

Dorset Skills and Labour Market Insights

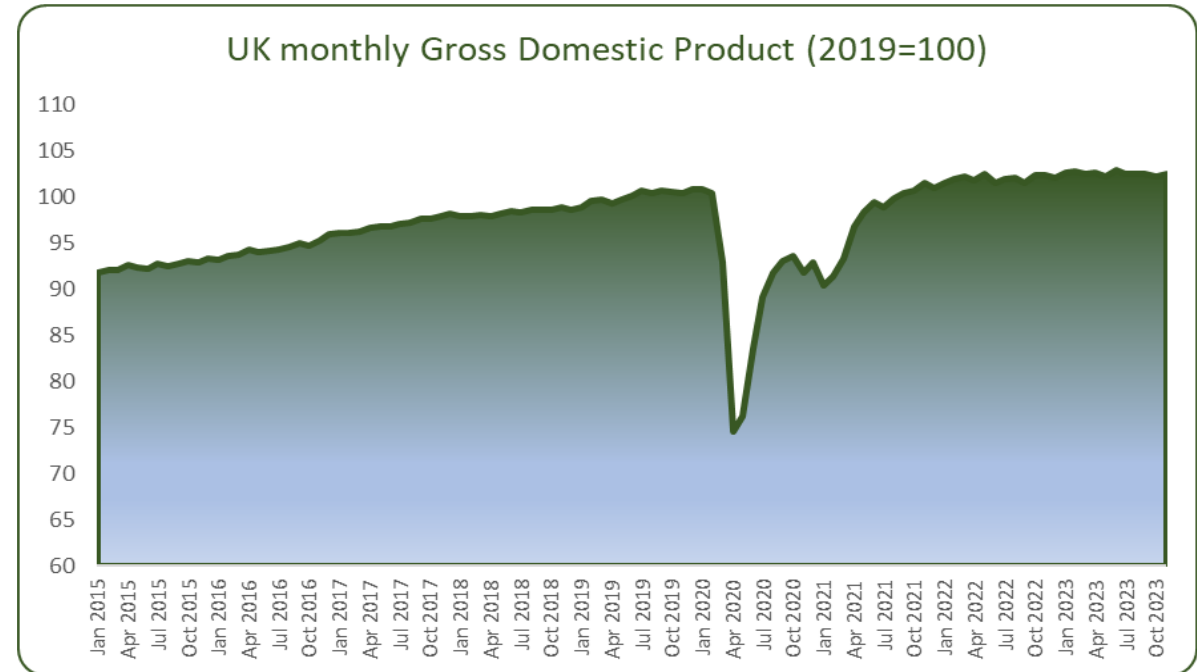
Rebecca Davies
Dorset Local Enterprise Partnership

Pan-Dorset Labour Market information 2024



Economic pressures

- Latest GDP monthly estimate 'more' positive than predicted
- Bank of England reports low or zero employment growth in 2024
- Candidate numbers up, hiring number subdued, pay budgets squeezed.



2023 saw the softening of labour conditions, as vacancy levels nationally began to fall from historically high peaks. However, it has largely been a 'soft landing' for the labour market, without any significant negative adjustment. Employers still report skills shortages and difficulty filling certain roles. This broad 'soft adjustment' has been seen in the local Dorset labour market.

Whilst inflation began to ease from its peak, wage pressures – caused by households feeling the pinch in an environment of higher interest rates – heightened, resulting in an increase in average real wages for the first time for several years.

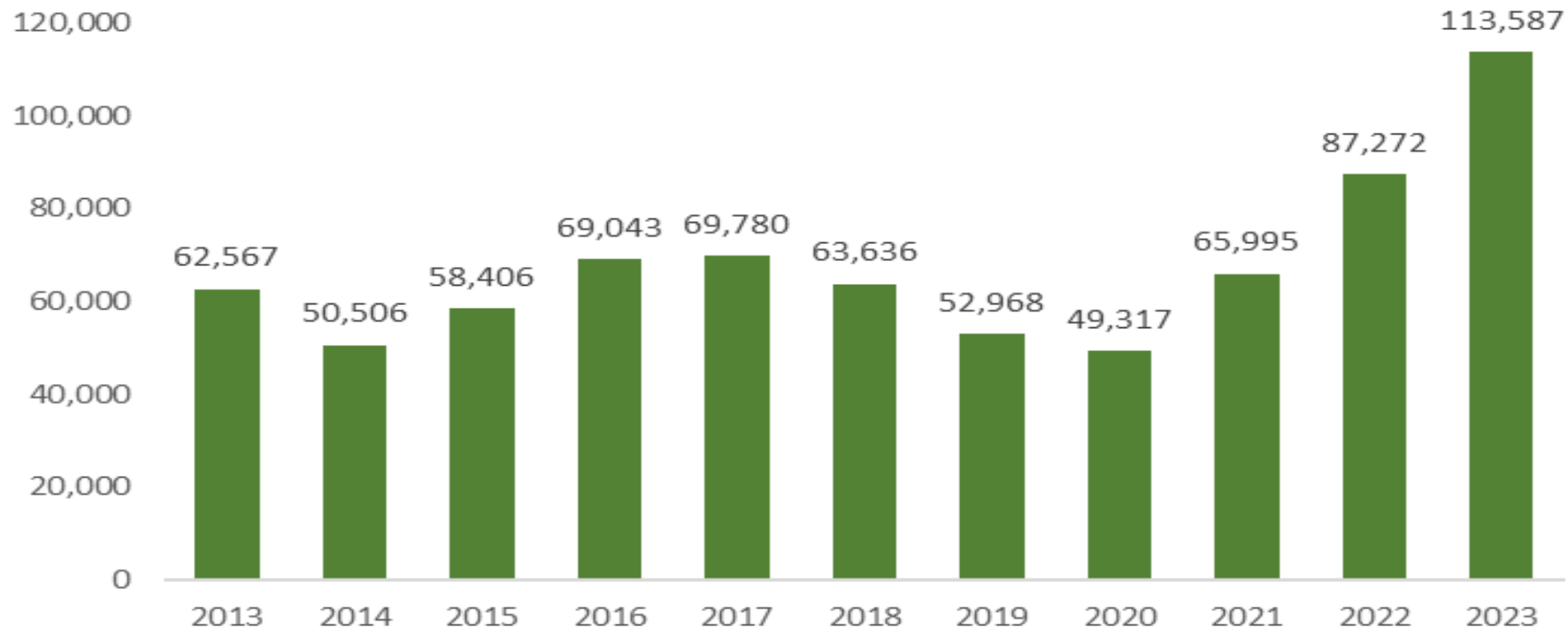
Strongest job demand on record in Dorset

Despite indications that conditions softened at the end of 2023, aggregate vacancies advertised throughout 2023 were the highest on record - +30% on 2022 and +114% on 2019 (pre pandemic). Dorset saw a rise in advertised vacancies compared to the UK which saw a decline.

