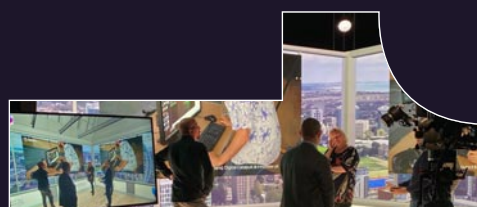


# SOLENT SKILLS ACTION PLAN & LOCAL SKILLS REPORT

ANNEXES

March 2021

#solent2050



# CONTENTS

ANNEX	Page Number
<b>ANNEX A</b>	
<b>Local Landscape</b> – including Employment by Sector and Occupation; Business Birth & Death Rates; Median Wage; Population by Age; Claimant Count; Areas of Deprivation	3
<b>Skills Supply</b> – including Qualifications; FE Statistics; Apprenticeships; Achievements and Destinations; Employer-funded Training	18
<b>Skills Demand</b> – including Online Job Vacancies; Growth Forecasts; Developing Skills	32
<b>Mapping Skills Supply and Demand</b>	38
<b>ANNEX B</b>	
<b>Additional References</b>	41
<b>ANNEX C</b>	
<b>Skills Action Plan</b> – Our Four Priorities	42

# SOLENT LOCAL SKILLS REPORT

## ANNEX A – Core Indicators

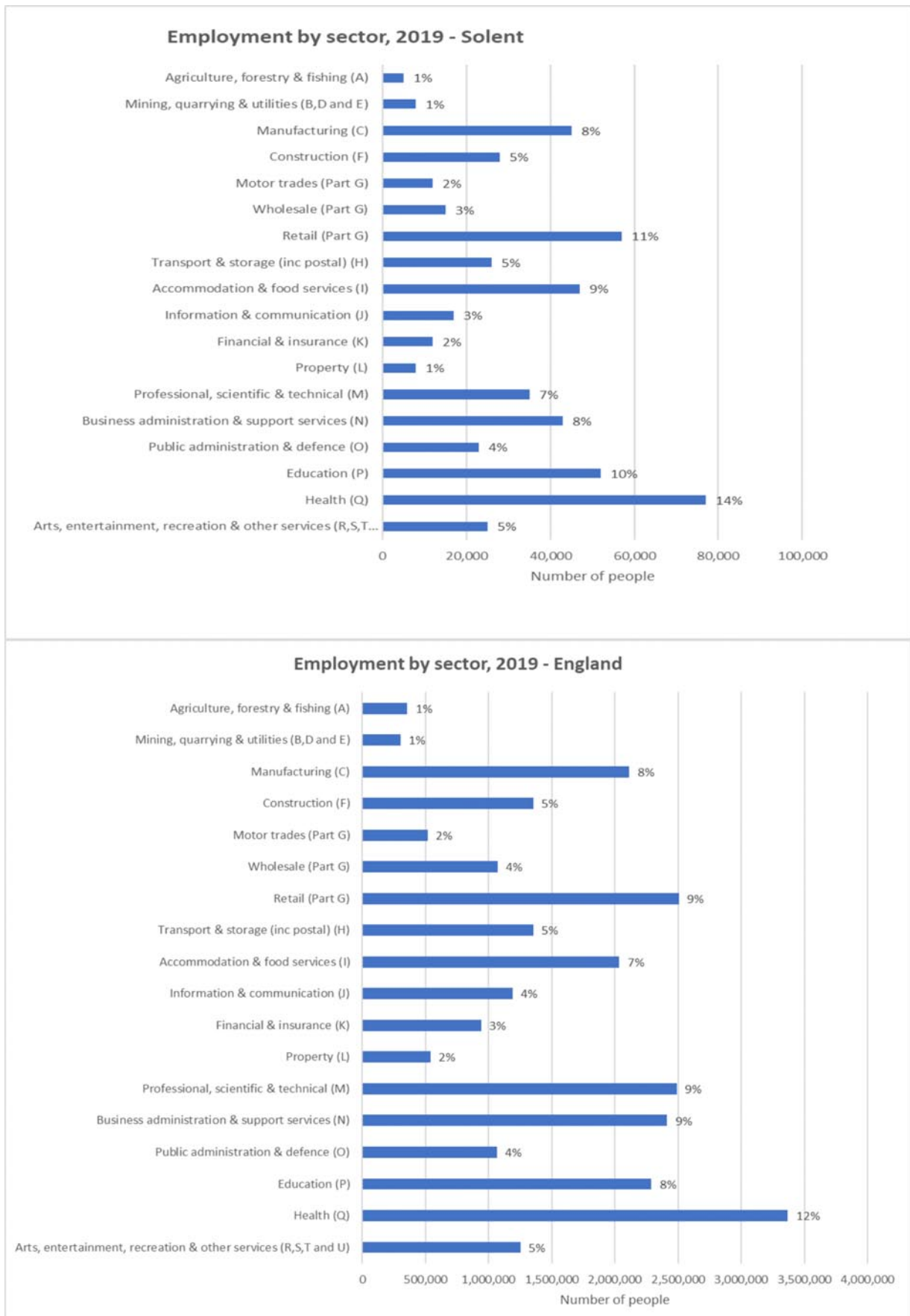
Annex A is based on data provided by DfE and aims to provide a high level overview of the labour market and skills landscape.

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

### Local Landscape - Summary

- The largest sectors in the Solent region by employment in 2019 were health, retail and education. Its 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.
- The number of Solent residents claiming benefits increased by 86% between January 2013 and November 2020, compared to a 72% increase across England. The claimant count increased sharply following the outbreak of Covid-19 across the Solent, with an increase of 131% between March and August 2020.
- 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 90% of enterprises in the Solent.
- Whilst the employment rate in the Solent has historically been higher than the national average, in the 12 months to September 2020, the employment rate in the Solent was 75.5%, dipping just below the England average of 75.9%.
- In the 12 months to September 2020, a total of 12.4% 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 18% 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 Havant, Gosport, Portsmouth and Southampton.

## Employment by Sector



Source: **Business Register and Employment Survey, 2019 (published 2020), 2020 SAP boundaries**

## Employment by Sector

---

The structure of 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 Solent<sup>1</sup>.

The largest sectors in the Solent based on employment in 2019 were health (14%), retail (11%) and education (10%). Each of these sectors accounted for a larger proportion of employment than the national averages (12%, 9% and 8%, respectively).

The Solent Skills Strategy and Action Plan identifies social care, logistics, construction, engineering, marine and maritime as core sectors that would drive demand for skills. These sectors are aligned to the relatively strong levels of employment in health (14%), manufacturing (8%), transport

and storage (5%), construction (5%) and public administration and defence (4%).

The Solent's reliance on employment in the tourism and hospitality, recreation, construction and education sectors means the area is facing severe short-term economic impacts resulting from the Covid-19 pandemic. The Solent Economic Recovery Plan<sup>2</sup> indicates that it could take a number of years for employment within some of these key sectors to return to pre Covid-19 levels.

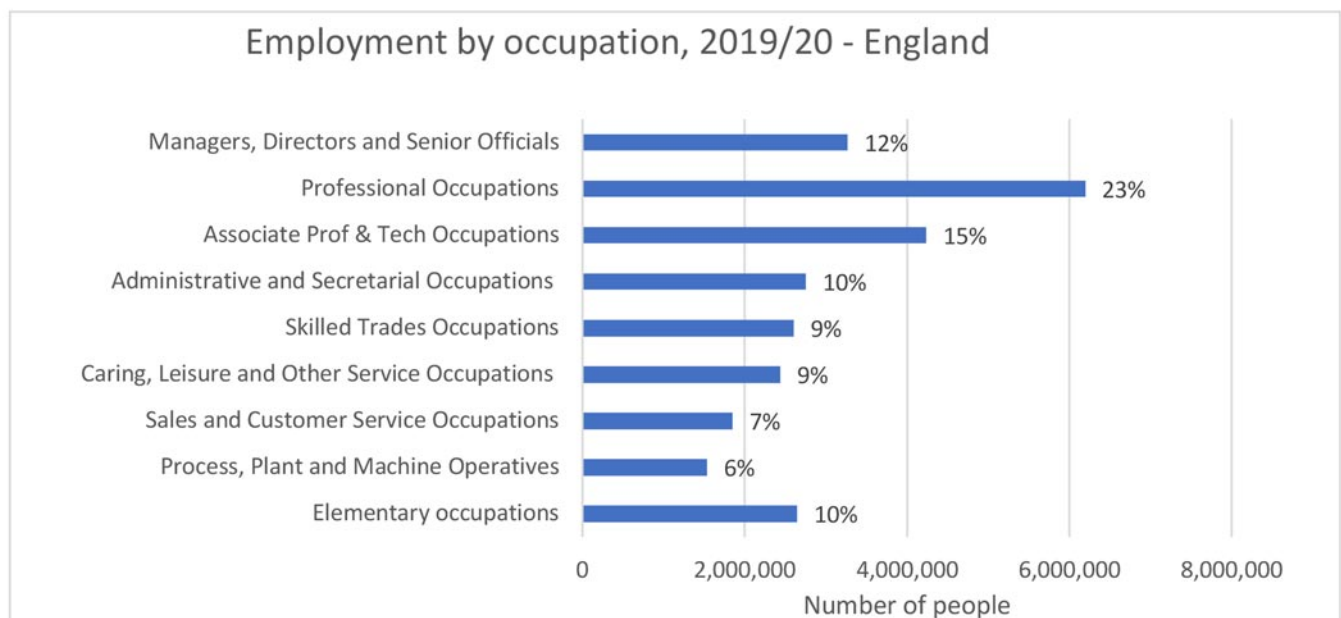
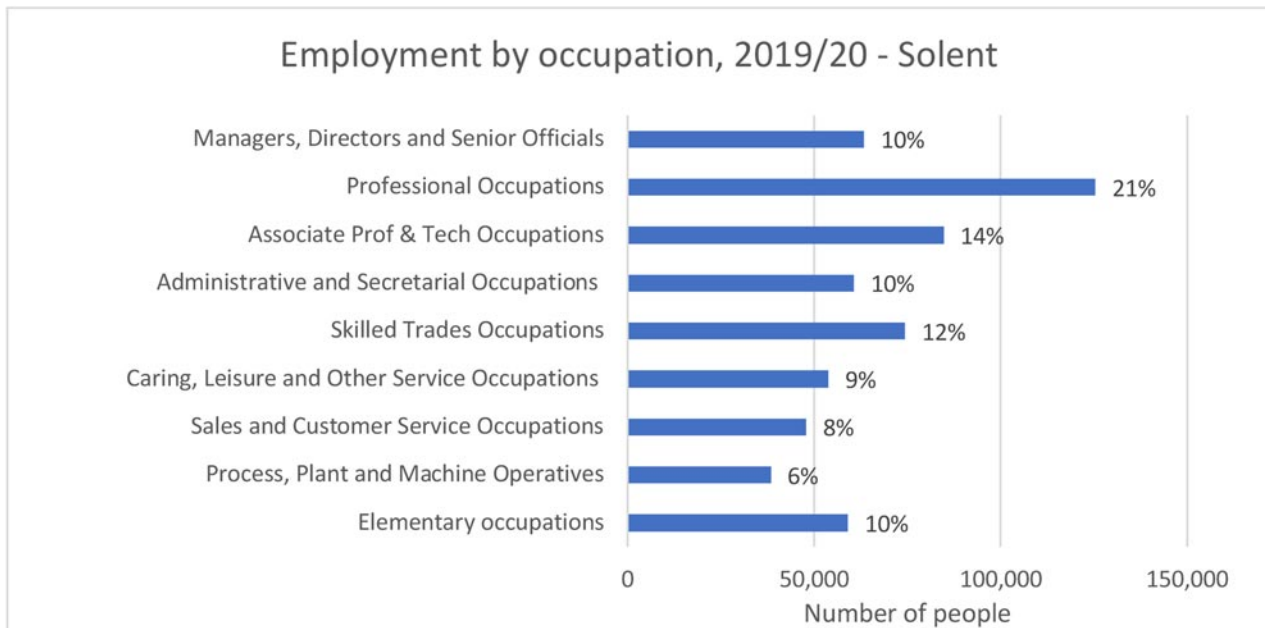
Within these broad industrial sectors, Solent is home to a number of smaller and future key growth sectors such as high-technology manufacturing, marine & maritime, the visitor economy and transportation & logistics. The maritime sector alone creates 152,000 jobs and as such is a substantial contributor to the economy<sup>1</sup>. It is imperative that demand for a skilled workforce in these key sectors is realised.



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

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

## Employment by Occupation



Source: **Annual Population Survey, October 2019 - September 2020, 2020 SAP Boundaries**

## Employment by Occupation

---

Solent's resident population occupies fewer higher skilled jobs than the national average. In the 12 months to September 2020, 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, with 21% of employed residents, with associate professional occupations as the second largest group (14%).

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% of employment, sales and customer services accounting for 8% and process, plant and machine operatives accounting for 6% 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.

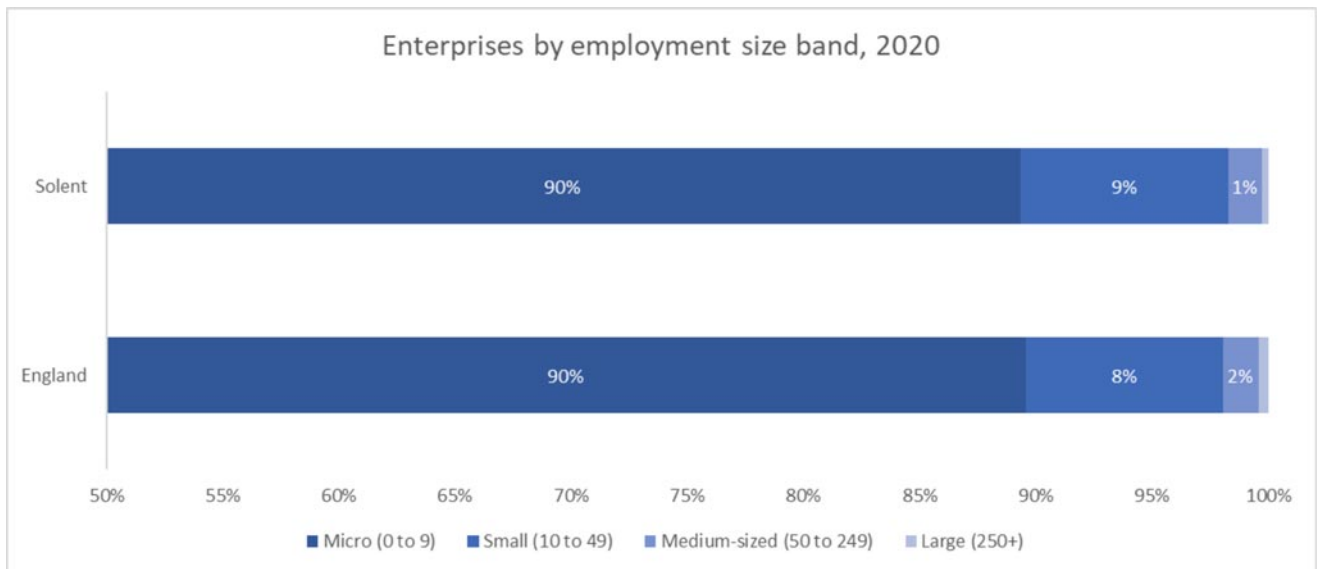
The Solent has a relatively high concentration of jobs in the upper-middle occupational categories that were acquired through post-compulsory education such as technical and trade occupations<sup>1</sup>.



