOARD

15 July 2020, 10:00am - 11.30am

Virtual meeting

Board Attendees:

- Emma Hunt, AUB, Chair (EH)
- Nicola Newman, Ansbury Guidance (NN)
- Rod Davis, Dorset and Somerset Training Providers (RD)
- David Matthews, Upton Beach Consulting (DM)
- Adrian Trevett, BCP (AT)
- Jim Andrews, Bournemouth University (JA)
- Luke Rake, Kingston Maurward College (LR)
- Lesley Hague –Vice-Chancellor AECC (LH)
- Amanda Buttle, Department for Work and Pensions (AB)
- Hugh Joseph, Air Bearing Solutions (HJ)

Also Present:

- Corrina Lailla Osborne, DLEP Head of Governance and Operations (CLO)
- David Lawrence, DLEP Governance and Skills (DL)
- Helen Stevenson, DLEP Careers Hub Lead (HS)
- Mira Koseva, DLEP Skills Analyst (MK)

Apologies:

- Nigel Evans, Weymouth College (NE)
- David Walsh, Dorset Council (DW)
- Zannah Doan, Pavilion Dance South West (ZD)
- Diane Grannell, Bournemouth and Poole College (DG)
- Lesley Spain, Skills and Adult Community Education (LS)

Item	Welcome and introductions	Action
1	The Chair welcomed everyone to the meeting conducted remotely and introduced virtual room protocol. Apologies were received as noted above. The Chair introduced Corrina Lailla Osborne (CLO) who has taken over the work on finalising the Skills Plan.	
2	Minutes, Actions and Matters Arising	
	The 7 May meeting minutes were agreed as an accurate reflection of the proceedings. There were no matters arising.	MK: Minutes to be published
3	Update on coronavirus employment support	
3.1	<u>Coronavirus employment support initiatives</u> The Dorset LEP Governance and Skills Agenda Lead David Lawrence gave an update on the latest Governmental employment support initiatives announced recently as part of the Chancellor's 'Plan for Jobs':	

<p>3.2</p>	<ul style="list-style-type: none"> • Job Retention Bonus – a one-off bonus of £1,000 for each furloughed employee who is still employed as of 31 January 2021 • Kickstart Scheme – funding for new, six-month jobs covering 100% National Minimum Wage for 25 hrs a week for young people (16-24), claiming Universal Credit and at risk of long-term unemployment. • Apprenticeships support- £2,000 for each new apprentice hired under the age of 25 • Tripling the scale of traineeships in 2020-21 • Tripling the sector-based work academy placements in 2020-21 • Doubling the number of work coaches to 27 000 • Investment in the National Careers Service and further investment into the jobhelp platform where local information can be added • New infrastructure, decarbonisation and maintenance projects to create jobs • DL spoke of the importance in ensuring that all these initiatives are integrated within the proposals of the skills plan and the work of the SAPB, as well as with other LEP delivery areas, e.g. Dorset Gateway so that we offer a cogent approach to recovery based on evidence. <p>More on the 'Plan for Jobs 'can be found here https://www.gov.uk/government/news/irish-plan-for-jobs-will-help-britain-bounce-back</p> <p><u>DWP update on the effects of coronavirus on employment</u> AB added there were concerns over the exponential growth in the size of the unemployment register for the DWP district including Dorset, Hampshire and the IoW which went up by 93%. 93,000 people in Dorset are furloughed and 30,000 are on SEISS and there are fears over the withdrawal of these schemes at the end of October, expected to have a major impact on the work of Jobcentre Plus. The Department is working with providers and employers to support people back into work, however the skillset linked to digital working requires considerable re-up-skilling. The demand for security and cleaning staff has increased with coronavirus protective measures while the youth agenda is at the forefront with a new youth policy anticipated.</p>	
<p>4</p>	<p>Careers & Enterprise Company Dorset Careers Hub Update</p>	
<p>4.1</p>	<p>The Dorset LEP Careers Hub Lead, Helen Stevenson gave an update on the Careers and Enterprise Company's Dorset Careers Hub programme. Reference link to Gatsby Benchmarks</p> <p><u>Performance against targets – spring 2020</u> The Dorset Careers Hub has made a fantastic progress over the year meeting or exceeding all but one of its targets – recruiting Enterprise Advisers to match with schools (Dorset is at 90% of a 100% target). The schools are currently completing spring self-assessments and HS noted a dip in performance is expected due to partial school closures over lockdown.</p>	
<p>4.2</p>	<p><u>Dorset Careers Hub Performance vs National</u> Compared to the performance of the Wave 2 Careers Hubs nationally, Dorset outperforms in most benchmarks except Benchmark 3 (recording the careers destinations and guidance encounters for each pupil) and 8 (1 to 1 careers guidance). HS outlined the challenges behind these benchmarks related to information sharing restrictions, and limitations on activities that can be directly supported through CEC funds.</p>	

<p>4.3</p> <p>4.4</p> <p>4.5</p> <p>4.6</p> <p>4.7</p>	<p><u>Funding roll over</u> Deadline extended to February 2021 for schools to deliver/ repurpose projects where funding was awarded but the delivery disrupted by Covid.</p> <p><u>Dorset Careers Live</u> A joint project with Cornerstone employers saw the launch of a series of virtual events for students (year 10+) and their parents showcasing what a career in Dorset can offer. The 14 June inaugural event was focused on healthcare sector in collaboration with NHS and raised great interest. These events will be developed further over the next academic year.</p> <p><u>Successful bid to expand Dorset Careers Hub</u> Due to excellent performance, the Dorset Careers Hub has been awarded funding by the Careers and Enterprise Company to extend the existing hub offer to the rest of the schools within the Enterprise Adviser Network (from 40 to 72 schools). The new expanded hub will attract more funding and ensure inclusivity of provision across Dorset. This will mean reorganisation of the operation and additional/ differential targets taking in consideration the changed circumstances and the schools tenure within the programme.</p> <p><u>Funding for 2020/21</u> The Central Hub Fund for 20/21 is £72k and an additional Sustainability Fund (requiring 50% match) is £34k and an implementation plan is being developed by CEC team across Dorset LEP, BCP Council and DC Council. The priority areas include facilitating Gatsby Benchmarks (focus on 1, 5, 6), virtual encounters, supporting transitions and preventing NEETs, embedding careers in the curriculum and developing resources, including LMI. There is an opportunity currently considered to bid for funds to support transitions from year 11 to post 16 education as well as students identified as NEET.</p> <p><u>Careers Hub Staffing</u> The expansion of the hub would require additional resource and the programme is currently recruiting:</p> <ul style="list-style-type: none"> - Careers Hub Lead Maternity Cover (Dorset LEP) - New Senior Enterprise Coordinator(Dorset LEP) - 0.4 Enterprise Coordinator (BCP Council) • The Chair and all members congratulated HS and noted the fantastic work of the Careers Hub. 	
5	Dorset Careers Hub Steering Group Meeting	
<p>5.1</p> <p>5.2</p>	<p>Minutes from most recent meeting were now available. Luke Rake who is chairing this group advised that it is progressing well on projects and holding productive meetings.</p> <p>LR paid tribute to the excellent work of HS and the team and welcomed the extension of the Careers Hub as very encouraging development. LR also raised challenges around benchmark 8 and shared an observation for increased engagement with online resources, which on the flip side amplifies wider digital deprivation (bandwidth and hardware) issues.</p> <ul style="list-style-type: none"> • JA noted quality of online engagement is difficult to measure and as these encounters are expanding it is a piece of work worth taking forward. LR agreed anecdotal feedback from teachers was that students actively seek content, but understanding engagement, links to wider network/ digital issues and ensuring joint approach is key. 	

6	Local Industrial Strategy Update	
6.1	<p>The Dorset LEP new Head of Governance and Operations Corrina Laila Osborne set the scene for the skills plan discussions by giving a brief background and update on the LIS.</p> <p>CLO reminded of the robust evidence base and wider engagement work behind the LIS. Dorset LEP has also responded to the coronavirus crisis with a suite of actions to be published in a separate booklet and additional work was undertaken to re-evaluate the evidence base in light of the developments of late. This work has affirmed the LIS trajectory with parts of the strategy being accelerated as a result of the new challenges.</p>	
6.2	<p>CLO also informed the strategy is currently translated into future investment areas as part of the Dorset LEP investment prospectus/plan where the Skills Plan priorities and projects will feed into. Thus the discussion and agreement of the plan were timely and there is urgency in completing this work.</p> <ul style="list-style-type: none"> The Chair noted the LIS progress and the significance of the SAPB members' expertise and understanding of the fast moving policy context in curating the Skills Plan as part of the LIS strategic trajectory. It was also emphasised the work on the plan, while encompassing recovery, career development and employment should not lose sight on the overall aspiration of increasing Dorset's productivity. 	
7	Skills Action Plan Discussion	
7.1	<p>CLO reiterated that skills are identified as a pillar of productivity and therefore key element of enabling the LIS strategic agenda. The plan presented at the February meeting has been updated with the latest evidence base and included in the meeting papers for the members to consider. CLO invited feedback on key elements that might be missing as well as agreement on key actions and milestones.</p> <p>The Chair noted that the key priority area of accelerated action on tackling digital poverty through digital investment has already been highlighted within the discussions on previous agenda items.</p>	Ensuring digital investment is included
7.2	<p>RD said that being a key part of the learning provision in key areas such as NEET support and apprenticeship development, independent training providers and adult education should be included in the plan within the "Learning in Dorset" section to ensure that we are enabling, engaging and maximizing our assets and resources. The Chair agreed that this is an omission to be rectified and the plan should encapsulate the learning offer in its totality, and highlight the connectivity between institutions to offer a holistic provision with a suite of opportunities for horizontal and vertical learning, upskilling and reskilling, particularly in response of the pandemic which will determine the key actions for the first year of the plan. NN also supported such broad thinking approach. LH supported the idea of blending different systems and sectors to increase agility as no individual provider can be 'all things to all people' but together in partnership we can. DM also felt that best practice in virtual learning should be included in this package ensuring the best online resources are recommended.</p>	The total provision and holistic offer to be included
7.3	<p>The Chair highlighted the identified challenges in the evidence base around attainment and participation of disadvantaged students and invited HE</p>	

	<p>colleagues to comment how HE institutions could support in line with their access and participation requirements. JA commented that widening participation agenda within universities including work with schools and the young chamber etc. is essential within the sector and a more joined up approach between the individual HEI's and LEP would be welcomed.</p>	<p>WP agenda to be captured</p>
7.4	<p>AT spoke about the coronavirus in effect providing space for businesses to start reimagining their future operations in terms of staffing levels, but also innovation, improved resilience, supply chain, recovery while also preparing for Brexit. There are businesses relying on EU workers and this should also be woven into the skills supply context of the plan. The Chair agreed that all these issues of immigrant labour, recovery, emerging new ways of working and operating are key areas to be discussed in the plan.</p>	<p>Covid effects on demand, Brexit effects and innovation to be added</p>
7.5	<p>In connection to the point made by AT and supported by RD on the changing ways of working, the Chair indicated that being on the forefront and planning for these developments was another area to focus our research planning activities.</p>	<p>Future ways of working and millennials to be captured</p>
7.6	<p>NN followed up on discussions of the evolving unemployment picture in some sectors and combined this with areas of increased demand in others due to: limited immigrant workers supply due to Brexit, established skills gaps and emerging recovery jobs. NN felt this could provide an opportunity for matching the people at risk of unemployment with vacancies and utilising available funds, such as Kickstarter funding to create proactive projects or services to support people to be wrapped up in a positive package. AT proposed that this also supports the seasonality of recruitment campaigns and takes a form of an agency – captured at item 7.8 below.</p>	
7.7	<p>DM felt that the actions should be less a list and more restructured in priority areas, including the most important actionable short term projects and capturing the 'why' and 'so what' for each task.</p>	<p>Restructuring actions in order of priority</p>
7.8	<p><u>Short term projects to be included in the plan were proposed:</u></p> <p>Project 1: Digital support and infrastructure Investment and Improvement of the digital support and infrastructure in Dorset to address digital poverty and the requirement for high quality virtual learning as well as enable companies to benefit the most from new ways of working – all these directly related to productivity.</p> <ul style="list-style-type: none"> - Project 1A: Digital poverty/ hardship Lockdown measures have amplified the digital poverty many of Dorset's learners face both in terms of physical hardware as well as functionality such as bandwidth. A project will be designed to ascertain detail as to the key issues and opportunities to make provision for this. - Project 1B: Curating sector-specific virtual and formal courses Development of tailored training provision to meet the needs of individual sectors. A project designed as a deep dive into, for instance healthcare, in terms of what are the sector needs, what is the best practice in both virtual and physical training and how providers in Dorset can work together to meet the development needs of the sector to provide a holistic offer. - Project 1C: Future of working Understanding the learnings from coronavirus virtual working experience and the effects on productivity as well as generational differences in these 	

	<p>experiences and devising a project to ensure best practice is followed in maximising the effects of new ways of working to improve productivity at organisational level. This feeds into AT's reflections on people now looking for a great place to live rather than work envisioning a future where remote working is a default. This can put Dorset on the map as a desired destination for remote working, attracting professionals at different career/ life stages.</p> <p>Project 3: Recruitment agency As specified in item 7.6 – in order to handle the fluctuating supply/ demand needs influenced by a variety of factors (e.g. Brexit, coronavirus support schemes fallout, seasonality), a project will be designed to understand the requirements of organisations looking for similar skillsets and how an innovative scheme to match demand and supply and rotate employees across partners, facilitating contracts, visa requirements and learning needs could be implemented. Funding for a pilot recruitment agency will be sought if there is an identified need / demand for this.</p> <p>Wrapping up the feedback, CLO agreed with the Chair any further comments on current draft to be forwarded to her by the end of that week, for an amended version to be produced within the next few weeks and the document to be finalised via email in the interest of the urgency.</p>	<p>CLO to send out draft plan via email for approval</p>
8	Proposed Dates of Next Meetings	
	<p>14th September 2-4 pm 17th November 2-4 pm 18th January 2-4 pm 15th March 2-4 pm</p>	

Dorset Skills Action Plan: Update on Progress & Next Steps

September 2020

Background

- Creating a regional Skills Action Plan is a mandatory requirement issued by the Department for Education.
- Local Enterprise Partnerships (LEPs) are tasked with coordinating the creation of a Skills Action Plan for their region through Skills Advisory Panels & Boards.
- Skills Action Plans must cover the evidence base of where gaps exist in the region and activity being undertaken to tackle this and projects which are being undertaken to start to address these.
- Most LEPs have published their plans and this is now an urgent task for the Dorset LEP to do so.

Governance

- LEPs do not receive funding for the activities outlined in Skills Action Plans.
- LEPs are commissioned with pulling together the activities that are collectively being delivered in the region but do not 'own' it as such. Responsibility rests for compiling content rather than creating it.
- Actions in the plan must be SMART and have an allocated owner and identified measures of success.
- LEPs must report annually as to progress against the actions in the plan.
- The existing draft plan contains suggestions for projects, however as there is no funding available for these, the Dorset LEP would have to report on progress against them and a member of the Skills Action Panel & Board (SAPB) would have to own each one and progress this.

Progressing the Dorset Skills Action Plan: Planned initiatives

- Feedback on evidence base and content has been incorporated from the last meeting.
- Projects suggested have been removed for governance reasons outlined.
- Propose including under 'current projects' activity all partners on the SAPB already have scheduled (in delivery plans etc), linked to areas of need identified in the evidence base sections of the plan. Dorset LEP for instance will update on activity linked to Careers & Enterprise Company.
- This ensures resources have already been approved by organisations and internal governance structures (KPIs etc) are in place already and can be reported on via the Dorset LEP when required and therefore meets governance requirements.

Progressing the Dorset Skills Action Plan: Programmes which require funding

- The actions in the plan will incorporate activity the partners of the SAPB are planning to undertake each year, linked to the evidence base.
- The Dorset Investment Plan is the document which details programmes of work to deliver on the ambitions outlined in the Dorset Local Industrial Strategy; all programmes of work within it require financial investment.
- A proforma to capture the key programmes of work for skills related investment in Dorset will be circulated to the SAPB to capture ideas in September. This therefore can incorporate key programmes of work such as ensuring appropriate digital infrastructure.

Immediate Next Steps: Publishing Skills Action Plan

- **Step 1.** SAPB members complete the ‘Projects’ related columns of the Skills Action Plan with existing planned activity for 2021/22.

- **Step 2.** SAPB approval of the Skills Action Plan.

Other SAPB completes the Investment Plan proforma in September.

DORSET SKILLS ACTION PLAN
ACTIVITY PLAN 2020-22

SKILLS AMBITION	ACTIVITY TO MEET THE AMBITION	PROJECT	TIMESCALES	OWNER (organisation)	SUCCESS MEASURE(S)
Talent Attraction & Retention We want to develop a new demand-led skills programme and create bespoke training, recruitment, CPD and progression support that will increase productivity and sustain growth.	Unlocking, attracting and retaining talent - creating an infrastructure that ensures all communities in Dorset can play an active part in the economy, unlocking talent and inspiring all people regardless of age, into great careers. Showcasing the region outside of Dorset as the natural place to excel within our educational and business communities.				
	Workforce excellence - providing the ability to recruit, develop and progress workforce capability and productivity that meets immediate needs - unlocking expansion and investment in new services and capacity - closing the existing productivity gap.				

