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Dorset Local Skills Improvement Plan Updated Employer Skills Priorities

March 2024



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Shaping the Skills Landscape for the Future

“Dorset has clear strengths to build on... The need for long-term change is clear... We must ensure that we understand the skills that businesses need now and, in the future, and evolve provision to meet these needs.”

Ian Girling,
Chief Executive, Dorset Chamber
LSIP Stage 1, August 2023



Stage 1 Report and Actions
[Dorset-Local-Skills-Improvement-Plan-Stage-1.pdf](#). View and download at
www.dorsetchamber.co.uk/lcip



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Stage 2 Priorities

- The Stage 2 Priorities have evolved from the Stage 1 Priorities and Report published in Summer 2023.
- Stage 2 has focused on developing **Capability**, **Capacity** and **Collaboration** in the local skills system.
- Stage 2 Priorities come from updated employer data, and analysis of the local labour market and skills data, sector specific data, alongside system feedback from education and training providers' and partners' contributions.
- These Priorities inform our partners who are working to develop a post-16 technical education system that will increase Capability, Capacity and Collaboration in the workforce. By employers and education and training providers working together, we will address the current and future workplace skills requirements and ensure increased productivity in the fast-changing economic landscape in Dorset.

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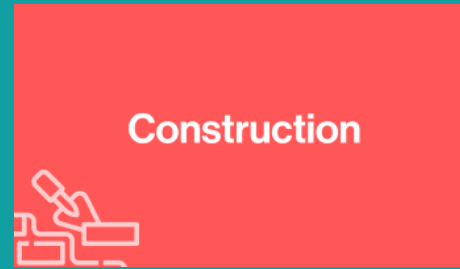
Dorset Local Skills Improvement Plan

Sectors | Routes | Pathways

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Five priority sectors:



Two cross-cutting themes:



Updated Evidence Base

1. Employer Research

Social Care, Advanced Manufacturing and Engineering, Digital Tech and Creative

Jan 2024
Social Care
Sector Focus Group
(Runway)

Jan 2024
Advanced Manufacturing
Sector Focus Group
(Runway)

Jan 2024
Digital Tech and Creative
Sector Focus Group
(Runway)

2. Local Market Information (LMI)

Sector insights for all sectors

Dec 2023
Healthcare
LMI Sector Insights (Dorset LEP)

Dec 2023
Advanced Manufacturing
LMI Sector Insights (Dorset LEP)

Dec 2023
Digital Tech and Creative
LMI Sector Insights (Dorset LEP)

Dec 2023
Healthcare
SW LSIP Findings

Dec 2023
Advanced Manufacturing
SW LSIP Findings

Dec 2023
Digital Tech and Creative
SW LSIP Findings

3. Review of South West Local Skills Improvement Plans

Health and Social Care, Advanced Manufacturing and Engineering, Digital Tech

Dec 2023
Construction
LMI Sector Insights (Dorset LEP)

Dec 2023
Green Jobs
LMI Sector Insights (Dorset LEP)

Dec 2023
Agriculture Agritech
LMI Sector Insights (Dorset LEP)

4. Socio-economic Overview for Dorset LSIP Area



[View Research, Reports and Evidence here >>](#)



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Key Themes of the Dorset Local Skills Improvement Plan

Through the research process, several cross-cutting themes have been articulated across all sectors which remain a priority:



Digital Skills. General IT and office systems e.g. Excel, GDPR and data protection, and sector specific digital skills.

Labour Demand/Shortages. An aging population, high house prices, older workers and higher economic inactivity are placing a greater importance on the need for more inclusive recruitment and retention practices such as diversity, inclusion and induction programmes and mentoring.

Leadership and Management at all levels.

Work Readiness. At all ages, development of confidence is important for those new to, or returning to, work alongside other employability skills such as communication and customer handling.

Net Zero. Specifically, skills and preparedness to meet 2050 Net Zero targets - is a significant issue, most businesses have yet to put in place plans or resources to meet this need. Awareness raising across all businesses and embedding within education and training remain a priority.





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Health and Social Care



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Health and Social Care: Identified Skills Needs

Specialist Skills

- Dementia focused care incl. adapting to setting and patients
- Learning Disabilities incl. Oliver McGowan training (with and without dementia)
- End of life care incl. for those with LD
- Patient centred care
- Personal resilience
- Personal care
- Nursing
- Mental health support
- Midwifery
- Physical therapy
- Elder Care
- Rehabilitation
- Manual therapy

Transferable Skills

- Effective communication skills – patients and colleagues
- Emotional intelligence, empathy
- Leadership and management skills including team leader
- ESOL
- Teamwork
- Motivated
- Resilience
- Digital and IT skills (excel, word, email, record management, medical technology, assisted living technology)
- Older workers confidence

