



ANNEX A:

Strategic and Economic Context



Solent Local Skills Improvement Plan

Annex A - Local Strategic Context

Hampshire Chamber of Commerce

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1.0 Local and National Strategic Context

National Context for Skills

- 1.1 Over the last two decades, the skills system has become increasingly focused on the role employers can play in shaping and delivering the skills agenda, most notably through apprenticeships. The employer centred principles which underpin the apprenticeship system have now been extended by the Government who have reinforced their commitment to an employer led skills system across post-16 technical education.
- 1.2 [A British Chambers of Commerce \(2021\) report](#), based upon an 18-month in-depth study, found:
- 1.3 *“Now, more than ever before, businesses need an agile skills system that helps them to continuously train and develop their workforce in response to the evolving business environment. A skills-led recovery will support business to innovate, and be more productive and competitive, but everyone in the workplace must be included in the transformation journey.”*
- 1.4 [The Skills for Jobs White Paper \(2021\)](#) announced a raft of new and expanded policies within the skills system, with the aim to build a workforce with the technical skills for the future, to boost productivity and safeguard jobs. Major developments include:
- Improving and expanding existing technical education (apprenticeships and traineeships) and introducing T-Levels which offer a mixture of work experience (20%) and training (80%), the reverse of apprenticeships.
 - English, maths, and digital skills support to improve the basic skills of adults.
 - A National Skills Fund providing £2.5 billion to reskill and upskill adults.
 - A flexible, lifetime skills guarantee with access from 2025 to a lifelong loan for four years post-eighteen education.
 - Investment in the estates and facilities of colleges so they can deliver the high-quality training required.
 - The piloting Local Skills Improvement Plans to meet local labour needs via the collaboration of employers, skills providers and other stakeholders.
 - Strategic Development Funding to implement local programmes in response to the Local Skills Improvement Plan.
- 1.5 The focus on employment will, it is anticipated, provide the UK with a skills system able to meet labour market needs and to simplify the overly complex system.

Solent Context for Skills

- 1.6 The LSIP intersects with a range of sub-regional and national strategies and plans. The plan is driven by a need for skills provision to be local and employer led. The Solent’s Skills Advisory Panel (SAP) sits within the Solent LEP Governance Structure which was established in April 2019 as a means of enabling the Solent LEP to support employers,

education providers and local government in identifying current and future local skills needs. The reports are based upon robust local evidence to identify strengths and weaknesses (and gaps) in the local skills system and develop recommendations on how the SAPs can address these locally.

- 1.7 The SAPs aim to improve the connections between employers and skills providers in the Solent to improve productivity and grow the local economy. [The Local Skills Report \(2022\)](#) identified a range of skills needs for the Solent and raised important issues surrounding acute skills shortage and recruitment challenges experiences across many of the Solent's key sectors. The report highlighted the challenges for Solent in terms of school underperformance (including Key Stages 4 & 5), persistent pockets of skills deprivation and inequality and the effects of de-industrialisation, changes in tourism and globalisation.
- 1.8 [The Solent 2050 Economic Strategy](#) published in April 2022 outlines the long-term strategy to unleash the Solent's distinctive strengths that can power the local economy to increase productivity and support communities. The vision for Solent 2050 is "*to be the globally leading maritime cluster and at the forefront of innovations to adapt to climate change with towns and cities that are fantastic places to live, trade and with opportunities for all our communities to flourish.*" The strategy sets out seven strategic priorities for future activities to transform the Solent:
- **A world-leading marine and maritime economy**, building on our existing assets and global competitive advantages to strengthen the UK's international trading relationships.
 - **Pioneering approaches to climate change adaptation and decarbonisation**, linked to our coastal setting, and establishing real expertise which other regions – nationally and globally – can learn from.
 - **The UK's capital of coastal renaissance**, harnessing new technologies and approaches to revitalise and level up economic opportunity across all of our coastal communities.
 - **A thriving visitor, creative and cultural economy**, capitalising on the Solent's superb natural beauty and rich maritime history.
 - **Developing a world-class talent base**, helping people at all stages of their career build the skills they need to respond to new technology and drive an innovative knowledge-based economy.
 - **An outstanding business environment** that encourages innovation, fosters collaboration and enables businesses of all sizes and sectors to thrive.
 - **Health and wellbeing at the heart of economic success**, through a focus on building strong, healthy and resilient communities that can prosper in a fast changing world.

2.0 Evidence Base

Labour Market Position

Macro-view

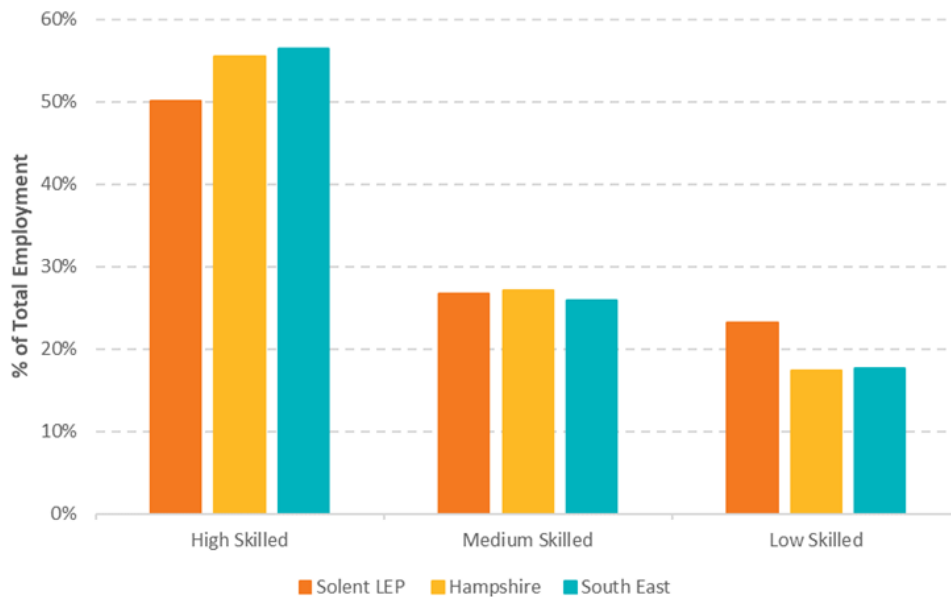
- 2.1 Data from the Office for National Statistics¹ ('ONS') puts total employment within the Solent Local Enterprise Partnership ('LEP') area at 522,500 jobs (2021), and identifies health (14.7%), retail (11.1%), and education (9.4%) as the three largest-sectors locally. In general, this is aligned with the average across Hampshire, where the local economy is dominated by retail (11.2%), health (11.2%) and the professional, scientific and technical sectors (9.4%).
- 2.2 ONS data² shows that in the 12-months to September 2022, the Solent had an economic activity rate of 77.7 for people aged 16-64%, which is lower than in Hampshire (80.3%) and the wider South East region (80.7%). On the other hand, the unemployment rate of people aged 16-64 in the Solent was 3.2% in line with Hampshire's unemployment rate of 3.0% and the South East region (3.2%).
- 2.3 Claimant data³ indicates that from December 2015 to December 2019, claimant counts in Solent increased by 96% from 9,320 claimant counts in 2015 to 18,260 claimant counts in 2019. In December 2021, Solent recorded its highest peak of claimant counts of 29,540, 51% higher than the claimant counts recorded in March 2020 when the pandemic had started. This is a result of the Covid-19 pandemic and its effects on the labour market which saw claimant counts reach a peak by the end of 2021. By December 2022, claimant counts in the Solent had dropped by 16%. By March 2023, claimant counts are at 25,570, equivalent to 3.4% of residents aged 16-64, this is higher than the claimant rate in Hampshire (2.3%) and the South East region (2.9%).
- 2.4 In the 12-months to September 2022, around half (i.e. 50.1%) of working age residents (i.e. people aged 16 to 64) were employed in higher-skilled occupations (i.e. Standard Occupation Classification ('SOC 2020') groups 1-3). In comparison, just 23.2% of working age residents were employed in lower skilled (i.e. SOC groups 7-9). When compared with Hampshire and wider South East region, this analysis suggests that in general, the Solent's workforce is slightly less skilled (e.g. 55.5% and 56.5% in SOC 1-3 across Hampshire and wider South East region respectively). Detailed data on employment by SOC group can be found in Figure 2.1 below.