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

## Enterprises by Employment Size Band

---

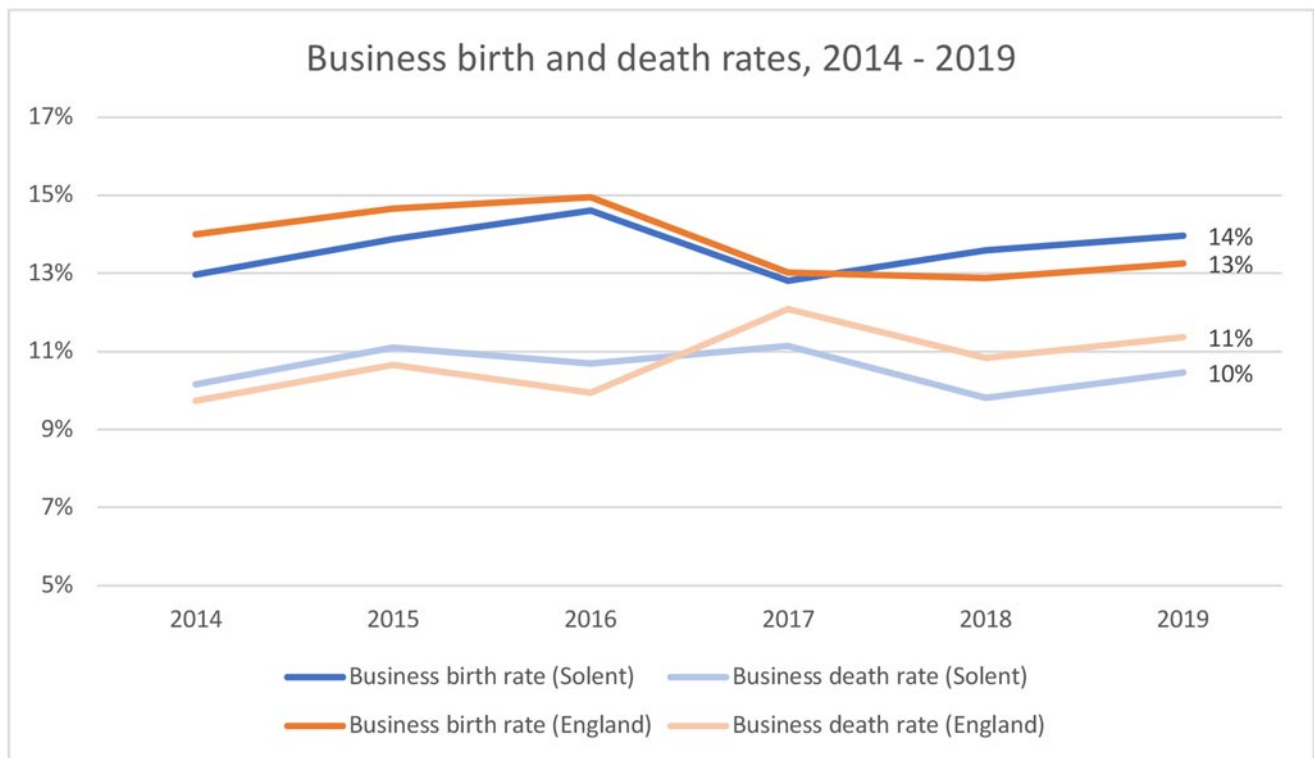


Source: **UK Business Counts, 2020, 2020 SAP boundaries**

Micro businesses, i.e. those with fewer than 10 employees, constitute the vast majority of enterprises in the Solent (90%). This profile mirrors the national average. However, the Solent has a slightly larger proportion of small businesses (9%), compared to England as a whole (8%).

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

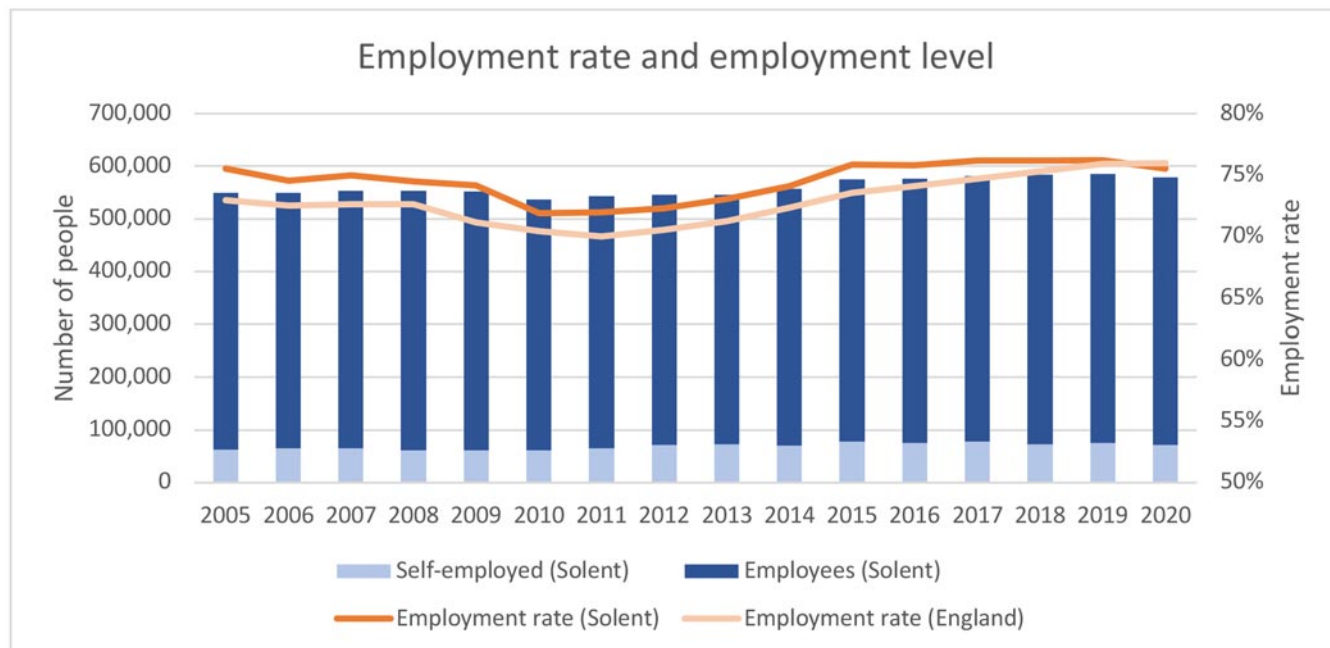


Source: **ONS Business Demography, 2014 - 2019 (published 2020), 2020 SAP Boundaries**

Relatively strong rates of enterprise births and low enterprise deaths in the Solent indicate a supportive environment for new businesses. In 2019, the business birth rate in the Solent was 14%, which was higher than the national

average of 13%. This birth rate increased slightly since 2014 from 13%, overtaking that in England in 2018. The business death rate in the Solent was 10% in 2019, which was lower than in England (11%).

## Employment Rate and Employment Level



Source: **Annual Population Survey, 2005 - 2020, 2020 SAP boundaries**

Whilst the employment rate in the Solent was higher than the England average from 2005 to 2019, recent years have seen greater improvements in the national employment rate compared to that in the Solent. In the 12 months to September 2020, the employment rate in the Solent was 75.5%, dipping just below the England average of 75.9%. The employment rate across the Solent region ranged from 82% in Fareham to 69.3% in Gosport.

The Solent Skills Strategy and Action Plan<sup>3</sup> 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

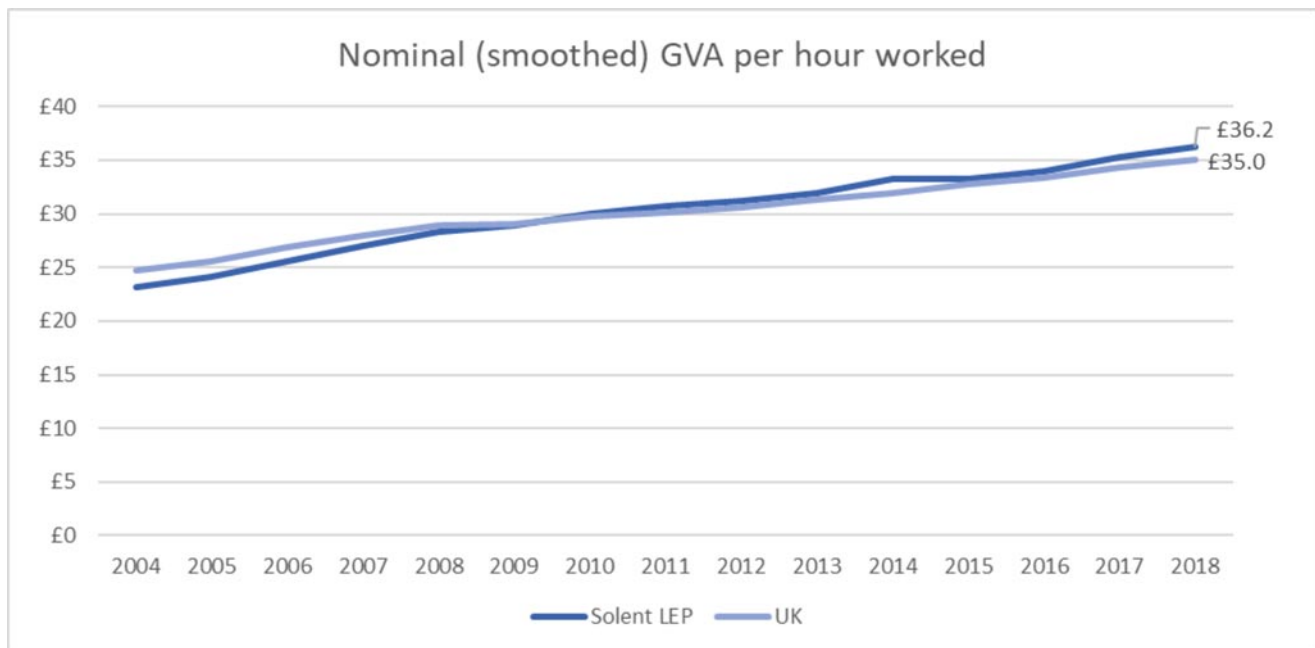
ongoing disruption to the local jobs base caused by Covid-19. These factors may contribute towards ongoing economic inactivity and unemployment in the Solent.

In the 12 months to September 2020, a total of 12.4% of those in employment in the Solent were self-employed, with the number of self-employed people having increased by 14.1% since 2005.

The Solent Skills Strategy and Action Plan notes that 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 Skills Action Plan and Local Skills Report, March 2021

## Nominal GVA per Hour Worked



Source: **ONS Subregional Productivity, 2004 - 2018 (published 2020), 2018 LEP/MCA boundaries**

How has productivity for the local area changed over time, and how does this compare to trends for the UK?

How does this link to wider trends in pay and living standards?

Are there particular sectors which significantly contribute to GVA in the local area?

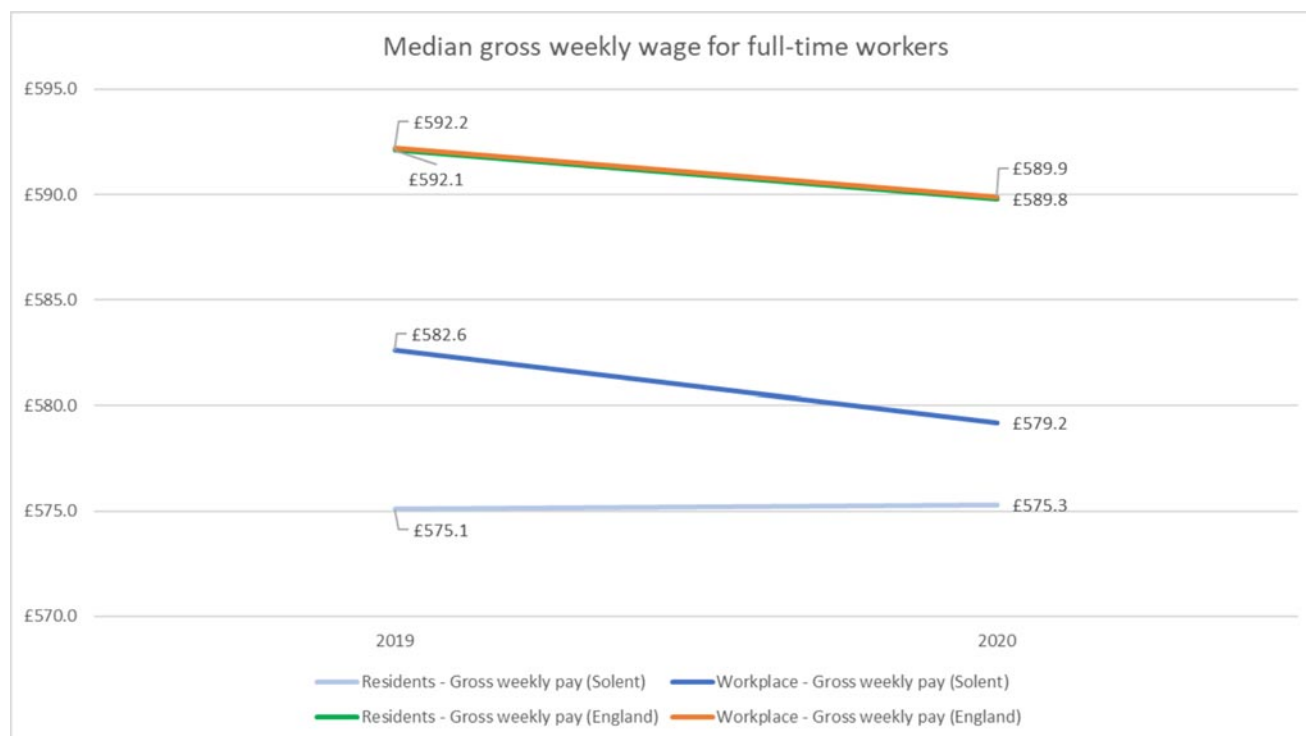
Productivity in the Solent, as measured by nominal GVA per hour worked, was measured at £36.60 per hour in 2018, having increased by 56% since 2004. The Solent

compares favourably with the UK in this regard, where the national average was £35.00 per hour in 2018, having increased by 42% 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, 2019-2020, LEP boundaries**

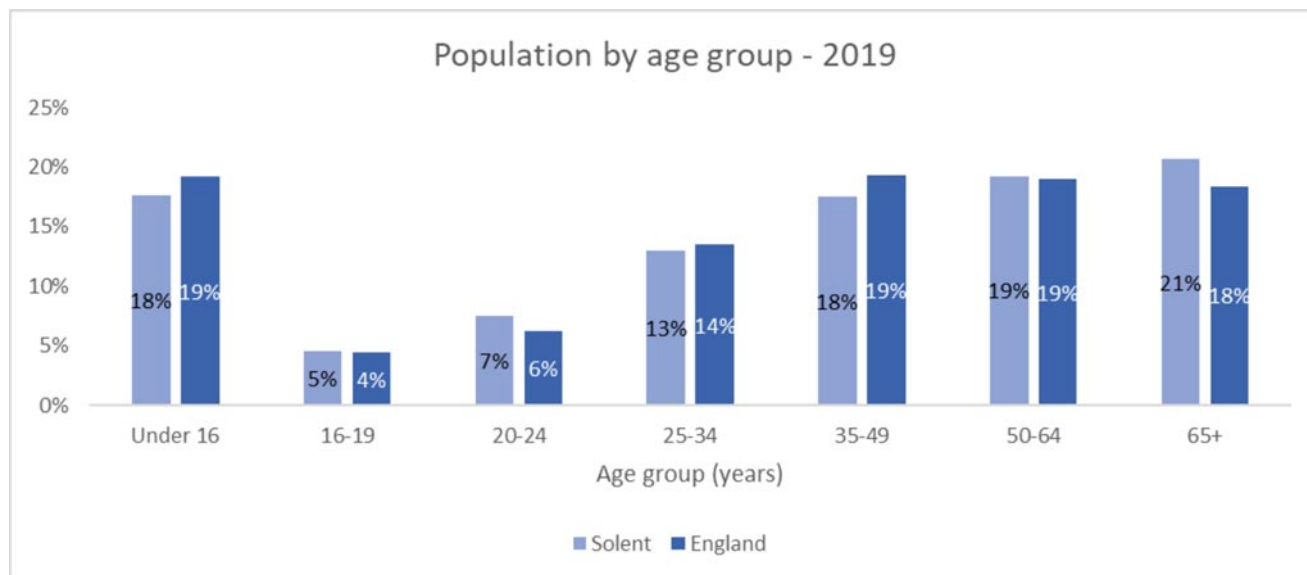
Average weekly wages for residents in the Solent (based on 2020 LEP boundaries) in 2020 were £575.30, which were 2% lower than the England average (£589.80). Analysis of data based on 2019 LEP boundaries indicates that resident wages in the Solent increased by 13% between 2015 and 2019, mirroring the level of increase in England over the same period.