Timescales

- Step 1 completed by end of September 2020. Draft Dorset Skills Action Plan circulated to SAPB for final comments. Aim to publish by mid-October 2020.
- Step 2 completed by October 2020 to publish online before the end of 2020.

Other Future Possible Activity

- Use the Skills Action Plan to identify where gaps still exist in regards to programmes of activity to address Dorset's needs.
- Lobby for devolved education budgets.
- Future discussions on T level provision and best structures for full education provision across Dorset.

DORSET SKILLS ACTION PLAN

THE DORSET SKILLS ACTION PLAN draws on evidence of our regional strengths, prospects and challenges. It shapes the strategic direction of travel to ensure Dorset continues to deliver the employment and skills opportunities that enable people, businesses, and communities to not only recover from the effects of a global pandemic, but also to aspire, thrive and prosper.

Dorset offers its nearly 774,000 residents a unique natural and cultural environment, combining quality rural, urban and coastal life. Half the region is a designated area of outstanding natural beauty, home to the Jurassic Coast World Heritage Site, while boasting the vibrant urban centres of Bournemouth and Poole.

Dorset is home to world class universities and businesses. There are three strong further education colleges and well-established sectors in engineering, defence & security, healthcare, financial & professional services, agri-environment and tourism.

The Local Industrial Strategy has identified exciting new growth areas in advanced manufacturing, aqua-culture, agri-tech, innovative health and wellbeing services and creative industries and Dorset's two councils, Dorset Council and Bournemouth, Christchurch and Poole (BCP) Council are reenergising the way in which we deliver services.

This Dorset Skills Action Plan has emerged from extensive consultation. It is underpinned the Dorset Local Industrial Strategy and supported by a comprehensive analysis of the demand and supply of skills within the region. It provides the setting for future aspirations and builds upon the firm foundations of all that is unique about Dorset - our environment, population, industries, education and skills.



VISION: TALENTED, SKILLED & COMPETENT

Our vision is for a high-skilled workforce, meeting the needs of Dorset's growing economy and priority business sectors. We want our working-age population to become better skilled and more productive so that our future economic growth is driven by greater worker productivity not just relying on workforce growth.

By 2030, our ambition is that:

- Dorset's labour market is recognised as a smarter and more productive workforce, producing more with fewer resources.
- New businesses see Dorset as a leader in delivering growth opportunities – driven by the availability of new and emerging skills within an enabling infrastructure.
- Dorset is a region of opportunity, achieving a net inflow of talent – built on an increased 'opportunity for a great career' combined with an increased 'opportunity to live' in a high quality, dynamic and inclusive region.
- Dorset is achieving stronger replacement labour force levels – with increases in availability of skill sets demanded by the new growth clusters alongside increases in volume to support broader business growth.
- Dorset is embracing the demographic crunch – and identifying innovative and inclusive approaches that address the challenges and benefit the entire region. Thereby unlocking older talent and tapping into the rich expertise within an older workforce.
- Dorset is at the forefront of training and skills development for the jobs of the future; the unique and highly desirable human skills which artificial intelligence (AI) and machines cannot replicate.
- There are well defined pathways into work for school and college leavers, supported by excellent, current and evidenced careers advice.

We will create a lifelong learning skills ecosystem for Dorset where employers, educational providers, communities and policy makers work together in a joint effort to deliver evidence based interventions. This will address both the supply and demand for people and skills, whilst tackling the significant issues of social disadvantage and business productivity, increasing job satisfaction, stimulating investment and innovation. This will in turn narrow the Dorset productivity gap, increase economic growth and improve living standards for people in Dorset.

The Dorset Skills Action Plan details the rationale behind our vision, our priorities and the headline actions to achieve our ambitions. Whilst it focuses on skills, it sits alongside the Local Industrial Strategy and Investment Prospectus to reflect a holistic view of not only the skills needs which are required to propel Dorset into economic growth but also the infrastructure needed to ensure our region can access the education and training resources so that it can build, retain and attract a skilled workforce both now and in the future.

REGIONAL STRENGTHS

Dorset's established industrial strengths are in financial and professional services, engineering and manufacturing, tourism and culture and environmental economy. Advanced manufacturing and engineering, creative and digital technologies and agritech/aquaculture industries are also in high growth trajectories.

As a region our unique combination of key strengths include:

- Above-average levels of graduate retention
- Zones of high educational attainment levels
- A strong asset base, such as ports and airport infrastructure
- Outstanding combination and quality of unique natural environments
- Significant research strengths in local higher education institutions
- Robust and innovative sectors that include advanced manufacturing and engineering, health and social care, financial and professional services, agri-environment sectors, tourism and creative industry related sectors
- The number of people who are self-employed which is well above national rates
- Relatively high economic activity rates
- Employment rates that are higher than UK average
- Strong business formation and survival rates.

With the exception of human health and public services all of our sectors have been severely impacted by COVID-19, therefore, whilst the priority industries are areas of strength, they may require restructuring and /or rebuilding over the coming years.

Infogram with key stats such as the following

- population 774,000 people,
- Annual economy £18bn GVA
- Environmental economy worth £1.5 billion p.a
- High Employment levels – 79% vs 76% in UK
- High business birth rates – 5,500 new businesses born every year
- High business survival rates – 54% 4 year survival vs 49% in the UK
- 52,000+ businesses
- 371,000 jobs
- 291 schools, 3 Further Education Colleges and 3 universities
- Among the fastest growing area for start-ups with 7 start-up businesses per 1,000 population.
Tech start-ups comprised 28% of all new businesses launched in BPC in 2019.

- Working age population (those aged 16 to 64), smaller than the national average
- Significant hub for manufacturing and engineering,
- Potential to be a world-leader in the creative digital sector.
- Employment in the creative industries alone was up 15% in the last 2 years.
- Bournemouth and Poole one of the UK's top areas for high growth digital businesses, supporting over 15,000 digital jobs worth more than £352 million to the economy (2017 Tech Nation Report)
- £2.5 billion productivity gap per year.
- New growth areas in health and wellbeing, aqua-culture, agri-tech and the creative industries

LIVING IN DORSET

The Place. Located in the central south coast of England covering an area of 2,653 km² (1,024 sq mi), Dorset is an exemplar of sustainable coastal living. Economic growth is pursued not at an expense, but in synergy with the natural environment in line with the Government's Clean Growth Strategy. With nearly 100 miles of coastline, Dorset is home to Poole, Portland and Christchurch harbours and the award-winning beaches of Bournemouth, Sandbanks, Christchurch, Swanage and Weymouth.

Mix of rural and urban life. Dorset has more to offer than just beaches. The county is setting the standard for 21st century urban lifestyles at the heart of a picturesque rural countryside. In April 2019 the local authority structure was unitarised, resulting in the formation of the primarily urban Bournemouth, Christchurch and Poole Council, and predominantly rural Dorset Council, and reducing the local councils from 9 to 2. This facilitates more efficient local services, while setting challenges for joint working and preserving the unique features of the places.

Population growth. Dorset is an attractive place to live. The overall population is estimated at 774,000 and has grown by 80,000 since 2001 (10%). Together, Bournemouth, Christchurch and Poole (BCP) form the newest emerging city region in the UK. The BCP population of 395,000 has grown by 12% since 2001 - the 12th (out of 317) most populated district in England, closely following Bristol¹ - and is expected to reach 416,000 by 2026.²

Business conditions. Over recent years the economy has been stable, growing at a measured pace. Dorset contributed over £18 billion to the UK economy in 2018 with a 4% average annual growth between 2014 – 2018, level with the rest of the UK³.

Dorset offers a fertile environment for new businesses to spring up and prosper, maintaining high business birth and survival rates (54% 4-year survival vs 49% in the UK).⁴ The 5,627 new enterprises created in 2019 placed Bournemouth and Poole sixth in the

UK's top 10 start-up cities, trumping Liverpool, Edinburgh and Bristol as entrepreneurial hotspots.⁵

Covid-19 and pre-existing challenges. The coronavirus restrictions have put a sudden brake on economic activity. The UK GDP has fallen by 2.0% in the first quarter of 2020.⁶ With a prevalence of industries most affected by lockdown, this is likely to be reverberated across Dorset where the productivity was already lower compared to our neighbouring regions⁷.

Economic downturns disproportionately affect and force into poverty those already struggling with disadvantage and low wages. This causes long-term effects on children in these families as they often have worse health, start school behind their peers developmentally, and do less well once they get to school.⁸

WORKING IN DORSET

Dorset's 52,000+ businesses support over 371,000 thousand jobs for local people and create exciting innovations in the county.

Advanced Manufacturing & Engineering.

Dorset is a significant hub for advanced manufacturing and engineering with major companies such as BAE Systems, Cobham, Honeywell, Holt Engineering, Curtis-Wright,

1 Population Estimates 2019. ONS

2 BCP Council Population Projections

3 Regional gross value added (current price estimates). 2018. National statistics

4 Business Demography-2018, ONS

5 Centre for entrepreneurs. Business Start-up Index.2020

6 GDP first quarterly estimate, UK 2020. ONS

7 ONS Regional gross domestic product (GDP)

8 Monitoring Social Mobility, Social Mobility Commission

Magellan Aerospace and many more operating locally, supported by the Dorset Engineering & Manufacturing Cluster. The sector employs 28,000 people and contributes £1.9 billion (10%) to the economy.

Finance and Insurance. The sector is well-established in Dorset and bigger in employment and economic terms than the UK average, employing 14,000 people and contributing £1.4 billion (8%) to the economy – marking £180 million growth since 2015. Growth is largely driven by emerging 'Fin-Tech' and the availability of software developers and technical specialists. Bournemouth and Poole are locations of choice for market leaders Ageas, Barclays, Deutsche Bank, JPMorgan (whose campus based in Bournemouth has 4,000 employees), LV= Liverpool Victoria, Nationwide etc.

Healthcare. This is the largest employment sector in Dorset accounting for 16% of all employed in the county (54,000 people) – an increase of 6,000 over recent years. The sector is projected to see the highest growth in employment over the coming years nationally and this trend will be more pronounced in Dorset (growth of 7,000 more projected between 2017 - 2027⁹) largely linked to our ageing demographic profile.

Digital Tech. Dorset has potential to be a world-leader in Creative and Digital Technology. The Tech Nation Report concluded that Bournemouth and Poole were home to the highest concentrations of high-growth digital tech businesses in UK.¹⁰ Recently BCP came first in the UK in the proportion of tech start-ups created in 2019 – (28% of all new business launched in BCP vs 8% in London)¹¹.

Agriculture, 'Agri-tech' and Aquaculture. With 6,800 employees, Agriculture is a key sector worth £ 740 million in Dorset. 'Agri-tech' is expected to grow productivity with a shift towards more 'clean growth' and environmental preservation activities. Dorset's Aquaculture is identified as a High Potential Opportunity by the Department for

International Trade, likely to create apprenticeships, jobs and growth.

Employment and earnings. The majority of working age people in Dorset are in employment; at the end of 2019, there was 'near full employment' (79% vs 76% UK) and low unemployment (2% vs 4% UK)¹². Average earnings mirrored those nationally with median annual wage in Dorset marginally lower (£1,073) than the UK average.

Covid-19 and pre-existing challenges. Labour productivity in Dorset is lagging behind the UK average, putting our economy in an unfavourable position. This is exasperated by business concerns over labour and supply chain resilience in light of Brexit and recent exponential growth in the size of the unemployment register by over 90% due to Covid-19. The rise in out-of-work benefits from 9,575 (2%) in December 2019 to 25,975 (6%) in May 2020, as well as the number of furloughed workers (93,000 in May 2020) - are indicative of the scale of the jobs affected as is the number of advertised vacancies, dropping by a third. A quarter of people in Dorset are employed in sectors largely closed throughout the pandemic - tourism, food and retail - a proportion much higher than nationally. Younger people are affected the most by steep competition for jobs and nearly two in five of the working 16-24-year olds employed in those sectors.¹³

⁹ Working Futures 2017-2027-Cambridge Econometrics

¹⁰ Tech nation report, 2017

¹¹ C.2020

¹² ONS Annual Population Survey

¹³ Risky business: Economic impacts of the coronavirus crisis on different groups of workers. Resolution Foundation.

LEARNING IN DORSET

High quality of education. Dorset has a wide range of providers and provision which is a significant strength for the region. As a collective, all needs are catered for by our educational providers

The larger proportion of schools, colleges and Independent Training Providers in Dorset are rated as 'good', or 'outstanding' by Ofsted, while the universities have been ranked well by the Teaching Excellence Framework; Arts University Bournemouth has been awarded a Gold Award while Bournemouth University and AECC University College were granted Silver awards.

Dorset people are well qualified. General trends of more people achieving higher qualifications has been reflected in Dorset over the last decade. There are fewer people with no qualifications in the county (decrease to 4.9% which is lower than the UK average of 7.7%). The biggest increases since 2010 are seen in the proportions qualified at Level 3 and above (by 9.3 per person) followed by those at Level 4 and above (by 8 per person).

Good primary and secondary school performance. In Dorset there are 238 schools offering primary education, 96 schools offering secondary education and 65 offering A Levels and/or other post-16 qualifications. In Bournemouth and Poole there are 4 grammar/ selective schools. Both primary and secondary performance in Dorset is largely in line with the national average rates although attainment varies in some areas of our region.

Extensive range of Post-16 education provision. This includes three further education colleges (Bournemouth and Poole College, Weymouth College and Kingston Maurward College), and three universities (Bournemouth University, Arts University Bournemouth and AECC University College), offering a broad portfolio of learning opportunities. This is in addition to the well-established adult education provision from BCP Council and over 180 independent training providers, delivering significant parts of the adult learning and specialised training.

For young people aged 16-18, a variety of academic and vocational routes are

available, including sixth form, vocational qualifications and apprenticeships. The FE colleges are the principle institutions of the 16-18 vocational provision, while publicly funded and private providers offer larger proportions of the adult learning (18+).

Wide range of Independent Training Providers. This group make up a significant part of the skills and learning offer in Dorset. Spread across over 180 providers their learning offer is diverse and offers key opportunities to businesses and individuals. Independent providers account for over a fifth of all learning starts in the county and supporting higher proportions of the learning of those aged 25+ (30%) as well as delivering over 40% of all the apprenticeships starts.

Charity, not for profit and commercial Independent Training Providers and Employer Providers in Dorset approved by Government agencies provide education and skills training for businesses, young people and adults as part of the further education system. The Government funded services available for business and the community deliver information advice and guidance, pre employment support and training, employment coaching, alternative Special educational needs support and services, internships, study programmes, traineeships, apprenticeships, adult education, community learning, adult skills training and skills support for the workforce.

The Independent Training Provider base is geographically spread with training centres across the county. Most Independent Training Providers are specialist focusing on niche education, training and skills and community-based learning providing a flexible, dedicated service to the community and sector specific support for business in traineeships or apprenticeships, playing to their strengths with accredited sector expertise.

Further Education Colleges

Further education colleges are a key element of the skills system, responding to employer demand and playing a key role in addressing the gap for disadvantaged groups across the county's geographical areas.

Bournemouth and Poole College is among the bigger British colleges and the largest provider of further education and apprenticeships in Dorset, catering for around 11,000 students. The college is also a major apprenticeships provider offering direct career entry in collaboration with over 2,000 businesses. While the largest part of the delivery is at Levels 1 to 3, around 600 students study towards degree level qualifications. The college has a focus on engineering, computing, digital, construction as well as healthcare and business subjects. Fruitful partnerships with a range of universities allow the college to open up opportunities and give access to specialist facilities. Notably 17% of its learners come from the 20% most deprived communities in England and Wales

Weymouth College is a further and tertiary education institution based on the West Dorset Coast with many of its 3,000 students travelling from the surrounding rural areas. The offer covers a range of educational levels, specialising in Level 3 and industry-relevant vocational courses and apprenticeships. Key specialist areas include engineering, automotive, manufacturing and construction as well as creative and visual arts. The College also includes the Dorset Centre for the Creative Arts and the Dorset Training Academy. Located in one of the most deprived areas in Dorset, it provides employment pathways to students from a variety of backgrounds.

Kingston Maurward College is a specialist land-based college offering 750 acres of gardens and practical teaching facilities in the heart of Dorset. It is one of the few institutions nationally specialising in applying digital technologies to aquatic & land management. The college offers its 2,000 students work-related training and study, up to and including degree-level, in its specialist areas of agriculture, aquaculture, horticulture and farming. New investments on the estate include the Dorset Studio School offering practical land-based studies, an agri-tech centre and a state of the art Animal Science

centre supporting the regional training hub for the Royal Veterinary College, currently the world's leading vet school.

Universities

The general demand for places at Dorset's universities is high, with applications to places broadly equating 5:1. Students achieve good post-study employment rates and there is an embedded culture of collaboration and entrepreneurialism within educational providers who work closely with local communities and businesses to enable cross-sector collaborations and unlock innovation.

