

Workforce Futures



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Solent Growth Forum
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1. Reasons for change
2. What will be delivered and the Work Programme
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A New Skills Strategy



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- A Solent Skills Strategy was published in March 2014
- Needs updating to:
 - reflect the emerging national policy direction in relation to technical and digital skills, and apprenticeships;
 - re-focus efforts to bring forward an economy that is more productive, more competitive, and better equipped to face the increasingly technical and digital requirements of industry within a modern industrial economy and the implications of this on staff re-training;
 - reflect the recommendations of the Solent Area Review, published in November 2016;
 - reflect the forecast impact on skills demand and supply and the labour market following the decision of the UK to leave the EU;
 - Engage pre-16 students in technical career opportunities and pathways;
 - support the development of a Local Industrial Strategy; and
 - ensure funding is targeted in an optimum way.



Outputs



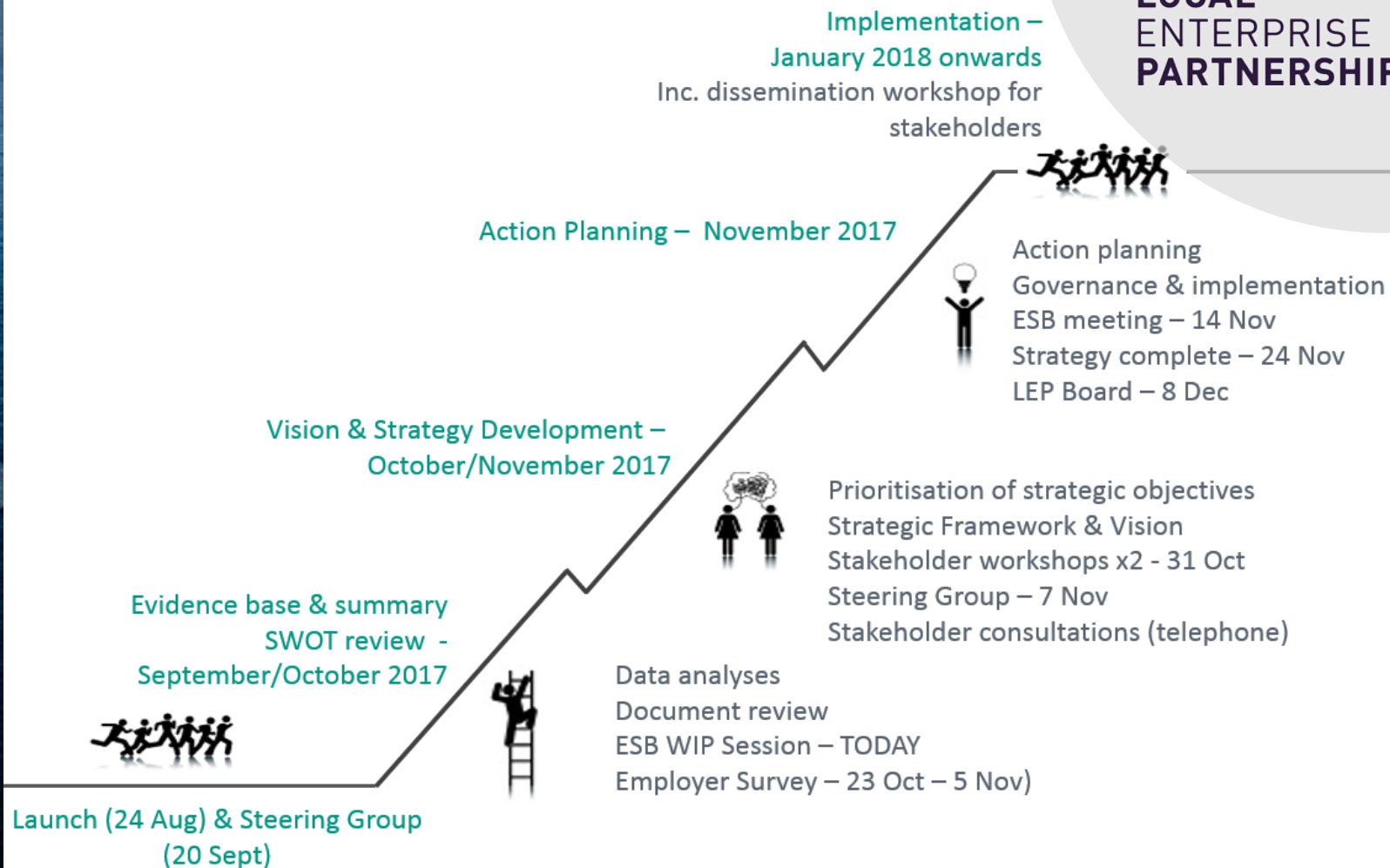
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- A skills strategy for the period to 2030 drawing on an existing evidence base with appropriate targets;
- A delivery plan for a four year period (2017/18 - 2020/21), including a prioritisation framework setting out the key priorities, recognising that affordability will be a consideration;
- A Workforce Futures external-facing and accessible document that summarises the main technical Workforce Strategy document.