Workers in the Solent region earned £579.20 each week on average in 2020, which was 0.7% higher than the average for residents. This indicates 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 2020 ranged from £672.00 in Fareham to £509.50 in Portsmouth. Average workforce wages ranged from £519.90 on the Isle of Wight to £634.50 in Southampton. This spread indicates a range of socio-economic conditions across the region.

## Population by Age



Source: **ONS Mid-year population Estimates, 2019, 2020 SAP boundaries**

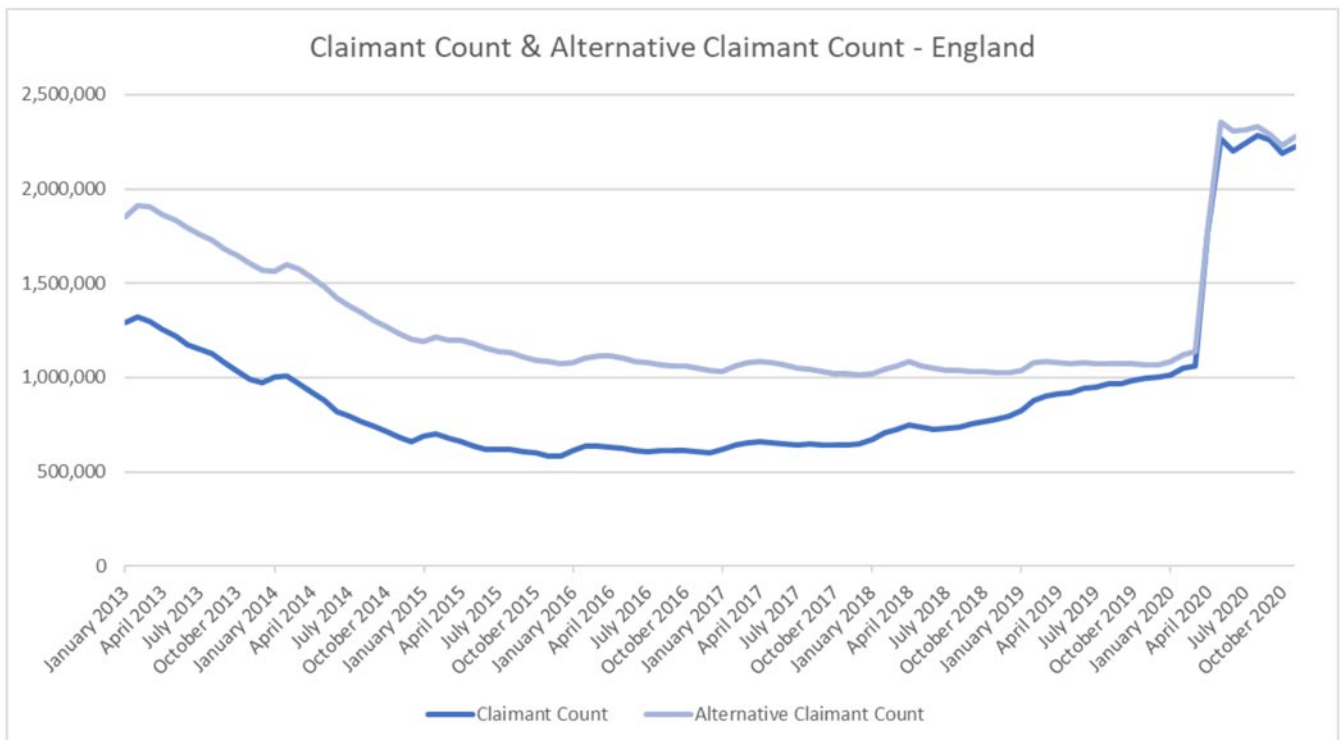
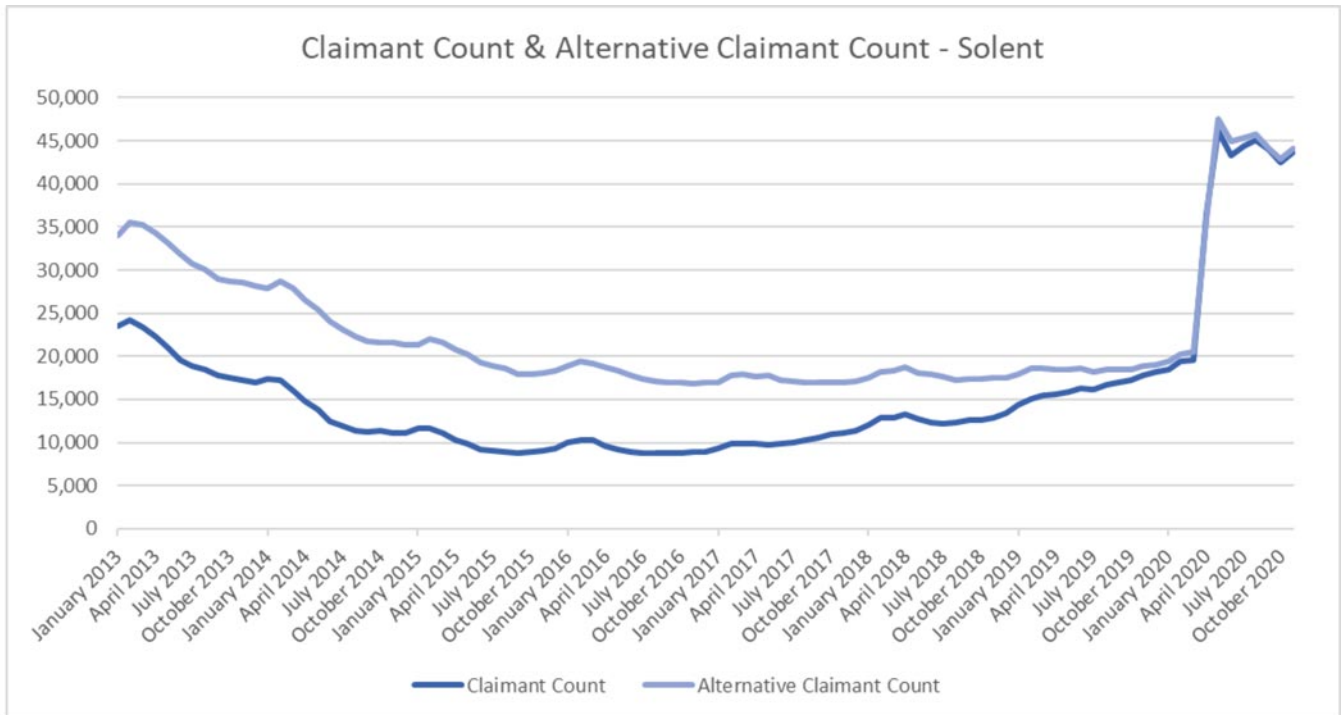
The resident population in the Solent is older than the national average, with 21% of residents aged 65 and older, compared to 18% across England. The number of residents in this age group in the Solent increased by 22% between 2009 and 2019, compared to an increase of just 2% in those aged 16 to 64.

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 healthcare.

## Claimant Count and Alternative Claimant Count



Source: ONS Claimant Count & DWP Stat Xplore, January 2013-November 2020, 2020 SAP boundaries

## Claimant Count and Alternative Claimant Count

---

The ongoing economic impact of Covid-19 on the Solent's economy, skills base and labour market cannot be underestimated and is likely to be extreme.

A total of 43,725 Solent residents were claiming benefits in November 2020, having increased by 86% since January 2013. By comparison, there was a 72% increase in claimants across England. The alternative claimant count, which is focused on unemployment-related benefits, also highlights a greater increase in the number of claimants in the Solent (29%) compared to that in England (23%).

The claimant count increased sharply following the outbreak of Covid-19 across the Solent, with an increase of 131% between March and August 2020. By comparison, the national average saw an increase of 115%. It remains particularly high in our two cities of Southampton and

Portsmouth, the Isle of Wight and Havant<sup>2</sup>.

As noted in the Solent Skills Strategy and Action Plan<sup>3</sup>, young people and those in lower skilled roles are 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.

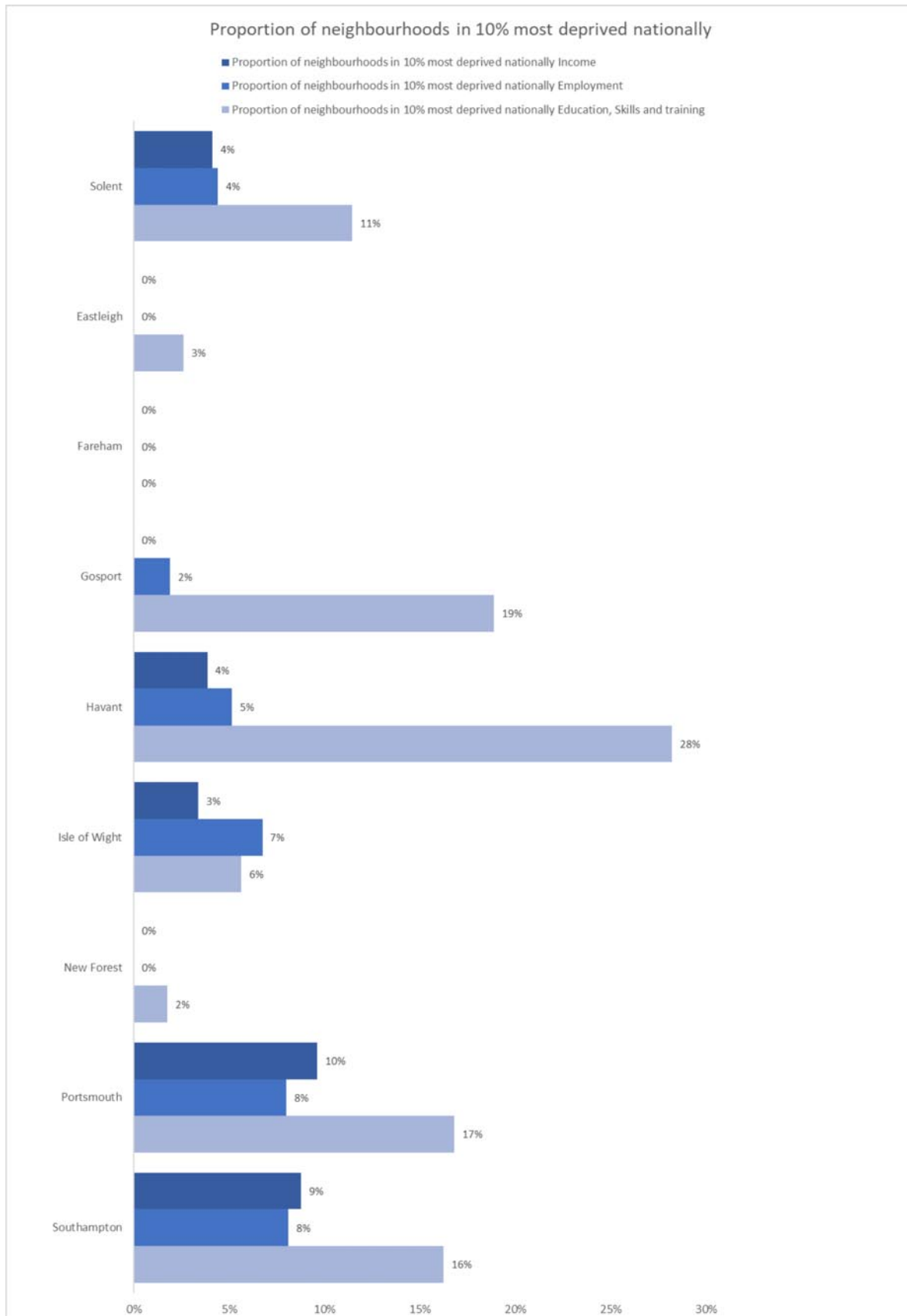
Reports of redundancies across the Solent are increasing, although the extension of the government's Job Retention Scheme to Autumn 2021 is likely to mask longer term impacts on our labour market. Meanwhile, much of the region's self-employed workforce continue to rely on government support schemes to survive, with over two thirds claiming financial support as at end of October 2020<sup>2</sup>.