Bournemouth University is a large generalist university with over 18,000 students. Among them 20% originate from Dorset, while over 2,500 arrive from across the world. They study a wide range of specialisms from business to subjects allied to medicine, biological and social sciences and computing. The Research Excellence Framework deemed 96% of the University's research as internationally recognised and the Young University Rankings placed it 95th in the world. Graduate employment and retention is high with 92% of the graduates in employment or further study six months after graduation and 23% employed in Dorset. Medical science is one of the strategic investment areas for the University and among its many local partnerships, Bournemouth University works with the NHS and industry with the ambition to improve workforce education, healthcare outcomes and enhance Dorset's position as a leading area for research in transformative healthcare nationally.

Arts University Bournemouth is a leading specialist arts, design, media and performance institution with more than 3,400 students at undergraduate and postgraduate level. It was in the Top 5 Creative Universities in the UK (Which University) and ranked among top 20 UK universities for student satisfaction in the 2019 National Student Survey. It is also known for preparing graduates for direct career entry in the creative industries with 93.5% of its graduates in work or further study after undergraduate studies. This ranks the University above the average the arts sector in terms of skilled employment, with 63% of graduates working in 'highly skilled' roles, and just 19% in 'low skilled' roles, against sector averages of 57% and 26% respectively. The University investments in the latest technology, equipment and facilities and has attracted funding to support research and innovation

projects with Dorset industry and develop an Innovation Studio to support local start-ups.

AECC University College is an institution dedicated to offering world-renowned courses in health sciences. It currently enrolls over 800 students on courses ranging from chiropractic, psychology, sport, exercise and health-science and medical-imaging including: ultrasound and radiology. It has worked in Elite Sports and with the European Space Agency. Facilities include the on-site Chiropractic Clinic, School of Medical Ultrasound with specialist imaging services, and the Bournemouth Open Upright MRI facility. Alumni, research and collaborations span many countries and continents with 50% of its students coming from outside of the UK which gives emphasis to AECC University College's reputation as global leaders in their specialist areas. 100% of graduates are employed or go on to further study within six months of completing their course.

GROWING OLD IN DORSET

Dorset offers an opportunity for a great quality of life, health and active participation in the community for older people. Similar to other areas with a coastal and rural geography, Dorset is an attractive retirement migration destination.

Ageing population in Dorset. Dorset's demographic demonstrates one of the most ageing populations within the UK; 1-in-4 of Dorset's residents are aged 65+, compared to 1-in-5 nationally and there are fewer young and working age people.

The proportion of those aged 16-64 (working age) is 58% of all residents, which compares to 63% nationally. In some parts of our region with the greatest proportion of its population aged 65+ (29%), figures are projected to reach almost 40% by 2025¹⁴.

With our population continuing to age over the coming years, a key influence on the scale and shape of future labour demand will be related to replacement of people leaving the workforce (replacement demand) and potentially losing valuable skills.

Replacement demand. Over a third (36%) of those currently employed in Dorset may need to be replaced by 2027. Recent projections estimate an overall 26,000 new jobs to be created in Dorset over the period 2017-2027. However, the number of existing jobs to be filled was expected to be over 132,000.

The ageing population not only means fewer workers but also greater demand for public services and suitable housing, raising questions on sustainability of our current employment and care provision models¹⁵.

Employer experience. Our Dorset 2020 Employer Skills Survey found that 17% of all respondents cited an aging workforce as a recruitment concern.

Sectors particularly with concern included agriculture and manufacturing, where the availability of a predominantly older workforce alongside a fast-changing technological landscape, generates a crucial need to update the skills of the existing workforce to enable innovation¹⁶.

While most of the employers from the survey were worried about losing valuable skills, they were mainly considering addressing the issue by recruiting replacements. Very few were looking into flexible working, alternative or automated tasks or raising awareness amongst employees on the benefits of working during later life both to the company and to the individual.



¹⁴ Population estimates 2019, ONS

¹⁵ Future of an ageing population-Government Office for Science. 2016

¹⁶ Working Futures 2017-2027 – Long-run labour market and skills projections for the UK, DfE 2020

REGIONAL CHALLENGES – EDUCATION

Up-skilling need. Longer working lives, shorter job cycles, emerging jobs, remote and gig work and diminishing expertise shelf life, call for creative lifelong re-and up-skilling solutions to counteract “time-lag” between emerging skills needs and educational response. This is particularly relevant in light of the fallout from the governmental coronavirus support schemes and the urgent need to reskill and match available workforce resources with emerging job opportunities and avoid the cycle of long-term unemployment.

Projections show that over 77% of jobs expected to become available through replacement and expansion demand in Dorset will require Level 5 qualifications. Yet despite progress towards higher qualifications achievement, a fifth of the working age population in Dorset (23%) does not have a Level 2 qualification, which is regarded a benchmark for employability. There is also a 2.3 per person gap in the proportion of people achieving Level 4+ qualification compared with national levels, which is in contrast with the projections of future demand. Furthermore, adult participation in further education has fallen over recent years (6,000 less in 2018/19 compared with 2014/15) suggesting that we might see further widening of the gap.

Attainment gap. There is a clear differential in terms of attainment, destinations and outcomes between disadvantaged students and all pupils; this difference is significant in some parts of the Dorset area. Weymouth and Portland for instance is 322nd out of 324 local authority sub regions for social mobility.

Restrictions on portfolio. The number of Further Education (FE) participation and apprenticeships is falling and the demand-led need to engage the widest variety of learners puts pressure on the FE Colleges, adult and community learning to offer a very broad portfolio of learning opportunities across a spread of subject areas. This results in some subjects supporting a very low number of learners as well as some replication.

Low apprenticeship participation. The evidence is strong that apprenticeships are one effective tool in improving social mobility (16% boost to wages of disadvantaged learners who complete their apprenticeship, compared to 10% for others).¹⁷ However apprenticeship starts in Dorset have fallen by 24% since 2016 and there are concerns over employers offering apprenticeships starts due to uncertain economic conditions. There are specific concerns in Dorset around a decline in intermediate apprenticeships, in female uptake of apprenticeships and those delivered by private training providers.

Reducing learning inequality and digital poverty and allowing each person to achieve their full potential are strategic priorities for Dorset.

Learning inequality and insufficient social mobility create an unjust society and will not enable full utilisation of all the available and critical talents within our communities and the Dorset economy.

¹⁷ 'Apprenticeships and social mobility' – Social Mobility Commission, June 2020

Barriers to employer engagement. With high quality educational institutions on their doorstep, many businesses across Dorset have direct access to the skills and talent they need. 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. Employers report issues with accessibility of training, lack of funding and insufficient relevance to their business, highlighting the need for improved collaboration and understanding of provision.

Accessibility issues. There is an identifiable differential in access to learning, attainment and destinations amongst Dorset's learners, largely related to underlying social disadvantage, which are likely getting widened by conditions such as Covid-19.

Rural areas have a particular problem with access to learning with two-thirds of students going to secondary school having within 10% of the longest journeys to school in England. In a digital learning space, those who are not engaging effectively with the digital world are being left behind.¹⁸ Access to education is disrupted by digital exclusion in Dorset particularly amongst those living in areas without superfast internet access and disadvantaged learners, who are generally less likely to have sufficient hardware and bandwidth access to ensure effective engagement.¹⁹

The attainment gap of disadvantaged students from their non-disadvantaged peers is established even before they enter the educational system (3 months in early years), and subsequently widens as school life progresses, reaching a marked gap of 23 months at secondary level in the Dorset Council area.²⁰

Tackling inequality and achieving inclusive growth where all people reach their productive potential is our key priority.

Living in Dorset is a varied experience depending on where in the county you live. It has a known housing affordability issue and significant areas of deprivation. 15 small sub-regions in Dorset are in the bottom 10% of the most deprived areas in England. These areas are more vulnerable to the crisis. Weymouth & Portland for example have more children eligible for free school meals, and large proportions of people earning below the living wage

18 Exploring the UK's digital divide – ONS, 2019
19 Digital Inclusion in Dorset – Citizens online, 2019

20 Analysis of National Pupil Database – Education Policy Institute

REGIONAL CHALLENGES – EMPLOYMENT

Low productivity levels. Dorset is facing a £2.3 billion productivity gap. The high levels of employment in Dorset have not translated into matching growth in productivity. Labour productivity here is lagging behind the UK average.

Infrastructure requires investment. Dorset is an area of natural beauty and a highly desirable location, (as is seen by the sheer volume of tourists it attracts) yet employers struggle to recruit people with the skills they require. A primary reason for this is that Dorset is an extremely expensive area to live (particularly for those of a younger working age), and difficult to commute into due to the road infrastructure which experiences significant congestion. Indeed, the lack of affordable housing is a major concern for local people who want to become home-owners as well as those wanting to move to jobs in Dorset. The inadequate commuting infrastructure and lack of superfast internet in certain areas adds to this issue.

A fifth of workers in the Dorset Council area earn below the National Living wage, which is noteworthy given that this area has UK's lowest home ownership for 24–35 year olds. In other areas of the region, such as Christchurch and East Dorset the average house prices are 13 times the average annual salary of those who live there.

Ageing population. Dorset has the lowest proportion of under 50's anywhere in the UK. By 2025 almost 40% of Dorset will be over 60 and by 2040 for every one person working in Dorset there will be a person of pensionable age. Retaining our older population is essential for social reasons as well as economic reasons – by 2040 over 50's will be spending 63p in every pound in the UK²¹. Linked to this demographic challenge, Dorset has a projected replacement demand 5 times the expected growth in jobs, indicating that more than 36% of those currently employed may need to be replaced by 2027, leading to considerable loss of expertise.

High Employment Levels. Prior to the Covid-19 outbreak, Dorset had a close to full employment (79%) and only 2.5% (vs 4% nationally) of working age people were unemployed. This meant businesses were not able to draw on significant pool of available labour resource.

The full impact of Covid-19 is not yet known but it is anticipated that this will have enlightened many companies to new, leaner ways of working and this in itself may lead to a greater number of redundancies which may significantly affect employment levels.

Gender Inequality. There is higher gender pay gap than the UK average. Women in full time roles earn £10,000 less than the equivalent male and £2,000 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).

Addressing longstanding low productivity and recent unemployment is an essential priority to secure Dorset's future.

The looming unemployment caused by Covid-19 is adding to Dorset's longstanding low labour productivity issue - a key focus of our Local Industrial Strategy. Ensuring that Dorset people have the right skills mix that is optimally utilised in high-quality well-paid jobs is key to solving the productivity puzzle in the face of post-pandemic and post-Brexit economy.

²¹ ICL research

Brexit effects. Aside from concerns over viability of business and trade deals and supply chains resilience, Brexit has also prompted concerns over future labour supply amongst employers. The BCP area has higher proportion of its workforce represented by non-UK labour -1.8%, which is above both regional and UK figures. This has fallen (from 2.5%) since the Brexit vote in 2016.²² Nationally, certain industries employ larger proportions of EU workers, such as hotels and restaurants (13% of workforce), manufacturing (10%) and administration (10%), transport (8%) and construction (7%). Also, 5% of the healthcare workforce is made up of EU migrants.²³ These are big sectors in Dorset and some of them already exhibit skills shortages with potential further implications post Brexit, while in others demand might be affected and available labour will potentially be increased post Covid-19 fall out.

In light of Brexit it is more critical than ever that businesses become innovative and work with education providers to understand the range of skills pathways to help them develop resilience for the future. Alignment of business and skills agendas across Dorset is essential for closing the skills gap, particularly for the large number of micro and SMEs Dorset houses.

New models of working. Research suggests there are significant cross- generational differences in work attitudes and aspirations. For example, over half of millennials - the generation born between 1980 and 2000, which is currently comprising more than 50% of the UK workforce, expect to move jobs within two years, are much more concerned by the social dimension of business, and value work-life balance and flexibility more than their older colleagues.²⁴

Due to these attitudes, millennials were oriented towards gig, entrepreneurial and flexible working models. However, it has been questioned whether the Covid-19 pandemic has shifted some of these attitudes as many of the digitalised gig jobs do not provide security and the pandemic has exposed how vulnerable these workers are to economic disruptions; they lack holiday, sick leave and protection. It is therefore possible that the pandemic will

place value back on job security and more traditional working models. Home working may well be here to stay; a recent survey²⁵ of leaders and managers reveals that only 1 in 3 think they will return to working in the location they worked pre-lockdown, 60% believe face-to-face meetings and travel will reduce and half expect a greater investment in homeworking. It is clear that technology will play a major part in the future of work, which will create further polarisation of jobs and incomes based on the skills that are most sought after.

Enabling people of all ages in Dorset to live well and enjoy balanced, healthy and fulfilled working lives is our strategic priority.

Dorset is bold in challenging the stereotypes around ageing, approaching the demographic crisis as a key economic and social opportunity and transforming the ways of living and working discovering 'a way to age' that is fit for the future.

22 National Insurance registration data

23 Migration Observatory analysis of Labour Force Survey

24 The Institute of Leadership and Management - Workforce 2020: Managing Millennials, 2017

25 Life after lockdown: the future of work, 2020

REGIONAL CHALLENGES – SKILLS

Skills Gaps

Dorset employers are increasingly highlighting skills shortages and challenges in recruiting the right 'talent'. This is exaggerated by the loss of skills and expertise due to an ageing workforce, which reduces the availability of high quality and bespoke skills both for existing growth businesses and the new growth clusters.

The National Employer Skills Survey 2017 reported that a third of all vacancies in Dorset are related to skills shortages and the incidence of skills shortage vacancies in Dorset was higher than the national average at 29%. Conversely a third of employers reported they felt their staff were under-utilised which appears to be marked in hotels & restaurants (63%) and education (53%) sectors suggesting there is a misalignment of skills.

23% of Dorset employers in our recent survey also report having had one or more hard-to-fill vacancies in the previous 12 months with the biggest challenge in filling these vacancies was accessing sufficient numbers of applicants with the required skills, motivation and personal attributes.

56% of employers also 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 and analytical skills, sales and marketing, analytical, leadership and management skills as well as technical and practical and job specific skills. The significance of these gaps for the economic and business success was highlighted by 71% of employers saying they were markedly impacting their productivity, while over a half felt they were having negative effects on business profitability and growth.

The challenges reported by employers highlight the need to develop the skills required amongst people who work in these occupations whilst also developing a pipeline of more highly skilled people

Skills Demand [possibly as infographic]

DEMAND BY INDUSTRY

- **Healthcare:** a range of occupations exist under this umbrella; the NHS has 87% of all vacancies in Dorset.
- **Education:** all levels from school to higher education.
- **Manufacturing and Engineering:** including systems, technical engineers, programme and software developers, analysts and quality professionals.
- **Construction:** plumbing, electrical work, carpentry.
- **Professional, scientific and technical:** including professional occupations, such as solicitors, veterinarians, programmers.
- **Retail:** mainly for sales professionals.
- **Accommodation and food services Finance:** including programmers and software developers, management consultants, finance specialists (accountancy, tax advice, financial management and planning).

DEMAND BY OCCUPATION

- **Health, social and residential care:** all expected to have shortages in Dorset.
- **Nursing:** single most sought after vocation (5% of all jobs).
- **STEM occupations:** the second most significant occupation group in demand, including software developers/ engineers.

DEMAND BY SKILLS

- **General skills:** including personal productivity, analytical, problem-solving and decision making.
- **Digital and Technical Skills:** including Microsoft Office, software development and engineering, programming languages and productivity tools - for managing enterprises and customers.
- **Specialised Skills:** major skills clustered around nursing, care work, sales and programming.

DEMAND BY VACANCY REPLACEMENT²⁶

- **Caring Personal Service occupations.**
- **Corporate Managers and Directors.**
- **Health Professionals.**

DEMAND BY QUALIFICATION (2027)

- **Level 1 /no formal qualifications:** 8%.
- **Level 4/ above qualifications:**55%.
- **Level 5 / above qualifications:** 77%.

²⁶ Working Futures study 2017-2027

Skills Needed for the Future

Occupational projections suggest that employment demand will continue to shift in favour of higher skilled occupations, with growth in most professional and associate professional, technical and management jobs. These are also the occupations within which the largest number of people are engaged in Dorset - almost half of those employed.

As automation and Artificial Intelligence (AI) take over more tasks in the workplace, there will be a massive disruption of jobs. There are likely to be job losses in occupations where digital skills are used to undertake routine tasks but also an increase in occupations where digital skills are used to foster innovation and raise productivity. This is especially important for Dorset as our key and growth areas include financial services, advanced manufacturing & engineering, the agritech & aquaculture sectors which will face significant change.

Adoption of big data and cloud technology, combined with breakthroughs in robotics, machine learning, and AI are set to enhance productivity, resulting in between 30% - 50% of British jobs potentially becoming automated by 2030, giving rise to entirely new occupations. People will create the jobs of the future, not simply train for them and it is the unique human skills which AI and machines cannot replicate that will be highly desired by employers.

