

## DORSET LEP SKILLS ADVISORY PANEL AND BOARD MEETING COVER SHEET

<b>Meeting Date</b>	05.9.2021	<b>Item Number</b>	2
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<b>Paper Title</b>	Dorset LEP Programmes Skills Advisory Panel and Board Update		
<b>Recommendation</b>	For Information		
<b>Papers are provided for:</b>	<b>Decision</b> <input type="checkbox"/>	<b>Discussion</b> <input type="checkbox"/>	<b>Information</b> <input checked="" type="checkbox"/>

### 1. PURPOSE

This paper provides an update from the Dorset Skills Advisory Panel and Board (SAPB), together with operational updates from Dorset LEP skills team in Dorset between July and Sept 2021.

### 2. SUMMARY

#### **Skills team operational update**

Dorset LEP have been working to ensure Dorset residents have opportunities to participate in recovery initiatives, as they become available.

- **SAP Programme** – working to the Department for Education guidelines which are due to be shared in September, DorsetLEP will be reviewing our Local Skills Report with the SAPB and preparing to report on the Dorset Skills Action Plan. Future plans to be confirmed by DfE are likely to include a Local Skills Improvement Plan aligned to a strategic development fund (subject to budget availability).
- **Skills Boot Camps** - [The Skills Bootcamp](#) continue to roll out, with some start delays to early 2022 in the local area. Eligible candidates should be over 19 years old, either be in work or unemployed for less than 12 months and be local residents.
- **LMI training** – we have continued to deliver LMI CPD training most recently for the Skills & Learning Adult Community Education team informing their “Fresh start” course designed for adults experiencing long-term unemployment with complex or multiple needs and barriers. The CPD session, aimed at tutors and curriculum managers, offered ways to identify declining and emerging job roles, sectors, and skills in demand using the SAP developed local LMI. The training also offered insights on other tools to identify matching opportunities based on the individual's transferable skills.
- **Restart Programme** – Seetec who are delivering the Restart programme for long term unemployed (1yr+ )in the South West have now delivered the first 10 weeks of the programme. Numbers of self referrals are reported to be 'positive', however there are currently no stats available to confirm numbers receiving training, personal guidance and direction to employment. Restart providers and DWP are hoping to find a solution to share data.
- **Skills Brokerage** – embedded within Dorset Gateway, the government's Growth Hub for Dorset, we have secured funding to help business with skills opportunities. This includes apprenticeships, traineeships and kickstart scheme help. The service is able to signpost and help business understand the measures available to secure appropriately trained staff, and offer employment training opportunities to new employess.

#### 4. Dorset LEP Careers Hub Update

The Dorset Careers Hub contract is in place for 2021/22 and Dorset LEP have recruited a Strategic hub lead and Engagement Enterprise Coordinator having bid for, and won additional funding. We are also in the process of securing an administrator as part of the additional funding.

A full report on the success of the hub in 2020/21 is attached for your awareness.

#### 5. The Labour Market Information update

After our [Quarter 2 labour market and skills insight report and dashboards](#) received over 500 visits in August, and the social media coverage was viewed by over 2000 people, we are in the process of preparing our next quarterly reports and materials which are due to be published by mid-October on our [LMI page](#). In the meantime, we have updated our online resources with the latest data including August showing the following key insights:

- **Unemployment, furlough, out-of-work benefits continuous decline**

There is a decline in the number of people claiming out-of-work benefits, which was more notable amongst younger people.

In July, there were 19,695 people in Dorset (accounting for 4.4% (5.5% UK) of residents - 1 percentage point down from July 2020) claiming job or income support. That represents 5,140 fewer people than in July 2020, yet still 9,610 more than pre-pandemic levels. In comparison the decline amongst young people is more noted with 3,135 18-24 year olds (5.4% with (7.2% UK) - 3 percentage point down from July 2020) which was 1,560 fewer than July last year and still c1,400 more than pre-pandemic.

With the closure of the furlough scheme now imminent (at the end of September) the latest HMRC data shows *19,600 people in Dorset were still furloughed in July* – 6% of the eligible employments. Looking back at July of 2020 there were almost 88,000 more people furloughed in Dorset.

[Visit Dorset LEP's Employment in Dorset Dashboard.](#)

- **Labour market demand overtaking supply with widely reported staff shortages**

The significant surge in vacancy growth seen earlier in 2021 continued throughout July and August. The number of jobs advertised since the start of the year (52,582) was 50% higher than the same period of 2020 and exceeded those in 2019 by 22%. While these positive developments prevented the substantial rise in unemployment after a period of turbulence, there have been alarming number of media and anecdotal reports referencing "labour shortages" including [local reports](#) of venues forced to close due to staff shortages and exponential increase in recruitment agency activities. The Bank of England analysis reports particular issues in hospitality and logistics, IT, engineering, construction, professional services, nursing, agriculture and food production. The report notes that while some labour shortages were structural and had existed prior to the Covid 19 outbreak, for example in engineering and technology, recent hiring difficulties can be partially attributed to a variety of COVID-related factors, such as:

- Large number of reopening businesses trying to hire staff at the same time
- Nervousness among candidates about changing jobs, including due to concerns about furlough eligibility
- Staff being unable to return to the UK from overseas due to travel restrictions

- General shortage of non-UK workers - particularly for low-skilled jobs - which could be related to EU withdrawal and COVID restrictions.

[Visit Dorset LEP's Vacancies and Opportunities in Dorset Dashboard.](#)

- **Not in Education, Employment or Training (NEET).**

DfE has released latest [local authority level NEET and participation data](#) for March 2021.

- There were 14,760 16-17 year olds **known** to the LAs in Dorset (7,480 of them in BCP and 7,280 in Dorset Council), which represents 91.6% of the young people in this age group, and is slightly lower than the England average of 93.2%. Among there were slightly less young people in full time education and training in Dorset (84.6%) compared to nationally (87.4%).
- There were 800 16-17 year olds that were considered **NEET or not known** to the LAs in Dorset (410 in BCP and 390 in Dorset Council), which represents 5.4% of the cohort in line with the England average of 5.5%.

## **The Dorset Careers Hub: A story of embracing change to transform the pandemic narrative**

[The Dorset Careers Hub](#) brings employers, schools and colleges together to enhance careers education in Dorset and join the dots between school careers guidance and local business needs. This focused approach brings results despite the challenges thrown by the pandemic with the Hub schools in Dorset consistently performing above the national average against most of the Gatsby benchmarks and this local success story has been recognised as a [case study for best practice in linking employers and educational providers and overcoming the pandemic challenges](#) in the [Dorset Local Skills Report](#) published by Dorset LEP earlier this year.

*This article reflects on some of the lessons learned throughout the pandemic and features local leaders discussing how the changes seen in career education, advice and guidance could help build resilience going forwards.*

Funded by the Dorset Local Enterprise Partnership (LEP) and the Careers and Enterprise Company (CEC) in partnership with BCP and Dorset Councils, the Hub first launched with a pilot of 40 Dorset schools back in the autumn of 2019 and has since been going from strength to strength, now offering an all-inclusive enhanced careers provision to all 76 schools and colleges across Dorset. The Hub links each school with a dedicated Enterprise Adviser from business and supports the schools in delivering ambitious careers education programme based on [Gatsby Benchmarks best practice](#) and informed by [local labour market and skills research](#), thus ensuring young people in Dorset progress into promising careers and reach their potential.

Their annual calendar is traditionally packed full of exciting events within schools ranging from the [Enterprise Adviser Network](#) showcasing the world of work and enhancing the career guidance programme with hands-on activities and real life stories, to large scale careers fairs, employability projects and work experiences. In a normal year, 7,500 14 to 15 year olds across Dorset would take part in up to one week of work experience.

### **Covid changed everything.**

The coronavirus outbreak caused an unprecedented period of irregular access to educational settings for most students. Exams were cancelled, sports, work experiences and career events were postponed, and home schooling varied hugely in the quality, support and facilities it offered.

### **For Dorset's Careers Hub Covid stopped nothing.**

In a very short space of time, the Hub tackled the challenges with teams of local stakeholders, schools, colleges and young people quickly reacting and adapting in collaboration. In the absence of face to face meetings, talks in schools, employer and workplace encounters and a huge careers fair at the BIC, they put in place key innovative initiatives to ensure young people in Dorset did not miss out on vital experiences:

- Virtual Work Experience Insight Days

Delivered in partnership with [Speakers for Schools](#) and employers, these virtual experience days reached over 1,100 young people in Dorset. Some companies preferred the virtual option as more accessible and overcoming safeguarding and health and safety concerns of workplace visits for multiple students. As home working will now most certainly feature heavily in the workplaces our young people will enter once they transition into the world of work these days were a welcome peek into the new “office environment”.

- Dorset Careers Live

These series of career webinars hosted by local companies were focused on key local industries and attracted both young people and their parents interested in exploring local opportunities, successfully reaching hundreds of people in Dorset and new concepts will be introduced for the next academic year, with even more engaging and interactive content.

- Virtual Careers & Apprenticeship Show

This massive scale virtual show serving Dorset, Hampshire and Surrey, offered a step into the unknown and was way outside the comfort zone! No one involved had previously organised such an event in a virtual format. And everyone plunged into the challenge, creating a major success and attracting staggering numbers - more than 20,000 students, 400 teachers, alongside parents and carers attended, plus over 64 exhibitors hosting online booths visited over 34,000 times for work and study related questions. Despite the virtual nature of the event, both exhibitors and visitors found the show valuable, with an impressive number of meaningful encounters. And many of them said they were only able to attend due to the online format.

### **The cons of virtual events.**

With expanded reach to diverse speakers and attendants, virtual events have clear advantages, they are cheaper and better for the environment, but we cannot ignore some of their limitations.

- Digital exclusion and deprivation

In a virtual environment, those who for whatever reason are not engaging effectively with the digital content are being left behind, their access disrupted by digital exclusion and deprivation. As outlined in the [Social Mobility Commission's State of the Nation 2021 report](#), only 51 % of households earning between £6,000 and £10,000 had home internet access, vs 99% of households with income over £40,000 and while schools were closed, 1.5 million children did not have access to a laptop device. Many schools and colleges in Dorset took on themselves to support their learners with devices and digital learning. To facilitate these activities Dorset LEP invested [£2,000,000 to support the Superfast Dorset programme](#) delivering superfast broadband solutions for communities in Dorset, [£125,000 to improve IT infrastructure](#), close to [£690,000 to improve network](#), [£120,000 invested in virtual access to learning](#) and [£476,000 to upgrade IT equipment](#) in local colleges, yet digital deprivation remains a significant challenge.

- The human connection

Whilst attendance across virtual events is high, video meetings are rife with communication disconnects and distractions and “Zoom fatigue” is a well-documented phenomenon. It is also difficult to measure engagement and gain. Virtual events are great for conveying content, but when the objective is also to create serendipitous connections, build deeper emotional links, create a sense of community and inspire for the future, in-person events remain superior, when people tend to engage more freely and establish trust.

