

Skills 4 Now | Navigating the Dorset labour market maze



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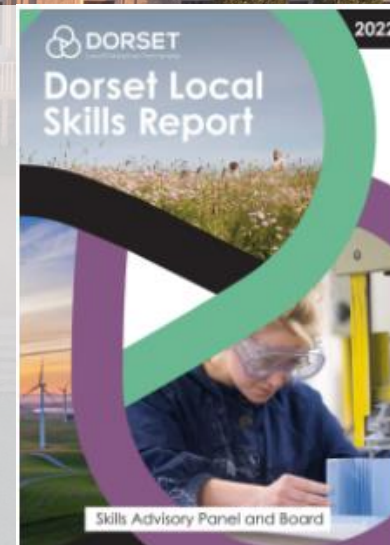
This webinar will be recorded. Please type your questions in the chat box.

Welcome by Luke Rake



Luke Rake

With over 20 years experience in senior leadership roles within education, Luke is the Principal and Chief Executive of Kingston Maurward College in Dorset, leading both the college activities and the commercial country estate. Luke is also a prominent voice and strategic partner across a number of Dorset-wide collaborative boards and has recently led on the development of the Dorset Local Skills Report – the authoritative source for local skills insights and activities.



Kingston Maurward is one of the few independent institutions nationally specialising in agricultural development, sustainable land management and rural business and boasts 750 acres of gardens and teaching facilities in the heart of Dorset.



Plan: Let's talk about the Dorset labour market maze

LABOUR MARKET LANDSCAPE
Vacancies,
Jobs & Skills

EMPLOYER EXPERIENCE
Labour & skills
challenges

CREATIVE IDEAS for a
disruptive
world

Presentation

Employer
showcase

Panel discussion



DORSET

Local Enterprise Partnership

DORSET LOCAL ENTERPRISE PARTNERSHIP (LEP)

A business-led partnership for local economic growth and prosperity in Dorset aiming to attract investment, increase productivity and develop strategies for Dorset's future.



Mira Koseva

As a Skills Analyst, I...

Research and monitor the skills landscape in Dorset – both in terms of supply and demand

& develop:

- Intelligence for strategic decision-making & planning
 - Local Skills Report
- Current labour market insights
- Interactive dashboards
- Industry profiles
- Employer surveys

Dorset Labour Market



Dorset has a robust labour market as demonstrated by historic job vacancy figures holding up well and bouncing back relatively quickly after spells of economic uncertainty.

The Covid-19 pandemic arrived at what was a pre-existing state of subdued economic and labour market activity brought by the prolonged economic and political uncertainty of Britain's exit from the EU.

The combined effects were two consecutive years of subdued labour demand which spilled into early 2021.

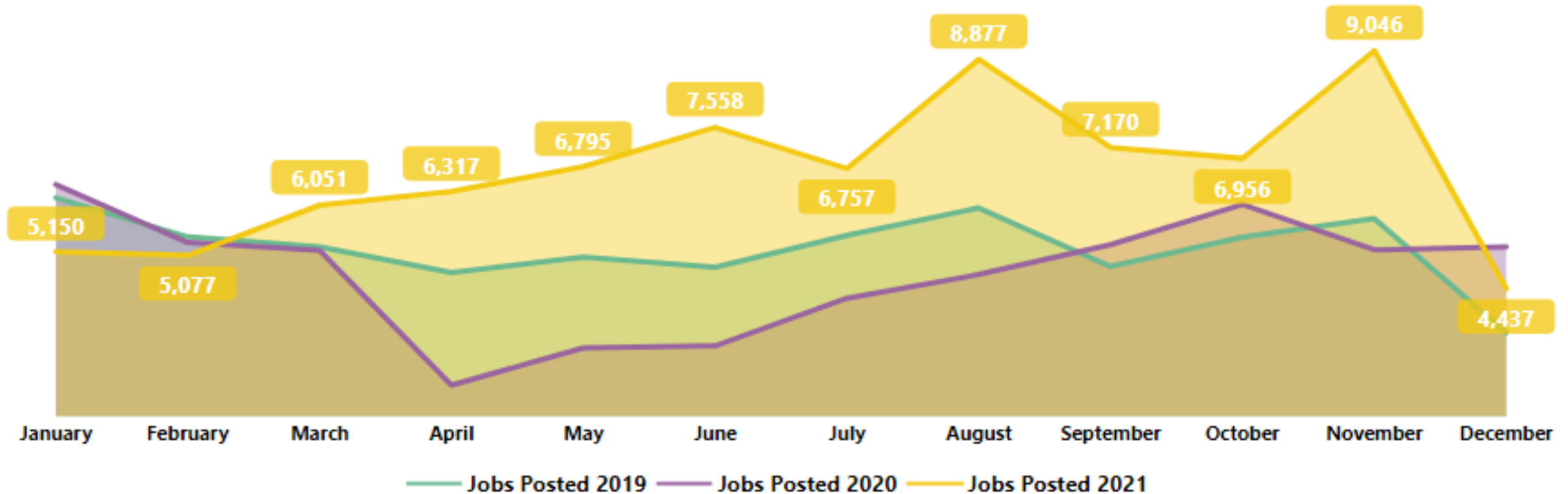
But did 2021 break the spell?

Two years of dips and spikes



The jobs market was tumultuous but strong in 2021. Overall recruitment recovered, exceeding previous two years over most of the year, but demand fluctuated considerably and with Christmas overshadowed by Omicron, it ended with a drop mirroring the one last seen with the first lockdown back in April 2020.

Monthly Vacancies (2019, 2020, 2021)



