



Funded by  
UK Government



# Dorset Skills

Business Growth with Training

#DorsetSkills #ChangingSkills



An event from:



Supported by





Funded by  
UK Government

# Welcome

Ian Girling

Chief Executive, Dorset Chamber

#DorsetSkills #ChangingSkills



An event from:



Supported by





Funded by  
UK Government

# “Having a sufficiently skilled workforce is critical to the country’s economic success”

National Audit Office

- The proportion of the total population that are of working age (c60%) is significantly lower than national average and continues to decline. Dorset has one of the most aged populations in the UK
- Proportion of total population of working age projected to fall further to c55% by 2033 and to c52% by 2043
- 80.9% of the Dorset working age population are economically active (Jun 22-Jun 23) – with c.19% classified as economically inactive. This figure encapsulates a large proportion of economically inactive who are not actively seeking work. Roughly 1-in-8 of those economically inactive want a job.
- Employment rates remain near historical high across the Dorset LSIP area

<https://www.nao.org.uk/reports/developing-workforce-skills-for-a-strong-economy/>

[https://dorsetchamber.co.uk/wp-content/uploads/2024/01/Dorset-SocioEconomic-Overview\\_LSIP\\_DLEP\\_Autumn-2023.pdf](https://dorsetchamber.co.uk/wp-content/uploads/2024/01/Dorset-SocioEconomic-Overview_LSIP_DLEP_Autumn-2023.pdf)

# Why are we here?

Dorset Chamber is working with national and local government, employers, colleges, training providers, partners and others to maximise the relevance and benefits of Government funded Post-16 education and training programmes for employers and people



Funded by  
UK Government

# Options for change

1

Inspire young people to stay

2

Attract working age people to come or to go back to work

3

Recruit a more diverse workforce

4

Train the staff we have

5

Retrain as jobs change

6

Keep people for longer

### BRITISH CHAMBERS OF COMMERCE INSIGHTS

#### 2023 QUARTERLY ECONOMIC SURVEY - Q4

**76%**

OVER THREE QUARTERS (76%) OF FIRMS ATTEMPTING TO RECRUIT IN Q4 2023 FACED DIFFICULTIES.

**82%**

FIRMS IN THE HOSPITALITY SECTOR REMAIN THE MOST LIKELY TO REPORT CHALLENGES IN HIRING STAFF (82%).

**68%**

IN Q4 2023, 68% OF COMPANIES CITED LABOUR COSTS AS A COST PRESSURE.

#### 2023 WORKFORCE SURVEY

**42%**

OF FIRMS HAVE STRUGGLED TO HIRE BECAUSE OF A LACK OF JOB APPLICANTS.

**76%**

OF BUSINESSES OFFER FLEXIBLE WORKING IN SOME FORM.

**41%**

OF BUSINESSES HAVE A STAFF TRAINING PLAN.

**32%**

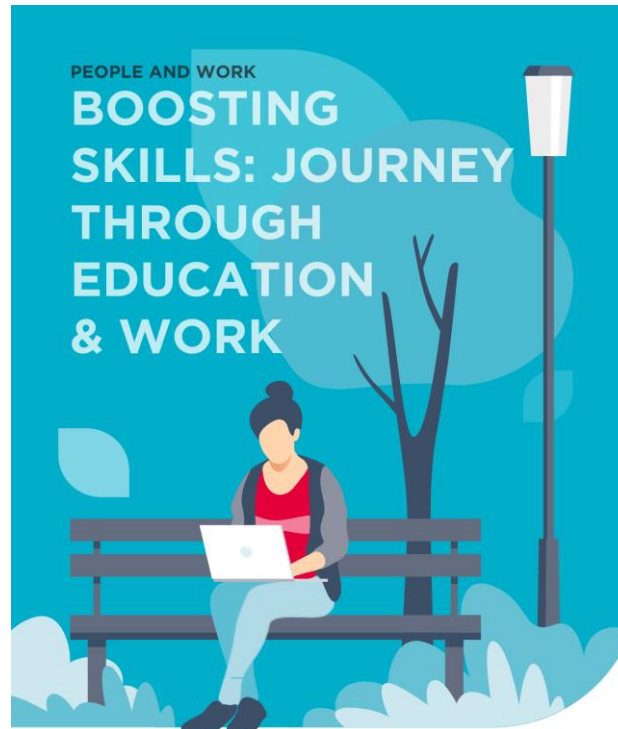
OF FIRMS HAVE SEEN AN INCREASE IN OVER 50s WORKERS IN THE LAST 3 YEARS.

