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LSIP



Construction
Roundtable



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Health and Social
Care Roundtable



Hampshire Chamber of Commerce is spearheading one of the biggest shake ups around skills and business needs in recent times to address skills shortages through the Local Skills Improvement Plan (LSIP).

By hosting a series of employer roundtable discussions, the LSIP has collected insights from these four business sectors to better understand the local landscape, workforce challenges, and skills gaps.

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Logistics Roundtable



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Hospitality
Roundtable



LSIPs are an initiative funded by the Department for Education (DfE) designed to place employers at the centre of the skills agenda.

The goal of the LSIP is to foster stronger, more dynamic partnerships between employers and further education providers



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 Sectors represented: Residential & Independent living support, NHS Trust – CIC and foundation, Mental Health, Charities (mental health/learning disabilities support) & Training/Education providers

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

Construction Sectors represented: CITB, House/Facilities builders, Infrastructure, Recruitment, Public sector or Green , Local Authority & Training/Education providers

Hospitality Sectors represented: Accommodation/Hoteliers/Catering/Event management, Public sector Local Authority & Training Providers/Colleges

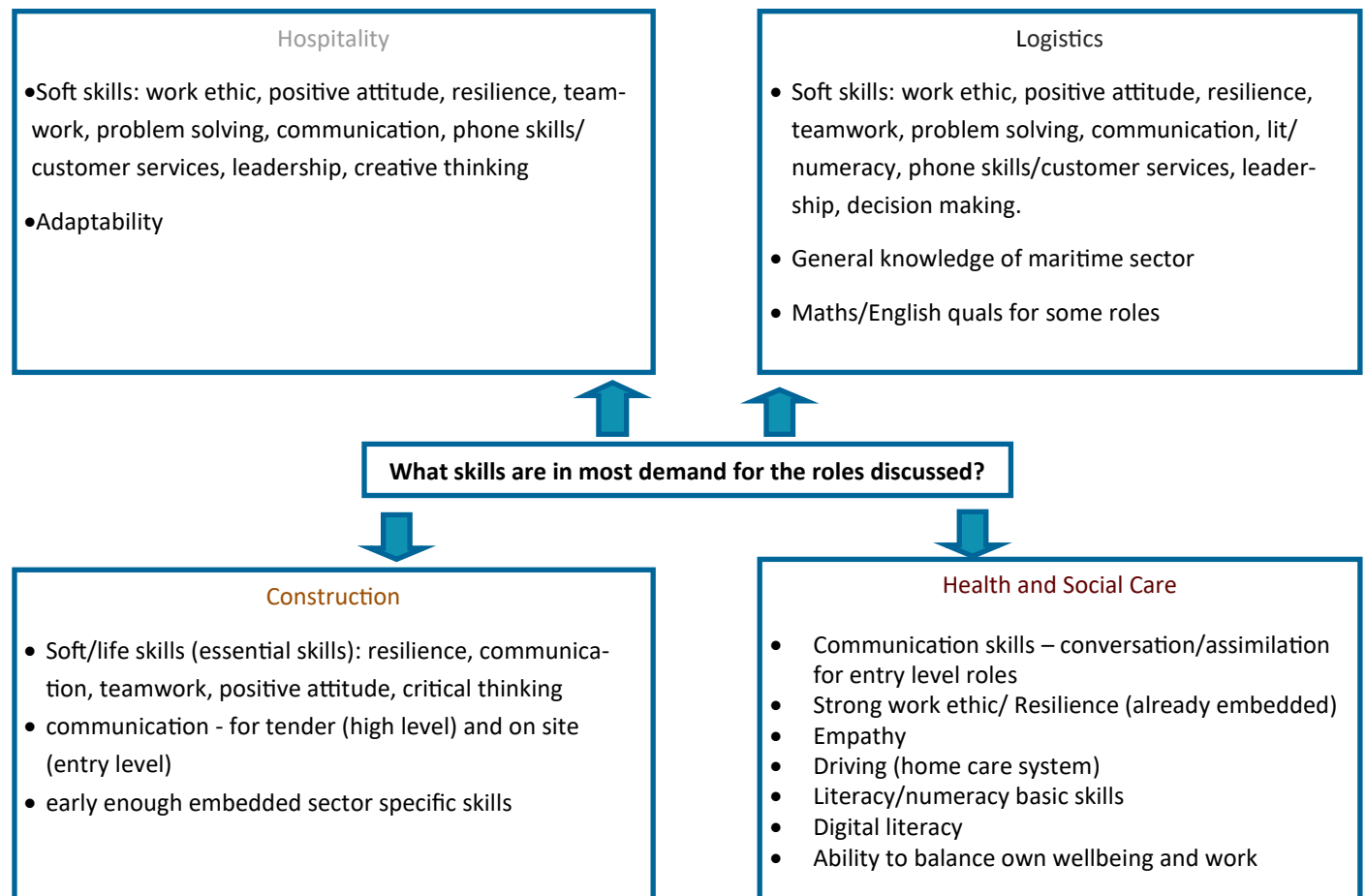
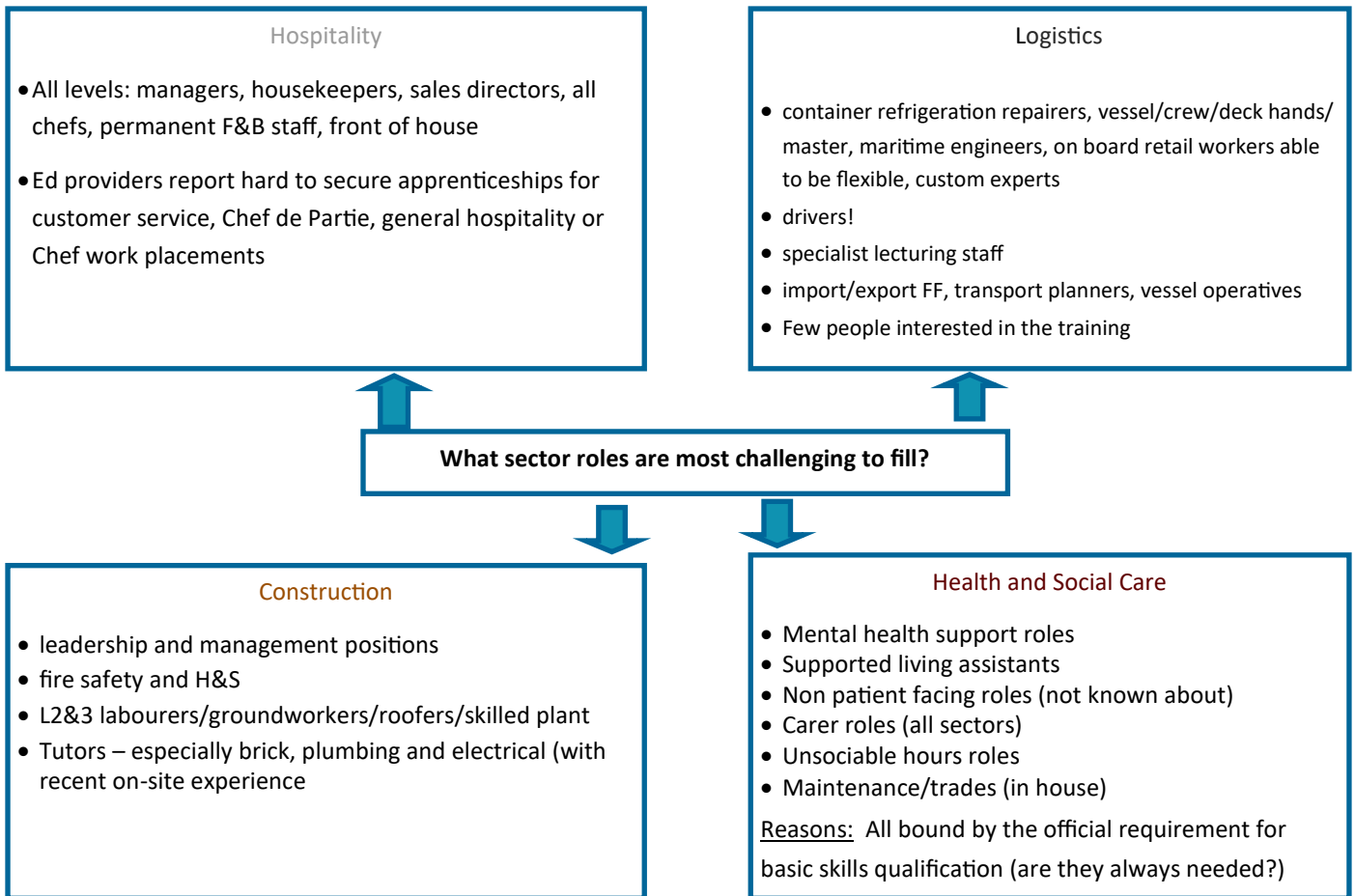
The outcomes of the discussions are summarised by topic on the following pages and a summary of the key themes and consensus of opinions across all sectors is outlined below.

Representatives from each sector participated in specific events to share their thoughts and experiences. Each group discussed the same five questions, resulting in the collection of rich, qualitative data.