¹ Office for National Statistics (2021), *Business Register and Employment Survey ('BRES')*

² Office for National Statistics (January 2022 – December 2022), *Annual Population Survey ('APS')*

³ Office for National Statistics (2022), *Claimant Count 2015-2022*

Figure 2.1 Occupational breakdown by SOC group



Source: Office for National Statistics (2021-22), *Annual Population Survey* / Lichfields analysis

- 2.5 Business data⁴ shows that in 2022, 89.3% of enterprises in the Solent employed fewer than ten people (i.e. defined as micro businesses), while 10.4% were classified as small or medium sized (i.e. employing between ten and under 250 employees). In comparison, at 88.7% Hampshire has a slightly lower proportion of businesses classified as micro, with 10.9% classified as small or medium sized. The South East region has a slightly higher proportion of enterprises classified as micro (90.2%), with a smaller proportion (9.6%) classified as small or medium sized.
- 2.6 Business size can also be classified based on annual turnover (i.e. the total revenue earned by a business in one year before deduction of costs and taxation). In 2022, the majority of businesses 84.6% has a turnover of less than £500,000, with only 7.7% businesses generating a turnover of over £500,000 and only 1% of businesses had a turnover greater than £5m. Comparatively, a lower proportion (82.7%) of Hampshire businesses had a revenue of under £500,000 and a slightly larger proportion (8.6%) of Hampshire businesses had a revenue of over £500,000, whilst 1.2% had a turnover greater than £5m. Across the South East region, 84.1% of businesses had a turnover of less than £500,000, whilst 7.9% of businesses had a turnover of greater than £500,000 and 1.1% had a turnover larger than £5m.
- 2.7 Business demography data⁵ indicates that in 2021 local authorities within the Solent recorded a total of 5,475 businesses registrations (i.e. ‘births’), and 5,410 de-registrations (i.e. ‘deaths’). This means that in 2021, the overall business base within the Solent grew slightly (i.e. 65 net additional), compared with an overall decline across Hampshire and the wider South East region. Despite, the (net additional) growth in 2021, data for 2016 to 2021 shows an overall decline (of 16.5%) in business registrations, whilst de-registrations

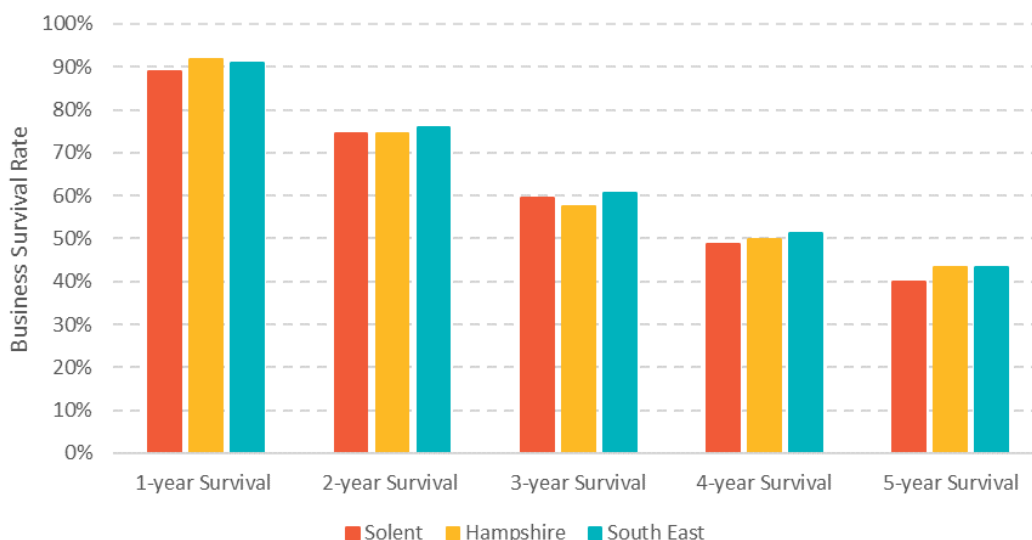
⁴ Office for National Statistics (2022), *UK Business Counts, 2022*

⁵ Office for National Statistica (2022), *Business demography - births, deaths and survival rates*

increased (by 12.1%). This echoes changes in Hampshire and the wider South East region, and is likely to reflect the impact of the Covid-19 pandemic and its effect on businesses and the wider UK economy,

- 2.8 Business survival data indicates that whilst businesses within the Solent have a one-year survival rate (of 88.9% for businesses registered in 2020) that is similar to that seen across Hampshire (of 91.9%) and the wider South East region (of 90.9%), medium survival rates for businesses in the Solent tend to be lower (e.g. 59.4% for businesses registered in 2018)
- 2.9 Latest ONS data shows that the 5-year business survival rates in Solent (39.8%) are slightly lower compared to equivalent Hampshire (43.2%) and the South East region (43.2%). Overall, the Solent performs worse across all five years when compared to the South East region, but in some cases such as the three-year survival rate, Solent performs better than Hampshire. Detailed data on survival rates can be found in Figure 2.2 below.