### **The future is hybrid.**

The pandemic has forced the Dorset Careers Hub to do things differently. Whilst eager to bring back live events to schools and colleges and truly reconnect, adjustments will be needed to avoid the ‘re-entry fear and anxiety’ that many are experiencing and capitalise on the innovations and skills developed. The newly published [Open University The Future of Learning 2070 report](#) predicts a future where “face-to-face interactions will be seamless between physical and virtual learning spaces: students and educators dipping in and out of these spaces as avatars” and learning interactions involving AI learning coaches, Brain-Computer Interfaces (BCI) and Virtual Reality Classrooms. Only a year back, many of us would have discarded these predictions as science fiction, but after this year of technological innovation in learning and work experience we might be moving closer to this vision.

The Hub's strategy going forwards will incorporate hybrid solutions and embrace continuous evolution, but one thing that won't change is the commitment to support young people in Dorset with their aspirations and achievements of their chosen career and life path.

## **Dorset Careers Hub friend's reflections.**

Praising these major achievements, **Suzy Wright, Regional Lead South West at The Careers and Enterprise Company** said:

*"As a team, the Dorset Careers Hub responded immediately to restrictions and changed how we reach our target audience, our future talent. Event by event, they pivoted and moved forward, and an incredible amount has been learned and achieved, by everyone."*

Reflecting on the importance of the Hub work, **Luke Rake, Principal and Chief Executive of Kingston Maurward College and Chair of the Dorset Careers Hub Steering Group** said:

*"Studies have shown that good careers support, including employer interactions from a young age, help students from all backgrounds to better achieve their potential. The Dorset Careers Hub is ambitious in ensuring every young person in Dorset has the best possible life chances and access to these valuable experiences, particularly throughout these challenging times for young people transitioning into work."*

In her opening statement to the [Local Skills Report](#), **Professor Emma Hunt, Deputy Vice-chancellor of the Arts University Bournemouth and Chair of the Dorset Skills Advisory Panel and Board**, also reflected on the impact of the coronavirus crisis across Dorset:

*"COVID -19 has changed the lives of those living in Dorset in ways that we could not have imagined a year ago. Nevertheless, it has also created a significant boost to innovative working practices, opportunities for virtual skills development that didn't exist before and new approaches to business delivery across the region."*

Finally, a quote from **Dr Dorian Lewis, Headmaster of Bournemouth School** - one of the Hub schools - perfectly sums up the spirit of resilience the Dorset Careers Hub relates to. In one of his letter to parents, Dr Lewis urged for a shift of focus *"upon celebrating their (the students') countless achievements rather than dwelling on what's been lost"* saying that *"students are in some ways now better placed to move on to higher education or the world of work than they would otherwise have been"*. He goes on to say:

***"It is time to change the narrative from "lost learning" to "resilience gained"***



# Dorset Labour Market Insights

July - August | 2021



**NOW  
HIRING**

The labour market narrative has changed from the feared spike in unemployment to a job seekers market.

Switching the entire economy on over the summer created a unique peak in demand, while the number of candidates fell at a record rate. Businesses recruiting from the same talent pool are struggling to fill gaps and there are warning signs this is not a short-term crisis.



# Labour shortages



Back in the summer of 2020 the national press was flooded with employers reporting they were drowning under a sea of job applications.

Fast forward to this summer: As the economy recovers, businesses have become increasingly desperate to hire new staff with 80+ articles referencing “labour shortages” in the national press over the past months.



[The Recruitment and Employment Confederation and KPMG Report on Jobs](#) signalled a further rapid increase in hiring activity in August while **availability of workers fell at unprecedented rate** with both permanent candidate numbers and temp staff supply deteriorating.



[The Bank of England](#) reported issues in hospitality and logistics, IT, manufacturing & engineering, construction, professional services, nursing and care, agriculture and food production and [paint a worrying picture](#) for at least 2 years ahead.



[The British Chamber of Commerce](#) points the historic revival of the UK economy this year is **losing momentum** as staff shortages, supply chain disruptions and rising costs limit output in many sectors.

# Labour shortages & the economy

The Confederation of British Industry warned that businesses ranging from farming to fast food are disrupted by lack of staff, causing firms to actively cut capacity or close. Supply challenges linked to a 100,000 shortage of HGV drivers.

NHS warns staff shortages, sickness and exhaustion create a "very challenging situation" amongst warnings waiting lists could reach 13 million.

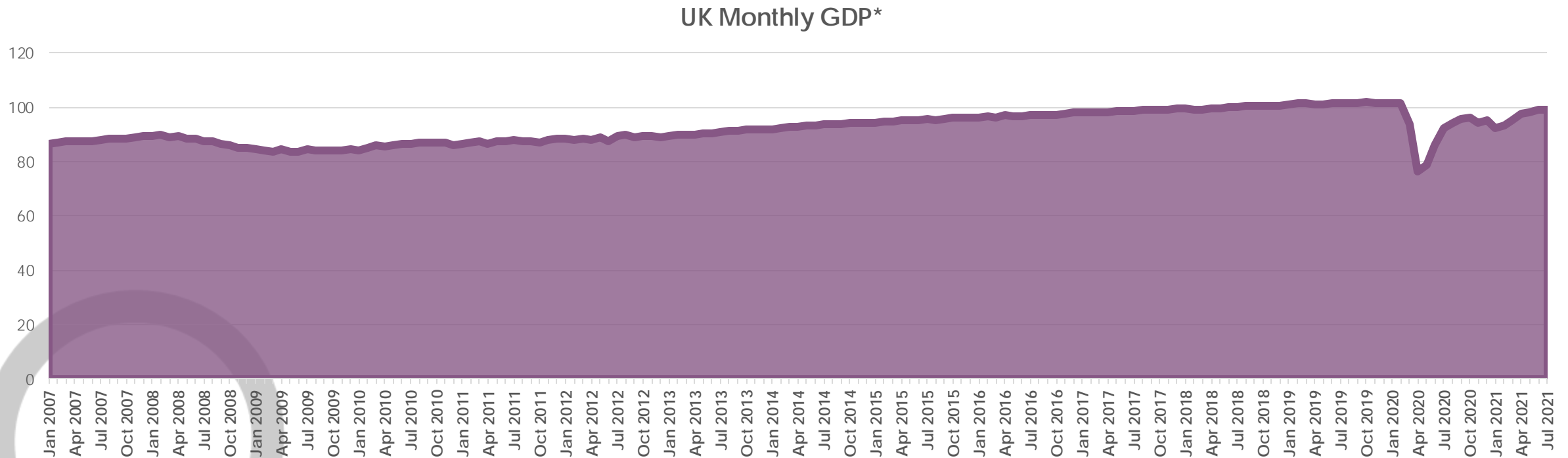
Dorset Council also reports national driver shortage impacts kerbside collections and litter bin emptying across Dorset.



# Labour shortages & the economy



ONS estimates July 2021 was the sixth consecutive month of GDP growth in UK, but it slowed in July growing by 0.1% compared with 1.0% growth in June.



Gross domestic product (GDP) - the value of goods and services produced. It estimates the size of and growth in the economy.

ONS, GDP monthly estimates, UK July 2021, Sept 10, 2021

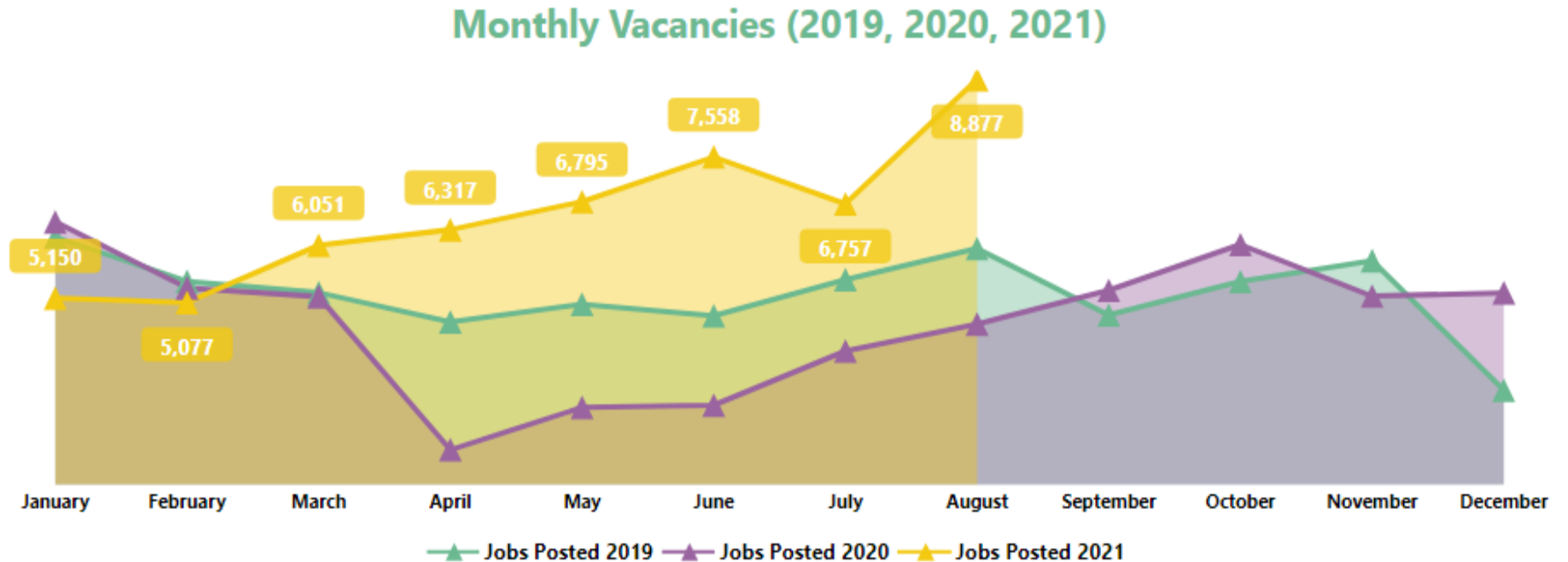
# Record number of vacancies

Latest vacancy figures in Dorset show continued growth across all sectors, and employers are now facing a tight labour market.



## Vacancies January - August

Total Vacancies  
Dorset LEP  
**52,582**



The vacancy growth in Dorset seen earlier in 2021 continued throughout July and August.