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

3. Solent LEP, Solent Skills Action Plan and Local Skills Report, March 2021

## 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.

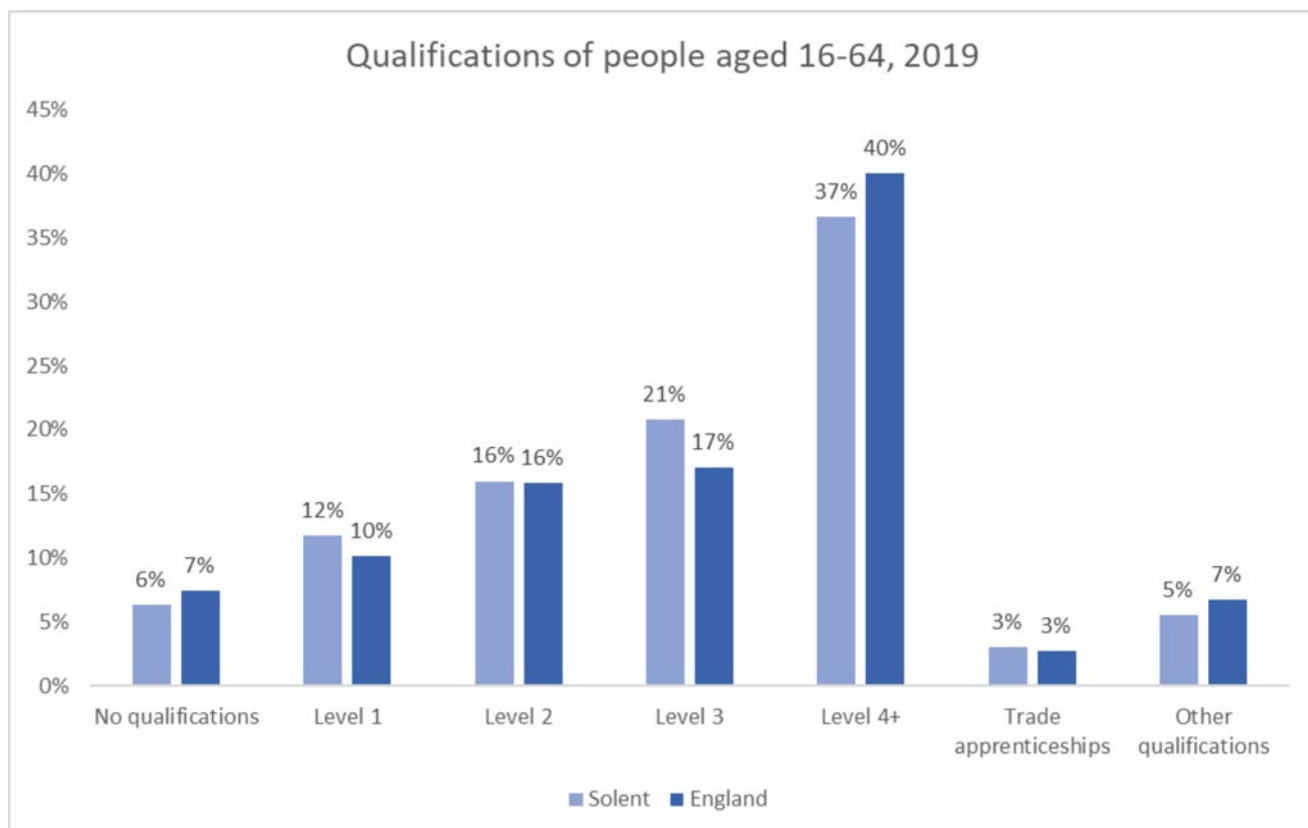


## Skills Supply - Summary

- 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 2019/20. This aligns with the identified core sector of social care in the Solent Skills Strategy and Action Plan.
- Engineering and manufacturing technology was by far the most popular SSA for apprenticeship achievements in the Solent in 2019/20, followed by health, public services and care and business administration and law. The engineering and manufacturing technology and health, public services and care 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 7% qualified in subjects allied to medicine in 2018/19. 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.
- More than half of graduates from Solent HEIs (54%) remained in the South East region immediately following their studies. London was the second most popular area for graduates of Solent HEIs (16% after one year). 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%.



## Qualifications



Source: **Annual Population Survey, January 2019 – December 2020, 2020 SAP boundaries**

A total of 37% of the Solent population aged 16 to 64 was qualified to NVQ Level 4 and above in 2019, which was lower than the England average of 40%. However, 21% of Solent's workforce was qualified to Level 3, which was higher than the England average of 17%. A total of 6% of the Solent workforce had no qualifications, which was slightly lower than the national average of 7%.

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 2019. 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 pattern of demand for employment and skills in 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+ skill. Relatively strong but slowing demand is projected for Level 3 and Level 2 (46,000 and 49,000 respectively)<sup>1</sup>.

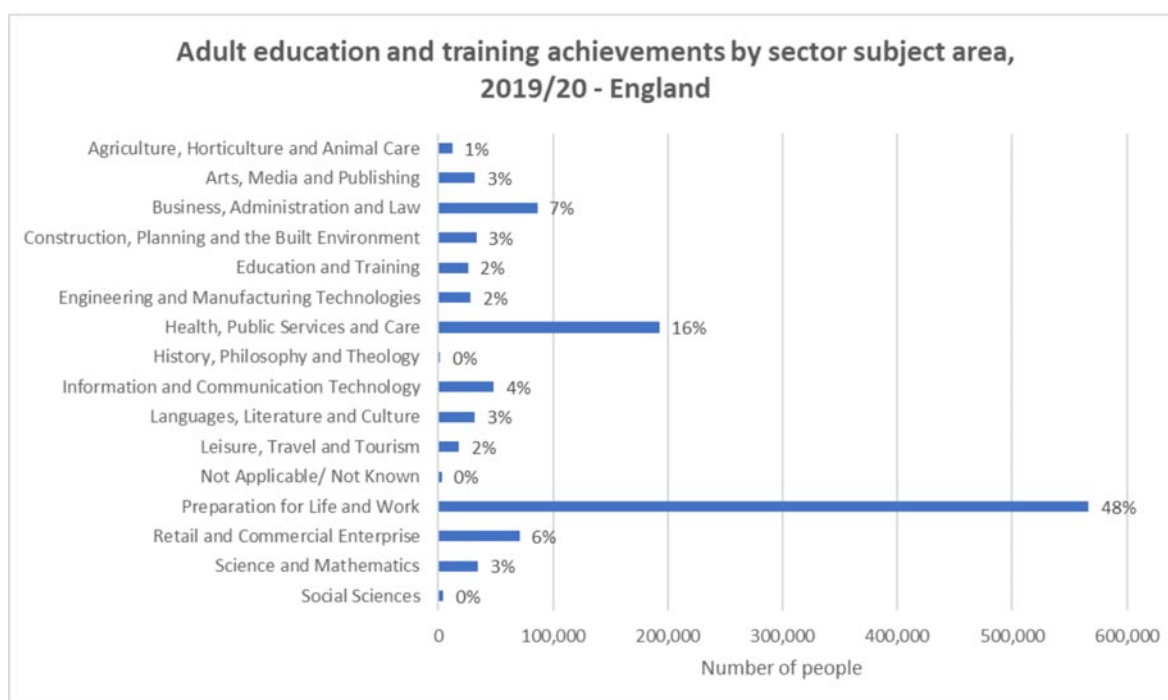
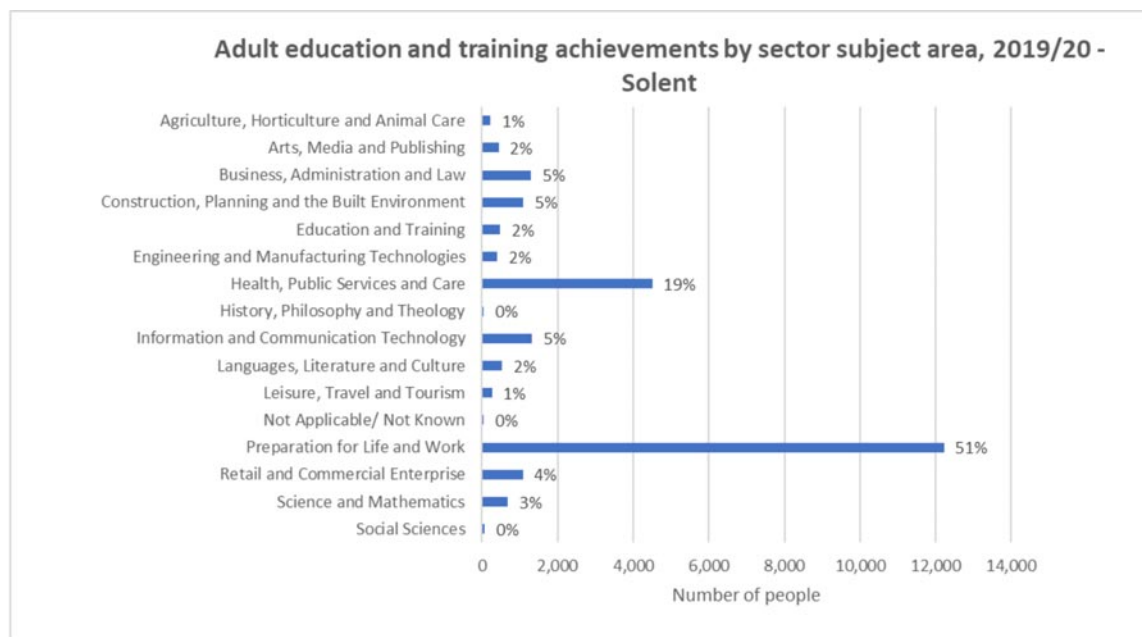
The Solent has over 274,000 residents of working age educated to a degree or higher qualification, 55,000 more than in 2011. Advanced qualifications form the bedrock to a productive workforce and for faster economic growth. The gap between Solent and the UK has narrowed but to reach comparative rates with the UK and South East the Solent needs more residents with degrees or equivalent advanced qualifications<sup>1</sup>.

Solent has more working age residents with intermediate skills (309,300) 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 skills<sup>1</sup>.

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 residents<sup>1</sup>.

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

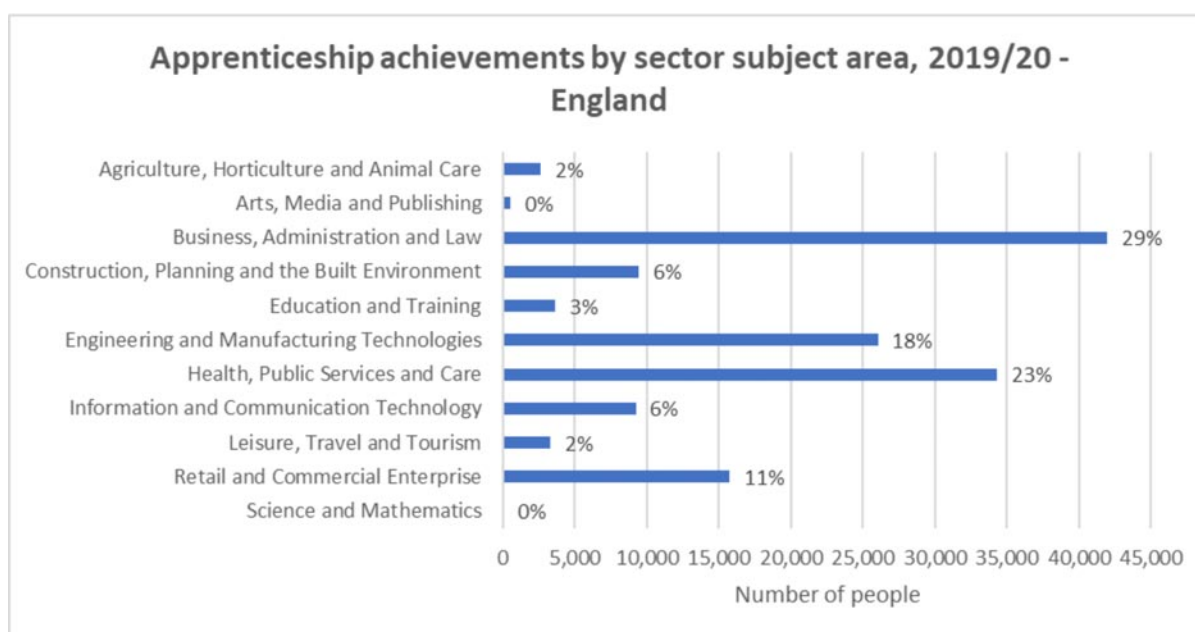
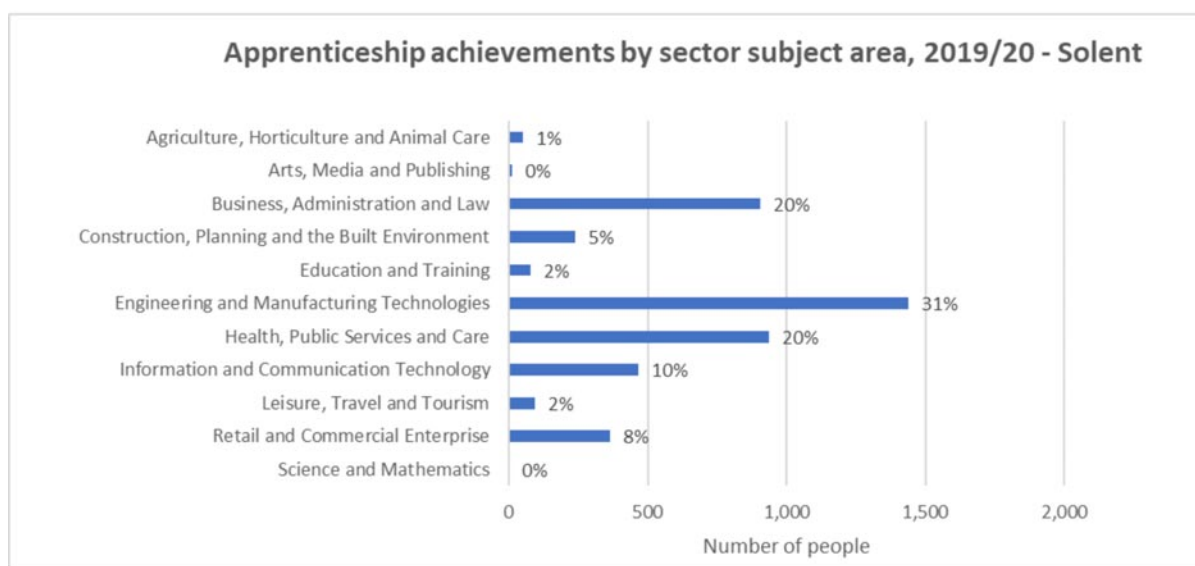


Source: **Further Education & Skills Data, DfE, (published 2020), 2020 SAP Boundaries**

In 2019/20, 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 51% 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 2019/20, accounting for 19% and 16% of all adult education and training achievements, respectively. This SSA aligns with the identified core sector of social care in the emerging Solent Skills Strategy and Action Plan. Information and communication technology was the next most popular area in the Solent, followed by business, administration and law.

## Apprenticeship Achievements



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

The number of apprenticeship 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 achievements<sup>1</sup>.