Jobs in Demand

- Healthcare support workers
- Registered nurses
- Mental health practitioners
- Physiotherapists
- Occupational therapists
- General practitioners
- Speech and language therapists
- Disability assessors
- Optometrists
- Advanced practitioners and practitioners
- Podiatry
- Operating department practitioners
- Paramedic

Health and Social Care: Delivery and Development

Employer delivery preferences

- Applied learning – using real world equipment and examples valued
- Mode: blended approach preferred; flexible short modular courses (employers like digital online modules which are useful, but providers are increasingly unsure about online delivery as it impacts attendance and completion; resulting in poor reputation for quality)
- Challenges: staff shortages impact on ability to attend training, lack of employer funding, poor understanding of how to find quality training providers and courses

Areas for development

- Attract and retain young people and more diverse workforce to the sector for a career
- Develop work experience opportunities and placements especially for under 18s and those with EHCPs
- Learners need support with job applications
- Importance of values in attracting new entrants to sector

Training barriers

- Lack of employer training budgets
- Poor learner attendance due to staff shortages
- Poor understanding of how to find quality providers and courses available

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Advanced Manufacturing and Engineering



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Advanced Manufacturing and Engineering: Identified Skills Needs



Specialist Skills	Transferable Skills	Jobs in Demand
<ul style="list-style-type: none">• Engineers (mechanical, electrical, maintenance, design, systems)• Production operatives• Assemblers• Software design engineering skills (L4-7) to support increased automation• Digital design skills including CAD, UX design skills• Fundamental engineering skills• Machine shop skills• Trade skills e.g carpentry, plumbing, welding• Composite skills• Location dependent skills	<ul style="list-style-type: none">• Project management• Communication skills• Detail oriented• Teamwork• Management and leadership (industry specific)• Customer service• Problem solving• Passion - curiosity and understanding of materials required for engineers• Motivation, work ethic• Digital skills – excel, outlook, word• Maths	<ul style="list-style-type: none">• Production operatives• Vehicle technicians• Carpenters• Machine operators• Assemblers• Design engineers• Maintenance engineers• Systems engineers• Engineers: electrical, mechanical and electronic• Field service engineers• Gas engineers• Welders / fabricators

Advanced Manufacturing and Engineering: Delivery and Development

Employer delivery preferences

- Applied learning – using real world examples to teach, integrating project-based approach, up to date industry experience
- Mode: short modular courses, evening and weekend options in demand

Areas for development

- Skill flexibility to support vacancy level in workforce (production operatives and technicians)
- Replacement demand of aging workforce
- Workforce diversity
- Poor image and understanding of manufacturing and its career pathways

Training barriers

- Vacancies effecting ability to source work experience and placements
- Tutor recruitment is challenging
- Rural businesses find it harder to access training
- Hybrid working is challenging for learners
- Learner demand is exceeding employer demand for apprenticeships





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Construction



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Construction: Identified Skills Needs

Specialist Skills

- Joinery and carpentry
- Project management incl. those with retrofit process understanding
- Plumbing
- Electrician
- Painting
- Forklift truck
- Technical drawing incl. AutoCAD and engineering drawings
- Modern methods of construction - specify, design, project manage and evaluate MMC methods
- Changing building environments e.g. energy assessors, insulation installers, retrofit, heat pump installers, understanding renewable materials
- Fundamental skills and trades e.g use of hand tools
- Understanding of new materials

Transferable Skills

- Digital skills
- Leadership and management
- Communication skills
- Detail oriented
- Customer service
- Problem solving
- English Language
- Planning
- Sales
- Willingness to learn
- Willingness to work outside
- Marketing

Jobs in Demand

- Production operatives
- Quantity surveyors
- Labourers
- Carpenters
- Machine operators
- Electricians
- Groundworkers
- Assemblers
- Forklift drivers
- Site managers
- Surveyors

Construction: Delivery and Development

Employer delivery preferences

- Apprenticeships, although this can be challenging for small businesses
- Hands-on, on-site experience
- Tutors to have up to date industry knowledge of methods, equipment and products

Areas for development

- Slightly higher demand for construction jobs in Weymouth, demonstrated in *Lightcast** data. Jobs posted 3:1 rather than 2:1 in rest of Dorset LSIP area

Training barriers

- Poor understanding of construction careers available
- General labour shortages mean short of time to release staff to train or to take time to train staff in-house

*Refer to Construction LMI sector insights (Dorset LEP) data slide 5



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Digital Tech and Creative



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Digital Tech and Creative: Identified Skills Needs

Specialist Skills

- Programming and software development skills – formal qualifications preferred (javascript, SQL, C#, Python, C++)
- Upskilling need for programmers to use AI and automation
- Social media and digital marketing
- Digital design, photo editing, video production and editing
- Copy writing, web content writing
- Data management, analysis and visualisation
- Agile methodology