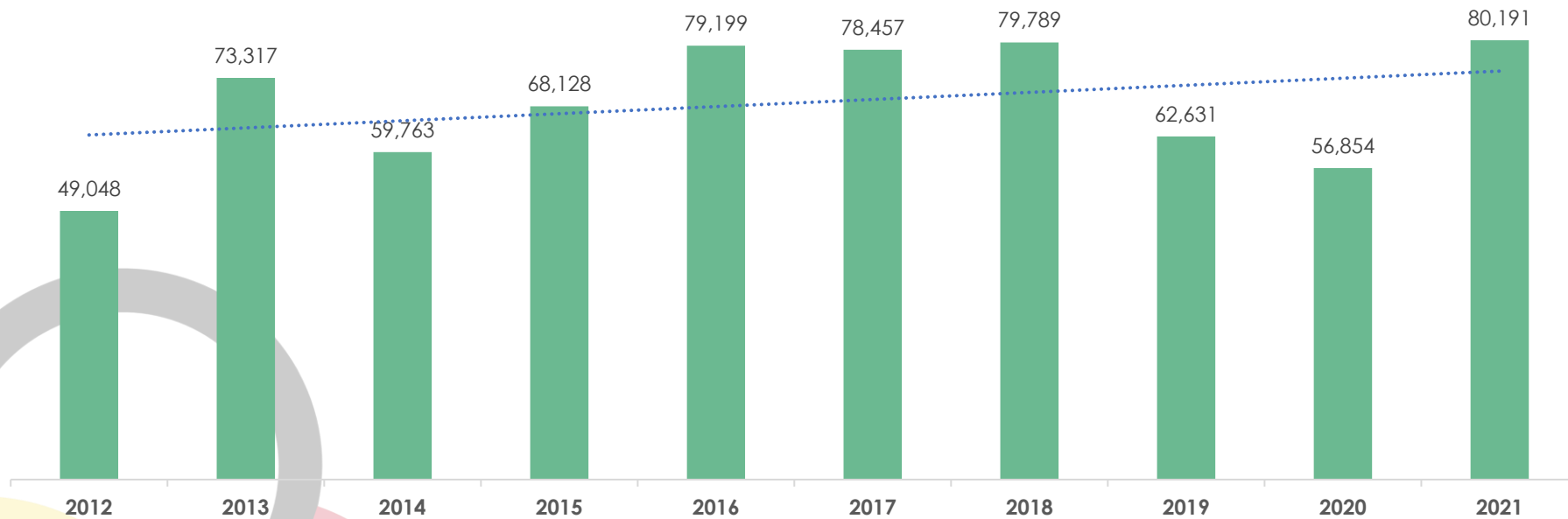
Strongest job demand on record



Despite the dips and spikes, the aggregate vacancies advertised throughout 2021 were the highest on record - 41% on 2020 and 28% on 2019.

