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Dorset Local Skills Improvement Plan

Annex A/B

August 2023

**Dorset
LSIP**

Delivered by:
**Dorset
Chamber**

Contents

Annex A: Local strategic context

List of all strategies & reports

Local

BCP Council Economic Development Strategy 2021-2026,

BCP Council Skills Plan 2022-2026

Dorset Council Economic Growth Strategy 2020 to 2024

Dorset LEP Local industrial strategy

DLEP Local Skills Report 2020

DLEP Skills Action Plan

DLEP: Mapping Dorset's business economy and clusters

DLEP Invest in Dorset: Advanced Engineering & Manufacturing

DLEP Invest in Dorset: Agri-Tech & Aquaculture

DLEP Invest in Dorset: Creative Digital Sector

Dorset Careers Hub: Perceptions of Apprenticeships Youth Led Research

ECA submission of evidence and LSIP recommendations on behalf of electrotechnical employers – Dorset LSIP

Regional

CITB SW Labour Market Intelligence report

SW Regional Productivity Commission: Key Findings & Recommendations, 2017

Social Mobility in the South West Report (exeter.ac.uk)

Positioning Paper for: SOUTH WEST AGRITECH GROWING THE NATION'S AGRICULTURAL TECHNOLOGY POWERHOUSE

National

Net zero – what are the benefits to your business? - British Business Bank

British Chamber

Report Of The British Chambers Of Commerce Workplace Training And Development Commission - May 2021

British Chambers Skills Hub

- British Chambers of Commerce: The Education Landscape A Guide for Employers

Quarterly Recruitment Outlook: No sign of hiring difficulties easing (britishchambers.org.uk)

CITB

- Building Skills for Net Zero - CITB
- Net Zero and Construction – Perspective and Pathways - CITB
- Skills and Training in the Construction Industry 2021 - CITB

DCMS Burning Glass: No Longer Optional: Employer Demand for Digital Skills. June 2019

ECA – Electrotechnical and Engineering Services

Education Committee (parliament.uk): The future of post-16 qualifications

FSB: Scaling Up Skills

FSB 'Accelerating Progress' 2021,

Institute of Apprenticeships and Technical Engineering Sustainability Framework

Institute of Chartered Foresters (2021), Can't see the Skills for the Trees

Labour and skills in the horticulture and agriculture sectors in England, 2023: Summary report

Maritime 2050 – Maritime UK

Ofsted's Thematic review of Careers Guidance, November 2022

The 'hidden middle': Unlocking the essential digital skills opportunity (techuk.org)

Young Enterprise, What Applied Learning Really Looks Like, January 2023

Annex B: Background and Method

Dorset Chamber bid to be the local Employer Representative Body (ERB) in May 2022.

Stage 1

Led by designated ERBs, LSIPs set out a clear articulation of employers' skills needs and the priority changes required in a local area to help ensure post-16 technical education and skills provision is more responsive and flexible in meeting local labour market skills needs. The product is this report setting out those key priorities, but the process to develop the report, i.e., bringing together employers and providers to understand skills needs and provision, is as important as the report itself.

On 4 November 2022, the project was launched with stakeholders. Primary research commenced in December 2022, and draft skills needs were shared on February 24 at a further all stakeholder event. Draft priorities for action were published on March 31, 2023. Stage 1 ends July 2023.

Stage 2

August 2023 – March 2025. The objective of Stage 2 is embedding the LSIP process in the local skills system. Designated ERBs will be expected to galvanise collaborative action with employers, providers and local stakeholders to support the delivery of the actionable priorities and the roadmap set out in the LSIP, keep the LSIP reviewed and report annually on progress. This will help to achieve better alignment of the local skills system with employers' needs and help to sustain the alignment in the longer-term.

The project team has followed DfE Guidance, specifically advice to focus on those employers who struggle most to get their voices heard. It noted that the process to develop the report - bringing together employers and providers to understand skills needs and provision - is as important as the report itself.

Project Team

The LSIP team was formed primarily from experienced Dorset Chamber staff with strong relationships with providers and businesses led by consultants with experience of the skills landscape and relevant data.

In house Team Members:

Ian Girling CEO

Theresa Higgins COO

Caroline Sharp Strategic Communications and Skills

Paul Taylor Business Engagement

Kat Tegg Events

Sue Bhatt Project Support

Greg Lear Online Communication

Team Contractors:

Nicola Newman Project Lead

Clive Ozzard Employer Engagement

Moor Economics Ltd Data Analysis (LEP)

Rosie Knapper Skills & Content

The plan to recruit an inhouse full-time Analyst in December 2022 was not successful. Instead, an experienced local Skills and Data expert joined the team as a Contractor in January 2023.

Conflicts of interests can be found [here](#)

Providers

There are specific duties on relevant providers to work with ERBs. Dorset Chamber has worked with employer providers, Further Education (FE) Colleges, Higher Education Institutions (HEI), Independent Specialist Colleges (ISC), Independent Training Providers (ITP) and School Sixth Forms that deliver English-funded post-16 technical education and training. These include:

- AECC University College
- Aspire Training Team
- AUB – Arts University Bournemouth
- Bournemouth and Poole College
- Bournemouth University
- DSTPN – Dorset & Somerset Training Provider Network
- Exalt Training
- Ferndown Upper School
- JTL Training
- Kingston Maurward College
- Lynwood School of Veterinary Nursing
- Paragon Skills
- Poole High School
- Quest Vocational Training
- Side by Side Training
- Skills & Learning
- Strode College
- SWATPRO
- SWRAC
- The Blandford School
- The Colleges' Partnership | Apprenticeship Training Provider
- Train4all
- Training Now
- Twynham School
- Weymouth College
- Whitehead Ross Education & Consulting

List of data analysed:

Drawing on existing data and analysis, Dorset Chamber has worked closely with the experienced Dorset LEP skills team. Dorset LEP has provided sector specific national, regional and local economic and skills data drawn from a range of sources including:

- Cibyl mental health survey, 2022
- DfE Unit for Future Skills
- Dorset LEP Labour Market and Skills Insights
- Dorset Careers Hub Future Skills Questionnaire 2023
- Dorset Employer Skills Survey via Dorset LEP Skills Report 2020
- FE training and skills data enrolments & achievements
- Graduate Outcomes data 2019/20 supplied by Bournemouth University
- Lightcast
- Lloyds Bank Consumer Digital Index 2022 via Dorset Digital Skills Partnership
- Nomis UK Business Counts, 2022
- ONS Annual Survey of Hours and Earnings, 2021
- ONS Business and Employment Register
- ONS Labour Market Statistics, Institute for Employment Studies April 2023
- ONS population estimates (2021)
- ONS regional gross value added 2020
- ONS subregional productivity 2020
- IDBR 2021
- ONS – Annual Population Survey / Labour Force Survey 2022
- Working Futures (2020 to 2035)

Data and charts referenced in Dorset Local Skills Improvement Plan: Stage 1

Employment by qualification Chart

Graph 1: Dorset LSIP Population projections 2022-2040

Source: ONS population projections

Graph 1.1: Dorset LSIP working age population projections 2022-2040

Source: ONS population projections

Graphic 2: Dorset LEP Productivity by industry (GVA)

Productivity by industry | GVA

Gross Value Added by industry (2020)

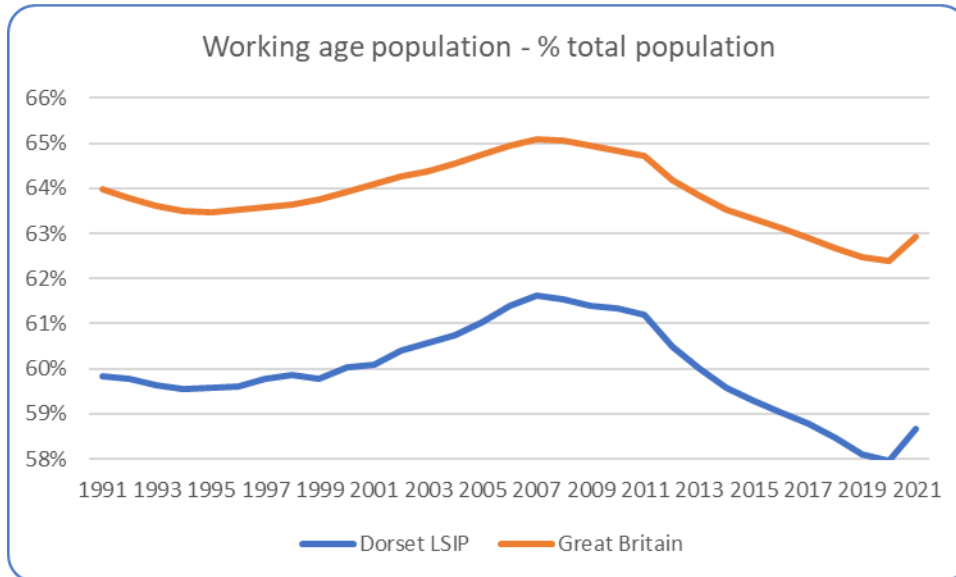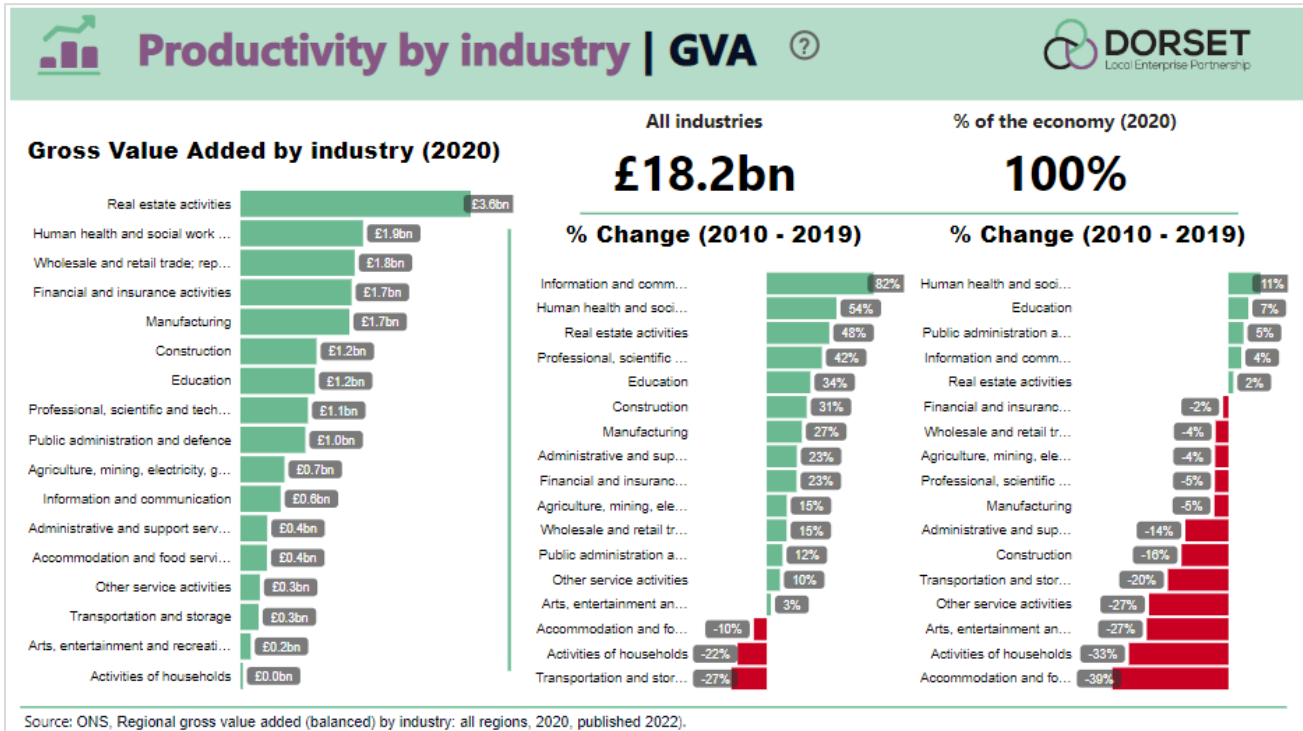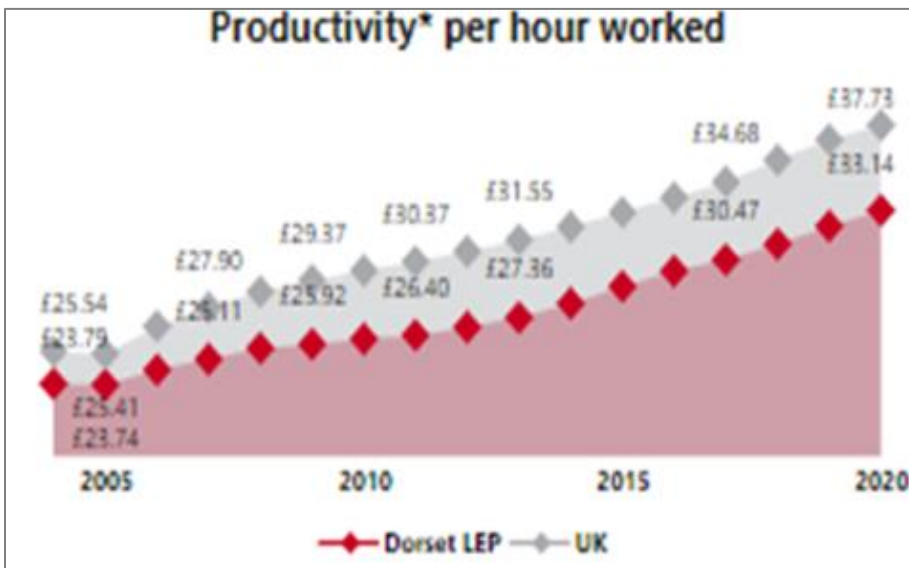| Industry	GVA
Real estate activities	£3.6bn
Human health and social work ...	£1.9bn
Wholesale and retail trade; rep...	£1.8bn
Financial and insurance activities	£1.7bn
Manufacturing	£1.7bn
Construction	£1.2bn
Education	£1.2bn
Professional, scientific and tech...	£1.1bn
Public administration and defence	£1.0bn
Agriculture, mining, electricity, g...	£0.7bn
Information and communication	£0.6bn
Administrative and support serv...	£0.4bn
Accommodation and food servi...	£0.4bn
Other service activities	£0.3bn
Transportation and storage	£0.3bn
Arts, entertainment and recreati...	£0.2bn
Activities of households	£0.0bn

