

Logistics Sector Roundtable Outcomes

Hampshire Chamber of Commerce is leading efforts to tackle skills shortages via the Local Skills Improvement Plan (LSIP). Through a series of roundtable events, the LSIP has gathered input from four business sectors* to understand the current local landscape, their workforce challenges and skills gaps.

(*Health and Social Care, Logistics, Construction and Hospitality).

In November 2024, local representatives from the Logistics sector shared their insights on five key questions. Their discussions provided valuable qualitative data, driving priority actions for the sector's future skills ecosystem.

Sectors of Logistics represented:

Maritime, Freight Forwarding Logistics, Haulage, Recruitment, Public sector representatives & Training/Education providers,

What sector roles are most challenging to fill?

- Container refrigeration repairers, vessel/crew/deck hands/master, maritime engineers, on board retail workers able to be flexible, custom experts
- Drivers!
- Specialist lecturing staff
- Import/export FF, transport planners, vessel operatives
- Few people interested in the training

What skills are in most demand for the roles discussed?

- Soft skills: work ethic, positive attitude, resilience, teamwork, problem solving, communication, lit/numeracy, phone skills/customer services, leadership, decision making.
- General knowledge of maritime sector
- Maths/English qualifications for some roles

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

- Marketing industry opportunities on relevant platforms
- Making clear why/how the sector is important and makes a difference to everyday life (especially locally)
- Changing recruitment processes to reach a wider audience and get around barriers (e.g. qualifications)
- Employers visiting education settings – meet the prospective employees, encourage people to consider the sector

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

- Comms/PR piece to bust myths and raise awareness of positive opportunities in sector (DWP/all unemployed routes/Ed)
- Decrease entry level barriers
- Find out why people don't choose to engage
- Revolutionise the work experience: sort age restrictions, longer term part time placements, part time job availability
- Define progression routes and career pathways from training/entrance to directorship (MTAG?)

How can engagement with skills development and workforce access be maximized ?

- Advertise industry opportunities on carefully selected platforms to improve reach and attract talent and highlight the sector's local impact on everyday life
- Develop recruitment processes to reach a wider audience and get around barriers (e.g. qualifications)
- Employers visit education settings to promote the sector and connect with potential employees