2021

Dorset Annual Vacancies



Increased

 41.05%

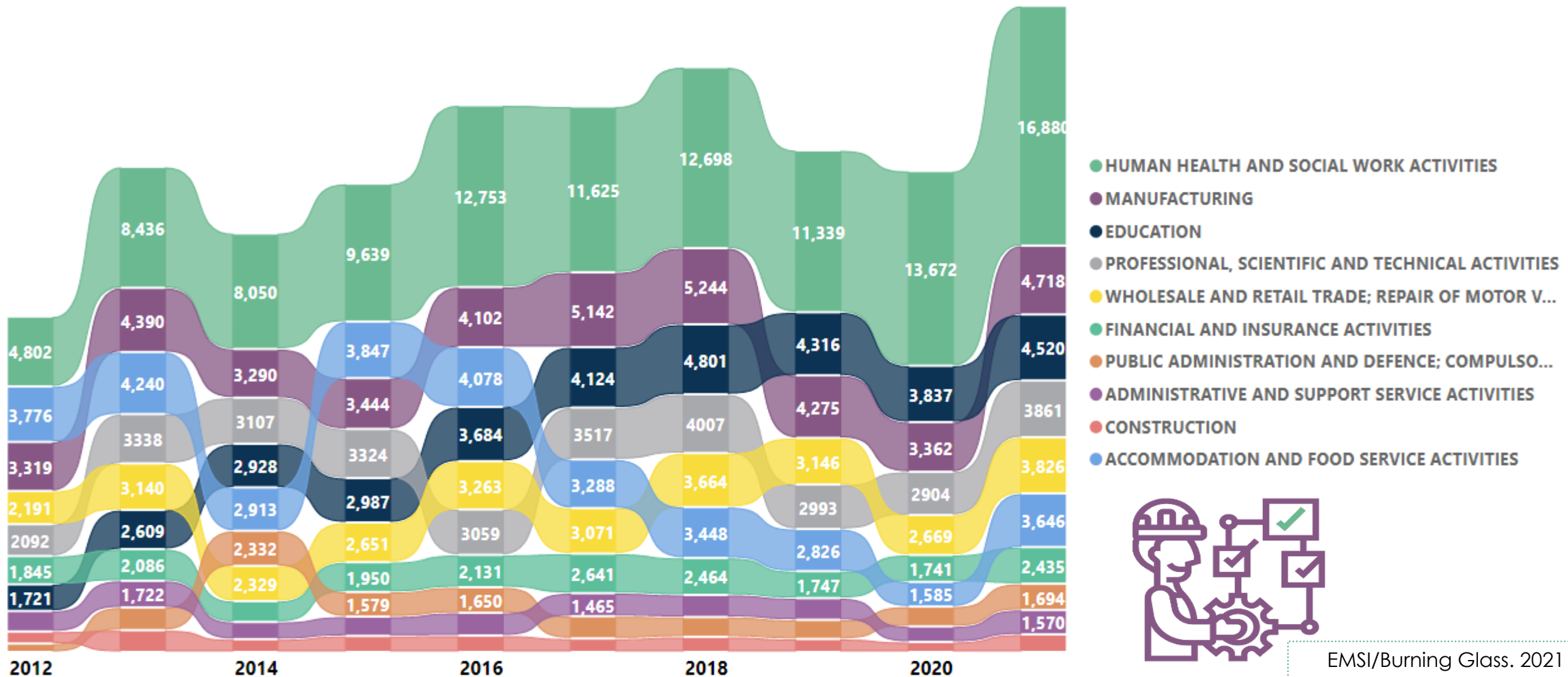
2020 - 2021

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

EMSI/Burning Glass. 2021

Industries

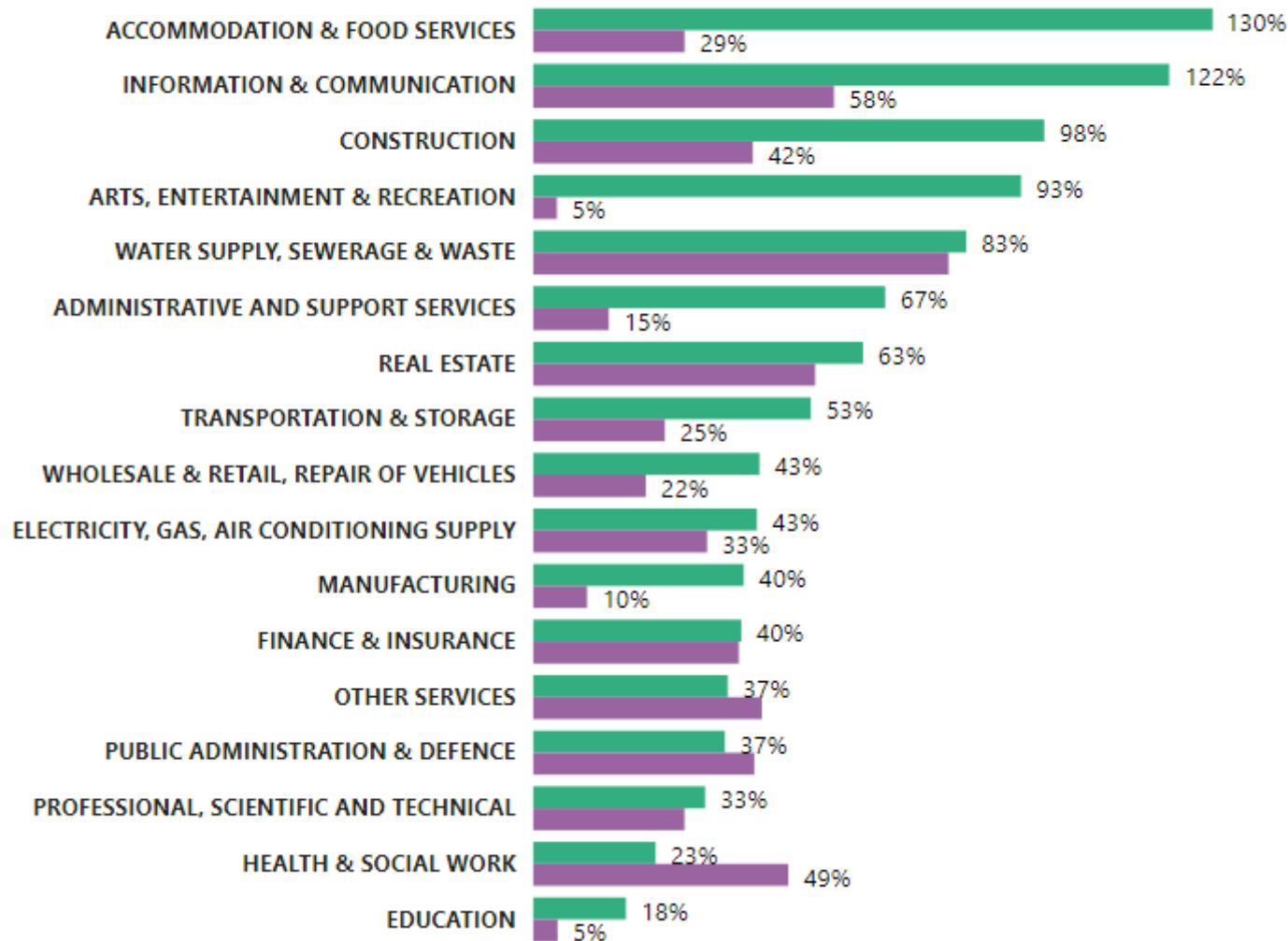
Top 10 industries - long-term developments January - December



Industries

Dorset Industries Number of Vacancies - Difference (%)

● 2021 vs 2020 ● 2021 vs 2019

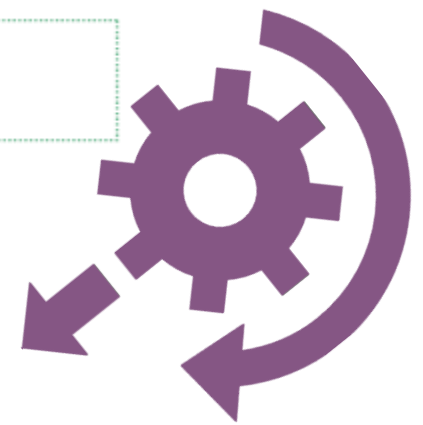


Labour demand saw considerable growth in 2021 across all industries in Dorset when compared to the previous two years .

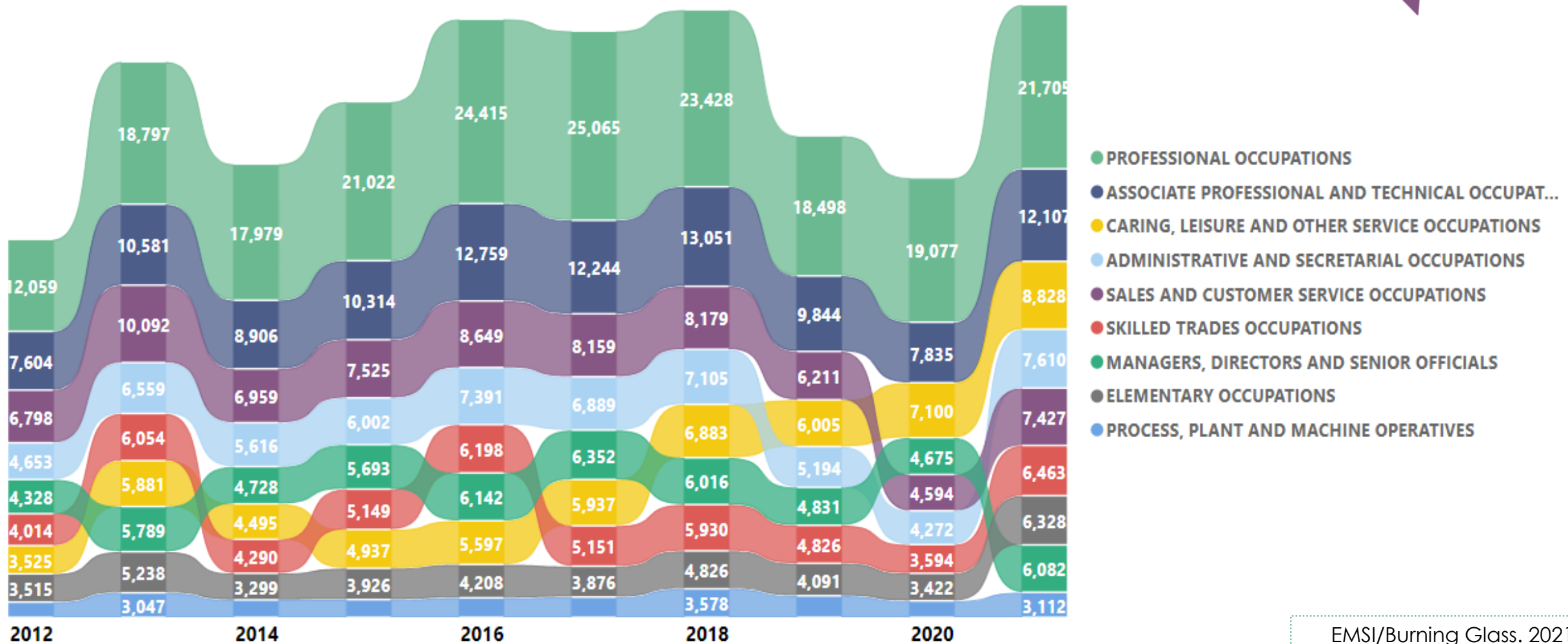
Most notably, 2021 vacancies in tourism, hospitality and ICT were more than double those advertised in the 2020, and close to double in Construction and Arts & Entertainment, while Utilities saw the highest sustained growth when compared to both 2020 and 2019 pre-pandemic levels.

Occupations

In 2021 demand exceeded both 2020 and the levels seen in 2019 across all occupational groups.



The high skilled labour market for college and university graduates is strong. Professional jobs demand stood out in numbers and saw an 80% increase since 2012. Similar growth was recorded across elementary low skilled roles over this period, but the highest increase by far (150%) was for caring roles.