All industries £18.2bn

% of the economy (2020) 100%

% Change (2010 - 2019)

Industry	%
Information and comm...	82%
Human health and soci...	54%
Real estate activities	48%
Professional, scientific ...	42%
Education	34%
Construction	31%
Manufacturing	27%
Administrative and sup...	23%
Financial and insuranc...	23%
Agriculture, mining, ele...	15%
Wholesale and retail tr...	15%
Public administration a...	12%
Other service activities	10%
Arts, entertainment an...	3%
Accommodation and fo...	-10%
Activities of households	-22%
Transportation and stor...	-27%

% Change (2010 - 2019)

Industry	%
Human health and soci...	11%
Education	7%
Public administration a...	5%
Information and comm...	4%
Real estate activities	2%
Financial and insuranc...	-2%
Wholesale and retail tr...	-4%
Agriculture, mining, ele...	-4%
Professional, scientific ...	-5%
Manufacturing	-5%
Administrative and sup...	-14%
Construction	-16%
Transportation and stor...	-20%
Other service activities	-27%
Arts, entertainment an...	-27%
Activities of households	-33%
Accommodation and fo...	-39%

Source: ONS, Regional gross value added (balanced) by industry: all regions, 2020, published 2022).

Source: ONS 2022

Graph 3: Productivity per hour worked

Productivity* per hour worked

UK: £23.79, £25.54, £27.90, £29.37, £30.37, £31.55, £34.68, £33.14, £37.73

Dorset LEP: £23.74, £23.41, £25.11, £25.92, £26.40, £27.36, £30.47

2005 — 2010 — 2015 — 2020

Dorset LEP — UK

Source: ONS – sub-regional productivity

Graph 4: % jobs change 2003 -2031

Regional Trends
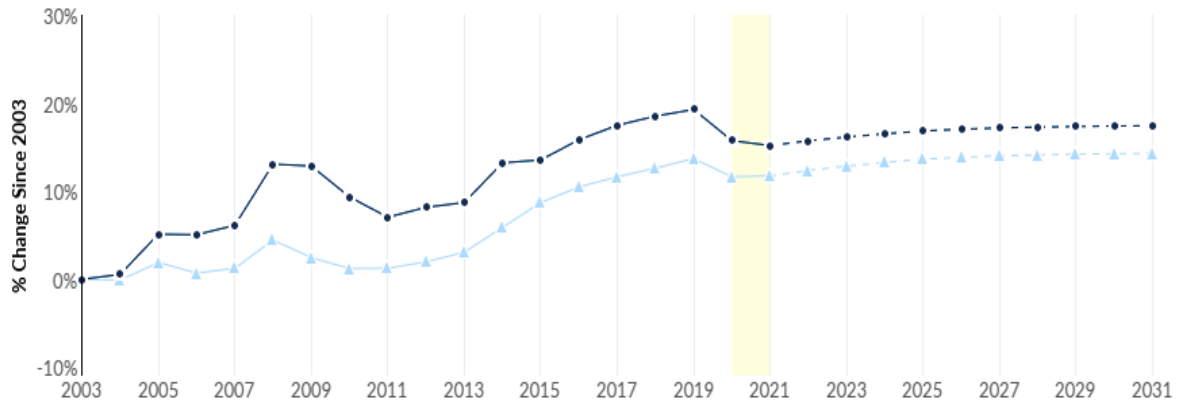
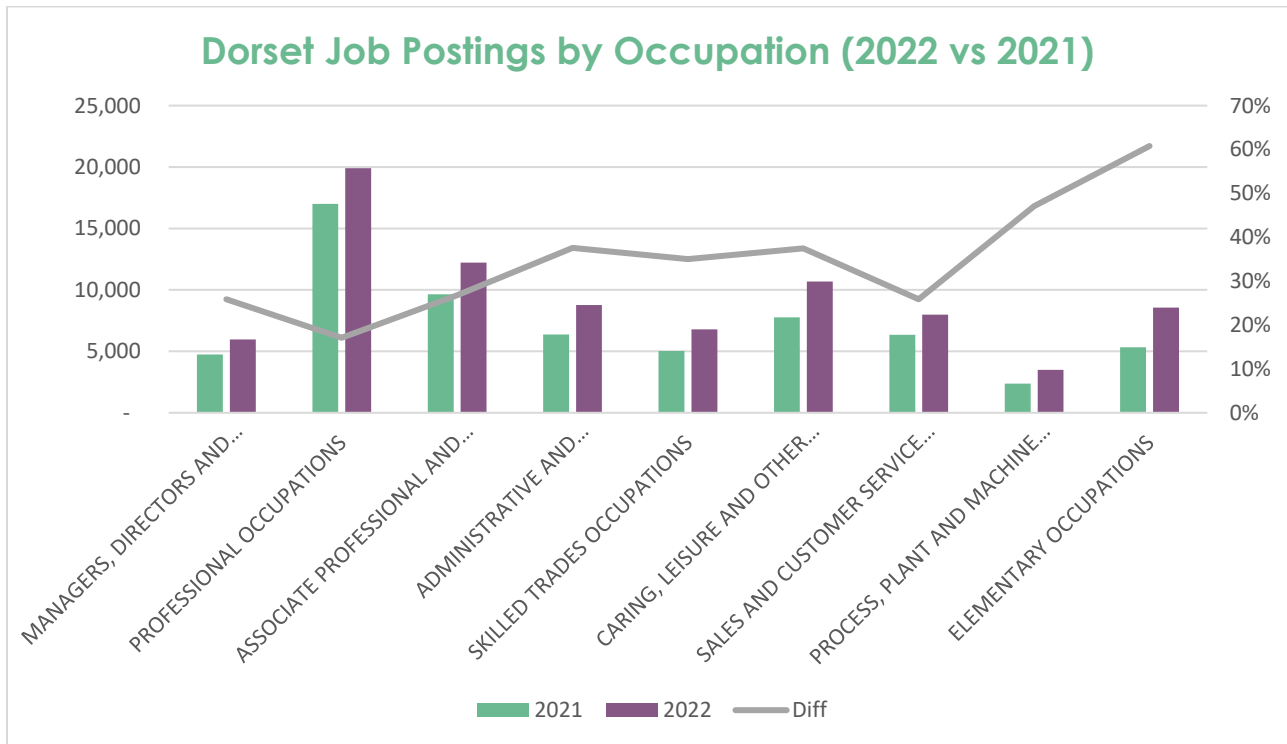| Region		2020 Jobs	2021 Jobs	Change	% Change
●	Region	339,691	338,102	-1,589	-0.5%
■	LEP - Dorset (2015)	339,691	338,102	-1,589	-0.5%
▲	United Kingdom	31,371,471	31,402,237	30,766	0.1%