2023

Total vacancies Dorset LEP

Dorset Annual Vacancies - Unique Job Postings



2023 v 2022



+30% (Dorset)



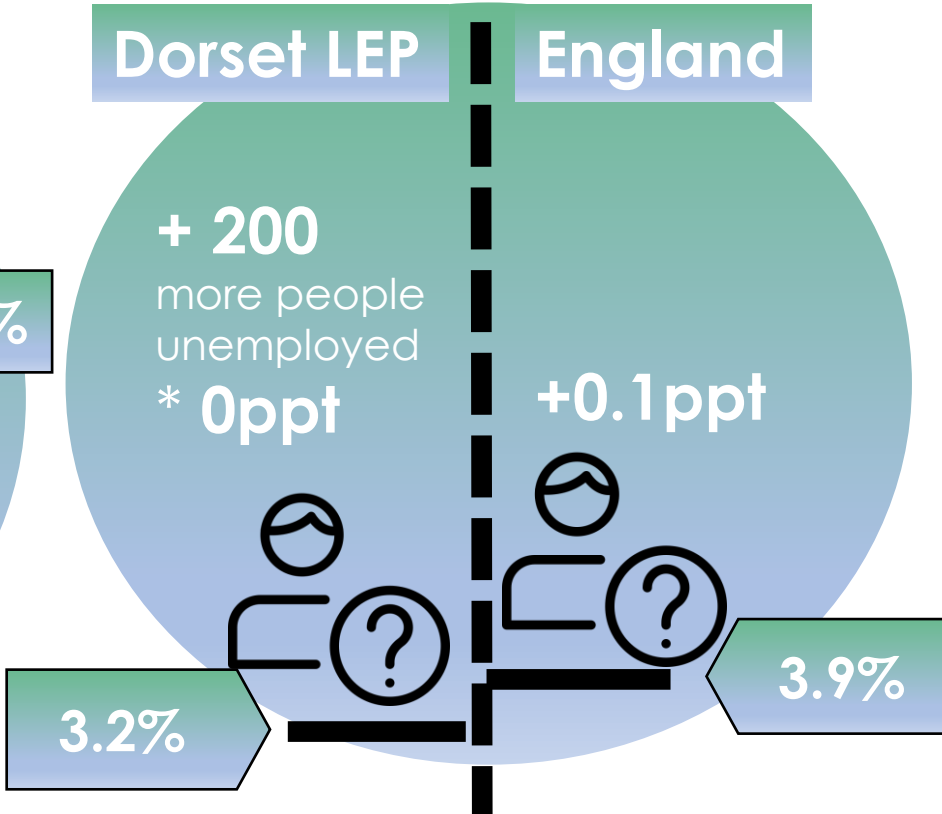
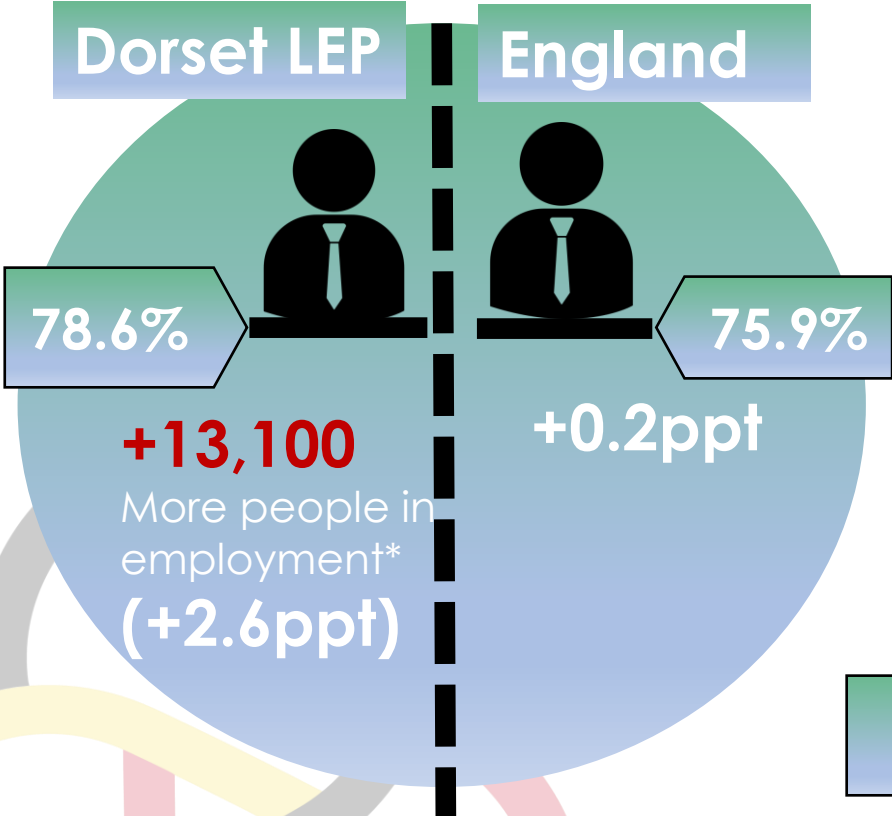
-4.5% (UK)