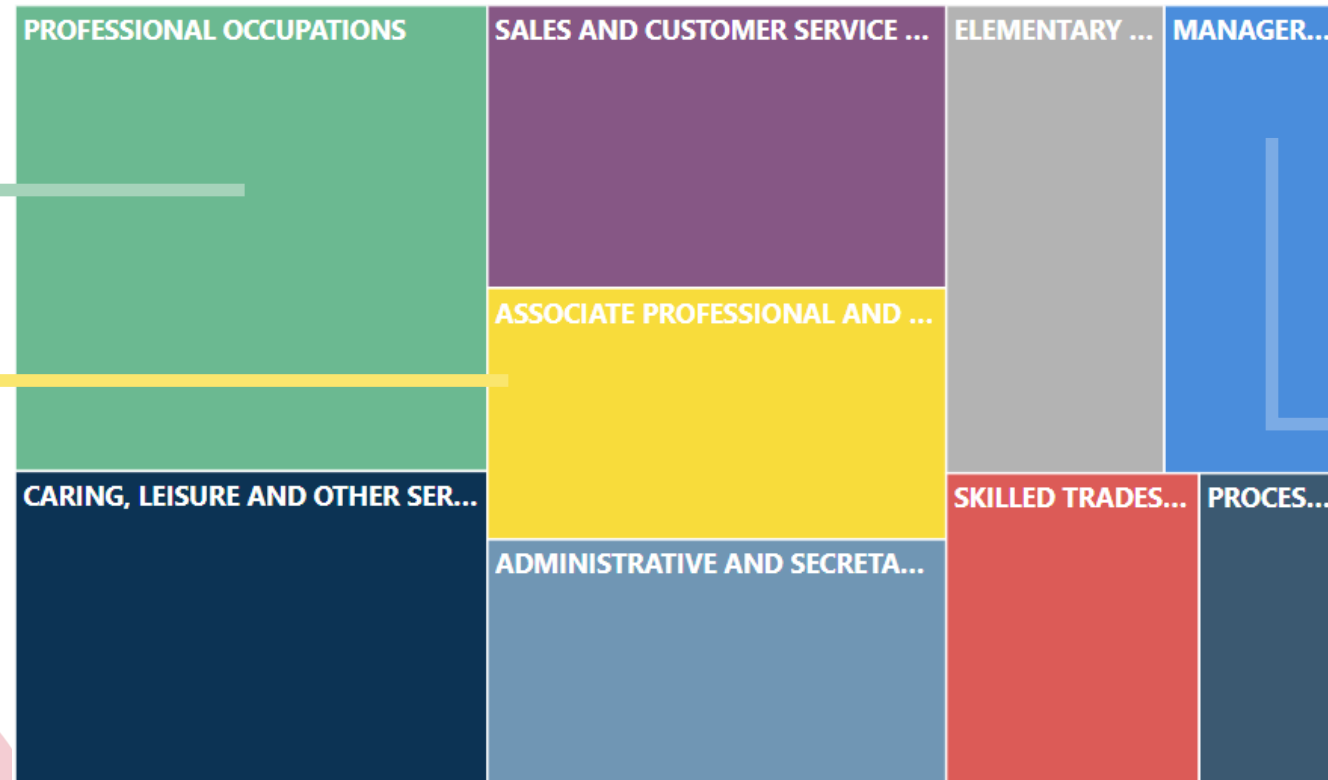
High skilled vacancies

The top jobs across high-skilled occupations in Dorset in 2021



Jobs most in demand	#Job Postings
Nurses	4,038
Programmers and software development professionals	2,343
Chartered and certified accountants	958
Solicitors	888
IT business analysts, architects and systems designers	776
Teaching and other educational professionals n.e.c.	773
Management consultants and business analysts	679
Engineering professionals n.e.c.	676
Medical practitioners	619
Web design and development professionals	561

Top 10 Occupations 2021



Jobs most in demand	#Job Postings
Human resources and industrial relations officers	901
Engineering technicians	885
IT user support technicians	814
Marketing associate professionals	771
Science, engineering and production technicians n.e.c.	695
IT operations technicians	600
Finance and investment analysts and advisers	476
Buyers and procurement officers	475
Health associate professionals n.e.c.	435
Business sales executives	404

Jobs most in demand	#Job Postings
Managers and proprietors in other services n.e.c.	1,203
Marketing and sales directors	869
Financial managers and directors	604
Health services and public health managers and directors	497
Production managers and directors in manufacturing	370
Property, housing and estate managers	320
Managers and directors in retail and wholesale	250
Production managers and directors in construction	229
Purchasing managers and directors	225
Residential, day and domiciliary care managers and proprietors	211

The labour market



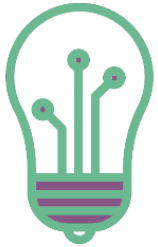
The labour market is represented by the number of jobs available and the number of people looking for work.
How is the current supply meeting the employer demand in Dorset?

Labour shortages & the economy

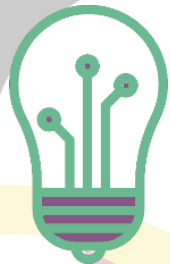


Back in the summer of 2020, the press was flooded with employers reporting they were drowning under a sea of job applications...

Fast forward to the second half of 2021 there was a unique peak in demand, while the number of candidates fell sharply and “labour shortage” reports are now flooding the press.



[The Bank of England](#) reported recruitment difficulties remain acute in many sectors even after the furlough scheme ended. Pay settlements continue to rise and further upward pressure from higher pay expected in 2022, and rising costs being passed through to prices;



[The Recruitment and Employment Confederation Jobs Outlook](#) finds in November 2021-January 2022, business confidence in the UK economy rose suggesting more positive expectations for the economy in 2022, despite the threat of rising inflation and labour shortages. Confidence in making hiring and investment decisions rose to net: +17 in the three months to January.

Labour shortages & the economy

Whilst [supply challenges](#) were attributed to [shortage of HGV drivers](#), the labour shortages are wide-ranging:

- [The Food & Drink Federation](#) warned of a “battle for labour”
- [Amazon offers “sign-up bonuses”](#) of up to £3,000
- [NHS warns staff shortages, sickness and exhaustion](#) amongst [warnings](#) waiting lists could reach 13 million.
- Recently post-pandemic labour shortages have been [likened to the aftermath of the Black Death in UK](#)