Skills currently beyond the reach of smart machines include; emotional intelligence, critical thinking, abstract & systems thinking, teamwork, conflict resolution, creativity, problem solving, collaboration, customer service orientation and active learning.

The labour market in Dorset has been robust over the past decade with considerable volumes of jobs advertised in recent years. The Covid-19 epidemic is yet to be fully understood in terms of demand and supply long term, but the evidence base for our Local Industrial Strategy is robust and it is anticipated that following a recovery period, our demand and supply sectors and types of job will be as outlined in that document.

OUR STRATEGIC PRIORITIES

INCREASING PRODUCTIVITY

It is vital that we tackle the productivity issue by fully understanding the implications around skills utilisation, talent retention, future automation, the application of creative digital skills & creative thinking, fresh careers training and new further and higher education courses that attract and keep talented students in Dorset.

We will develop a smarter and more productive workforce, producing more with fewer resources. We want to replace skills/expertise with an emphasis on quality to address the vacancy requirement over the next 15 years.

LIVING WELL

Our focus is on developing pioneering solutions to healthcare, social care and wellbeing in the region in order to address our future demographic crunch head on.

We want to ensure that innovative approaches to ageing are wholly understood, including rethinking employment opportunities for older people such as reskilling, flexible working, mentoring, capturing the cultural and economic value of volunteering and unpaid work. We believe that innovation here could impact on productivity outcomes and talent retention.

REMOVING INEQUALITY

Switching on this driver for change will unlock talent across Dorset. We need to build on excellent careers guidance in schools and in adult education, particularly in our more deprived areas.

We want to deliver new replacement skills and expertise and exploit technology to make training and jobs accessible across the region. The focus is firmly on inclusive prosperity. We want to unlock talent in Dorset to ensure all communities can play an active part in the economy.



Unrivalled Opportunity

It is clear that the regional, demographic and environmental challenges we face are not unique but the way they combine and mutually impact on each other provides an unrivalled opportunity to understand how they link. Key lines of enquiry include how addressing ageing and inequality impacts on productivity, how increasing productivity impacts on prosperity and how reskilling impacts on ageing and vacancy fulfilment.

The Local Industrial Strategy lays out our stall in terms of future economic activity and plans, the Skills Action Plan will keep the focus on why we're doing what we're doing (our drivers for change) and how we're going to 'switch on' those drivers (our strategic priorities).

OUR SKILLS AMBITIONS



TALENT ATTRACTION AND RETENTION

We want to develop a new demand-led skills programme and create bespoke training, recruitment, Continuing Professional Development and progression support that will increase productivity and sustain growth by:

- **Unlocking, attracting and retaining talent** - creating an infrastructure that ensures all communities in Dorset can play an active part in the economy, unlocking talent and inspiring all people regardless of age, into meaningful careers. Showcasing the region outside of Dorset as the natural place to excel within our educational and business communities.
- **Workforce excellence** – providing the ability to recruit, develop and progress workforce capability and productivity that meets immediate needs – unlocking expansion and investment in new services and capacity – closing the existing productivity gap.
- **Leadership and management** – supporting our growing sectors by providing their leaders with the ability to introduce and embed best practice, technology advancement and innovation that drives productivity and competitiveness.

SKILLS TO MEET DEMAND

We want to develop skills innovation and inclusion by working with business leaders, education, skills support and Research, Development & Innovation (RD&I) institutions to support the concept of a Dorset **'total skills solution'** through:

- **Inspiring younger generations into meaningful careers** - ensuring an inclusion programme targeting Dorset's most deprived communities in the first instance.
- **Retraining or retaining older people into meaningful careers** - unlocking older talent to support valued economic activity later in life.
- **Replacement labour demand in skills sets** - addressing critical replacement labour demand in priority skills sets such as IT/professional/healthcare/social care).
- **Innovative resourcing** - working with Government, national and regional organisations, local authorities, anchor institutions and funding bodies to secure skills budget 'economies of scale', align activity with Government initiatives and develop innovative funding opportunities.

SKILLS FOR FUTURE GROWTH

We want to work with emerging businesses, their supply chains, academia and skills providers to prepare a comprehensive future skills programme through:

- **Growth Cluster Collaboration** – creating the mechanism by which emerging sectors and institutions can share common expertise, capacity and innovation, thus supporting the development of hubs of knowledge and expertise that can benefit the wider business community and inform skills strategy development.
- **Business Education Links** – extending investment and scope in the local academic centres of innovation & research expertise and developing a new level of collaborative partnership that embeds the needs of future industry at all academic levels. Creating placement and project opportunities that deliver solutions and a future 'talent pool'.
- **Supply chain development** – building skills development programmes, collaboration networks and infrastructure that enables and supports the local supply chain capacity and capability to develop as natural partners in new growth clusters. Understanding how skills can accelerate the cross-fertilisation of priority clusters leading to a network of supported supply chains and an economy of scale for Dorset.
- **Growth accelerator capability** – building the specialist skills to support leadership, expansion, finance, collaboration and research & development that will support new business growth.



Introduction to Local Labour Market Information (LMI)



September 2020



Mira Koseva

Dorset LEP Skills Analyst

mkoseva@bournemouth.ac.uk

What is Labour Market Information (LMI)?

- **Labour market** - the amount of people working and looking for work, and the amount of jobs
- **LMI** - facts and figures about jobs and employment showing an overall picture of the past, present and future of work



?

Why is LMI more important in the current climate?

How do we monitor the labour market developments in Dorset?



- **Dorset Labour Market Monthly Insights** - Monthly dashboards including latest labour market statistics, local developments commentary and useful research nationally.

Publication cycle - In order to monitor the impact of COVID-19, dashboards have been published for June and July and will be produced monthly until the end of 2020 (by the end of third week of the month for the previous month based on ONS data releases).

Indicators monitored in the monthly release

- ✓ Employment, Unemployment, Inactivity rates
- ✓ Coronavirus Job Retention Scheme and Self-Employment Support Scheme in Dorset
- ✓ Unemployment related benefit claim developments (all and youth)
- ✓ Recruitment activity and vacancy developments throughout the month
- ✓ Recruitment activity developments by industry
- ✓ Recruiting employers, occupations in demand and salaries over the month
- ✓ Occupation trends over the month



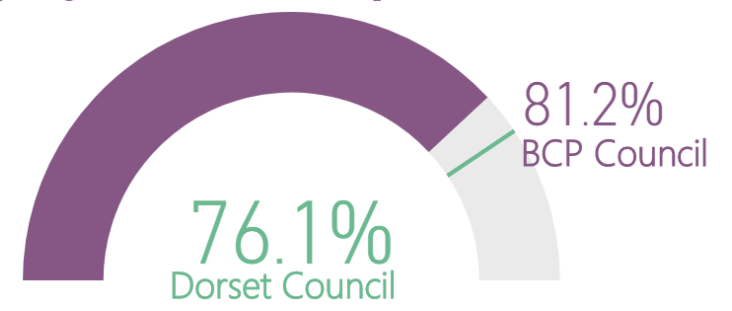
Dorset Labour Market Monthly Insights - example

LMI Dashboard July 2020

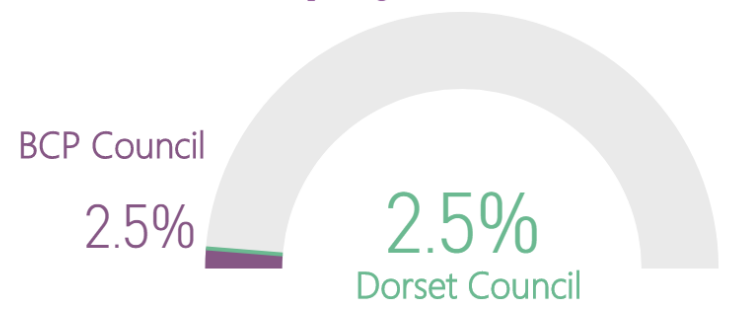


The following slides show the **July 2020 dashboard** – for latest insights go to www.dorsetlep.co.uk/labour-market-and-skills-research

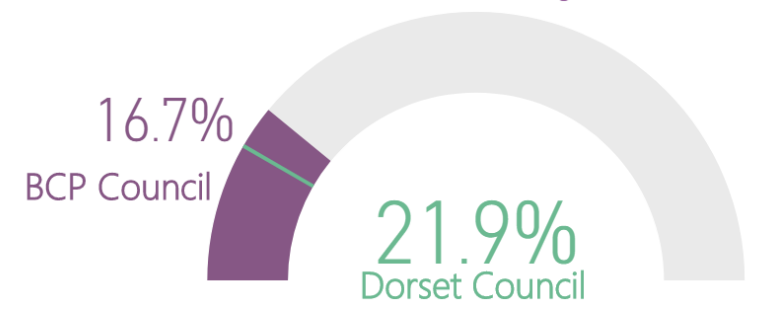
Employment rate (April 19-March 20)



Unemployment rate



Economic Inactivity rate



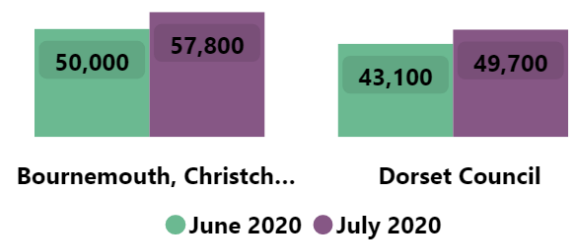
Employed supported by Coronavirus Job Retention Scheme - July 2020

107,500
Change on previous month
13 %

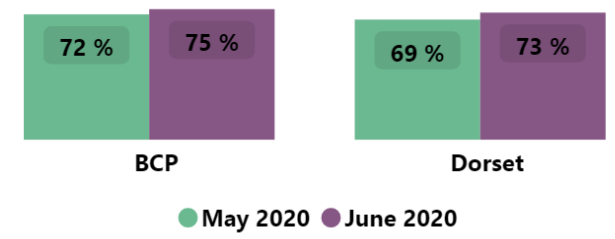
Supported by Self-Employment Income Support Scheme (SEISS) - June 2020

31,600
Change on previous month
4 %

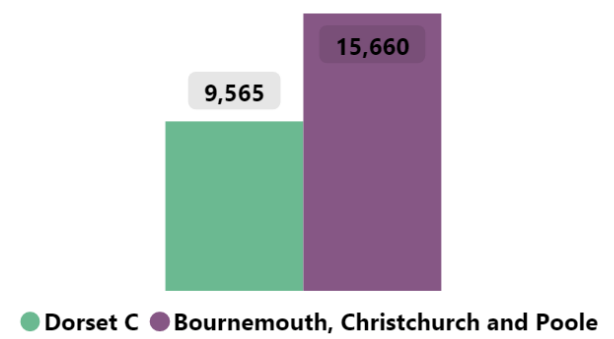
CJRS - Number of furloughed employments - LA



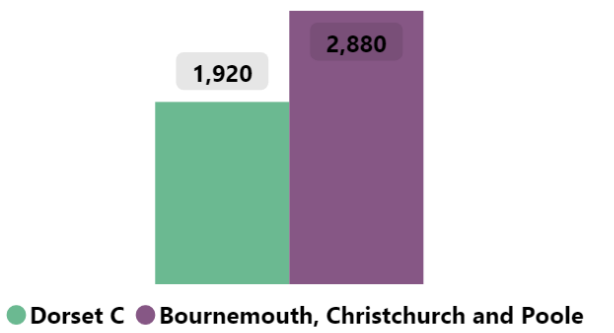
SEISS take up rate (from eligible population) - LA



Claimant Count Age 16+ July 2020

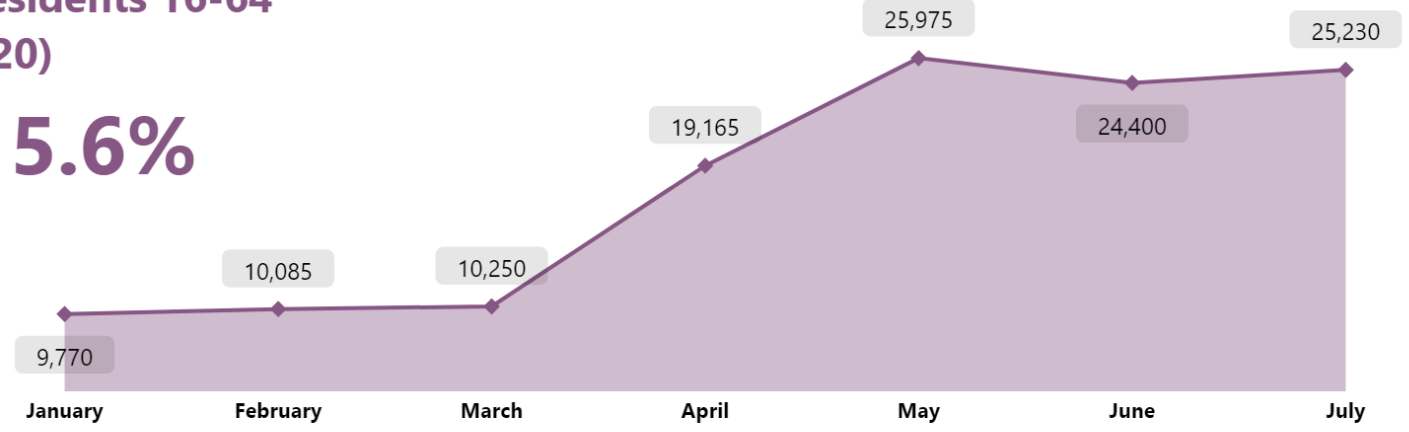


Claimant Count Age 16-24 July 2020



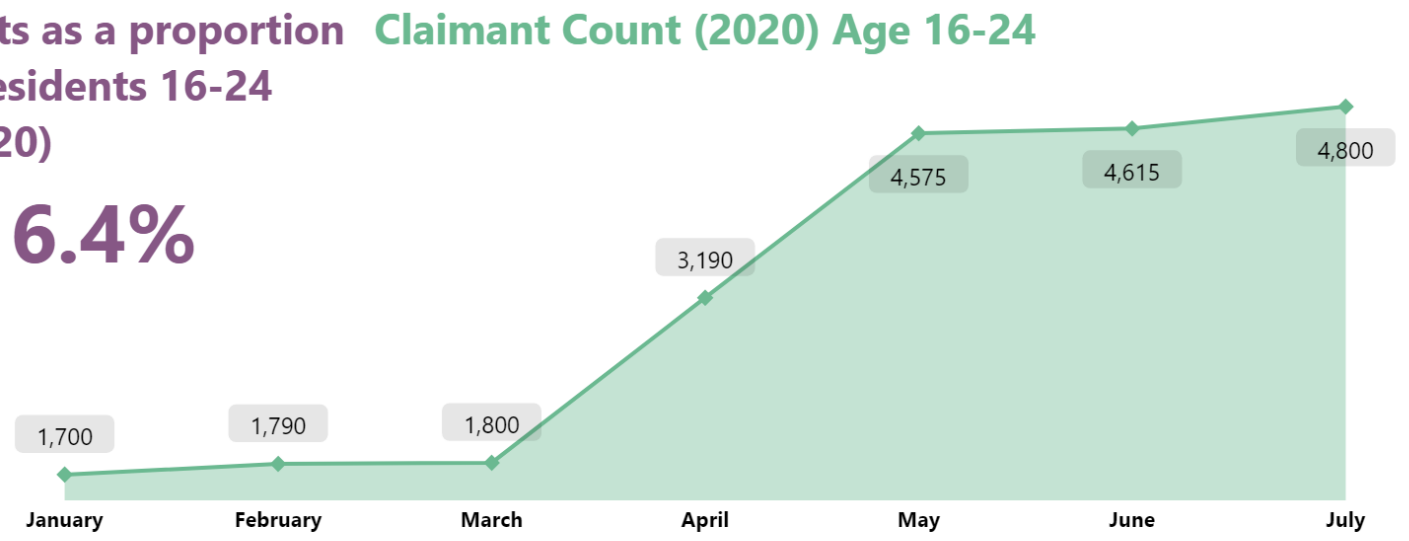
Claimants as a proportion (%) of residents 16-64 (July 2020)

5.6%



Claimants as a proportion (%) of residents 16-24 (July 2020)

6.4%



These indicators should be interpreted with care - read [guidance](#) | Source: Source: ONS, Claimant counts