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

(Un)Employment – Dorset LEP

Employed
351,900

Unemployed
11,500

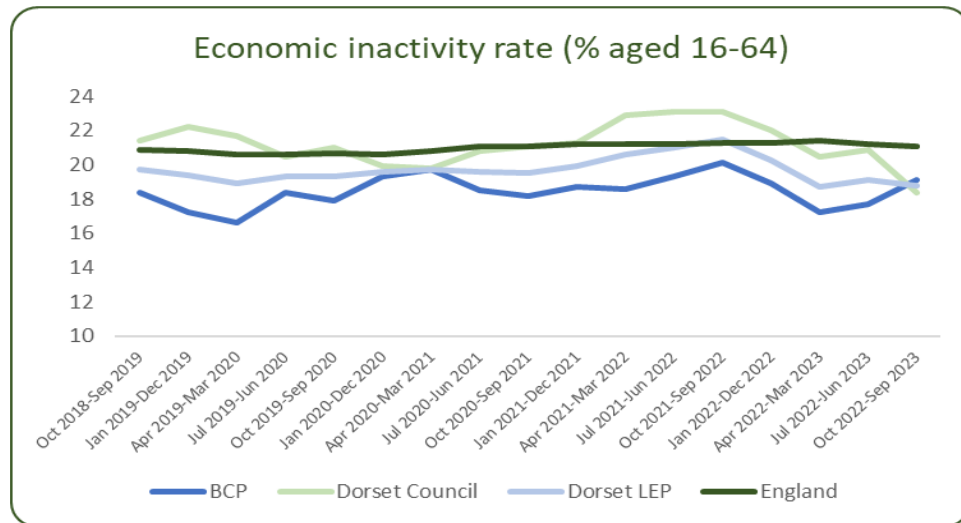
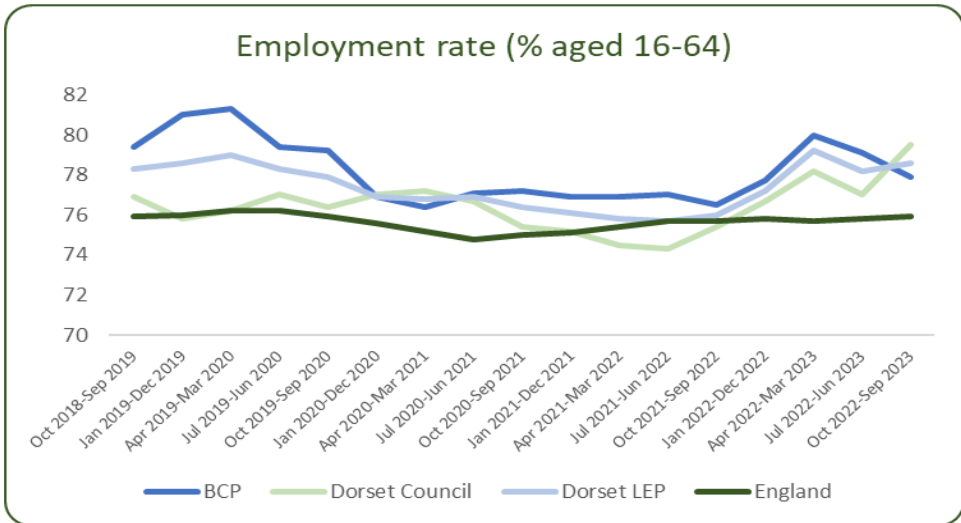
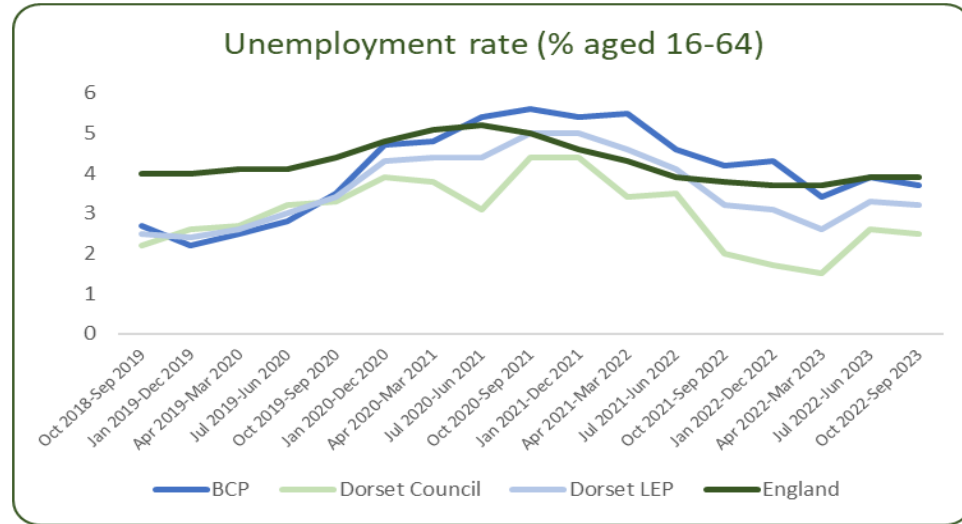
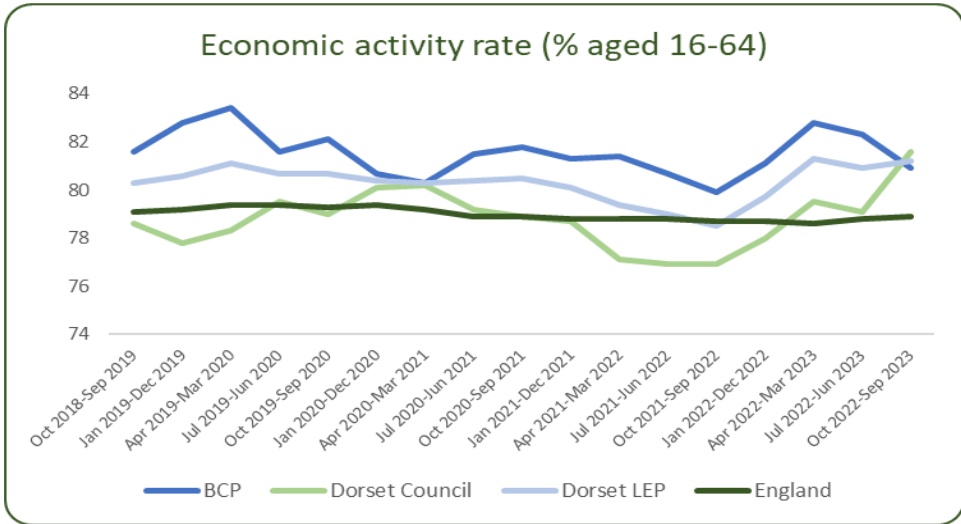


Unemployment across the Dorset LEP area (noting some uncertainty due to confidence intervals associated with the data) largely stay unchanged over 2023.

Employment grew strongly, with c13,000 more people employed in Autumn 2023 compared to 12 months previously. This was driven by more returning back to the labour force, as economic inactivity began to fall from its peak. It also demonstrates that demand conditions across the Dorset LEP area remained robust.

Figures refer to the period Oct 2022-Sep 2023 in comparison to Oct 2021-Sep 2022 -

How is Dorset different?



Bearing in mind that labour market statistics (given they are survey based) are subject to quite wide confidence intervals at the local level, the data indicates some convergence in some of the key measures over the past 12 months. For example, the economic inactivity rate across the Dorset LEP area seems to more broadly match the national average.

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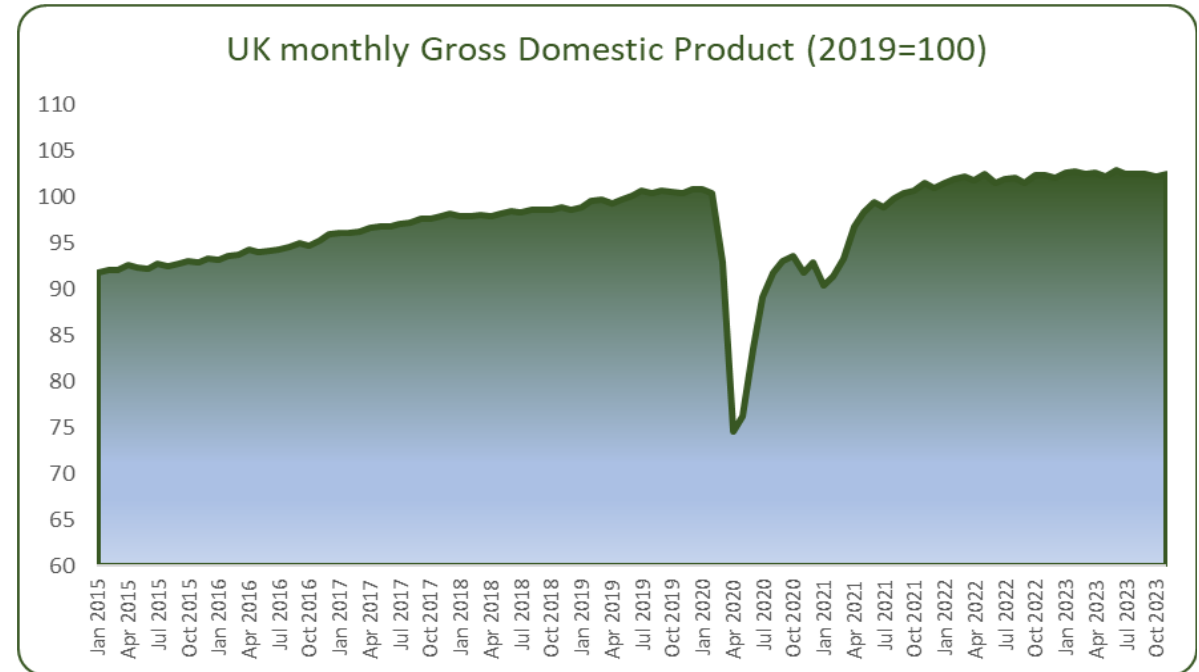
Rebecca Davies
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Pan-Dorset Labour Market information Jan – Dec 2023