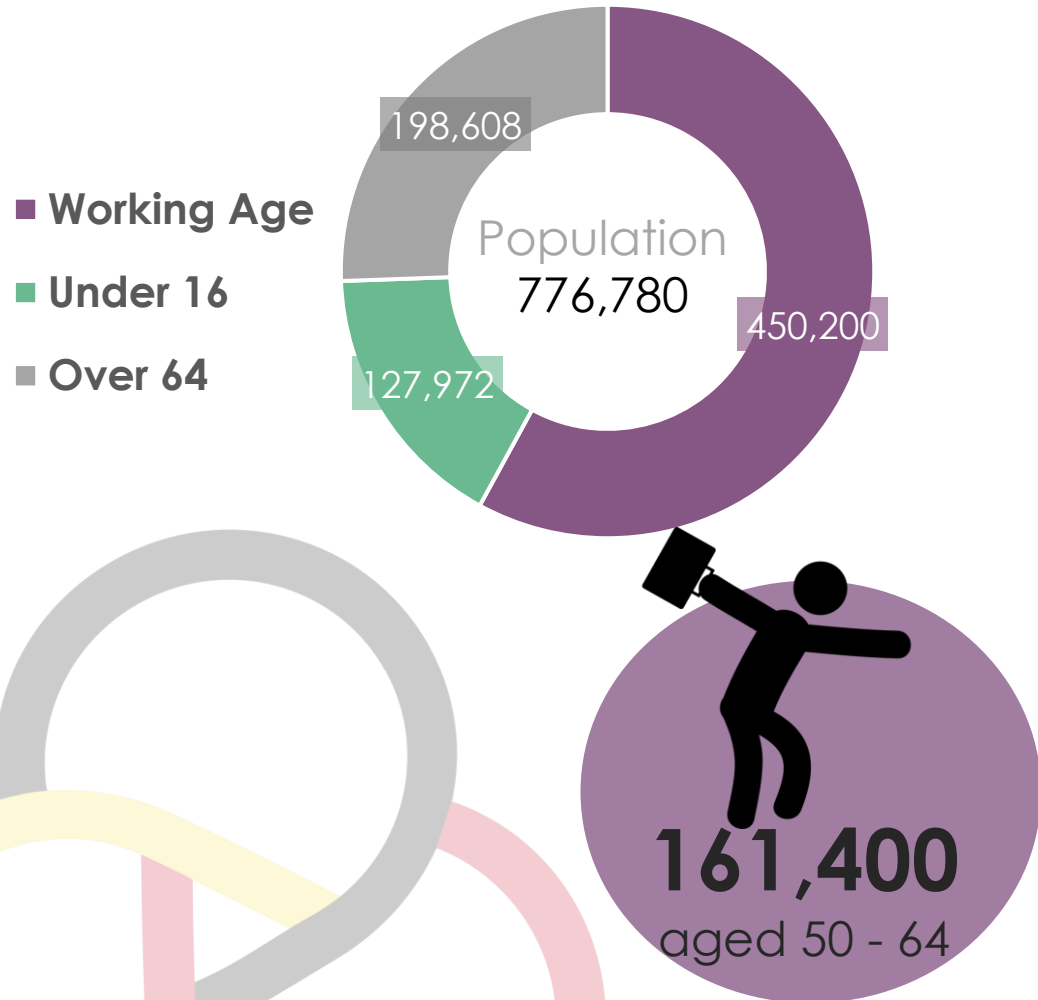


Dorset labour force

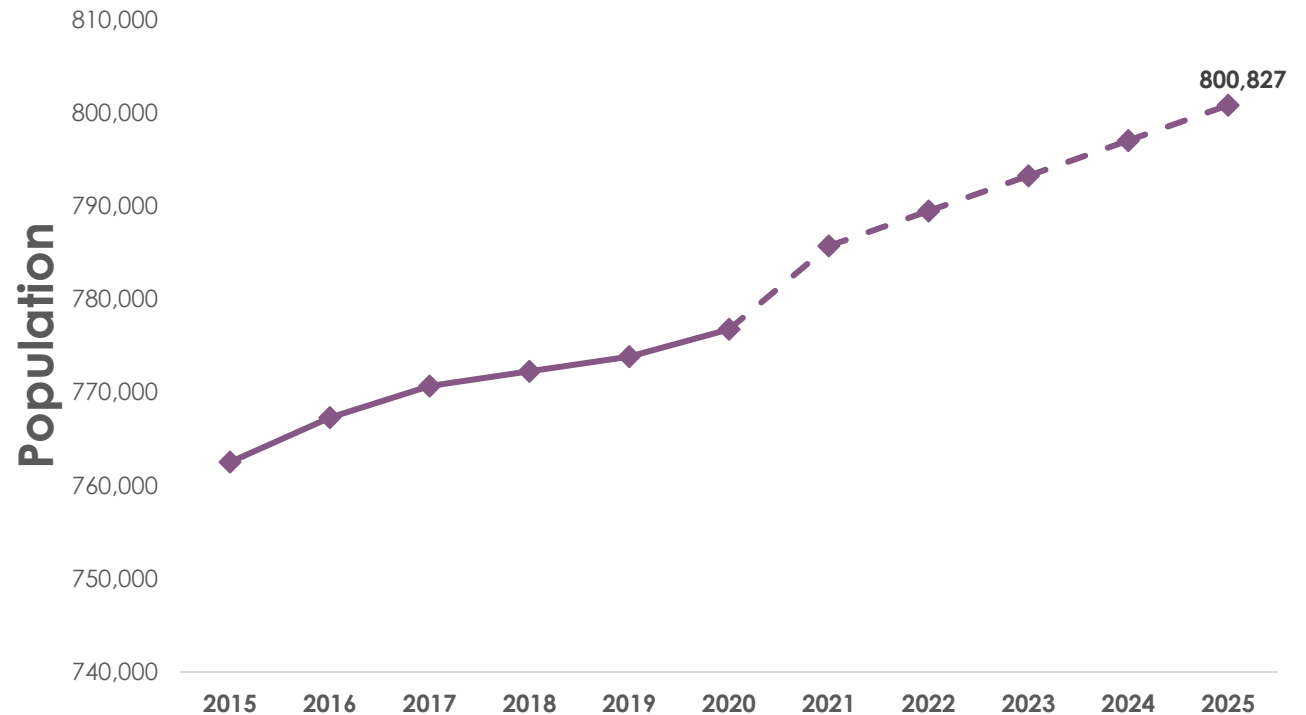


Dorset's population increased by 1.9% between 2015 and 2020, growing by 14,255. It is projected to grow by a further 24,047 (3.1%) by 2025, and reach 800,000 residents.