Figure 2.2 Five-year business survival rates



Source: Office for National Statistics (2022) *Business demography - births, deaths and survival rates* / Lichfields analysis

- 2.10 Over the 10-year period between 2013 and 2022⁶, total nominal Gross Value Added ('GVA') in the Solent increased by 3.2% (or more than £1 billion per annum), compared with 11.8% across Hampshire and 13.9% in the wider South East region.
- 2.11 In 2022, (gross) median weekly pay⁷ for Solent residents in full-time employment was £629.50, compared with £631.80 for workplace-based earnings. Across Hampshire, resident as well as workplace-based earnings were both higher (at £693.30 and £655.80 respectively), as was the case across the South East region (at £685.30 and £664.30 for resident and workplace-based earnings respectively). The higher resident earnings (across Hampshire and the South East region) imply that in general, residents tend to commute to other locations to access higher-paid jobs, whilst across the Solent the opposite is the case (i.e. where workplace-based wages are slightly higher than resident wages), implying that people commute into the area to access better paying jobs.

⁶ Experian (September 2022)

⁷ Office for National Statistics (2022), *Annual Survey of Hours and Earnings, 2022*

- 2.12 Notably, the majority of individual authorities across the Solent exhibit higher resident wages relative to workplace-based wages, with the exception of Southampton and Portsmouth which both exhibit significantly higher workplace-based earnings.
- 2.13 In 2011⁸, just under 91,900 residents commuted out of the Solent for work, primarily to Winchester, Test Valley and Chichester. In comparison, a total of around 68,100 people commuted into the Solent, largely from Winchester, Test Valley and East Hampshire. Based on this, the Solent LEP is characterised as a net exporter of labour, with a net outflow of around 23,000 workers at the time of the 2011 Census. This gives the Solent an overall self-containment rate of 80.3%, which suggests that significant proportion of Solent resident in employment also work within the LEP's boundaries. In comparison, the self-containment rate for EM3 LEP is 65.5% and 70.8% for SEMLEP, both significantly below the containment rate found in the Solent. Detailed commuting data for the Solent LEP can be found in Table 2.1 below.

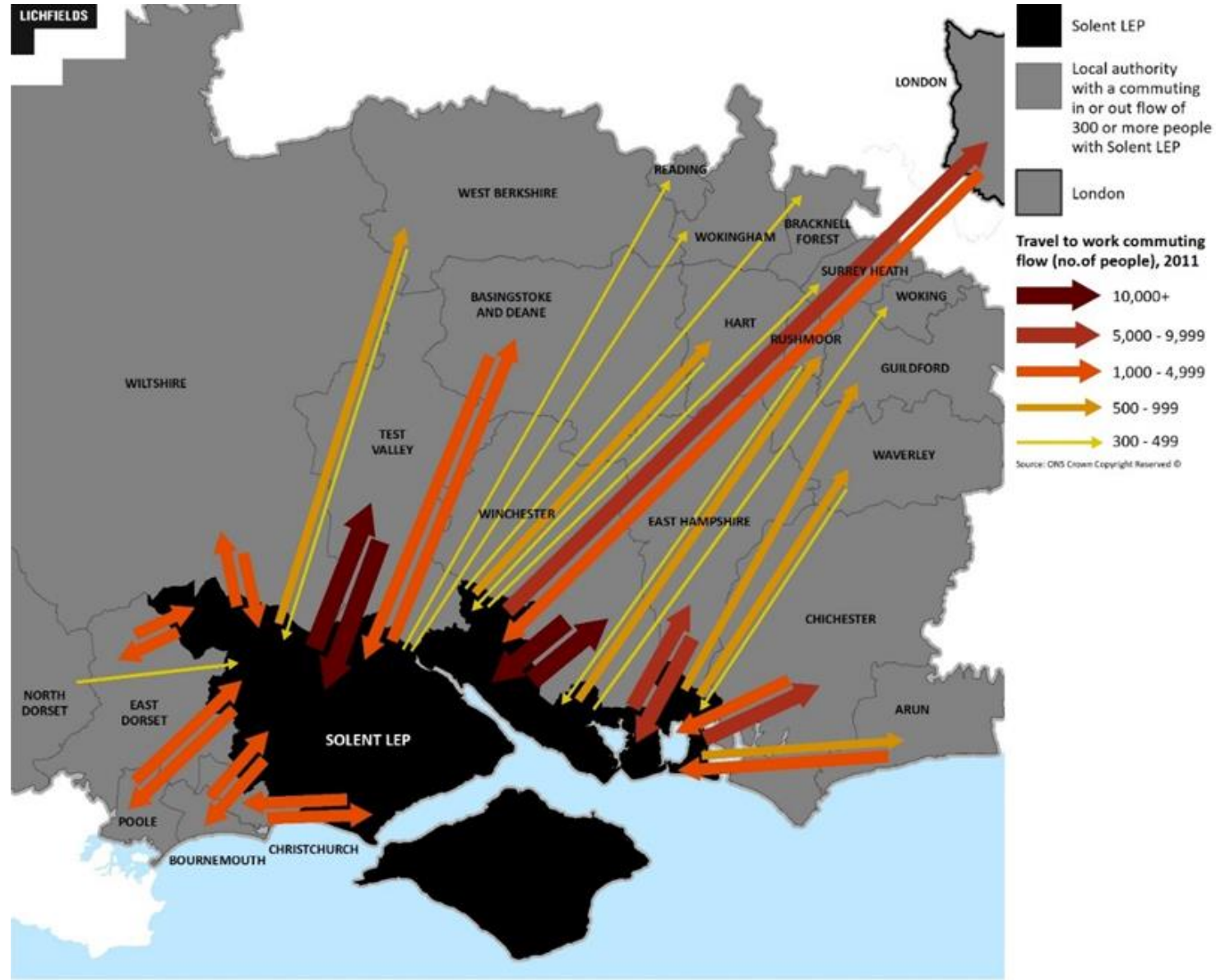
Table 2.1 Commuting data for the Solent LEP

Indicator	Figure
Total working residents	465,500
Total workplace workers	411,800
Live and work in Solent LEP	373,700
Self-containment rate (%)	80.3%
In-commuting	68,100
Out-commuting	91,900
Net out-commuting	23,700

Source: Office for National Statistics (2011), *Census of Population, 2011* / Lichfields analysis

⁸ Office for National Statistics (2011), *Census of Population, 2011*.

Figure 2.3 In / out commuting analysis for the Solent.



