

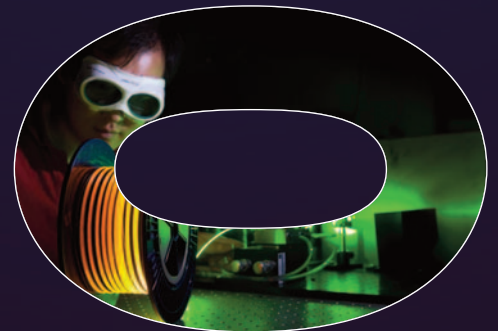


SOLENT
LOCAL
ENTERPRISE
PARTNERSHIP

SOLENT SKILLS ACTION PLAN & LOCAL SKILLS REPORT

ANNEXES

January 2022



#solent2050

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SOLENT LOCAL SKILLS REPORT

ANNEX A – Core Indicators

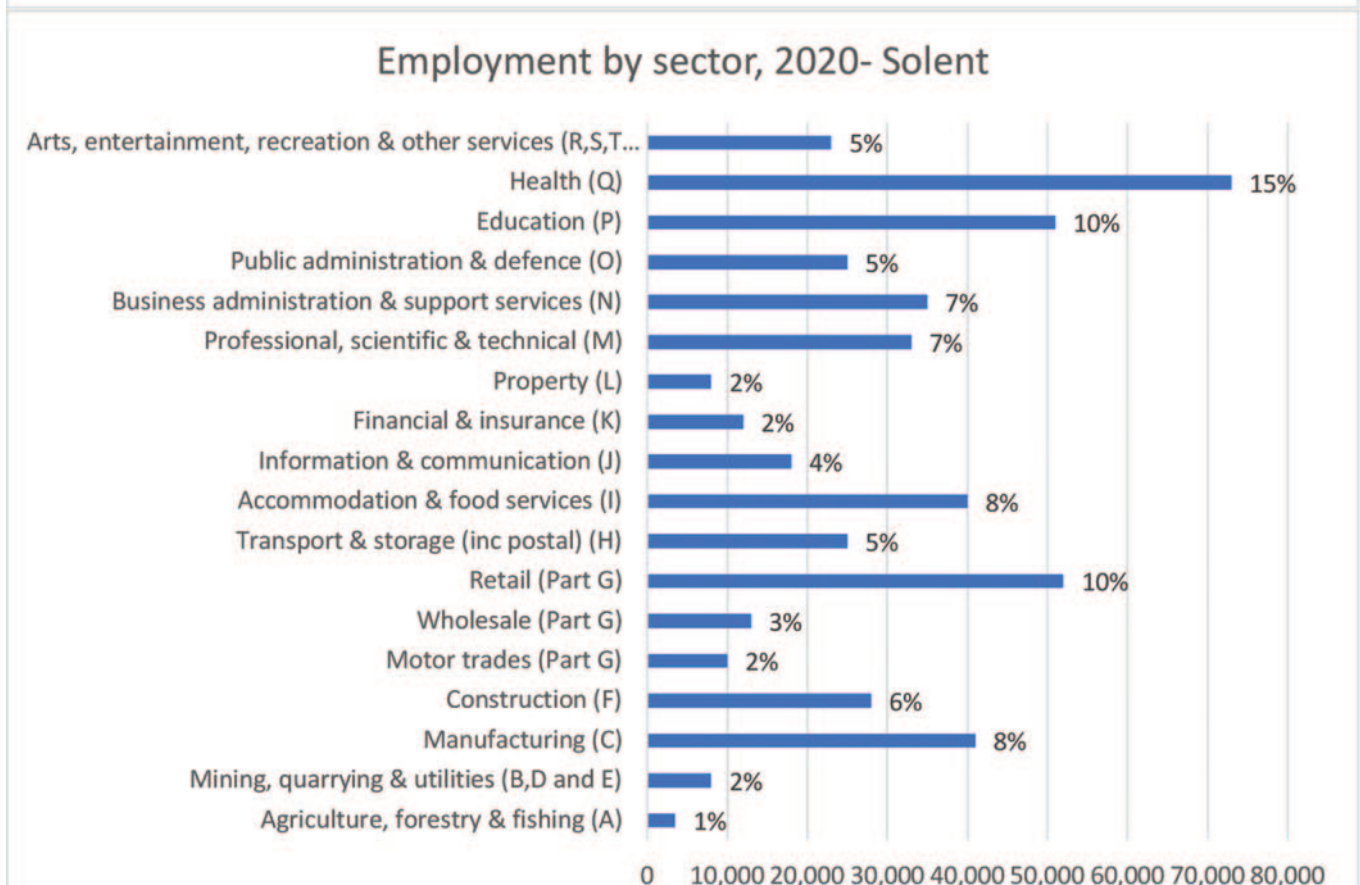
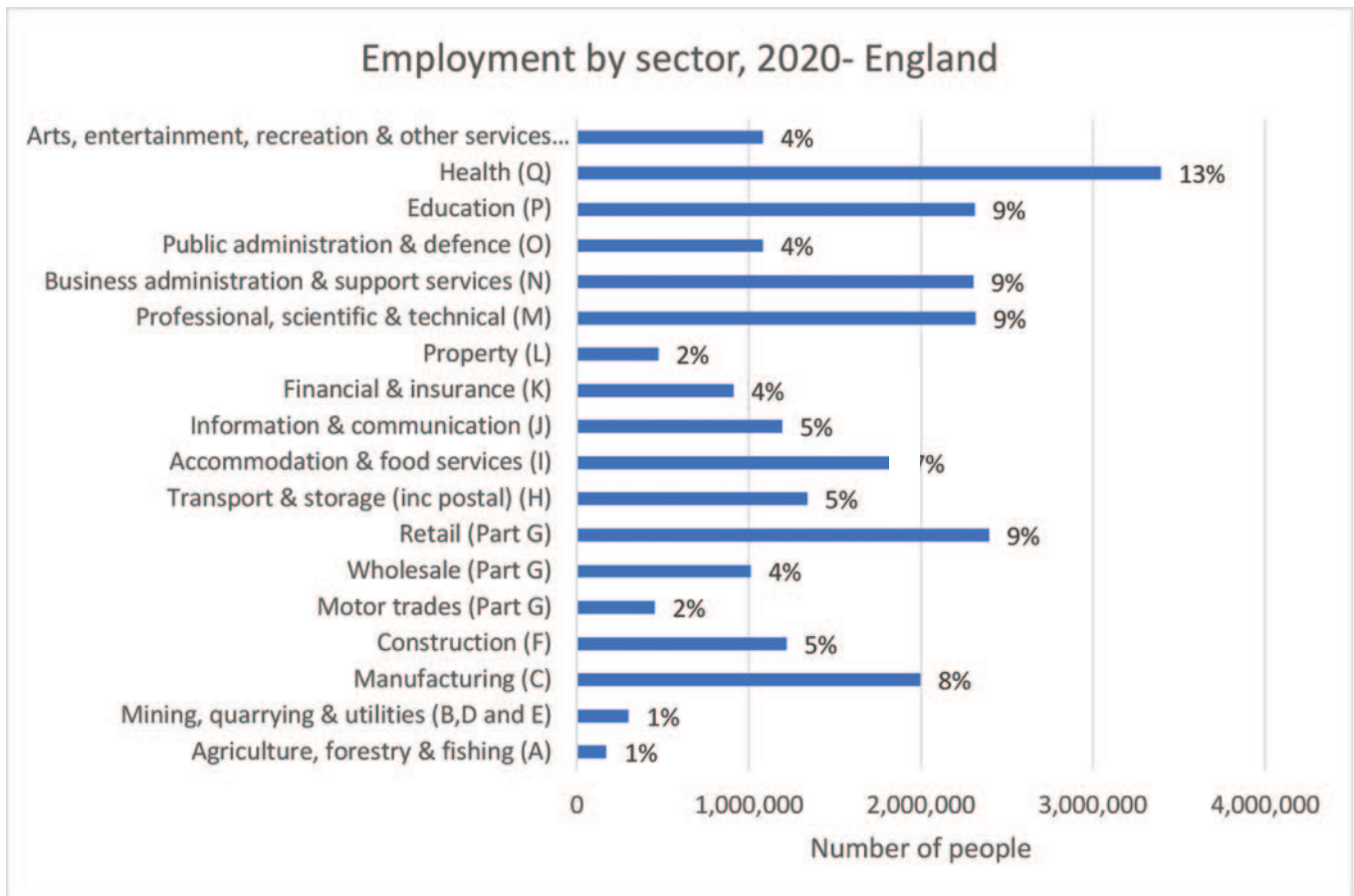
Annex A is based on data provided by DfE and aims to provide a high-level overview of the labour market and skills landscape, including key changes that have taken place over recent months.

Further analysis is drawn from our Local Skills and Labour Market Analysis, the latest Solent Economic Recovery Plan and the main Solent Local Skills Report.

Local Landscape - Summary

- The largest sectors in the Solent region by employment in 2020 were health, retail and education. Strong representation in the health, manufacturing, transport and storage, construction and public administration and defence sectors aligns with key priority sectors in the emerging Solent 2050 Economic Strategy and Solent Skills Strategy and Action Plan.
- The Solent's reliance on employment in the tourism and hospitality, recreation, construction and education sectors has led to severe short-term economic impacts from the Covid-19 pandemic. However, in the last quarter of 2021, like the rest of the nation the Solent is experiencing a 'cyclical' recovery in industries like construction, hospitality and manufacturing.
- The number of Solent residents claiming out-of-work benefits increased sharply following the outbreak of Covid 19, with an increase of 121% between January 2019 and October 2021, compared to a 92% increase across England.
- The Solent's labour force is relatively highly skilled but still occupies fewer higher skilled jobs than the national average. The Solent accommodates a range of job roles that attract commuters in from surrounding areas, and productivity in the Solent, as measured by nominal GVA per hour worked, is slightly higher than the UK average.
- Micro businesses constitute 89.8% of enterprises in the Solent.
- Whilst the employment rate in the Solent region has historically been higher than the national average, in the 12 months to June 2021 this stood at 74.2%, falling slightly below the England average of 75%.
- In the 12 months to June 2021, a total of 12.9% of those in employment in the Solent were self-employed. The Solent Skills and Action Plan notes that the region's self-employed workforce has been heavily impacted by the Covid-19 pandemic.
- The resident population in the Solent is older than the national average, with 21% of residents aged 65 and older, compared to 19% across England.
- In terms of income and employment-related deprivation, the Solent region performs more favourably than the national average. However, in terms of education, skills and training, the Solent has higher levels of deprivation, which is most pronounced in parts of Havant, Gosport, Portsmouth and Southampton.

Employment by Sector



Source: **Business Register and Employment Survey, 2020 (published 2021), 2021 SAP boundaries**

Employment by Sector

The structure of the Solent's economy has changed substantially over the past three decades; employment has continued to shift away from primary activities and the public sector to private services such as professional, scientific & technical activities. Manufacturing employment has been declining but manufacturing remains one of the most important industrial sectors across Solent¹.

The largest sectors in the Solent based on employment in 2020 were health (15%), retail (10%) and education (10%). Each of these sectors accounted for a larger proportion of employment than the national averages (13%, 9% and 9%, respectively).

The Solent Skills Strategy and Action Plan identifies social care, logistics, construction, engineering, marine and maritime as core sectors that will drive demand for skills locally. These sectors are aligned to the relatively strong levels of employment in health (15%), manufacturing (8%), transport and storage (5%), construction (6%) and public administration and defence (5%).

The Solent's reliance on employment in the tourism and hospitality, recreation, construction and education sectors meant that the area faced severe short term economic impacts resulting from the Covid-19 pandemic. The Solent Economic Recovery Plan² indicates that it could take a number of years for employment within some of these key sectors to return to pre Covid-19 levels. However, as shown in the evidence base many sectors in the last quarter of 2021 have started showing signs of recovery and an increased demand for skills and employment within sectors that have performed well during the pandemic such as IT, warehousing/ logistics and public services.

Within these broad industrial sectors, the Solent is home to a number of smaller and future key growth sectors such as high-technology, advanced manufacturing. The maritime sector alone supports 152,000 jobs and as such is a substantial contributor to the economy¹. It is imperative that demand for a skilled workforce in these key sectors is realised.

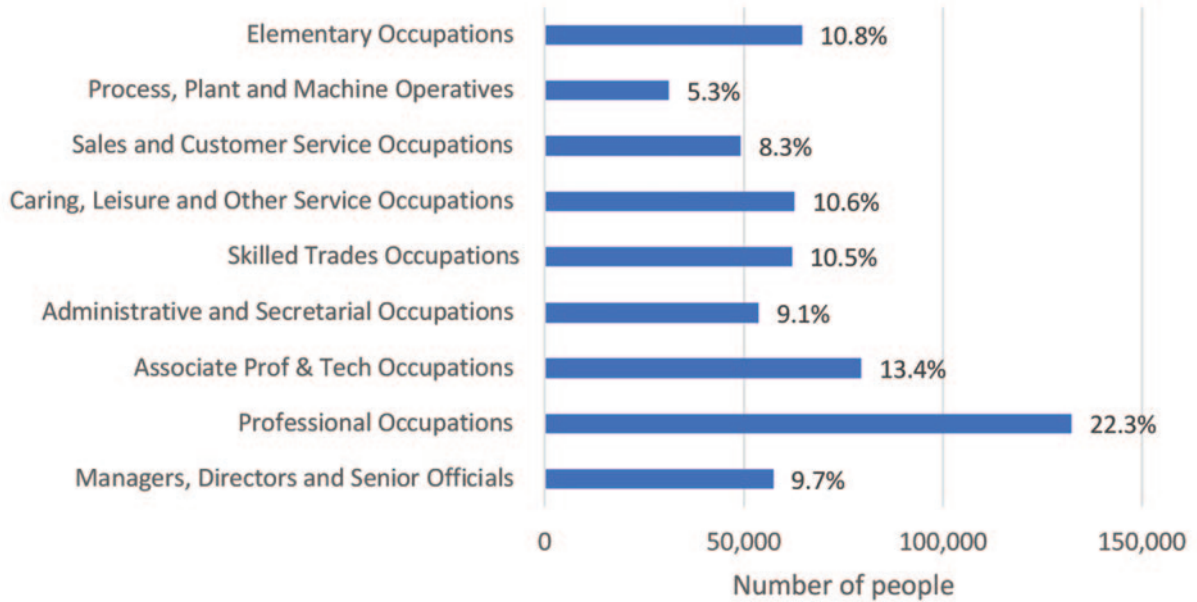


¹ Solent LEP, Solent Skills Advisory Panel: Local Skills and Labour Market Analysis, June 2020

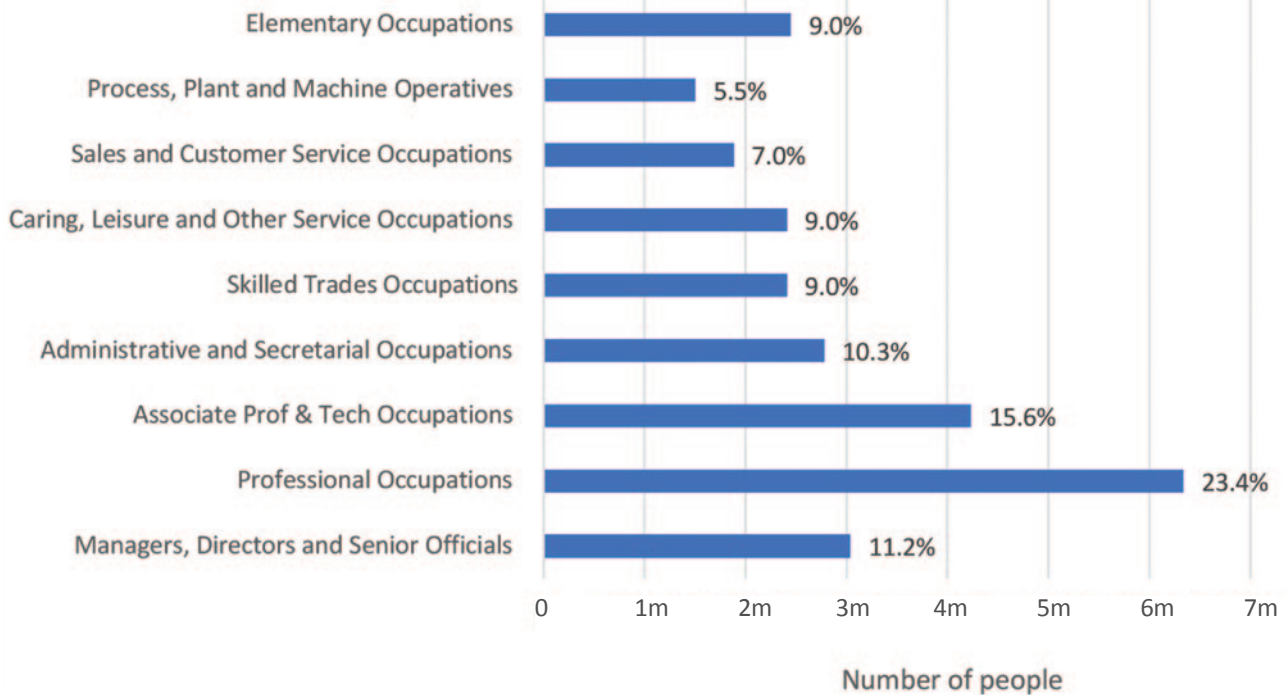
² Solent LEP, Solent Economic Recovery Plan: Shaping our response to the Covid-19 pandemic, v2.0 May 2021

Employment by Occupation

Employment by occupation, 2020/21 - Solent



Employment by occupation, 2020/21 - England



Source: Annual Population Survey, July 2020 - June 2021, 2021 SAP Boundaries

Employment by Occupation

Solent's resident population occupies fewer higher skilled jobs than the national average. In the 12 months to June 2021, a total of 45% of employed residents held jobs in managerial, professional and associate professional occupations, compared to 50% across England. Notwithstanding this comparison, professional occupations represent the largest occupational group in the Solent, at 22.3% of employed residents, with associate professional occupations representing the second largest group (13.4%).

The emerging Solent 2050 Economic Strategy recognises that the Solent labour force is relatively highly skilled but states that there is an opportunity to develop a new skills curriculum to target experienced members of the workforce,

as well as seeking to retain more graduates.