Common key themes that emerged include:

- ◇ The need for positive messaging campaigns to promote careers within each of these sectors
- ◇ The need to develop communication and other essential skills for employment
- ◇ Increased collaboration across the landscape to:
 - Develop equal opportunities for all by improving access to work experience and employment
 - Ensure relevant training is provided by those with current industry expertise from the sectors
 - Strengthen new entrants' understanding of industry requirements to increase retention
 - Access information about reaching those further away from the labour market
 - Invest in training plans for existing workforces to promote retention and career progression
- ◇ Appetite for ongoing engagement opportunities between employers and other stakeholders to continue the conversations.

Read on for the detailed sector headlines



• Hospitality

- Positive marketing sharing sector/place specific opportunities
- Developing collaboration opportunities between employers and training providers to secure pathways into work
- Employers offering in house training opportunities (Chef/Sales academies)
- Employers visiting education settings – engaging in inspiring various forms of CIAG activity
- Recruiting according to aptitude/personality rather than CV
- Train middle managers to support progression of existing staff

Logistics

- 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

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

Construction

- new grants to support upskilling
- inspirational comms (success stories)
- mentors
- engaging with people out of mainstream referral pipelines: ex-offenders, ex forces etc
- strong engagement with employers
- training created according to employer need
- entry level training linked to employment opportunities
- apprentices have strong mentorship

Health and Social Care

- Robust work placements and inductions
- Paid time for training
- Quality 1:1s
- Clear training plans
- Mentoring for new/young entrants
- Open talks and roundtables to spread best practise
- Upskilling existing staff (apprenticeships)
- Spreading awareness and positive human stories to inspire progressions and engagement
- Visiting training providers to show opps/info

• Hospitality

- Clarify opportunities and pathways, continue to match qualifications to industry relevant need
- Increase CIAG activity - masterclasses from sector specialists, T-Levels and increase availability of apprenticeship places.
- Increased local/national comms/PR piece to bust myths and raise awareness of positive opportunities in sector (DWP/all unemployed routes/Ed)
- 'Rethink' how 'we' do hospitality here in UK – bring closer in line with other country's current practise: fewer unsociable expectations, flexible working etc

Logistics

- 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?)

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

Construction

- Stronger links between employers and ed/training providers – resolve existing barriers
- Understand why unemployed/students: aren't considering the sector
- Effective education/comms piece aimed at unemployed/students, (early enough and FE) and parents that improves perception of sector
- Work experience placements – at all ages (age restrictions/risk assessments are a barrier to engaging early enough with on-site experience)
- Training to meet sector activity must be up to date
- Sector specific relevant Num/lit qualifications to inspire learning
- Advertise clear career paths/opportunities, accentuate 'long term' career opportunities

• Health and Social Care

- More work placement opportunities in ALL areas
- A joined up approach to support knowledge of pathway from training to service providers/employment
- Wider understanding of range of roles across entire sector - positive comms campaign and messaging – dispel the myths, job satisfaction etc
- Greater and consistent employer engagement in curriculum development; matching courses to job roles
- Change recruitment methods from just interviews
- Collaborative workforce planning for the future – more collab between providers/employers in the sector

Hospitality

- Explore all avenues for recruitment, not just students
- Plan and protect training time within the workday
- Offer pre-apprenticeships/work experience to ensure suitability and boost retention
- Deepen employer understanding of learning system
- Collaborate to align curriculum with available roles
- Explore and adopt best practices from recruitment strategies in other sectors including E&D

Logistics

- 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

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

Construction

- Understand why individuals don't consider the sector as a career choice
- Produce a compelling comms campaign to boost sector perception and highlight long-term career opportunities
- Strengthen ties across the landscape to overcome existing barriers and improve access to work placements at all ages
- Update training to meet current sector need
- Develop sector-specific numeracy and literacy qualifications to drive learning and engage a more diverse talent pool

Health and Social Care

- Coordinate an approach to guide the journey through training, employment and career progression
- Create positive marketing campaigns to bust myths and showcase the diverse roles in the sector.
- Collaboration within curriculum development to align courses with job roles
- Collaborative workforce planning to drive initiatives including diverse recruitment
- Expand access to work placements across the sector

"I found the Roundtable event valuable, this gave me an insight into the whole sector and made me think how can we encourage people into the sector going forward"

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Thank you for
attending our
roundtables!



"Education, employers and local authorities need to collaborate more with the guidance of LSIP to make a positive change within the industry and events like this will pave the way."

"A wonderful opportunity and space to come together with employer and education providers to address the challenges around skills gaps in our local areas and how best we can all support with this."

"A fantastic event to attend, with a clear long term goal on helping education and construction by getting both disciplines to engage which has been a struggle for a long time"

In response to these findings, the LSIP continues to work to address ongoing skills challenges and help the education sector better understand and respond to employer needs.