Source: Office for National Statistics (2011), *Census of Population, 2011* / Lichfields analysis

Local Spotlight

2.14 This section highlights any key statistics that stand out within the Solent, including any under/over-performing local authorities within the LEP area. These are summarised below:

- Both Isle of Wight (47.9%) and New Forest (49.4%) recorded a higher businesses survival rate over a five-year period compared relative to the Solent average (of 39.8%) as well as other local authorities within the Solent. Meanwhile, Gosport and Eastleigh saw below average businesses survival rates over a five-year period (of 35.1% and 32.8% respectively).
- Eastleigh (84.7%) and Fareham (84.2%) both recorded above average economic activity rates in the 12 months to September 2022 relative to the Solent (78.0%), Hampshire (79.8%) and South East (80.4%) averages.
- Both Portsmouth (53.1%) and Southampton (49.2%) have a higher proportion of working age (i.e. 16-64) residents employed in higher skilled occupations (i.e. SOC 1-3) relative to the Solent average.

Skills Demand

2.15 This section considers the skills demand position across the Solent by reviewing the number of job postings (incl. by sector) over time, and assesses the specific skills required for those high in-demand job postings.

Macro-view

2.16 As shown in Figure 2.4 below, the number of monthly job postings across the Solent have been on the decline from 2017 onwards. Following a sharp decline at the start of the Covid-19 pandemic, the monthly job postings in the Solent started to rise, peaking (of 52,160 job postings) at the end of 2021.

Figure 2.4 Number of monthly job postings in the Solent, 2017-2022



Source: Department for Education (2023), *Local Skills Dashboard*

2.17

In 2022, the top five sectors with the highest number of job postings across the Solent were healthcare (13.8% of total job postings), information and communication technology (‘ICT’) (8.5%), sales and trading (8.4%), other professions (7.7%) and administrative and customer services (7.3%). On the other hand, leisure, tourism and sports (0.8%), agriculture, livestock and fishing (0.7%), personal services and defence (0.2%) were the lowest (0.3%), as well as had the lowest number of job postings during 2022. Table 2.2 below shows the sectoral distribution of job posting across the Solent in 2022.

Table 2.2 Job posting by broad sector in 2022 (Main DfE Sectors)

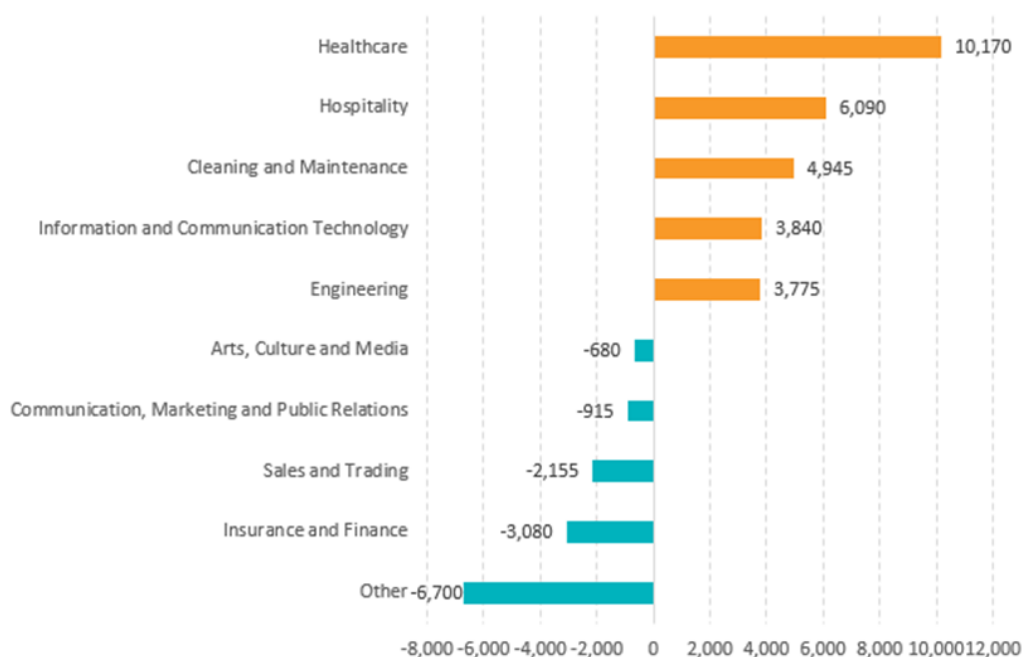
Sector	No.	%
Healthcare	49,985	13.8%
Information and Communication Technology	30,775	8.5%
Sales and Trading	30,350	8.4%
Other	27,740	7.7%
Administration and Customer Service	26,555	7.3%
Legal, Human Resources and Social Services	22,360	6.2%
Engineering	20,890	5.8%
Hospitality	17,295	4.8%
Insurance and Finance	16,740	4.6%
Management, Policy and Governance	16,190	4.5%
Construction and Mining	13,995	3.9%
Installation, Repair and Maintenance	12,725	3.5%
Education and Training	12,420	3.4%
Production	11,375	3.1%
Procurement and Warehouse Management	10,535	2.9%
Cleaning and Maintenance	9,265	2.6%
Transport and Traffic	9,265	2.6%
Communication, Marketing and Public Relations	7,870	2.2%
Police, Fire Department and Security	3,505	1.0%
Arts, Culture and Media	3,380	0.9%
Leisure, Sports and Tourism	3,070	0.8%
Agriculture, Livestock and Fishing	2,420	0.7%
Natural and Environmental Sciences	1,095	0.3%
Personal Services	950	0.3%
Defence	575	0.2%
Total	361,325	100.0%

Source: Department for Education (2023), *Local Skills Dashboard*

1.1

Figure 2.5 overleaf shows change in job postings by sector between 2017 and 2022, and highlights the top five sectors which have seen the most growth in job postings and the bottom five sectors (i.e. with the lowest growth / decline). Key drivers of growth include healthcare, hospitality, cleaning and maintenance, ICT and engineering. On the other hand, insurance and finance, sales and trading, communication and marketing and the arts, culture and media have seen an overall decline in the number of job postings between 2017 and 2022.

Figure 2.5 Change (highest and lowest five) in job postings in the Solent, 2017-22



Source: Department for Education (2023), *Local Skills Dashboard*

- 2.18 Data provided from LinkedIn highlights the top 20 job titles across the Solent based on the growth rate of percentage share of hiring between 2017 and 2021. Table 2.3 overleaf highlights a range of technical and non-technical skills, and identifies server assistants (i.e. within the hospitality and food sector) as the role with the highest demand. This was followed by high demand for data scientists, full stack engineers, and retail specialists.
- 2.19 It should be noted that the skills in demand across Solent during the period 2017-2021 are likely to be skewed by the Covid-19 pandemic which saw many jobs in the hospitality and tourism sector lost and/or furloughed during 2020 and parts of 2021. Similarly, the increase in demand for healthcare services is likely to reflect the increased demand both during and following the peak of the Covid-19 pandemic.
- 2.20 Job postings in the ICT sector (such as software engineer, data science, full stack engineer) have been growing, this is also reflected in the business survey which highlighted IT and Digital skills as the skills most in demand for the next 5 to 10 years across businesses in Solent. Creative digital roles in marketing (such as digital marketing specialist) and media and communication (such as content produces) also feature in the top 20 occupations in demand by employers.