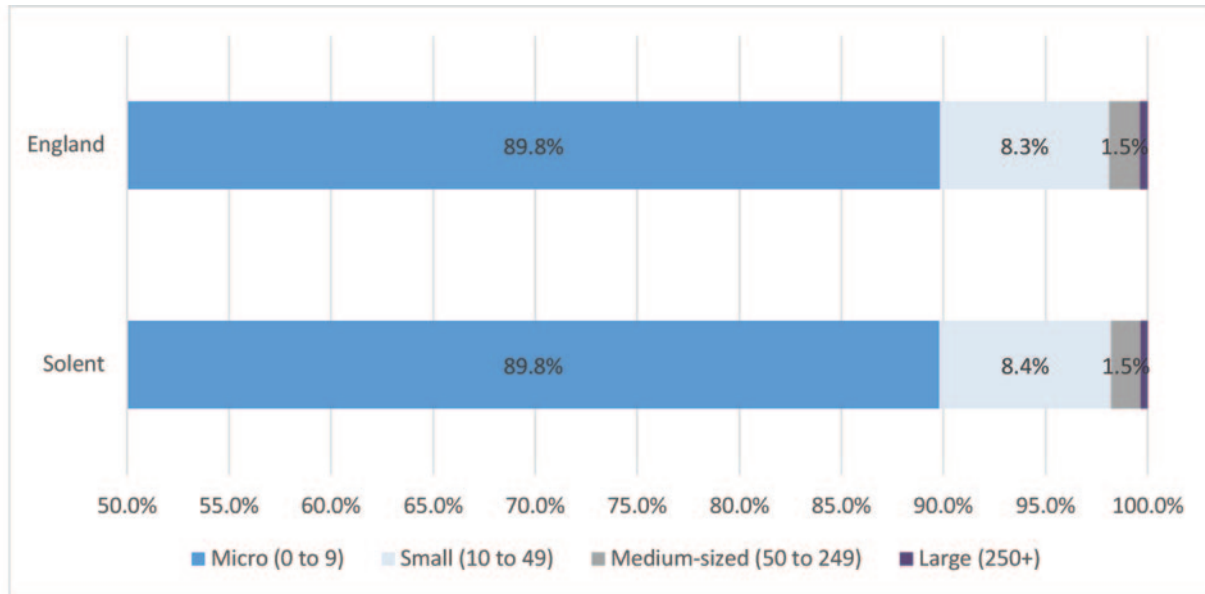
Lower skilled roles still account for a sizeable proportion of employment in the Solent, with elementary occupations representing 10.8% of employment, sales and customer services accounting for 8.3% and process, plant and machine operatives accounting for 5.3% of employment. These occupations have tended to be hardest hit by the economic disruption of Covid-19, with many residents in these roles facing the need to retrain.

The Solent has a relatively high concentration of jobs in the upper-middle occupational categories that were acquired through post-compulsory education such as technical and trade occupations¹.



1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

Enterprises by Employment Size Band

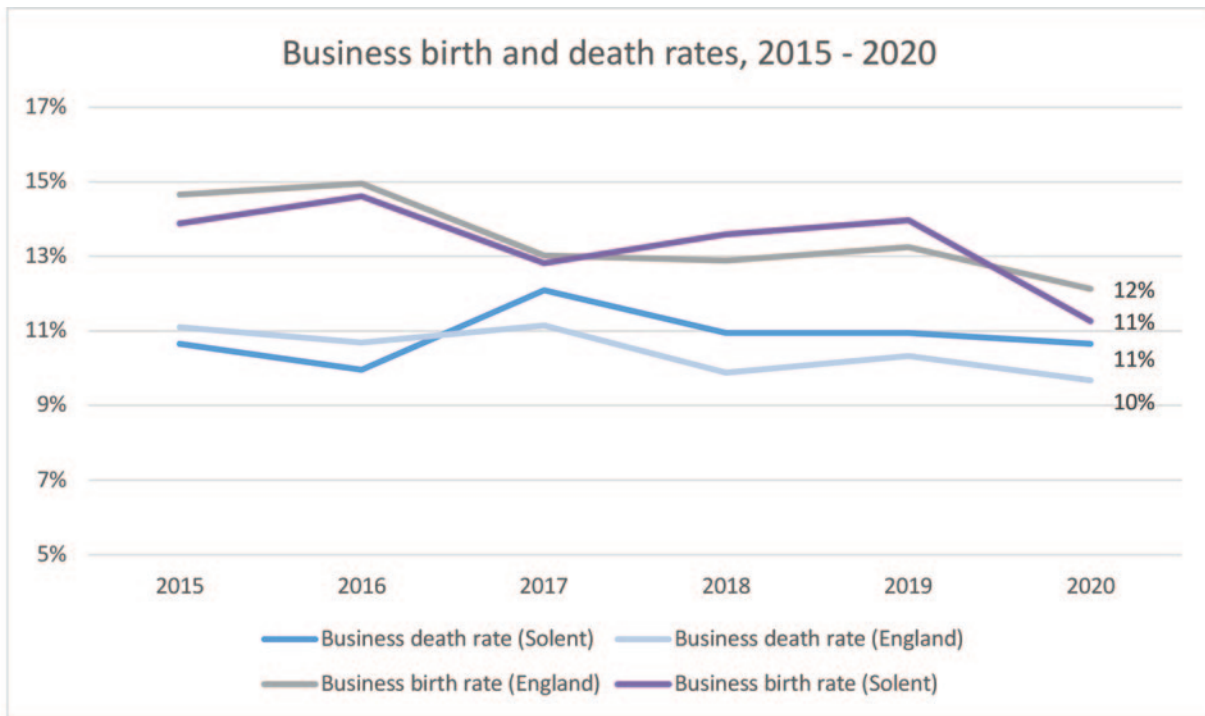


Source: **UK Business Counts, 2021, 2021 SAP boundaries**

Micro businesses, i.e. those with fewer than 10 employees, constitute the vast majority of enterprises in the Solent (89.8%), followed by a proportion of small businesses (8.4%). This profile mirrors the national average.

This business profile presents particular challenges for the skills improvement agenda, as many SMEs lack the time, capacity and awareness to engage with skills providers, as identified by Priority 2 of our Skills Strategy 'Brokerage - matching supply with demand'.

Business Birth and Death Rates

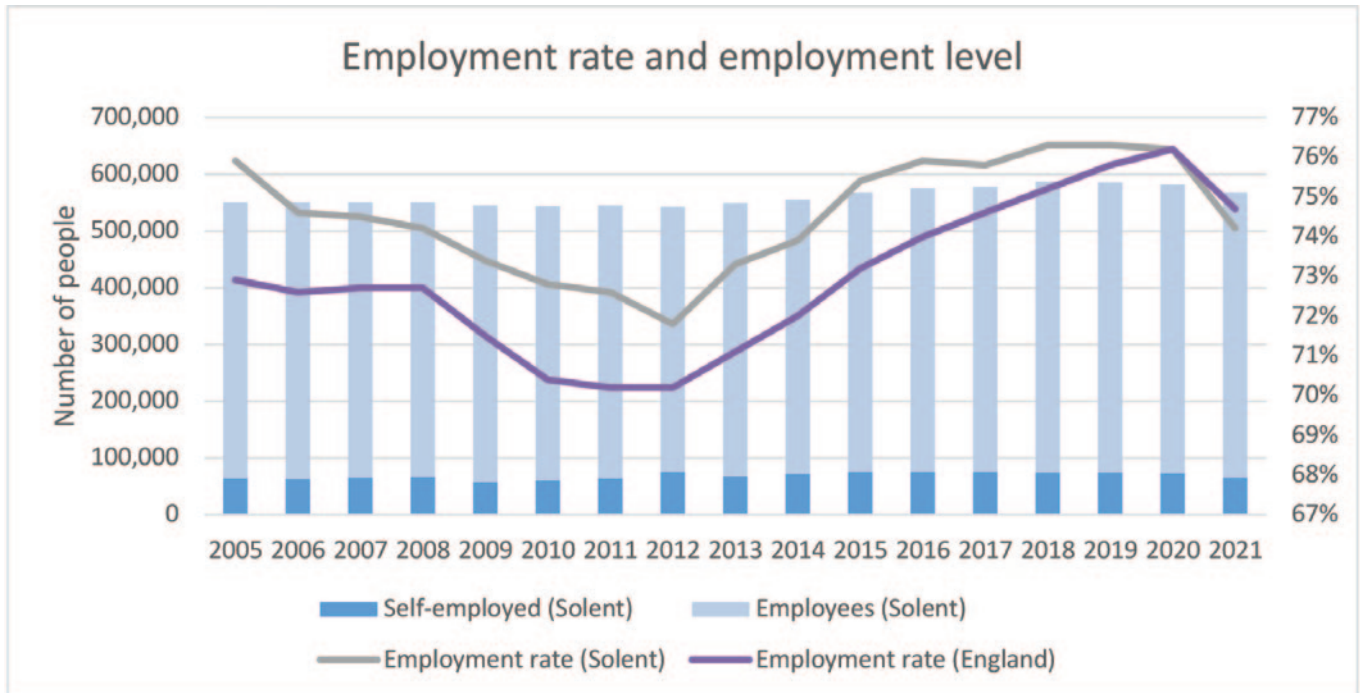


Source: **ONS Business Demography, 2015 - 2020 (published 2021), 2021 SAP Boundaries**

Relatively strong rates of enterprise births and low enterprise deaths in the Solent indicate a generally supportive environment for new businesses. In 2020, the business birth rate in the Solent was 11%, which was only slightly lower than the national average of 12%. This birth rate has

declined sharply since 2019 from 14% to 11% in 2020; this reflects a similar trend observed in England and could be attributed to the Covid-19 pandemic. The business death rate in the Solent was 10% in 2020, which was lower than across England as a whole (11%).

Employment Rate and Employment Level



Source: **Annual Population Survey, 2005 - 2021, 2021 SAP boundaries**

Whilst the employment rate in the Solent was higher than the England average from 2005 to 2020, recent years have seen greater improvements in the national employment rate compared to that in the Solent. In the 12 months to June 2021, the employment rate in the Solent was 74.2%, falling just below the England average of 75.9%. The employment rate across the Solent region ranged from 79.9% in Eastleigh to 61.4% in Gosport.

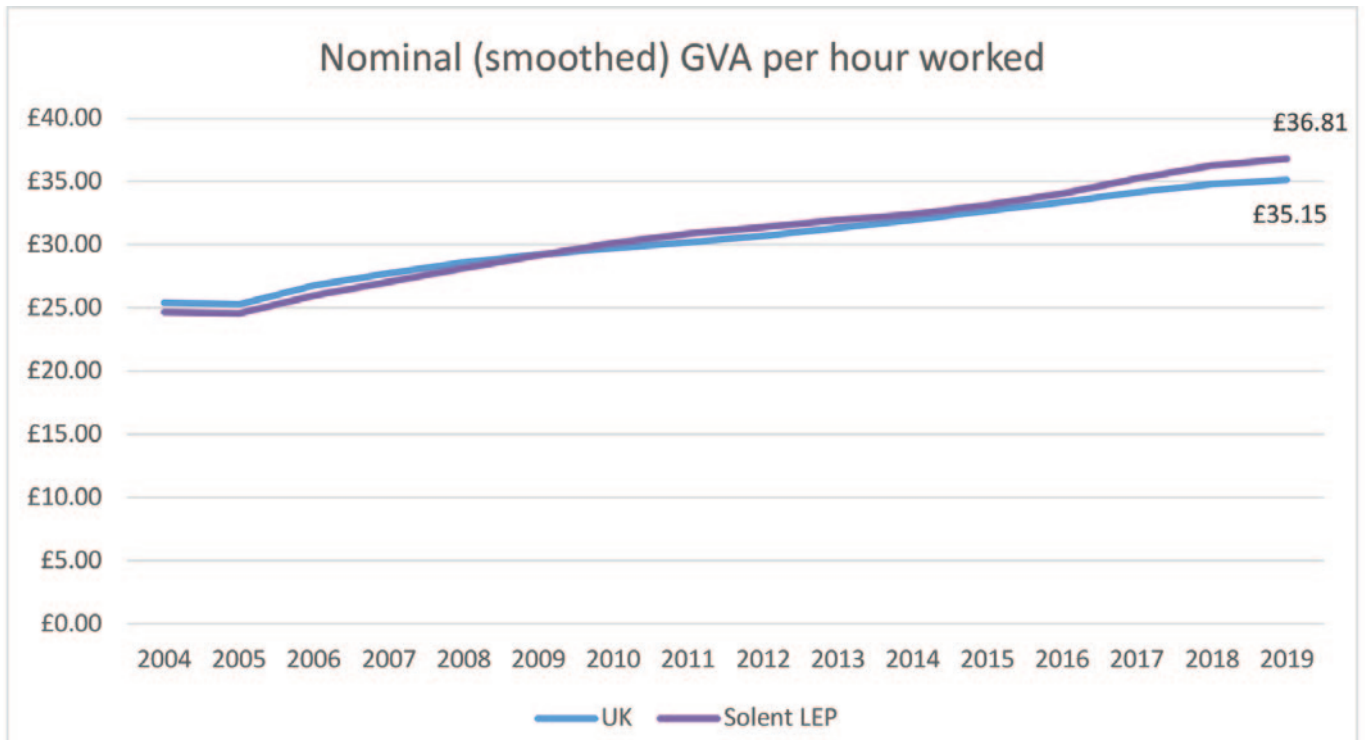
The updated Solent Local Skills Report³ notes that the region faces key challenges with regards to poor attainment during school years, above average levels of young people Not in Education, Employment or Training (NEET) and

ongoing disruption to the local jobs base caused by Covid-19 and now Brexit. These factors may contribute towards ongoing pockets of economic inactivity and unemployment in the Solent.

In the 12 months to June 2021, a total of 12.9% of those in employment in the Solent were self-employed, with the number of self-employed people having increased by 2% since 2005. The region's self-employed workforce has been heavily impacted by the Covid-19 pandemic, with over two thirds of this workforce claiming financial support as at the end of October 2020.

3. Solent LEP, Solent Local Skills Report, January 2022

Nominal GVA per Hour Worked



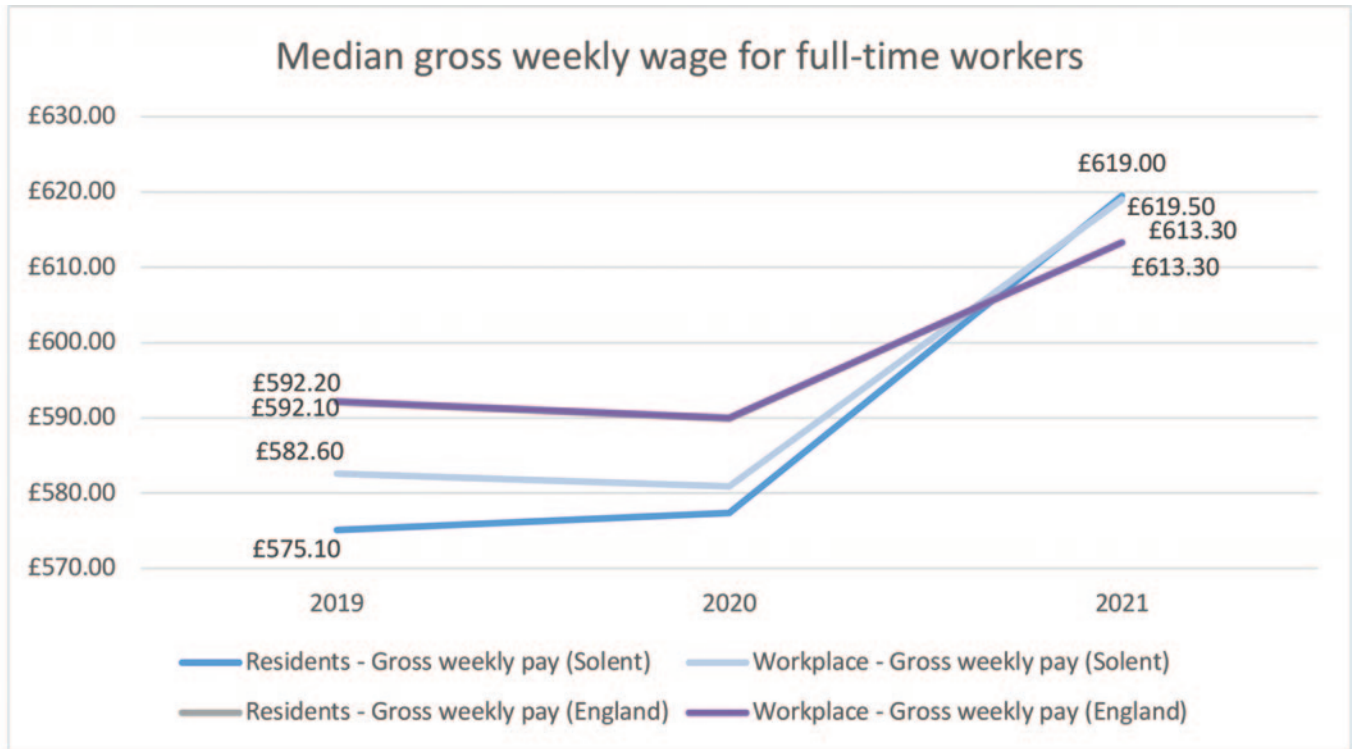
Source: **ONS Subregional Productivity, 2004 - 2019 (published 2021), 2018 LEP/MCA boundaries**

Productivity in the Solent, as measured by nominal GVA per hour worked, stood at £36.81 per hour in 2019, having increased by 50% since 2004. The Solent compares favourably with the UK in this regard, where the national average was £35.15 per hour in 2019, having increased by 38% since 2004.

This increase in productivity correlates with an increase in wages (see below).

As recognised in the emerging Solent 2050 Economic Strategy, the region's marine and maritime cluster generates £5.8 billion of GVA each year and is a particular priority sector for driving growth.