Source: Lightcast 2022
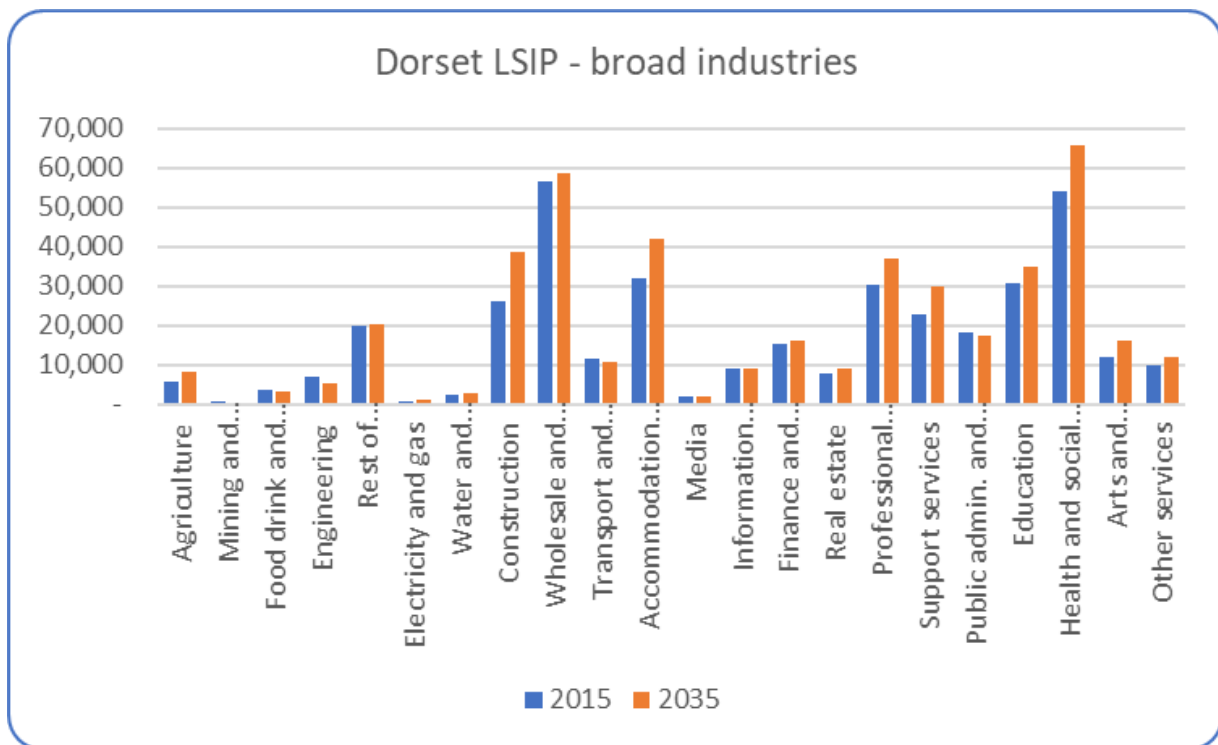
Graph 5: Dorset employment by occupation, 2023 Q1.
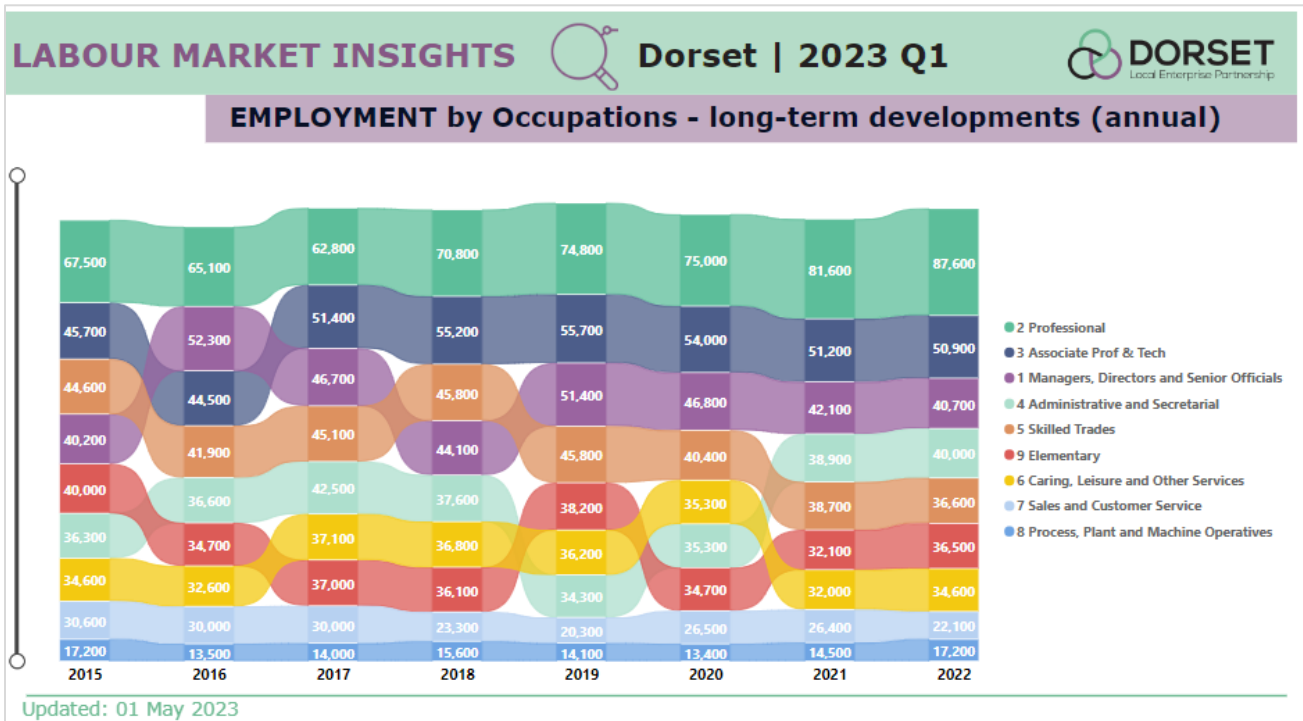
Source: Lightcast 2023, via Dorset LEP

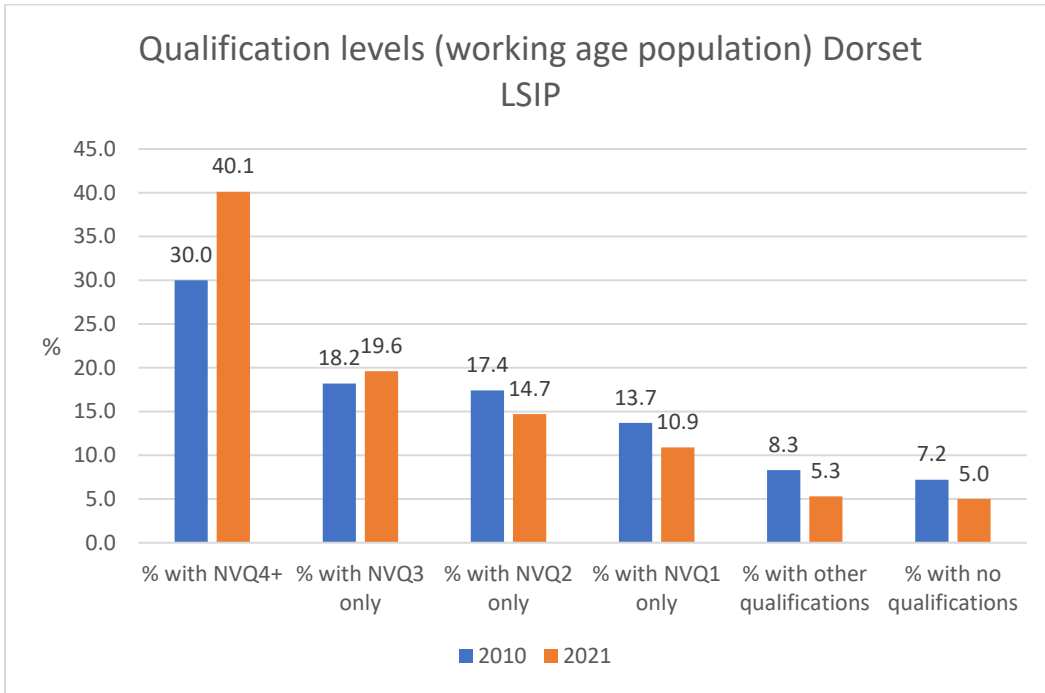**Graph 6:** Dorset Job vacancy postings by occupation (2022 vs 2021)

Dorset Job Postings by Occupation (2022 vs 2021)

Legend: 2021, 2022, Diff

X-axis categories: MANAGERS, DIRECTORS AND…; PROFESSIONAL OCCUPATIONS; ASSOCIATE PROFESSIONAL AND…; ADMINISTRATIVE AND…; SKILLED TRADES OCCUPATIONS; CARING, LEISURE AND OTHER…; SALES AND CUSTOMER SERVICE…; PROCESS, PLANT AND MACHINE…; ELEMENTARY OCCUPATIONS

Source: Lightcast, 2022 via Dorset LEP

Graph 7: Dorset LSIP projected number of roles by broad industries 2015-2035

Dorset LSIP - broad industries

Legend: 2015, 2035

X-axis categories: Agriculture; Mining and…; Food drink and…; Engineering; Rest of…; Electricity and gas; Water and…; Construction; Wholesale and…; Transport and…; Accommodation; Media; Information…; Finance and…; Real estate; Professional…; Support services; Public admin. and…; Education; Health and social…; Arts and…; Other services
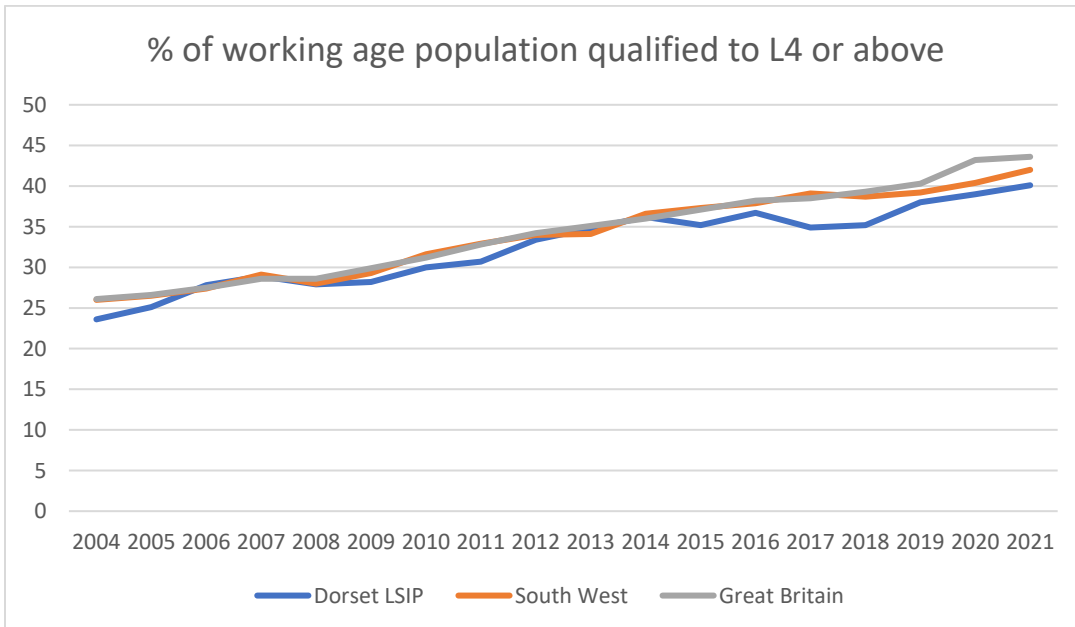
Source: Working Futures (2020 to 2035)

Graph 8: % Dorset LEP resident population aged 16-64 highest qualification levels 2010-2021

**Qualification levels (working age population) Dorset LSIP**

Category	2010	2021
% with NVQ4+	30.0	40.1
% with NVQ3 only	18.2	19.6
% with NVQ2 only	17.4	14.7
% with NVQ1 only	13.7	10.9
% with other qualifications	8.3	5.3
% with no qualifications	7.2	5.0

Source: ONS Annual Population Survey, 2021.

Graph 9: % of working age population qualified to Level 4 or above

% of working age population qualified to L4 or above

Lines: Dorset LSIP, South West, Great Britain — years 2004 to 2021.

Source: ONS Annual Population Survey, 2021

Graph 10: % of Dorset employment by qualification 2020-2035
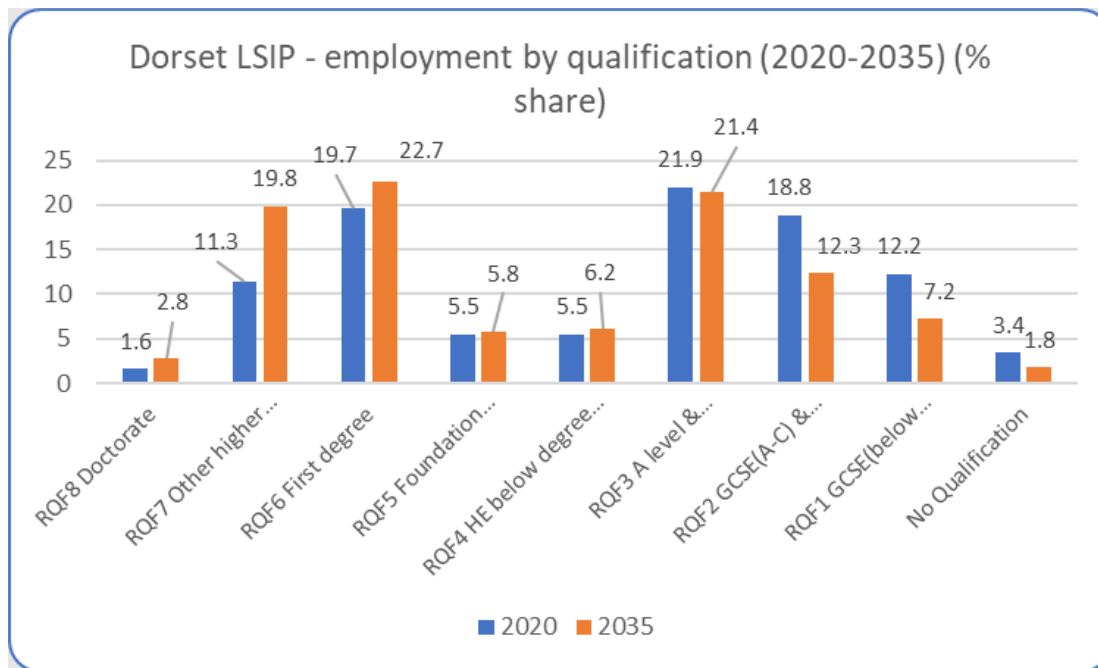
Source: Working Futures (2020 to 2035)