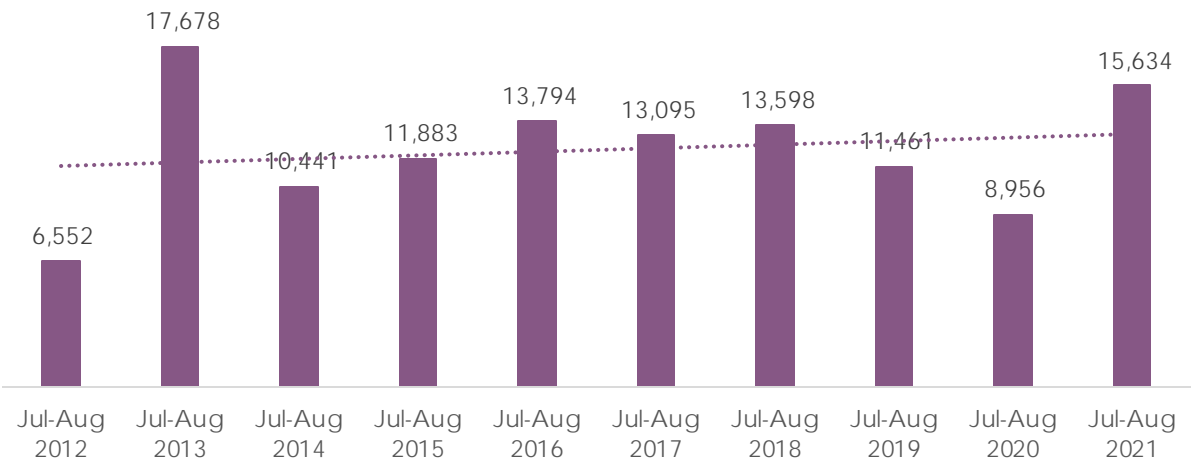
The number of jobs advertised this year (52,582) was 50% higher than those in 2020 and 22% higher than the same period in 2019.

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

# Vacancies July-August



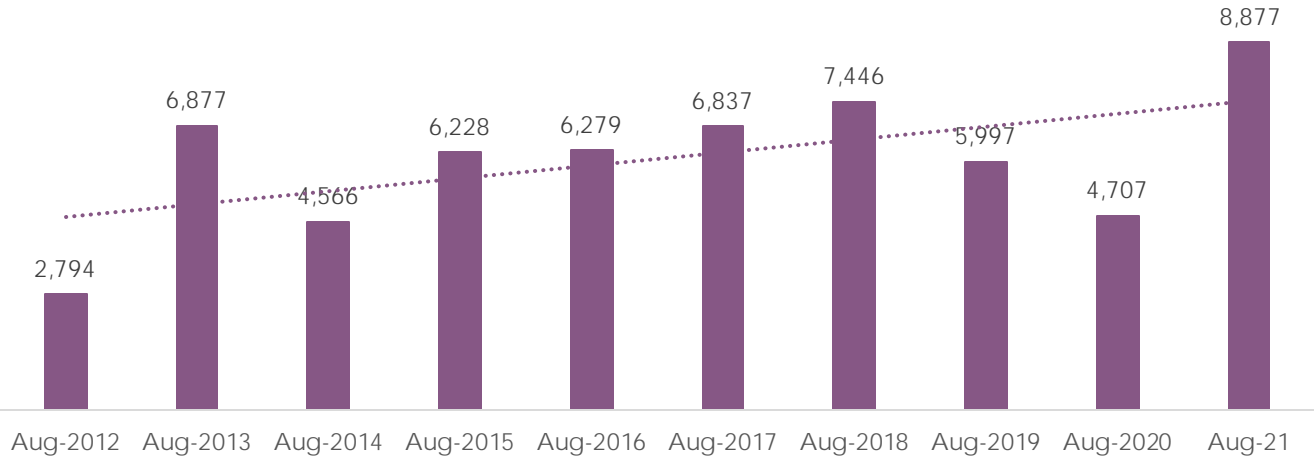
July - August - Vacancies in Dorset (Time Series)



Vacancies over the past two months reached highs last seen over this period in 2013: There were c.15,600 vacancies - 9% higher than the previous two months, over 75% higher than the same period last year and 36% higher than 2019.

There were a record number of vacancies posted in August 2021. These marked a 31% increase on the previous month, marked almost 90% increase on the levels seen over the same period last year and 48% increase on August 2019.

August - Vacancies in Dorset (Time Series)





# Recruitment trends 2021

























Posting Intensity of **6-to-1** means for every 6 there is 1 unique job posting. This is close to the Posting Intensity for all other occupations and companies in the region indicating that they are putting average effort toward hiring for this position.

59,115  
Unique Postings  
329,724 Total Postings

6 : 1  
Posting Intensity  
Regional Average: 6 : 1

32 days  
Median Posting Duration  
Regional Average: 32 days

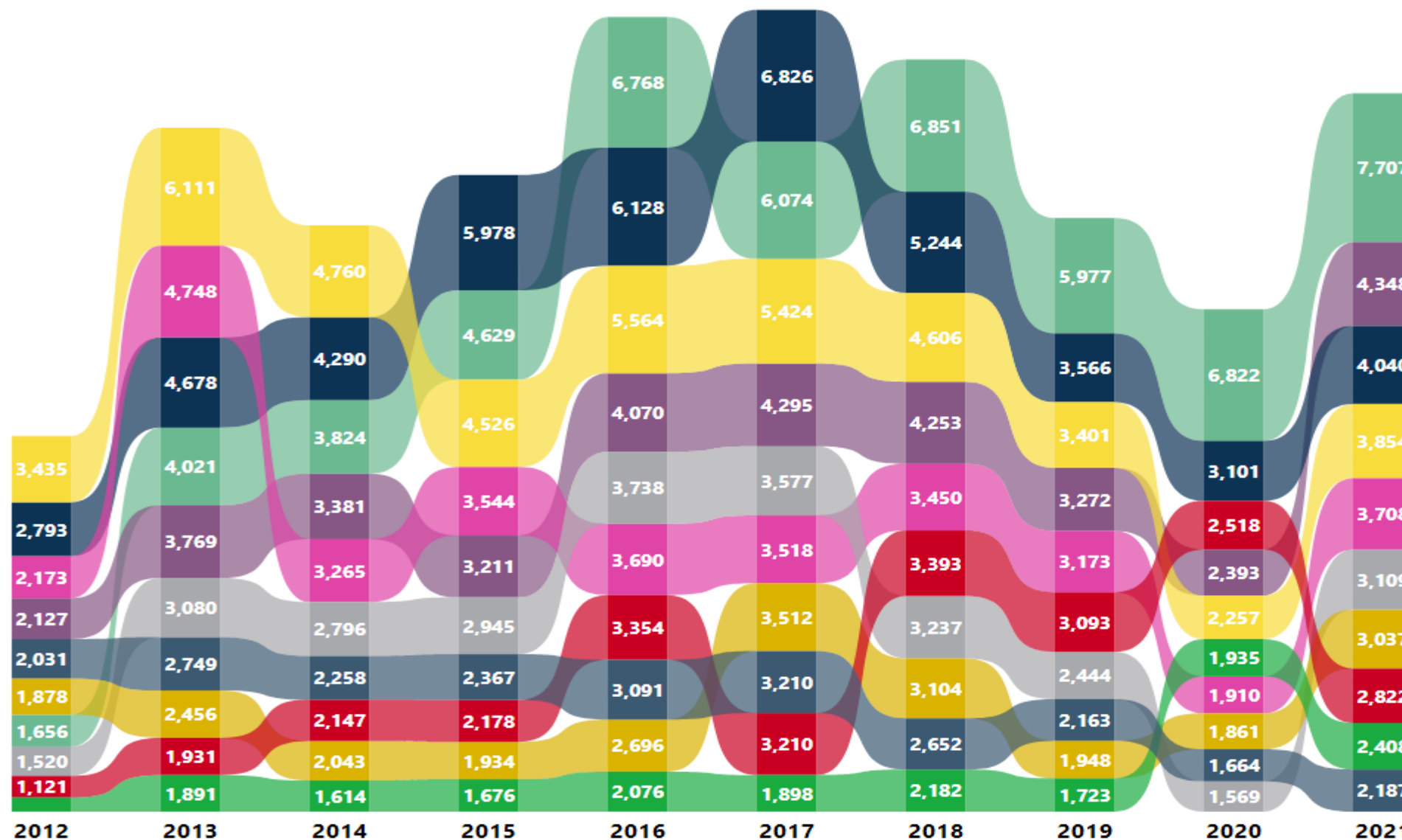
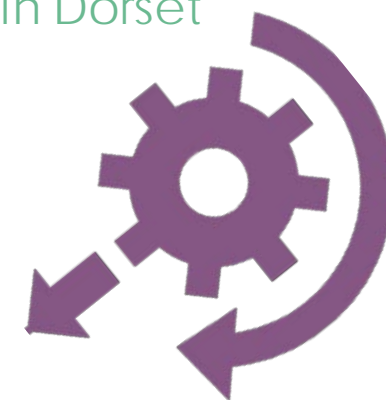
Occupation (SOC)	Total/Unique (Jan 2021 - May 2021)	Posting Intensity	Median Posting Duration
 Nurses	21,975 / 4,278	5 : 1 	33 days
 Care workers and home carers	19,274 / 3,009	6 : 1 	36 days
 Programmers and software development professionals	16,253 / 1,632	10 : 1 	33 days
 Sales accounts and business development managers	8,572 / 1,497	6 : 1 	33 days
 Chefs	5,255 / 1,040	5 : 1 	30 days
 Other administrative occupations n.e.c.	5,345 / 1,005	5 : 1 	32 days
 Finance and investment analysts and advisers	4,581 / 1,001	5 : 1 	25 days
 Book-keepers, payroll managers and wages clerks	6,309 / 1,000	6 : 1 	32 days
 Business sales executives	4,777 / 991	5 : 1 	32 days
 Primary and nursery education teaching professionals	5,035 / 930	5 : 1 	29 days
 Van drivers	4,261 / 907	5 : 1 	27 days



# Top 10 Occupations

Long term developments (Jan-Aug)

Long term developments illustrate the occupational demand in Dorset is a dynamic picture.