Vacancies in Dorset
July 2020

4,251

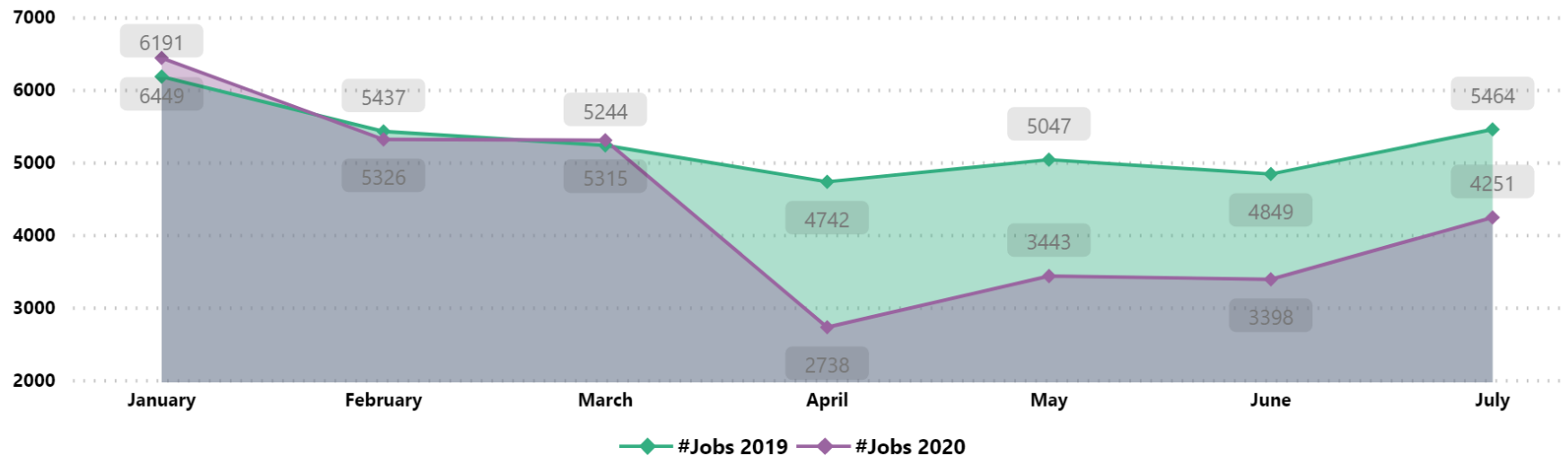
July 2020 v 2019

-22 %

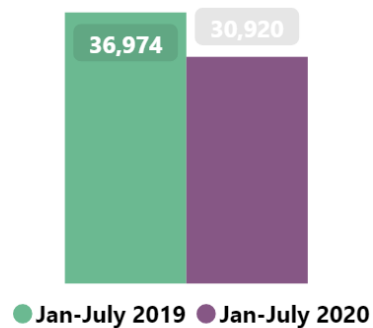
July v June 2020

25 %

Vacancies (monthly) YTD 2020 v 2019

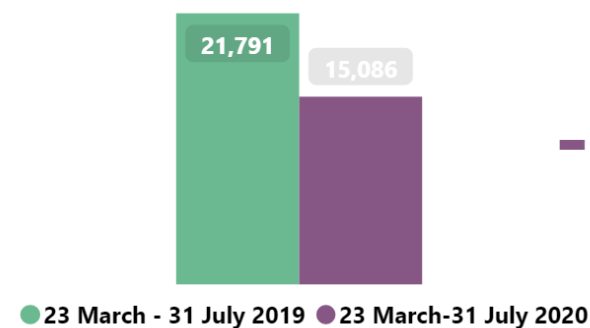


Job Vacancies YTD (2020 v 2019)



-16 %

Job Vacancies post lockdown (i) (2020 v 2019)



-31 %

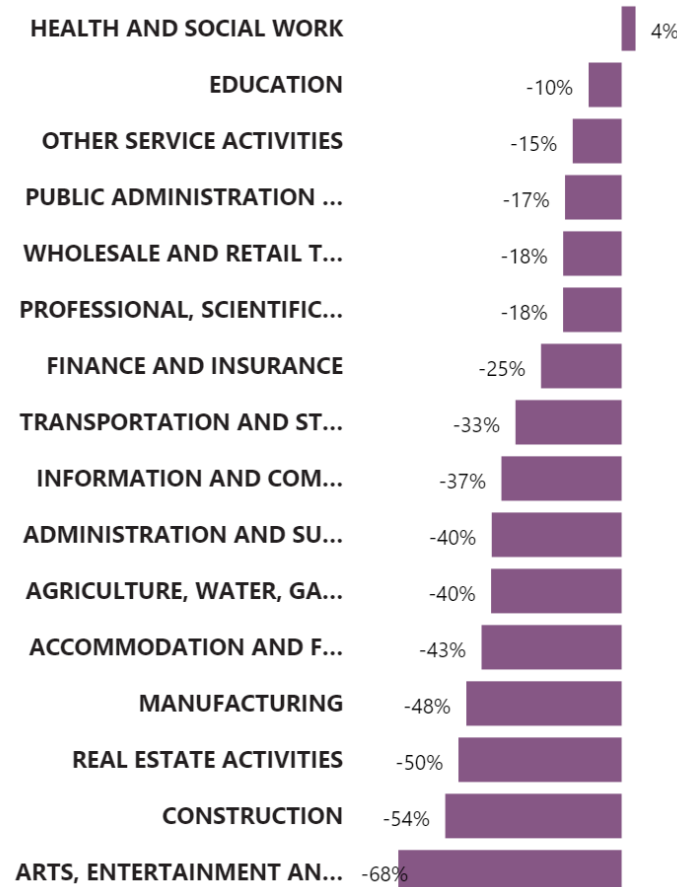
These indicators should be interpreted with care - read [guidance](#) | Source: Labour Insight



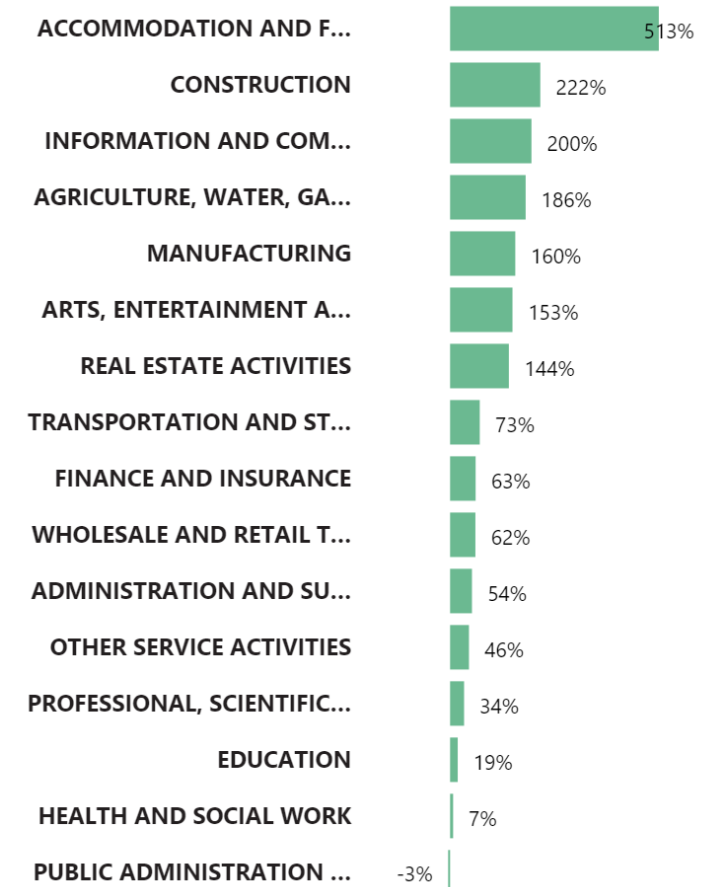
Dorset Industries: Number of Vacancies

Industry	July 2020	July 2019
HEALTH AND SOCIAL WORK	1104	1059
EDUCATION	302	336
PROFESSIONAL, SCIENTIFIC AND TECHNICAL	215	262
MANUFACTURING	206	393
WHOLESALE AND RETAIL TRADE	197	240
ACCOMMODATION AND FOOD	133	233
FINANCE AND INSURANCE	125	166
PUBLIC ADMINISTRATION AND DEFENCE	81	98
ADMINISTRATION AND SUPPORT	62	103
TRANSPORTATION AND STORAGE	56	83
OTHER SERVICE ACTIVITIES	51	60
INFORMATION AND COMMUNICATION	36	57
CONSTRUCTION	34	74
REAL ESTATE ACTIVITIES	22	44
AGRICULTURE, WATER, GAS, MINING	12	20
ARTS, ENTERTAINMENT AND RECREATION	12	38

Difference (%) July 2020 v 2019



Difference (%) July v June 2020



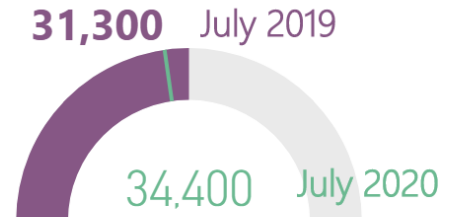
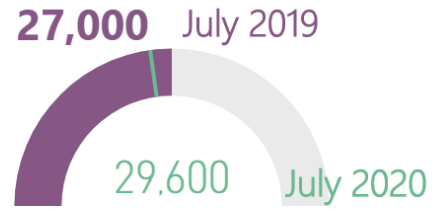
Source: Labour Insight



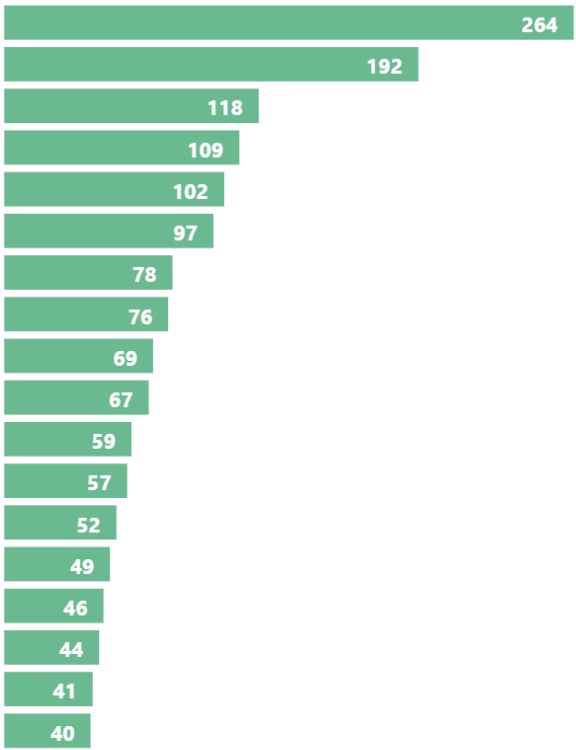
Employers recruiting in July 2020 # Jobs

NATIONAL HEALTH SERVICE	504
BCP COUNCIL	51
JPMORGAN CHASE & CO	49
BOURNEMOUTH UNIVERSITY	44
COBHAM PLC	44
CARE SOUTH	32
BOURNE LEISURE HOLDINGS	26
VITALITY LIMITED	25
AGINCARE GROUP LTD	24
ACCA LIMITED	23
COLTEN CARE LIMITED	18
CO-OPERATIVE GROUP LIMITED	16
APPOINT HEALTHCARE	15
CARE UK HEALTH AND SOCIAL CARE	15
ICELAND FOODS	15
BIDVINE	14
CAMBIAN GROUP	14
SUGARMAN HEALTH AND WELLBEING LIMITED	14
ASDA	12
COBHAM MISSION	12
STARNOW	12
DORSET COUNTY COUNCIL	11
HOLT ENGINEERING LIMITED	11

Median Salary July 2020 (v July 2019) Average Salary July 2020 (v July 2019)



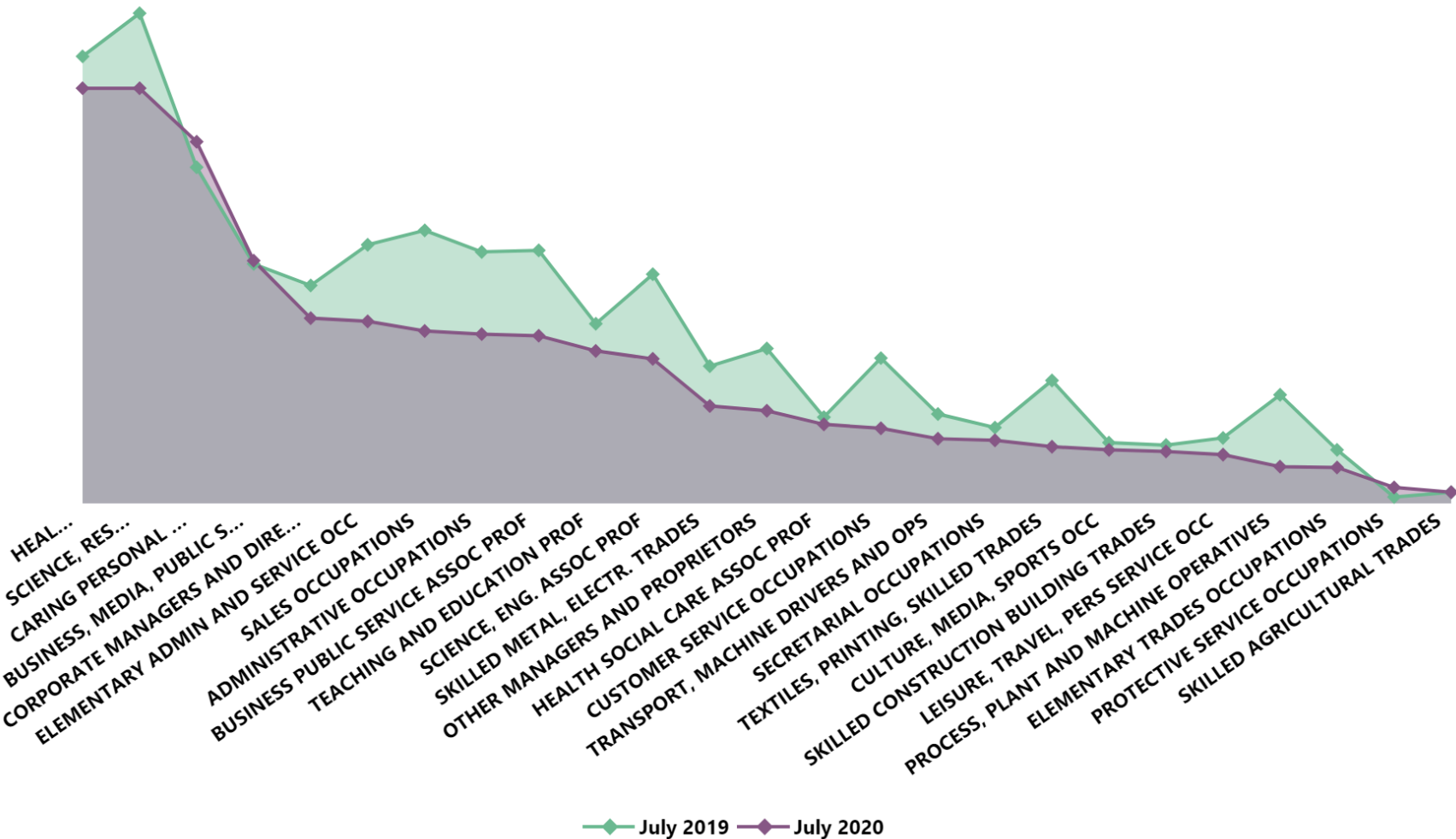
Which occupations were in demand in July 2020?