Median Wage



Source: **Annual Survey of Hours and Earnings, 2019-2021, 2020 LEP boundaries**

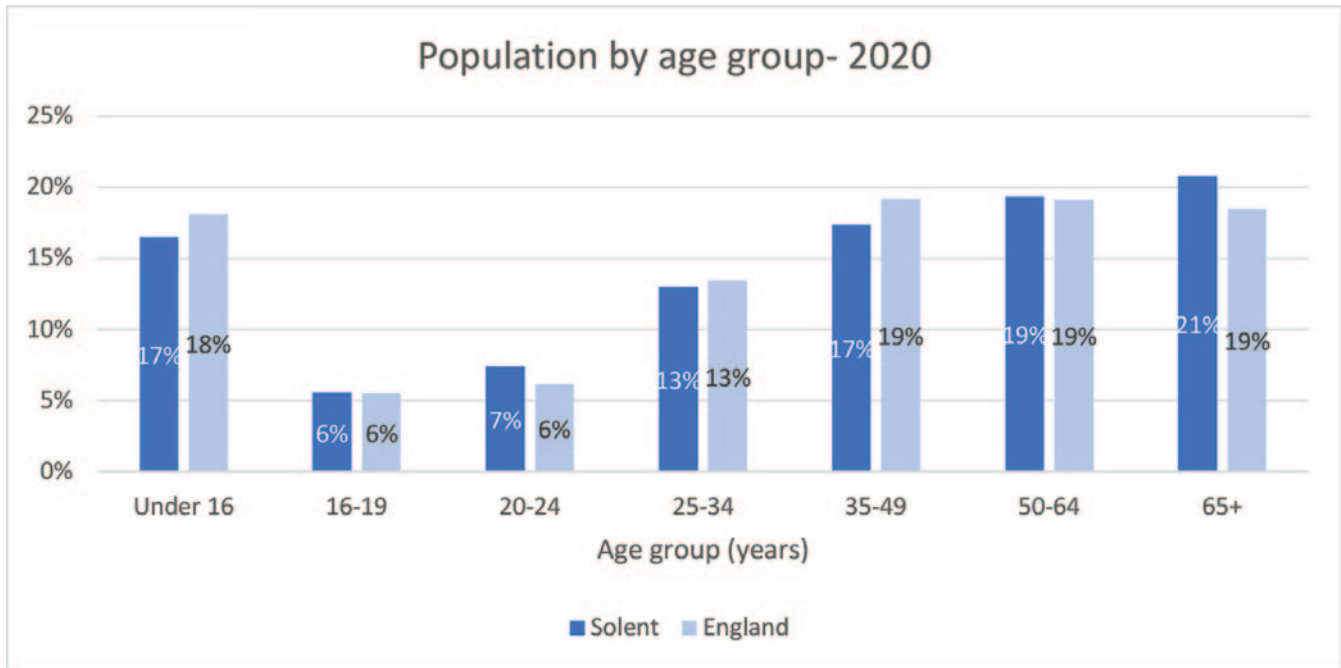
Average weekly wages for residents in the Solent (based on 2020 LEP boundaries) in 2021 were £619.50, which were 1% higher than the England average (£613.30). Analysis of data based on 2021 LEP boundaries indicates that resident wages in the Solent increased by 16% between 2016 and 2021, higher than the level of increase experienced in England over the same period (13%).

Workers in the Solent region earned £619.00 each week on average in 2021, which was 0.9% higher than the average for workers in England and similar to the average for residents in Solent. However, in previous years Solent saw a slightly higher weekly wage for workers in comparison to

residents. This suggests that the Solent accommodates a range of job roles that attract commuters in from surrounding areas, but also that the mix of job roles available locally and those occupied by residents are relatively well balanced.

Within the Solent region, average resident wages in 2021 ranged from £560.30 in Havant to £708.4 in Fareham. Average workforce wages ranged from £516.4 on the Isle of Wight to £652.4 in Eastleigh. This spread indicates and reflects a range of socio-economic conditions across the region.

Population by Age



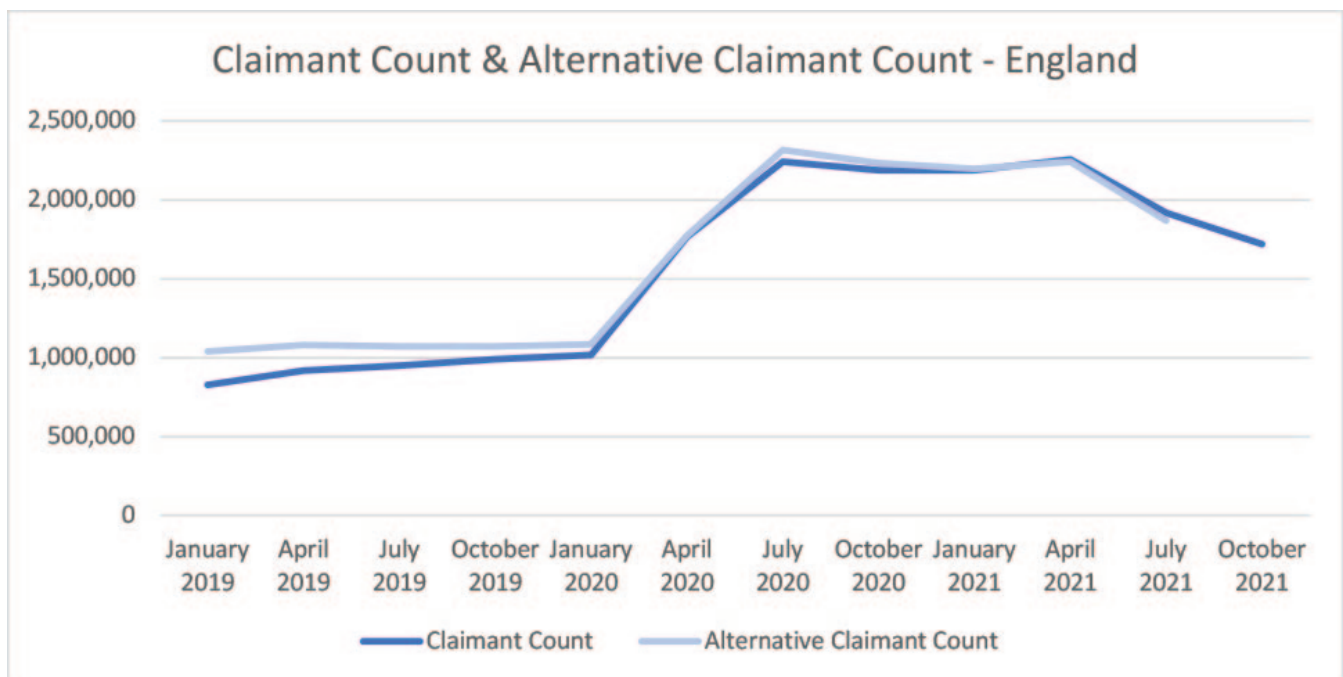
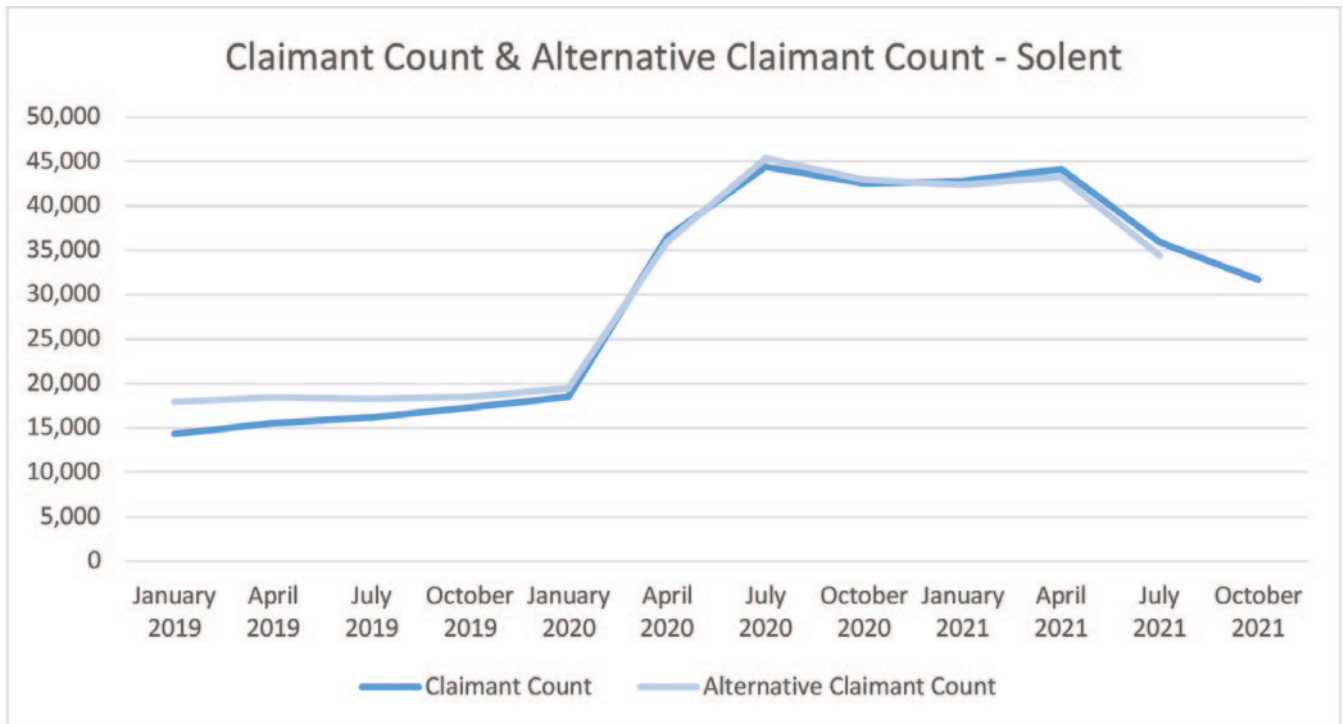
Source: **ONS Mid-year population Estimates, 2020, 2020 SAP boundaries**

The resident population in the Solent is slightly older than the national average, with 21% of residents aged 65 and older, compared to 19% across England. The number of residents in this age group in the Solent increased by 21% between 2010 and 2020, compared to an increase of just 1.3% in those aged 16 to 64. This demographic profile and trends reflect the character of some parts of the region as popular retirement destinations, for example the Isle of

Wight and the New Forest.

As highlighted in the emerging Solent 2050 Economic Strategy, this older age profile will have an impact on the supply of labour to drive growth and productivity in future. However, it also presents opportunities for the Solent to become a prime location to innovate in fields such as health and social care.

Claimant Count and Alternative Claimant Count



Source: ONS Claimant Count & DWP Stat Xplore, January 2019-November 2021, 2020 SAP boundaries

Claimant Count and Alternative Claimant Count

The economic impact of Covid-19 has continued to be felt on the Solent's economy, skills base and labour market over recent months.

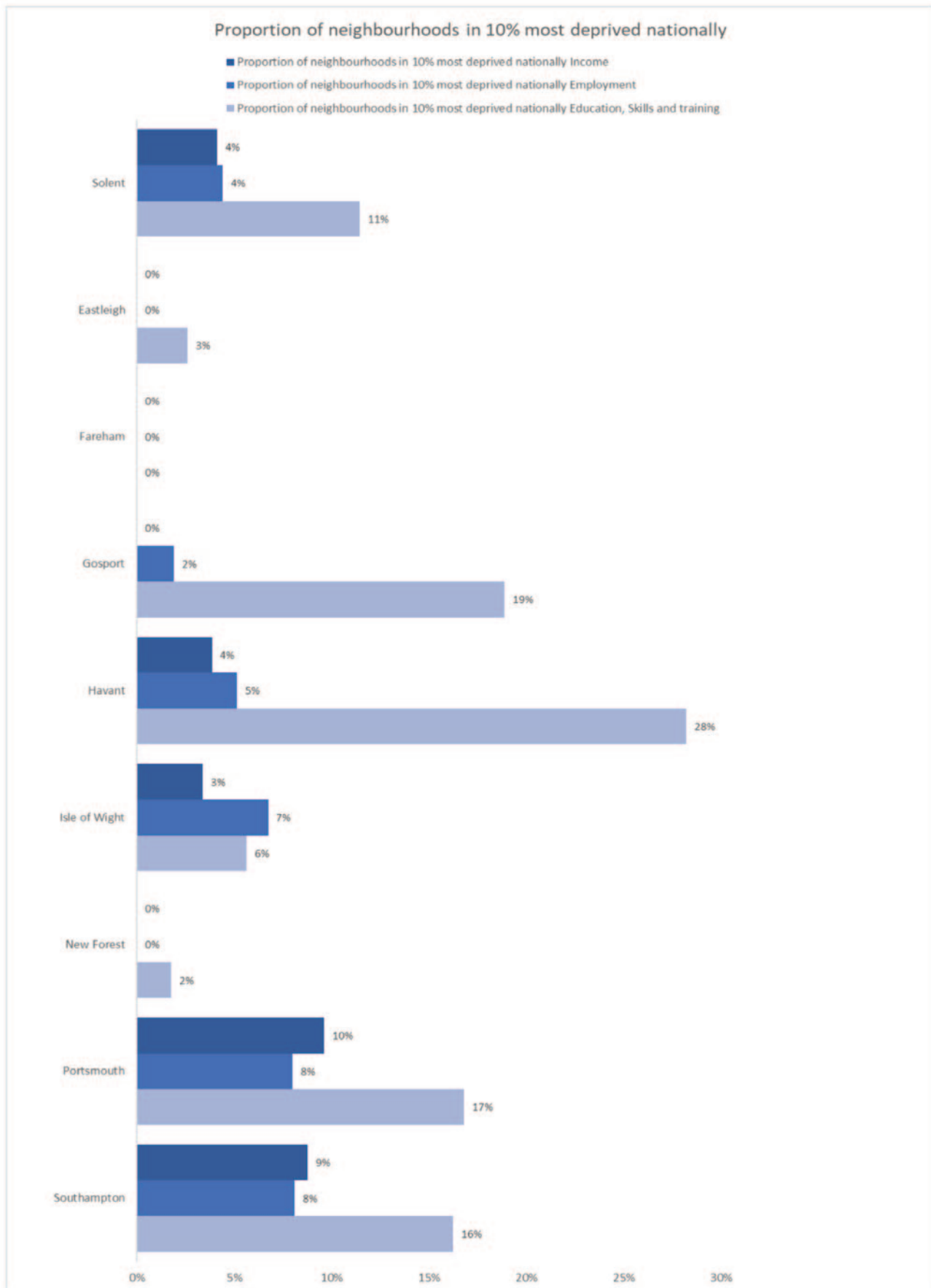
A total of 31,670 Solent residents were claiming out-of-work benefits in October 2021, having increased by 35% since January 2013. By comparison, there was a 33% increase in claimants across England. The alternative claimant count, which is focused on unemployment-related benefits, shows a relatively small increase in alternative claimant count from January 2013 to July 2021 in the Solent and England, both having increased by just 1%.

Local Claimant Counts have continued to fall in the last quarter of 2021 as the economy continues to recover from the successive restrictions of Covid-19 during the course of 2020 and early 2021.

As noted in the updated Solent Local Skills Report, young people and those in lower skilled roles have been particularly vulnerable to unemployment as a result of the Covid-19 pandemic. This indicates that there may be particular skills needs for these groups in order to support them to access and return to employment, and this is explored in more detail in the Skills Strategy.



Income, Employment and Education Deprivation



Source: Index of Multiple Deprivation, MHCLG, 2019, 2017 LEP boundaries

Income, Employment and Education Deprivation

In terms of income deprivation, the Solent region performs more favourably than the national average, with 4% of its neighbourhoods ranking within the 10% most deprived in the country. Portsmouth has the highest level of income deprivation, with 10% of its neighbourhoods in the 10% most deprived. By comparison, none of the neighbourhoods in Eastleigh, Fareham, Gosport and New Forest are within the 10% most deprived in this regard.

The Solent region also performs more favourably than the national average in terms of employment deprivation, with 4% of its neighbourhoods ranking within the 10% most deprived in the country. Within the region, Portsmouth and Southampton face the highest levels of employment deprivation, with 8% of their neighbourhoods in the most deprived in the country. None of the neighbourhoods in Eastleigh, Fareham and New Forest are within the 10% most deprived in this regard.

In terms of education, skills and training, the Solent is experiencing higher levels of deprivation than the national average, with 11% of its neighbourhoods in the 10% most deprived in the country. This deprivation is most pronounced in Havant, where 28% of neighbourhoods are within the 10% most deprived in the country. There are also significant levels of deprivation in Gosport (19%), Portsmouth (17%) and Southampton (16%). Only Fareham has no neighbourhoods ranking in the 10% most deprived.

The difference between the relatively low levels of deprivation in relation to income and employment and the higher levels of deprivation in relation to education, skills and training indicates an area of concern for the Solent economy. This differential suggests that there is a need to train and upskill the local population in order to maintain living standards and support future growth.



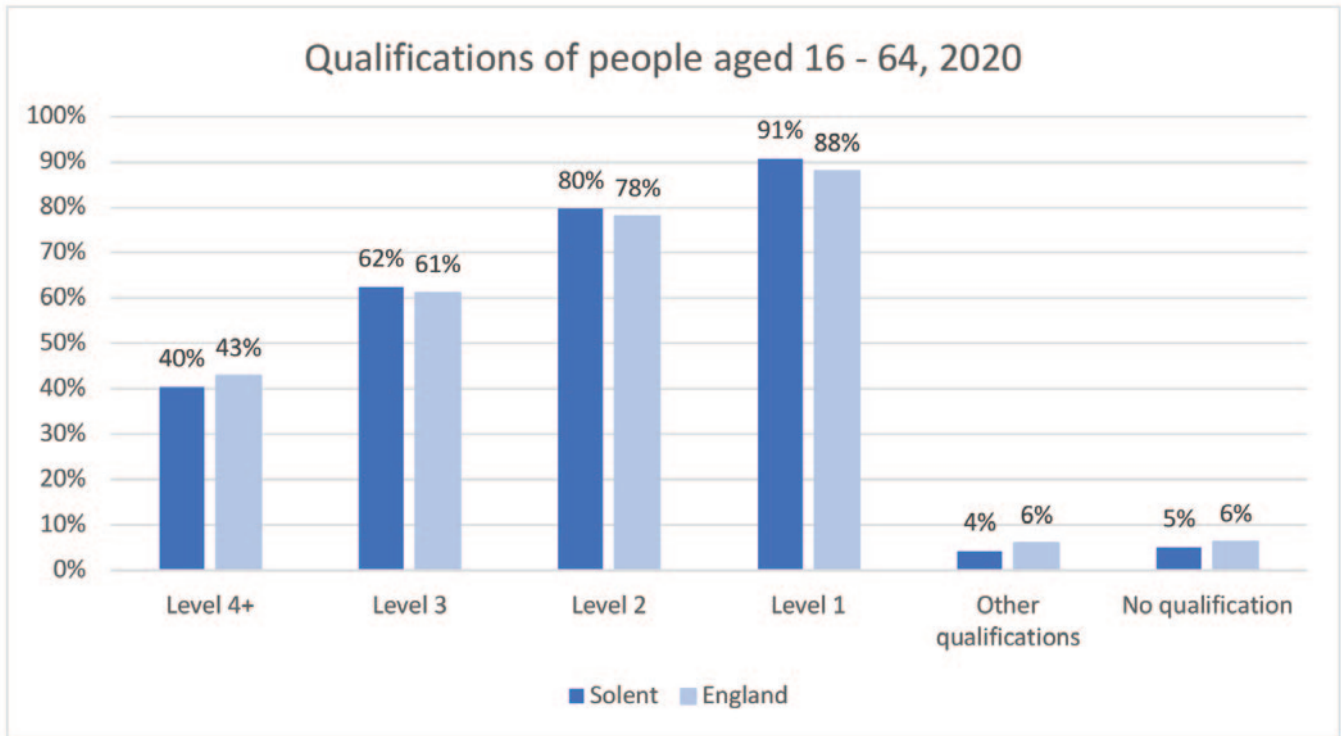
Skills Supply - Summary

- The qualification profile for Solent residents indicates a relatively strong skills base up to A-level or equivalent (Level 3) but presents a challenge in terms of a gap in degree-level (NVQ 4+) qualifications.
- Further education and training achievements for Solent residents indicate strong demand for practical and softer skills. Health, public services and care was the most popular industry-specific sector subject area (SSA) in the Solent and nationally in 2020/21. Followed by an increase in demand for Information and Communication Technology skills which have remained in high demand throughout the Covid-19 pandemic. This aligns with the identified core sector of social care in the updated Solent Local Skills Report³.
- Business, Administration and Law was by far the most popular SSA for apprenticeship achievements in the Solent in 2020/21, followed by engineering and manufacturing technologies, health, and public services. The engineering and manufacturing technology, health and care, and public services SSAs align with identified core sectors in the Solent.
- Whilst the largest current sector in terms of employment is health, only 2% of Solent students qualified in medicine and dentistry and 8% qualified in subjects allied to medicine in 2019/20. This presents challenges in terms of providing a qualified workforce for the healthcare sector.
- Trends relating to destinations of learners in the Solent following their studies (in relation to KS4, KS5, apprenticeships and HE graduates) show that traditional education routes are generally less popular than the national average, with more students entering sustained employment and apprenticeships. These trends present opportunities to provide increased alignment of skills with industry and employer needs. However, there is a risk that the workforce will not attain the higher level qualifications needed to access higher skilled jobs.
- Over a third of graduates from South East HEIs (39%) remained in the South East region immediately following their studies. London was the second most popular area for graduates of South East HEIs (28% after five years). This represents an opportunity to improve graduate retention in the Solent.
- A total of 64% of Solent employers provided training of some kind in 2019, which was higher than the national average of 61%.



