

Solent
LSIP



Construction
Roundtable



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Health and Social
Care Roundtable



The Isle of Wight Chamber of Commerce was aware that the Island's skills shortages needed to be addressed and have done so 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



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Hampshire Chamber of Commerce is spearheading efforts to address skills shortages through the Local Skills Improvement Plan (LSIP). As part of this initiative, a series of roundtable events have been held to gather insights from four key business sectors*, identifying workforce challenges and skills gaps in the local area. To further refine these findings, the IW Chamber has replicated these events, focusing specifically on the Isle of Wight.

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

Health and Social Care Sectors represented: Care homes, dentistry, recruitment, college, NHS nursing, council

Logistics Sectors represented: Haulage, ferry companies, small independent goods carriers, logistics training company, recruitment, college, council

Construction Sectors represented: Large and small scale building companies, recruitment, college, council

Hospitality Sectors represented: Hoteliers / restaurant owners, recruitment, college, council

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:

Recruitment and Retention: All sectors struggle to attract and retain skilled staff, especially in specialist and entry-level roles.

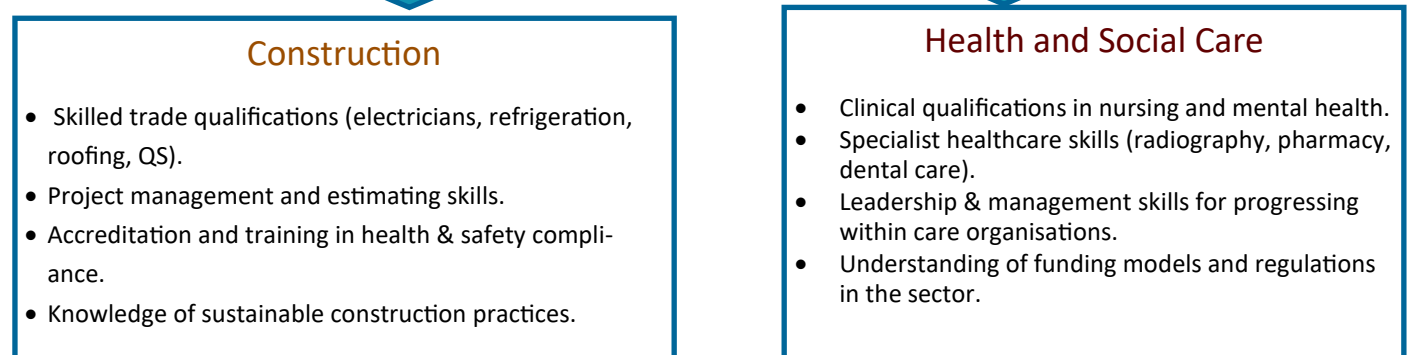
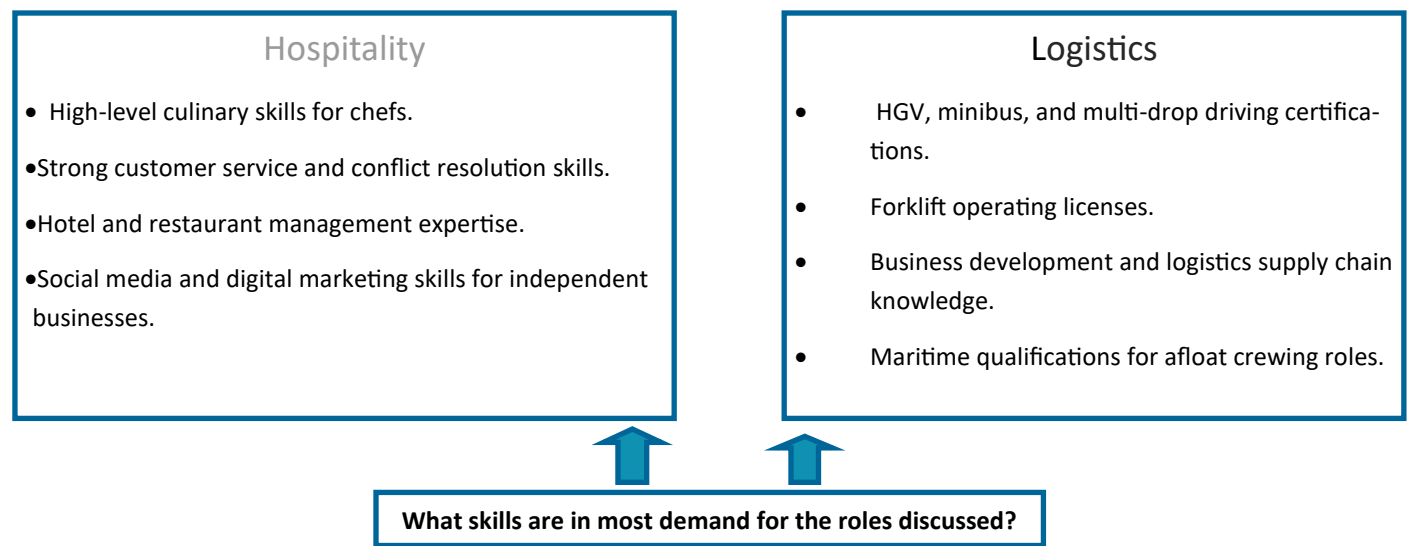
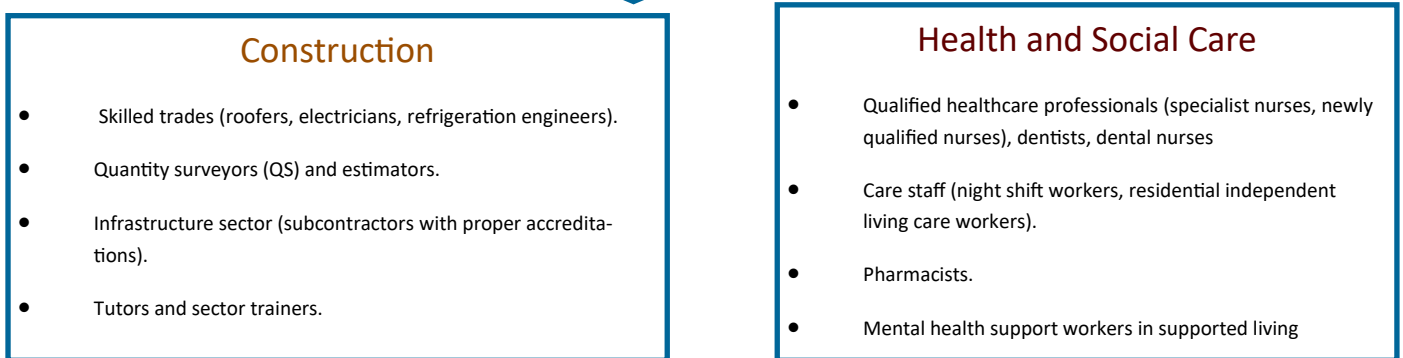
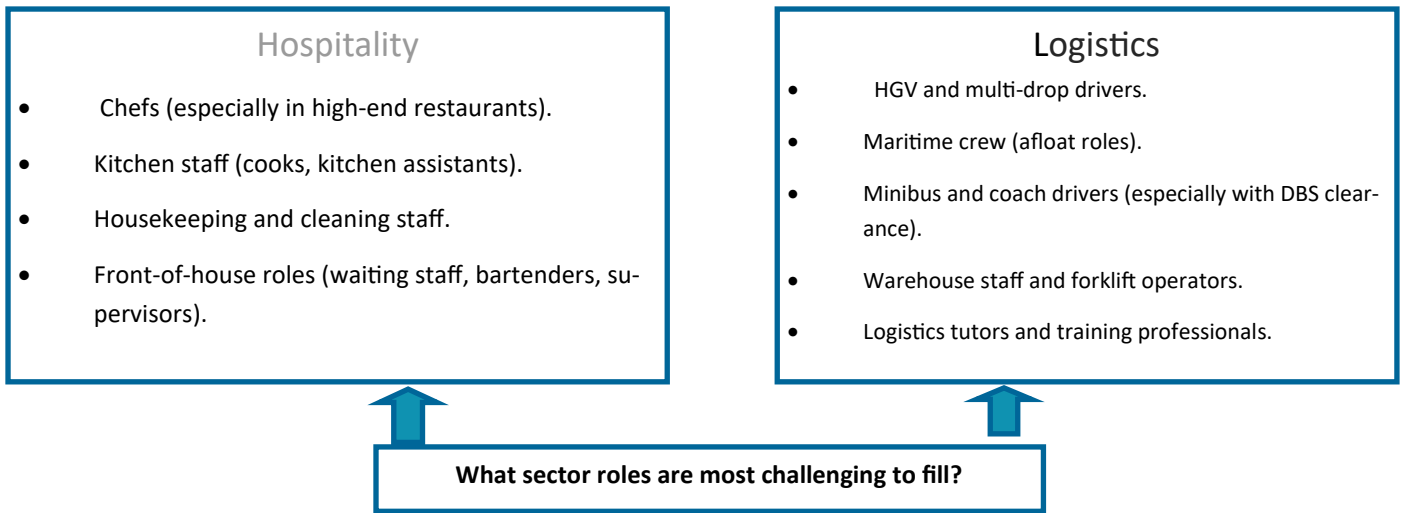
Training Gaps: Limited local training provision, high costs, and lack of awareness of available pathways create significant barriers.