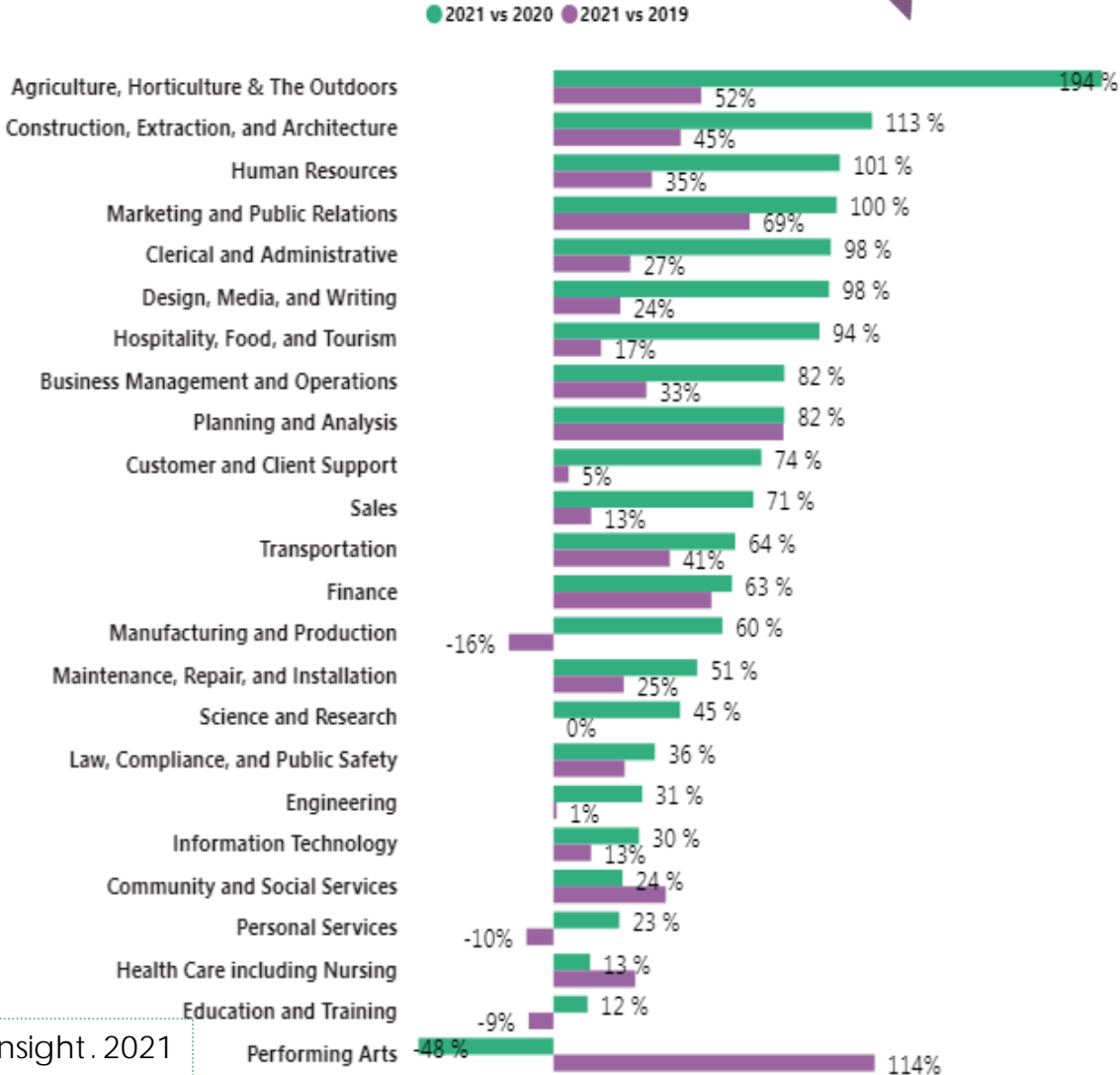


# Occupations

## -Jan-Aug 21



Labour demand saw considerable growth this year across most occupations in Dorset compared to the previous two years.



Occupation Family	2021
Health Care including Nursing	7,707
Business Management and Operations	4,348
Information Technology	4,040
Sales	3,854
Hospitality, Food, and Tourism	3,708
Clerical and Administrative	3,109
Finance	3,037
Education and Training	2,822
Community and Social Services	2,408
Engineering	2,187
Construction, Extraction, and Architecture	2,081
Manufacturing and Production	1,772
Law, Compliance, and Public Safety	1,635
Customer and Client Support	1,531
Maintenance, Repair, and Installation	1,326
Planning and Analysis	1,197
Human Resources	1,053
Marketing and Public Relations	937
Transportation	912
Design, Media, and Writing	638
Agriculture, Horticulture & The Outdoors	300
Science and Research	181
Personal Services	180
Performing Arts	47

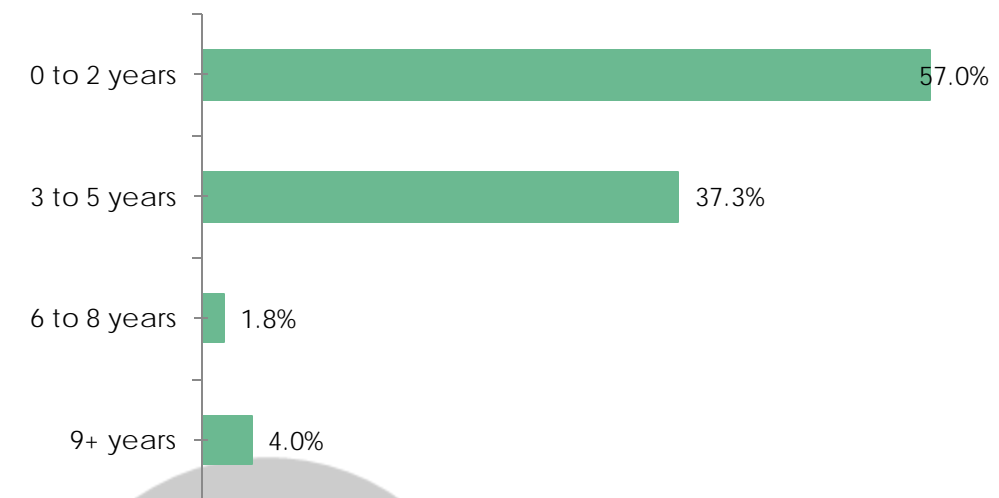
# Education & Experience

-Jan-Aug 21



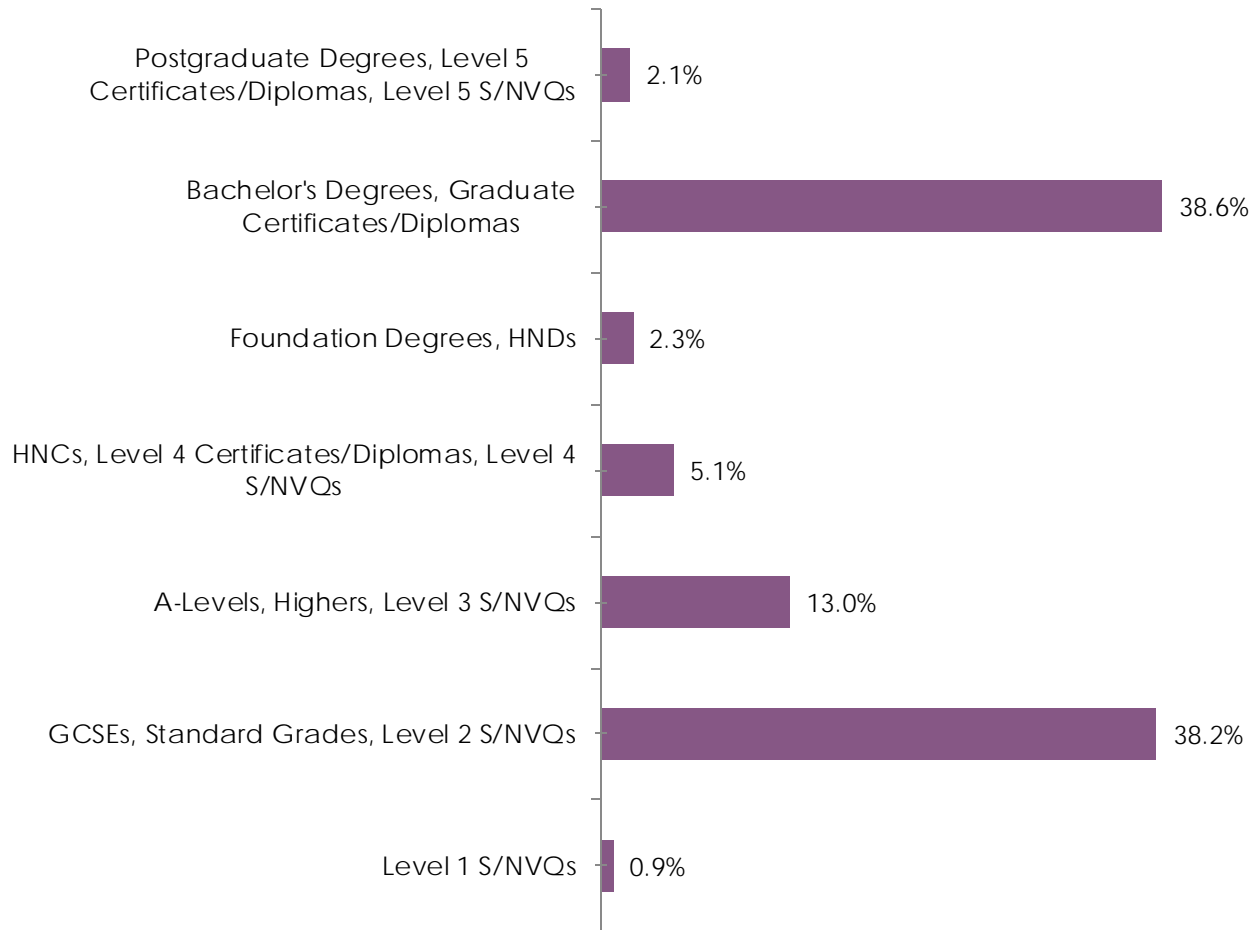
Half of the jobs required GCSE's and A Levels as a minimum and 40% required degrees.

## Experience Requirements\*



Over half of the advertised jobs required less than 2 years of experience.

## Education (Minimum Advertised)\*



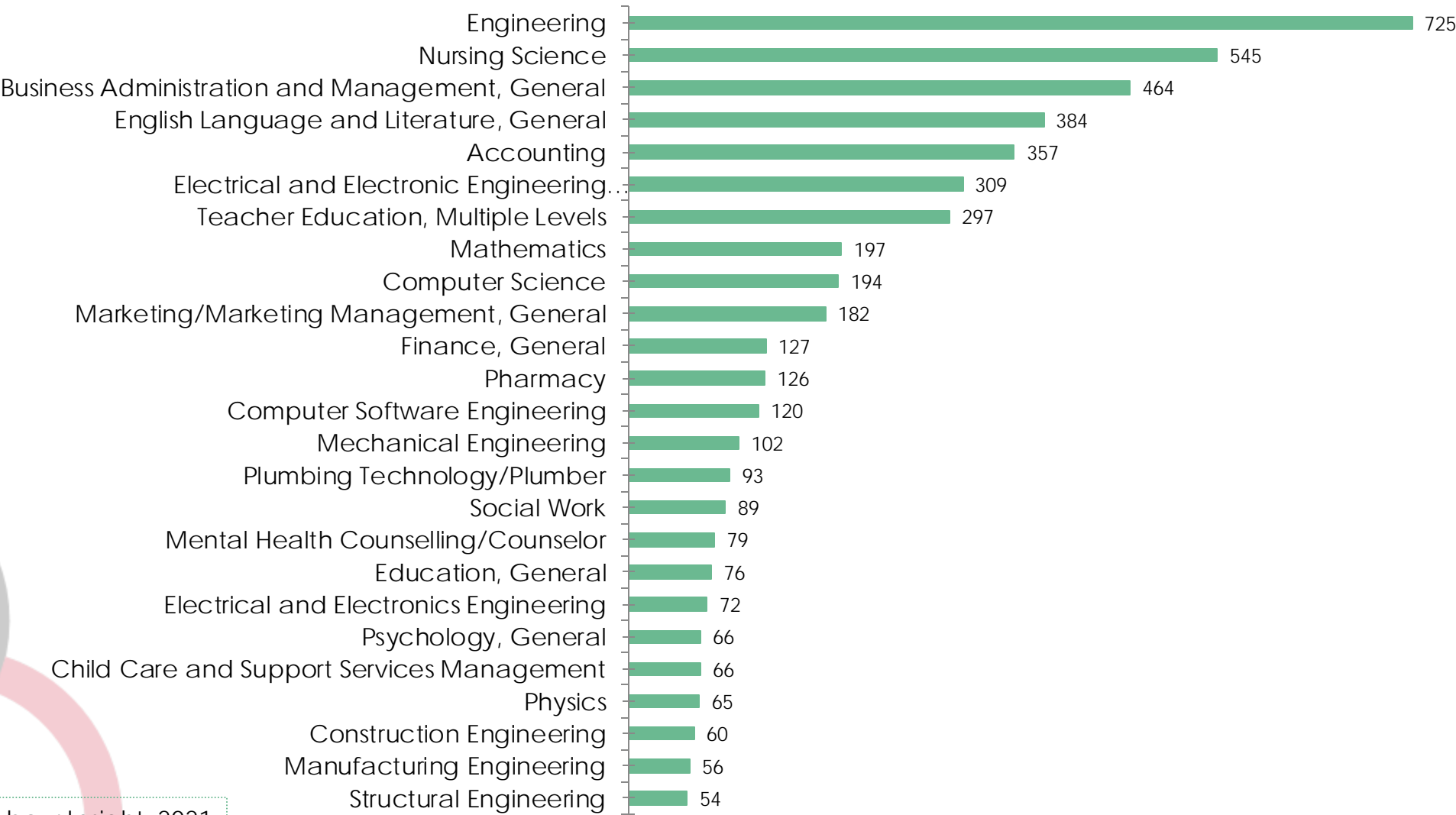
\*Figures to be taken with caution due to large number of missing data points.