3. Solent LEP, Solent Local Skills Report, January 2022

Qualifications



Source: **Annual Population Survey, January 2020 – December 2020, 2020 SAP boundaries**

A total of 40% of the Solent population aged 16 to 64 was qualified to NVQ Level 4 and above in 2020, which was lower than the England average of 43%. However, 91% of Solent's workforce was qualified to Level 3, which was higher than the England average of 88%. A total of 5% of the Solent workforce had no qualifications, which was slightly lower than the national average of 6%.

This qualification profile indicates a relatively strong skills base in the Solent up to A-level or equivalent but also a relative gap in NVQ level 4 and above qualifications. This gap must be addressed as part of the emerging Solent 2050 Economic Strategy focus on maximising the benefits of the three world-class universities located in the region.

Fareham's workforce was the most highly qualified, with 46% of those aged 16 to 64 holding qualifications of Level 4 or above in 2020. Havant's workforce was the least qualified, with 11% of those aged 16 to 64 holding no qualifications.

Demography, globalisation, competition, and technological change are some of the most important drivers behind the changing the pattern of demand for employment and skills in the Solent. Changes in job context and type of job tasks performed are expected to create a need for higher level qualifications. Our evidence base shows that over a 10-year

period at least 93,600 job openings (39% of all jobs) are projected to require a Level 4+ skills. Relatively strong but slowing demand is projected for Level 3 and Level 2 (46,000 and 49,000 respectively)¹.

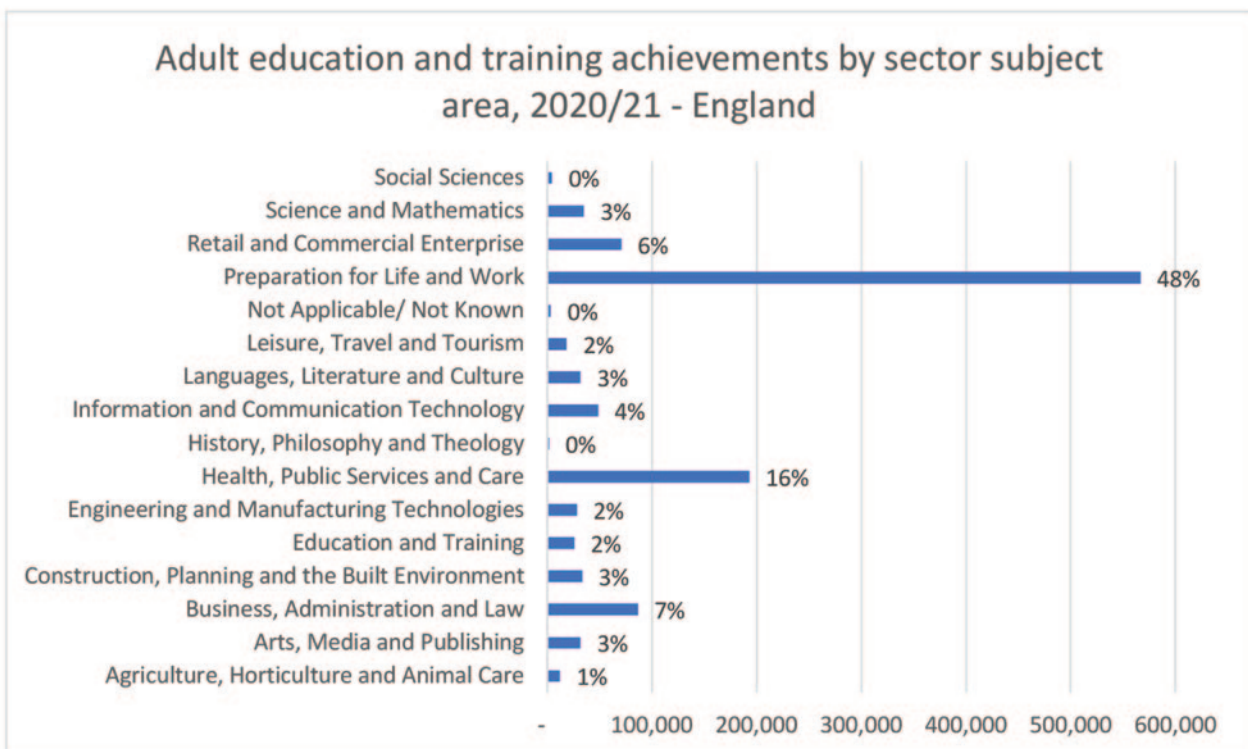
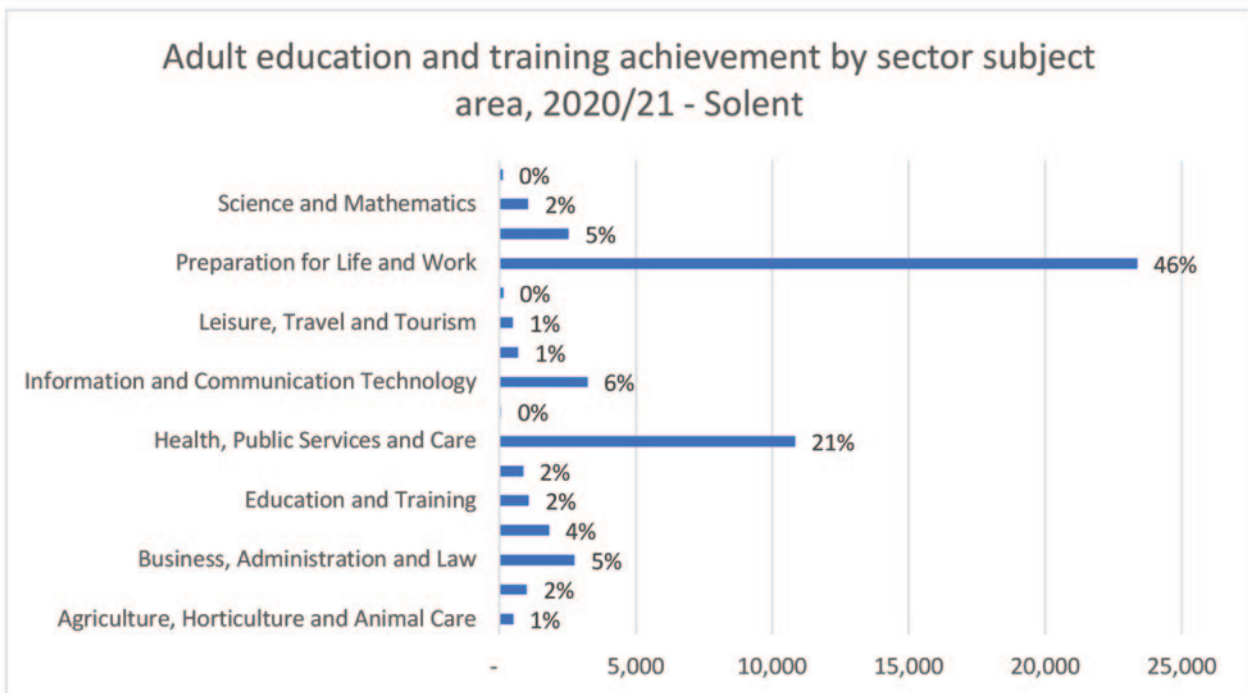
The Solent has over 308,900 residents of working age educated to a degree or higher qualification, 55,000 more than in 2011. Advanced qualifications form the bedrock to a productive workforce and for faster economic growth. The gap between Solent and the UK has narrowed but to reach comparative rates with the UK and South East the Solent needs more residents with degrees or equivalent advanced qualifications¹.

The Solent has more working age residents with intermediate skills (477,000) than advanced or low skilled and above the national and South East averages. There has been little change in numbers since 2011. However, several priority sectors such as tourism, transport & logistics and parts of advanced manufacturing require intermediate skills¹.

The Solent has an estimated 137,500 low skilled working age residents. The number of low skilled residents has decreased since 2011 and the gap with the UK has narrowed but half of the eight sub-areas have above national rates for low skilled residents¹.

1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

Adult FE Education and Training Achievements

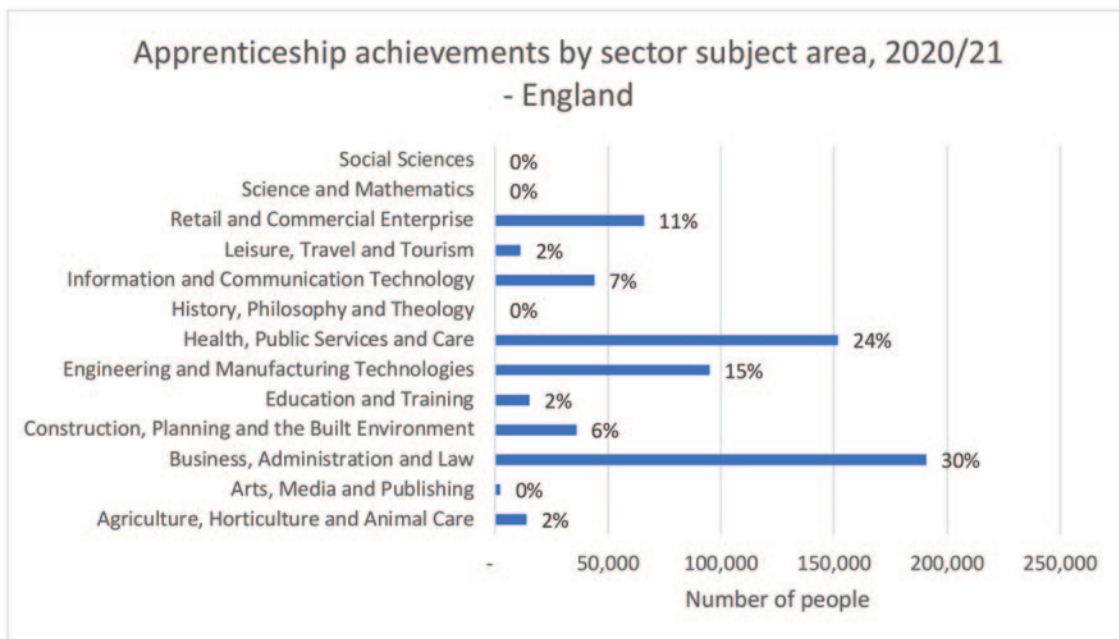
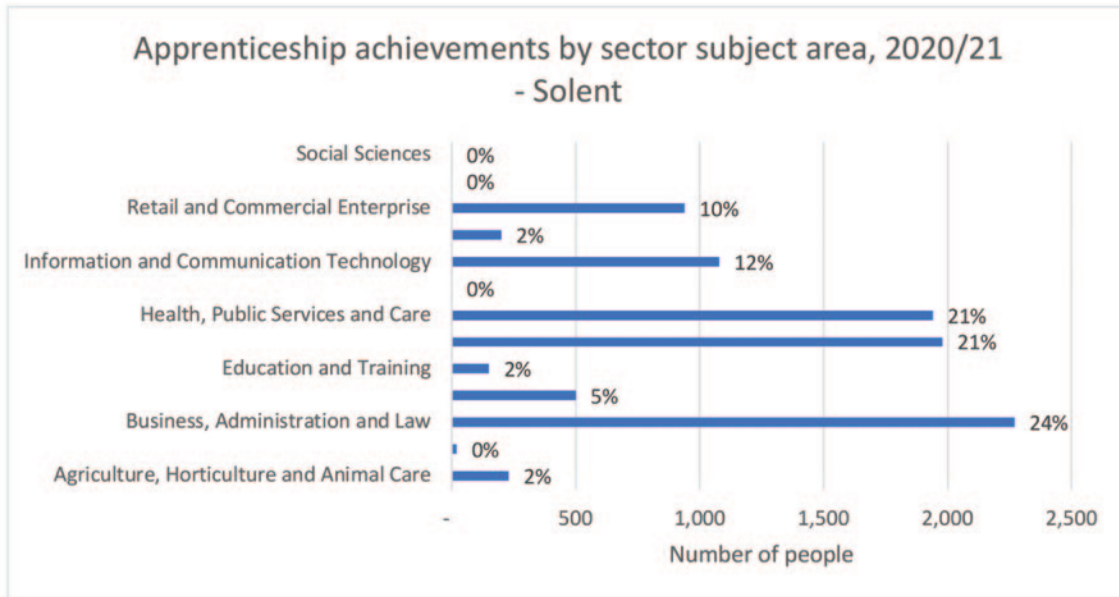


Source: Further Education & Skills Data, DfE, (published 2021), 2020 SAP Boundaries

In 2020/21, adult further education and training achievements for Solent residents were concentrated in the “preparation for life and work” sector subject area (SSA), which accounted for 46% of all adult education and training achievements. This indicates that there is a strong supply of practical and softer skills locally. This concentration is also evident nationally, with this SSA accounting for 48% of all achievements in England.

Health, public services and care was the most popular industry-specific SSA in the Solent and nationally in 2020/21, accounting for 21% and 16% of all adult education and training achievements, respectively. This SSA aligns with the identified core sector of social care in the updated Solent Local Skills Report. Information and communication technology was the next most popular area in the Solent, followed by business, administration and law and retail and commercial enterprise.

Apprenticeship Achievements



Source: Apprenticeships Data, DfE, (published 2020), 2020 SAP Boundaries

The number of apprenticeships starts in the Solent LEP area has decreased since 2014/15 but the number of achievements has increased. The area has seen rising numbers of advanced and higher apprenticeship achievements¹.

