

Solent  
LSIP

DELIVERED BY



Hampshire  
Chamber of  
Commerce



**Welcome to Hospitality Roundtable**



**Wednesday 4 December**



Funded by  
UK Government

# Roundtable agenda

Timings	Event title
10.00am	Welcome & Introduction
10.15am	Industry Insights: LSIP insights Steve Lewis; Exclusive Collection from Lainston House
10.45am	Roundtable discussions
11.30am	Close



# 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
- **Researching and identifying priorities** across the region, whilst supporting the skills system to undergo the behaviour and cultural changes needed for responsive and employer led provision
- **Engaging with businesses and stakeholders** to identify priorities and address persistent skills challenges
- Exploring key sectors for **individual deep dive studies** to identify sector-specific skills needs
- Acting as a catalyst for change, identifying **key drivers of growth** over the coming decades and in doing so; opening opportunities for young people and enabling local businesses to recruit more home-grown talent



#### 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 2024 to 2025



# Deep Dive Intention



Health and  
Social Care



Hospitality



Construction



Logistics

## Aims:

- To build on initial research to review and develop understanding of needs and sense-check against industry benchmarks
- Refine local skills needs analysis
- To maximise engagement with skills eco-system



# Deep Dive Insights: Overall Industry Sector Trends

## HOSPITALITY IS AT THE HEART OF THE ECONOMY

delivering  
**4%**  
of the  
economy



generates  
**£140bn**  
in economic  
activity which is

**bigger  
than**

automotive, pharma and  
aeronautics combined

  
delivers  
**£54bn**  
in tax receipts

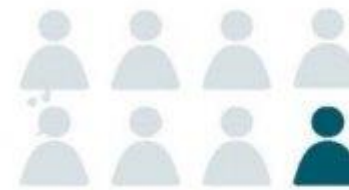


*In every community across Britain*



## UK EMPLOYMENT

 **3<sup>rd</sup>**  
largest employer



Created **1 in 5**  
new jobs

  
**3.5** million  
people employed directly  
(plus 3m indirectly)

**10%**  
of total UK  
jobs

# Deep Dive Insights: Overall Industry Sector Trends

## WITH THE RIGHT CONDITIONS BY 2027 WE CAN:

Create an additional  
**500k**  
jobs



Add  
**£29bn**  
to the economy, spread  
across every region

Grow by

**6%**

over the next  
five years

**1%**

compared to the  
wider economy



# Deep Dive Insights

## Overall Industry Sector Trends

Industry-wide labour and skills shortages cast a long-term shadow across this sector

Nationally, the hospitality sector is estimated to be made up of 155,000 businesses

1. Impact of the pandemic, and restrictions imposed

2. Britain's exit from the EU has added further challenges, including an increase in supply chain cost.

3. The rise in energy prices and supply chain goods has increased operating costs for hospitality businesses.

4. The subsequent cost of living crisis has tempered the sector's rebound

5. Inflationary pressures have eroded households' disposable incomes

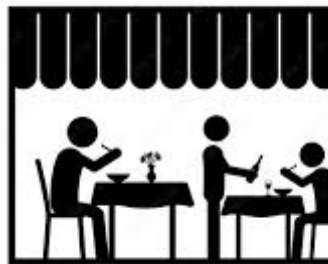




# Deep Dive Insights: Local Hospitality workforce Trends



Within the **Solent**, there are an est. **3,100 businesses in hospitality**, 76.4% employ fewer than **10 employees**, which in line with the national trend of **77.0%**



**47,300 jobs across 3,100 businesses**, accounting for **8.9%** of all jobs in the Solent region

With over **9,200 jobs** each, **Portsmouth** and the **New Forest** represent the two major hotspots

**Isle of Wight (8,300 jobs)** and **Southampton (7,900 jobs)**



# Deep Dive Insights – Local Demand for Skills

Throughout **2023** there were around **42,900 total postings** for roles in **hospitality**, which is equivalent to around **16,800 unique jobs**.