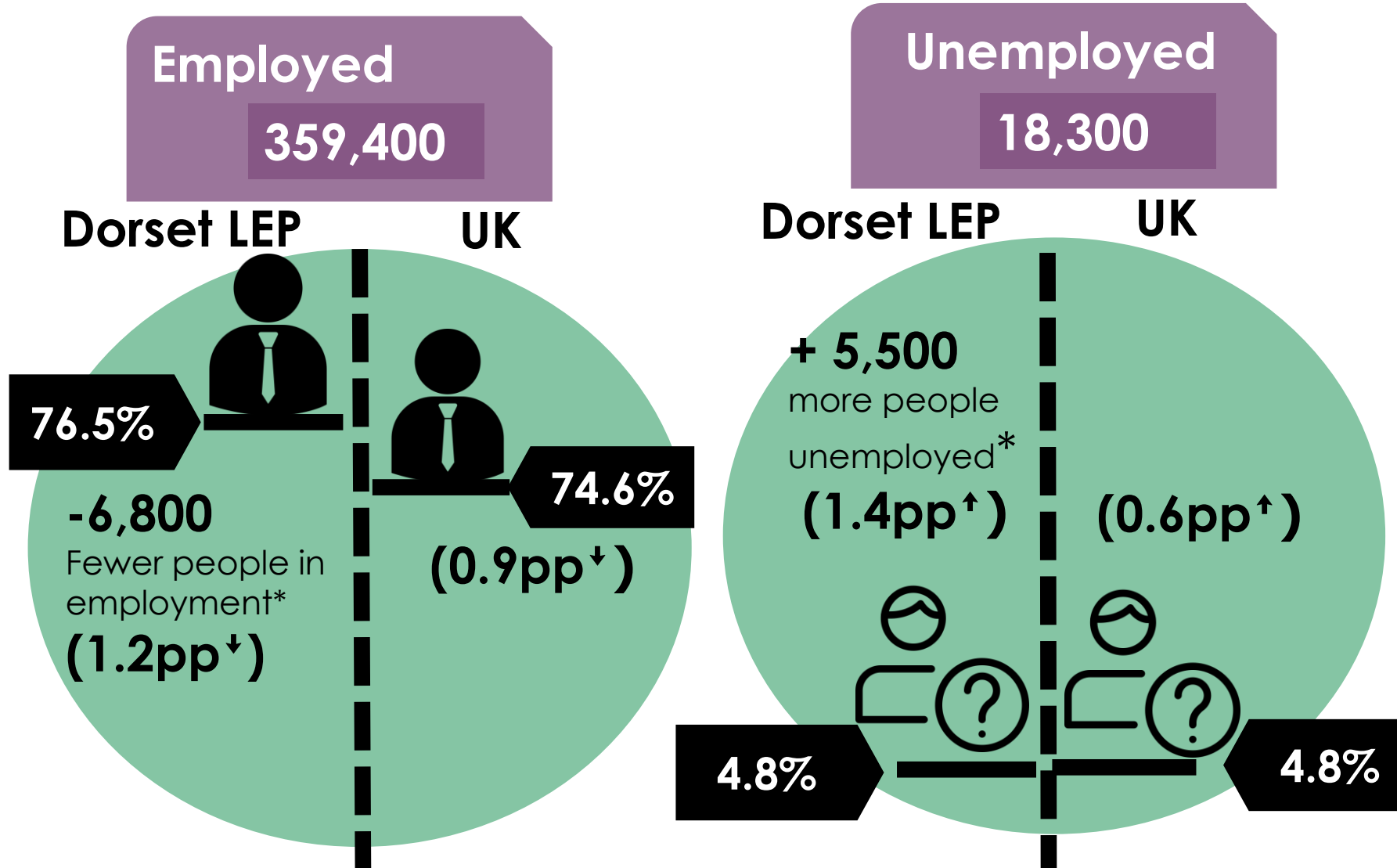
But what does that mean in terms of labour force?



Dorset Population Trends



(Un)Employment



Unemployment in Dorset increased in September 2021 reaching 4.8% - levels last seen in 2014.

Employment also fell with 6,800 fewer people in employment compared to an year earlier, but rates remained favourable compared to those nationally.

* Figures refer to the period Oct 2020-Sep 2021 in comparison to Oct 2019-Sep 2020 - ONS Annual Population Survey 2021



Out-of-work benefits

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

3.4%



Youth unemployment

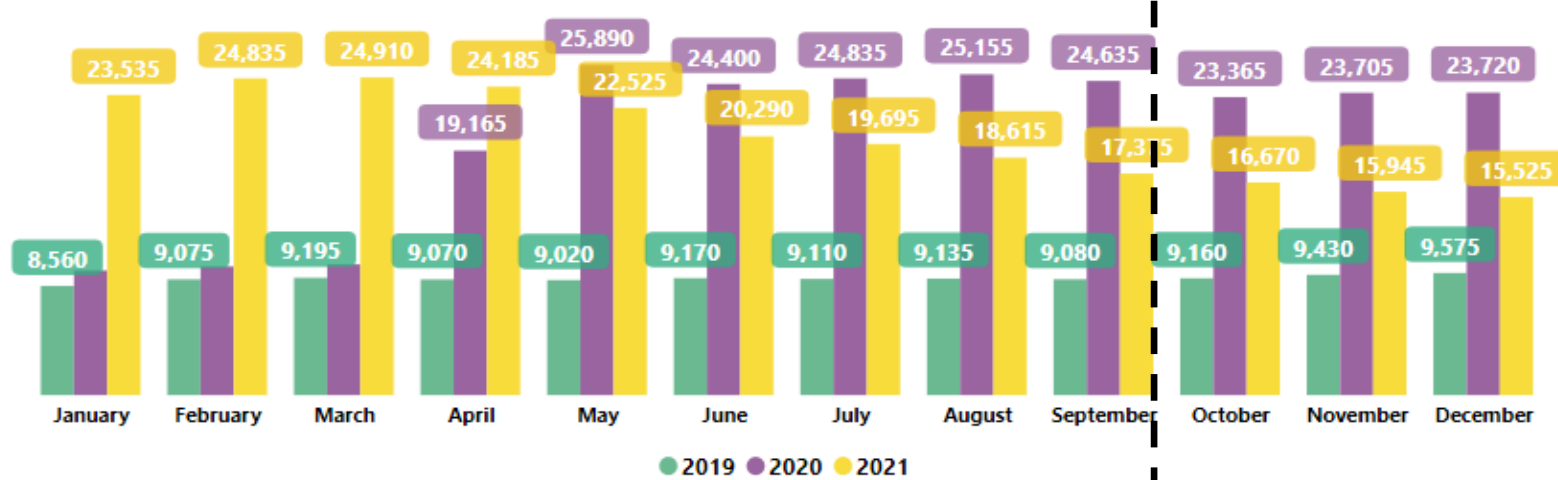
Claimants as a proportion (%) of residents aged 18-24