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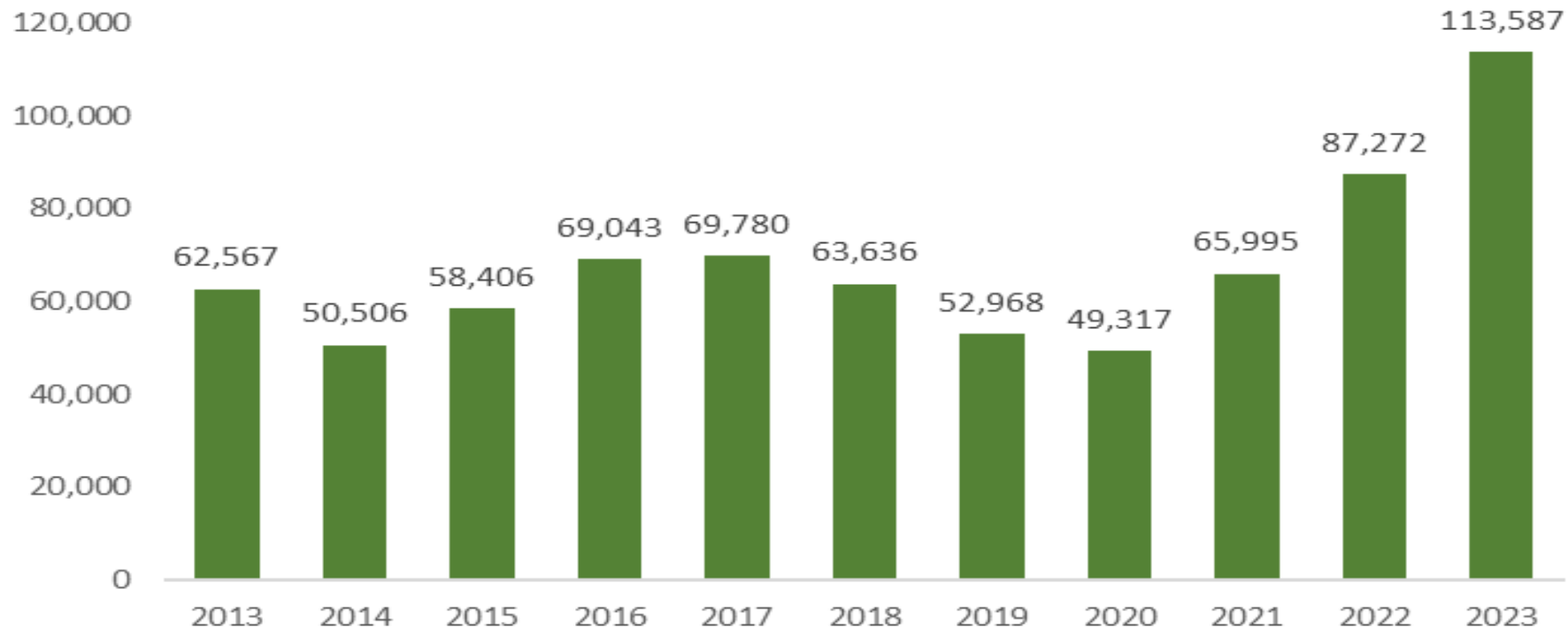
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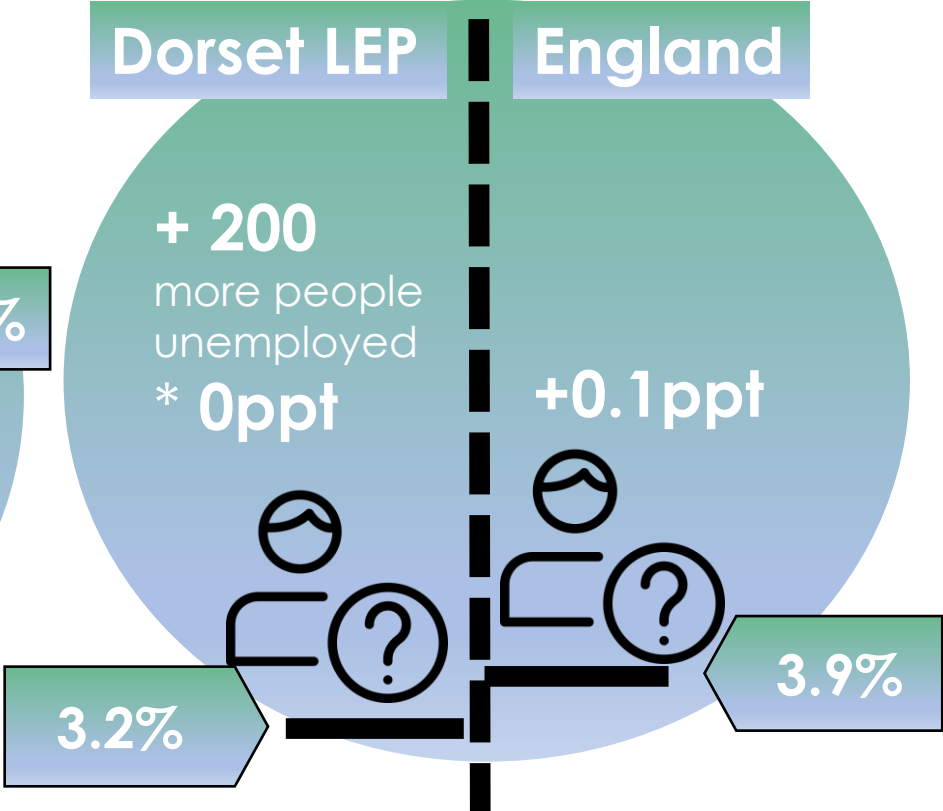
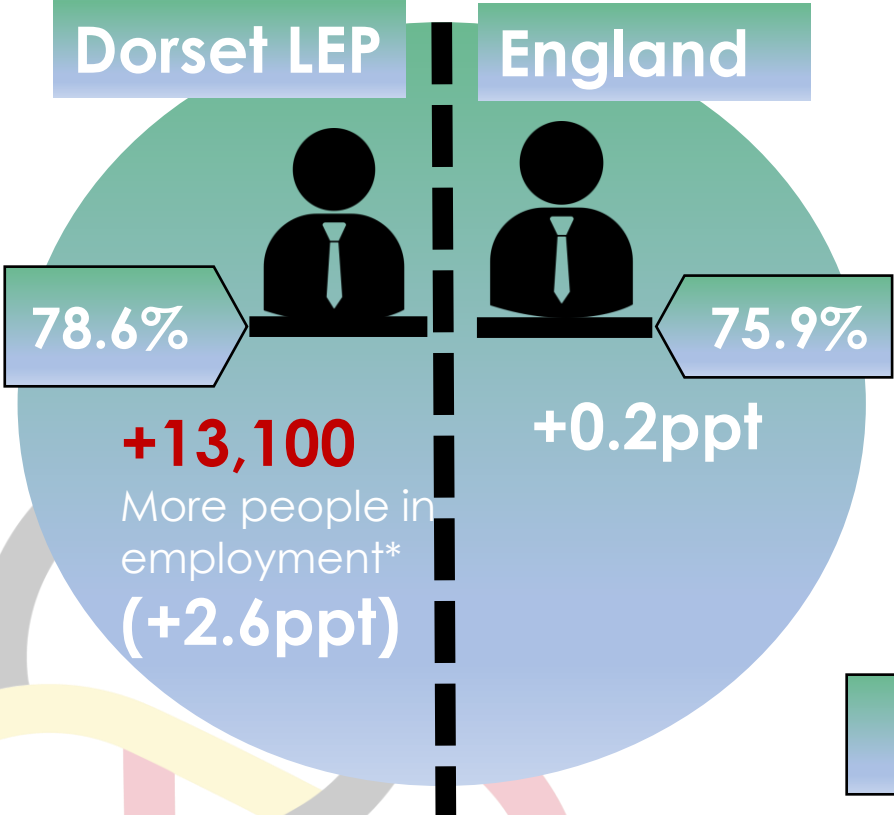
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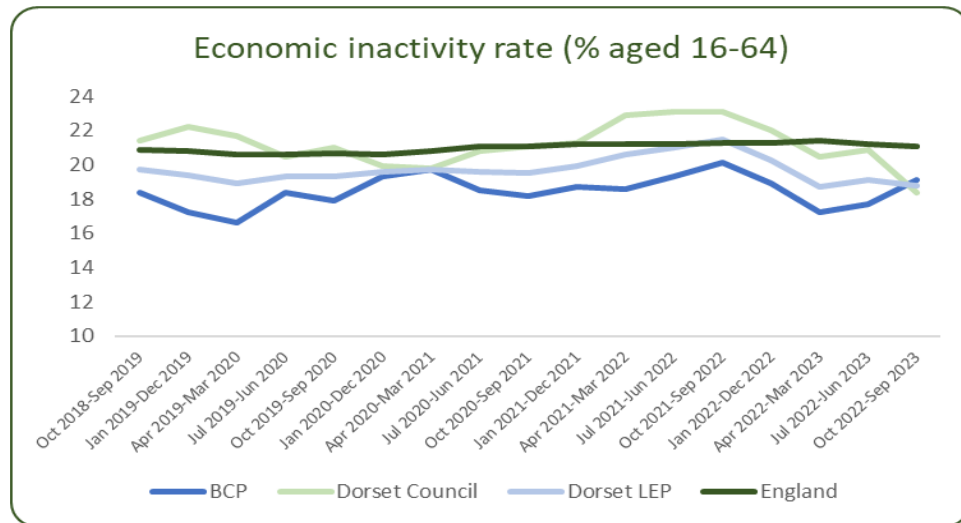
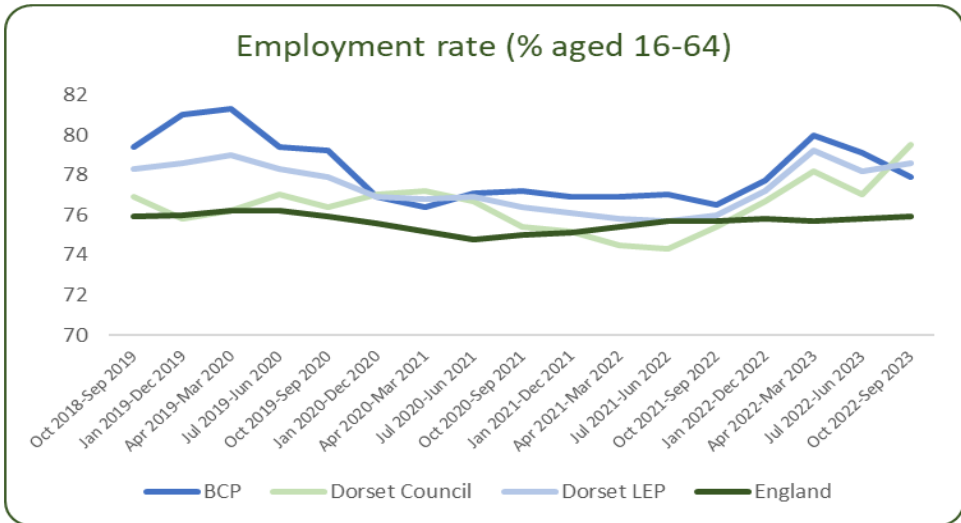
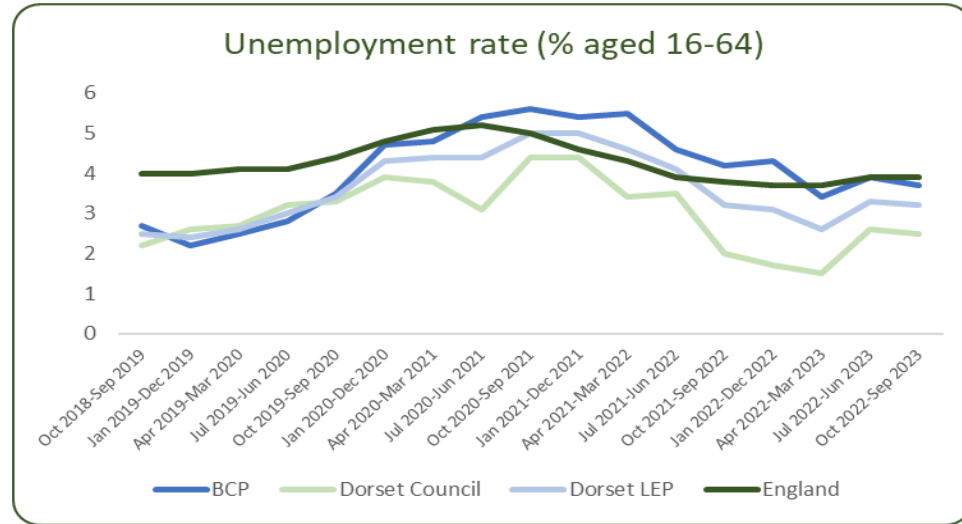
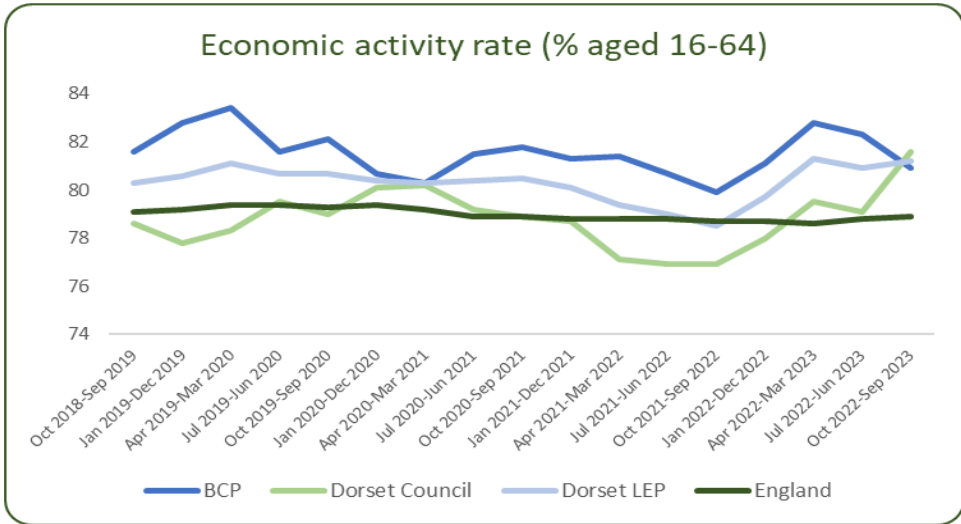