**39%**

OF BUSINESSES ARE ENGAGING ON CAREERS ACTIVITIES WITH SCHOOLS, COLLEGES AND UNIVERSITIES.

**50%+**

OF SURVEYED BUSINESSES SAY THEY DON'T HAVE INITIATIVES, SKILLS PROGRAMMES, OR ADJUSTMENTS FOR SPECIFIC TALENT POOLS AND UNDERREPRESENTED GROUPS. THIS RISES TO 65% OF MICRO-ORGANISATIONS (FEWER THAN 10 EMPLOYEES).



**FUTURE OF THE ECONOMY**  
WHERE BUSINESS BELONGS





Funded by  
UK Government

# Local Skills Improvement Plan #changingskills

Nicola Newman, LSIP Project Lead

#DorsetSkills #ChangingSkills

An event from:

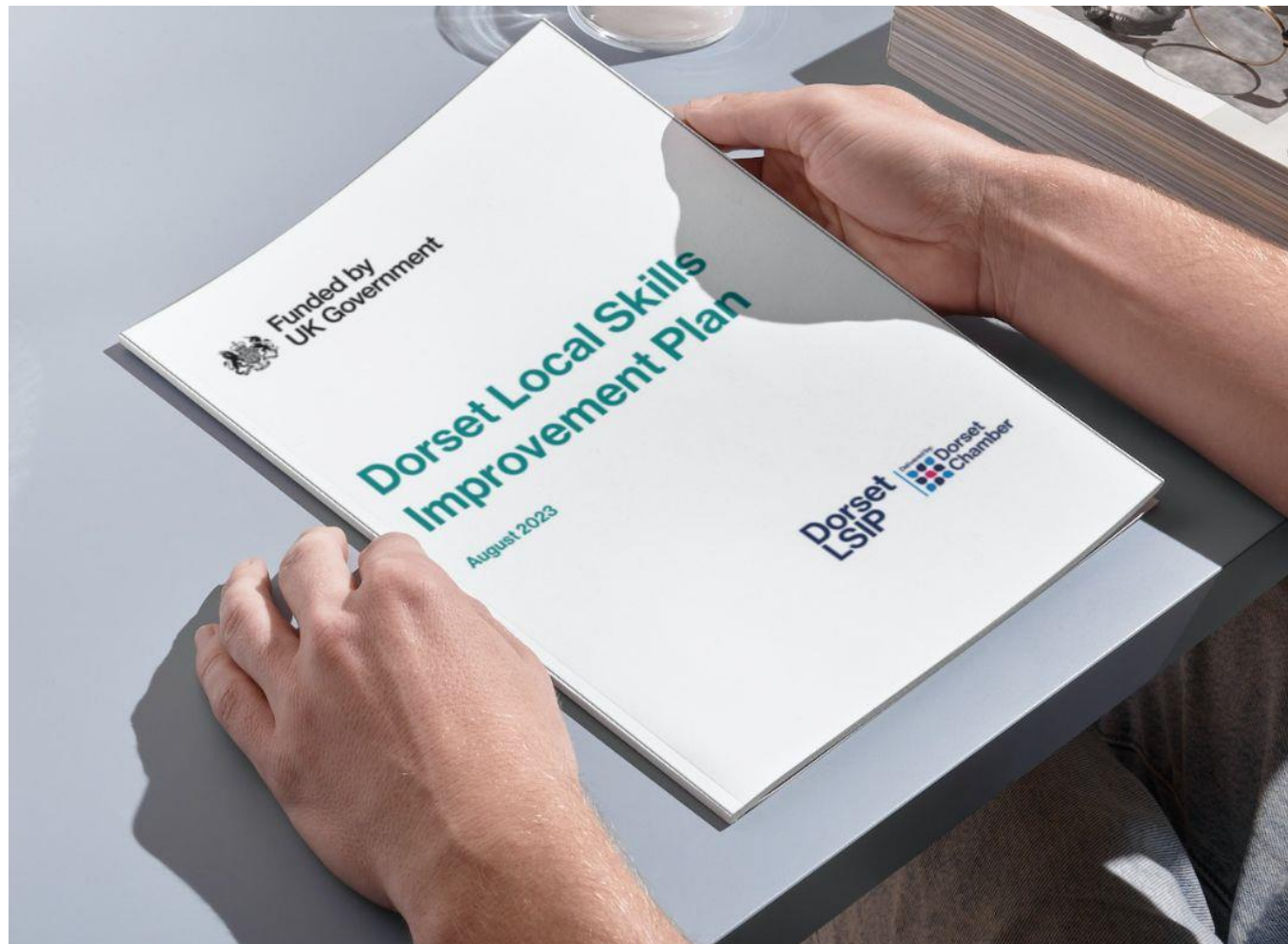
Supported by

 Funded by  
UK Government

**Report published  
August 2023**



[View on Dorset Chamber website>>](#)



  
**Dorset Skills**  
Business Growth with Training

An event from:

**Dorset LSIP** 

Supported by







Funded by  
UK Government

## Of note

- The LSIP reflects what employers in **5 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)** in Dorset need from Post 16 technical education and training now and in the near future. It sought to understand what **Net Zero** and **digital skills** are required in all sectors
- There is a strong demand for labour alongside a declining supply of labour linked to an **aging population** and workforce
- Dorset's economy is dominated by small and micro businesses, **85% employ 10 people or less**
- Dorset is a popular place to live with areas of significant wealth and deprivation. **House prices** continue to be significantly higher than the national average while average total wages across the Dorset area continue to be lower than the national average
- **Digital skills** are required in all sectors at all levels, from functional IT to AI (Artificial Intelligence)
- **Mathematics and data handling skills** (Excel) are needed in all sectors at all levels
- Employers often value the right '**work readiness**' **behaviours** over technical skills that can be taught
- **A lack of understanding** of the benefits of technical training and emerging career opportunities is negatively impacting on demand
- **Learners do not know enough about the skills Dorset employers'** value and why, to make informed decisions



Funded by  
UK Government

# Sector specific findings



[View on Dorset Chamber website>>](#)





Funded by  
UK Government