3.9%

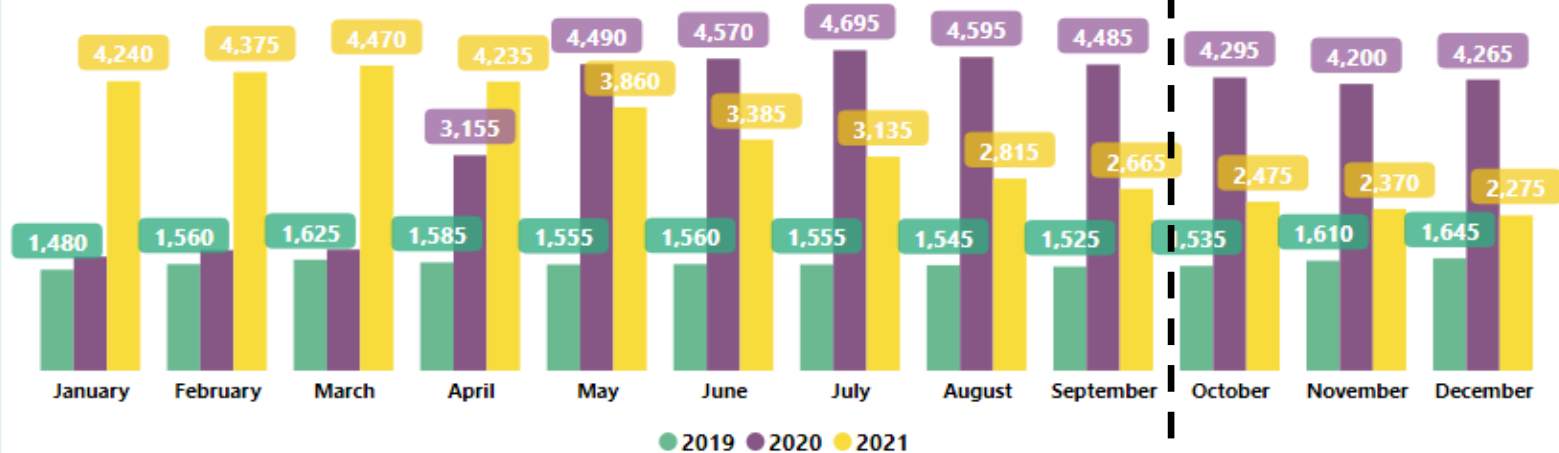


The proportions of young people in unemployment remains higher, but the rate of decline has also accelerated.

Dorset LEP Claimant Count Age 16+



Dorset LEP Claimants Aged 18-24

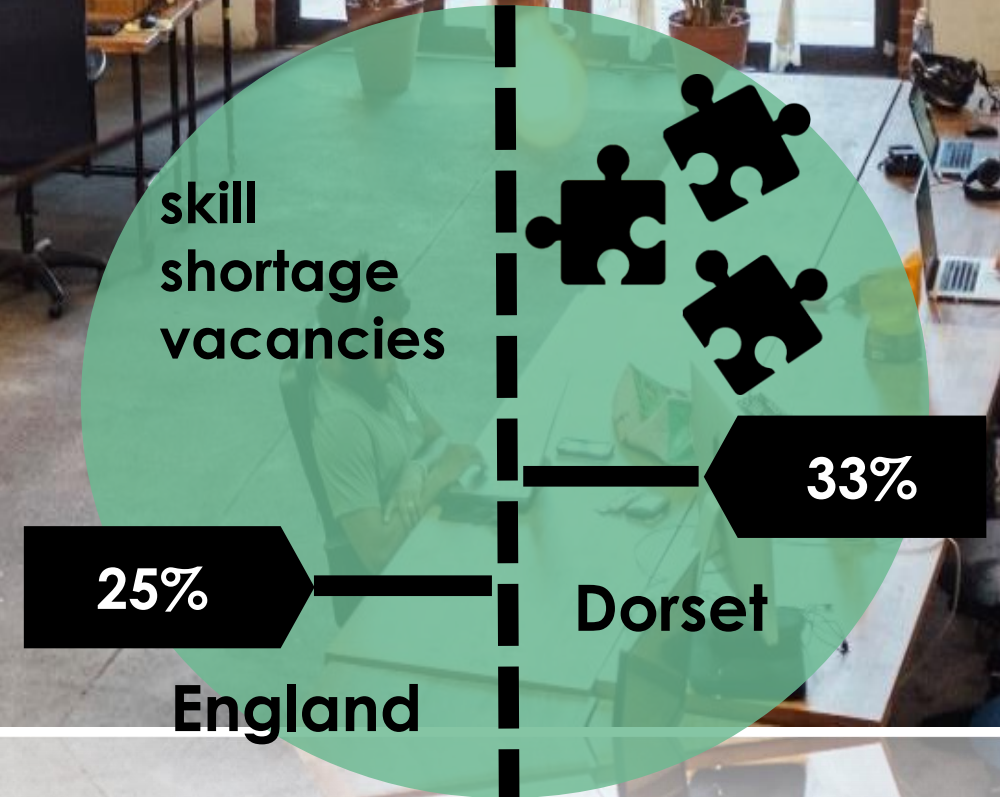


Source: ONS, Claimant counts

Furlough scheme closed 30 Sept with 11,400 employments furloughed at the time.

Skills Gaps and Hard to Fill Vacancies

- 33% of vacancies were 'Skills Shortage Vacancies' (average 25%) – employers unable to find candidates with the skills required to fill them*
- 61% of employers has at least one hard-to-fill vacancy (Average 44%)*
- 50% of all vacancies were hard-to-fill (Average 36%)*

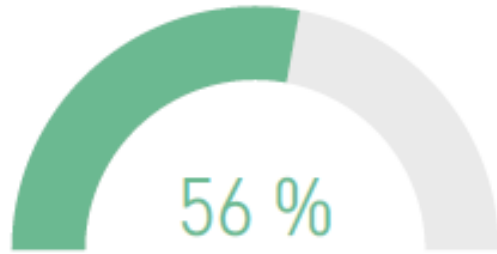


*Employers Skills Survey 2019;

2020 Dorset Employer Skills Survey



% Employers reporting 1+ skills gaps



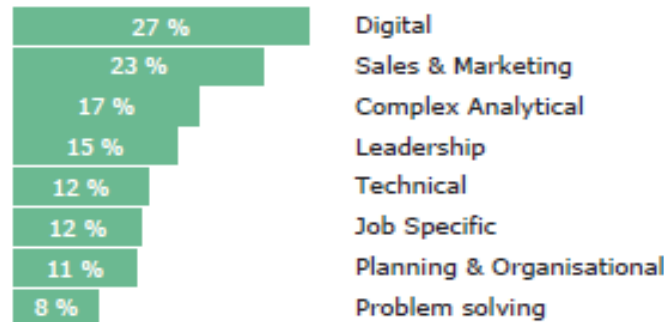
Employers reporting 2+ skills gaps

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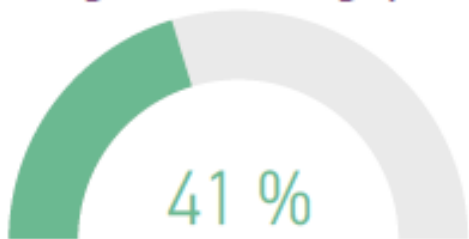
Skills Gaps

Skills Gaps Reported

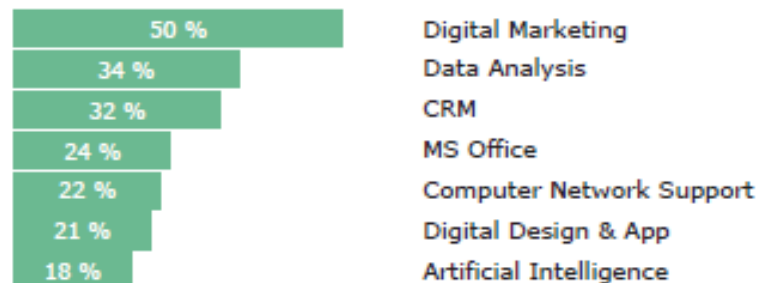


Digital, Technical & Analytical skills

% Employers reporting digital* skills gaps



Digital* Skills Gaps Reported**



- **56% identified at least one skills gap** within their existing workforce with **41%** of these employers experienced **shortages in the areas of digital, technical and/or complex analytical skills**
- Aside from job-specific skills, employers felt technical and practical skills gaps had the biggest **impact on their business performance and productivity.**
- **A third of respondents** anticipated to need more people with digital, technical, and sales & marketing skills in the next three to five years
- While two thirds of employers envisaged at least some automation and digitalisation in their workplace, **a quarter felt they lack the appropriate skills to embrace these developments.**

A call to action: Dorset Local Skills Report

Covid and Brexit are thrown in the mix of existing challenges, there are layers of complexity explaining the labour market supply and demand fluctuations that cause the labour shortages across sectors and occupations.