Table 2.3 Top 20 Jobs in demand across Solent

Rank	Job Title	Job Sector	Annual growth rate in % share of hiring (2017-2021)
1	Server Assistant	Operations	19.77%
2	Data Scientist	Engineering	16.53%
3	Full Stack Engineer	Engineering	16.53%
4	Retail Specialist	Sales	16.30%
5	Nurse	Healthcare Services	15.90%
6	Warehouse Team Lead	Operations	15.48%
7	Audit Supervisor	Accounting	14.39%
8	Content Producer	Media and Communication	13.07%
9	Supply Chain Associate	Operations	13.07%
10	Keyholder	Sales	12.88%
11	Education Professional	Education	11.97%
12	Recruiter	Human Resources	11.92%
13	Legal Assistant	Legal	11.60%
14	Digital Marketing Manager	Marketing	11.52%
15	Infrastructure Engineer	Information Technology	11.52%
16	Laboratory Assistant	Research	11.08%
17	Social Media Coordinator	Marketing	10.44%
18	Civil Engineer	Engineering	10.44%
19	Strategic Partnerships	Business Development	10.44%
20	Digital Marketing Specialist	Marketing	9.42%

Source: LinkedIn Data (2022)

- 2.21 Table 2.4 presents a “heatmap” of LinkedIn sector data, showcasing the difference in percentage share of hires by job sector over the period of 2017 to 2021. This provides a comparison of the Solent with the national average, as well as neighbouring geographies including Bournemouth, Christchurch and Poole (‘BCP’), Hampshire, Surrey and West Sussex.
- 2.22 Based on the “heatmap” below, the Solent has recorded a relatively higher proportion of job hires in customer success and support services, human resources (‘HR’), healthcare services, engineering, legal and information technology (‘IT’) sectors compared with the UK average. It is also noted that for IT job hires, the Solent outperforms many of its neighbouring authorities. However, the Solent saw fewer job hires relative to the national and neighbouring authorities’ average in marketing, research, finance as well as program and project management.

Table 2.4 Heat map of job hires by sector in the Solent, 2017-21

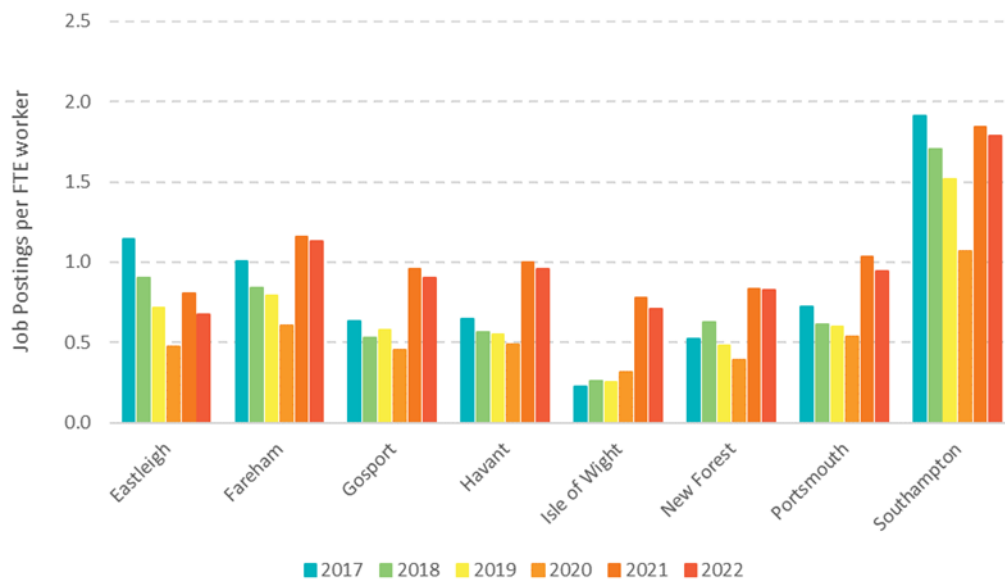
Sectors	UK	Solent	BCP	Hampshire	Surrey	West Sussex
Operations	0.96%	0.42%	0.59%	1.52%	0.91%	0.44%
Customer Success and Support	0.76%	0.98%	1.00%	0.36%	0.30%	0.63%
Human Resources	0.71%	0.94%	0.54%	0.42%	0.49%	1.21%
Healthcare Services	0.44%	0.91%	0.58%	0.50%	0.62%	0.81%
Engineering	0.41%	0.49%	0.57%	-0.12%	0.15%	0.07%
Legal	0.40%	0.44%	0.68%	0.22%	0.42%	0.27%
Marketing	0.39%	0.10%	0.68%	0.69%	0.42%	0.43%
Research	0.21%	-0.04%	0.19%	0.01%	0.41%	0.06%
Finance	0.04%	-0.01%	0.37%	0.03%	0.03%	-0.02%
Information Technology	-0.07%	0.32%	0.08%	-0.43%	-0.97%	0.06%
Program and Project Management	-0.14%	-0.35%	0.23%	-0.09%	-0.12%	0.01%
Education	-0.20%	-0.31%	-0.71%	0.02%	0.07%	0.05%
Accounting	-0.23%	-0.40%	-0.18%	-0.29%	-0.16%	-0.01%
Administrative	-0.23%	0.01%	-0.17%	-0.03%	-0.32%	-0.13%
Media and Communication	-0.53%	-0.53%	-0.44%	-0.08%	0.02%	-0.24%
Sales	-0.83%	-0.44%	-0.87%	-0.84%	-0.77%	-1.44%
Arts and Design	-1.05%	-1.04%	-0.96%	-0.28%	-0.44%	-0.91%
Business Development	-1.44%	-1.86%	-2.31%	-1.49%	-1.44%	-1.81%

Source: LinkedIn (2022)

Local Spotlight

- 2.23 Within the Solent, Southampton represents up to 37% of total job postings in 2022, followed by Portsmouth (18%) and Fareham (10%). In contrast, areas such as Gosport (3%), the Isle of Wight (6%) and Havant (7%) represent the areas with the lowest number of jobs postings during 2022. When considered on a per capita basis (i.e. looking at job postings per full-time equivalent ('FTE') worker as shown in Figure 2.6 below, Southampton ranks as the highest, with 1.8 job posting per FTE worker, whilst Eastleigh and Isle of Wight underperform at 0.6 job postings per FTE worker.
- 2.24 Overall, all local authorities within the Solent follow a similar trend over the past five years (i.e. a decline in job postings per FTE worker between 2017 and 2020 – both years included), followed by an increase in 2021 and a slight decline in 2022. The only exception is the Isle of Wight the number of jobs per FTE worker increased (albeit marginally) between 2017 and 2020. However, this is a result of a decline in workers in Isle of Wight during 2017 and 2020, which resulted in a marginal increase in Job posting per FTE workers. Furthermore, the peaks in job postings in 2021 and 2022 for both Eastleigh and Southampton are below the equivalent figure for 2017.