# Education & Experience

-Jan-Aug 21



## Subject Areas in Greatest Demand

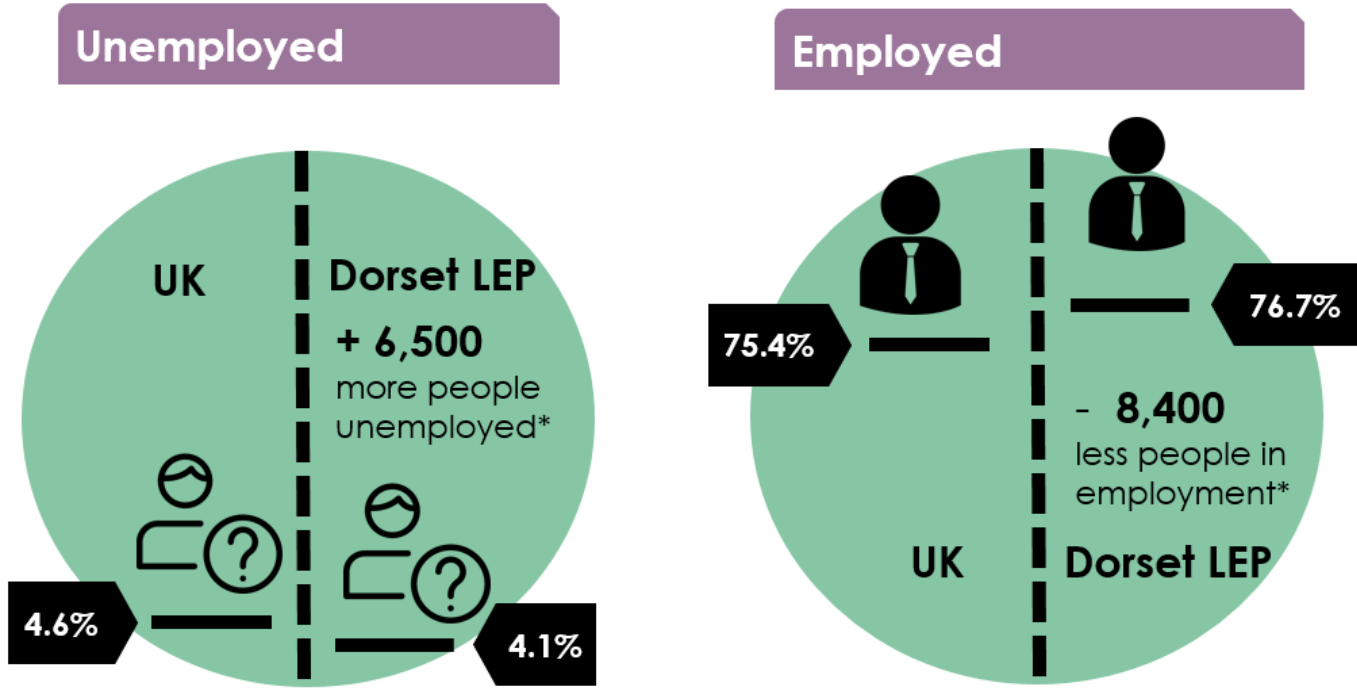


# Employment/ Unemployment

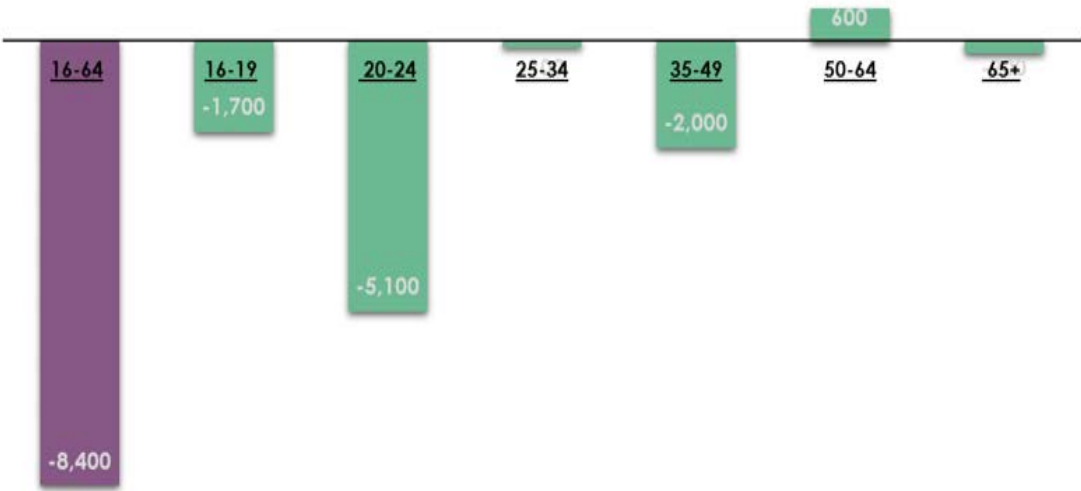
In our conversations with employers and recruitment agencies, variation of one question comes up persistently: **Where has the staff gone?**

Throughout 2020 the pandemic had more significant negative effects on employment in Dorset when compared to national figures.

81% of the decline in employment in Dorset was concentrated in the 16-24 age bracket.