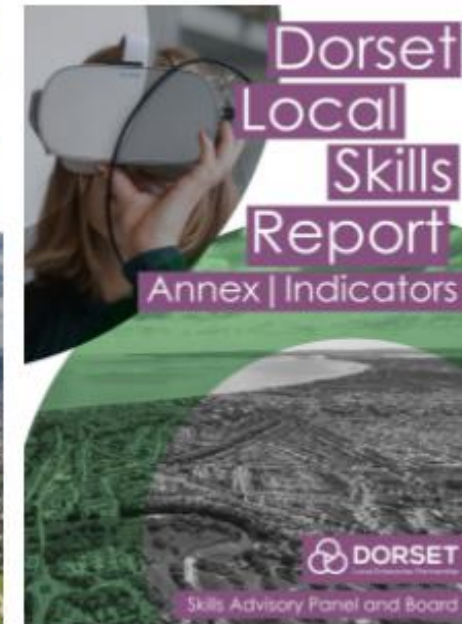
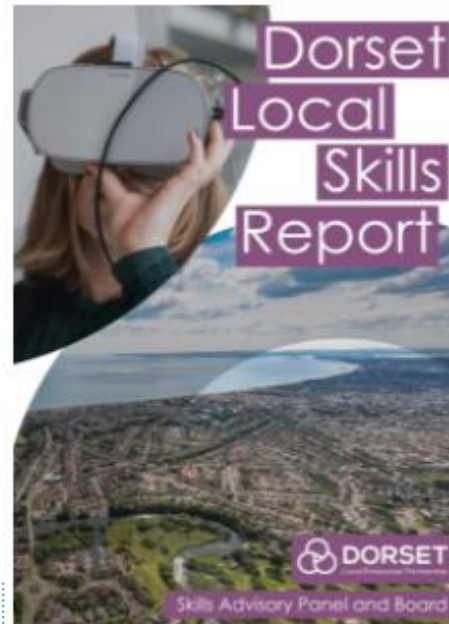
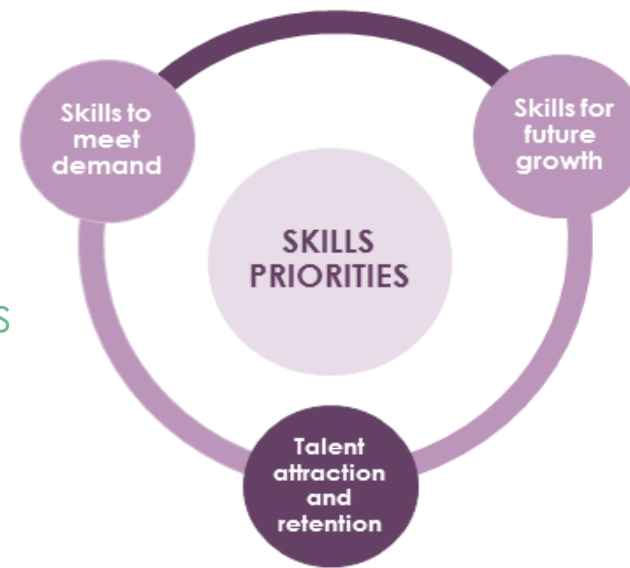
However, there are untapped opportunities in Dorset

Unlocking and growing your own - **Only 8% of surveyed employers in 2020 currently had an apprentice**

Attracting and retaining talent - **Only 25% of employers engaged with colleges and 14% with universities**

Investment in innovation, management and resilience- **40% of employers had not provided any training**

Providing meaningful opportunities for older workers and people with health issues – growing 50+ workforce and **40% of unemployed had declared health condition**



For full strategy visit [Dorset Local Skills Report 2022](#)

With his background in enhancing health and wellbeing and supporting positive life outcomes for children and young people, Josh is now on a mission to find and support the best people at 3 Sided Cube and help enhance growth, working environment and culture.

WE MAKE TECH FOR GOOD



Josh Parker

People
Operations
Manager @



3 SIDED CUBE

Panel Discussion: Creative ideas to navigate the maze



With his background in enhancing health and wellbeing and supporting positive life outcomes for children and young people, Josh is now on a mission to find and support the best people at 3 Sided Cube and help enhance growth, working environment and culture.



Josh Parker
People Operations Manager



Rebecca Hindley
Senior Lecturer - HR & Organisations

After an impressive HR career with multi-nationals, most recently as a Head of Resourcing at Barclays and working in America, India, Singapore, South Africa, Holland and Spain and partnering with business leaders across 58 countries, Rebecca left industry and joined academia as a creative and enthusiastic educator, eager to share the insights of her vast experience and support student employability.



Martin Pardey
Senior Business Director

With nearly 20 years experience in technology recruitment for the world's leading recruiting experts Hays, Martin is a Senior Business Director and Regional Lead for Hays Technology, specialising in Data and Advanced Analytics across the South Coast, and leading a team of IT and Digital recruiters. Martin's passion is helping tech professionals grow their careers and supporting organisations in accessing top tech talent.

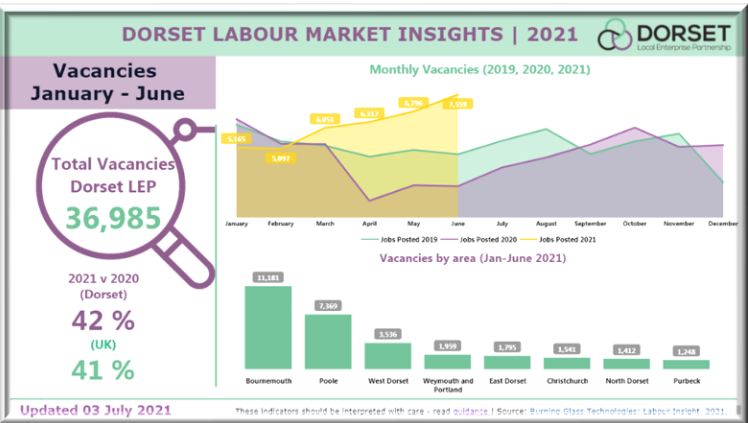


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 Email DorsetLEP@bournemouth.ac.uk to subscribe for updates

Dorset Local Skills Report



Latest Labour Market Insights



Key industries



Apprenticeship Statistics