Table 11: Projected demand and total requirement roles Dorset LSIP by occupation, 2020-2035

	Net Change	Replacement Demand	Total Requirement
Corporate managers & directors	(11)	14,715	14,704
Other managers & proprietors	2,732	9,848	12,580
Science, research, engineering and technology profession	10,283	11,149	21,432
Health professionals	2,873	10,849	13,722
Teaching & other educational professionals	1,573	10,352	11,925
Business, media & public service professionals	4,975	14,060	19,034
Science, engineering & technology associate professiona	193	3,034	3,227
Health & social care associate professionals	7,833	7,936	15,768
Protective service occupations	(458)	895	438
Culture, media & sports occupations	963	4,170	5,134
Business & public service associate professionals	1,829	11,679	13,508
Administrative occupations	(442)	17,111	16,669
Secretarial & related occupations	(1,771)	3,436	1,665
Skilled agricultural & related trades	361	3,120	3,481
Skilled metal, electrical & electronic trades	(485)	5,248	4,763
Skilled construction & building trades	905	5,792	6,697
Textiles, printing & other skilled trades	349	3,512	3,861
Caring personal service occupations	4,189	17,906	22,096
Leisure, travel & related personal service occupations	731	4,402	5,133
Community & civil enforcement occupations	(108)	117	9
Sales occupations	(1,090)	12,725	11,634
Customer service occupations	1,504	3,351	4,855
Process, plant & machine operatives	163	3,310	3,473
Transport & mobile machine drivers and operatives	328	5,275	5,604
Elementary trades & related occupations	6,914	4,891	11,805
Elementary administration & service occupations	(5,345)	14,633	9,288

Source: Working Futures (2020 to 2035)

Table 12: Number of Dorset Business Units by size 2018 to 2021

Business Local Unit Size Distribution

2021 Overview

Small (1-49)   Medium (50-249)   Large (250+)

| Category	2018 Local Units	2019 Local Units	2020 Local Units	2021 Local Units
1-4 Employees	26,483	26,970	27,000	27,392
5-9 Employees	5,460	5,408	5,350	5,271
10-19 Employees	2,954	2,937	2,964	2,854
20-49 Employees	1,848	1,893	1,906	1,870
50-99 Employees	595	635	630	625
100-249 Employees	311	283	284	276
250-499 Employees	71	83	76	73
500-999 Employees	19	15	25	23
1000+ Employees	14	14	16	15
Total	37,755	38,238	38,251	38,399

Source: Inter Departmental Business Register (IDBR) 2021
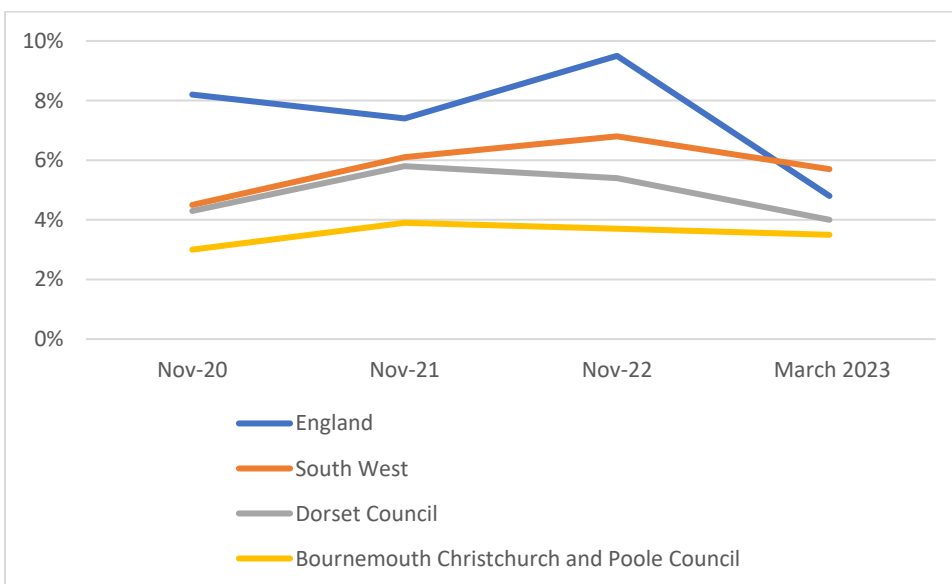
Graph 13: Unemployment in Dorset LEP
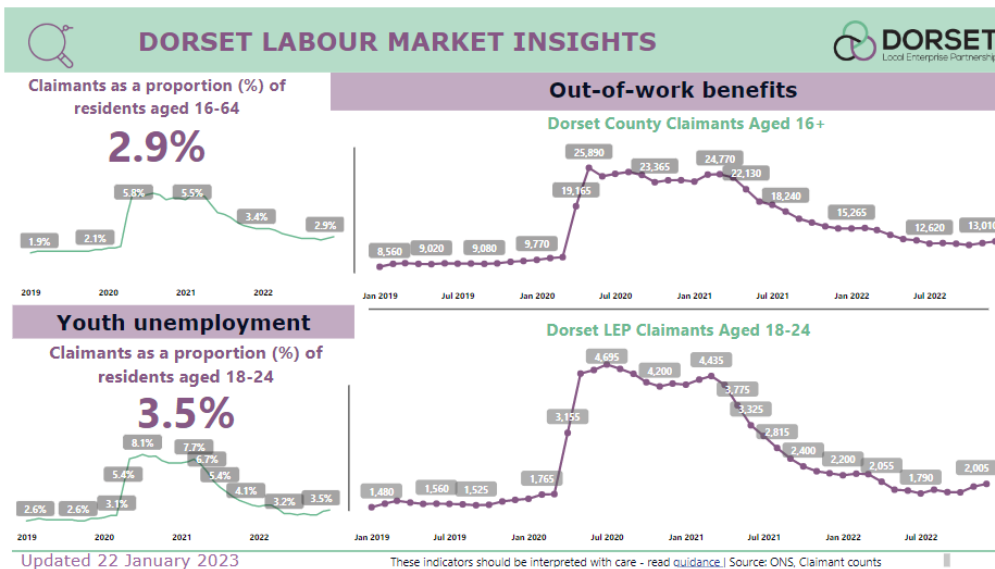
Source: ONS Claimant Counts via Dorset LEP

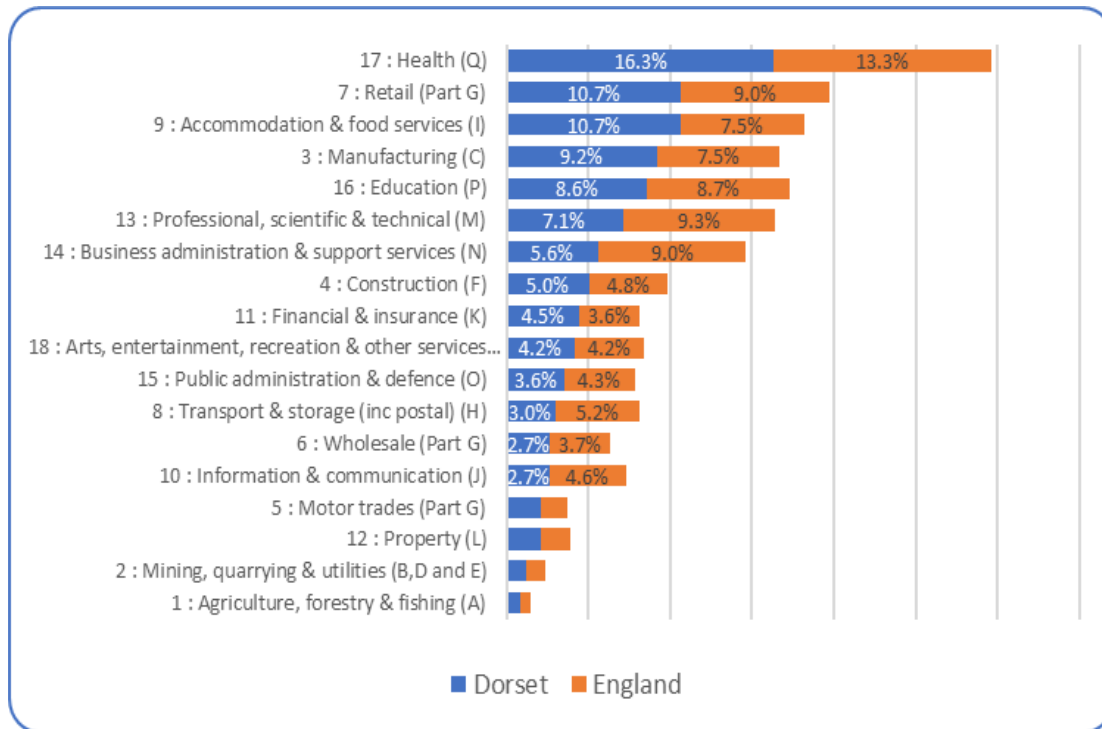Graph 14: Employment trends in Dorset, 2005-2022
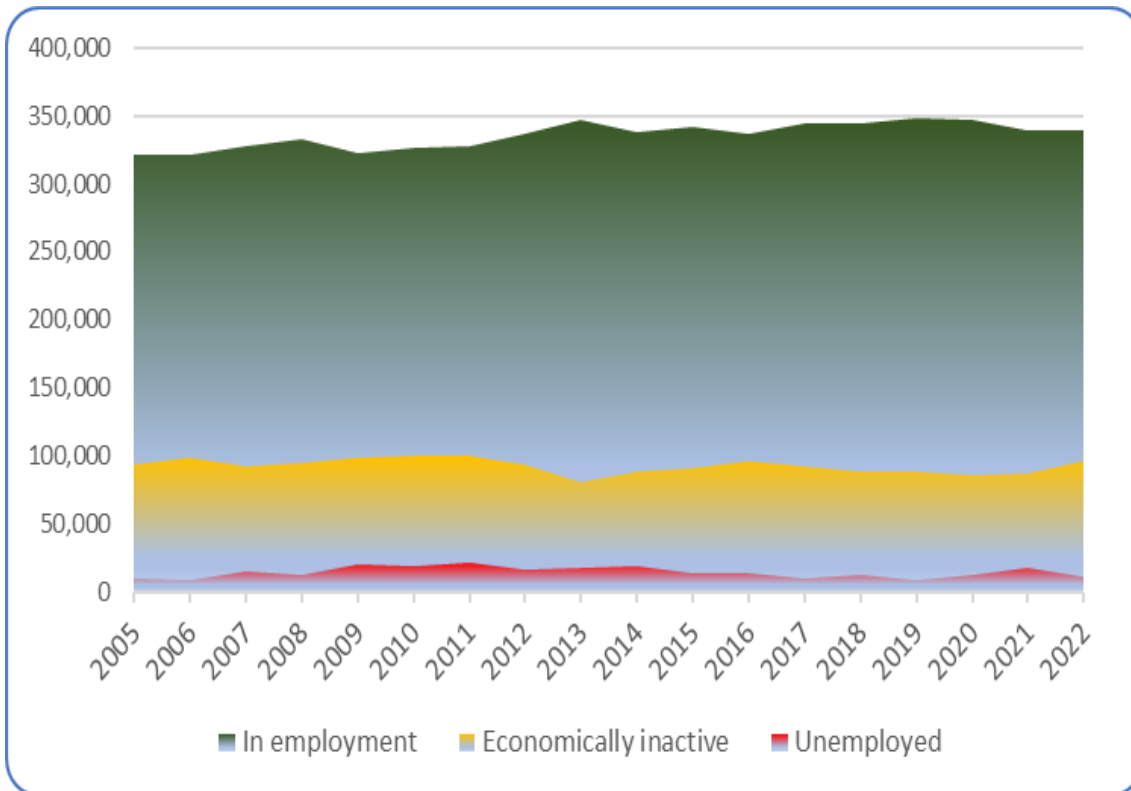
Source: ONS – Annual Population Survey

Graph 15: % of 16 & 17 year olds who are NEET (Not in education, employment or training) and destination Not Known to Local Authorities