\* at the end of 2020 compared to 2019







# DORSET LABOUR MARKET INSIGHTS

## Out-of-work benefits

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

**4.5%**

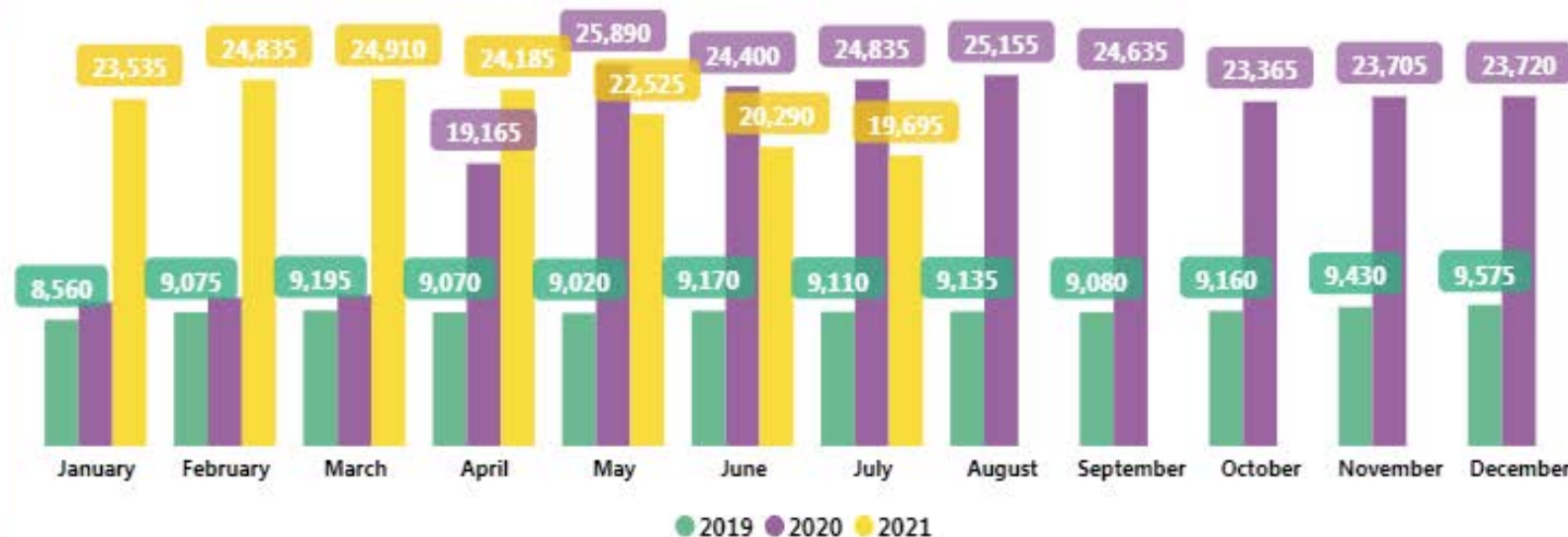
## Youth unemployment

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

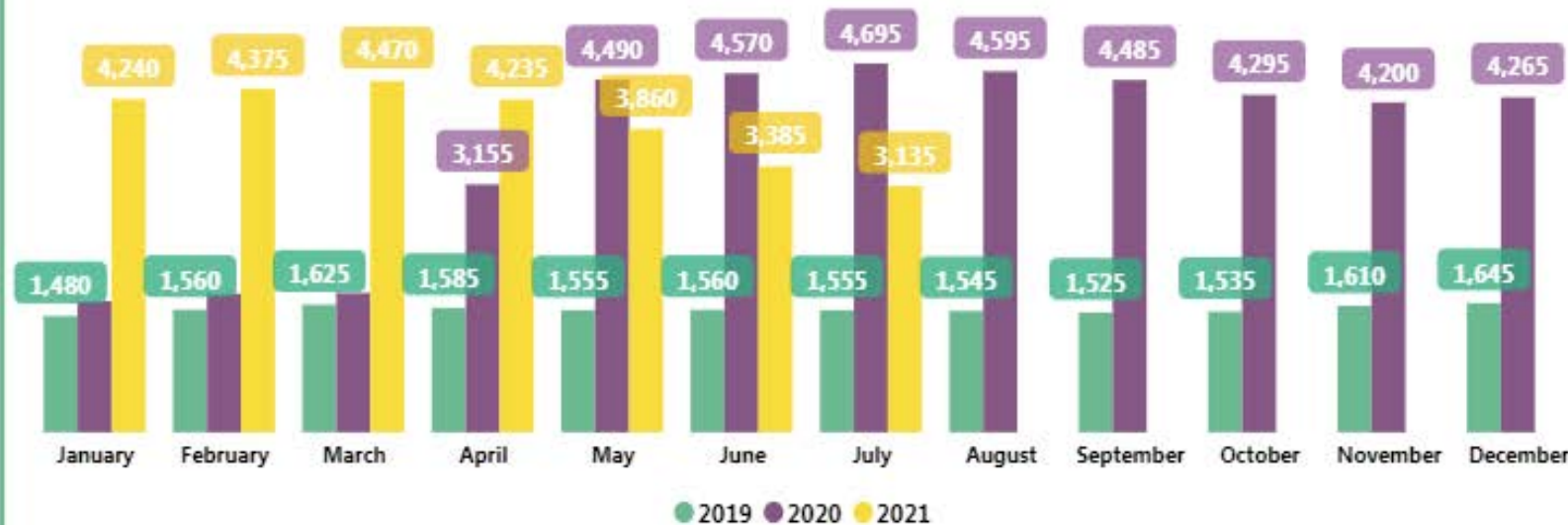
**5.9%**

The proportions of young people in receipt of unemployment related benefits remains higher, but the rate of decline has also accelerated,


### Dorset LEP Claimant Count Age 16+



### Dorset LEP Claimants Aged 18-24






#Furloughed Employments -July 2021 

**15,600**

% of eligible employments

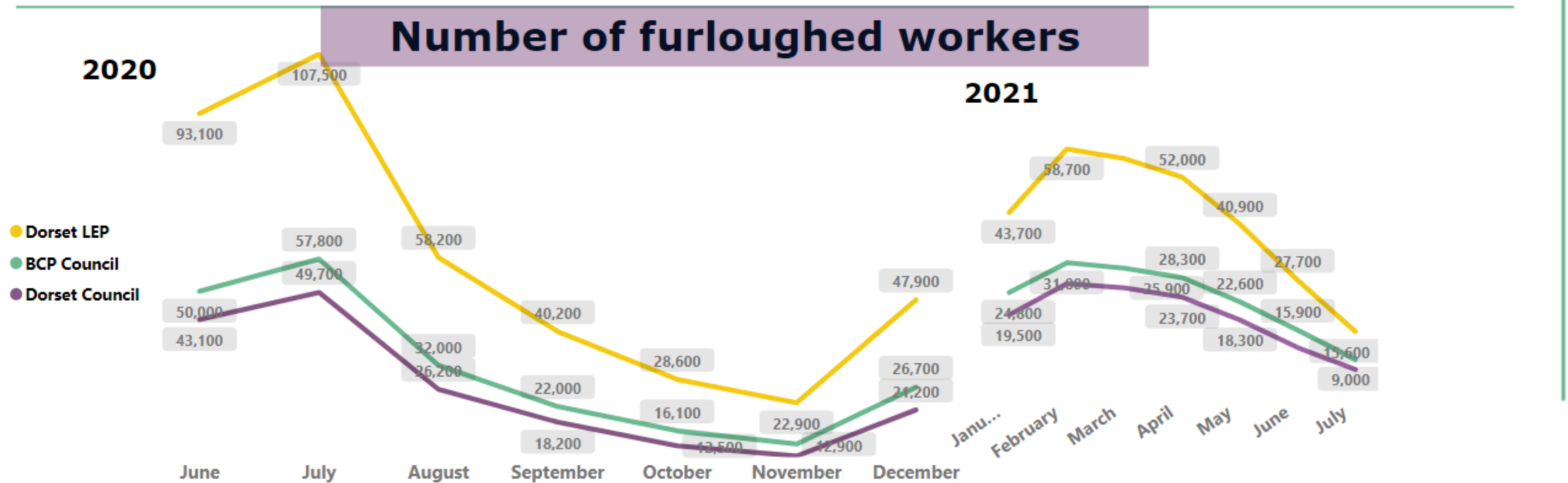
**5 %**

# Self-Employed supported by August 2021 

**8,300**

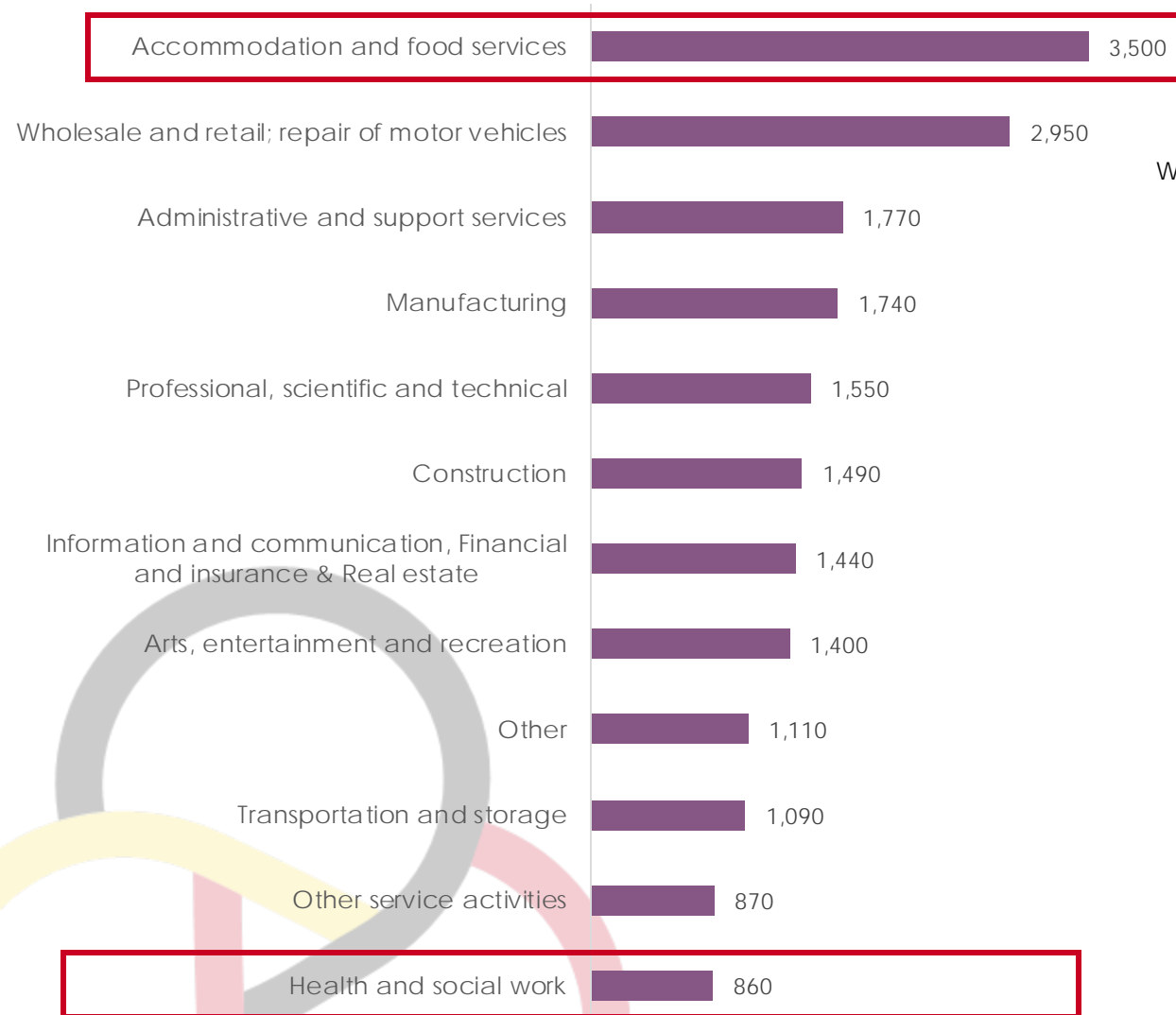
% of eligible self-employed

**19 %**

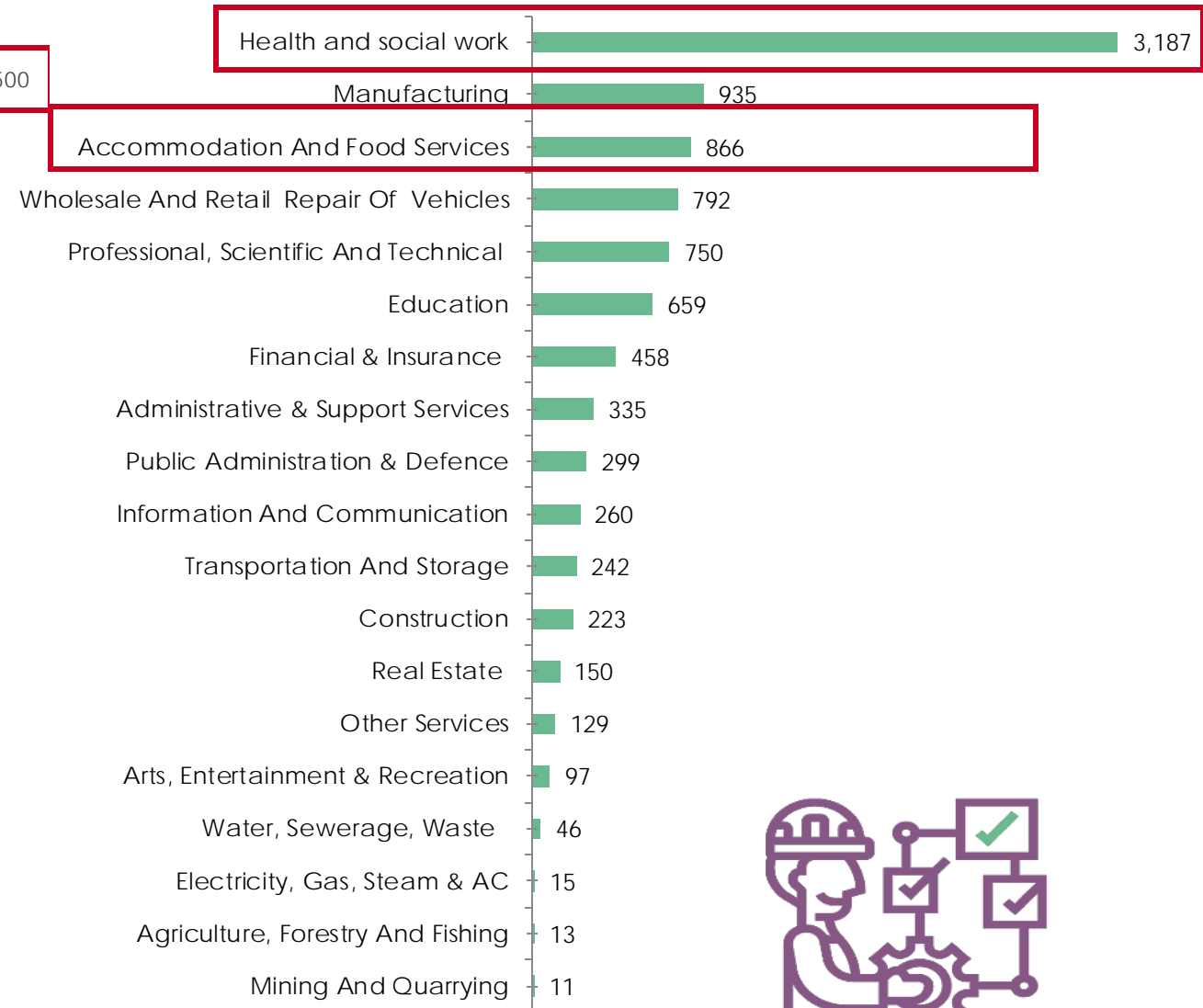


# CJRS and demand by industry

## Furlough by industry in Dorset (June 2021)



## Job Adverts by Industry (July-Aug)



# In Summary: Labour shortages

## Where has the staff gone?

Labour shortages can be attributed to a combination of structural as well as Covid and Brexit related factors.