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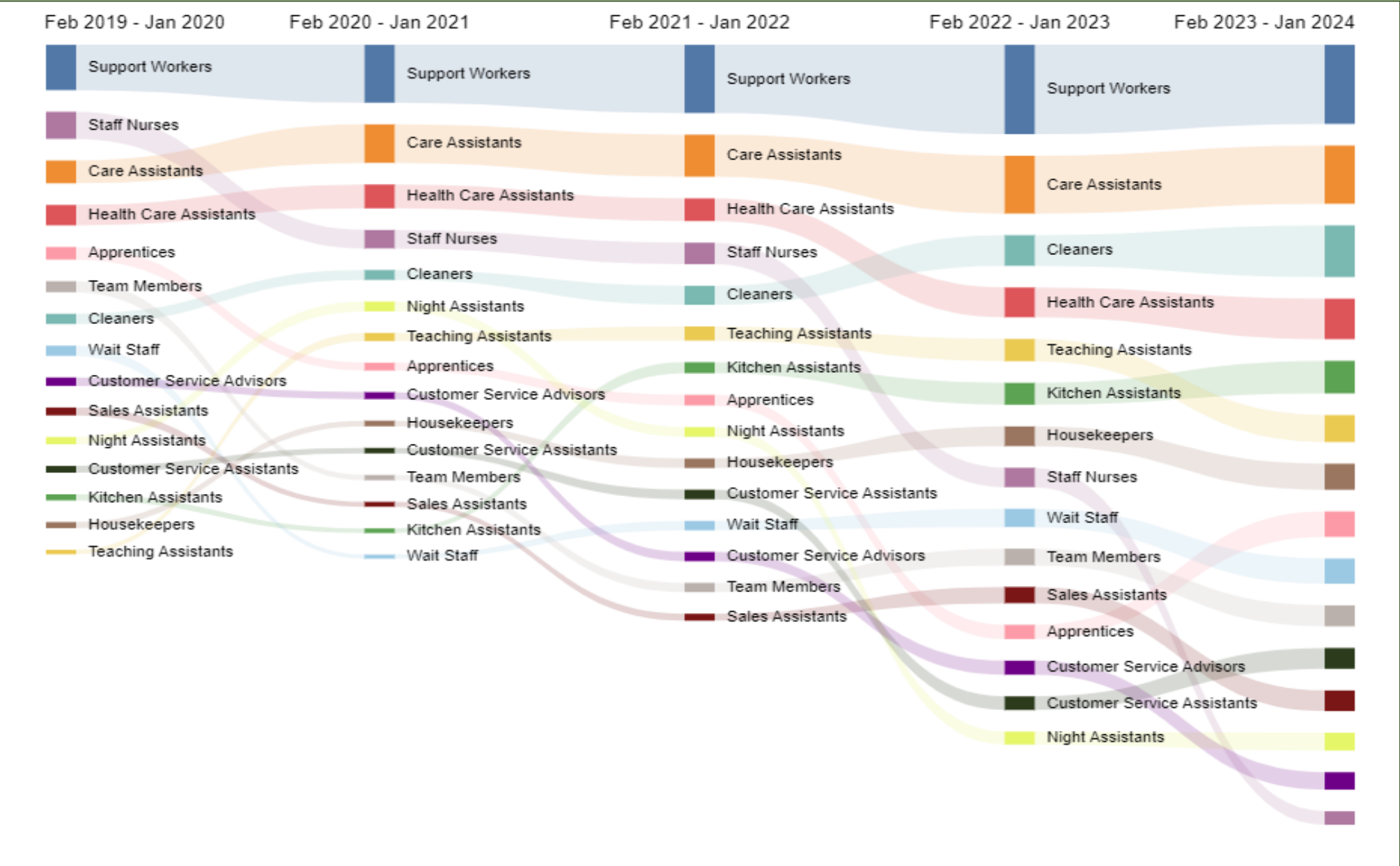
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Vacancy trends – where are the gaps?