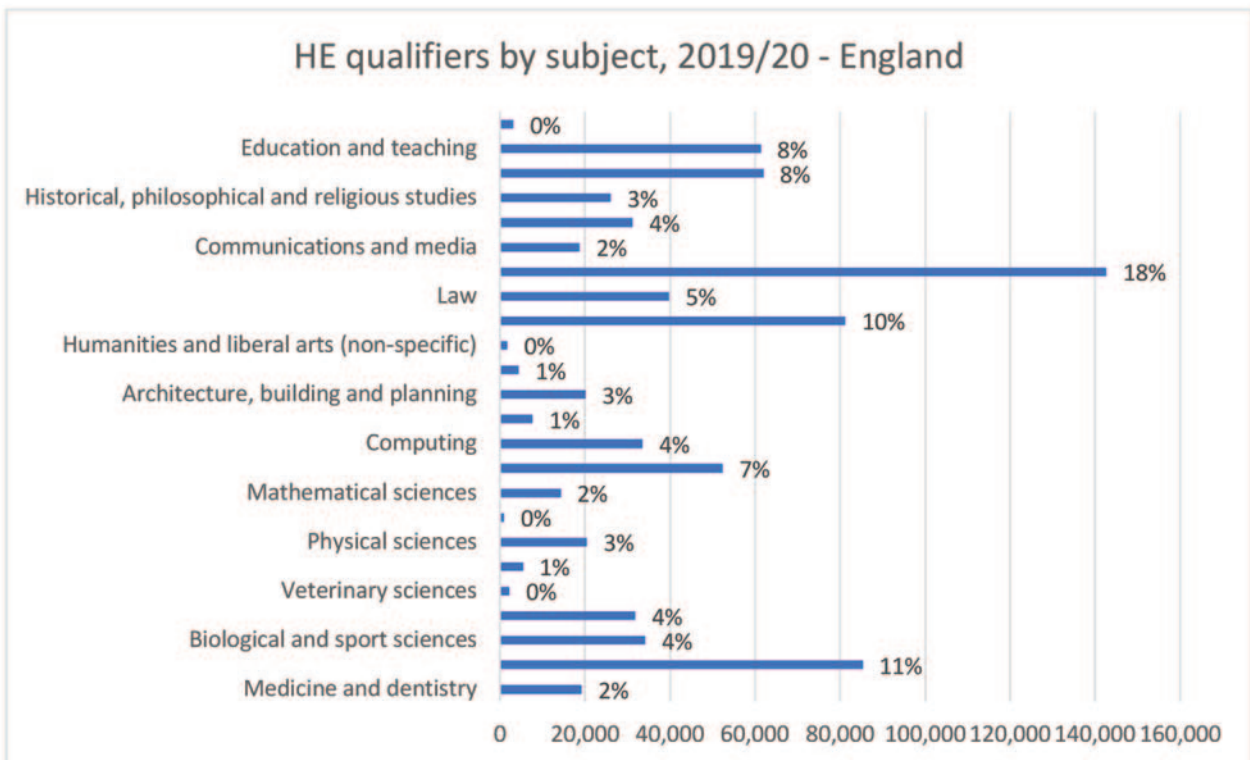
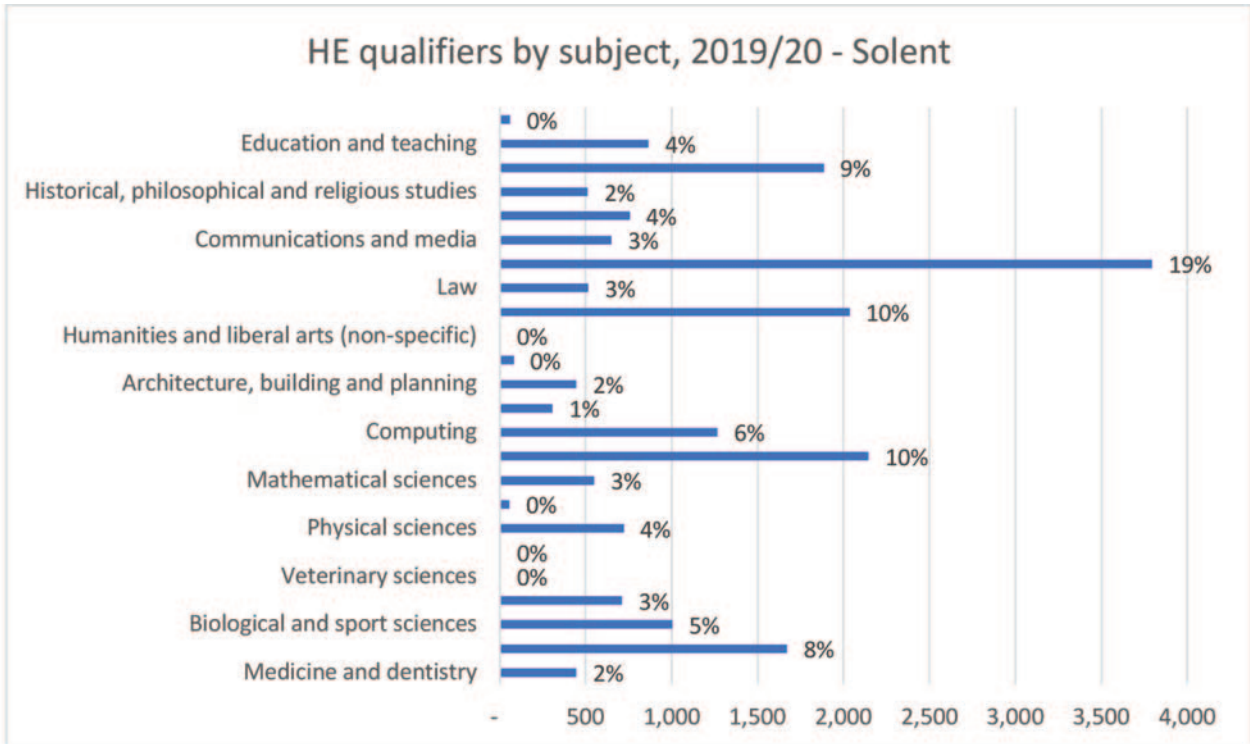
Business, Administration and Law was by far the most popular SSA in the Solent in 2020/21, accounting for 24% of all apprenticeship achievements, followed by engineering and manufacturing technologies (21%) and health, public services and care (21%). These three sectors were also the most popular across England with business, administration and law also ranking the highest (30%), followed by health, public services and care (24%), then engineering and manufacturing technology (15%).

The three most popular SSAs in the Solent align well with three of the identified core sectors in the Solent Local Skills Report. The engineering and manufacturing technology SSA correlates with the engineering and marine and maritime core sectors, and the health, public services and care SSA aligns with the social care core sector.

DfE Localism Dashboard data indicates that there are significant differences in the gender split of apprenticeship achievements in the engineering and manufacturing technology and health (predominantly undertaken by males), public services and care SSAs (with a much higher proportion of females) in the Solent and business, administrative and law with an even split between the genders. This split is also reflected in the national data.

1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

HE Qualifiers



Source: HESA, 2019/2020 qualifiers (published 2021), 2020 SAP boundaries

HE Qualifiers

A total of 19% of Solent students qualifying for higher education in 2019/20 were studying business and management, which was higher than the England average of 18%. The second most popular subject in the Solent was engineering and technology, accounting for 10% of qualifying students, which was significantly higher than the England average of 7%. Social Sciences was the third most popular subject in the Solent, with 10% of qualifying students.

The strong representation of qualifying students in engineering and technology corresponds with the

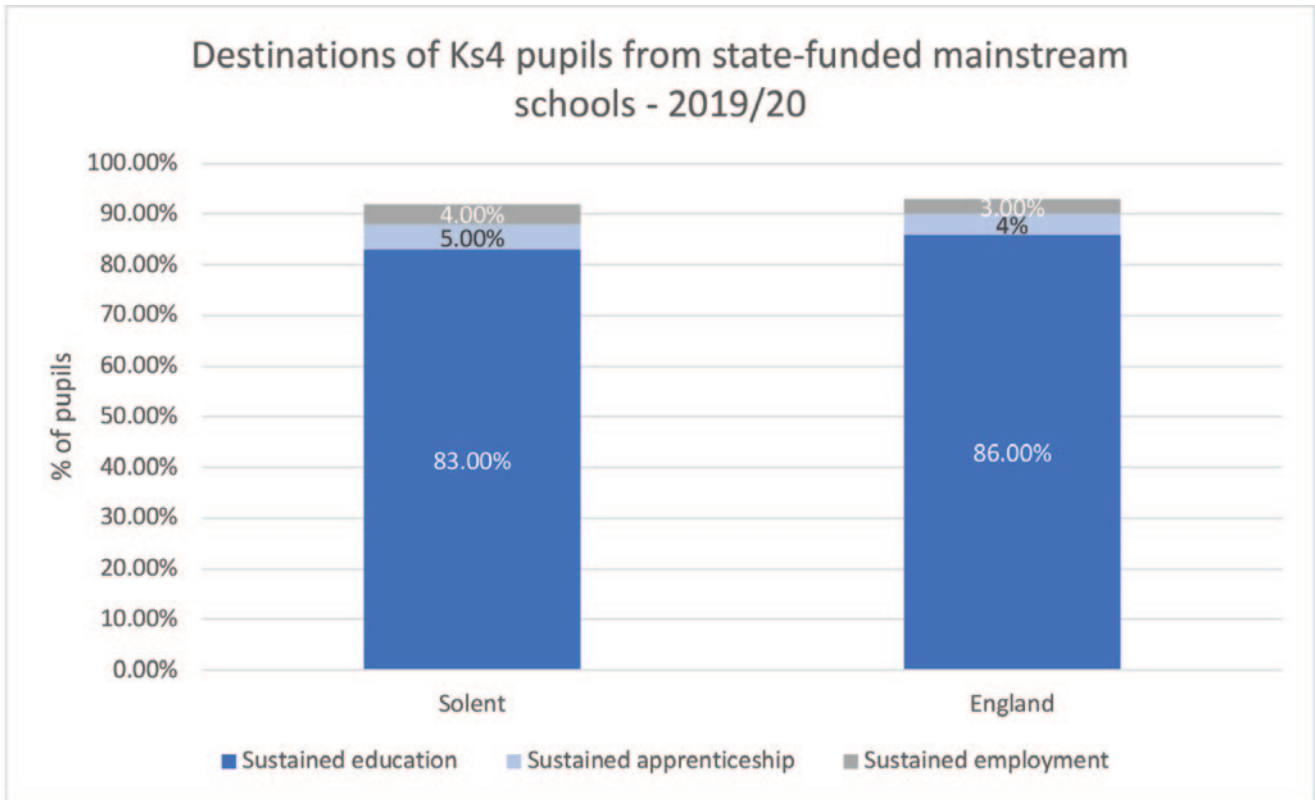
engineering and marine and maritime core sectors in the updated Solent Local Skills Report³ and as reflected within the emerging Solent 2050 Economic Strategy.

The profile of higher education qualifiers in the Solent does not align particularly with the existing main sectors of employment in the region. When considering that the largest current sector in terms of employment is health, it is notable that, whilst 2% of Solent students qualified in medicine and dentistry (which was equal to the national average), only 8% qualified in subjects allied to medicine, compared to 11% nationwide.



3. Solent LEP, Solent Local Skills Report, January 2022

KS4 Destinations



Source: **KS4 Destination measures, DfE, 2019/20 (published 2021), 2020 SAP Boundaries**

Solent underperforms against the national average on the attainment of young people¹.

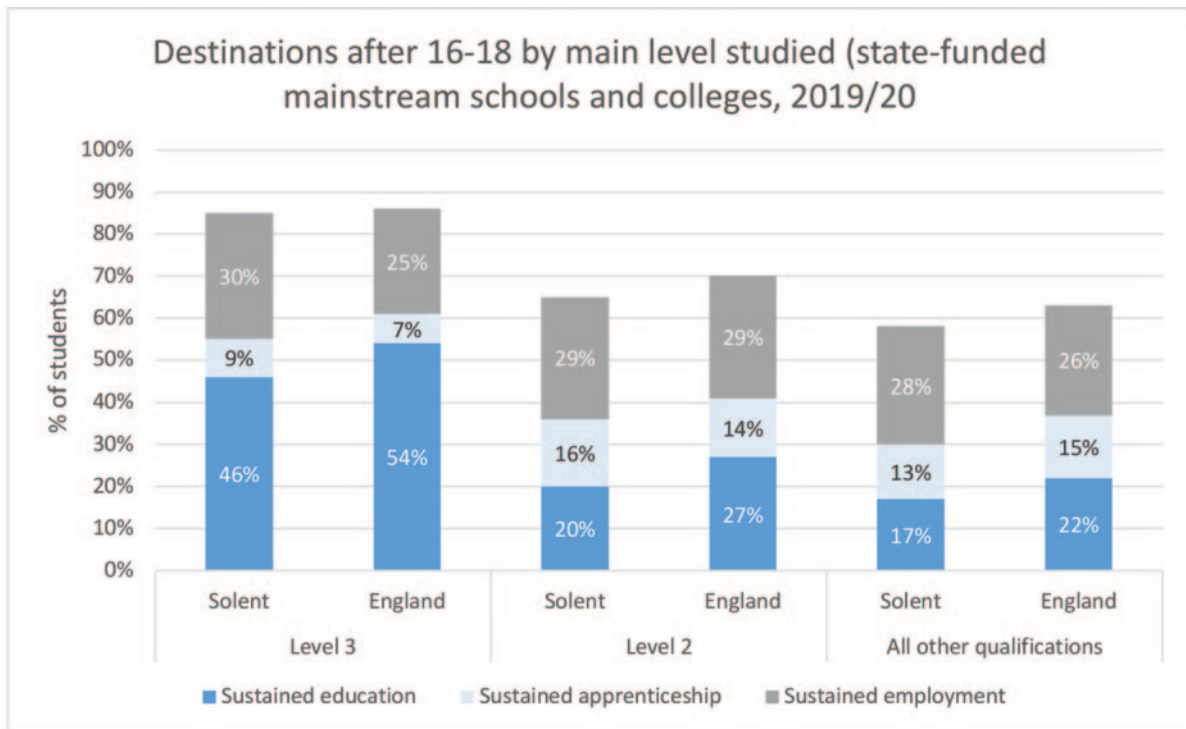
In 2019/20, a total of 83% of KS4 pupils in the Solent went on to sustained education, which was slightly lower than the England average of 86%. However, a total of 5% of Solent pupils progressed to apprenticeships, which was higher than the England average of 4%, and 4% of Solent pupils went into employment, which was also higher than the national average of 3%. In total, 92% of Solent KS4 pupils

went on to access education, training or employment, which was slightly lower than the national average of 93%.

This profile indicates a slightly more diverse range of post KS4 destinations amongst students in the Solent, but also that the proportion of students accessing education, training or employment after KS4 is very similar to the national average. It does also suggest however, that around 7% of the Solent's post-KS4 students were not in employment, education or training (NEET).

1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

KS5 Destinations



Source: **16-18 Destination measures, DfE, 2019/20 (published 2021), 2020 SAP Boundaries**

Of the Solent students studying Level 3 qualifications at age 16 to 18 in 2019/20, 85% went on to a sustained education, employment or apprenticeship destination, which matched the overall level of progression nationally.

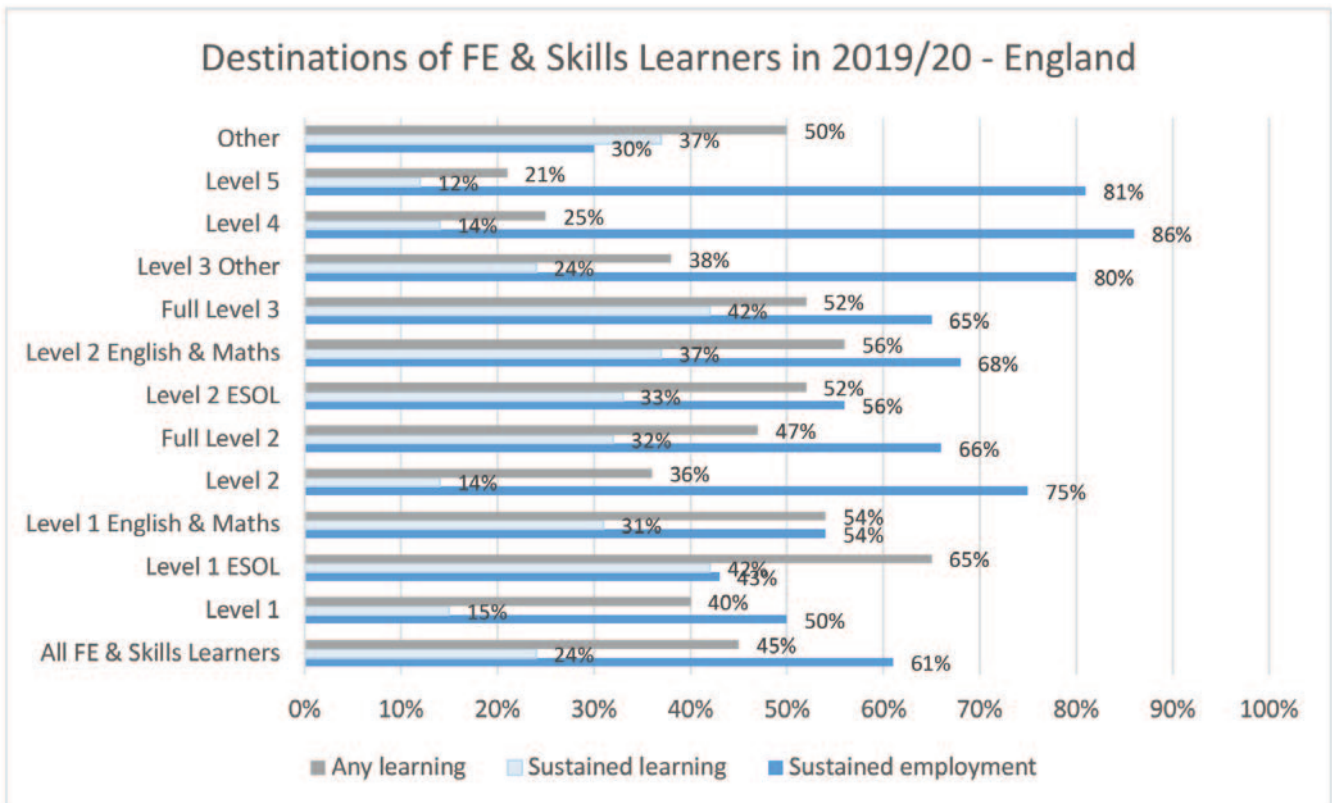
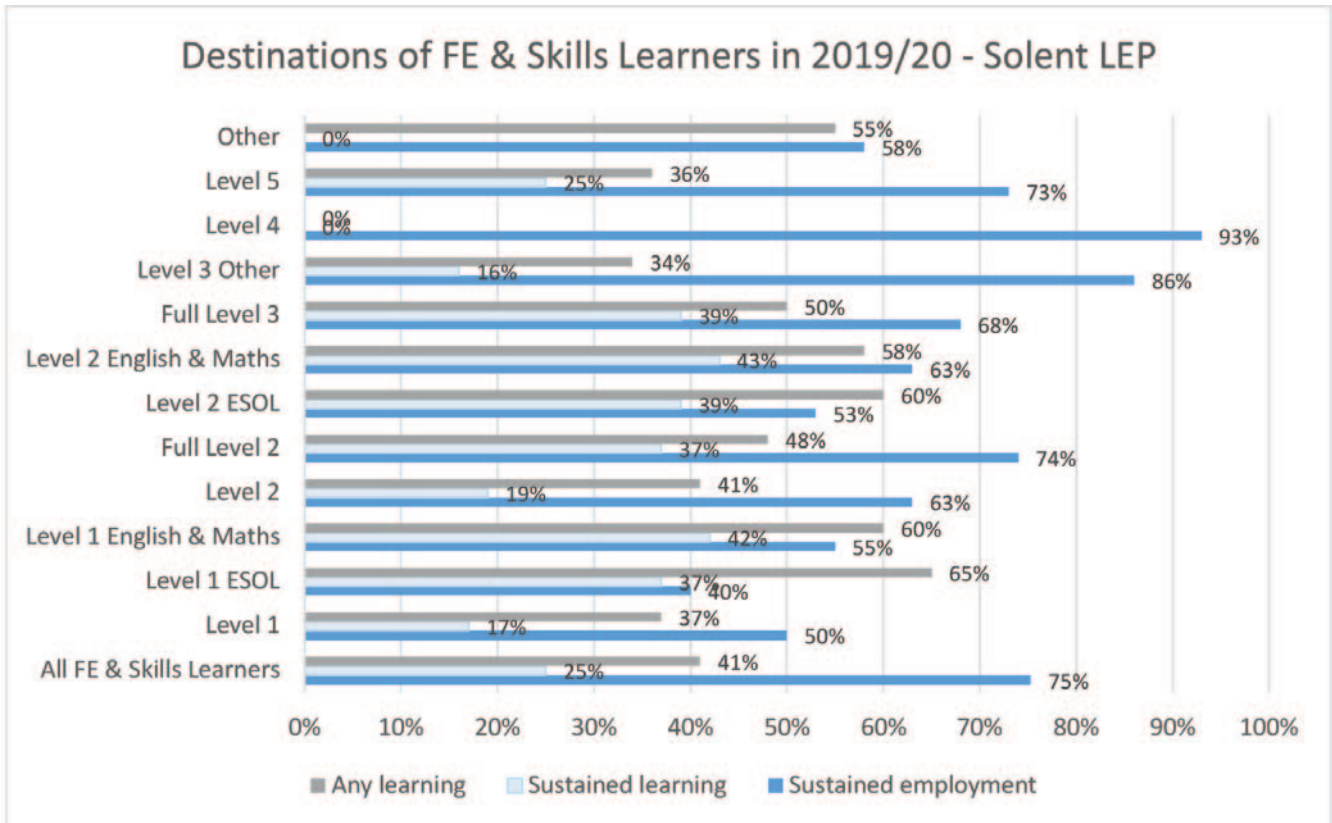
A total of 46% of Solent students went on to sustained education, 30% to sustained employment and 9% to sustained apprenticeships. By comparison, in England, a larger proportion of students (54%) went on to sustained education, a smaller proportion to employment (25%) and a slightly smaller proportion (7%) to apprenticeships. This highlights a smaller representation of traditional education and a stronger representation of employment for young people in the Solent compared to the national average.