Source: NCCIS via BCP and Dorset Councils'
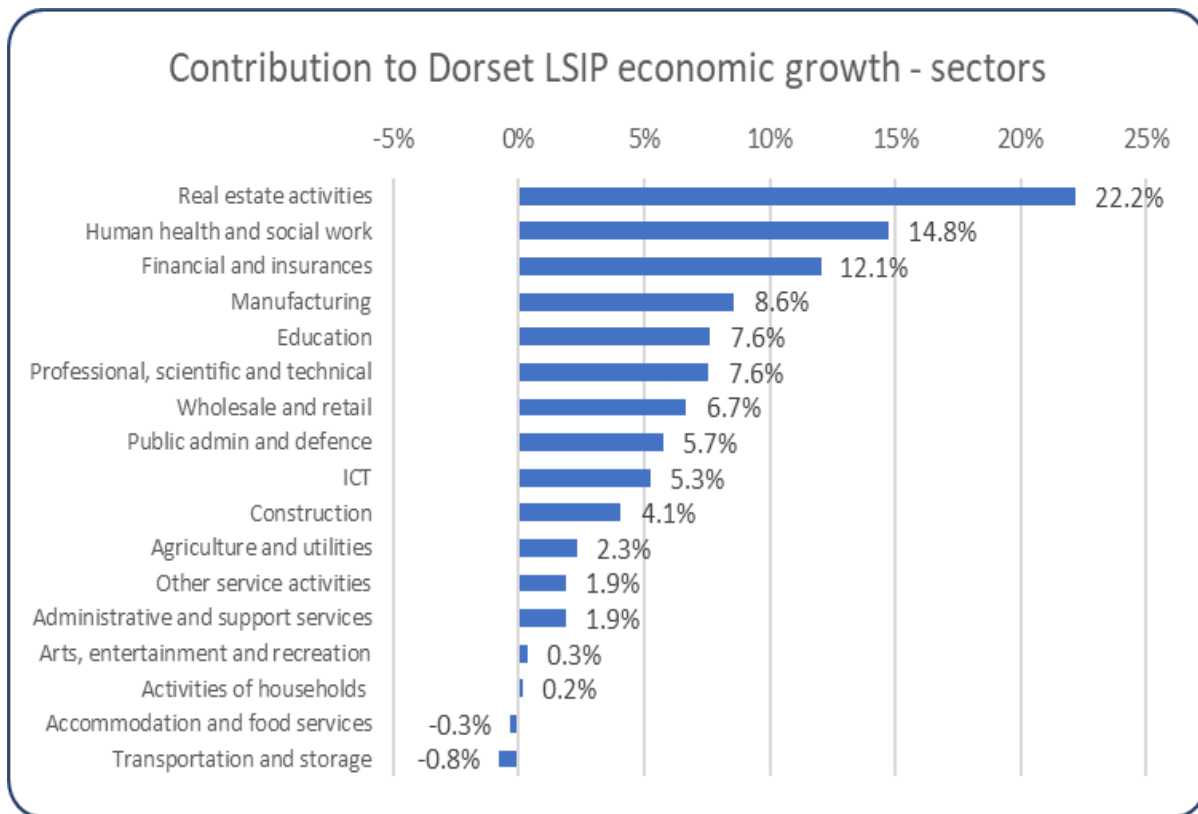
Graph 16: %'s of employment by sector

Sector	Dorset	England
17 : Health (Q)	16.3%	13.3%
7 : Retail (Part G)	10.7%	9.0%
9 : Accommodation & food services (I)	10.7%	7.5%
3 : Manufacturing (C)	9.2%	7.5%
16 : Education (P)	8.6%	8.7%
13 : Professional, scientific & technical (M)	7.1%	9.3%
14 : Business administration & support services (N)	5.6%	9.0%
4 : Construction (F)	5.0%	4.8%
11 : Financial & insurance (K)	4.5%	3.6%
18 : Arts, entertainment, recreation & other services…	4.2%	4.2%
15 : Public administration & defence (O)	3.6%	4.3%
8 : Transport & storage (inc postal) (H)	3.0%	5.2%
6 : Wholesale (Part G)	2.7%	3.7%
10 : Information & communication (J)	2.7%	4.6%
5 : Motor trades (Part G)		
12 : Property (L)		
2 : Mining, quarrying & utilities (B,D and E)		
1 : Agriculture, forestry & fishing (A)		

■ Dorset ■ England

Source: ONS – Business and Employment Register

Graph 17: Dorset Employment by sector:

Sector	Employment
17 : Health (Q)	55,000
7 : Retail (Part G)	36,000
9 : Accommodation & food services (I)	36,000
3 : Manufacturing (C)	31,000
16 : Education (P)	29,000
13 : Professional, scientific & technical (M)	24,000
14 : Business administration & support services (N)	19,000
4 : Construction (F)	17,000
11 : Financial & insurance (K)	15,000
18 : Arts, entertainment, recreation & other services…	14,000
15 : Public administration & defence (O)	12,000
8 : Transport & storage (inc postal) (H)	10,000
6 : Wholesale (Part G)	9,000
10 : Information & communication (J)	9,000
5 : Motor trades (Part G)	7,000
12 : Property (L)	7,000
2 : Mining, quarrying & utilities (B,D and E)	4,000
1 : Agriculture, forestry & fishing (A)	3,000

Source: ONS – Business and Employment Register

Graph 18: Contribution to Dorset LSIP economic growth by sector

Contribution to Dorset LSIP economic growth - sectors

Sector	Contribution
Real estate activities	22.2%
Human health and social work	14.8%
Financial and insurances	12.1%
Manufacturing	8.6%
Education	7.6%
Professional, scientific and technical	7.6%
Wholesale and retail	6.7%
Public admin and defence	5.7%
ICT	5.3%
Construction	4.1%
Agriculture and utilities	2.3%
Other service activities	1.9%
Administrative and support services	1.9%
Arts, entertainment and recreation	0.3%
Activities of households	0.2%
Accommodation and food services	-0.3%
Transportation and storage	-0.8%

Source: ONS – Regional gross value added 2020

Table 19: Job Quality

	Dorset	Bournemouth	Poole	England
Satisfactory hours (%)	81.5	81.1	82.8	82.0
Unpaid overtime (%)	19.3	19.6	18.9	16.8
Desired contract (%)	99.2	98.9	99.2	98.3
Low Pay (%)	15.9	14.6	15.2	13.1
Opportunities for career progression (%)	49.7	38.3	47.9	55.0
Good employee involvement (%)	60.7	51.6	49.1	54.3
Zero hours contract (%)	6.6	1.9	3.9	2.9

Source: Job quality in the UK (2021) - ONS

Graph 20: LSIP Survey response: Training solutions used currently by respondents, multi-response question (N=267)

Training solutions used currently by your company
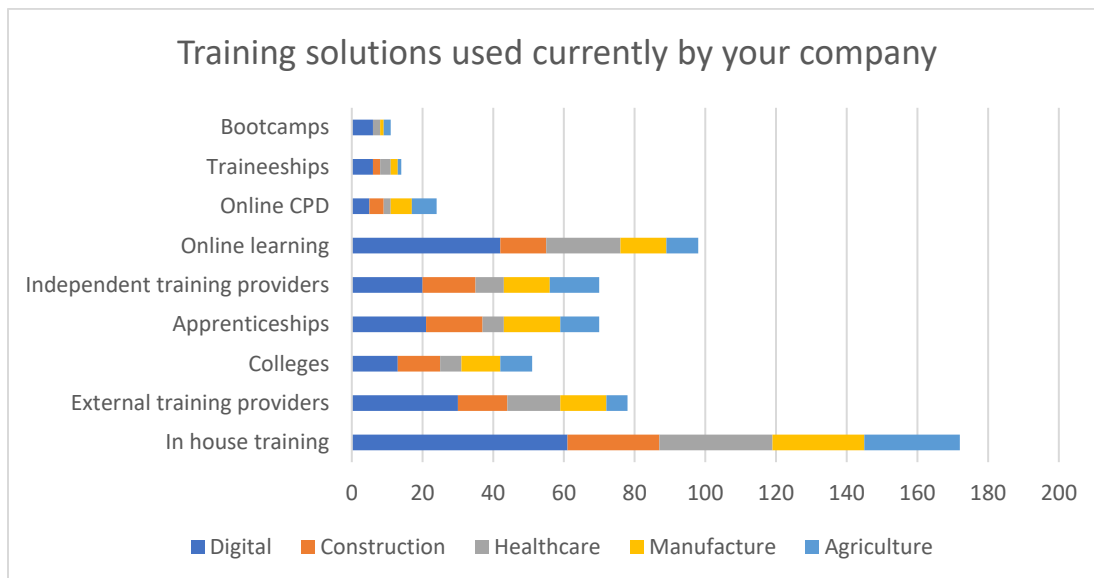
Source: Insightful, 2023

Table 21: Dorset LSIP Employer Survey satisfaction with employees non-technical, technical, and net zero skills scores by sector (baseline) 0=lowest, 7= highest.

Sector	Responses		Non-Tech Skills Q7-10	Tech Skills Q11-14	Net Zero Skills Q15-19
Advanced Manufacturing and Engineering	45	Mean	4.9	5.3	4.0
		SD	0.1	0.2	0.4
Construction	52	Mean	5.0	5.2	4.1
		SD	0.2	0.1	0.2
Digital Tech and Creative	83	Mean	5.5	5.5	4.1
		SD	0.2	0.1	0.1
Healthcare	49	Mean	5.4	5.6	4.1
		SD	0.1	0.1	0.1
Agriculture, Agritech and Aquaculture	38	Mean	4.9	4.9	4.2
		SD	0.1	0.1	0.3

Source: Insightful, 2023

Table 22: Dorset LSIP Employer Survey current skills in demand in priority order

Adv. Manufacturing & Engineering		Agriculture		Construction		Digital Tech & Creative		Healthcare	
Communication	18%	Animal Husbandry	21%	Trades	21%	Communication	23%	Communication	14%
Engineering	16%	Showing Initiative	11%	Carpentry	10%	Time management	18%	Leadership & Management	10%
Leadership & Management	16%	Technological Skills	11%	Communication	8%	IT Skills	17%	Showing Initiative	10%
CNC Machining	9%	Desire	8%	Problem Solving	8%	Financial Skills	12%	Teamwork Skills	10%
Electrical Engineering	9%	Drivers	8%	Training	8%	Customer Service Skills	11%	Admin Skills	8%
IT Skills	9%	Emotional Intelligence	8%	Time management	8%	Marketing Skills	11%	Time management	8%
Manufacturing	9%	Empathy	8%	Drivers	6%	Client Management	10%	Adaptability	6%
Time management	9%	Engineering	8%	Environmental Knowledge	6%	Data Analysis	8%	Cleaning Skills	6%
Software Skills	9%	Interpersonal Skills	8%	IT Skills	6%	Leadership & Management	8%	Financial Skills	6%
Mathematical Skills	7%	Vehicle Competency	8%	Joinery	6%	Programming	8%	Knowledge Levels	6%

Source: Insightful, 2023

Table 23: Dorset LSIP Employer Survey Future skills in demand

| Manufacturing & Engineering - Future Skills		Agriculture - Future Skills		Construction - Future Skills		Digital Tech & Creative - Future Skills		Healthcare - Future Skills	
Engineering	11%	Animal Husbandry	16%	Environmental Skills	10%	AI Skills	8%	IT Skills	16%
Software Development	11%	IT Skills	13%	Environmental Knowledge	8%	Communication	8%	Communication	12%
AI Skills	9%	Machining Skills	11%	Technical Skills	8%	Marketing Skills	8%	Digital Skills	8%
Production	7%	Mechanical Skills	8%	New Technology Skills/Knowledge	8%	Adaptability	7%	Clinical Knowledge	6%
Software Skills	7%	Technological Skills	8%	Communication	6%	Client Management	7%	Knowledge Levels	6%
Adaptability	4%	Communication	5%	Digital Skills	6%	IT Skills	7%	New Technology Skills/Knowledge	6%
CNC Machining	4%	Data Handling	5%	Trades	6%	Information Security	6%	Technological Skills	6%
IT Skills	4%	New Technology Skills/Knowledge	5%	Collaboration	4%	Online Presence	6%	Adaptability	4%
Leadership & Management	4%	Drivers	5%	Financial Skills	4%	Programming	6%	Critical Thinking	4%
Manufacturing	4%	Adaptability	3%	IT Skills	4%	Software Development	6%	Leadership & Management	4%