Switching the entire economy on over the summer created a unique demand spike.



Employees are reluctant to switch roles due to the pandemic and furlough kept many in their current jobs.



Covid has prompted many foreign workers to return home, returns impended by travel restrictions and we can't be sure all will choose to come back.



There are also fewer incoming EU workers.



The rise in precarious/ temporary jobs on offer is another barrier to attracting candidates.



**For information – trends by localities**



# Vacancies by area

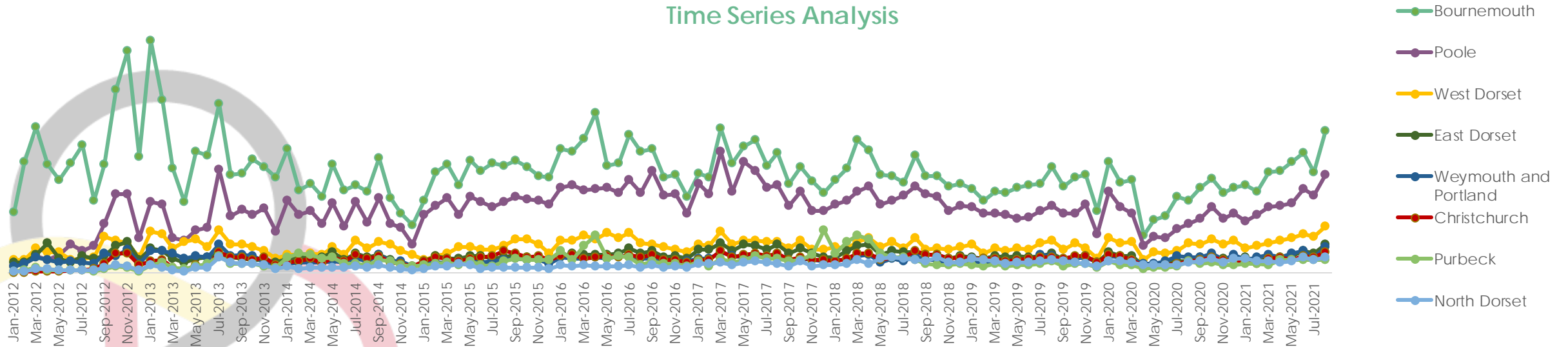


The largest number of vacancies were advertised in Bournemouth and Poole while there were fewer opportunities across Dorset Council areas. Trends of increased demand were noted across the county with East Dorset, Christchurch and Poole seeing the largest increase over the past two months on previous months (~15%<sup>†</sup>).

Vacancies by area (Jan-Aug 2021)



Time Series Analysis



# Top jobs – Jan-Aug 21

Nurses and carers are also among the top 3 occupations in demand across all localities in Dorset.

Combining the variety of care roles we find circa 3,500 care and related and circa 2,500 nursing and related roles advertised in Dorset in 2021 between January and August.

## Top 3 Bournemouth

Software Developer / Eng  
Office/ Admin Asst  
Registered Nurse

## Top 3 Poole

Office/ Admin Asst  
Registered Nurse  
Customer Service Rep

## Top 3 Christchurch

Caregiver  
Accountant  
Registered Nurse

## Top 3 West Dorset

Registered Nurse  
Care assistant  
Office/ Admin Asst

## Top 3 Weymouth & Portland

Care assistant  
Registered Nurse  
Food Service

## Top 3 East Dorset

Care assistant  
Office/ Admin Asst  
Registered Nurse

## Top 3 North Dorset

Registered Nurse  
Care assistant  
Customer Service Rep

## Top 3 Purbeck

Chef  
Registered Nurse  
Office/ Admin Asst





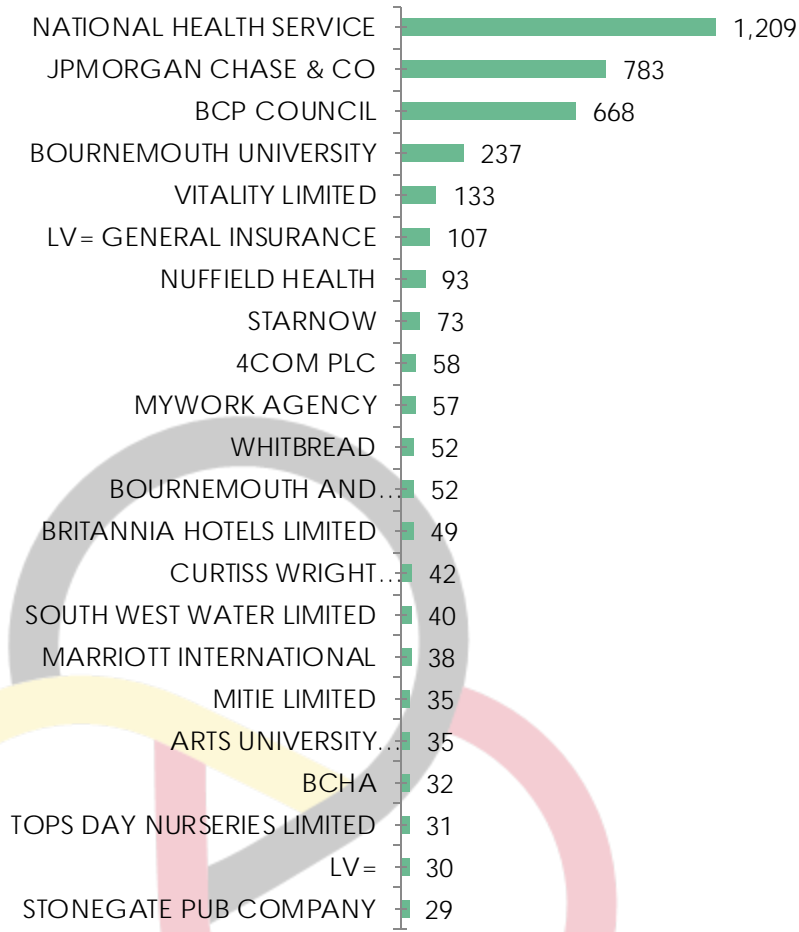


# Top employers

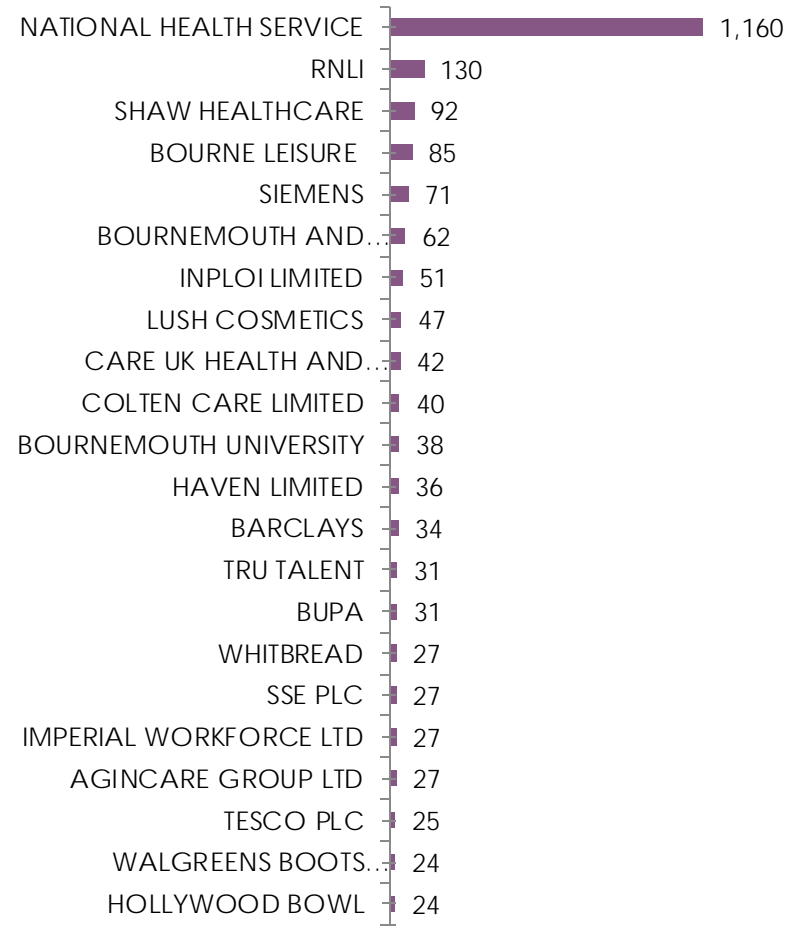
## BCP Council Jan – Aug 2021

The type of employers also vary across localities with the exception of the NHS, which was at the top of employer charts across Dorset. In BCP area, apart from health, social and residential care, employer demand was high in finance and insurance, education and the public sector, as well as digital, engineering, retail, tourism and hospitality. There was also noted growth in recruitment agency activity across Dorset.

