

Solent  
LSIP

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Hampshire  
Chamber of  
Commerce



**Welcome to Logistics Roundtable**



**Thursday 21 November**



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# Roundtable agenda

Timings	Event title
10.00am	Welcome & Introduction
10.10am	Industry Insights: LSIP Introduction Industry Insights - Fran Collins, CEO, Red Funnel
10.30am	Roundtable discussions and Feedback
11.30am	Thanks' and 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 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

- ❖ **Revenue Growth:** The UK logistics industry saw a significant 25.8% revenue increase from 2021 to 2022

## Sector Challenges:

- ❖ **Rising fuel costs** that impact operational expenses
- ❖ **Skilled worker shortage**, particularly in HGV drivers
- ❖ **Impact of Brexit and the Pandemic:**
- ❖ **23.5% drop in the number of HGV drivers** between 2019 and 2021 (Ongoing)
- ❖ **Recruitment difficulties** with 63-76% struggling to fill HGV driver positions.

The logistics sector is a vital part of the UK economy, supporting 1.4 million jobs across 114,000 businesses



- ❑ Demand is driven by its large population, courier demand, and the Port
- ❑ Portsmouth, Fareham, and Eastleigh also contributing to higher logistics activity
- ❑ The maritime freight sector, is growing and the Solent Freeport offers opportunity for further growth
- ❑ New rail services from Southampton are boosting local freight and employment
- ❑ Innovation in AI, automation, and decarbonisation is fueling sector growth, with a focus on reducing the UK's carbon footprint

# Deep Dive Insights: Industry Sector Trends



**Port of Southampton is the UK's  
biggest export port, over  
£40bn of UK manufactured goods  
exported each year**

# Deep Dive Insights: Local Logistics Workforce Trends

In 2023, there were approximately **23,700 total postings** for logistics roles in the Solent, equating to **9,100 unique job postings**

The Solent has around **2,100 logistics businesses**, with **91.2%** employing fewer than ten people.

Overall, the Solent logistics sector is driven by **land transport and warehousing**, with a strong local emphasis on **water transport**

In **2023**, the logistics sector in the Solent supported around **25,800 jobs** across **2,100 businesses**, with key concentrations in **Southampton**, and smaller clusters in **Portsmouth** and **Eastleigh**.



Nearly half of logistics businesses (49.0%) are in **land transport and pipeline transport**

**Water transport businesses** make up 3.9%, higher than the national average of 1.1%



**Difficulty attracting candidates with technical and specialist skills**



# Deep Dive Insights – Local Demand for Skills

**Warehousing and support activities: 40.5% of logistics jobs**

**Land transport (including HGV and train drivers): 27.3%**

**Water transport, driven by the Port of Southampton: 15.4%**

**Air transport: Just 0.4%, below the national average, despite presence (NATS)**

**Postal and courier roles: 16.3%, closely matching the national average of 16.4%.**



## Does this reflect your experience?

# Deep Dive Insights: Current Sector Development Activity

## Initiatives currently available in the Solent Region:

- ❖ **Logistics and Supply Chain Management Bootcamps** - (Solent Local Skills Improvement Fund).
- ❖ **My Careers.uk** Home of Maritime & Logistics online learning  
Micro Courses: **Intro to Logistics, Supply Chain, Import & Export & Green Logistics.**
- ❖ **Net Zero 360 Workshop** – FREE SME training (Solent Business and Skills Solutions)
- ❖ **Business South** – Logistics **MTAG** Collaboration



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## Fran Collins, CEO Red Funnel



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# Skills Focus



Deep dive research to understand the local landscape:

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

In your opinion – why is this?

What impact does this have?

Sector (choose which ever is the best fit)	Colour note to use
Freight Forwarding logistics	pink
Haulage HGV	yellow
Training /education providers	blue
Public sector	green
Recruitment	orange
maritime	salmon
Other	purple



# 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?**



**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**

A photograph showing a group of people sitting around a table in a workshop setting, with a sign that says "EMPOWER" and "THREE" visible in the background.

[www.solentbusinessandskills.com](http://www.solentbusinessandskills.com) **Funded by UK Government**

- 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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