Figure 2.6 Job postings per FTE worker across local authorities in the Solent, 2017-22



Source: Department for Education (2023), *Local Skills Dashboard*.

2.25

A closer look at the local level indicates that the proportion of job postings for ICT was the highest in Fareham (i.e. with 12.3% of its total job posting associated with this sector), followed by Portsmouth (10.6%) and Southampton (9.3%), both of which also had a higher proportion than the Solent average (8.5%). Meanwhile, the Isle of Wight (3.8%) and New Forest (3.9%) had a below-average proportion of job posting in ICT. All local authorities across the Solent had a significant proportion of job postings within the health sector, with the Isle of Wight (21.4%) and New Forest (18.5%) having the highest proportion within the Solent. Table 2.5 below shows the differences across the eight local authorities within Solent.

Table 2.5 Heat map of job postings in the Solent, 2022

Sector	Solent	Eastleigh	Fareham	Gosport	Havant	Isle of Wight	New Forest	Portsmouth	Southampton
Administration and Customer Service	7.3%	8.9%	7.9%	5.5%	7.5%	6.1%	7.8%	7.7%	7.0%
Agriculture, Livestock and Fishing	0.7%	0.6%	0.4%	1.0%	0.6%	1.1%	1.1%	0.5%	0.6%
Arts, Culture and Media	0.9%	1.0%	0.9%	0.1%	0.8%	0.7%	1.1%	1.1%	0.9%
Cleaning and Maintenance	2.6%	2.5%	2.4%	3.1%	2.3%	4.6%	3.2%	2.5%	2.1%
Communication, Marketing and Public Relations	2.2%	2.8%	2.1%	2.0%	2.1%	1.8%	1.9%	2.5%	2.3%
Construction and Mining	3.9%	3.4%	2.7%	3.9%	5.0%	3.5%	3.1%	4.8%	3.8%
Defence	0.2%	0.1%	0.2%	0.3%	0.0%	0.2%	0.2%	0.4%	0.1%
Education and Training	3.4%	2.4%	1.8%	4.0%	3.2%	2.4%	3.6%	3.5%	4.0%
Engineering	5.8%	4.4%	7.3%	5.0%	5.2%	2.7%	3.8%	7.0%	6.4%

Sector	Solent	Eastleigh	Fareham	Gosport	Havant	Isle of Wight	New Forest	Portsmouth	Southampton
Healthcare	13.8%	12.4%	10.5%	21.2%	18.2%	21.4%	18.5%	10.2%	13.2%
Hospitality	4.8%	4.6%	4.0%	4.0%	4.3%	9.1%	10.2%	3.8%	3.6%
ICT	8.5%	7.9%	12.3%	6.9%	6.8%	3.8%	3.9%	10.6%	9.3%
Installation, Repair and Maintenance	3.5%	2.9%	3.3%	3.3%	3.2%	2.7%	2.7%	3.8%	3.8%
Insurance and Finance	4.6%	6.3%	6.4%	2.4%	3.5%	2.7%	3.5%	3.7%	5.4%
Legal, Human Resources and Social Services	6.2%	6.8%	5.4%	5.5%	4.8%	5.9%	4.8%	5.6%	7.3%
Leisure, Sports and Tourism	0.8%	0.8%	0.8%	0.9%	0.7%	1.5%	0.9%	0.7%	0.7%
Management, Policy and Governance	4.5%	4.7%	4.7%	4.9%	3.9%	3.4%	3.6%	4.7%	4.6%
Natural and Environmental Sciences	0.3%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.2%	0.5%
Other	7.7%	7.4%	7.9%	9.1%	7.6%	11.6%	8.3%	7.4%	7.2%
Personal Services	0.3%	0.1%	0.1%	0.2%	0.2%	0.2%	0.4%	0.1%	0.3%
Police, Fire Department and Security	1.0%	1.0%	0.7%	0.9%	0.6%	1.6%	0.8%	1.1%	0.9%
Procurement and Warehouse Management	2.9%	3.5%	3.9%	3.5%	3.4%	2.1%	2.9%	2.8%	2.6%
Production	3.1%	3.4%	3.4%	2.7%	5.9%	2.7%	3.2%	3.4%	2.4%
Sales and Trading	8.4%	8.7%	8.3%	7.2%	7.9%	6.5%	8.1%	9.5%	8.4%
Transport and Traffic	2.6%	3.5%	2.4%	2.4%	2.1%	1.5%	2.6%	2.5%	2.8%

Source: Department for Education (2023), *Local Skills Dashboard*

- 2.26 Since 2017, different sectors have seen different levels of demand across each of the eight local authorities within Solent. As highlighted in the section above, the Solent as a whole saw an increase in the demand for roles in healthcare, hospitality, cleaning and maintenance, ICT and engineering sectors, whilst it experienced a decline in insurance and finance, sales and trading, communication and marketing and arts, culture and media.
- 2.27 For the majority of local authorities within the Solent, the highest growing sectors in terms of job postings between 2017 and 2022 included healthcare, hospitality and ICT as shown in Table 2.6 below. The only anomaly was Eastleigh which had agriculture, livestock and fishing as its highest growing sector, whilst administration and customer services was the lowest sector overall. The rest of the local authorities primarily had personal services as their lowest growing sector or natural and environmental sciences. Each local authority had a variety of different growing and declining sectors.