- Registered General Nurse (RGN)
- Software Developer / Engineer
- Teaching Assistant
- Care assistant
- Office / Administrative Assistant
- Caregiver / Personal Care Aide
- General cleaner
- Project Manager
- Account Manager / Representative
- Customer Service Representative
- Nursing Assistant / Healthcare Assistant
- Tutor
- Accountant
- Web Developer
- Lawyer
- Retail Store Manager / Supervisor
- Retail Sales Associate
- Family / School / General Social Worker

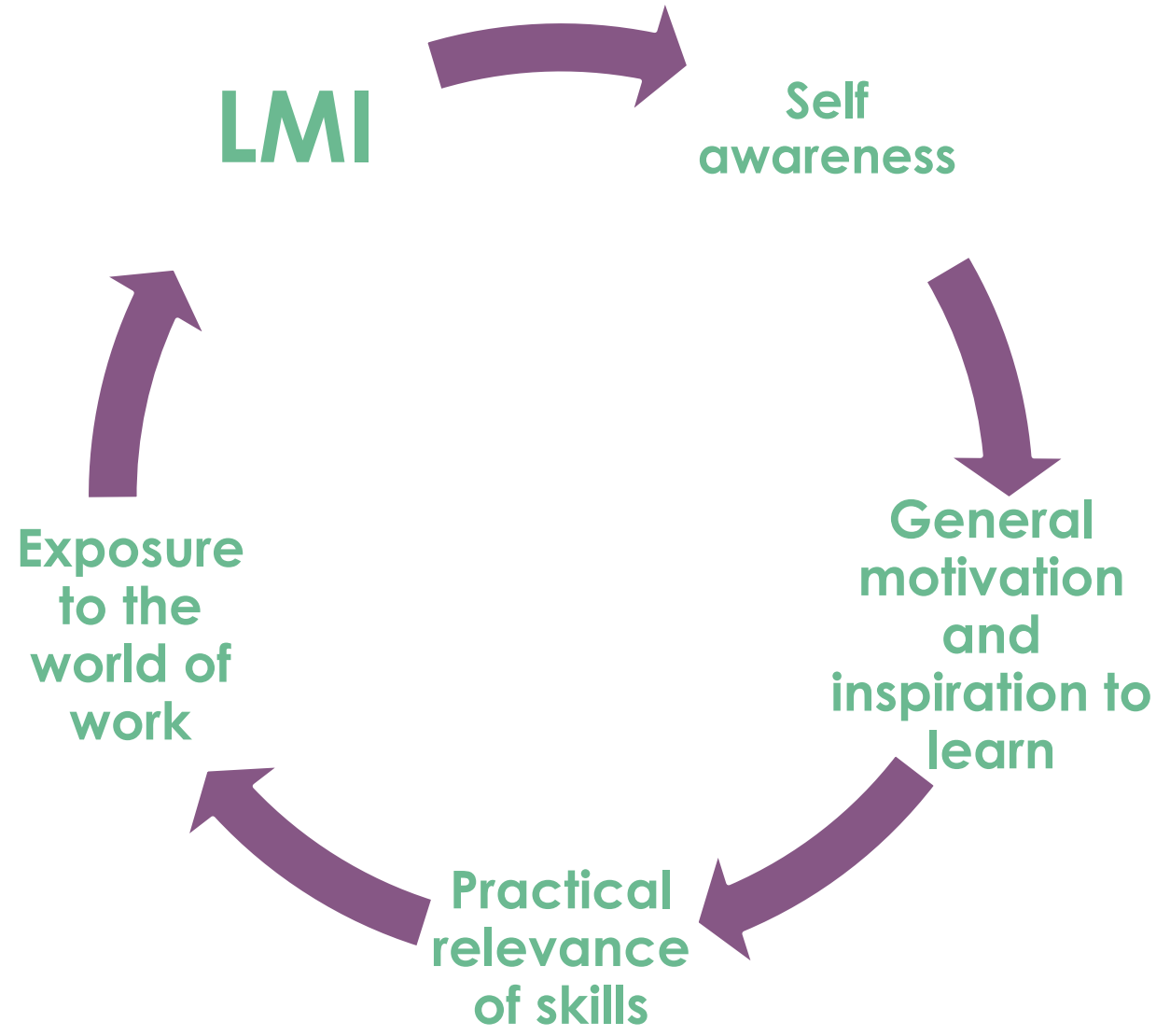
Source: Labour Insight

Vacancies by Occupation Groups (SOC) July 2020 v 2019



Occupation	% Difference
PROTECTIVE SERVICE OCCUPATIONS	150 %
CARING PERSONAL SERVICE OCCUPATIONS	8 %
BUSINESS, MEDIA, PUBLIC SERVICE PROF	1 %
SKILLED AGRICULTURAL TRADES	0 %
HEALTH PROFESSIONALS	-7 %
HEALTH SOCIAL CARE ASSOC PROF	-8 %
SKILLED CONSTRUCTION BUILDING TRADES	-11 %
CULTURE, MEDIA, SPORTS OCC	-12 %
CORPORATE MANAGERS AND DIRECTORS	-15 %
TEACHING AND EDUCATION PROF	-15 %
SCIENCE, RESEARCH, ENG. PROF	-15 %
SECRETARIAL OCCUPATIONS	-17 %
LEISURE, TRAVEL, PERS SERVICE OCC	-26 %
TRANSPORT, MACHINE DRIVERS AND OPS	-28 %
SKILLED METAL, ELECTR. TRADES	-29 %
ELEMENTARY ADMIN AND SERVICE OCC	-30 %
ADMINISTRATIVE OCCUPATIONS	-33 %
ELEMENTARY TRADES OCCUPATIONS	-33 %
BUSINESS PUBLIC SERVICE ASSOC PROF	-34 %
SALES OCCUPATIONS	-37 %
SCIENCE, ENG. ASSOC PROF	-37 %
OTHER MANAGERS AND PROPRIETORS	-40 %
CUSTOMER SERVICE OCCUPATIONS	-48 %
TEXTILES, PRINTING, SKILLED TRADES	-54 %
PROCESS, PLANT AND MACHINE OPERATIVES	-66 %

A tool to facilitate learning from labour market information



Looking at data is not at the top of the list for people thinking about their careers and future...

Why do they need to know about LMI?

Data can open up how they think about work and careers.



LMI can help gain insights on:



- The availability of jobs in Dorset:
"Can I travel to this job easily?"
- The future prospects and risk of automation
"Does this job provide security for my future?"
- The competition they will face
"How easy is it to get into?"
- The rewards available
"What's the pay like?"
- The value of particular qualifications and skills
"What qualifications and skills are employers looking for?"
- Recruitment trends and employment prospects
"Could I get into this industry or job?"

How do we signpost people to key opportunities in Dorset?

- **Key Industries Dashboards** Monthly **interactive** dashboards including latest labour market statistics for key industries in Dorset, accompanied by short industry overviews, career pathways and learning opportunities. The industries included are:
 - ✓ Finance and Insurance
 - ✓ Health and Social Care
 - ✓ Tourism, Food and Beverage
 - ✓ Professional, Science, Technology and IT
 - ✓ Engineering and Manufacturing
 - ✓ Retail, Wholesale and Vehicle Repair
 - ✓ Agriculture and Food Production
 - ✓ Education, Public Administration and Defence



Publication cycle - By the end of second week of the month for the previous month by the end of 2020.



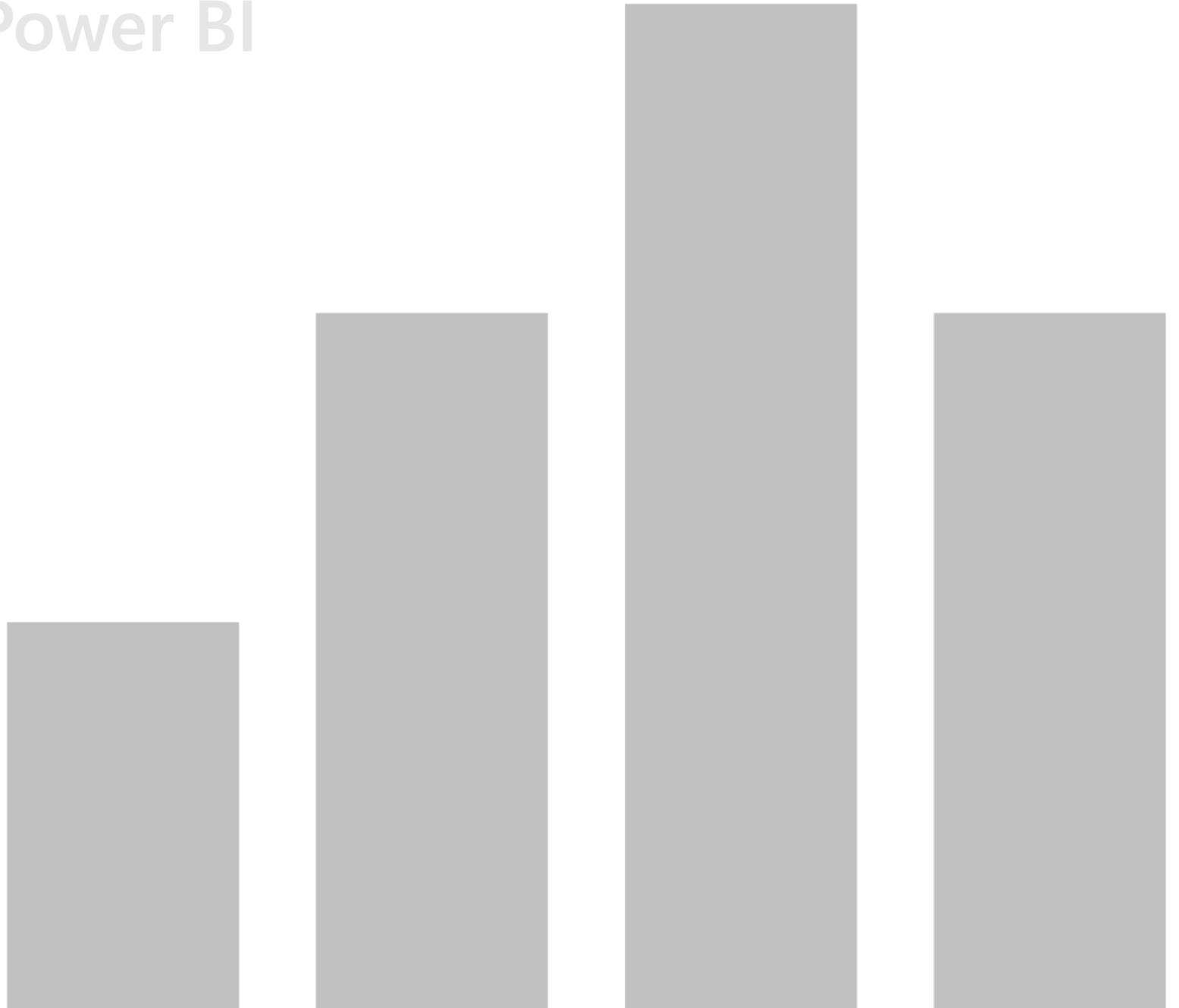
Let's see an example –
Finance sector



Key Industry Dashboards

Finance

[View in Power BI](#) ↗



FINANCIAL SERVICES



in Dorset | 2020



January - August 2020

Employer	# Jobs 2020
JPMORGAN CHASE & CO	361
BUPA	60
CITY & COUNTY HEALTHCARE	60
AGEAS INSURANCE LIMITED	47
GATTACA PLC	32
NATIONWIDE BUILDING SOCIETY	20
BESTWAY GROUP	19
STRIDE LIMITED	18
HEALTHCARE NETWORK LIMITED	17
THE BANK OF NEW YORK MELLON	16
THE GYM GROUP PLC	12
MCCOLL'S RETAIL GROUP PLC	9
ACCA LIMITED	8
HSBC HOLDINGS	8
MAZARS LIMITED	8

What skills are in demand?

Hover over the bars for descriptions

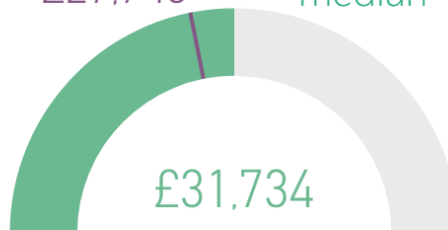
Skill	Count
Teamwork / Colla...	207
Project Manage...	174
Customer Service	128
Business Analysis	113
Securities	98
Stakeholder Man...	94
Accounting	93
Budgeting	83
Sales	82
Customer Contact	79
Software Enginee...	75
Risk Management	71
Software Develo...	67
SQL	63
Java	59
Quality Assuranc...	59
Python	56
Business Process	55

Jobs Advertised Year to Date - August 2020

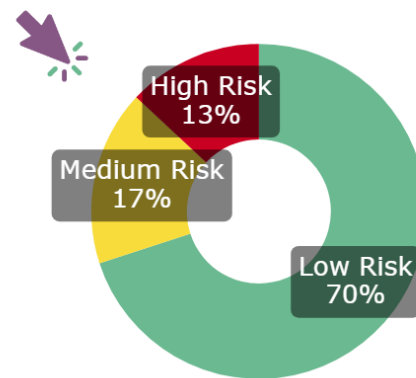
1,140

Average Salary UK

£27,746 median

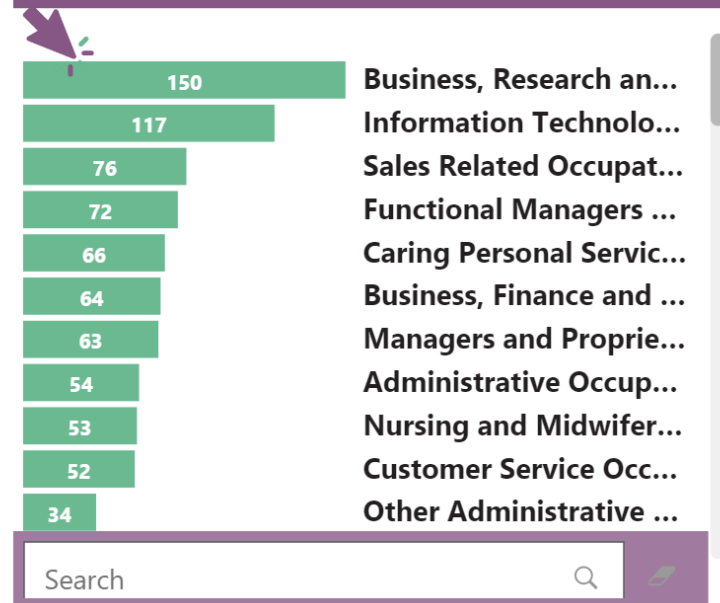


Automation Risk

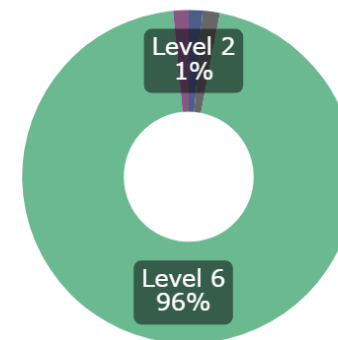


Which occupations are in demand?

Click on the bars to find more



Required Education





Jobs in August 2020

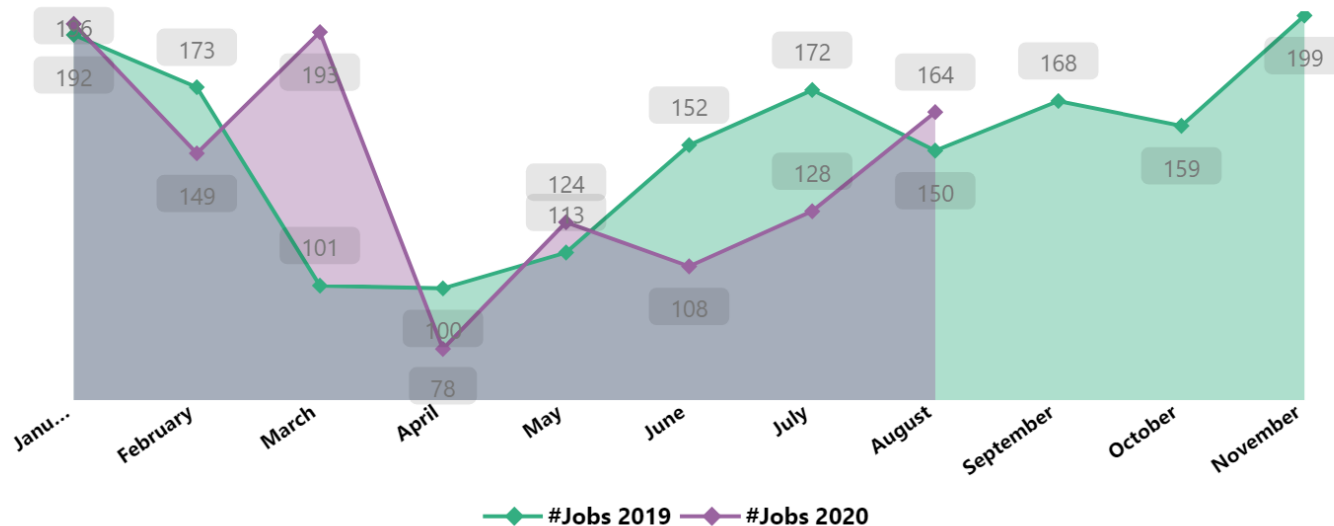
Year to Date - January-August 2020

Click on an employer or job title to see a list of all recently advertised vacancies

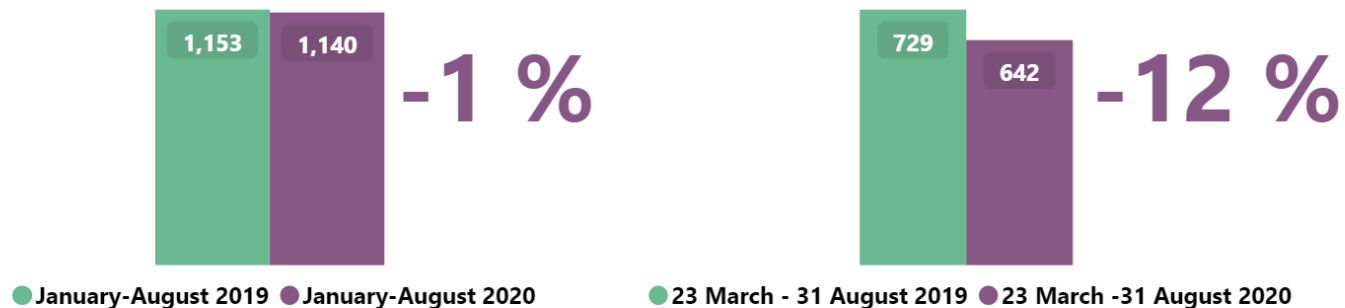
Employer	# Jobs posted
Employer not listed	51
JPMorgan Chase & Co	49
City & County Healthcare	18
BUPA	12
Gattaca Plc	8
Amigo Loans Ltd	3
Barclays	3
Countrywide Estate Agents	2

Job Title	# Jobs Posted
Nurse	10
Care Assistant	9
Insurance Sales Consultant	5
CRM Manager	4
Data Engineer	4
Payroll Bureau Coordinator	4
Commercial Account Executive	2
Customer Relations Team Manager	2
Cyber Security Specialist	2

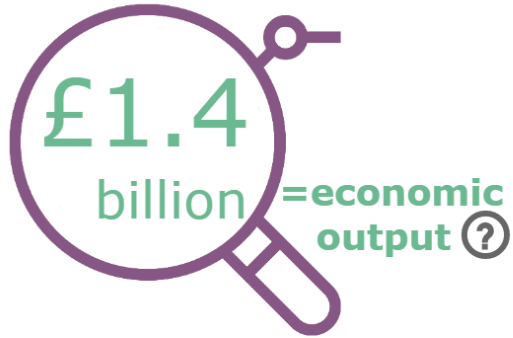
How many jobs were advertised in the Financial sector in Dorset (...)