1. Kitchen & catering assistants, fast food workers (4,740 job postings)

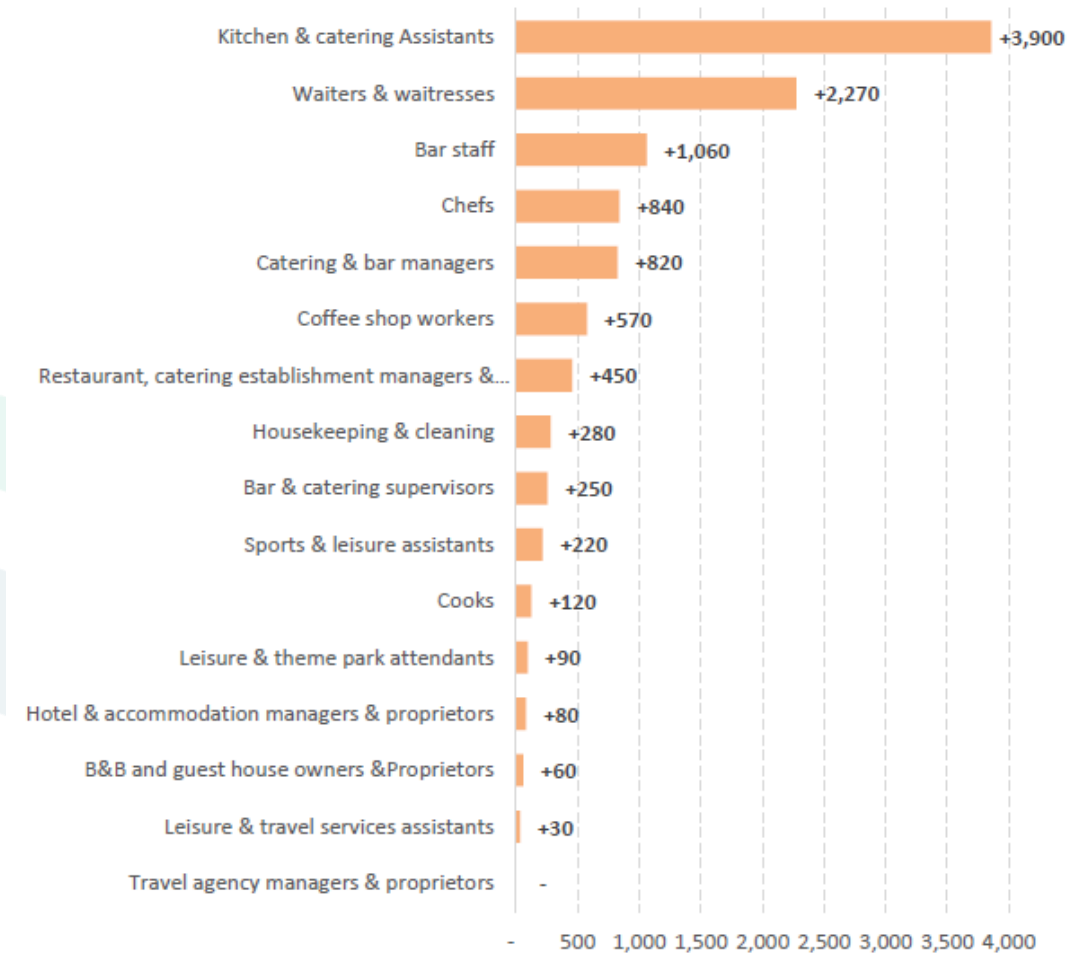
2. Chefs (4,080 job postings)

3. Waiters & waitresses (2,700 job postings)

4. Bar staff (1,740 job postings)

5. Restaurant & catering establishment managers & proprietors (1,040 job postings)

Figure 5: Change in job postings for hospitality jobs, 2018 to 2023



## Does this reflect your experience?

Despite significantly increased staffing costs, the breadth of staff shortages remains

# 44%

of businesses are experiencing staff shortages

vs 40% in April  
vs 44% in January  
vs 61% in October

## METHODOLOGY AND SAMPLE...

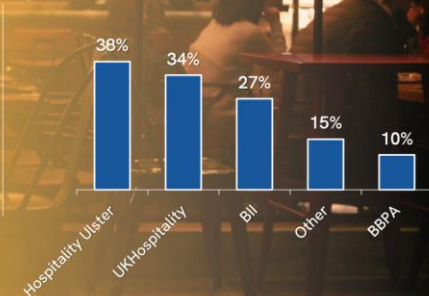
Results collected between 11.07.24 - 02.08.24

