

Solent
LSIP

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Hampshire
Chamber of
Commerce



Welcome to Health and Social Care Roundtable



Wednesday 13 November



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Roundtable Agenda

Timings	Event
10.00 am	Welcome & Introduction
10.10 am	Sector Insights: Emma – LSIP report so far Angela Harding Director of Walfinch Chris Newman Care Director, Assure Health Care Group
10.30 am	Discussions and feedback
11.20 am	Solent Business and Skills Solutions
11.30 am	Close





Hampshire Chamber of Commerce's focus through the Solent Local Skills Improvement Plan (LSIP) aims to help bridge the gap between businesses and education by:

- Putting **employers at the heart** of the skills agenda
- **An ambitious call to action**, across the region to address persistent skills challenges, whilst supporting the skills system to undergo the behaviour and cultural changes needed for a strong skills foundation
- Identifying the **key driver of growth** over the coming decades: opening opportunities for young people and enabling local businesses to recruit more home-grown talent
- **Researching and engaging with businesses and stakeholders** the Solent LSIP 6 cross cutting priorities have been identified
- Exploring key sectors for **individual deep dive studies** to identify sector-specific skills needs and quantifying the scale of the opportunity:



Low Carbon

Opportunities in low carbon include retrofitting of the building stock, transport and logistics, production and storage of hydrogen, and the shift to electric vehicles.



Maritime

Demand for future skills will be driven by both advancements in technology, in addition to the requirement for traditional skills.



Freeport Target Sectors

The Solent Freeport will create demand for a wide range of skills across various sectors, ranging from low-level skills to highly-skilled and technical occupations.



Creative

Within creative industries, a wide range of skills are needed, both technical (e.g. production and set design) and more generic (e.g. project management).





LSIP Journey and achievements to date 2023 to 2025

Autumn 2023

Winter 2023

Spring 2024

Autumn 2024

Winter 2024

Spring 2025

- The LSIP is submitted to Government and APPROVED by August 2023.
- Launch activities and comms engaging 300 employers and stakeholders.

- Project planning underway to define the roadmap and actionable priorities
- Recruitment of Project Manager

- Aligning to delivery partners via LSIF/ Bootcamps/ Business Support
- An opportunity to review priorities and seek endorsements /refinements
- Convene Sector Industry Boards or Task and Finish Groups

- Delivery of the Solent 2024 LSIP Progress report
- Delivery of Skills Channel – HCOC LSIP webpages
- Review of LSIP funding round 2

- Sector based insight reports published for Construction, Logistics, Health and Social Care and Hospitality.
- Sector-based Roundtable events

- Skills workforce conference to be delivered March 2025.





Deep Dive Intention



Health and
Social Care



Hospitality



Construction



Logistics

Aims:

- Confirm and extend understanding gained in first round of research
- Begin a detailed local skills needs analysis
- Formulate pathways to maximise engagement with skills development in the region





Deep Dive Insights: Overall Industry Sector Trends

- 1. Covid-19 caused** major disruptions, worsening existing challenges in the health and social care sector.
- 2. Economic Challenges:** broader economic issues like the cost-of-living crisis and energy costs affect resources and services.
- 3. Workforce Shortages** are expected to continue, especially as demand for services grows.
- 4. Ageing Population & Complex Needs** places additional strain, and workforce growth isn't keeping pace.
- 6. A push for Greater Coordination in Healthcare:** NHS Integrated Care Boards (ICBs) introduced under the 2022 Health and Care Act. This shift from Clinical Commissioning Groups to ICBs aims to:
 - Improve health outcomes and healthcare access.
 - Reduce health inequalities.
 - Boost efficiency and value in the system.
 - Support wider social and economic development
 - Focus on Collaboration & Innovation, encouraging openness, collaboration, resource sharing, and the use of technology.



Deep Dive Insights: Local Health and Social Care Workforce Trends

Solent supports about **76,000 jobs**, (14.7% of total employment), spread across **1,600 businesses**.

Most businesses are small, with **66.9% employing < than 10 people**, (national average =72.1%)

HC jobs in the region remained stable since **2019**, slight decline due to Covid-19 in 2020.

The local sector has a higher level of **specialization** compared to the national average, reflecting the region's **ageing population** and healthcare needs.

The sector contributes **£3.2 billion GVA** to the Solent economy; a significant portion of the region's GDP.