Work Programme



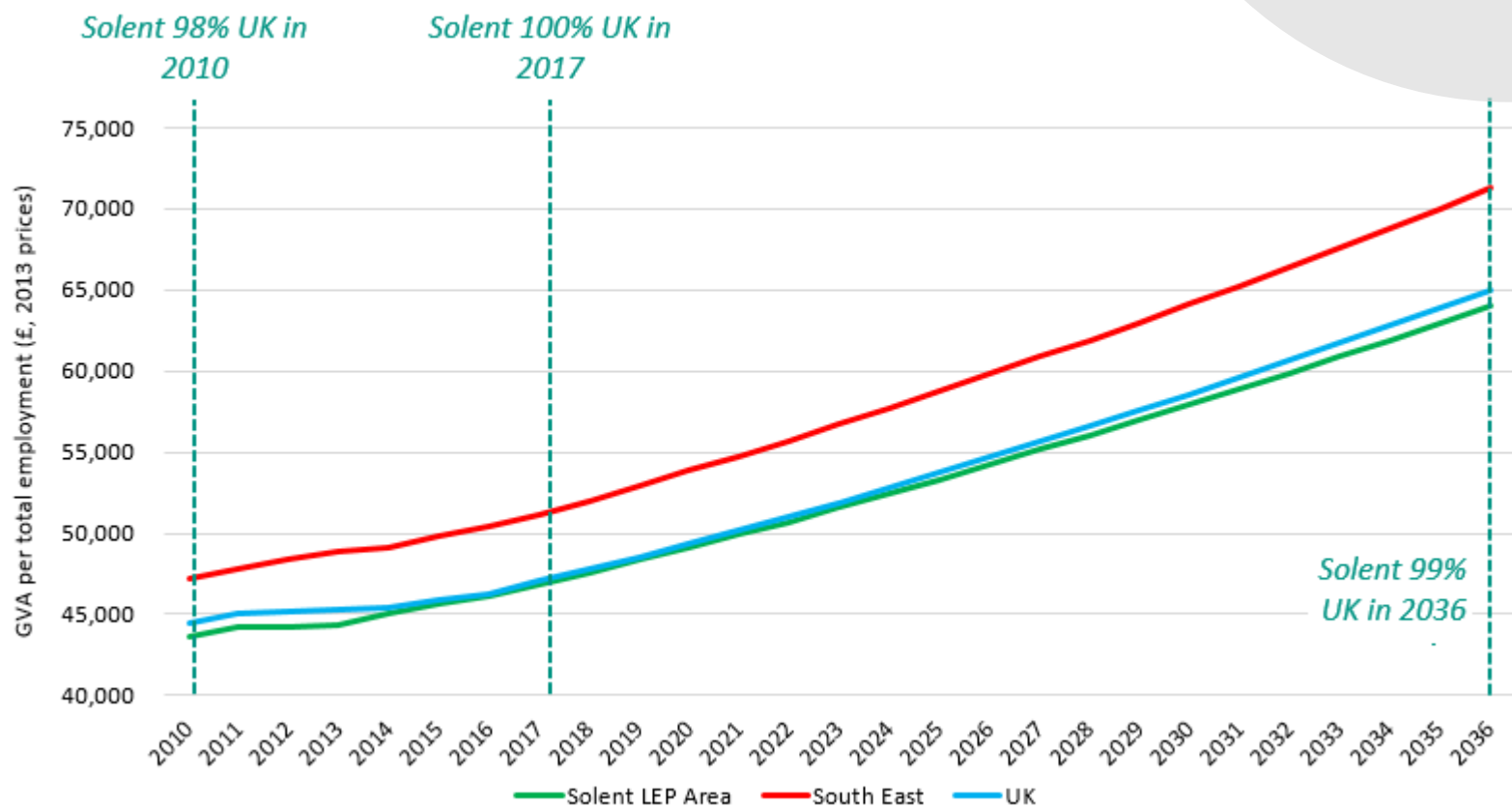
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GVA Per Worker