The demand for lower and mid-skilled roles in Dorset have elevated in scale over the past decade. This is likely a reflection of higher turnover, declining supply and possible changes in the way employers recruit for these roles.

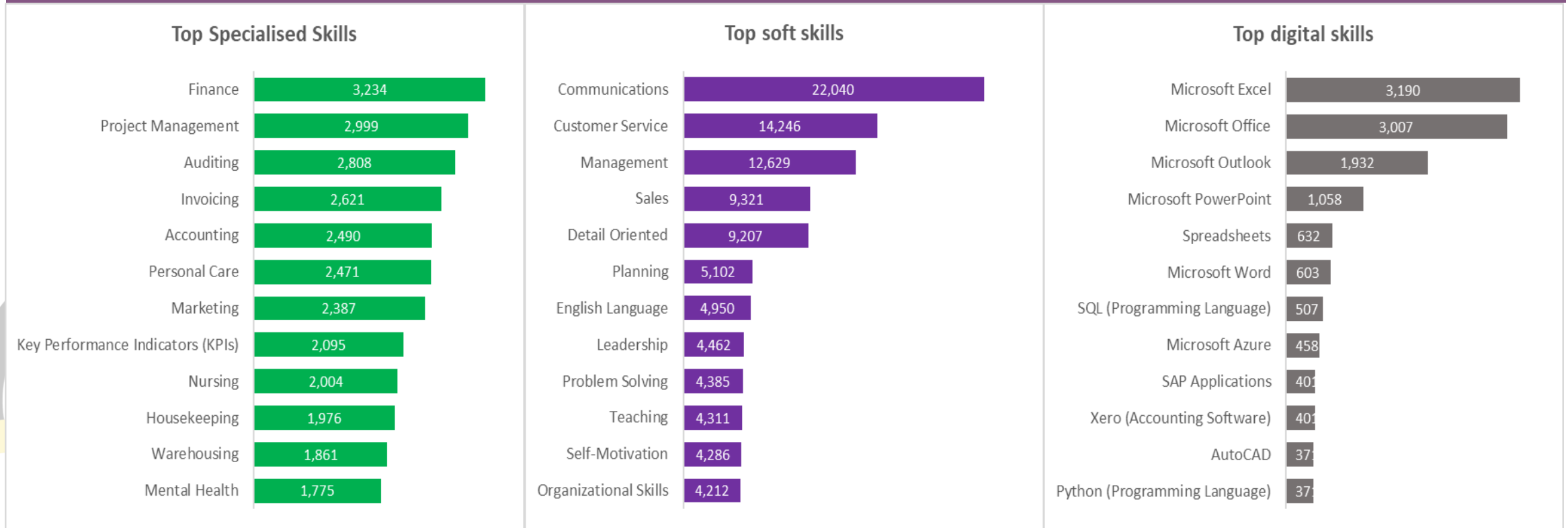
Demand for low/mid skilled roles and lower paid roles accounted for c46% of the advertised vacancies. The trend also reflects the difficulty in recruiting such roles.

Skills needed

Employers most frequently requested soft skills were in communication, customer service, management, sales, and detail-orientation, alongside personal attributes such as enthusiasm and self-motivation. Specialised skills often cited in job postings include finance, and project management. This continues longer-term trends.

Many of these were less prevalent in candidate profiles (i.e. CVs) when compared to the volume of references in job postings (recognising that skill sets may not be accurately described in candidate profiles).

Top sought after skills (job postings) – Dorset LEP area 2023



Government funded skills offers

- **Adult Education provision – available through** [Skills & Learning ACE | Adult Learning & Education Courses \(skillsandlearningace.com\)](#), [Bournemouth and Poole College \(thecollege.co.uk\)](#) or [Home - Weymouth College](#)
- **Skills Boot Camps** – 12/16 week courses to upskill or skill the workforce in technical skills needed by business including the care sector [Skills Bootcamps - DSTPN](#)
- **Apprenticeships** – apprenticeships at all levels and ages. Particular opportunity with supported apprenticeships [Home Dorset & Somerset Training Provider Network- DSTPN](#)
- **Job Centre Plus** – offers free advertising of vacancies to a diverse audience, work trials, wrap around service for employees with disabilities, recruitment advice and guidance for employers [Contact Employer Services - GOV.UK \(dwp.gov.uk\)](#)
- **Dorset Careers Hub** – Careers and Enterprise Company bringing employers, schools and colleges together to transform careers education : [Home | Dorset Careers Hub](#)
- **Digital Skills Hub** – flexible provision to support skilled workforce and resilient businesses [Home | Digital Skills Hub](#)
- **UK Social Prosperity Fund 2024/25** – skills funding through local authorities to help upskill and support into work [Skills & Learning ACE | Adult Learning & Education Courses \(skillsandlearningace.com\)](#)
- **Mid-life MOT's** – DWP funded initiative to work with 40+ workforce to ensure sustainable employment, financial planning and wellbeing through to retirement : [Take a midlife MOT – JobHelp](#)
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- **Skills Advice?** Talk to our local Colleges, training providers, DSTPN and Universities to see their offers that could suit you