Table 2.6 Top and bottom sectors for jobs postings, 2017-22

	Top Sectors	Bottom Sectors
Eastleigh	1. Agriculture, livestock & fishing 2. Transport & traffic	1. Administration & customer service 2. Insurance & finance
Fareham	1. Engineering 2. Hospitality	1. Sales & trading 2. Personal services
Gosport	1. ICT 2. Management, police & government	1. Personal services 2. Healthcare
Havant	1. Healthcare 2. Administration & customer service	1. Personal services 2. Natural & environmental science
Isle of Wight	1. Healthcare 2. Hospitality	1. Personal services 2. Natural & environmental science
New Forest	1. Healthcare 2. Hospitality	1. Natural & environmental science 2. Defence
Portsmouth	1. Healthcare 2. Hospitality	1. Personal services 2. Natural & environmental science
Southampton	1. ICT 2. Engineering	1. Education & training 2. Arts, culture & media

Source: Department for Education (2023), *Local Skills Dashboard*

Employer Insight

2.28

A survey open to all businesses within the Solent was undertaken as part of the LSIP engagement. The aim of this survey was to gain further insight into the challenges businesses face when recruiting and planning for skills development. The business survey was completed by 129 businesses across the Solent, the majority of which (68%) identified themselves as either micro (<5 employees) or small enterprises (<50 employees), the remaining 32% of businesses were either medium (<250) and large enterprises (250+). Table 2.7 below provides a breakdown of geographical coverage of the employer survey.

Table 2.7 Geographical coverage of employer survey

	%
Eastleigh	9%
Fareham	13%
Gosport	6%
Havant	8%
Isle of Wight	24%
New Forest	8%
Portsmouth	13%
Southampton	20%

Staff Recruitment

2.29

The survey highlights that 72% of companies identified finding employees with the right employability or personal skills (i.e. team work, communication and resilience) as the key challenge when recruiting. A similar number of employers also reported a challenge finding employees with specialist or technical skills (e.g. software, engineering, and practical experience). Around 63% of employers, also stated that finding sufficient 'good' candidates was a struggle across their employment sectors.

- 2.30 When asked about the main skills gap within the current workforce in Solent, 85% of employers surveyed identified specialist and/or technical skills as the key gaps. In addition, 39% of employers also highlighted a gap in personal skills (e.g. communication, teamworking and resilience) and 30% identified project management, as well as sales and business development skills.

Continuing Professional Development Within Businesses

- 2.31 In terms of continuing professional development ('CPD') within businesses, almost a quarter of employers surveyed stated that they did not have a budget allocation for skills training or professional development. Meanwhile half of employers (51%) indicated that they allocate up to £500 per member of staff on skills training, whilst 35% allocate up to 1,000 per member of staff. Around one-in-five (i.e. 22.3%) indicated that they allocate more than £1,000 per staff member. Overall, the survey of employers identified that businesses in the Solent typically allocate around £650 per staff member for skills training and professional development.
- 2.32 When asked what the key pathways for developing staff members' skills, the majority of employers surveyed (i.e. 80%) highlighted peer learning/job shadowing as the main route, followed by commercial training by a private provider (i.e. 64%). More than half of employers also stated that they make use of free and low-cost training alternatives for their staff development. Another 58% of companies also stated that they used funded (free or subsidised courses) for staff development.
- 2.33 The main barriers identified by the majority (i.e. 70%) of employers surveyed include time constraints and the capacity required to ensure both training and skills development, as well as day-to-day activities proceed concurrently. The second main barrier identified (by 57% of employers surveyed) was the cost of training, followed by (32% of employers) not knowing where to access appropriate training courses/qualifications for members of staff. However, a third of employers stated that there were no barriers to skills training within their firm.
- 2.34 When employers were asked to identify the best approach to improve their skills supply, the majority (i.e. 72%) identified access to online training courses and qualifications as the best pathway. Moreover, around two-thirds (i.e. 64% of employers) highlighted a preference to short and/or modular courses as the best way forward. In addition, help accessing skills-related finance and funding opportunities was identified by more than half of employers surveyed, a number of which had previously identified the cost of training as one of the biggest barriers to skills training and CPD.
- 2.35 When asked what skills would be most in demand within their key employment sector over the next five to ten years, around three-in-four (i.e. 75%) of employers surveyed identified sector-specific technical skills, followed by generic IT and digital skills (i.e. by 68% of employers surveyed). In addition, around two-thirds (i.e. 67%) of employers responses that interpersonal and softer skills will be in high demand. Furthermore, it was suggested (i.e. by 42% of employers surveyed) that going forward, the need for skills related to green technologies and decarbonisation will increase, although very few employers could specify what this entailed. Businesses also stated the importance of automation and robotic operations (18% of responses) in addition to skills in science, technology, engineering and mathematics ('STEM'), as well as creative thinking.

- 2.36 When asked to consider potential solutions to addressing the skills gap, the majority of companies identified the provision of an online platform for skills training and resources (92% of business responses). Another 46% of businesses also stated that mapping and signposting of provision within local education facilities would be helpful. As well as having a skills brokering support system which allows businesses and education providers to work together (34%).

Skills Supply

- 2.37 This section looks into the skills supply position across the Solent by reviewing the available training and skills routes in terms of further education ('FE') training, T-levels, apprenticeships and higher education ('HE') qualifications.