Jobs advertised (year to date) Jobs advertised after Covid 19 lockdown



Source: Labour Insight

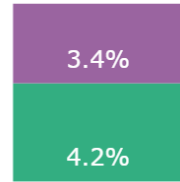


£180 million growth since 2015
8% of Dorset's £18.5 billion GVA

People Employed

14,000

% of All Employed



● % DLEP ● % UK

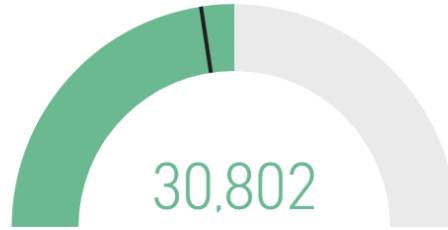
Source: ONS

Jobs Advertised

1,773

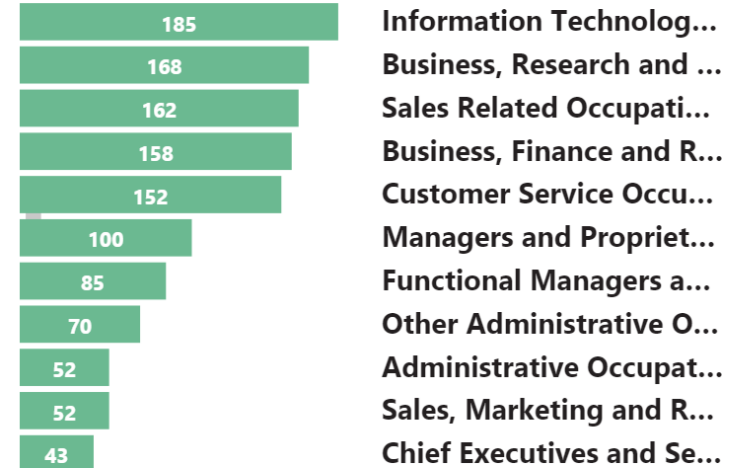
Average Salary UK

27,850 median



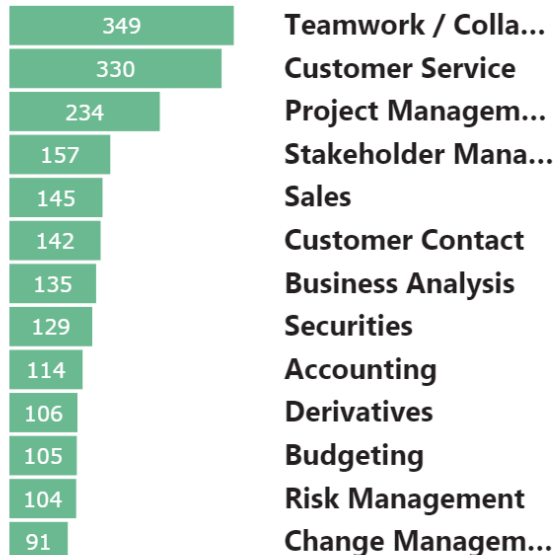
Which occupations are in demand?

Click on the bars to find more

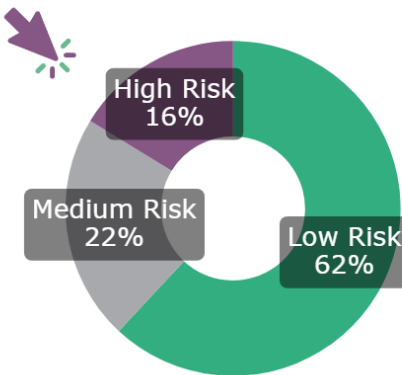


Employer	# Jobs
JPMORGAN CHASE & CO	575
BUPA	93
NATIONWIDE BUILDING SOCIETY	59
BESTWAY GROUP	53
AGEAS INSURANCE LIMITED	41
GATTACA PLC	32
AGEAS (UK) LIMITED	25
PROTECT LINE LTD	25
STRIDE LIMITED	23
THE BANK OF NEW YORK MELLON	23
MCCOLL'S RETAIL GROUP PLC	20
THE GYM GROUP PLC	20

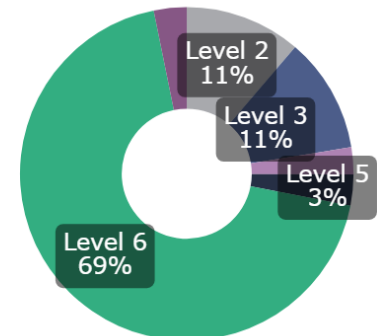
What skills are in demand?



Automation Risk



Required Education



FINANCIAL SERVICES



in Dorset

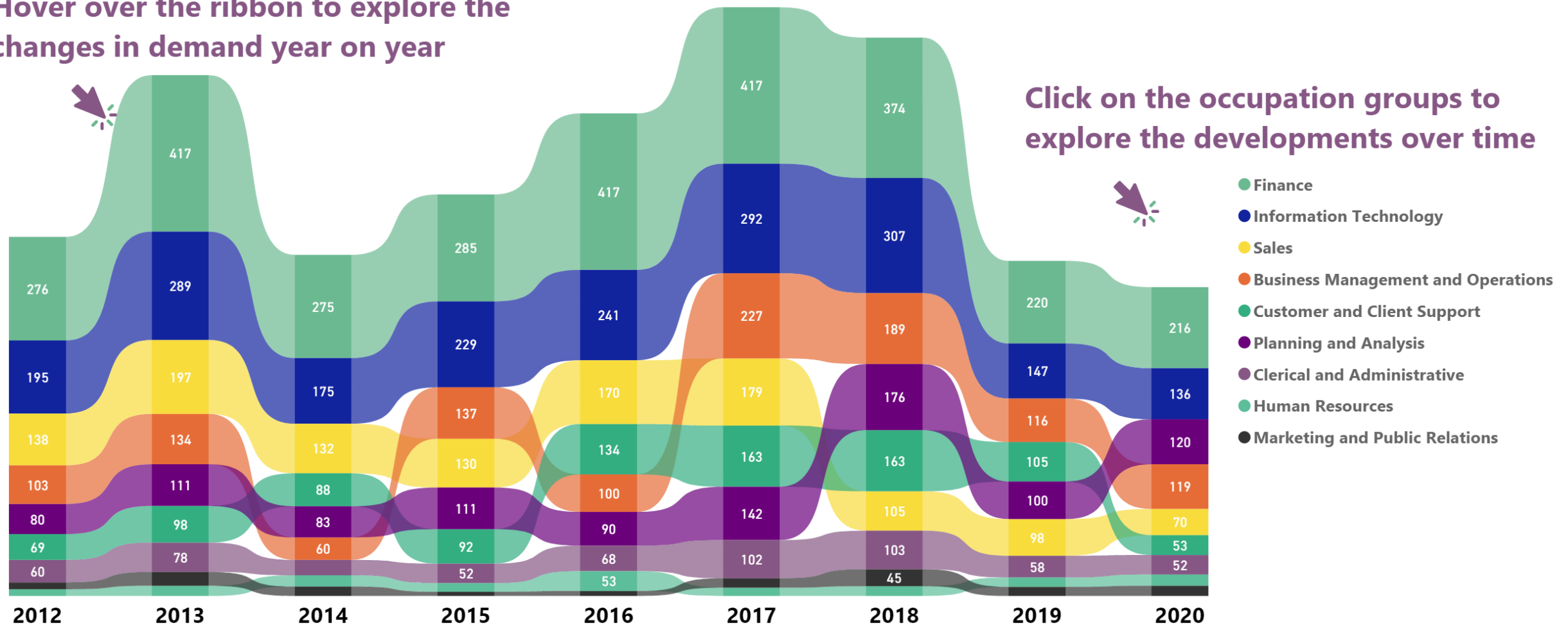


Top 10 Occupational groups trends

Year to Date:
January-August 2012-20

Hover over the ribbon to explore the changes in demand year on year

Click on the occupation groups to explore the developments over time



Where to find more dashboards and research?



www.dorsetlep.co.uk/labour-market-and-skills-research



All dashboards will be available
from 15 September 2020

Published Research

[Home](#) [About](#) [COVID-19](#) [Investment projects](#) [Helping businesses](#) [Invest in Dorset](#) [Investing in skills](#) [News & events](#)

INVESTING IN SKILLS

[Labour Market and Skills Research](#)

[Dorset Careers Hub](#)

[Enterprise Adviser Network](#)

[Careers events in Dorset](#)

[Virtual Learning Resources](#)

[Employment and skills support](#)

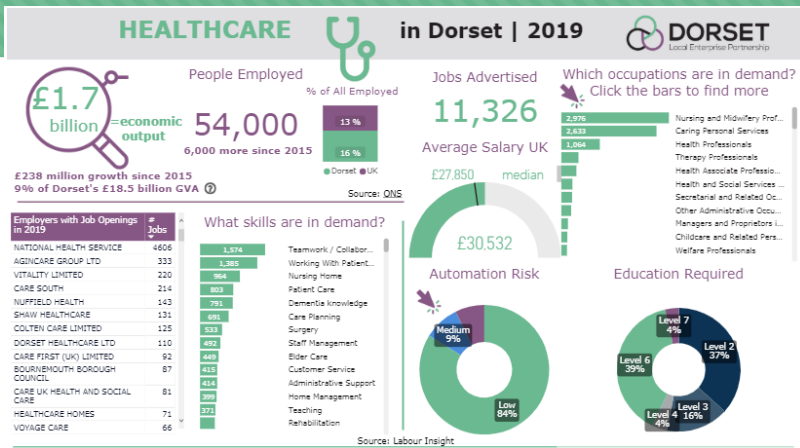
[Apprenticeships](#)

LABOUR MARKET AND SKILLS RESEARCH

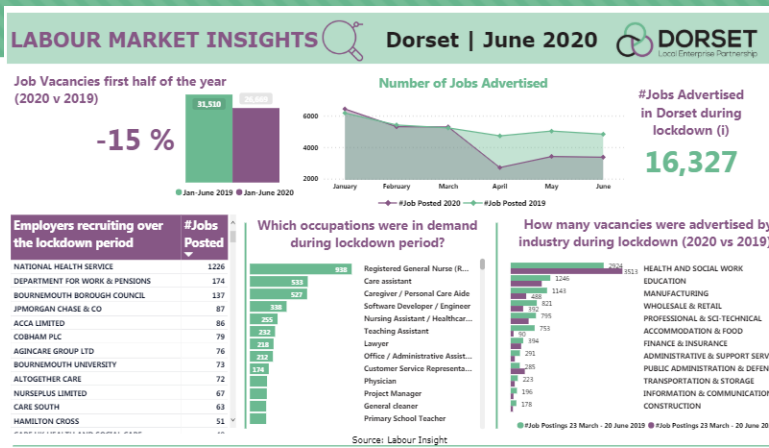
Latest insights on the changing labour market and skills landscape assisting educators, employers, job seekers, young people and their parents in making informed decisions.

Published Research

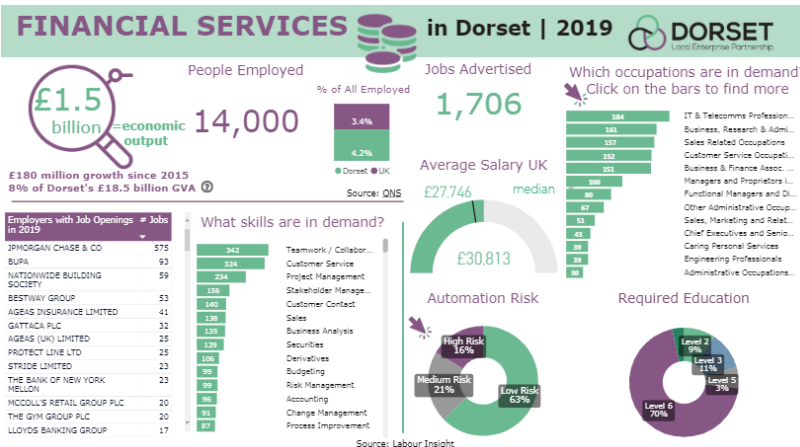
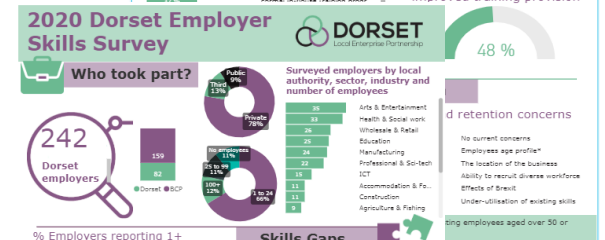
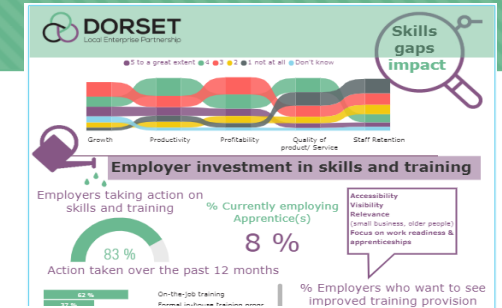
Industry Dashboards



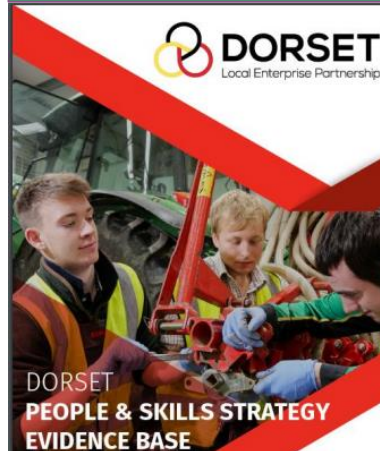
Labour Market Insights



Employer Skills Survey 2020



Skills Research



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 wages than from England with pronounced geographical and gender pay gaps. Around 21% of all jobs are earning below the Living Wage (£8.75 in BCP and £7.65 in Dorset Council, compared to 20% in BA) and an estimated higher prevalence of zero-hour contracts is making 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 of below average proportions of young and working-age populations, as well as an ageing 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 3 times the expected growth in jobs.

Society faces pockets of deprivation, with 15 of the smaller geographical areas (lower lower Super Output Area (SOA)) in Dorset amongst the 105 most deprived nationally. The combination of urban and coastal characteristics also brings unique challenges to the productivity and access and adds a layer of complexity to the skills mix. To emphasize the issues by participation, registration and achievement, there is a credible social mobility challenge in certain areas - most notably Weymouth & Portland ranked 4322 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 welfare households and populations 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 risen from 2% to 4% with 14,400 more claimants in May 2020 than in December 2019 and in third (123,000 jobs) of those in employment currently being supported by the Government's coronavirus support schemes.



Update on Dorset Labour Market and Skills Analytical Work

7 September 2020

As we are preparing for the development of the Local Skills Report which will encompass the work of the SAP Board and outline our strategies and vision for the future, we are ensuring that up-to-date labour market information, industry developments and opportunities in Dorset are made available to allow young people, their parents, employers and stakeholders to make informed decisions during these challenging times.

Published Research

The Dorset LEP area labour market and skills research is published under the “Investing in Skills” section of the Dorset LEP website (dorsetlep.co.uk).

- **Dorset Labour Market Monthly Insights**

Description

Monthly dashboards including latest labour market statistics, accompanied by brief local developments commentary and useful research and notable publications and developments nationally. In order to monitor the impact of COVID-19 in Dorset, dashboards have been published for June and July and will be produced on a monthly basis until the end of 2020.

Publication cycle

By the end of third week of the month for the previous month (based on ONS data releases).

Indicators monitored in the monthly release

- Employment, Unemployment, Inactivity rates
- Coronavirus Job Retention Scheme and Self-Employment Support Scheme developments in Dorset
- Unemployment related benefit claim developments (all and youth)
- Recruitment activity and vacancy developments throughout the month
- Recruitment activity developments by industry
- Recruiting employers, occupations in demand and salaries over the month
- Occupation trends over the month

Key findings – July 2020

Signs of recovery? As lockdown measures have been eased, the data from July shows tentative signs of recovery in the labour market.

Overall level of job vacancies in Dorset has increased by over 20% compared to June – increasing higher than the national average of 10%, however, vacancy levels remain over 1,200 lower than the same time last year. There has been a notable increase in vacancies across the accommodation, food, construction and manufacturing sectors, which are among the sectors most reliant on contact and therefore were most affected by the lockdown measures.