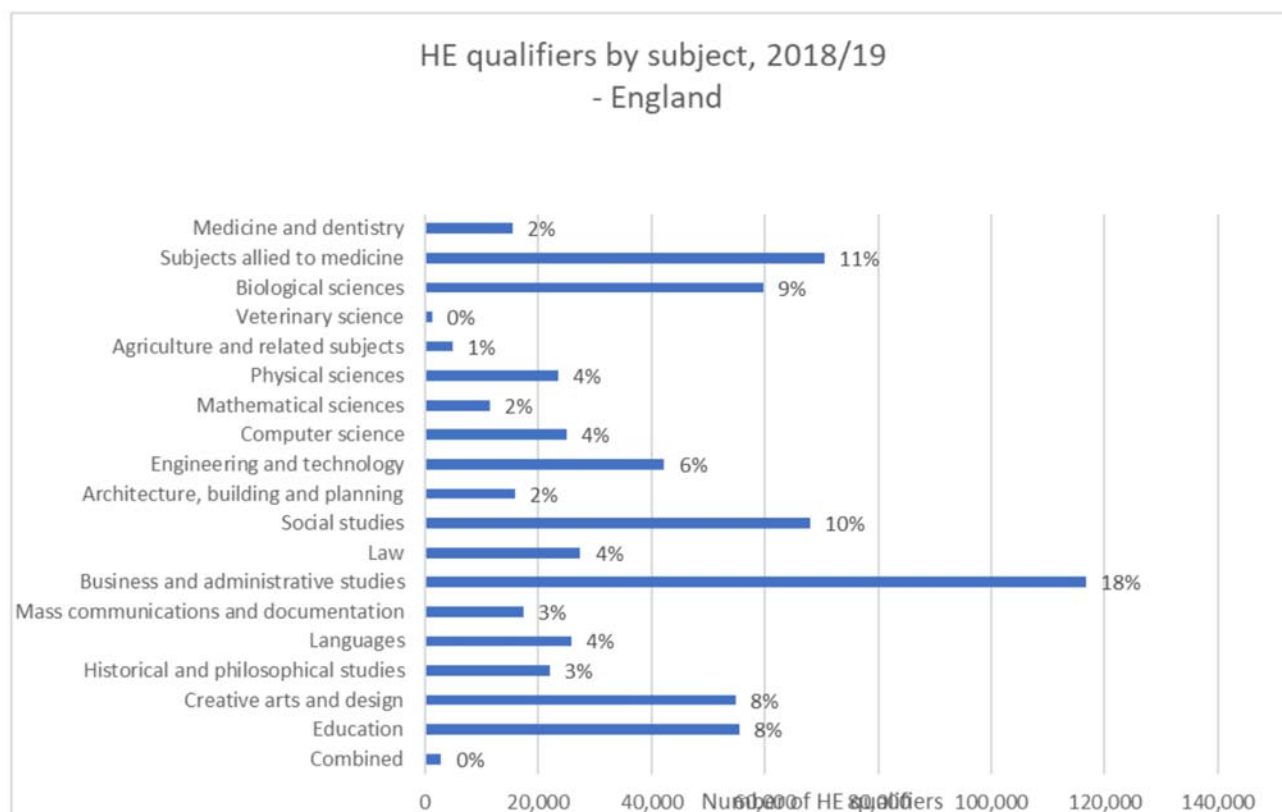
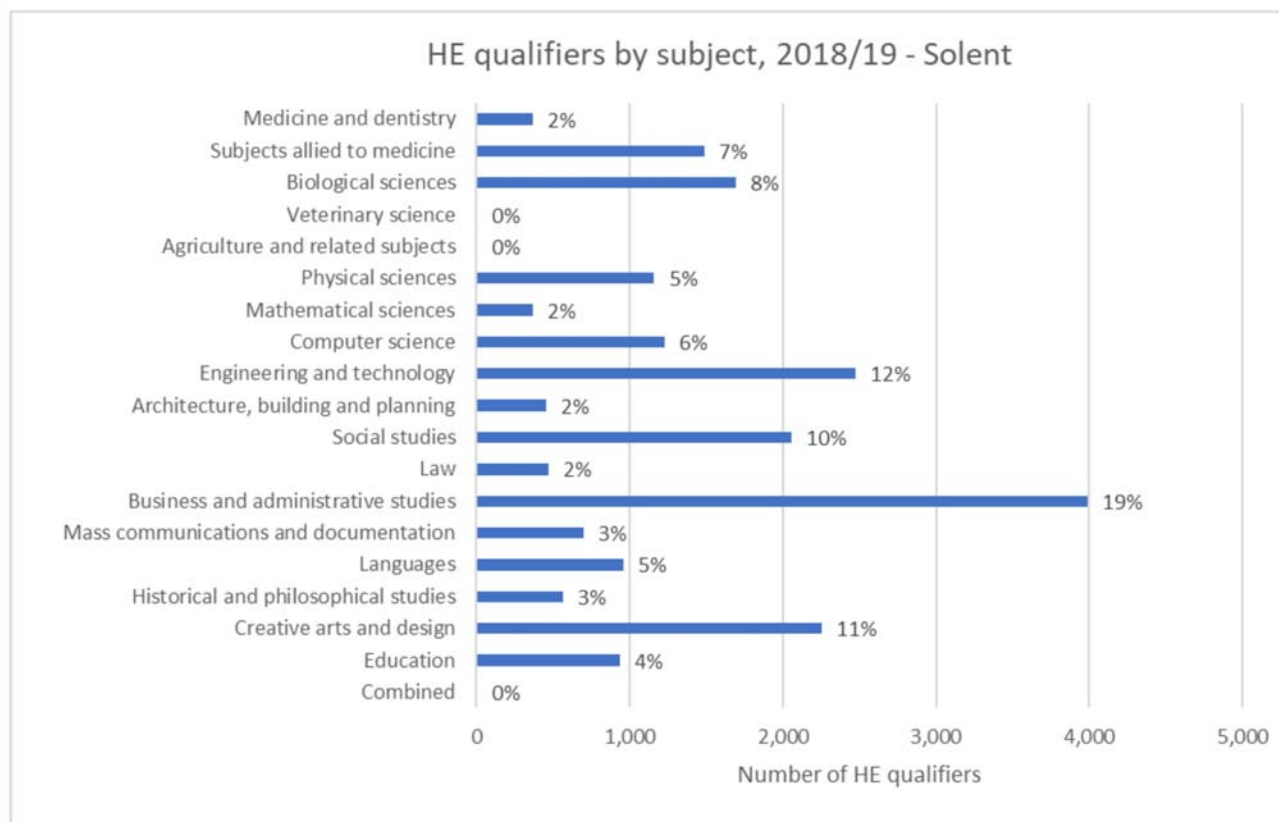
Engineering and manufacturing technology was by far the most popular SSA in the Solent in 2019/20, accounting for 31% of all apprenticeship achievements, followed by health, public services and care (20%) and business administration and law (20%). These three sectors were also the most popular across England, although business, administration and law ranked the highest (29%), followed by health, public services and care (23%), then engineering and manufacturing technology (18%).

The two most popular SSAs in the Solent align well with three of the identified core sectors in the Solent Skills Strategy and Action Plan. 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. 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, 2018/2019 qualifiers (published 2020), 2020 SAP boundaries)

## HE Qualifiers

A total of 19% of Solent students qualifying for higher education in 2018/19 were studying business and administrative studies, which was higher than the England average of 18%. The second most popular subject in the Solent was engineering and technology, with 12% of qualifying students, which was significantly higher than the England average of 6%. Creative arts and design was the third most popular subject in the Solent, with 11% of qualifying students.

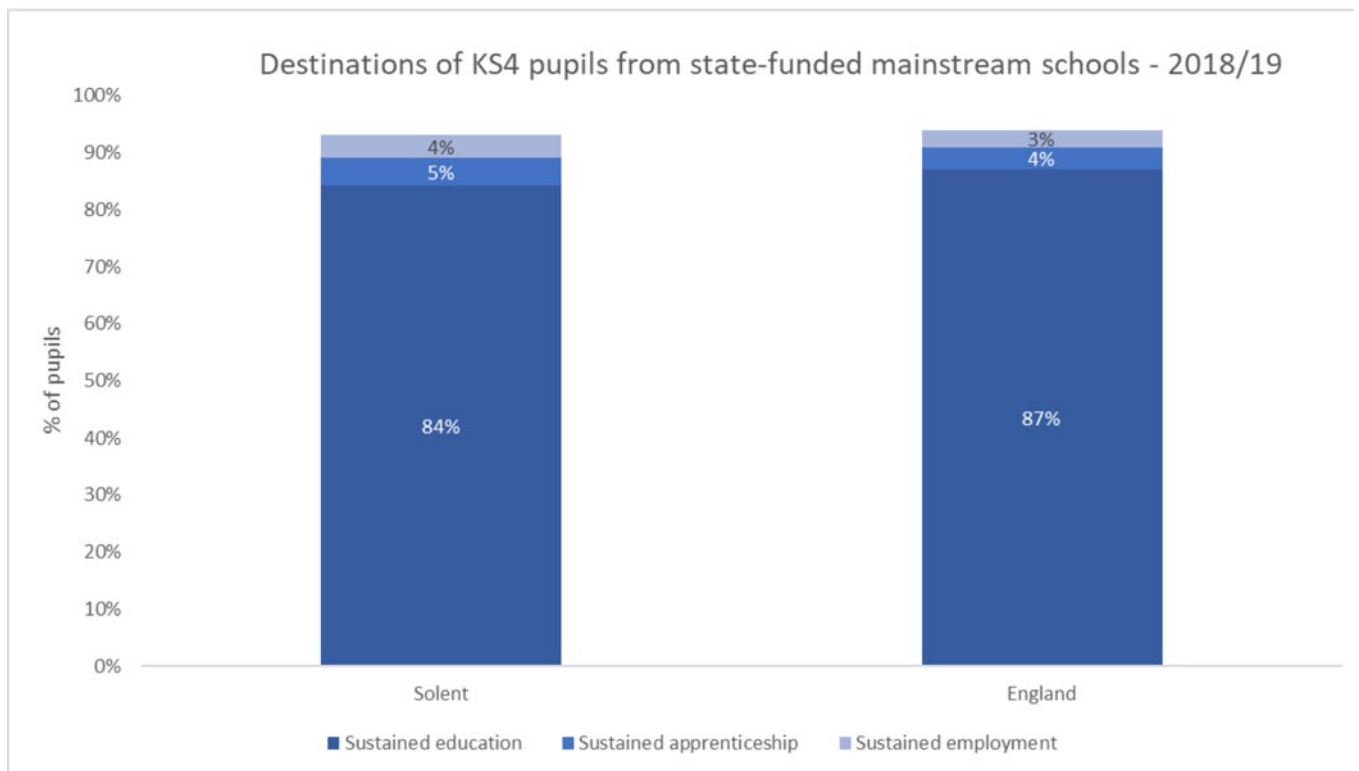
The strong representation of qualifying students in engineering and technology corresponds with the

engineering and marine and maritime core sectors in the emerging Skills Strategy and Action Plan<sup>3</sup>.

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 7% qualified in subjects allied to medicine, compared to 11% nationwide.



## KS4 Destinations



Source: **KS4 Destination measures, DfE, 2018/19 (published 2020), 2020 SAP Boundaries**

Solent underperforms against the national average on the attainment of young people<sup>1</sup>.

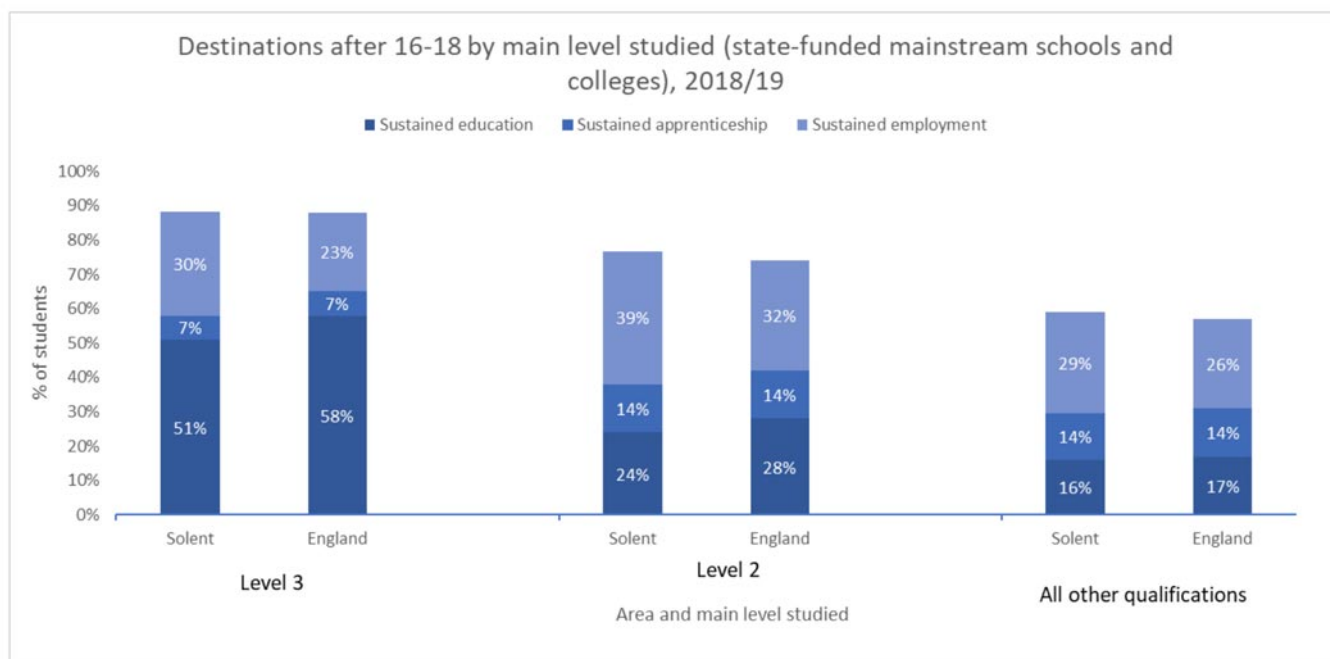
In 2018/19, a total of 84% of KS4 pupils in the Solent went on to sustained education, which was lower than the England average of 87%. However, a total of 5% of Solent pupils progressed to apprenticeships, which was higher than the England average of 4%, and 4% of Solent pupils went into employment, which was also higher than the national average of 3%. In total, 93% of Solent KS4 pupils

went on to access education, training or employment, which was slightly lower than the national average of 94%.

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, 2018/19 (published 2020), 2020 SAP Boundaries

Of the Solent students studying Level 3 qualifications at age 16 to 18 in 2018/19, 88% went on to any sustained education, employment or apprenticeship destination, which matched the overall level of progression nationally.