Health and Social care job distribution



Southampton 25,000

Portsmouth: 17,000

New Forest 8,000

Isle of Wight 8,000

Number of healthcare businesses

Southampton 345

New Forest 260

Isle of Wight 235



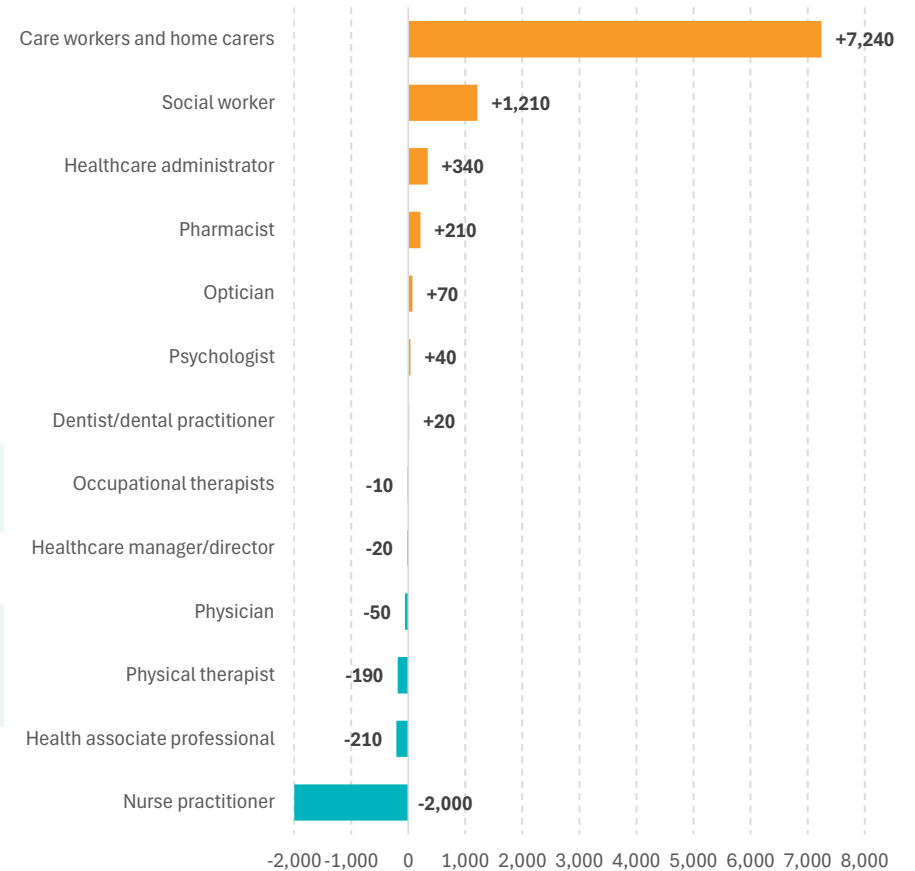
Deep Dive Insights – Local Demand for Skills

In 2023, the top five most in-demand roles in sector were:

1. **Care worker/home carer** (12,770)
2. **Nurse practitioner** (5,690)
3. **Social workers** (3,810)
4. **Healthcare manager/director** (1,590)
5. **Health associate professional** (1,010)

The demand is high for both technical roles and professional roles

Over the past five years, demand has **increased** mainly for **technical roles** (up to Level 4) but has **decreased** for **professional roles** (Levels 6 and 7).



Does this reflect your experience?



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Angela Harding:
Director of Walfinch



Chris Newman:
Care Director
Assure Health Care Group



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Skills Focus

Deep dive research to understand the local landscape:

Sector (choose which ever is the best fit)

Residential independent living care

NHS trust and CIC, NHS foundation trust

Mental Health

Health market and resources / procurement

Charities

Training providers

Other

What roles in *your* sector are most challenging to fill?



In your opinion – why is this?

What impact does this have?



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Understanding the local landscape: Skills Gaps and Attracting Talent

What skills are in most demand for the roles discussed?

EG.

Numeracy



Literacy



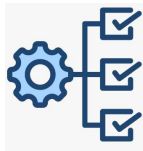
Communication



Data Analysis



Project Management



Sector
Specific

Presentation
skills



Soft /Life Skills



Other



Skills Gaps and Attracting Talent

Understanding the local landscape:

What has been successful so far in addressing the skills gap challenge?



Navigating Skills Pathways

Understanding the local landscape:



What is needed in your sector so that the skills gap challenge can be met more successfully?





Navigating Skills Pathways

**How can engagement with skills development,
and access to the workforce pipeline,
be maximised?**



**What actions could you take to ensure that
training better meets your skills needs?**

WHAT DO WE DO?

- 01 Business Support
- 02 Net Zero
- 03 Employer Apprenticeship & Skills Support
- 04 BIPC (Business & Intellectual Property Centre)
- 05 Transfer to Transform
- 06 Digital Badging



Identified in the Solent LSIP was the need for a skills brokerage service to help employers articulate their needs and better align training provisions.



SOLENT BUSINESS & SKILLS SOLUTIONS | Solent LSIP | SUPPORTED BY Hampshire Chamber of Commerce

NET ZERO 360

Net Zero 360 is a program tailored for SMEs, offering a free, one day workshop. This workshop is in collaboration with Solent Business & Skills Solutions, part of the Solent LSIP priorities and is designed to be interactive and informative.

-  **12/11/24**
-  **09:30 - 15:30**
-  **Fareham College**

Book Now



SOUTHAMPTON CITY COUNCIL | Portsmouth CITY COUNCIL | www.solentbusinessandskills.com | Funded by UK Government



SIGN UP NOW!



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CAN SKILLS FUNDING HELP YOUR BUSINESS?

Join an insightful webinar for employers to develop a skilled workforce.

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-  **12/02/25**
-  **11:00 - 12:00**
-  **ONLINE WEBINAR**

SBSS and Hampshire Chamber of Commerce offer a range of planned free events; Skills workshops and Net Zero 360 training, targeted at the local business community.

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Download the Full Solent
LSIP Progress report here:



We invite you to learn more about the Solent LSIP by exploring our 6 key priorities, the LSIP reports, and individual sector reports for the Solent region by visiting our website www.hampshirechamber.co.uk



Solent Local Skills
Improvement Plan
(Solent LSIP)

2024 Progress Report

HAMPSHIRE CHAMBER OF COMMERCE

June 2024



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