Transferable Skills

- Project management
- Importance of interpersonal skills
- Teamwork – e.g able to code as part of a team
- Leadership skills
- Communication skills
- Customer support
- Passion for sector and curiosity for learning
- Problem solving and critical thinking skills (especially for programmers, software developers and technicians)
- Business skills – finance, tax, social media and marketing
- CRM
- Resilience
- Broad digital skills – excel, outlook, word

Jobs in Demand

- Software engineers
- Assemblers
- Systems engineers
- Software developers
- IT support engineers
- .NET developers
- Line support engineers
- Infrastructure engineers
- Network engineers
- Full stack engineers
- Security engineers
- Service desk engineers
- DevOps engineers
- Assembly Technicians
- PHP developers

Digital Tech and Creative: Delivery and Development

Employer delivery preferences

- Applied learning – using real world examples to teach, integrating a project-based approach
- Mode: industry qualifications are attractive in short modular courses to keep up with the rate of change

Areas for development

- Build local creative sector evidence
- Improve diversity in the sector

Training barriers

- Sourcing employer placements and working in collaboration with employers is challenging as a high proportion of local employers are micro businesses and freelancers
- Employers have a poor understanding of how to navigate the skills system to access training
- Micro and smaller businesses often don't have a training budget

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Agriculture, Agri-tech and Aquaculture



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Agriculture, Agri-Tech and Aquaculture: Identified Skills Needs

Specialist Skills

- Mowing
- Weed control
- Animal husbandry and care: e.g. monitoring animal welfare, nutrition and administering animal care
- Modern technology and computerised machinery: operate and maintain mechanised and computerised machinery
- Sustainable food production (Net Zero): understanding and use of more efficient arable management skills and farming methods and techniques to increase yield percentages from farms. Extremely important in the transition to net zero
- Business planning skills
- Chainsaw handling
- Tractor / telehandler drivers
- Medical ultrasonography
- Endoscopy

Transferable Skills

- English language
- Maths for business management, animal care and to analyse data from computerised equipment
- Leadership and management
- Communication
- Customer service
- Planning
- Self-motivation, resilient
- Detail oriented
- Team-work
- Digital IT skills needed to run business

Jobs in Demand

- Veterinary surgeons
- Grounds maintenance operatives
- Gardeners
- Registered veterinary technicians
- Veterinary nurses
- Landscapers
- Press brake operators
- Dump truck operators
- 360 operators
- Drivers
- Herdsmen
- Farm workers

Agriculture, Agri-Tech and Aquaculture: Delivery and Development

Employer delivery preferences

- Short technical upskilling courses for existing workforce during the winter
- Practical on farm training alongside college learning
- Up to date farming technology and equipment

Areas for development

- Understand specific skills sector needs within the STEM specialism
- Employer links into schools and education to encourage young people to enter the sector
- Encourage work experiences on farms to support classroom learning
- Further understanding of net zero skills implications and diversification opportunities

Training barriers

- Lack of apprenticeships
- Small and micro businesses find it hard to take time for training
- Employers concerns that perceptions of the industry's working conditions and reward puts off potential workers
- Recruitment of teaching staff

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Net Zero



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Net Zero: Identified Skills Needs

Specialist Skills

- Domestic retrofit, renewable heat, EV manufacturing and infrastructure
- Engineers
- Environmental health and safety
- Auditing
- Risk analysis
- Project management
- Net Zero planning including measuring carbon footprint

Areas for Development

- Further employer research is planned to better understand net zero needs
- Develop employer understanding of products
- Support to balance gender inequality in STEM subjects and occupations
- Employers unaware of grants and funding available

Transferable Skills

- Communications
- Management
- Planning
- Operations
- Influencing skills
- Enthusiasm
- Innovation

Training Barriers

- Employer concerns about cost implications
- Lack of understanding about how to plan transition to net zero

Transferable Occupations/Knowledge

- High level science, technology, engineering and maths (STEM) skills e.g. environmental scientists and engineers
- L2 and L3 technical qualifications to decarbonise existing industry and assets e.g. retrofit installers

Next Steps

Progress Report published June 30, 2024

- To clearly communicate the achievements and progress that has been made since the publication of the LSIP Stage 1
- To evidence the impact and benefits of the LSIP Stage 1
- Continued development of the shared Dorset Skills story

Additional employer focus group research by March 2025:

- Construction
- Agriculture and Agri-tech
- Net Zero and Digital cross- sector





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Through increased Capability, Capacity and Collaboration, success looks like:

- More businesses engaged in the funded Post 16 training and education system
- More learners on relevant technical education courses
- More skills in sectors that are growing and changing
- More suitable and flexible training opportunities
- Higher productivity and job satisfaction across Dorset

To stay up to date with the latest skills news and courses sign up to the [Dorset Skills newsletter](#)

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