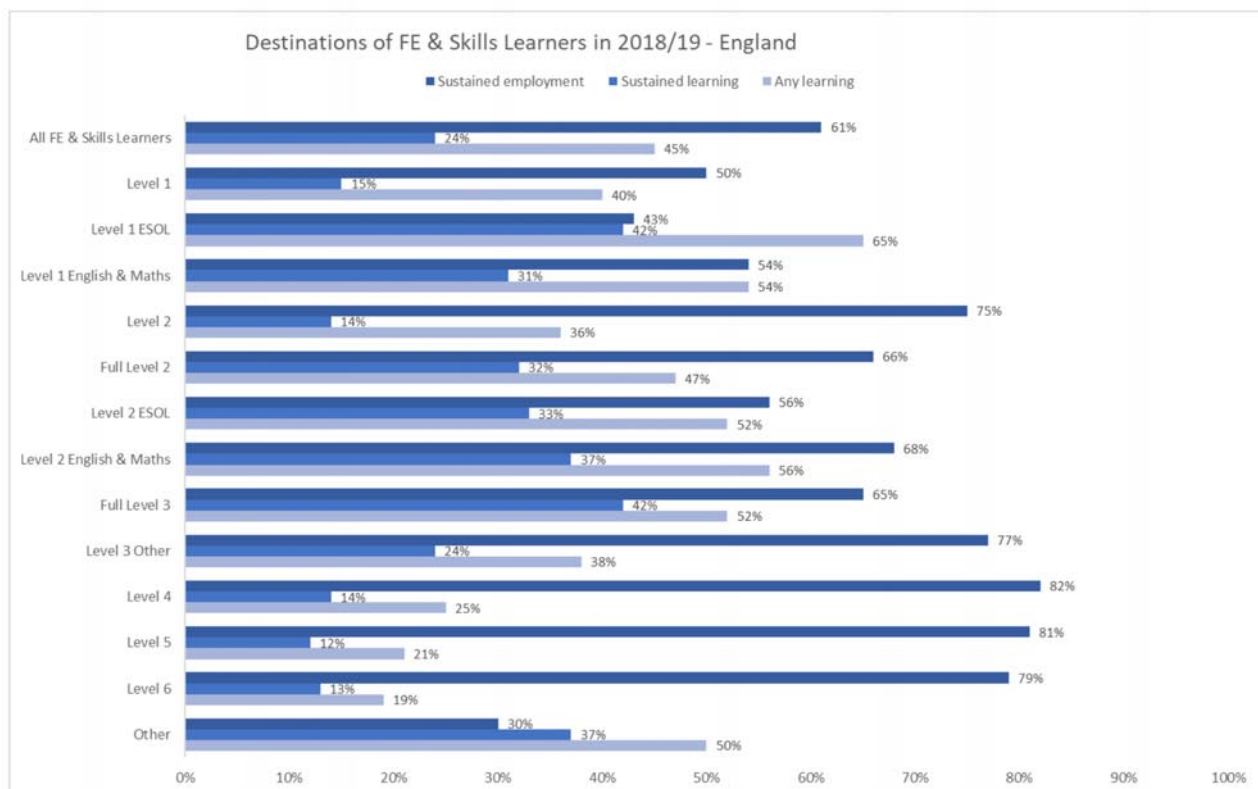
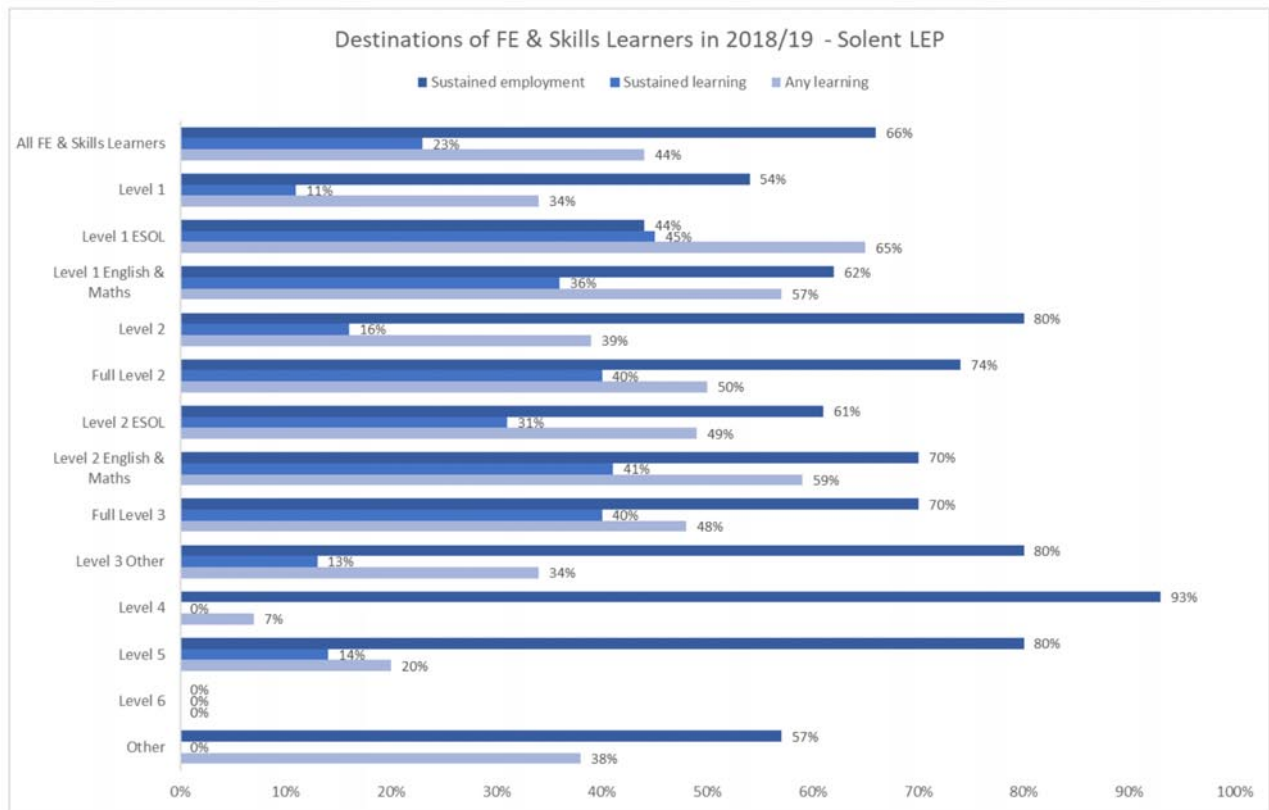
A total of 51% of Solent students went on to sustained education, 30% to sustained employment and 7% to sustained apprenticeships. By comparison, in England, a larger proportion of students (58%) went on to sustained education, a smaller proportion (23%) to sustained employment, and an equal proportion (7%) to sustained 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, 77%

went on to any sustained education, employment or apprenticeship destination, compared to 74% nationally. As with those studying Level 3 qualifications, a smaller proportion went on to sustained education (24%) than the national average (28%) and a larger proportion went on to sustained employment (39%) than the national average (32%), whilst an equal proportion went on to sustained apprenticeships (14%).

Of the Solent students taking other qualifications, 59% went on to any sustained education, employment or apprenticeship destination, compared to 57% nationally. As with students taking Level 2 and 3 qualifications, a larger proportion of Solent students went on to employment (29% compared to 26% nationally) and a smaller proportion to education (16% compared to 17% nationally). An equal proportion of students went on to apprenticeships.

## Outcomes for Adult FE and Skills Learners



Source: FE outcome based success measures, 2018/19 destinations, DfE, (published 2020), 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 2018/19, 66% 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 23% of all adult FE and skills learners in the Solent went on to sustained learning, which was slightly lower than the national average of 24% and 44% went on to any learning, which was also 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 2 (80%), Level 3 – Other (80%), Level 4 (80%) and Level 5 (80%) courses. National rates of progression were

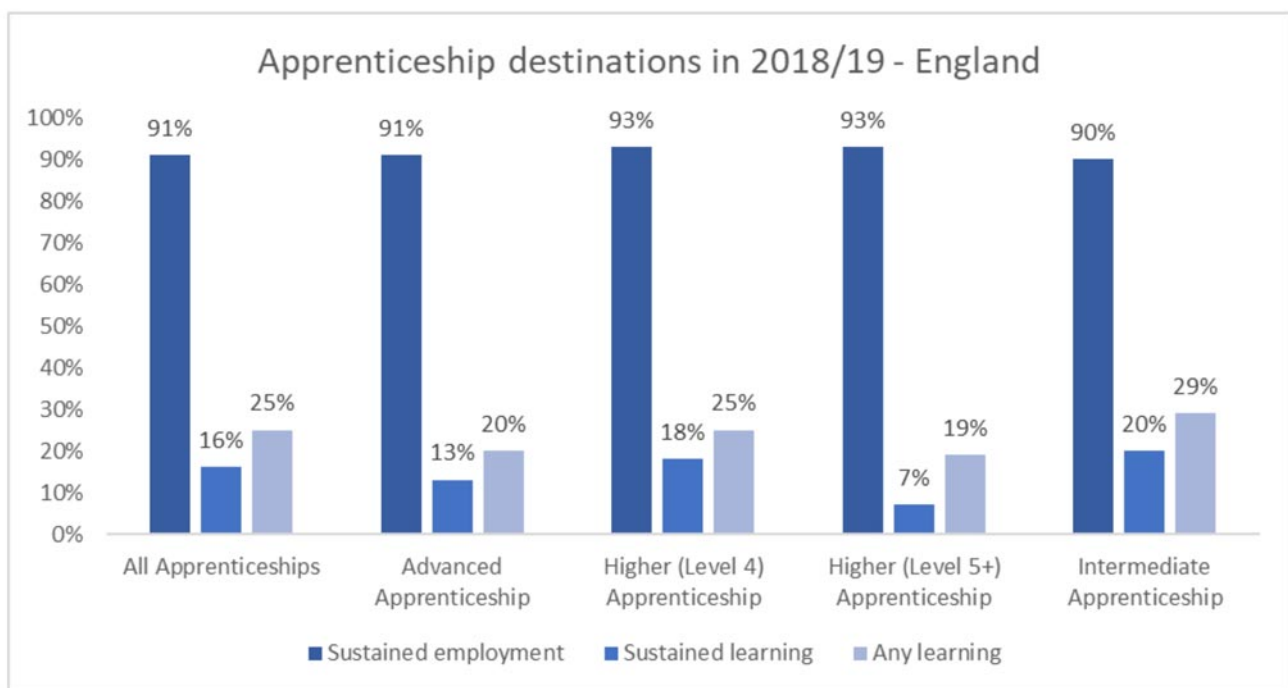
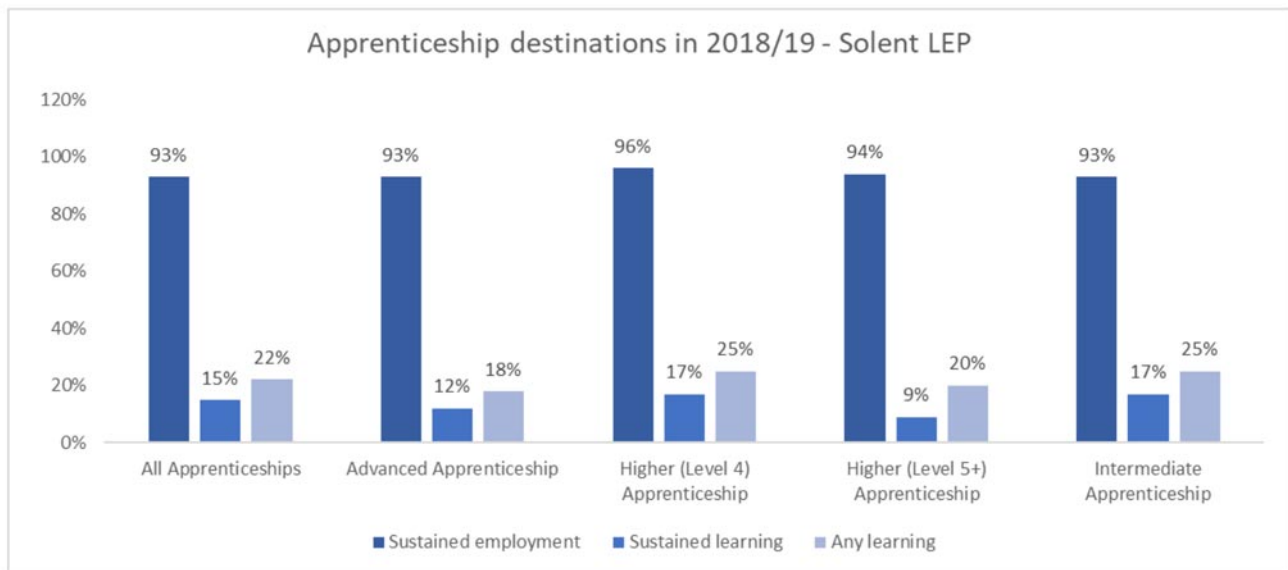
similar, with 82% of Level 4 learners, 75% of Level 2 learners, 77% of Level 3 – Other learners and 81% of Level 5 learners progressing into employment. This indicates a demand for higher skilled workers among employers, both in the Solent and nationally.

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 1 – ESOL (45%) 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, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries**

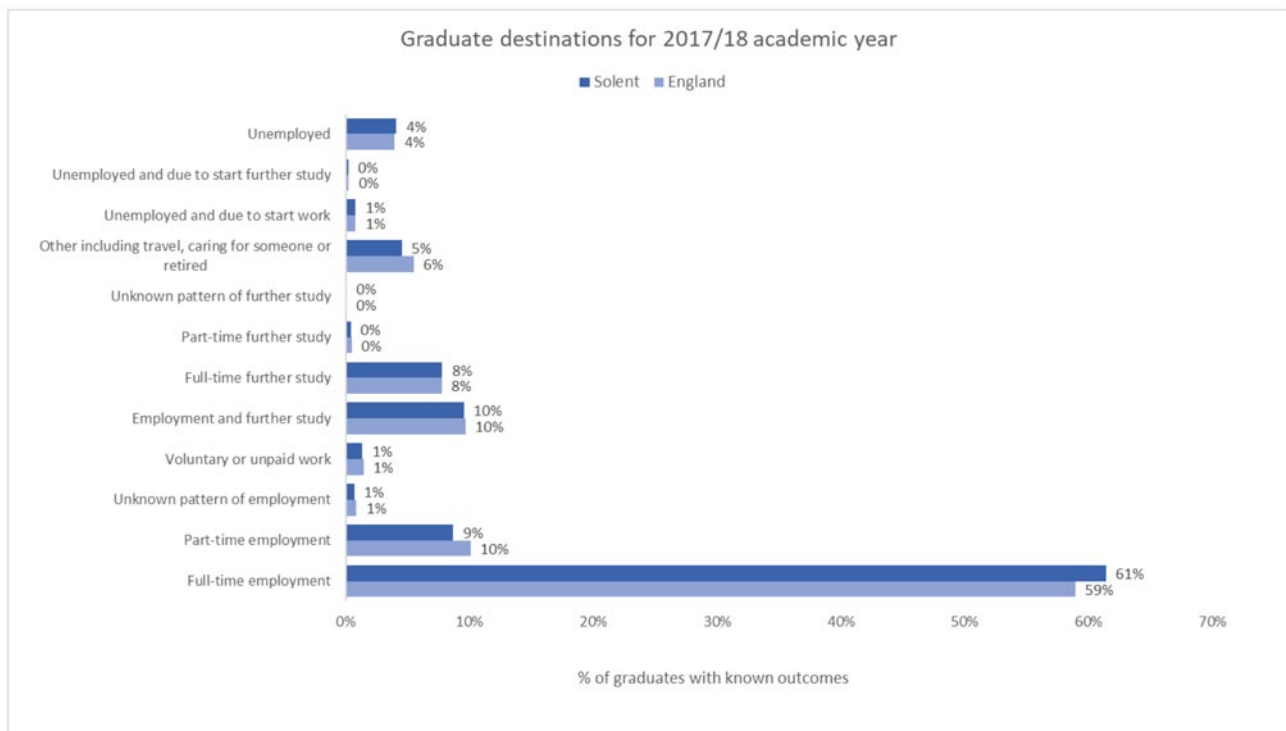
A higher proportion of apprenticeships in the Solent in 2018/19 led to sustained employment and a lower proportion to further learning than the national averages.

Of all apprentices in the Solent in 2018/19, a total of 93% went on to sustained employment, which was higher than the national average of 91%.

A smaller proportion of Solent apprentices went on to sustained learning (15%) and other learning (22%) than the national averages of 16% and 25%.