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Economy SWOT



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Strengths

- Business survival rates above national average at both 3-year & 5-year intervals
- Wholesale & Retail biggest generators of overall GVA, & forecast for further growth
- Solent has significant sector specialisms (vs UK) in Tech Manufacturing/Photonics, Marine/Maritime, Computer Science, & Advanced Manufacturing

Weaknesses

- Employment growth for Solent below national & regional average, with pockets of low performance inc. Isle of Wight & –ve growth in Eastleigh
- Productivity (GVA per job) lower than UK & South East averages. No forecast improvement
- Fewer people employed in Professional, Scientific & Technical sectors than in national & regional averages.

Opportunities

- Top five employing sectors are all forecast to grow
- Scope to leverage Industrial Strategy & Sector Deals to grow key sectors of strength
- Largest increases in economic output forecast to come from STEM-driven sectors: Information & Communication & Professional, Scientific & Technical activities

Threats

- WAP forecast to fall in Solent, despite growth at UK level
- GVA growth not forecast to keep pace with the UK average, & well off SE
- Employment in manufacturing set to fall with proportionately higher effects for GVA, particularly compared to regional averages
- Major pockets of deprivation in Havant, Gosport, Isle of Wight & urban centres of Southampton & Portsmouth



Strengths



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- Employment levels are high, & business survival rates are healthy
- Advanced Manufacturing industry well-placed to respond to market & technology change
- Education infrastructure in the area is of high quality, & key investments continue to enhance it
- GCSE attainment has improved since last Skills Strategy Review
- Solent in top 3 LEPs for apprenticeship achievement
- Strong intermediate level 'technician' workforce, higher proportion of workforce qualified to Level 2/3.

A close-up photograph of an industrial machine, likely a laser cutter or welder, in operation. Bright orange sparks are being emitted from the point of contact between the machine's head and a metal workpiece. The machine is dark and metallic, with various cables and components visible.

Weaknesses



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- Employment growth behind the national average
- Relatively low proportion of high-skilled workers
- Despite progress, Solent behind in GCSE attainment in English & Maths & a lower proportion of GCSE pupils remain in sustained education
- A-Level performance varied across area - lower levels of attainment esp. in Isle of Wight, Southampton & Portsmouth
- Portsmouth & Southampton particularly behind national average for STEM A-Levels
- Progression into HE below national average, despite three HEIs
- Communication between training providers & employers is sub-optimal, leading to imbalance between training demand & supply

Opportunities



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- Simplifying the skills 'system' & communication interfaces between employers & training providers
- Increasing the potential for new, employer-led, training models
- Leveraging expertise in apprenticeship delivery to extent the model across the workforce e.g. to older workers/re-skilling;
- Lower than average 'retired' population, people staying in work longer offer opportunities to develop 'life-span' training
- Improving graduate retention, for local, UK & international students to increase supply of high level skills
- Capitalising on quality of place
- Up-skilling large group of technician level employees, progressing people through levels 2/3 to level 4+



Threats



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- Ageing population means a declining local workforce.
- Limited employer voice in qualification & curriculum design, exacerbated by perceptions of overly bureaucratic training landscape;
- E.g. Speed of approvals for new employer driven apprenticeship standards is hampering confidence in the system.
- Lower than average progression into sustained education at each level, narrowing the pool of potential workers;
- Improved support required to plan/navigate non-linear career paths.
- Employers consistently report 'low number of applicants with required skills' as the main cause of hard-to-fill vacancies.

Discussion Points



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- From a skills perspective, what region(s) do you either compare yourselves to or aspire to follow?
- What is your assessment of how effectively the supply and demand components of the skills system are working together in Solent?
- From a skills perspective, what are the most significant external drivers of market and technology change e.g. digitalisation, automation or globalisation?
- From a skills perspective, what are the most significant internal drivers of change on the workforce and its skill base e.g. ageing population?



Questions?



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