Source: Insightful, 2023

Table 24: Dorset LSIP Most frequently mentioned **non-technical skills** during one to one interviews by sector (ordered by most frequently mentioned):

Advanced engineering & manufacturing	Agriculture	Construction	Digital Tech & Creative	Health-care
Work ethic Desire to Learn Drive/Motivation Work Readiness Aptitude towards working with their hands Interested Problem solving	Managerial skills People skills Work readiness Communication skills Work ethic	Resilience Work ethic – desire to learn and work hard Attitude Reliability	Client/Customer Relationships Communication Passionate Team Work/ Collaboration Problem Solving Drive to learn Initiative Time Management Personality balanced with technical skills	Patient focused skills Experience Communication skills Attitude Emotional intelligence

Source: Insightful, 2023

Graph 25: Apprenticeship participation, starts & achievements in Dorset LSIP area by academic year
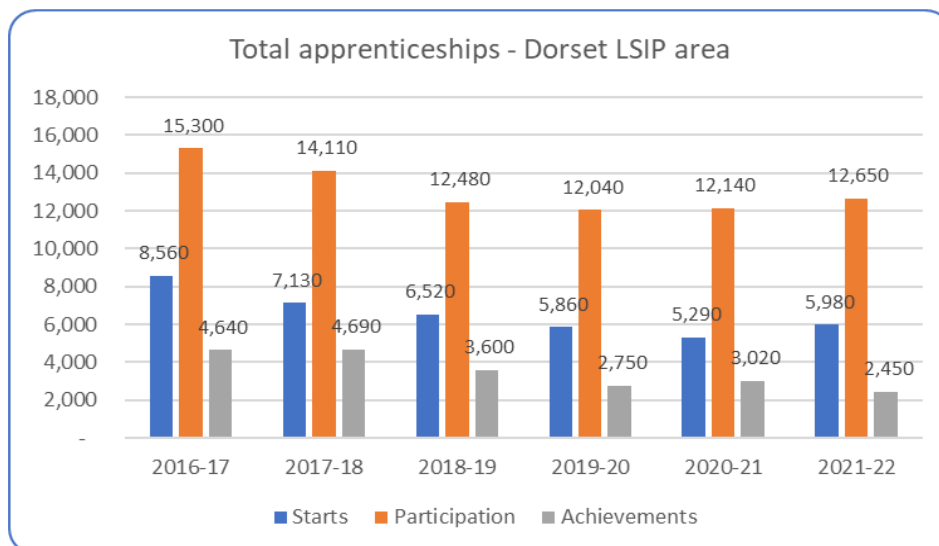
Source: Unit for Future Skills

Achievements: The number of learners who successfully complete the programme. Date recorded as date of end-point assessment.

Participation: The number of people who have attended one day or more on a learning aim in the given academic year. A learner studying more than one aim at the same provider at the same level is counted once in the line showing that level in tables. If studying at another level, they will also appear in that level, but a total count of learner participation will only count learners the once where studying at the same provider.

Starts: The number of apprenticeship programmes that begin in a given academic year, showing the take-up of programmes. An apprentice is counted for each apprenticeship they start in a given academic year.

Graph 25.1: Dorset LSIP Apprenticeship participation by level 2016/17 – 2021/22
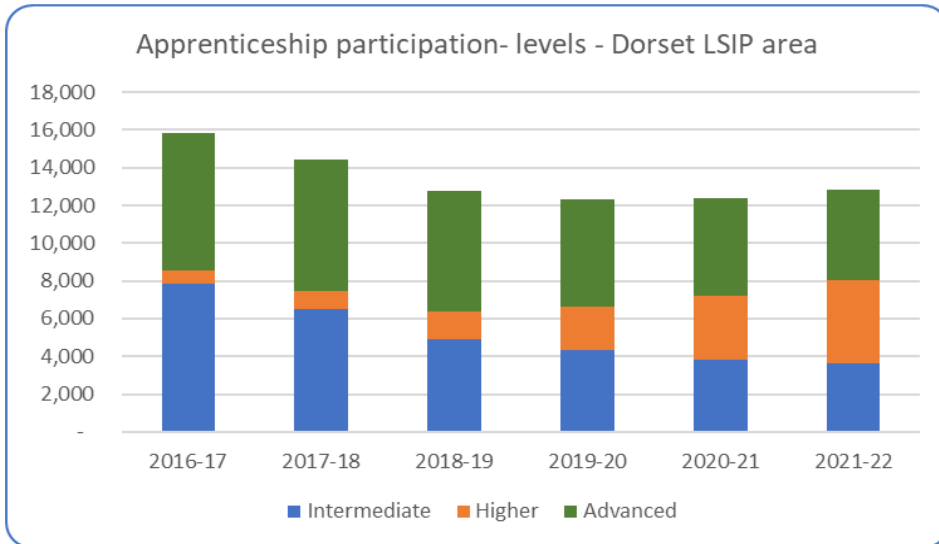
Source: Unit for Future Skills

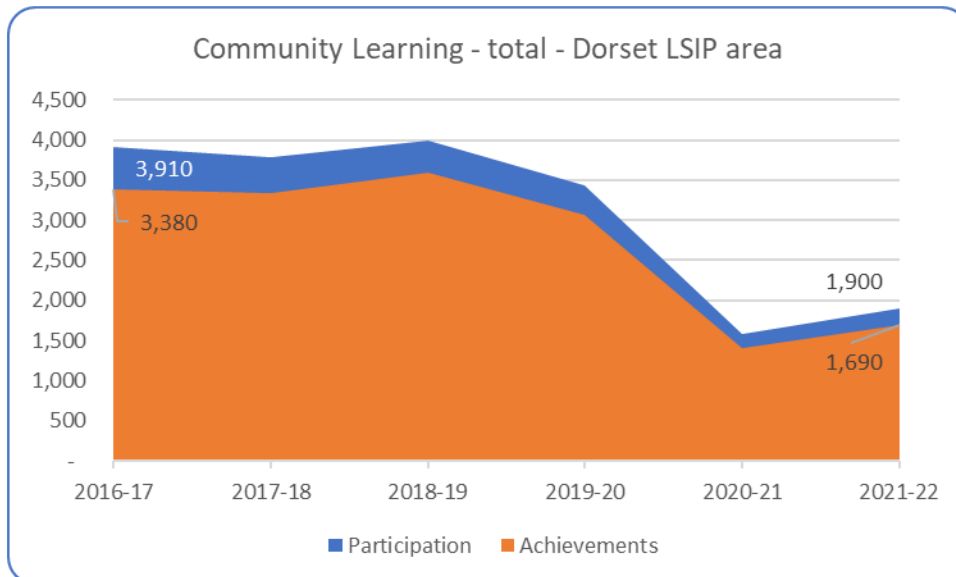Graph 26: Apprenticeship starts & achievements in Dorset LSIP area
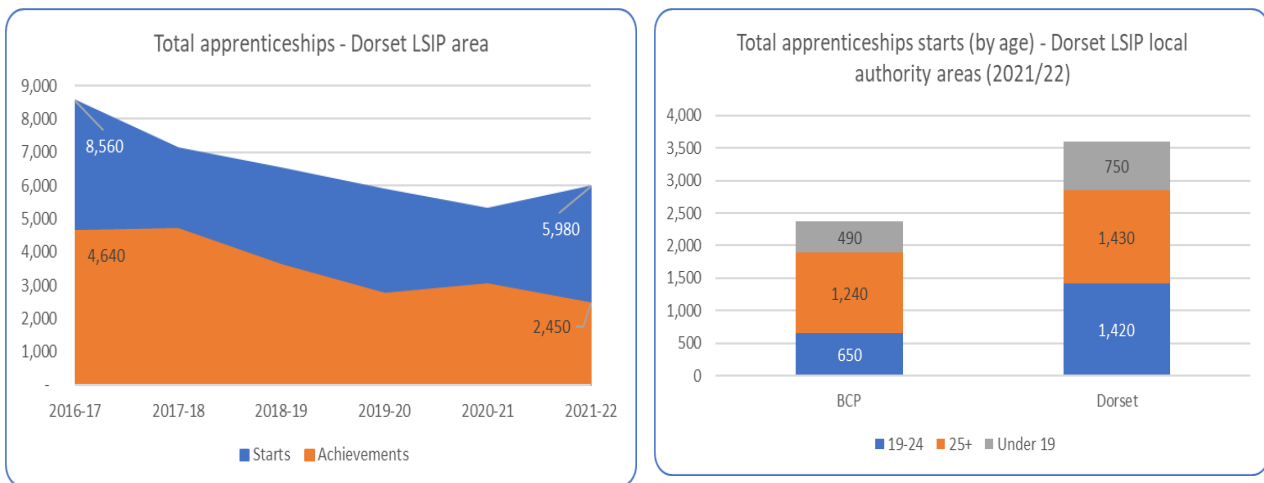
Source: Unit for Future Skills

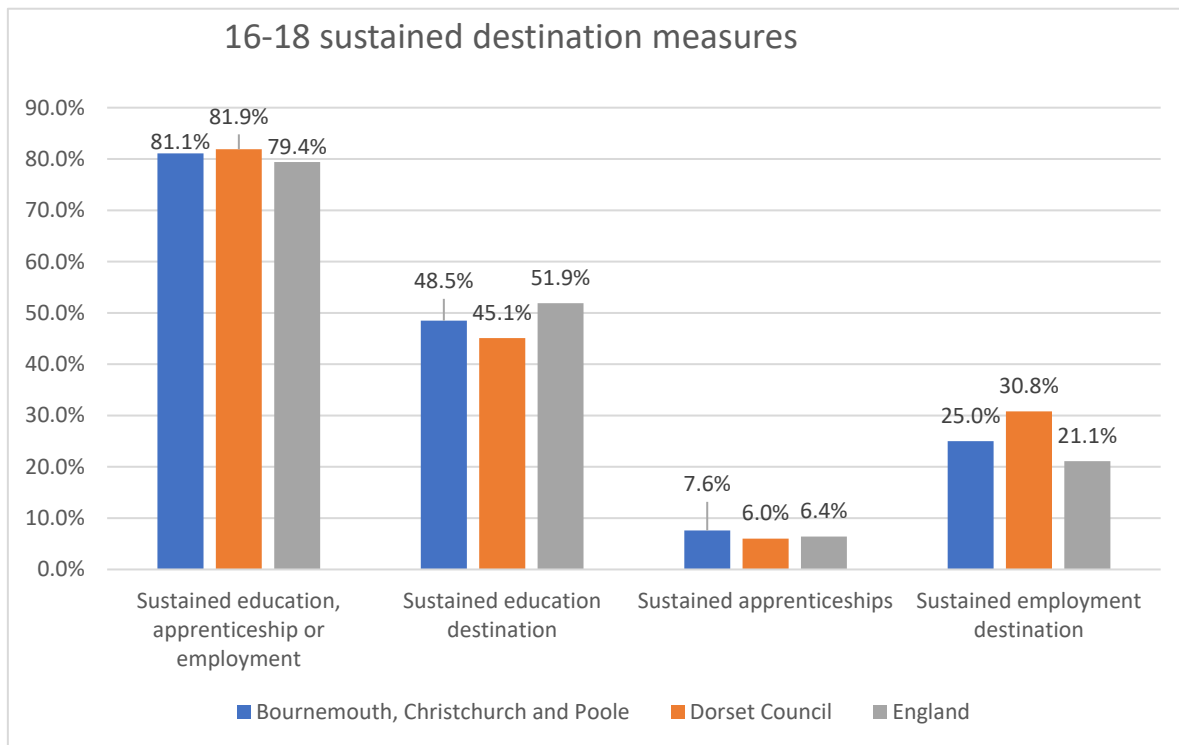Graph 27: Total Apprenticeship starts by sector subject area in Dorset LSIP area