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

## HE Graduate Destinations



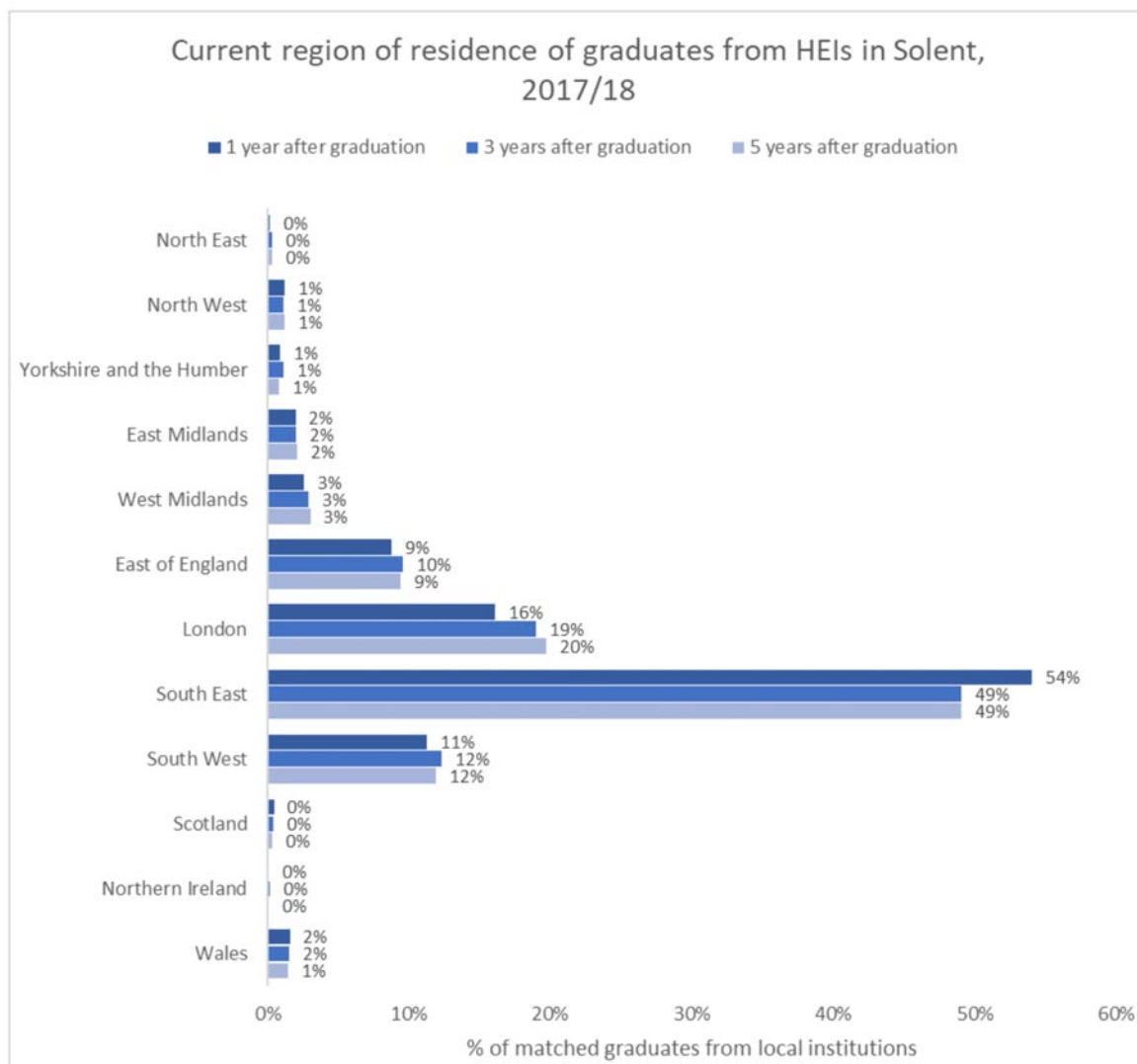
Source: **HESA, 2017/18 graduates (published 2020), 2020 SAP boundaries**

Trends for destinations of HE graduates from Solent institutions for the 2017/18 academic year were similar to the national average.

A total of 61% of Solent graduates went on to full-time employment after the 2017/18 year, compared to the national average of 59%, and a total of 9% of Solent

graduates went on to part-time employment, compared to 10% 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, 4% of graduates were unemployed both in the Solent and across England.

## HE Graduate Retention



Source: **Graduate Outcomes in 2017/18, DfE, (published 2020), 2020 SAP boundaries**

More than half of graduates from Solent HEIs remained in the South East region immediately following their studies. A total of 54% of these graduates were resident in the South East a year after graduation, reducing to 49% three years after graduation, then remaining at 49% after five years.

London was the second most popular area for graduates of Solent HEIs, with 16% of Solent graduates resident in the capital one year after graduation, increasing to 19% after three years and 20% after five years. The South West and the East of England were also popular, attracting 11% and 9% of Solent graduates after one year.

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.

Our skills evidence base shows that approximately 19% of

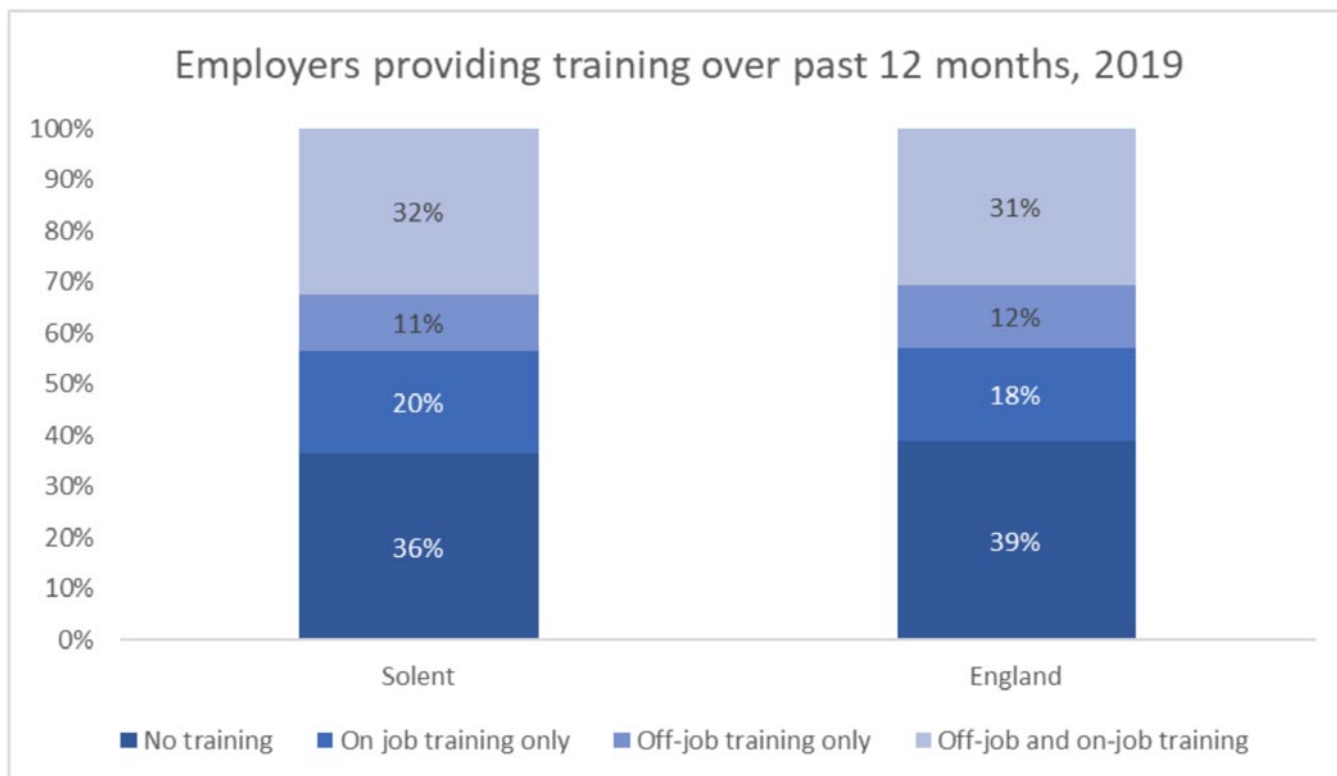
graduates studying in Portsmouth and 18% in Southampton remained in each city respectively upon completing their studies; this ranked Portsmouth 35th and Southampton 37th out of 44 UK cities, placing both in the bottom 10 cities for graduate retention<sup>1</sup>.

As noted above, this could be down to relative proximity of the Solent to London and better opportunities for higher paid jobs. The retention of students will only be beneficial to 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 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 links<sup>1</sup>.

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.

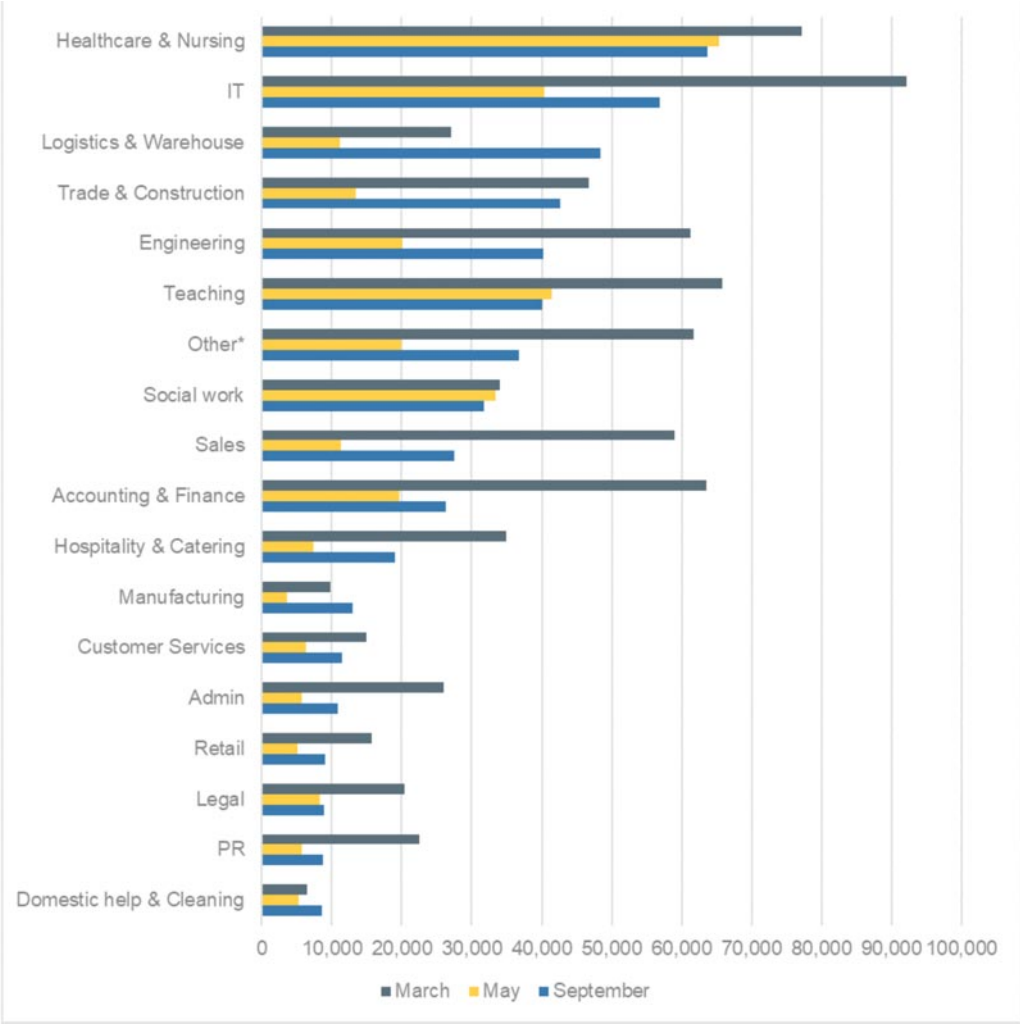
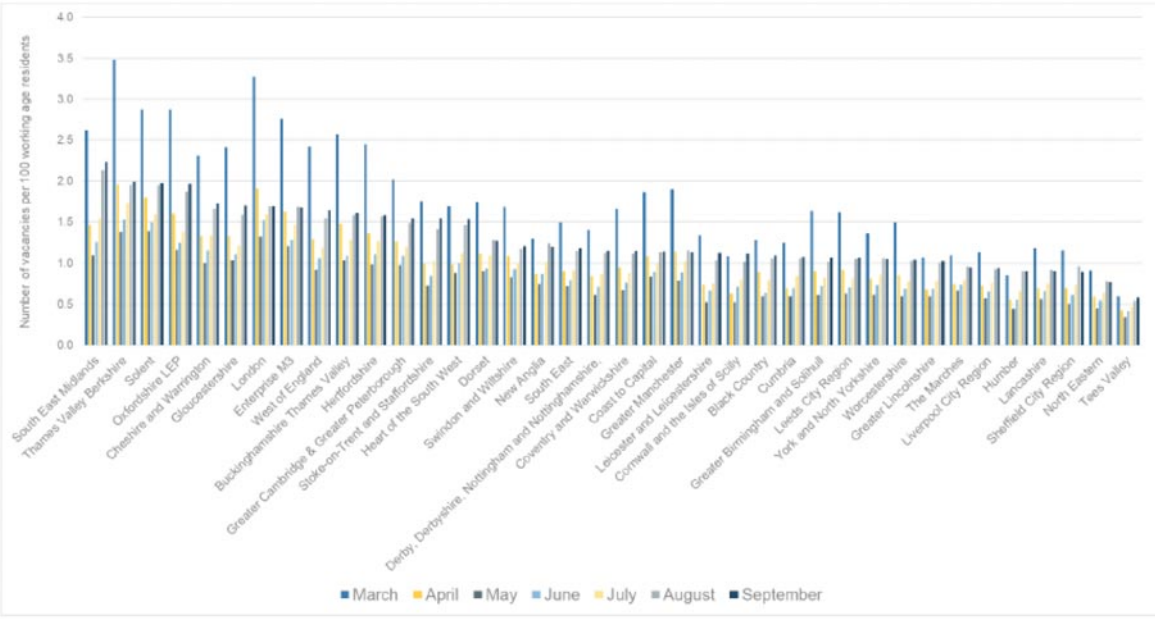
## Skills Demand - Summary

---

- 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 sectors including visitor and cultural activities and the maritime industry. Many workers in these sectors will now need to reskill or retrain to remain economically active.
- The Solent Economic Recovery Plan<sup>2</sup> 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

---

Analysis by the Institute for Employment Studies of changes in online vacancies during the course of 2020 uses vacancy data collected by Adzuna, one of the largest online job search engines in the UK.

This shows that during the final few months of 2020, online job vacancies grew overall but this was driven by strong growth in manual and elementary jobs as well as in skilled trades. More senior professional occupations fell significantly, from two in five to just over a quarter of advertised jobs.

Adzuna data categorises vacancies into one of 27 high level 'job types', reflecting the broad occupational category for that work. The bottom graph on the previous page shows how the levels of vacancies by job type has changed over the crisis – comparing the average for March 2020 (the start of lockdown), May 2020 (when vacancies reached their lowest) and September 2020 (the recovery period).

Healthcare and nursing was the most common vacancy job type in September, accounting for one in eight of all vacancies compared with one in ten at the start of lockdown. IT jobs have declined by more nearly two fifths (38%) since the start of lockdown, but by September were still the second most common vacancy type – with just over one in nine vacancies in IT jobs.

Logistics and warehousing has seen significant growth in vacancies since March –accounting for nearly one in ten of

all openings compared with just one in thirty at the start of the crisis. Two other (smaller) job types have also seen growth during the crisis – with domestic help/cleaning and manufacturing both accounting for more job adverts in September than they did in March. Construction had also recovered strongly by September (to within ten per cent of March levels) while social work held up through the crisis.

The largest falls since March, as would be expected, were in sectors most affected by social distancing (particularly hospitality), but also in business services (such as finance and PR) and in administrative roles. Graduate recruitment, PR and consulting all also saw significant falls (not shown on the graph).

The top graph 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 September. The areas that had the highest number of vacancies per 100 working age people before the crisis began were Thames Valley Berkshire, Oxfordshire, and London.