dorsetlep.co.uk/labour-market-and-skills-research

Key Industry Posters

Key industry dashboards

Latest Labour Market Insights

DESTINATION DORSET

77% employment rate
+29,000 jobs added by 2020

Top Destination for Tourism & Retail

Population of 777,000

5G Testbed

International Airport

2 Hours Train Journey

3 Harbours

3 Universities

80 Miles of Jurassic Coast

40% of Dorset Area of Outstanding Natural Beauty

Start-up Hotspot

Start Your Career Here

The perfect mix of urban coastal and rural

ADVANCED ENGINEERING CAREERS IN DORSET

A career in advanced engineering and manufacturing could see you work anywhere from marine technologies to defence and aerospace.

FACTS

- From the mysterious Stonehenge to the world's first underground railway, the UK has a remarkable engineering tradition.
- Over 2 million people work in the sector in England, making it one of the largest employment industries.
- Dorset is home to thriving advanced engineering employing around 28,000 people, and contributing £1.7 billion to the economy.

Future of Jobs in Dorset

There is high demand for talent in this exciting fast-paced sector.

40% more vacancies available in 2021 than 2020

2019: 4,275 | 2020: 3,362 | 2021: 4,718

Top Careers

- Engineering Technicians
- Automotive Engineering and Production Technicians
- Engineering Professionals
- Mechanical Engineers
- Electricians and Electrical Fitters

Salaries

Engineering jobs top the average wage in Dorset by 11%

£30,000 Average annual salary

Key Subjects

- Maths
- English
- Science
- Art
- Design
- IT
- Business

Top Skills

- Problem Solving
- Teamwork
- Communication
- Customer Service
- Attention to Detail
- Time Management
- Organisation
- Self-Motivation
- Resilience
- Adaptability
- Flexibility
- Creativity
- Initiative
- Leadership
- Empathy
- Empowerment
- Collaboration
- Cooperation
- Compassion
- Compassion for Others
- Compassion for the Environment
- Compassion for the Community
- Compassion for the Planet
- Compassion for the People
- Compassion for the Planet and People
- Compassion for the Planet, People and Planet
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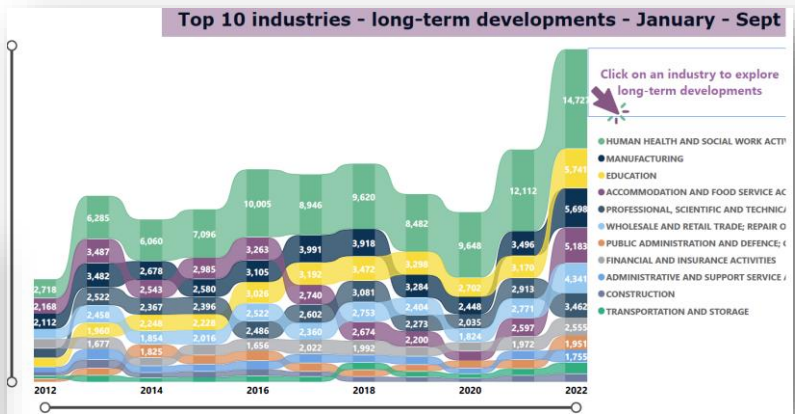
Project Management | Problem Solving | AutoCAD

Your career starts here. Curious? Find out more

dorsetcareershubs.co.uk/key-industry-dashboards

Dorset CAREERS HUB | CAREERS & ENTERPRISE COMPANY

DORSET Local Enterprise Partnership



The GREEN (low carbon & renewable energy) economy

Turnover generated in the UK | 2020

£41 billion

Employment: 207,800 in the UK (1% of all employed)

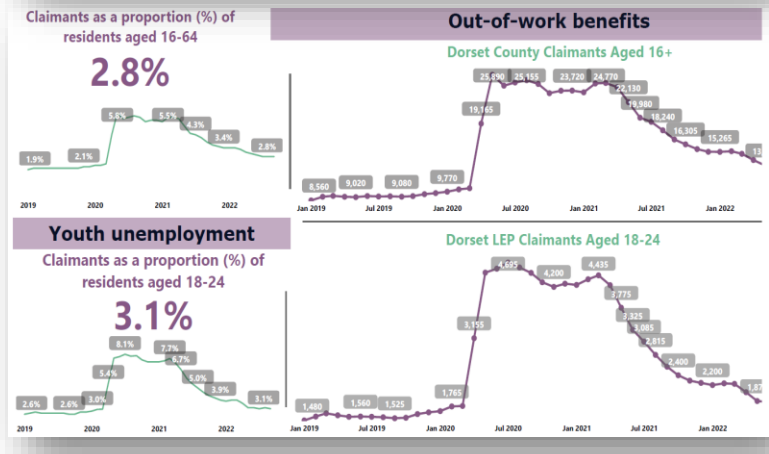
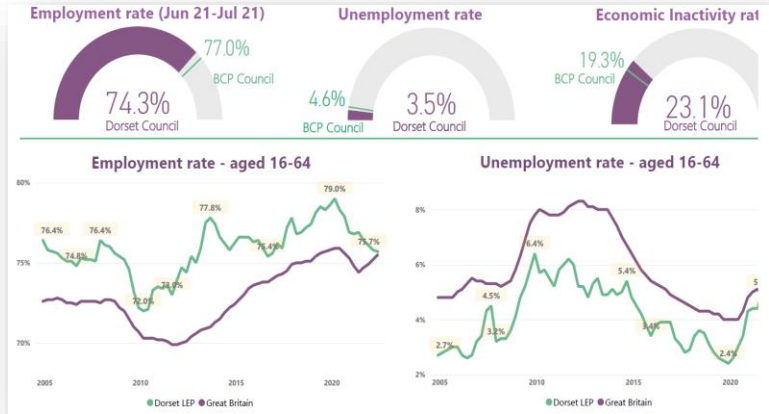
Activities with highest employment:

- Energy-efficient products: 28%
- Low-emission vehicles and infrastructure: 16%
- Bioenergy: 10%
- Nuclear power: 10%
- Offshore wind: 9%
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- Energy-efficient lighting: 4%
- Energy monitoring systems: 3%

The majority of activities take place within the manufacturing, energy supply and construction sectors.

Explore Careers | Job help | We'll help you find it.