Total apprenticeships (starts) - SSA1 - Dorset LSIP area

Sector	Starts
Agriculture, Horticulture and Animal...	130
Arts, Media and Publishing	20
Business, Administration and Law	1,030
Construction, Planning and the Built...	320
Education and Training	170
Engineering and Manufacturing...	730
Health, Public Services and Care	2,040
Information and Communication...	800
Leisure, Travel and Tourism	50
Retail and Commercial Enterprise	670

Source: Unit for Future Skills

Graph 28: Adult Community Learning Participation and achievements Dorset LSIP area

Community Learning - total - Dorset LSIP area

Year	Participation	Achievements
2016-17	3,910	3,380
2017-18		
2018-19		
2019-20		
2020-21		
2021-22	1,900	1,690

Source: Unit for Future Skills

Graph 29: 16-18 year old sustained destination 2020/21

16-18 sustained destination measures

Legend: ■ Bournemouth, Christchurch and Poole ■ Dorset Council ■ England

Measure	Bournemouth, Christchurch and Poole	Dorset Council	England
Sustained education, apprenticeship or employment	81.1%	81.9%	79.4%
Sustained education destination	48.5%	45.1%	51.9%
Sustained apprenticeships	7.6%	6.0%	6.4%
Sustained employment destination	25.0%	30.8%	21.1%

Source: Department for Education Data Explorer

These official statistics show students continuing to education, apprenticeship or employment destinations in the year after completing 16 to 18 study in schools and colleges in England. This data reports on students who completed this stage in the academic year 2019 to 2020 and identifies their main activity in the following year (2020 to 2021).

To be counted in a sustained destination, young people have to be recorded as having sustained participation for a 6 month period in the destination year. This means attending for all of the first two terms of the academic year (October 2017 – March 2018) at one or more education providers; spending 5 of the 6 months in employment or a combination of the two. Specific destinations such as school sixth forms, higher education institutions or apprenticeships are reported for these students. A sustained apprenticeship is recorded when 6 months continuous participation is recorded at any point in the destination year.

Table 30: Sustained positive destinations of FE 19+ learners

		Total	Sustained employment rate	Sustained learning rate
England	2018/19	77%	67%	23%
	2019/20	74%	63%	24%
Dorset LSIP	2018/19	83%	76%	22%
	2019/20	81%	73%	24%

Source: Further Education: outcome-based success measures

The FE outcome-based success measures cover all age apprenticeships, and adult (19+) Further Education (FE) and Skills learners that achieved an FE learning aim funded by the Education and Skills Funding Agency (ESFA), and all age Traineeships who completed their aim.

Primary Research Evidence Methodology and Findings

Labour market and skills analysis:

Dorset LEP provided the labour market and skills analysis for the report. They also conducted overview research for the five key sectors. Reports of the skills context for each sector were published on the [Dorset Chamber website](#) on 31 March 2023: [Health & Social Care](#); [Advanced Manufacturing and Engineering including Aerospace, Defence and Marine](#); [Construction](#), [Digital Tech and Creative](#), [Agriculture and Agri-Tech](#). These reports supported the publication of draft priorities.

Employer key sector research:

To attempt to reach as many small and micro businesses in Dorset as possible and to gain Dorset specific insights - Dorset Chamber ran a procurement in November 2023 to appoint an independent research partner for the LSIP process. The provider appointed was a local research agency, [Insightful](#). Their objective was to answer the following questions:

- What are the skills employers need locally but struggle to find (currently and in the future)?
- How can those skills needs best be met by providers in more responsive ways?

They conducted:

- Quantitative survey (Key sectors)
- Qualitative interviews (Key sectors)

Quantitative survey (key sectors):

An online psychometric survey was created and distributed to employers between December 2022 and March 2023 to assess their satisfaction with employee skill levels. This survey was carefully developed in a 3-stage process of item generation, theoretical analysis, and psychometric analysis. The aims of these stages respectively were to generate items that are clearly understood and relevant, to ensure the items have clear definitions and measure the intended construct, and to test the item's reliability and validity. This resulted in a final survey of 12 questions measuring employers' satisfaction with employee's technical skill level, non-technical skill, the organisation's preparedness for the transition to net-zero, alongside further questions relating to their skills needs, training preferences, and current training solutions.

The survey was open for responses December 2022 to March 2023. The survey took 11 minutes to complete, had a 71% completion rate and elicited 371 responses, 267 were valid. For a survey response or interview to be eligible the respondent must be responsible for ensuring staff have the skills required, the business must operate within Dorset and it must fit into one of the targeted key sectors (health & social care, advanced engineering & manufacturing including aerospace, defence and marine, construction, digital tech & agriculture & agri-tech). The response rate to the survey and interview recruitment was challenging, timelines were extended and significant effort was made to encourage participation.

The online survey was promoted to employers via Dorset Chamber directly, and beyond, its membership, on social media as well as by the LSIP team at networking events. Stakeholders, local authority economic development teams and learning providers also promoted the survey to

their employer networks. The research organisation shared the questionnaire with their network and online panel.

Employer key sector survey responses

The online survey was distributed via 30 partner channels to maximise its reach. Each had a unique URL.

Responses came via individualised survey links issued by:

- KMC College
- Bournemouth, Christchurch and Poole Council
- Dorset Chamber
- B&P College
- BCP Council
- National Farmers Union
- Construction Industry Training Board
- Dorset LEP
- Digital Dorset
- Gillingham Chamber of Commerce & Industry

Employer key sector survey questionnaire

Introduction section -

1. Do you have responsibility for ensuring your business has staff with the right skills? This includes involvement with training, hiring, recruitment, recommendations for new job roles, or reviewing employees' performance. Yes/No

2. What is your job title or area of responsibility? Open-ended question

3. How many employees does your business employ? 0-9/10-49/50-249/250+

4. Where in Dorset is your business? Bournemouth East/Bournemouth West/Christchurch/Mid Dorset and North Poole/North Dorset/Poole/South Dorset/West Dorset/Not in Dorset

5. What sector does your business come under? Agriculture, Agritech and Aquaculture/Advanced Manufacturing and Engineering/Construction/Digital Tech and Creative/Healthcare/Other

6. What does your business do within the sector? Open-ended question

Multiple choice section - All questions have a multiple choice of Strongly Agree/Agree/Somewhat Agree/Neither Agree Nor Disagree/Somewhat Disagree/Disagree/Strongly Disagree

7. Employees have the required communication skills

8. Employees have the required ability to adapt to different situations in the workplace

9. Employees have the ability to make informed and rational decisions in the workplace

10. Employees have the required time-management skills

11. Employees have the required technical skills to succeed in their roles

12. Employees have the required specialist skills needed to succeed in their particular job roles

13. Employees have the required job-specific skill sets needed to perform their particular job roles

14. Employees have the required expertise needed to perform specific, job-related tasks

15. Our business knows what is required to reduce its carbon footprint in order to meet the 2050 transition to net zero

16. Our business has a sufficient number of employees with the knowledge needed to reduce its carbon footprint to meet the 2050 transition to net zero

17. Our business has a sufficient number of employees with the required technical skills to reduce its carbon footprint to meet the 2050 transition to net zero

18. Our business has the financial capability to reduce its carbon footprint to meet the 2050 transition to net zero

Final Section

19. In your business what workplace skills do you think there is the greatest shortage of at present? Open-ended question

20. Please provide specific examples of the workplace skills most lacking in your business (in priority order) - Respondents have 3 boxes to fill out with examples.

21. In the next few years, what new skill needs do you think will be most in demand for your business? Please provide examples - Open-ended question

22. To solve your current and future skill needs within your business, what support or training would be required to achieve this? Please provide examples of possible solutions - Open-ended question

23. What format and length of training courses would best fit your business needs? Open-ended question

24. To reduce your carbon footprint, and transition to being a net zero business by 2050, what new skills will your business need? Open-ended question

25. To address the skills shortages you have identified, what training or solutions does your company use at present? In house training/Independent training providers/College courses/Apprenticeships/Boot Camps/Online CPD/Other

26. Option to leave contact information for further contact to be part of the interview recruitment process.

Employer key sector survey baseline satisfaction scores

The LSIP online survey asked businesses four questions related to their non-technical skills: to rate their employee's levels of required communication skills, adaptability to different situations, decision-making and time-management skills. Manufacturing and engineering businesses and agriculture businesses outlined statistically significant lower satisfaction than digital tech businesses for non-technical (employability) skills than compared with digital tech & creative companies. The average responses from digital tech and creative organisations were the most positive (5.5 / 7 agree / somewhat agree) while advanced engineering and manufacturing and agriculture and agri-tech were the lowest (4.9/7 somewhat agree/ disagree).

Employer Responses & Baseline satisfaction scores:

Sector	Responses		Non-Tech Skills Q7-10	Tech Skills Q11-14	Net Zero Skills Q15-19
Advanced Manufacturing and Engineering	45	Mean	4.9	5.3	4.0
		SD	0.1	0.2	0.4
Construction	52	Mean	5.0	5.2	4.1
		SD	0.2	0.1	0.2
Digital Tech and Creative	83	Mean	5.5	5.5	4.1
		SD	0.2	0.1	0.1
Healthcare	49	Mean	5.4	5.6	4.1
		SD	0.1	0.1	0.1
Agriculture, Agritech and Aquaculture	38	Mean	4.9	4.9	4.2
		SD	0.1	0.1	0.3

Scoring scale

Strongly Agree (7)/ Agree/ Somewhat Agree/ Neither Agree Nor Disagree/ Somewhat Disagree/ Disagree/ Strongly Disagree (1)

Qualitative interviews (key sectors):

In follow up to key sector survey, employers were invited to participate in a qualitative 1:1 interview. Interview recruitment was challenging, so to supplement the number of interviews and target specific areas that were underrepresented, direct interview recruitment was used in conjunction with Dorset Chamber and partners.

Eighty semi-structured interviews were conducted advanced engineering & manufacturing (17), agriculture and agri-tech (13), construction (17), digital tech & creative (15), and the health & social care sector (18) businesses.

The interviews were transcribed and anonymised by the research team increasing familiarity with the data. An inductive 'bottom up' process of thematic analysis was used to identify themes from the interviews and involved two rounds of coding. The first-round organised data into meaningful groups and the quotes from these groups were used to create a code book which was then applied during the second round of coding. Additional codes were added as needed during the second round of

coding and the whole process was collaborative and iterative. During the coding of the healthcare sector it became obvious that there were distinct differences between the skill deficits and the needs of employers in different areas of the healthcare sector. Due to this the sector was split into two distinct sub-sectors: health and social care, and medical provision, and themes were identified for each sub-sector. After the second round of coding was complete, themes were reviewed collaboratively and then finalised.

Aquaculture was included as a part of the agri-tech and agriculture key sector but despite significant effort and direct approaches no businesses in this small and emerging sector contributed to the survey or interview aspect.

Challenges researchers found were:

- Achieving interviews with employers who had different priorities – for example cost management and recruitment

- Establishing a conversation about skills needs when labour shortages are the dominant issue

- Obtaining sufficient detail on specific skills needs from business owners or leaders

Employer key sector research findings

Five key sector reports were published to support the publication of draft priorities on 31 March 2023 highlighting the outcomes of the qualitative and quantitative research to date in the five key sectors:

Advanced Engineering & Manufacturing,

Agriculture and Agri-Tech,

Construction,

Digital Tech & Creative

Health & Social Care.

Employer Net Zero research & findings

The first key sector questionnaire and qualitative interviews explored businesses preparedness for transition to Net Zero. It was quickly apparent that many businesses have not yet fully engaged with net zero targets or strategies and so don't yet know the skills they need to do so. Those that have tend to be larger with dedicated personnel or whose core business is carbon reduction or evolving green technologies. To understand the skills needs an additional survey was conducted with 202 businesses (116 micro businesses and 86 larger businesses) and 9 further qualitative interviews in March 2023. A summary report and a full report have been published with the findings.