Perception of the Industry: Sectors like logistics, construction, health and social care, and hospitality suffer from negative perceptions, making them less attractive to younger generations.

Ageing Workforce: An ageing population and workforce is intensifying skills shortages, especially in logistics and health and social care.

Funding and Costs: Employers cite high training costs, limited funding, and inability to match mainland wages as obstacles.

Lack of Local Talent Pipeline: There is minimal engagement with young people early enough to inspire interest in sector careers.



Hospitality

- Young Apprenticeship Programmes: Mention of 15-year-old apprenticeship opportunities that provide hands-on work experience at a young age.
- Hands-on Work Experience Opportunities:
- Direct exposure through practical placements seen as an effective strategy.

Logistics

- Use of TikTok campaigns proved engaging for younger audiences.
- Increased Pay Rates for HGV Operators
- Utilising Drivers with Multiple Jobs:
- Flexibility in using part-time or semi-retired drivers to maintain operational levels

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

Construction

- Early interventions to shift the perception that construction is a "last resort" career choice.
- Encouraging signs of local employers working with education providers to explain and showcase the range of careers available
- Success noted where the sector has proactively promoted "the whole career journey"

Health and Social Care

- 'Careers for Young People' Programme: Mentioned as a helpful initiative that raised awareness and interest among young people.
- NHS Apprenticeships & NHS 350+ Programme:
- Some success with one-on-one mentoring, which also builds resilience and wellbeing support

Hospitality

- Structured career progression pathways to encourage long-term careers.
- Higher wages and better working conditions to retain talent.
- Government and business collaboration to increase skills training opportunities.

Logistics

- Access to affordable, local licensing and certification training.
- More engagement with young people to promote logistics careers.
- Cross-sector collaborations to share resources for training.

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

Construction

- Government-backed funding support for apprenticeships.
- Incentives for young workers to enter the field.
- Better public awareness to improve the perception of careers in construction.

Health and Social Care

- Increased funding for training and subsidised professional development.
- More attractive salary structures to reduce locum reliance.
- A clear career pathway to encourage new entrants and retain existing staff.

Hospitality

- Mentorship programs for young professionals entering the industry.
- More structured on-the-job training programs.
- Collaboration with education providers to ensure courses align with employer needs.

Logistics

- Industry-led recruitment drives to showcase career opportunities.
- Increased visibility of career progression in logistics.
- Employer-funded training initiatives to reduce the burden on employees.

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

Construction

- Stronger industry collaboration with education providers to tailor training courses.
- Public campaigns to attract young workers into trades.
- More hands-on training opportunities for potential recruits.

Health and Social Care

- Partnering with colleges & universities to establish formalised training routes.
- Employer-led engagement with potential recruits at earlier stages (e.g., work experience in schools).
- Creation of incentive programs to attract workers to hard-to-fill roles



“This has been a great opportunity to get employers and those in education and recruitment together to discuss the gaps in skills and lack of training opportunities”

“I have enjoyed this valuable discussion and have lots to think about.”

“We need to remove the stigmas surrounding some job sectors and this has been an interesting take on that.”

“It’s about us all working together to give young people better opportunities.”

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.