In the last month there has been almost no change in the number of vacancies across all LEPs. The LEPs with the highest rate of vacancies per 100 people 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 Plan<sup>2</sup> 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**

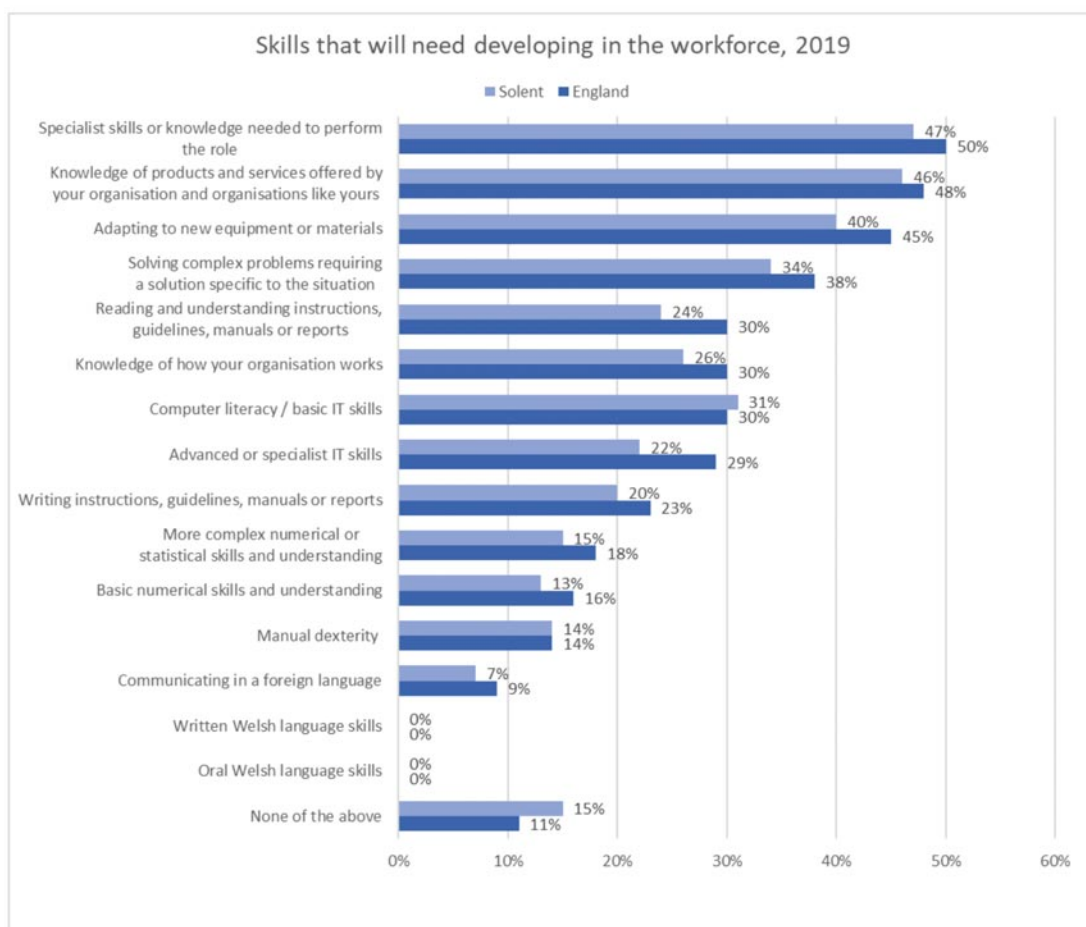
The Working Futures (2020) forecasts indicate that the occupations with the highest anticipated growth in the Solent between 2017 and 2027 are caring personal service occupations, educational professionals, health and social care associate professionals, health professionals and corporate managers and 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 important<sup>1</sup>.

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 Skills Strategy and Action Plan 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 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 skills<sup>1</sup>. Looking ahead we see strong demand for a skilled workforce in:

- Manufacturing, as one of the most important industrial sectors across the 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>

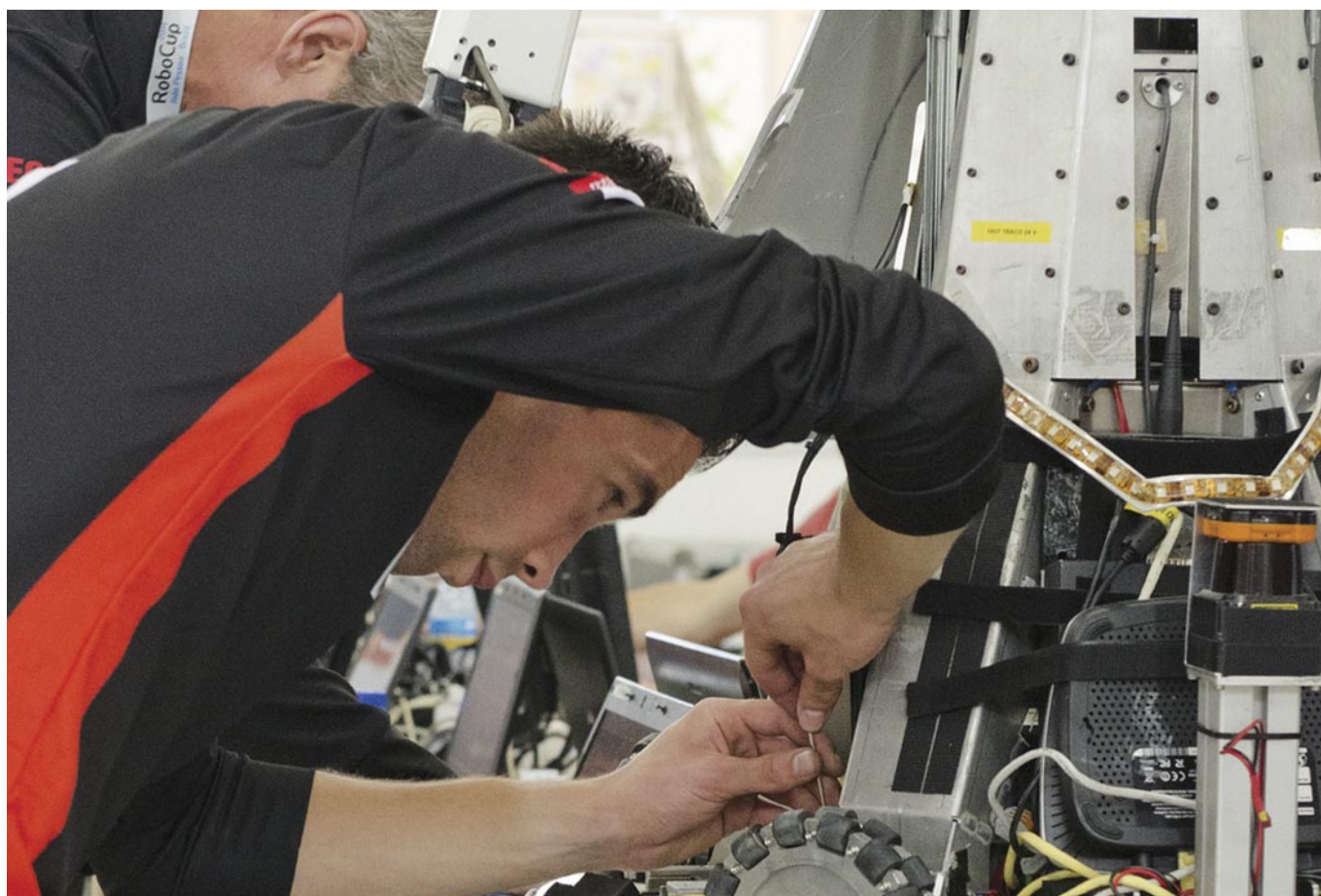
# Mapping Skills Supply and Demand - Summary

- 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 base shows that skills shortage vacancies have decreased over the past couple of years and altogether the skills supply and skills demand appear 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)<sup>1</sup>.



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

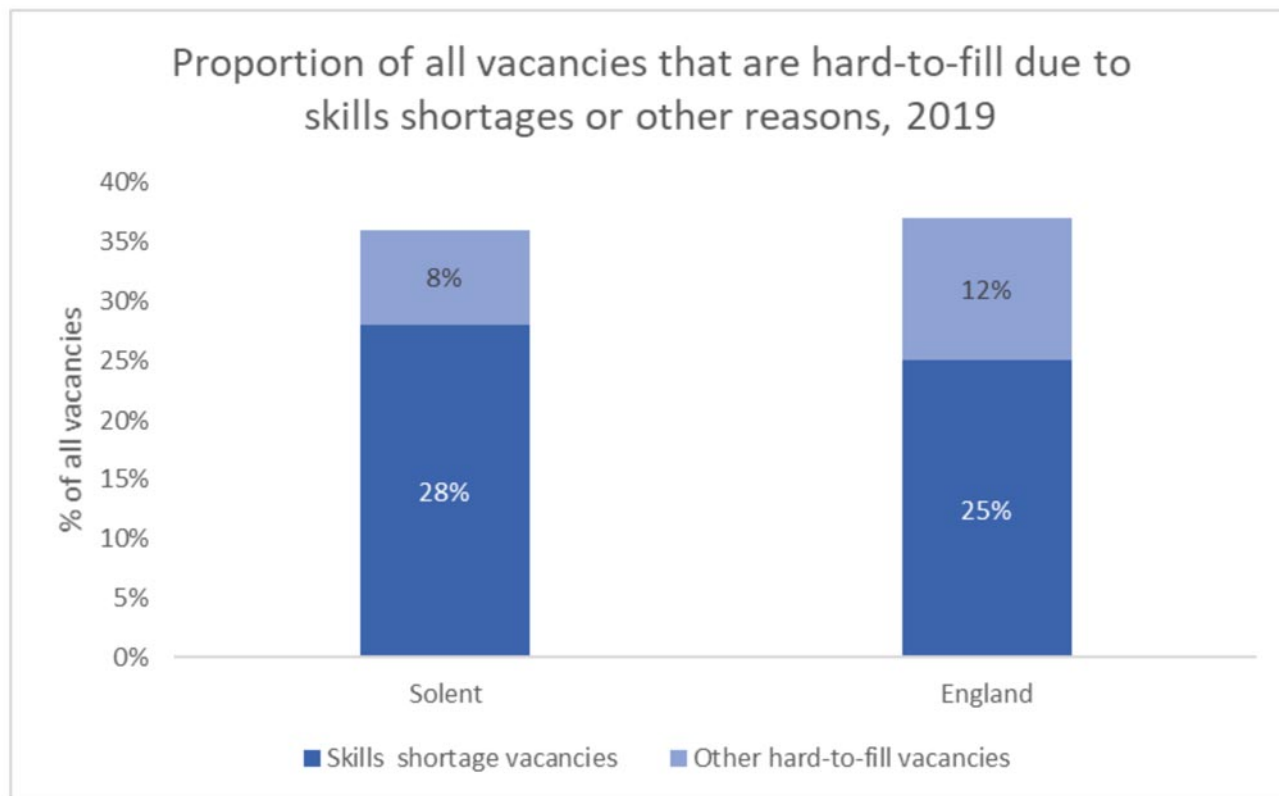
under-utilised staff, which is slightly lower than the national average of 34%.

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: Additional References

### Solent Local Skills and Labour Market Analysis

In June 2020, the Solent SAP published the outcome of our Local Skills and Labour Market Analysis to provide a forensic understanding of the existing and future skills gaps and employment priorities in our area.

The full report, prepared by partners at Hampshire County Council, can be downloaded [here](#).

An Executive Summary can be read [here](#).

### Solent 2050

Solent 2050 sets out a long-term action plan, aligned to the UK Industrial Strategy, to unleash the Solent's distinctive strengths that can power the local economy to increase productivity and support our communities to prosper in a fast-changing world.

Further information about the LEP's ambitious strategy for Solent 2050, and its developing evidence base, can be found [here](#).

### Solent Economic Recovery Plan

In September 2020, the Solent LEP prepared an Economic Recovery Plan to set out a dynamic package of actions and interventions to bring forward to support and position the Solent for recovery and growth in line with the long-term objectives set out in Solent 2050. This starts to identify short to medium term skills priorities and interventions to deliver as the first step in this journey to 2050.

Our Economic Recovery Plan can be downloaded [here](#).

### Solent Economic Profile

Our Economic Profile of the Solent analyses and presents a range of demographic, employment, business and labour market characteristics for the Solent-wide area, and in doing so identifies the key strengths, weaknesses, opportunities and challenges to future economic growth. The report forms part of the evidence base for the emerging Solent 2050 Economic Strategy.

The full report can be found [here](#), alongside an [Executive Summary](#).

# SOLENT LOCAL SKILLS REPORT

## ANNEX C: 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	✓		
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	✓	✓	✓
Continue to develop our Careers Hub activity with a specific focus on virtual 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 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 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	✓	✓	
Establish a single source/point of access for independent skills and apprenticeship brokerage	Employers, learners of all ages, current workforce	Co-ordination / strategic oversight	Develop and fund	Information sharing and promotion	✓	✓	✓
Develop a Local Skills Improvement Plan to shape technical skills provision	Employers, skills providers	Co-ordination / strategic oversight	Develop and facilitate	Engage and facilitate	✓	✓	✓
Work with our schools, colleges and universities to explore tailored careers support for graduates	University students/graduates	Co-ordination / strategic oversight	Facilitate and fund	Deliver (various skills providers)	✓	✓	✓
Showcase Apprenticeship opportunities for all ages and expand the Apprenticeship Hub's remit to provide comprehensive skills brokerage	Students, current workforce, employers	Co-ordination / strategic oversight	Facilitate	Deliver (Solent Apprenticeship Hub)		✓	✓
Explore the potential to establish new modes of learning and support	Students, current workforce	Co-ordination / strategic oversight	Facilitate and fund	Deliver (various skills providers)		✓	✓
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		✓	✓
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 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 a bespoke package of skills interventions to respond to cross-cutting priorities	Employers, learners of all ages, workforce	Co-ordination / strategic oversight	Facilitate and fund	Deliver (various skills providers)	✓	✓	✓
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)		✓	✓
Deliver world class employer-led training facilities as part of the Solent Freeport	Employers and learners of all ages	Co-ordination / strategic oversight	Develop and fund	Engage and facilitate		✓	✓
Develop a careers outreach programme for the maritime sector	Learners of all ages	Co-ordination / strategic oversight	Facilitate and fund	Deliver (Maritime UK, Solent Maritime Enterprise Zone)		✓	✓
Establish an Institute of Technology within the Solent	Learners of all ages	Co-ordination / strategic oversight	Develop and fund	Deliver (various skills providers)		✓	✓
Maximise retention of unspent apprenticeship levy locally	Learners of all ages	Co-ordination / strategic oversight	Facilitate	Information sharing and engagement		✓	✓
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)		✓	
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 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 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)		✓	✓
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)			✓
Boost apprenticeship participation as a means of supporting social mobility through pathways already in place	Students and current workforce	Co-ordination / strategic oversight	Facilitate	Deliver (various skills 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			✓



SOLENT  
**LOCAL**  
ENTERPRISE  
**PARTNERSHIP**  
[#solent2050](#)

t: [023 9268 8924](tel:02392688924)

e: [info@solentlep.org.uk](mailto:info@solentlep.org.uk)

w: [solentlep.org.uk](http://solentlep.org.uk)

Solent LEP Office

1000 Lakeside North Harbour, Western Road, Portsmouth PO6 3EN



YouTube