Regarding the number of people claiming unemployment-related benefits which is one indicator of unemployment, there were 25,230 claimants in Dorset in July – 745 less than the peak in May, showing signs of stabilisation. However the claimant numbers among young people aged between 16 and 24 has continued to rise. It has to be noted that this indicator is currently overstating the level of those genuinely unemployed, mainly due to changes in Universal Credit and delays in work status updates (find out more about the data limitations in our [Understanding LMI during COVID-19](#) paper).

As vacancies have started to recover and the claimant count has stabilised, there was a ratio of 6 unemployed (people claiming benefits thus treated as being unemployed) for each vacancy in July. This has fallen from 8 in May, but remains well above its pre-crisis levels of around 2 claimants per vacancy in February and the pattern of higher ratio in Bournemouth, Christchurch and Poole compared to the rest of Dorset remained consistent.

The latest insights are visually represented in the [labour market insights dashboard for July 2020](#), and accompanied by a brief [Labour market insight commentary July 2020](#) and UK-wide [Labour market general trends July 2020](#).

- **Key Industries Dashboards**

Description

Monthly dashboards including latest labour market statistics for key industries in Dorset, accompanied by short industry overviews, career pathways and learning opportunities. Industry dashboards have been produced for the following sectors:

- Finance and Insurance
- Health and Social Care
- Tourism, Food and Beverage
- Professional, Science, Technology and IT
- Engineering and Manufacturing
- Retail, Wholesale and Vehicle Repair
- Agriculture, Food Production and Utilities
- Education, Public Administration and Defence

Publication cycle

By the end of second week of the month for the previous month by the end of 2020.

Indicators monitored in the monthly release

- **Industry snapshot 2020 Year-to-date** – Employers with vacancies advertised, skills in demand, occupations in demand, salaries, required education and risk of automation – the dashboard is interactive and clicking on an occupation reveals salary, automation and education specifics in 2020.
- **Vacancies developments in the industry on a monthly basis YTD and vacancies published over the past month.** Clicking on employer or job titles reveals the most recent job opportunities advertised.
- **Top 10 occupations** - Developments in demand over time of the top 10 occupational groups within the industry.

-

- **Industry snapshot 2019** - This includes the same information and functionality as the current year snapshot but includes the full past year (2019) as well as employment and economic indicators that are updated on an annual basis by ONS.

- **Dorset Skills Action Plan Key indicators Dashboards**

Based on our skills research and the identified key strategic priorities for our skills action plan, these dashboards capture the key evidence behind these priorities and also an overview of key supply and demand headlines. They will accompany the plan and will be updated on an annual basis as a monitoring tool.

These dashboards are currently in development

- **Dorset skills research**

The published documents include:

- [Executive summary](#) of our skills research - quick overview of the local context, headlines of supply and demand and employer feedback,
- [Covid impact document](#),
- The [entire evidence base](#)
- The [Dorset Employer Skills Survey 2020 Report](#). Currently we are pulling out and updating key tables from the evidence base in light of Covid, which is due to be published by the end of September.

What is next – Dorset Local Skills Report

Apart from updating the above publications, the focus over the next months will be the development of the Local Skills Report which is due in March 2021 and is a condition of our SAP funding. The structure of the report is currently being consulted by DfE and the attached presentation gives an overview of the expectations.



SAPs_Local_Skills_Report.pptx



Signs of recovery?

Dorset LEP's Labour Market Insights: July 2020

As part of Dorset LEP's recovery planning, we have been analysing data and insights on the region's economy and labour market, monitoring the impact of COVID-19 in Dorset.

As lockdown measures have been eased, this month's data shows tentative signs of recovery in the labour market.

Overall level of job vacancies in Dorset has increased by over 20% compared to June – increasing higher than the national average of 10%, however, vacancy levels remain over 1,200 lower than the same time last year. There has been a notable increase in vacancies across the accommodation, food, construction and manufacturing sectors, which are among the sectors most reliant on contact and therefore most affected by the lockdown measures.

Regarding the number of people claiming unemployment-related benefits which is one indicator of unemployment, there were 25,230 claimants in Dorset in July – 745 less than the peak in May, showing signs of stabilisation. However the claimant numbers among young people aged between 16 and 24 has continued to rise. It has to be noted that this indicator is currently overstating the level of those genuinely unemployed, mainly due to changes in Universal Credit and delays in work status updates (find out more about the data limitations in our [Understanding LMI during COVID-19](#) paper).

As vacancies have started to recover and the claimant count has stabilised, there was a ratio of 6 unemployed (people claiming benefits thus treated as being unemployed) for each vacancy in July. This has fallen from 8 in May, but remains well above its pre-crisis levels of around 2 claimants per vacancy in February and the pattern of higher ratio in Bournemouth, Christchurch and Poole compared to the rest of Dorset remained consistent.

The latest insights are visually represented in a [labour market insights dashboard for July 2020](#), and show the evolving impact of COVID-19 on the local economy and people.

Read brief commentary to the dashboard in our [Labour market insight commentary July 2020](#) and our observations of [Labour market general trends July 2020](#).

The monthly dashboards including latest labour market statistics and commentary, will be produced until the end of 2020.

New Programmes

During August the 'Plan for Jobs' was announced by the Chancellor, the Rt Hon Rishi Sunak MP.

It focusses on the support for Apprenticeships, Traineeships, investment in the National Careers Service, and a new 'Kickstart Scheme' which are considered as an holistic programme of support within the plan.

The complete document can be found at using the link below.

This programme is intended to support the UK's economic recovery while continuing to prioritise people's health by:

- introducing a new **Job Retention Bonus** to encourage firms to keep on furloughed workers
- supporting jobs with direct help to find work and to gain the skills people need to get a job

- protecting jobs in the hard-hit hospitality and accommodation sectors and at attractions by supporting demand for these businesses, giving them confidence to reopen
- creating jobs with action to get the property market moving, to increase and bring forward infrastructure investment, and to make homes greener, warmer and cheaper to heat.

The Government has also announced **Further Education Incentive Schemes** in order to support Apprenticeships. We will be gathering feedback on the level of success of the scheme over the coming weeks.

HM Revenue and Customs

The HMRC are running a series of online workshops during September and October intended to promote the packages of financial support to employers as an incentive to retain and take on new apprentices. They have been in direct contact with all of the potential corporate organisations who could make use of the scheme.

They are also promoting the extension of the incentive scheme to retain furloughed staff (given a contribution from employers and an acceptance of some work hours). There are also Statutory Sick Pay rebates to support staff in isolation.

The Department of Works and Pensions

Job Centre Plus

The JCP have introduced a series of **Job Fairs** aimed at 18-24 year olds promoting Apprenticeships and Jobs online – the most recent is the 10th September.

Job Centre Support for Schools

In addition there is Job Centre Support for Schools intended to prevent young people becoming NEET (Not in Education, Employment or Training). The service is to be delivered in Dorset through Housing Associations and Charitable bodies intended to provide:

- Careers Advice
- Routes to Traineeships
- Advice on the local labour market
- Facilitate the transition between school and work

In addition

Government starts £2bn job Kickstart

The Government has started taking applications from employers to apply to take part in the Kickstart Scheme.

The scheme, which is part of the Government's Plan for Jobs, aims to get young people in the workplace.

The 6 month placements are open to those aged 16-24 who are claiming Universal Credit and at risk of long term unemployment.

Funding will be given to pay for 25 hours of work per week at the relevant minimum wage for the employee, as well as associated employer National Insurance contributions and employer minimum auto-enrolment pension contributions.

Extra funding will also be made available to support young people in finding long term employment after the scheme ends.

The Government estimate that around 700,000 young people are set to leave education and enter the job market this year, with a quarter of a million more people aged under 25 claiming unemployment benefits since March – with youth unemployment having a long-term impact on jobs and wages.

There are additional support programme being put in place such as the **Construction Talent Retention Scheme** intended to provide employees with some certainty of employment in key industries and infra structure projects.

In these uncertain times the DWP through the Job Centres has introduced an extension of the **Employers Tool Kit** bringing forwards the **Access to Work Mental Health Support Service** which will sit alongside the existing programmes of Employee Assistance and Occupational Health Services. This programme is aimed at furloughed employees and apprentices who may be concerned about their jobs.

Additional Sources:

The DLEP insight for July is located here - <https://www.dorsetlep.co.uk/dorset-labour-market-insights-july-2020>

Reference/information sources:

- Plan for Jobs <https://www.gov.uk/government/publications/a-plan-for-jobs-documents>
- Apprenticeship Programme Response to COVID-19 (version 7) <https://www.gov.uk/government/publications/coronavirus-covid-19-apprenticeship-programme-response>
- Apprenticeships Funding Policy 2020/21 <https://www.gov.uk/government/publications/apprenticeship-funding>
- Apprenticeship Funding Rules 2020/21 <https://www.gov.uk/guidance/apprenticeship-funding-rules>
- Traineeships <https://www.gov.uk/guidance/traineeship-information-for-employers>

To note:

In Parliament the **Economic Affairs Committee** has launched an enquiry into Employment and the impact of COVID 19. They completed a round of gathering evidence on the 10th September.

Conclusion

The principle issues will be to ensure that we utilize all the services and sources of support in the most cogent programme we can achieve in order to realise synergies between the DLEP programmes, those of DC and BCP Councils and the Government Agencies in order to drive synergies and value for money.

We are presently sharing information and the evidence base with DWP/JCP and each of the local authorities and using the Dash Board information to underpin advice to all of those individuals transitioning between education and the world of work.

Careers and Enterprise Company Programme Update

The Dorset Careers Hub

The Dorset Careers Hub has worked intensively with 40 institutions as part of a pilot programme since November 2019 to explore whether increased funding and provision results in more rapid progress towards achieving the Gatsby benchmarks. The Dorset Careers Hub has made exceptional performance in the first ten months and is out-performing equivalents in other LEP areas across the country. In recognition of this, within the last quarter the Dorset Careers Hub has received notice of additional funding to expand its work across 75 schools, Further Education Institutions and establishments for those with Special Educational Needs and Disabilities (for which the DLEP partnership has been awarded an additional sum for developing a 'Community of Best Practise'). The re-structured programme to begin on 1st September 2020.

Of recent days we have appointed an interim Hub Lead (to cover maternity leave), and an additional Senior Enterprise Co-ordinator within the Dorset Careers Hub, in order to balance out the increased workload. This is to enable the widening of the Dorset Careers Hub to become a truly Dorset-wide initiative.

The immediate challenges are to engage lead schools, restructure the clusters and identify / appoint new Enterprise Advisors from Dorset based businesses to provide advice to each of the newly introduced schools.

The original Dorset Careers Hub was focussed up Weymouth and Portland. The partnership learnt a great deal in working with the school cluster in this area, learning which the DLEP partnership needs to retain and apply to other Super Output Areas in Dorset. Dorset Council officers are presently developing a project to extend the CEC programme into Primary Schools in the Weymouth and Portland area in order to begin to address some of the social mobility issues at a much earlier stage in a young person's school life.

We have received confirmation from the Careers and Enterprise Company for the funding package for the period September 2020 to the end of August 2021 of:

£219,997 for the Employment of Enterprise Co-ordinators, (to be matched by DLEP and Partners)
£63,000 - £75,000 Support costs for the Hub,
£20,000 for 'My Choices' Transition Funding,
£3,000 for Special Education Needs and Disabilities, Community of Practise,
£35,000 Sustainability Fund. (to be matched by DLEP and Partners).

There is an addition of some carry over from the period up to September 2020 which was previously allocated to schools but has not been claimed by the institutions over the summer – this is being resolved.

In order to ensure we get the 2020/21 We have appointed the lead for the Dorset Hub programme to cover the 12 month maternity leave of the present

Performance	Target	Baseline (August 2020)	Measurement	Timescale
Coverage	At least 72 schools and colleges in the LEP signed up to EAN	Baseline data determined from x71 EAN schools and colleges excluding: Portfield School	EANR and joining dates of establishments	EANR to be submitted by last working day of each month

		(Autism Wessex) Longspee Academy Victoria Education Centre The Harbour School, Bovington		
EA Matching	90% of establishments matched to an EA at least once. All schools and colleges across the network should be offered an EA.	55/71 matched = 77%	EANR	EANR to be submitted by last working day of each month
Benchmark Performance % Achieved	BM1 – 75% BM5 – 75% BM6 – 65% fully achieving and 35% partially achieving	BM1 = 72% BM5 = 72% BM6 = 61% fully achieving 32% partially achieving 7% not achieving	Compass self-assessment termly	Compass to be completed before the end of each term
	6 total BMs achieved for Wave 2 schools 4 total BMs achieved for Wave 3 schools	Wave 2 = 4.98 BMs Wave 3 = 2.87 BMs	The average of the number of BMs achieved in each establishment in the LEP or the Hub will be taken	By the end of the academic year

Both the CEC and the Dorset Careers Hub team have been developing and delivering web conferences for young people, teachers and parents in order to promote pathways to employment and present apprenticeships as a 're-enforced' option for the future (as additional grants are available to Further Education centres and employers as incentives to both retain and add to the apprenticeship programme).

The proposals to restructure the groupings of schools and for the identification of 'lead' institutions has been shared with both BCP & DC Councils as have the new contracts for financial support that will run from 1st September 2020 for 12 months.

CURRENT / CLOSED GROWTH DEAL PROJECTS - SKILLS

Project name	Delivery Partner	Theme	Contract Start Date	Contract End Date	Status	Contractual Commitment
Agri-tech Centre	Kingston Maurward	Skills	Nov-15	Jul-16	Completed	£900,000
Outdoor Adventure Centre & Estate Refurbishment	Kingston Maurward	Skills	Oct-19	Sep-20	Completed	£111,000
IT Infrastructure Upgrade	Kingston Maurward	Skills	Jun-20	Mar-21	Ongoing	£124,733
New Green Classroom	Kingston Maurward	Skills	Jun-20	Mar-21	Ongoing	£69,711
Centre of Excellence for Motor Vehicle Technology	Weymouth College	Skills	Jul-19	Mar-20	Completed	£250,000
Engineering Centre of Excellence	Weymouth College	Skills	Oct-19	Nov-20	Ongoing	£605,000
Centre of Excellence for Construction Skills	Weymouth College	Skills	Jun-20	Mar-21	Ongoing	£750,000
Engineering & Manufacturing Project	Bmth & Poole College	Skills	Nov-15	Oct-16	Completed	£564,637
Finance & Business Services Project	Bmth & Poole College	Skills	Nov-15	Oct-16	Completed	£1,998,054
Construction and Engineering	Bmth & Poole College	Skills	Oct-19	Nov-20	Ongoing	£610,000
Digital Design	Bmth & Poole College	Skills	Mar-20	Jun-20	Completed	£12,527
Digital and Enterprise Innovation Hub	Bmth & Poole College	Skills	Mar-20	Oct-20	Ongoing	£85,928
Innovation Studio	Arts University Bmth	Skills	Apr-17	Sep-20	Ongoing	£1,400,000
LapSafe Learning Level 3	Arts University Bmth	Skills	Oct-19	Mar-20	Completed	£51,000
Orthopaedic Research Centre I	Bournemouth Uni	Skills	Oct-15	Oct-16	Completed	£700,000
Orthopaedic Research Institute (ORI) Phase 2	Bournemouth Uni	Skills	Nov-18	Sep-20	Ongoing	£950,000
Institute of Medical Imaging & Visualisation	Bournemouth Uni	Skills	Jan-19	Jun-19	Completed	£1,400,000

GROWTH DEAL - DUE DILIGENCE - PROJECTS TO BE AWARDED IN SEPTEMBER/OCTOBER FOR DELIVERY BY MARCH 21

Innovation Space	Arts University Bournemouth	Skills	tbd	31/03/2021	In due diligence	£200,000
Innovation Resources	Arts University Bournemouth	Skills	tbd	31/03/2021	In due diligence	£104,000
Workstations	Bournemouth and Poole College	Skills	tbd	31/03/2021	In due diligence	£476,550
Remote Access to resources	Bournemouth and Poole College	Skills	tbd	31/03/2021	In due diligence	£123,400

PROPOSED GETTING BUILDING FUND -DUE DILIGENCE - PROJECTS TO BE AWARDED IN SEPTEMBER/OCTOBER FOR DLIEVERY BY MARCH 22

University Centre and Rural Business Development Hub	Kingston Maurward College	Skills	tbd	31/03/2022	In due diligence	3,500,000
Research Active Dorset Clinical Trials Unit (RAD CTU)	Bournemouth University	Skills	tbd	31/03/2022	In due diligence	497,397
Network Infrastructure	Bournemouth and Poole College	Skills	tbd	31/03/2022	In due diligence	689,600
Higher Education Centre	Weymouth College	Skills	tbd	31/03/2022	In due diligence	250,000
Integrated Healthcare Centre	AECC University College	Skills	tbd	31/03/2022	In due diligence	2,700,000

GROWING PLACES FUN - CURRENT LOAN

The Barn	Kingston Maurward College	not quite skills thou	Jan-19	Jan-24	Ongoing	£250,000
----------	---------------------------	-----------------------	--------	--------	---------	----------