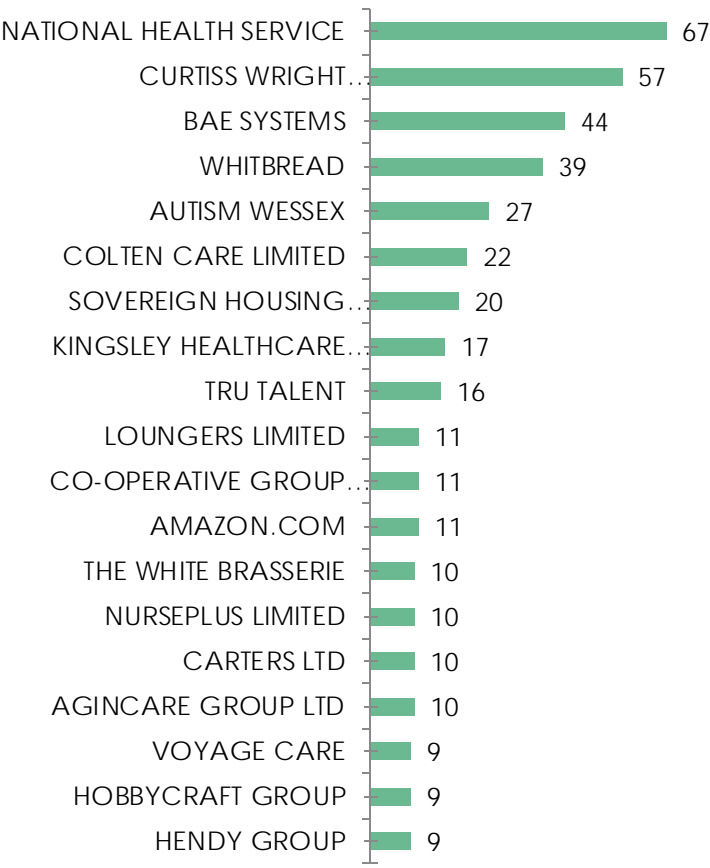
### Bournemouth



### Poole



### Christchurch



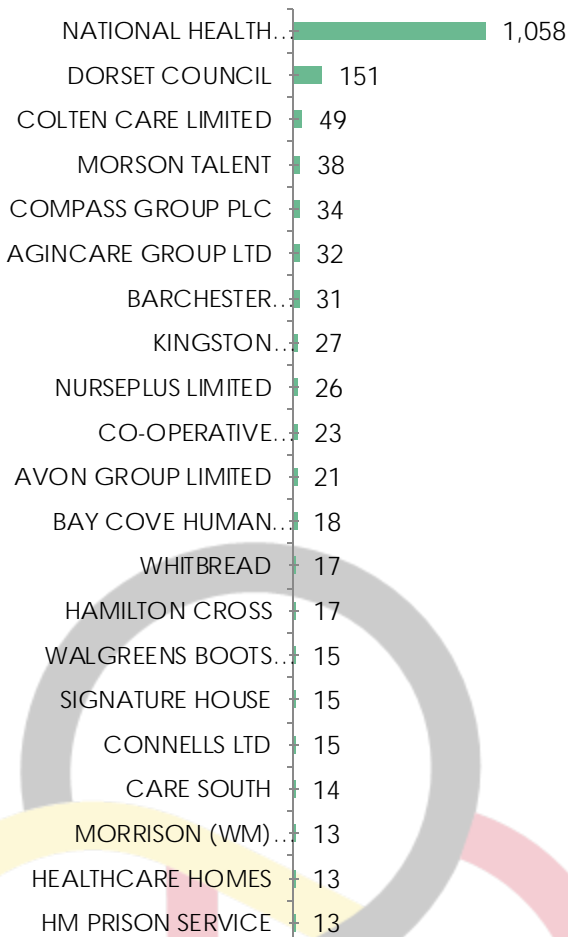


# Top employers

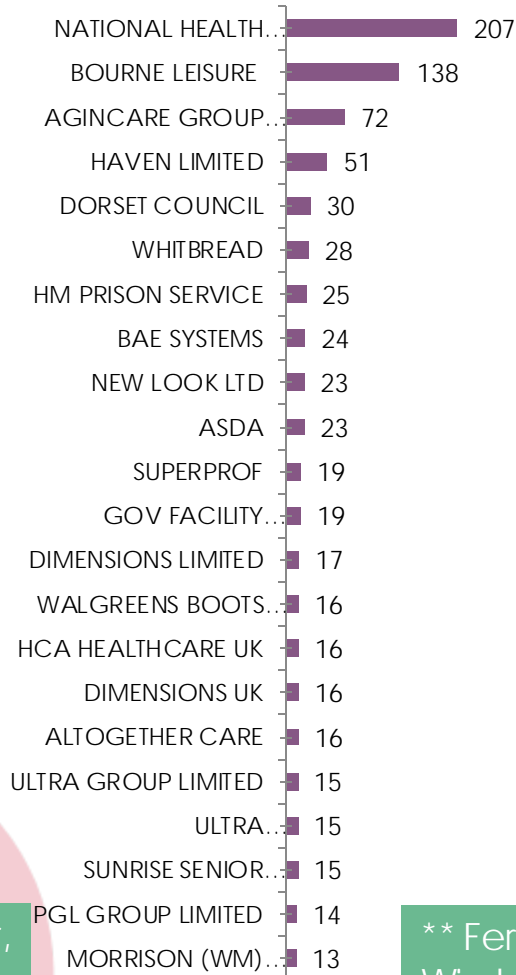
## Dorset Council (Jan – Aug 2021)

While employers varied across Dorset C. areas, demand was more concentrated among health, social and residential care and public service employers, and to a lesser extent in defence, manufacturing, retail, tourism and hospitality ones.

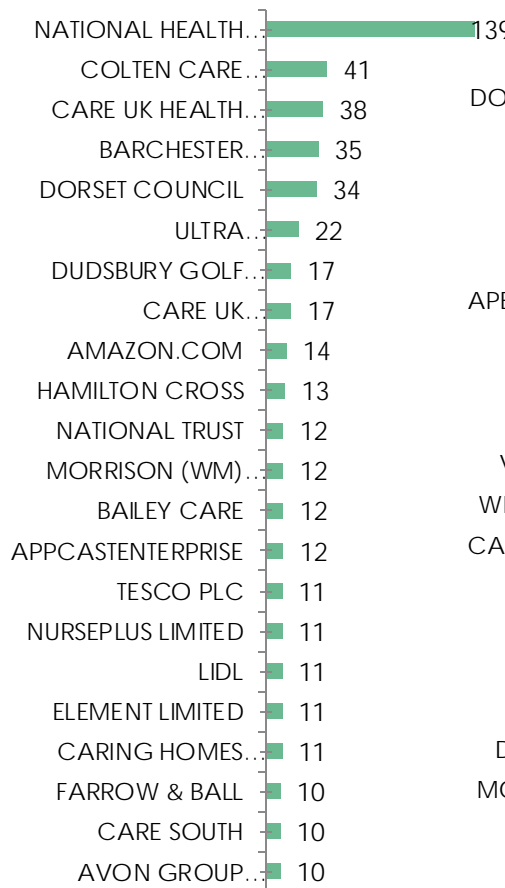
### West Dorset\*



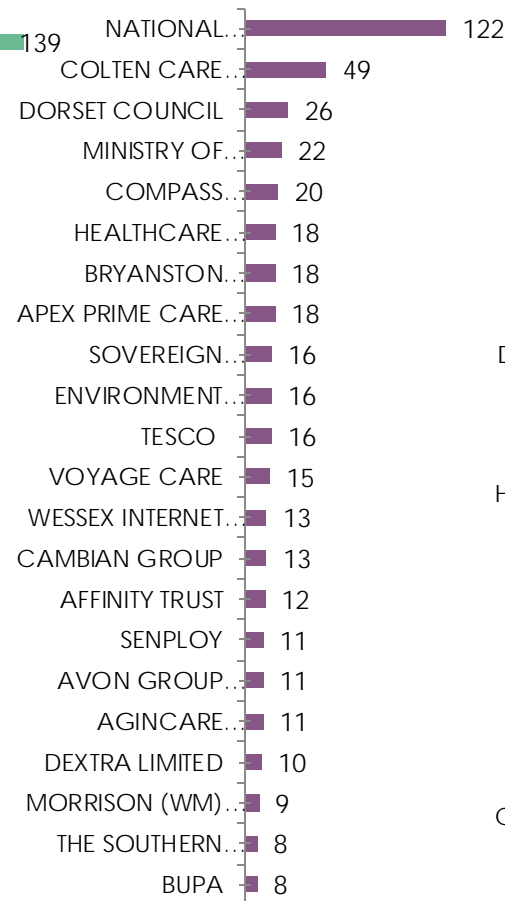
### Weymouth & Portland



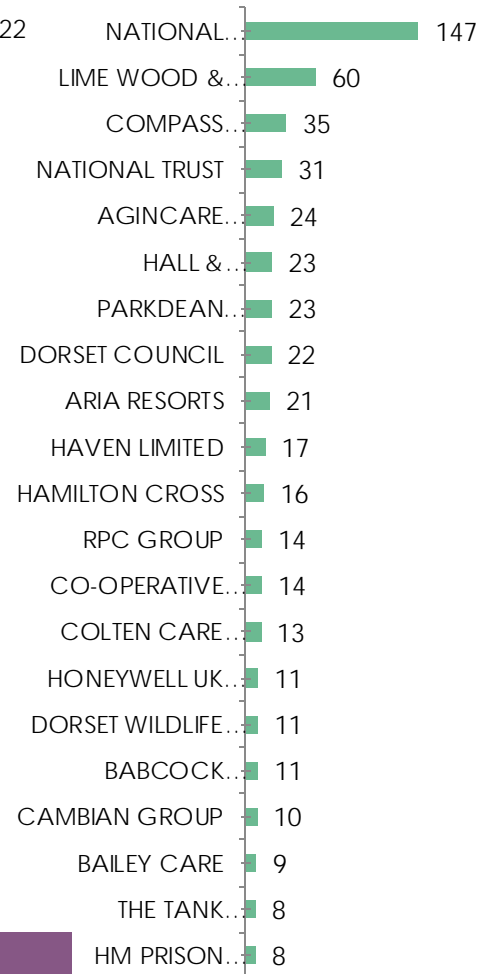
### East Dorset\*\*



### North Dorset\*\*\*



### Purbeck



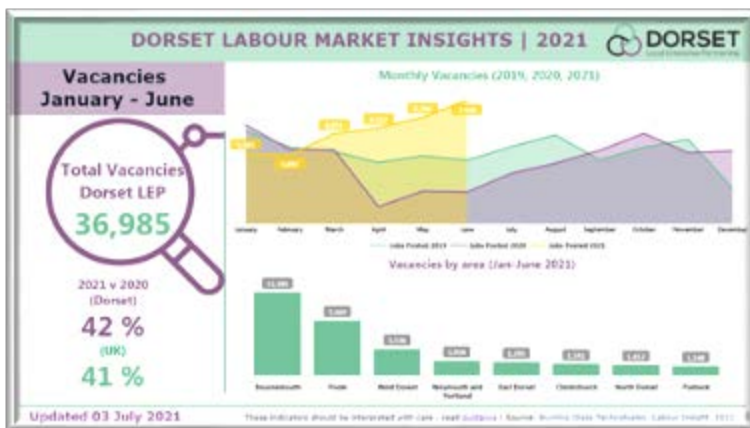
\* Beaminster, Bridport, Dorchester, Lyme Regis, Sherborne

\*\* Ferndown, Verwood, Wimborne

\*\*\* Sturminster Newton, Blandford Forum

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## Latest Labour Market Insights



## Key industries



## Apprenticeship Statistics