Of the Solent students studying Level 2 qualifications, 65% went on to any sustained education, employment or

apprenticeship destination, compared to 70% nationally. As with those studying Level 3 qualifications, a smaller proportion went on to sustained education (20%) than the national average (28%) and a larger proportion went on to sustained employment (29%) than the national average (28%), as well as a higher proportion moving into sustained apprenticeships (16%).

Of the Solent students taking other qualifications, 58% went on to any sustained education, employment or apprenticeship destination, compared to 63% nationally. As with students taking Level 2 and 3 qualifications, a larger proportion of Solent students went on to employment (28% compared to 26% nationally) and a smaller proportion to education (17% compared to 22% nationally). A smaller proportion of Solent students went on to apprenticeships (13% compared to 15% nationally).

Outcomes for Adult FE and Skills Learners



Source: FE outcome based success measures, 2019/20 destinations, DfE, (published 2021), 2018 LEP boundaries

Outcomes for Adult FE and Skills Learners

FE and skills destinations

Of all adult FE and skills learners in the Solent in 2019/20, 75% went on to sustained employment, which was higher than the England average of 61%. This indicates good alignment between FE and skills provision and employment opportunities in the Solent.

A total of 25% of all adult FE and skills learners in the Solent went on to sustained learning, which was in line with the national average of 24% and 41% went on to any learning, which was slightly lower than the national average of 45%.

Rates of progression into sustained employment for Solent learners were highest for those studying Level 4 (93%), Level 3- Other (86%), Level 5 (73%) and Level 2 (63%) courses. National rates of progression were similar, with 86% of Level 4 learners, 75% of Level 2 learners, 80% of

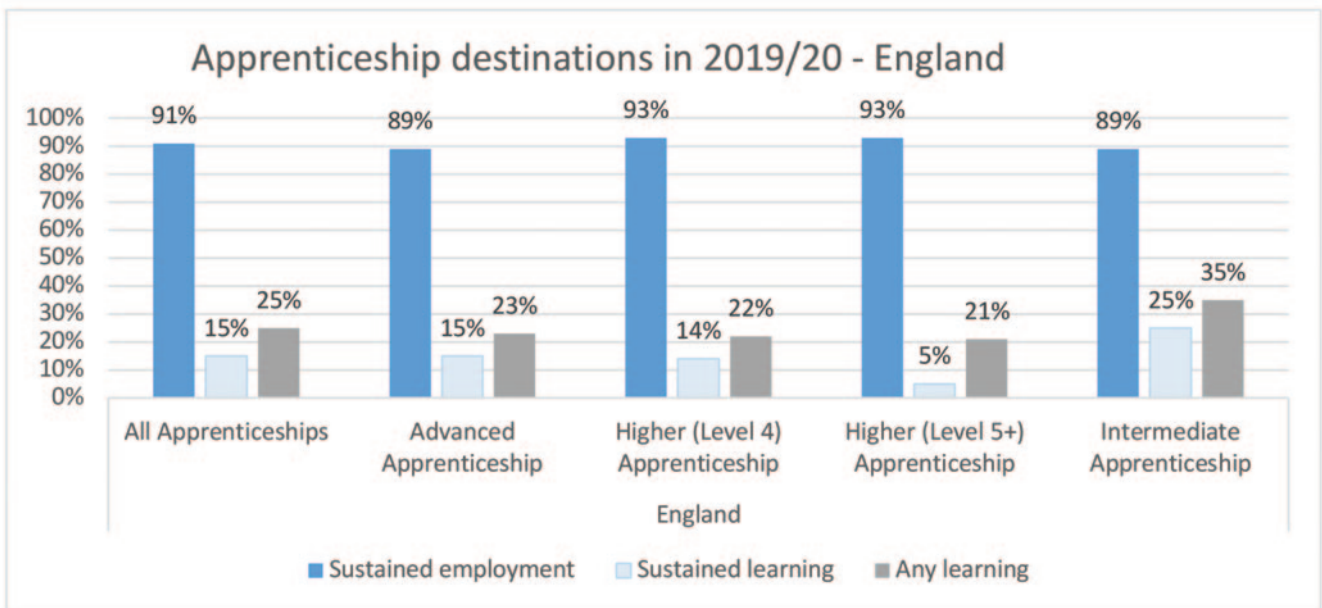
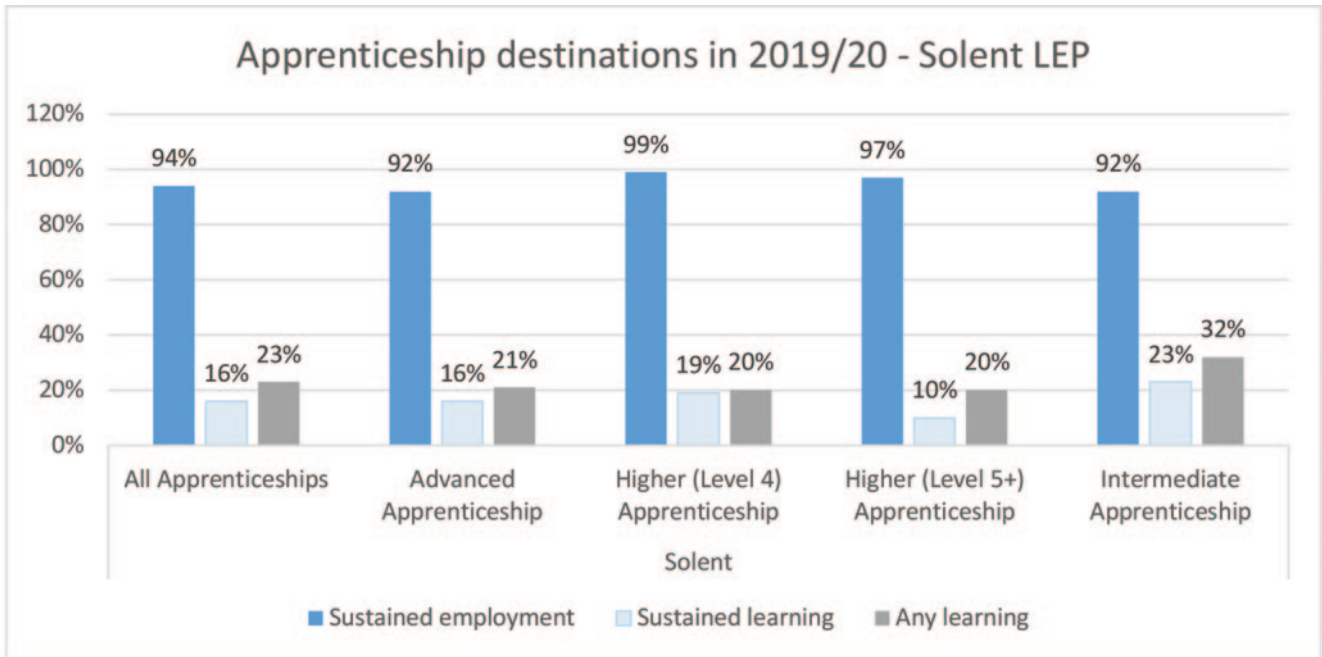
Level 3 – Other learners and 81% of Level 5 learners progressing into employment. This indicates a demand for higher skilled workers among employers, both in the Solent and nationally.

This suggests that employment outcomes amongst adult learners are stronger for the Solent than the national picture, and this position is echoed across all skills levels except for Level 5.

Progression into sustained learning for Solent learners was highest for those studying Level 2 – English and Maths (43%) courses. In England as a whole, the highest rates of progression into sustained learning were from those studying Level 1 – ESOL (42%) and Full Level 3 (42%) courses.



Apprenticeship Destinations



Source: **FE outcome based success measures, 2019/20 destinations, DfE, (published 2021), 2018 LEP boundaries**

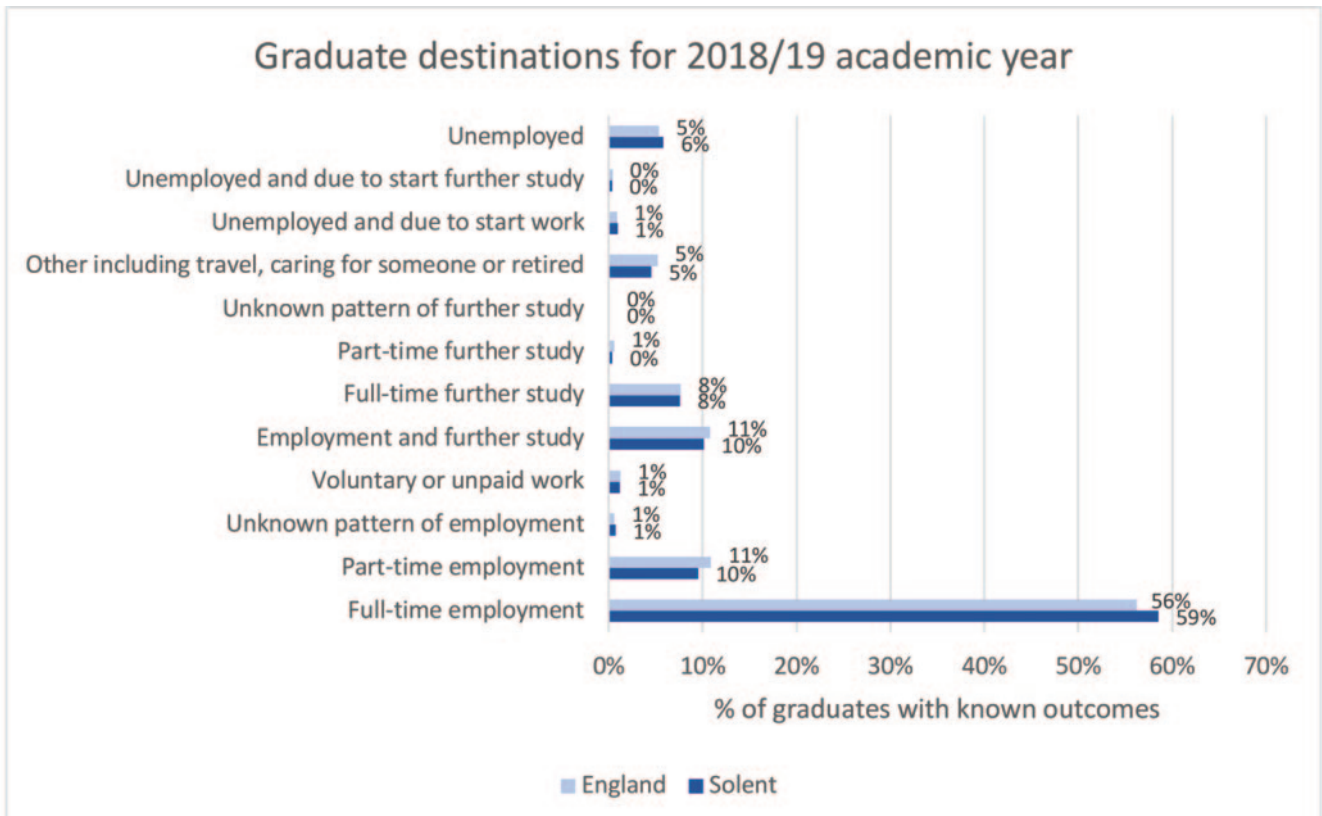
A higher proportion of apprenticeships in the Solent in 2019/20 led to sustained employment and a higher proportion to further learning than the national averages.

Of all apprentices in the Solent in 2019/20, a total of 94% went on to sustained employment, which was higher than the national average of 91%. A similar proportion of Solent

apprentices went on to sustained learning (16%) and other learning (23%) than the national averages of 15% and 25%.

This trend of Solent apprentices going into sustained employment rather than further learning is evident at all qualification levels.

HE Graduate Destinations



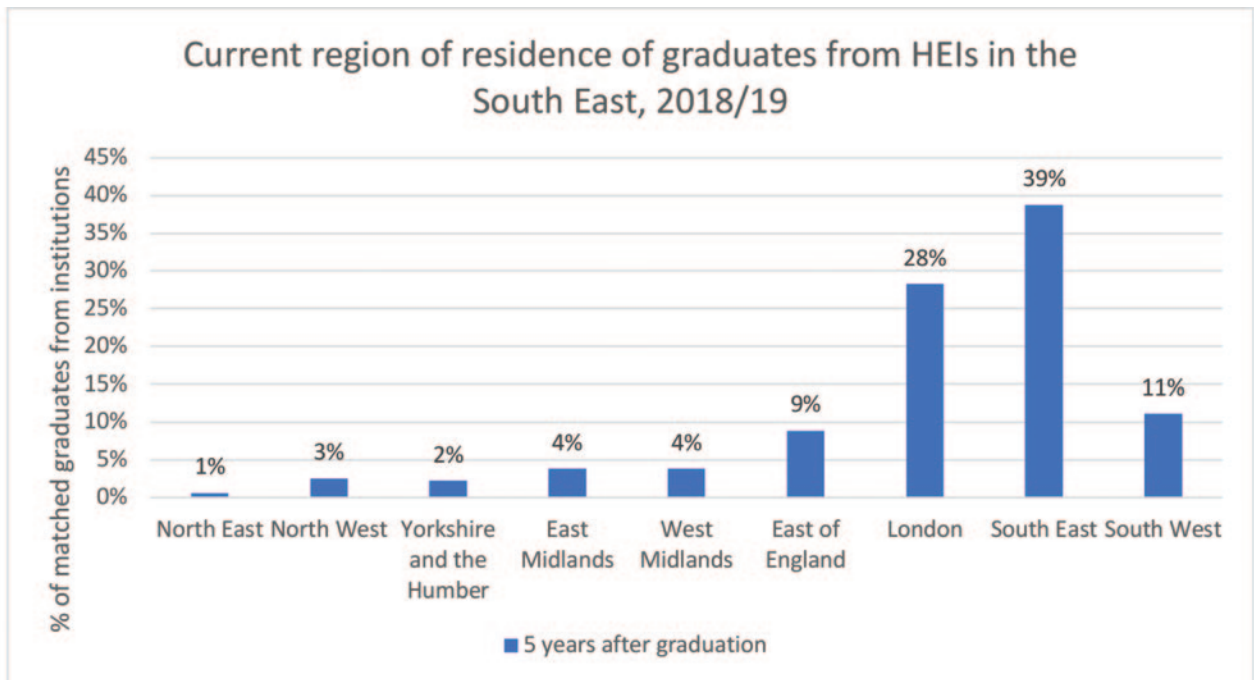
Source: HESA, 2017/18 graduates (published 2020), 2020 SAP boundaries

Trends for destinations of HE graduates from Solent institutions for the 2018/19 academic year were similar to the national average.

A total of 59% of Solent graduates went on to full-time employment after the 2018/19 year, compared to the national average of 56%, and a total of 10% of Solent

graduates went on to part-time employment, compared to 11% across England. A total of 10% of Solent graduates went on to employment and further study and 8% went on to full-time further study, both of which matched the national average. Similarly, 6% of graduates were unemployed in the Solent compared with 5% across England.

HE Graduate Retention



Source: **Graduate Outcomes in 2018/19, DfE, (published 2020), 2020 SAP boundaries**

Latest data shows that more than half of graduates from institutions in the South East remained in the South East region five years after graduation.

London was the second most popular area for graduates in the South East with 28% of graduates resident in the capital after five years of graduation. The South West and the East of England were also popular destinations, attracting 11% and 9% of graduates in the South East after five years of graduating.

Proximity to the Solent and strong employment opportunities, for London in particular, are likely to be key factors in attracting Solent graduates. However, high living costs in London and some areas of the South East may be

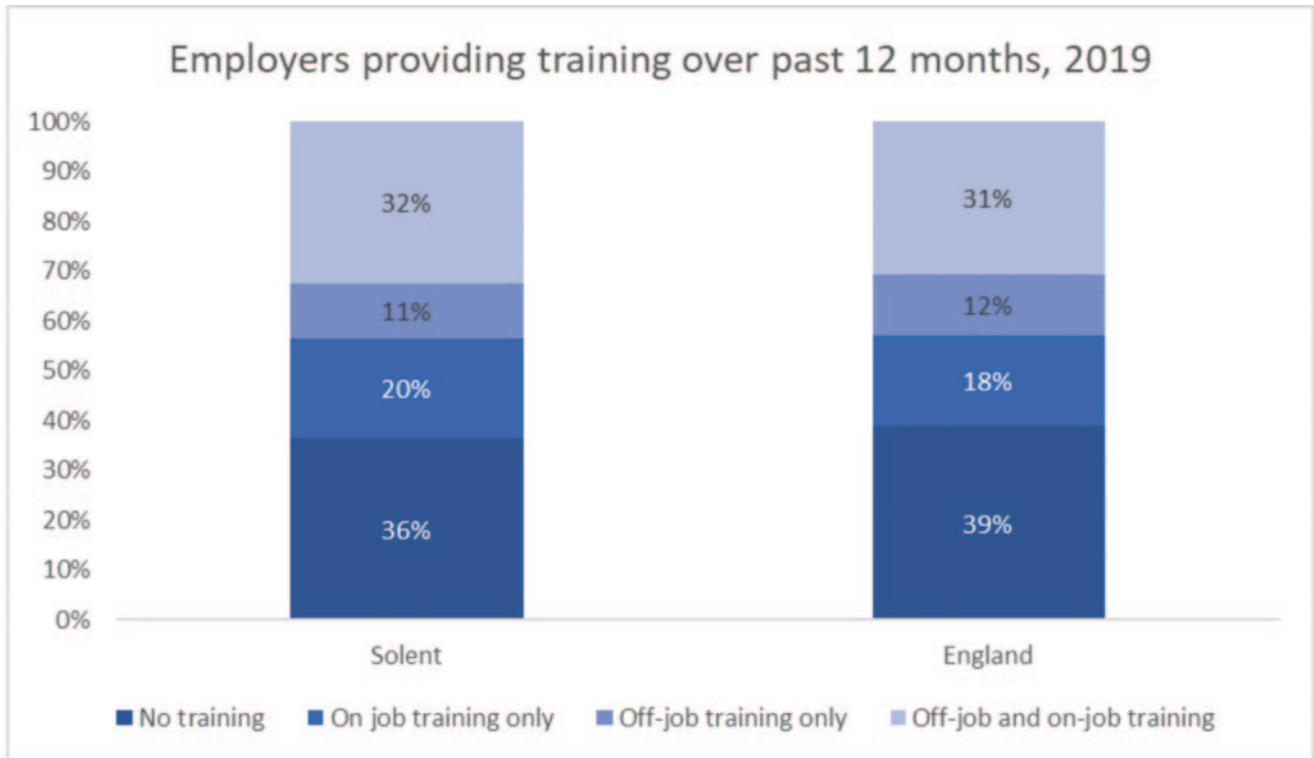
a factor in dissuading more graduates from settling in these areas.