Overall responses: **200**

### Business type

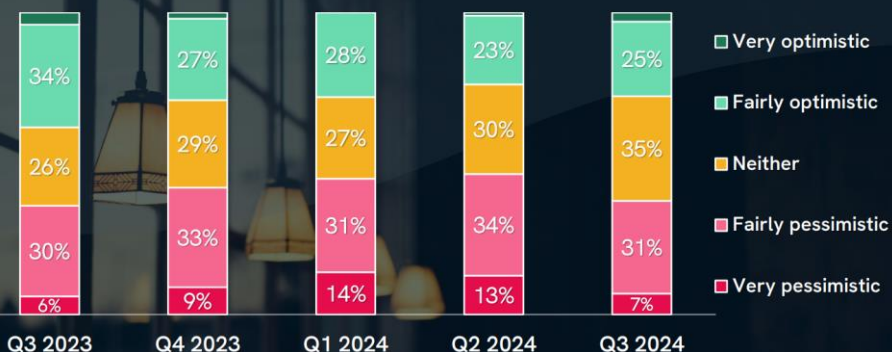


### Trade association membership



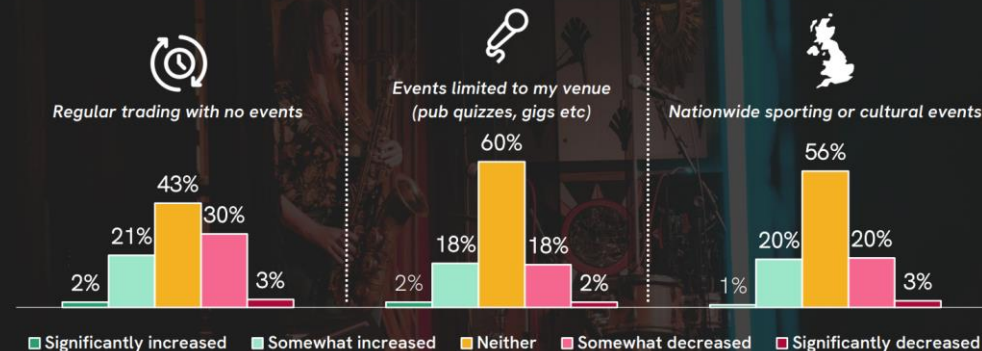
While market optimism is still down on the previous year, quarter-on-quarter confidence has shown a reversal in trend, with the number of very pessimistic operators almost halving

How optimistic are you about the prospects for the hospitality market as a whole over the next 12 months?



Across the whole market, operators report that the greatest losses in trade have been during standard trading, while event trading has stayed net-stable

Compared to last year, how has your performance changed in each of these trading circumstances?



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**Steve Lewis,  
General Manager  
Exclusive Collection -  
Lainston House**



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# Skills Focus

Deep dive research to understand the local landscape:

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

Why is this?



Sector (choose which ever is the best fit)	Colour note to use
Cafes/ Restaurants/ Publicans	Pink
Accommodation/ Hoteliers	Yellow
Training /Education providers	Blue
Public sector	Green
Recruitment	Orange
Event Management	Salmon
Other	Purple

# Understanding the local landscape: Skills Gaps and Attracting Talent

A report from NFER has been shared recently from some research conducted in 2023 into essential Skills for tomorrow's workforce.

Aimed at informing us of the changing skills needs between now and 2035, based on the changes seen from 2010 - 2020

'The Essential 6' were identified as the most important out of 161 skill measures

**Collaboration**

**Communication**

**Creative thinking**

**Information  
literacy**

**Organisation  
Planning &  
Prioritising**

**Problem solving  
& decision  
making**



An analysis of the  
demand for skills in the  
labour market in 2035

Working Paper 3

Andy Dickerson and Gennaro Rossi,  
University of Sheffield  
Luke Boccock, Jude Hillary and David  
Simcock, National Foundation for  
Educational Research



# 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

Collaboration

Creative thinking

Information literacy

Organisation  
Planning & Prioritising

Problem solving &  
decision making

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?**



**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?**

**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.



**SOLENT BUSINESS & SKILLS SOLUTIONS** DELIVERED BY Solent LSIP 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**

[www.solentbusinessandskills.com](http://www.solentbusinessandskills.com)

The flyer features a central image of a workshop in progress at Fareham College, with participants seated around a table. The text is primarily in green and white, with a blue header. A large green arrow points to the right, containing the text "Book Now".

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



# Solent LSIP

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Download the Full Solent  
LSIP Progress report here:



## Solent Local Skills Improvement Plan (Solent LSIP)

2024 Progress Report

HAMPSHIRE CHAMBER OF COMMERCE

June 2024



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