Sources: Low carbon and renewable energy economy, UK: 2020, ONS 2022 | Image designed by pch-vector / Freepik | updated: March 2022



dorsetlep.co.uk/labour-market-and-skills-research

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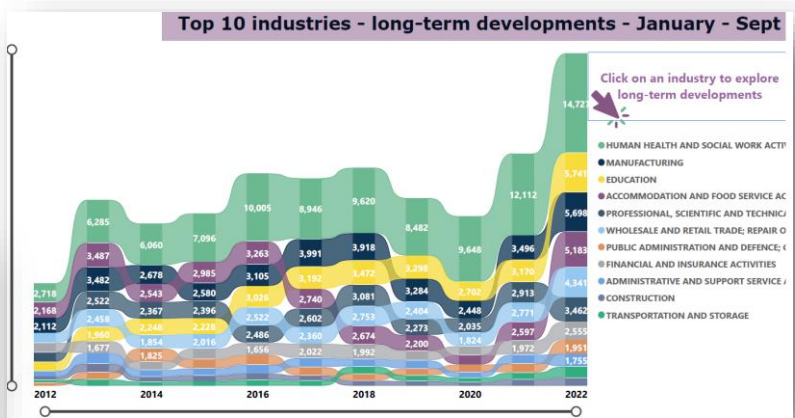
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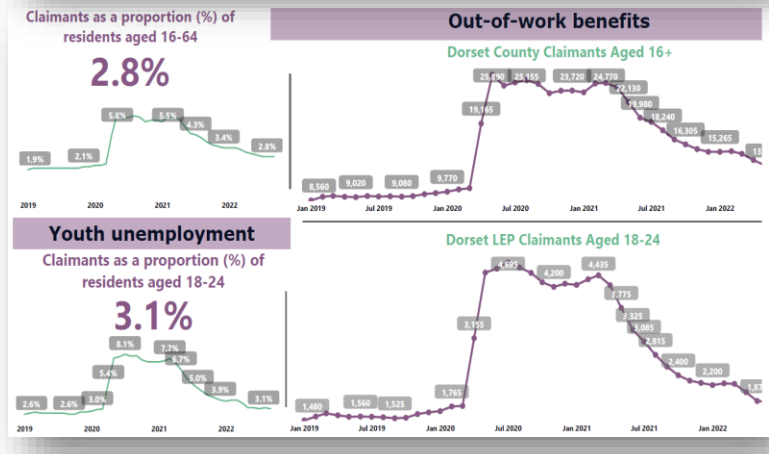
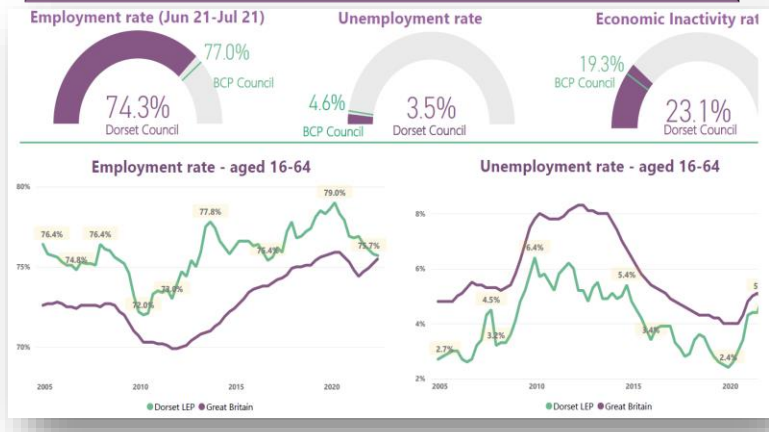
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Sources: Low carbon and renewable energy economy, UK: 2020, ONS 2022 | Image designed by pch-vector / Freepik | updated: March 2022





Funded by
UK Government

Employer Skills Gaps

Rosie Knapper



#changingskills

Dorset skills needs evidence base

Interviews, focus groups, surveys, data, research

Key sectors:

- Health and Social Care
- Advanced Manufacturing and Engineering including Aerospace, Defence and Marine
- Construction
- Digital Technology and Creative
- Agriculture, Agri-tech and Aquaculture.

Net Zero and digital skills requirements



Dorset
LSIP

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Context for employer's skills needs

Challenging labour market:

- Declining working age population
- Productivity gap
- High levels of employment
- Strong demand for labour
- A more qualified workforce
- Hard to attract workers to the area

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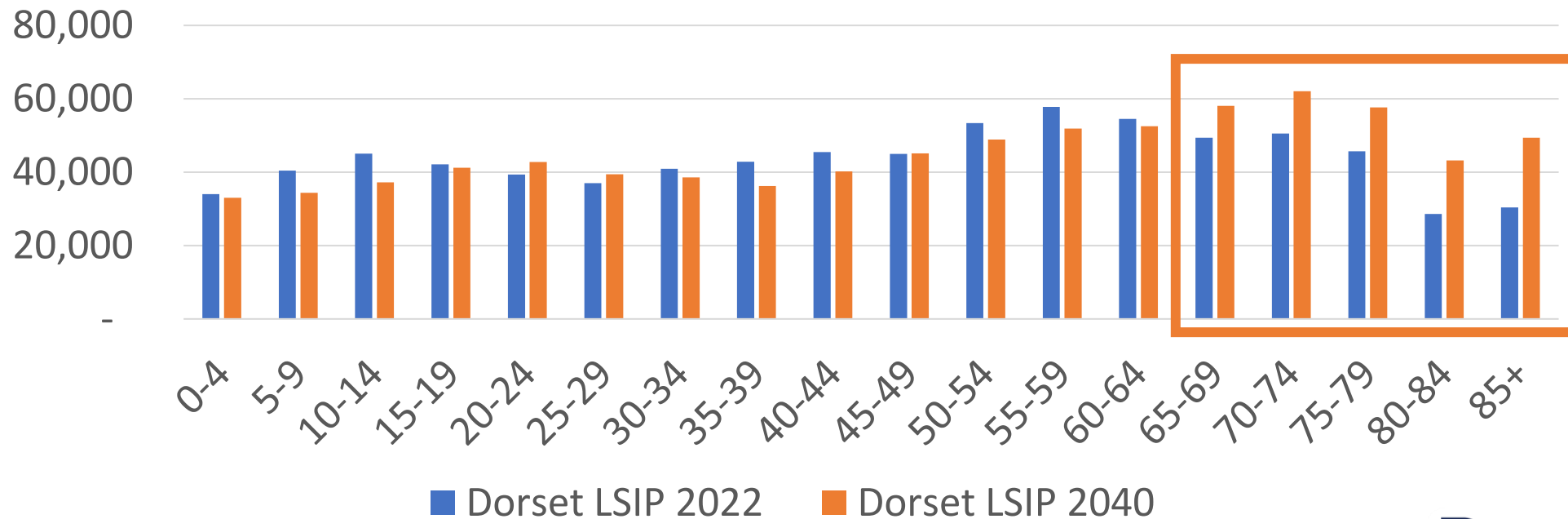
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Shrinking workforce

BCP & Dorset Council's Population projections 2022 - 2040



What employers want

- Passion and enthusiasm
- Understanding of sector
- Interpersonal skills important
- Specialist skills can be taught
- English & Maths & Digital
- Leadership & Management

The single biggest skill as I think we can all agree, right, if ... they're confident, they've got intelligent, they're articulate, they've got sparkling eyes, looks you in the eye, shakes hands, have a discussion, break down problems, and work in teams, we're going to recruit them pretty much whatever they want to do

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Quality Training

- Apprenticeships are in demand
- Short or modular courses
- Applied learning with real world examples
- Tutors with industry experience

A better understanding of available courses

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Identified skills needs

Transferable Skills

- Effective Communication skills
- Customer Service skills
- Problem solving
- Leadership & management
- English & Maths
- Teamwork
- Motivated
- Resilience
- Core digital skills (eg Health & Social care, excel, word, email, record management, medical technology, assisted living technology)

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Work ready staff

- Industry experience
- Employability skills
- Work based projects and work experience

All need Collaboration with you!

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How Training Providers are responding

- More core employability skills
- New facilities simulating workplace
- Fast track apprenticeships designed with employers
- Funded Dementia training
- Net zero courses - construction
- Employers and specialists facilitating course delivery
- Modular courses
- Skills Bootcamp 16 wk delivery
- Careers support to schools and Events

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Thank you



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