The retention of students will only be beneficial to the Solent if there are relevant employment opportunities locally, otherwise, this may result in under-employment of graduates in jobs more suitable to those with lower level qualifications.

Newer HEIs such as Solent University tend to recruit more of their students from the local community than more established universities, and this may partially explain why more graduates from newer HEIs remain local. Furthermore, more part-time and mature students go to the newer HEIs reinforcing the strong local links¹.

1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

Employer Provided Training



Source: **Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries**

A total of 64% of Solent employers provided training of some kind in 2019, which was higher than the national average of 61%. A total of 32% of Solent employers provided both on and off the job training, 20% provided on-

job training only and 11% provided off-job training only. This profile was similar to the national average of 31% both on and off the job training, 18% with on-job training only and 11% with off-job training only.

Skills Demand - Summary

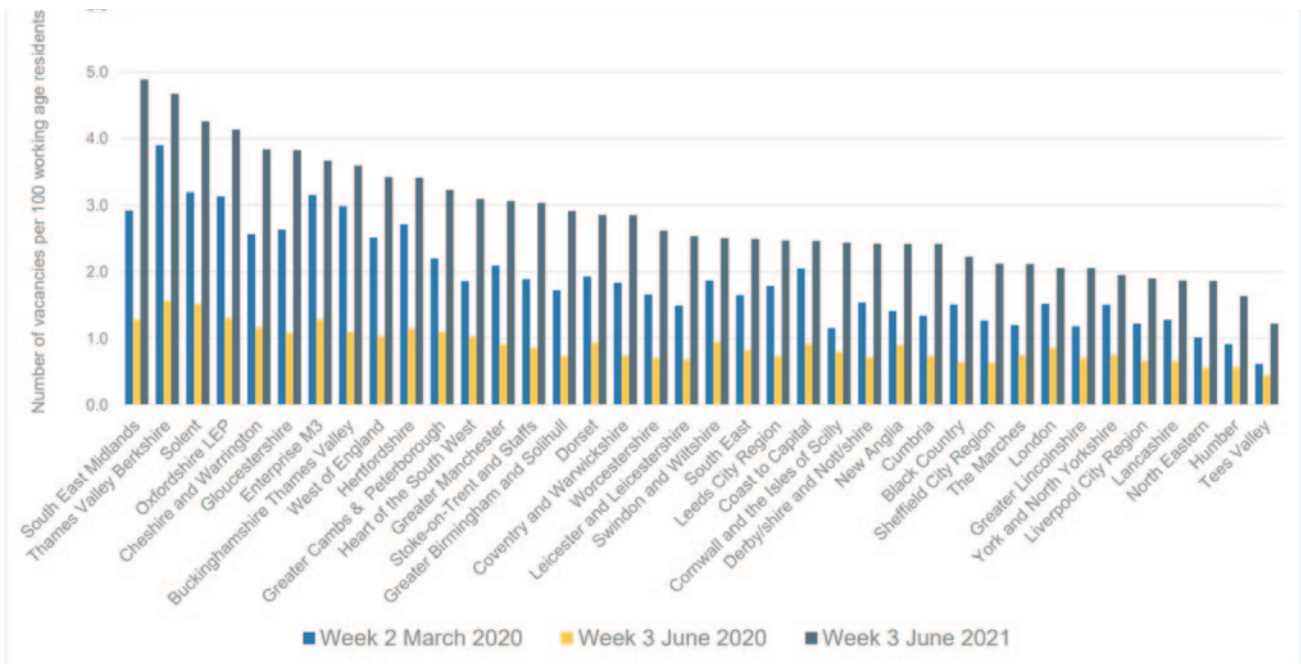
- Health and social work was identified as one of the top five growth sectors between 2017 and 2027 in the Working Futures (2020) forecasts (prepared prior to the Covid-19 pandemic). The sector is now likely to retain or increase its representation and so will require additional skilled workers.
- The Covid-19 pandemic has had a disproportionate impact on key local sectors including visitor and cultural activities and the maritime industry. However, there has been a strong recovery over the last few months of 2021 resulting in a strong demand for skills in IT, warehousing/ logistics and public services to reflect structural changes due to the pandemic and as well as a 'cyclical' recovery in industries like construction, hospitality and manufacturing.
- The Solent Economic Recovery Plan² highlights that the Covid-19 pandemic has had a disproportionate impact on lower skilled occupations across sectors. Hence there is a need to upskill many of these workers.
- Almost half of Solent employers responding to the Employer Skills Survey (2020) stated that there was a need to develop specialist skills or knowledge amongst the workforce. Other frequently cited skills needs indicate a particular demand for sector and job-specific training.



2. <https://solentlep.org.uk/media/3268/solent-economic-recovery-plan-25920.pdf>

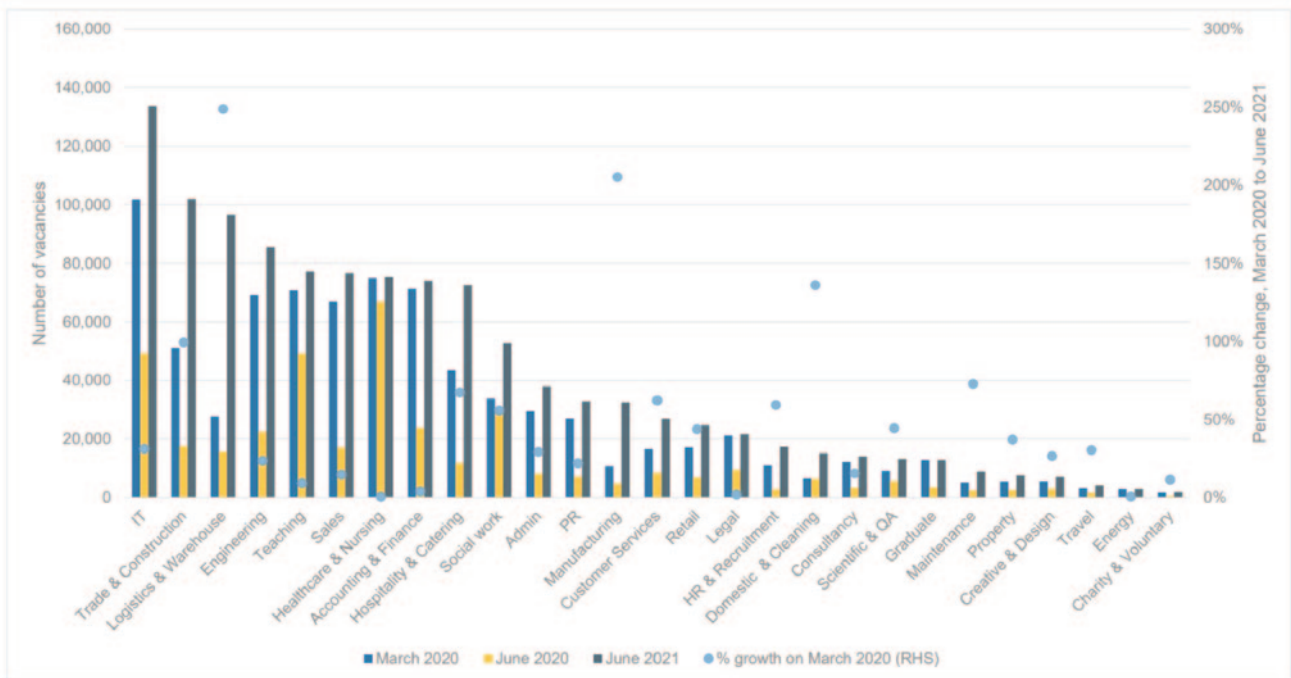
Online Job Vacancies

Monthly average vacancy by Local Enterprise Partnership per 100 working age residents



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Vacancy levels by high level job type – March 2020, June 2020 and June 2021



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Online Job Vacancies

Analysis by the Institute for Employment Studies of changes in online vacancies during recent months and years uses vacancy data collected by Adzuna (www.adzuna.co.uk), one of the largest online job search engines in the UK. The analysis confirms that there has been a strong recovery in vacancies during the summer of 2021, to levels well above the same time two years ago. This recovery is being driven by new job adverts and appears to reflect both 'structural' changes associated with the pandemic (with strong demand in IT, warehousing/ logistics and public services) as well as a 'cyclical' recovery in industries like construction, hospitality and manufacturing.

Adzuna data categorises vacancies into one of 27 high level 'job types', reflecting the broad occupational category for that work. The Figure overleaf shows how the levels of vacancies by high level job type has changed over the pandemic – comparing the average for March 2020 (the start of lockdown), June 2020 (when vacancies reached their lowest) and again in June 2021 (the recovery period). Both before and since the crisis, IT jobs have accounted for the highest number of vacancies – at nearly one in eight (11.9%) of all job postings. These have risen by one third on pre-crisis levels. Trade and construction jobs have doubled compared with March 2020, while logistics and warehousing vacancies have more than trebled – from 28,000 to nearly 100,000 openings. Combined, these

three job types account for nearly one third (30%) of all vacancies. Nonetheless a number of job types have seen very low or no growth- with accounting/ finance, legal, energy, healthcare/nursing and graduate jobs all seeing growth of 4% less. Healthcare jobs have remained largely flat across the crisis. Overall, the analysis suggests a fairly broad recovery across job types, it is also plausible that we are seeing some impacts from Brexit and lower net migration from the EU, as it is well recorded from Labour Force Survey data that EU nationals were previously over-represented in hospitality, manufacturing, transport and construction jobs (and relatively under-represented in healthcare and teaching sectors).

The chart on the previous page shows the average number of vacancies advertised in each month for each of the 38 English LEPs. The graph is ordered from highest to lowest average vacancies for June. The areas that had the highest number of vacancies per 100 working age people before the crisis were Thames Valley Berkshire, Oxfordshire, and London.

The LEPs with the highest rate of vacancies per 100 people currently are the South East Midlands; Thames Valley Berkshire; and Solent. This suggests that the demand for job roles has increased in the Solent during the course of the Covid-19 pandemic.



Sector Growth Forecasts

Please note these forecasts were produced prior to COVID-19:

Solent LEP	
Sectors with highest forecast growth (2017-2027)	Sectors with lowest forecast growth (2017-2027)
1) Information technology	1) Engineering
2) Health and social work	2) Rest of manufacturing
3) Water and sewerage	3) Food drink and tobacco
4) Professional services	4) Public admin. and defence
5) Arts and entertainment	5) Finance and insurance

Source: **Working Futures, 2017-2027 (published 2020), 2017 LEP boundaries**

The Working Futures (2020) forecasts indicate that the sectors with the highest anticipated growth in the Solent between 2017 and 2027 are information technology, health and social work, water and sewerage, professional services and arts and entertainment. One of these identified growth sectors, health and social work, is also identified as a core sector for growth in the emerging Solent 2050 Economic Strategy.

The lowest levels of forecasted growth are anticipated in engineering, the rest of manufacturing, food, drink and

tobacco, public administration and defence and finance and insurance.

The Solent Economic Recovery Plan² highlights that the Covid-19 pandemic has had a disproportionate impact on some sectors, including visitor and cultural activities and the maritime industry.

Hence, the arts and entertainment sector is unlikely to be one of the top five growth sectors in the short term.

However, the health and social work sector is likely to retain or increase its representation.

2. <https://solentlep.org.uk/media/3268/solent-economic-recovery-plan-25920.pdf>

Occupation Growth Forecasts

Please note these forecasts were produced prior to COVID-19:

Solent LEP	
Occupations with highest forecast growth (2017-2027)	Occupations with lowest forecast growth (2017-2027)
1) Caring personal service occupations	1) Secretarial and related occupations
2) Teaching and education professionals	2) Process, plant and machine operatives
3) Health and social care associate professionals	3) Skilled metal, electrical and electronic trades
4) Health professionals	4) Textiles, printing and other skilled trades
5) Corporate managers and directors	5) Administrative occupations

Source: **Working Futures, 2017-2027 (published 2020), 2017 LEP boundaries**

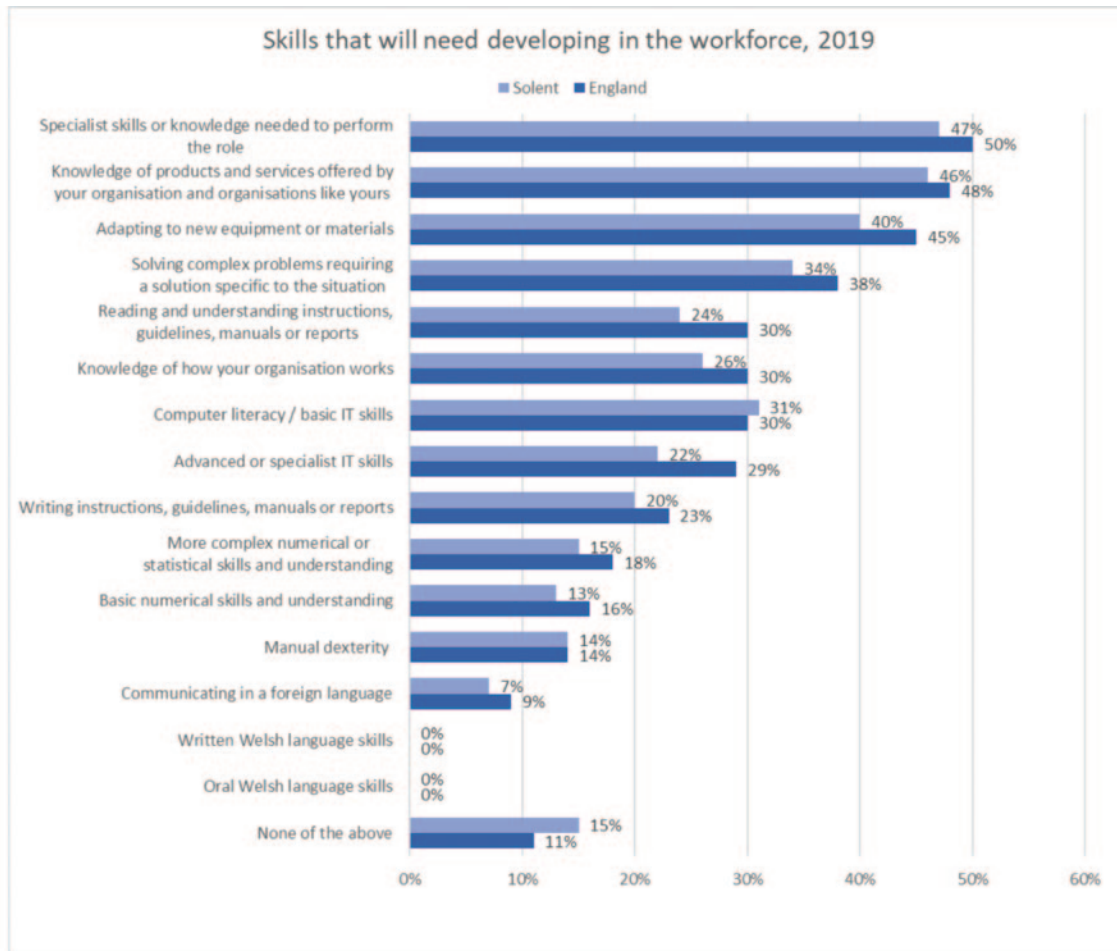
The Working Futures (2020) forecasts indicate that the occupations with the highest anticipated growth in the Solent between 2017 and 2027 are caring personal service occupations, educational professionals, health and social care associate professionals, health professionals and corporate managers and directors. The lowest levels of forecasted growth are anticipated in secretarial occupations, process, plant and machine operatives, skilled trades and administrative occupations.

The Solent Economic Recovery Plan highlights that the Covid-19 pandemic has had a disproportionate impact on some lower paid occupations, such as those within the retail and hospitality sectors. Occupations in the education sector have also been strongly impacted and so may not place as one of the top five occupations for growth in the short term.

We are now at the outset of the 4th industrial revolution which is characterised by a fusion of technologies that is blurring the lines between the physical and digital worlds. The potential impact of automation is driven by industrial and occupational structure and the relative proportion of jobs at high risk of automation in each of those sectors and occupations. High-skill industries and occupations are less susceptible to the impact of automation on jobs. In the Solent LEP area these industries are information & communication, professional, scientific & technical, education, health & social work and the broad public administration & defence sectors. Automation will create new jobs and occupations but identifying skills for the future is a challenging task. Recent evidence suggests that alongside digital and broad-based knowledge, interpersonal skills and cognitive skills are going to be increasingly important¹.

1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

Skills that Need Developing



Source: **Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries**

A total of 47% of Solent employers responding to the Employer Skills Survey (2020) stated that there was a need to develop specialist skills or knowledge amongst the workforce. This was the most commonly cited skills need amongst Solent employers, although it represents a lower proportion than the national average of 50%.

Other frequently cited skills needs amongst Solent employers were knowledge of products and services (46%), adapting to new equipment or materials (40%) and solving complex problems requiring a solution specific to the situation (34%). These recognised needs indicate a particular demand for sector and job-specific training.

Feedback from local businesses and skills stakeholders captured through development of the Solent Local Skills Report³ and accompanying evidence base identifies particular, short term needs for improved softer skills, such as social skills and communication skills. The ongoing Covid-19 pandemic and shift towards more virtual ways of working and learning has also underlined the need for digital upskilling to enhance digital skills and literacy right across the workforce.