# What's happening?

## Capacity

- Diversity
- Homes:  
<https://www.dorsetlep.co.uk/news-article/homes-and-the-economy-conference-2024>
- Transport

## Capability

- New data
- Curriculum
- Courses and programmes

## Collaboration

- All parties – employers/providers/intermediaries/schools
- Course development
- Training the trainer
- Communication
- Dorset Skills identity and story
- Newsletter
- Social channels
- Chamber website



Funded by  
UK Government

# Boosting Skills Report, British Chamber of Commerce, January 2024

- To grow our economy we need more skilled, engaged and motivated people to contribute to the workforce in every part of the UK.
- Business must be able to harness the skills, creativity and potential of everyone who wants to work.

To achieve this, government and employers must play their part in supporting people at every stage of their journey through education and working life.

- We need to be better at preparing young people for the world of work and continuously upskilling and reskilling our adult workforce for success in a rapidly changing workplace.
- We must do more to create flexible and fairer workplaces in which everyone can reach their full potential



***Baroness Ruby McGregor-Smith CBE.***

# 10 Point Plan for People and Work

- Fund a business support service to help employers identify, plan, and invest in the skills of their current and future workforce. Commit to long term investment in Local Skills Improvement Plans.
- Deliver a broad education, where young people master the essential skills for life and work, and enjoy more opportunities for applied, digital, and technical learning.
- Invest more to make Careers Information, Education and Guidance a mainstream priority for school leaders, embedded in every part of the curriculum. Support employers to engage more with education, to inform, inspire, and support young people to transition to the world of work.
- Ensure access to apprenticeships and progression pathways; flex the apprenticeship levy, roll out the Lifelong Learning Entitlement on time and in consultation with employers, and promote accredited short courses and modular Higher Technical Qualifications.



Funded by  
UK Government

**Thank you.**  
Share your feedback.  
Register for updates.



#DorsetSkills #ChangingSkills