Employer Net Zero survey responses to key questions:

Question	Scale	N of responses	Mean	Mode
To what extent has your business currently started looking at the transition to net zero?	A great deal – A lot – A moderate amount – A little – None at all	202	2.76	2 (A little)
Has your business measured its carbon footprint?	Yes – No – I don't know how to do this	202	N/A	N/A
How important is the transition to net zero for your business right now?	The most important priority – A top priority, but not the most important – Not very important – Not important at all	202	2.44	3 (A top priority, but not the most important)
How motivated is your business to lower its carbon emissions?	A great deal – A lot – A moderate amount – A little – None at all	202	3.01	3 (A moderate amount)
How financially ready is your business to lower its carbon footprint?	A great deal – A lot – A moderate amount – A little – None at all	202	2.41	2 (A little)
Does your business know what steps to take to become a net zero business?	Extremely aware – Very aware – Somewhat aware – Not so aware – Not at all aware	202	2.81	3 (Somewhat aware)

Full methodology for this phase of the project can be viewed here.

Engagement

Dorset Chamber has promoted the LSIP's aims and process via stakeholder channels and the Chamber's website, social media, events and Dorset Business Focus magazine.

Dorset Business Focus Magazine monthly articles in the magazine (see below). Readership of approx: 10k per issue, so total readership of 80k people in total.

Newsletters – Stakeholders were targeted with dedicated newsletters and feature articles in general Dorset Chamber communications.
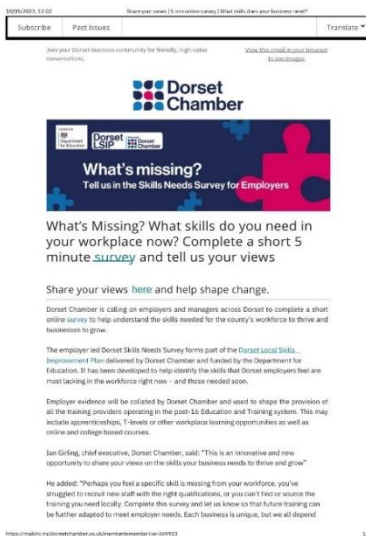
Social media reach: 22 posts across network of 17k Dorset Chamber followers (374k potential reach), with 10.1% engagement. The hashtag #ChangingSkills was used in all social content.

Website - 756 unique visitors to www.dorsetchamber.co.uk/lsip

Progress reports and presentations have been shared with:

- Weymouth College Blue Sky Day
- Dorset and Somerset Training Provider Network
- Dorset Local Enterprise Partnership
- Dorset Skills Advisory Panel and Board
- Dorset Chamber Board
- SDF2 B&P College Review
- BCP Post 16 Education group
- Weymouth Coastal Community
- Kingston Maurward College Board
- Dorset Digital Skills Partnership
- South West Employability Panel

Partner Groups Joined:

- Dorset Digital Skills Partnership
- Dorset Council Shared Prosperity Fund Local Partnership Group
- Dorset Careers Hub Steering Group
- Dorset Skills Board
- South West Employability Panel

Events:

The LSIP team have hosted or attended LSIP specific events, partner events and Dorset Chamber events open to all members of the Dorset business community. It has also attended employer-led sector and provider specific events. Events attended includes:

November 2022: LSIP Launch (presentation, Q&A)
November 2022: Chamber Expo (information stand, networking, discussion)
November 2022: Careers and Enterprise Company SLT Session (presentation and information stand)
December 2022: Dorset Chamber AGM (information stand and data capture)
December 2022: DSTPN (presentation, data capture and engagement)
February 2023: Maritime UK Southwest (presentation and data capture
February 2023: North Dorset Employers LSIP Engagement Meeting (presentation, information stand, data capture)
February 2023: LSIP All Stakeholders Planning Workshop (presentations, provider, and learner representative presentations, workshop, engagement, data capture)
March 2023: Digital Skills Partnership (presentations)
April 2023: Gillingham Show (rural engagement, information stand, data capture)

Employer speakers

LSIP Launch event (Nov 2022)

Dorset Business Expo (Nov 2022)

Dorset Business Expo (Nov 2022)

Speakers at LSIP Stakeholder Planning Workshop (Feb 2022)

LSIP Stakeholder Planning Workshop (Feb 2022)

LSIP Stakeholder Planning Workshop (Feb 2022)

Dorset Chamber Networking Event (Dec 2022)

Careers Event: Dorset Chamber with Careers and Enterprise Company

Project Lead with British Chambers of Commerce.

Gillingham & Shaftesbury Show (April 2023)

Digital & IT Networking Event (May 2023)

Planned future events:

15 June 2023 - LSIP Report, Plan and Stage 2 Review and Workshop at AFC Bournemouth with Bournemouth Chamber Business Expo

July TBC LSIP Media Launch to promote key messages and actions to create change

Stakeholders engaged during the process

The report sets out key priorities for action from a process that brought together employers, providers and others, to understand skills needs and training opportunities. Developing and delivering the LSIP is a collaborative process involving a range of different bodies so far. The following have attended LSIP events, spoken at LSIP events, attended LSIP meetings or been consulted, in addition to the online survey.

Company	Sector
A* Learning Services	Training
A One Insurance	Insurance
Actisense	Marine
AECC	Education HE
Agincare	Health
Arts University Bournemouth	Education HE
Ashleigh Design and Construction Ltd	Construction
Aspire Jobs Ltd	Recruitment
BCP Council - 0-19 team	Local Authority
BCP Council – 0-19 team	Local Authority
BCP Council - economic development	Local Authority
Blue Sky Financial Planning Ltd	Financial Services
Bournemouth and Poole College	Education
Bournemouth University	Education HE
Brockenhurst College	Education
British Chambers of Commerce	
BV Dairy	Food & Drink
Carbon Kapture	Aquaculture
Caron Khan Consultancy	Marketing PR & Web Developers
CITB	Construction
Crowd Creative Communications Agency	Marketing PR & Web Developers
CSW Group Ltd	Business Support Services
Deep South Media Ltd	Public Relations & Marketing Consultants
Department of Work and Pensions	
DLEP Careers Hub	Careers Education
Dorset Chamber	Chamber of Commerce
Dorset Community Action	Charity
Dorset Construction Training Forum	Construction
Dorset Council - education	Local Authority - Education

Dorset Local Enterprise Partnership	
Draken International	Advanced Engineering
DSTPN	Education
Eastleigh Borough Council	
ECA Excellence in Electrotechnical and Engineering Services	Construction
Echo	Public Relations & Marketing Consultants
Eddicott Wealth Management	Finance
EG Coles	Agriculture
EMC: Dorset's Engineering & Manufacturing Cluster	Engineering
Exalt Training Ltd	Training
E-Motion	Health & Fitness
Ferndown Upper School	Education
Federation of Small Businesses	ERB
Harry J Palmer (Broadstone) Ltd	Construction
Hindsight App	Automated insights
Home Building Skills Partnership	Construction
JETS Engineering	Engineering
Keith Spicer Ltd	Food & Drink
Kingston Maurward Enterprises Ltd (KME)	Education
Lewis Investment	Finance
Lumine Development Ltd	HR
Magna Housing	Housing
Martin John Training	Training
NFU	Sector body representative
NHS Bournemouth and Poole / NHS Dorset	Health
Ofsted	
Poole High School	Education
Parvalux Electric Motors	Engineering
Pluss CIC	Training
R Human Resources Ltd	HR
Rise	Recruitment
Seetec Pluss	NCS
SENdme2work Ltd	Business Coaching/Consultancy
Silicon South	Marketing PR & Web Developers
Skills & Learning	Education (ACL)
St Barts Finance	Financial Services

Stars Corporate Ltd	Hospitality
Steele Raymond LLP	Solicitors
SWAD	Charity
SWRAC	Education
The Colleges Partnership	Education - FE
The Federation of Small Businesses	Employer representative
ThisisCrowd	Digital marketing
Thurston Aviation Limited	Aviation
Training Now	Education
Upton Beach Consulting Limited	Business Coaching/Consultancy
Weymouth College	Education
Woodstock Legal Services Ltd	Solicitors
Yeovil College	Education
Young Enterprise	Education
Yunex Limited a Siemens Company	Manufacturing

Stakeholder Groups convened:

Learner demand group:

Dorset Chamber worked with other organisations or parts of organisations involved in local skills planning and delivery who play an important role in supporting the development and delivery of effective solutions to employer skills needs as part of a 'whole system' approach. The group has met 4 times with additional 1:1 meetings.

Attendees: BCP Council; Dorset Council; Dorset LEP - Careers Hub; DWP; Seetec Plus (National Careers Service); Sendme2work; SWRAC

Provider group:

A provider group was convened to ensure current provision, potential provision and funding limitations were integral to the Dorset LSIP. It also ensured the process would meet relevant providers' need to create an Accountability Agreement by May 31, 2023. The group met 6 times and members have also met with the Dorset Chamber team individually.

Attendees: Bournemouth & Poole College; DSTPN (Dorset & Somerset Training Provider Network); Kingston Maurward College; Skills & Learning – Adult Community Education; SWRAC (Southwest Regional Assessment Centre); Weymouth College.

Employer engagement group

Chaired by Dorset Chamber it was convened as a conduit to employers and to benefit from their strong, established networks and expert, local knowledge. The group met 5 times and members have met 1:1 with the team.

Attendees: Dorset Chamber, FSB, Dorset LEP, BCP Council, Dorset Council.

Engagement with other LSIP areas

Across England, [32 Accredited Chambers of Commerce](#) are convening businesses, training providers, funders and a wide range of local stakeholders to plan for the skills needed to boost local economies and improve opportunities for individuals.

The Dorset team has kept as close as possible to developments in other areas to monitor and share progress and ways of working. During the set-up period this was facilitated by the British Chambers of Commerce which was very helpful.

Dorset LSIP has engaged with neighbouring LSIPs to share draft priorities and stay appraised of key approaches, Devon & Somerset LSIP and Hampshire & Solent LSIP, Business West as well as others with similar key sectors e.g., Sussex LSIP.

Acronyms

Term	Explanation
ACL	Adult & Community Learning funding
CEIAG	Careers, Education, Information, Advice and Guidance
The department	The Department for Education
DWP	Department for Work & Pensions
ERB	Employer Representative Body
FE	Further Education
HE	Higher Education
HEI	Higher Education Institution
IfATE	Institute for Apprenticeships and Technical Education
LA	Local Authority
LEP	Local Enterprise Partnership
LSIF	Local Skills Improvement Fund
LSIP	Local Skills Improvement Plan
NEET	1- & 17-year-olds who are Not in Education, Employment or Training
SAP&B	Dorset LEP Skills & Advisory Board
UK SPF	UK Shared Prosperity Fund

Occupational routes and pathways

The [occupational routes](#) and pathways provided by Department for Education (highlighted sections are pathways included in the plan).

Route	Pathway
Agriculture, Environmental & Animal Care	Agriculture, Land Management & Production Animal Care & Management
Business & Administration	Human Resources Management & Administration
Care Services	Care Services
Catering & Hospitality	Catering Hospitality
Construction & Built Environment	Building Services Engineering Design, Surveying & Planning Onsite Construction
Creative & Design	Craft & Design Cultural Heritage & Visitor Attractions Media, Broadcast & Production
Digital	Digital Business Services Digital Production, Design & Development Digital Support & Services
Education & Childcare	Education & Childcare
Engineering & Manufacturing	Engineering, Design & Development Engineering, Manufacturing, Process & Control Maintenance Installation & Repair
Hair & Beauty	Hair, Beauty & Aesthetics
Health & Science	Community Exercise, Physical Activity, Sport & Health Health Care Science Science

Legal Finance & Accounting	Accountancy Financial
	Legal
Protective Services	Protective Services
Sales Marketing & Procurement	Customer Service Marketing Procurement
	Sales & Retail
Transport & Logistics	Logistic
	Transport