Our evidence also identifies ongoing demand for a highly skilled workforce in the Solent's key strategic sectors including high-tech manufacturing, marine & maritime, visitor

economy and transport. For example, research undertaken as part of the Solent's successful bid for an Institute of Technology underlines the importance of the skills our world-leading maritime sector needs to remain at the vanguard of maritime innovation, with employers identifying key skills challenges including artificial intelligence, robotics, marine engineering and seafarer expertise.

More broadly, we know that demography, globalisation, competition, and technological change are some of the most important drivers behind the changing pattern of demand for employment and skills; our evidence suggests that 39% of new job openings in the Solent LEP area over the next decade are projected to require a Level 4 or higher skills¹. Looking ahead we see strong demand for a skilled workforce in:

- Manufacturing, as one of the most important industrial sectors across Solent;
- High-technology manufacturing, marine & maritime, the visitor economy and transportation & logistics; and
- High-skill industries and occupations less susceptible to the impact of automation, including information & communication, professional, scientific & technical groups.

1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

Mapping Skills Supply and Demand - Summary

- Employer Skills Survey (2020) data indicates a reasonable level of alignment between staff skills and employer needs, although there is still room for improvement, with 4.8% of staff considered to be not fully proficient and 33% of establishments having under-utilised staff.
- The results of the Employer Skills Survey (2020) indicate that 28% of hard-to-fill vacancies in the Solent are due to skills shortages, which is higher than the England average of 25%. Possible reasons for this shortage include difficulties retaining highly skilled workers, including graduates.
- The trends indicated in the sections above show that skills gaps in the Solent tend to be focused on higher level and sector-specific skills.
- It would be useful to consider the extent to which the skills gap could be addressed through apprenticeships and employer-led training, in addition to traditional education routes, reflecting the preference in the Solent for these types of training.

Our skills evidence base¹ shows that skills shortage vacancies have decreased over the past couple of years and altogether the skills supply and skills demand appeared to be broadly in balance. However, an apparent 'match' between demand and supply at the aggregate level does not hold for all industries and data suggests a mismatch between the supply and demand in construction; business services; health & social care; and hotels & restaurants. There appears to be little evidence of any significant skill-shortage vacancies in other sectors in the area including manufacturing and education. However, manufacturing is a broad sector and headline data is likely to under play the skills shortages reported by employers in advanced manufacturing businesses.

Occupational data suggests that much of skills shortages in the Solent LEP area is at an intermediate level (NVQ Levels 3 and 2), both upper-middle and lower-middle skilled occupations (skill-shortage vacancies in skilled trades occupations and in personal service occupations)¹.



1. <https://solentlep.org.uk/media/3114/solent-lep-skills-and-local-labour-market-report-june-2020-final.pdf>

Proficiency of Workforce

	Proportion of staff not fully proficient	Proportion of establishments with any under-utilised staff
Solent	4.8%	33.0%
England	4.6%	34.0%

Source: **Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries**

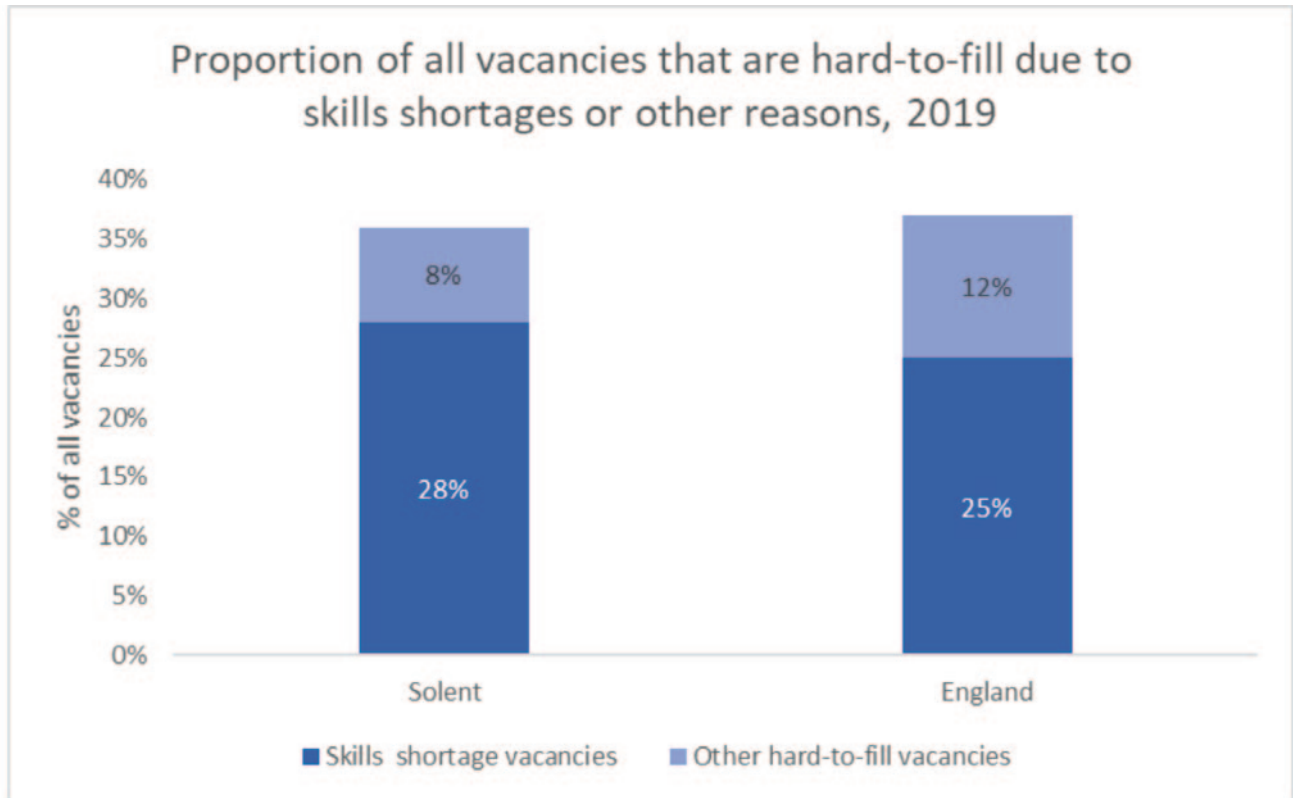
Based on responses to the Employer Skills Survey (2020), a total of 4.8% of staff working in the Solent are not fully proficient in the skills needed to do their jobs. This figure is very slightly higher than the national average of 4.6%. A total of 33% of Solent establishments are reported to have

under-utilised staff, which is slightly lower than the national average of 34%.

These figures indicate a reasonable alignment between staff skills and employer needs, although there is still room for improvement.



Summary of Vacancies



Source: **Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries**

Hard-to-fill and skills shortage vacancies:

The results of the Employer Skills Survey (2020) indicate that 28% of hard-to-fill vacancies in the Solent are due to

skills shortages, which is higher than the England average of 25%. Possible reasons for this shortage include difficulties retaining highly skilled workers, including graduates.

SOLENT LOCAL SKILLS REPORT

ANNEX B: Skills Action Plan

Priority 1: Awareness and aspirations

Activity / Action	Key Target Group(s)	Roles and Responsibilities			Timescales for Delivery		
		SAP	LEP	Other Delivery & Strategic Partners	Short Term (0-1 Year)	Medium Term (1-2 Years)	Long Term (3-5 Years)
Develop a dedicated online Skills Portal	All learners of all ages	Co-ordination / strategic oversight	Develop and deliver	Information sharing and promotion	✓		
Work with MUK Solent to raise the profile of maritime careers	Learners of all ages, including school and college students	Co-ordination / strategic oversight	Promotion and engagement	Information sharing and promotion (MUK Solent)	✓	✓	✓
Raise the profile of the exciting range of technical and vocational pathways into work	Learners of all ages, including school and college students	Co-ordination / strategic oversight	Promotion and engagement	Information sharing and promotion	✓	✓	✓
Capitalise on the recent launch of the Solent MIG to raise awareness of skills opportunities and pathways within maritime	Learners of all ages, including school and college students	Co-ordination / strategic oversight	Promotion and engagement	Information sharing and promotion (Solent Maritime Innovation Gateway)	✓	✓	✓
Continue to develop our Careers Hub activity with a specific focus on providing work experience and employer engagement opportunities	School and college students	Co-ordination / strategic oversight	Promote, engage, fund and deliver	Information sharing and promotion (Careers and Enterprise Company)	✓	✓	✓
Provide a central co-ordination role to implement the government's Lifetime Skills Guarantee in the Solent	All adult learners of all ages	Co-ordination / strategic oversight	Lobby, promote and prioritise	Deliver (various providers)		✓	✓
Encourage a more enterprising mindset amongst our young people	School and college students	Co-ordination / strategic oversight	Promotion and engagement	Deliver (various including key Solent businesses)		✓	✓
Maintain and grow the Solent Careers Hub and Enterprise Adviser Network across the Solent	Secondary school and college students	Co-ordination / strategic oversight	Develop and facilitate	Deliver (Careers and Enterprise Company)		✓	✓
Incorporate awareness raising of the many skills pathways available as part of strengthened employer brokerage	Employers	Co-ordination / strategic oversight	Promotion and engagement	Deliver (employer brokerage partners)		✓	✓
Extend the Enterprise Adviser Network to incorporate primary schools	Primary school students	Co-ordination / strategic oversight	Develop, facilitate and deliver	Deliver (Careers and Enterprise Company)			✓
Expand mentoring schemes and programmes across the region	Current workforce	Co-ordination / strategic oversight	Promote, engage, fund and deliver	Deliver (Careers and Enterprise Company)			✓
Further develop our local Cornerstone Employer Group	School and college students	Co-ordination / strategic oversight	Develop, facilitate and deliver	Deliver (Careers and Enterprise Company)			✓

Priority 2: Brokerage matching supply with demand

Activity / Action	Key Target Group(s)	Roles and Responsibilities			Timescales for Delivery		
		SAP	LEP	Other Delivery & Strategic Partners	Short Term (0-1 Year)	Medium Term (1-2 Years)	Long Term (3-5 Years)
Coordinate ongoing labour market intelligence on key sector/employer needs in the Solent	Employers and learners of all ages	Co-ordination / strategic oversight	Monitor and review	Information sharing	✓	✓	
Develop our local response to the Skills for Jobs White Paper including through Strategic Development Fund pilot projects	Employers, skills providers	Co-ordination / strategic oversight	Facilitate	Engage, facilitate and deliver (Solent Colleges)	✓	✓	
Establish a series of Skills Networks to bring together key Solent employers and education providers across our strategic sectors	Employers, education providers	Co-ordination / strategic oversight	Develop and facilitate	Engage and facilitate	✓	✓	✓
Explore the range of 'green skills' that the Solent's employer base will require as the local economy transitions to net zero	Employers across our key sectors	Co-ordination / strategic oversight	Facilitate and fund	Engage and information sharing	✓	✓	
Receive updates from the Solent Growth Hub to secure live intelligence on skills / recruitment challenges	Employers, learners of all ages, current workforce	Co-ordination / strategic oversight	Monitor and review	Information sharing	✓	✓	
Connect local residents with apprenticeship opportunities within the Solent's maritime sector through initiatives such as the Apprenticeship Clearing project	Employers and learners of all ages	Co-ordination / strategic oversight	Facilitate	Engage, facilitate and deliver	✓	✓	
Establish a single source/point of access for independent skills and apprenticeship brokerage for the Solent	Employers, learners of all ages, current workforce	Co-ordination / strategic oversight	Develop and fund	Information sharing and promotion	✓	✓	✓
Develop an employer-led curriculum that meets the region's future workforce needs	Employers and learners of all ages	Co-ordination / strategic oversight	Facilitate	Engage, facilitate and deliver (IoT)		✓	✓
Strengthen existing pathways between the private sector and academia to increase higher level skills retention	Graduates, employers	Co-ordination / strategic oversight	Facilitate	Engage and facilitate		✓	✓
Embed employer-led skills provision at the heart of the transformational Solent Freepoint	Employers and learners of all ages	Co-ordination / strategic oversight	Facilitate	Engage, facilitate and deliver (various skills providers)		✓	✓
Undertake a strategic review of skills provision and mix across the Solent to identify gaps and areas of under/over provision	Solent skills ecosystem as a whole	Co-ordination / strategic oversight	Develop and fund	Information sharing and engagement		✓	✓
Continue to expand the resources and remit of the Solent Apprenticeship & Skills Hub	Students, current workforce, employers	Co-ordination / strategic oversight	Facilitate	Deliver (Solent Apprenticeship Hub)			✓
Expand programmes to link local students and graduates with local employers	School students, graduates, employers	Co-ordination / strategic oversight	Facilitate	Engage and facilitate			✓
Elevate the contribution that the Solent's social enterprises can make in developing a more dynamic and agile skills ecosystem locally.	Social enterprises	Co-ordination / strategic oversight	Facilitate and fund	Deliver (social enterprises)			✓

Priority 3: Core sectors and competencies

Activity / Action	Key Target Group(s)	Roles and Responsibilities			Timescales for Delivery		
		SAP	LEP	Other Delivery & Strategic Partners	Short Term (0-1 Year)	Medium Term (1-2 Years)	Long Term (3-5 Years)
Ensure the continued collection of real-time labour market information for the Solent	Solent skills ecosystem as a whole	Co-ordination / strategic oversight	Facilitate and monitor	Information sharing (employer and providers)	✓	✓	
Develop pathways for our local residents to access the 26,000 new job opportunities created through Solent Freeport activity	Employers and learners of all ages	Co-ordination / strategic oversight	Develop and facilitate	Engage, facilitate and deliver (various skills providers and Freeport employers)	✓	✓	✓
Develop a bespoke package of skills interventions to respond to cross-cutting priorities	Employers, learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate and fund	Deliver (various skills providers)	✓	✓	✓
Establish a Solent green skills taskforce to provide thought leadership on how the transition to net zero will influence skills requirements across our core sectors and competencies	Solent skills ecosystem as a whole	Co-ordination / strategic oversight	Develop and facilitate	Information sharing and engagement	✓	✓	
Develop sector-based recruitment and talent retention strategies to tackle ongoing skills shortages and recruitment challenges	Employers, learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate	Engage, facilitate and deliver	✓	✓	
Consider and support opportunities through new waves of Skills Bootcamps to address skills challenges in the Solent	Employers, learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate	Engage, facilitate and deliver (various skills providers)	✓	✓	
Deliver world-class employer-led training facilities as part of the Solent Freeport, including through the Green Growth Institute and Advanced Technology Centre	Employers and learners of all ages	Co-ordination / strategic oversight	Facilitate	Engage, facilitate and deliver (various skills providers and Freeport employers)		✓	✓
Deliver innovative learning opportunities through the Solent's Maritime Engineering and Digital Institute of Technology	Learners of all ages	Co-ordination / strategic oversight	Develop and facilitate	Deliver (IoT)		✓	✓
Work with providers across the Solent to enhance employability skills development	Students and young people	Co-ordination / strategic oversight	Facilitate	Deliver (schools and FE/HE providers)		✓	✓
Test the feasibility of developing a medical education facility in the Solent	Learners of all ages	Co-ordination / strategic oversight	Facilitate	Deliver (Portsmouth University and NHS Trust)		✓	
Consider the implications of the LEP Review and advise on skills implications of sector support programmes	Solent skills ecosystem as a whole	Co-ordination / strategic oversight	Develop and facilitate	Information sharing and engagement		✓	
Deliver 500 apprenticeships in the visitor and hospitality sector in the period to 2024	Students and young people	Co-ordination / strategic oversight	Facilitate	Deliver (Solent Apprenticeship & Skills Hub)		✓	✓
Establish an industry-led Centre of Excellence for Environmental Technologies in the Solent	Learners of all ages, Solent SMEs	Co-ordination / strategic oversight	Develop and fund	Deliver (various skills providers)			✓
Pilot a 'Management 4.0' programme in the Solent	Learners of all ages	Co-ordination / strategic oversight	Facilitate and fund	Deliver (various skills providers)			✓
Support and accelerate the delivery of skills and training infrastructure projects	Learners of all ages	Co-ordination / strategic oversight	Develop and fund	Deliver (various skills providers)			✓
Roll out existing innovation in careers education for marine and maritime to more sectors	Students and young people	Co-ordination / strategic oversight	Facilitate and deliver	Deliver (Solent Careers Hub)			✓

Priority 4: Digital inclusion

Activity / Action	Key Target Group(s)	Roles and Responsibilities			Timescales for Delivery		
		SAP	LEP	Other Delivery & Strategic Partners	Short Term (0-1 Year)	Medium Term (1-2 Years)	Long Term (3-5 Years)
Undertake targeted research to better understand issues of skills inclusion in the Solent	Solent skills ecosystem as a whole	Co-ordination / strategic oversight	Facilitate and fund	Information sharing and engagement	✓		
Develop a free to access package of support to enhance digital skills and literacy in the community	Learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate and fund	Deliver (various skills providers)	✓	✓	✓
Make essential digital skills provision more accessible and flexible	Learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate	Information sharing and engagement	✓	✓	✓
Explore the scope to expand the emerging Southampton City of Learning digital skills framework to more of the Solent	Learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate	Engage and deliver (various skills providers)	✓	✓	
Explore the potential to establish a Local Digital Skills Partnership in the Solent to improve digital capability across the whole skills spectrum	Learners of all ages	Co-ordination / strategic oversight	Facilitate	Engage and facilitate		✓	✓
Establish a dedicated Task Force to examine digital skills of the future and how the Solent's skills landscape should respond	Learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate and fund	Information sharing and engagement		✓	✓
Increase the delivery of digital T levels and associated provision of work placements across the Solent	Learners of all ages, skills providers	Co-ordination / strategic oversight	Facilitate	Deliver (various skills providers)		✓	✓
Explore scope to develop Solent-wide digital skills bootcamp(s)	Learners of all ages, current workforce	Co-ordination / strategic oversight	Facilitate	Deliver (various skills providers)		✓	
Accelerate delivery of a comprehensive strategy to test-bed before fully rolling out 5G and gigabit fibre throughout the region	Solent skills ecosystem as a whole	Co-ordination / strategic oversight	Lobby, facilitate and fund	Deliver (various digital infrastructure providers)			✓
Develop a series of infrastructure investment plans across the Solent	Solent skills ecosystem as a whole	Co-ordination / strategic oversight	Develop and fund	Information sharing and engagement			✓



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