Macro-View

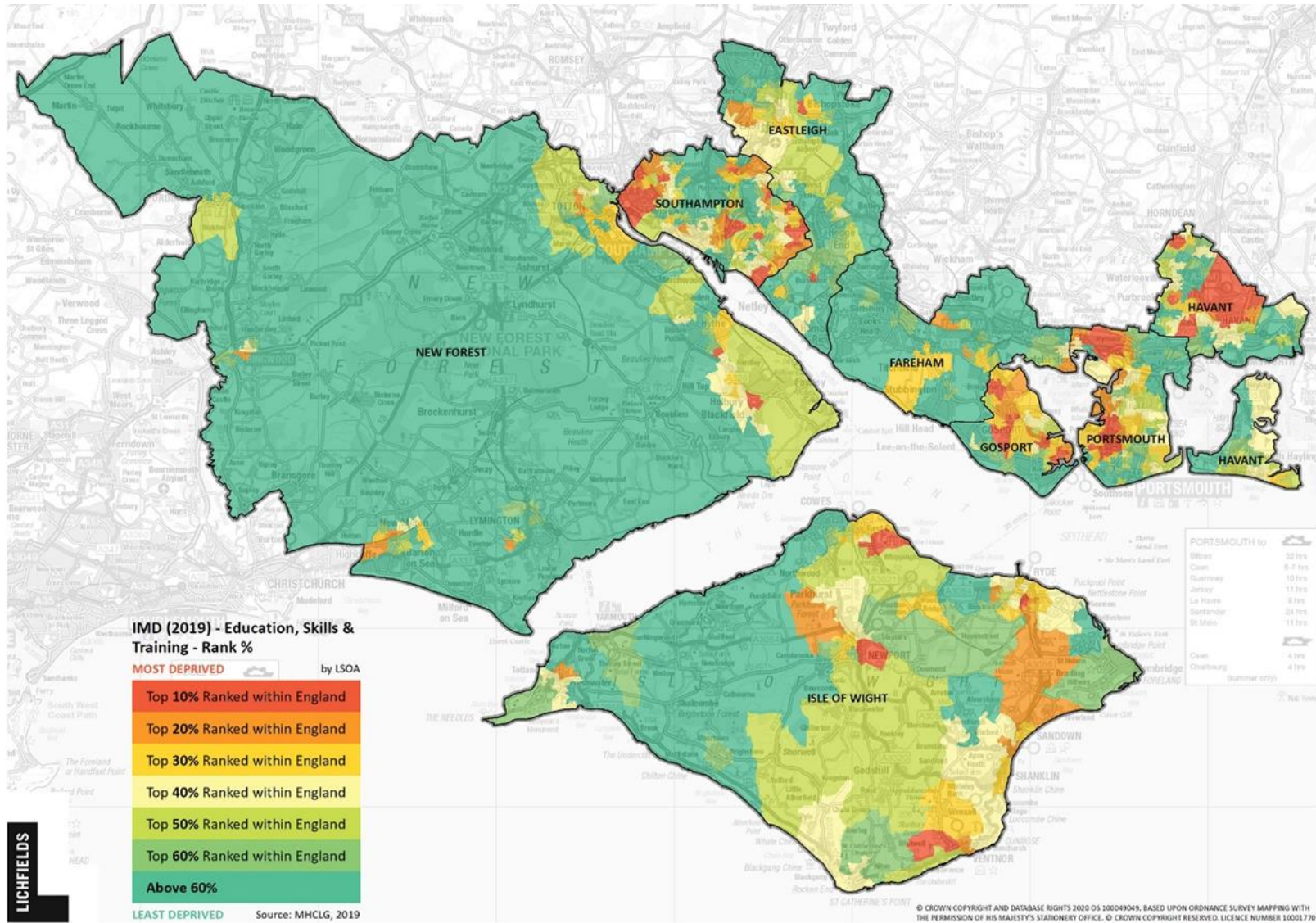
- 2.38 Deprivation at the local level is measured using the 2019 Indices of Multiple Deprivation⁹ ('IMD') published by the former Ministry of Housing, Communities and Local Government ('MHCLG'), now the Department for Levelling Up, Housing and Communities ('DLUHC'). This uses a number of datasets to rank areas across seven domains of deprivation, which include:
- Income;
 - Employment;
 - Education;
 - Health;
 - Crime;
 - Barriers to Housing and Services; and
 - Living Environment.
- 2.39 These categories are combined to produce an overall deprivation rank for each local authority in England.
- 2.40 Drawing on the 2019 IMD, Fareham is the least deprived of the local authorities within the Solent, ranking as the 298th most deprived out of 317 local authorities (or within the 10% least deprived authorities nationally). Contrastingly, the most deprived local authority across the Solent is Southampton, which ranks as the 55th most deprived authority across the country (i.e. within the 20% most deprived local authorities in England). Within Fareham, only 1% of its Lower-layer Super Output Areas ('LSOA') are within the 20% overall most deprived neighbourhoods nationally, while in terms of education deprivation 3% of LSOAs are within 10% most deprived neighbourhoods in England. On the other hand, within Southampton, 13% of LSOAs rank within the 10% most deprived neighbourhoods nationally, whilst 16% of the city's LSOAs are within the 10% most deprived neighbourhoods in England.
- 2.41 In relation to overall deprivation, Fareham, Eastleigh and New Forest are the least deprived local authorities within the Solent. In contrast, the most deprived local authorities in the

⁹ Ministry for Housing, Communities and Local Government (2019), *Indices of Multiple Deprivation, 2019*.

Solent include Southampton (55th most deprived), Portsmouth (57th most deprived) and the Isle of Wight (80th most deprived). In relation to the education sub-domain, Gosport, Isle of Wight and Havant (i.e. ranking 47th, 61st and 67th most deprived local authorities respectively) are identified as the most deprived local authorities within the Solent.

2.42 Figure 2.7 overleaf provides an overview of deprivation in access to education and skills domain across the Solent.

Figure 2.7 Indices of Multiple Deprivation- Access to Education and Skills Domain

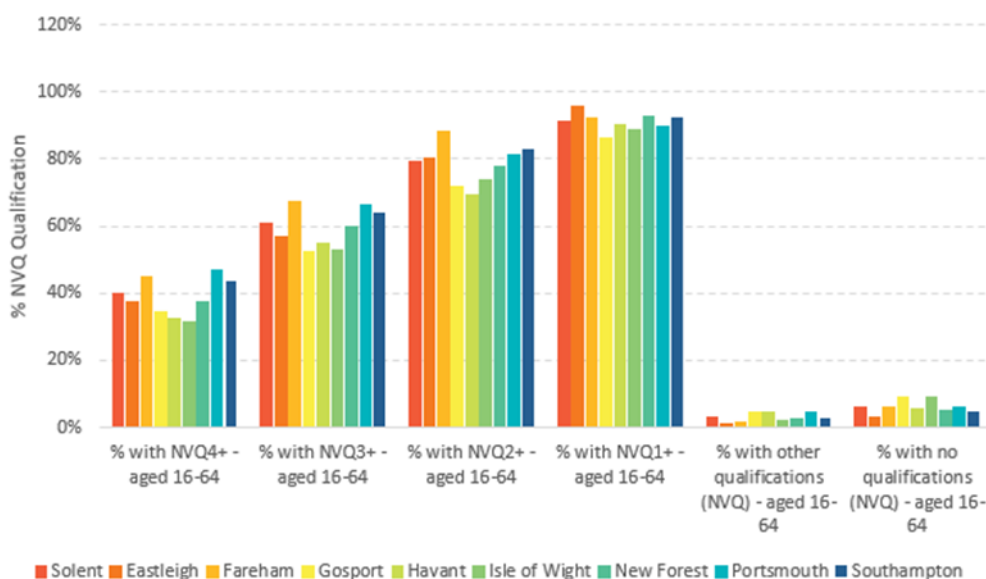


Source: Ministry of Housing, Communities and Local Government (2019), English Indices of Multiple Deprivation

2.43 In the 12 months to September 2022¹⁰, around half (i.e. 50.1%) of working age residents in the Solent were employed in higher-skills occupations (comprising of Standard Occupation Classification (‘SOC 2020’) groups 1-3). In contrast, only 23.2% of working age residents were in lower skilled occupations (comprising of SOC 2020 groups 7-9). In comparison, within Hampshire the proportion of residents in higher-skilled occupations was slightly higher (i.e. at 55., whilst the proportion of working age residents in lower-skilled occupations was lower (at 17.4%). A similar picture was evident across the wider South East region (i.e. 56.5% in higher-skilled occupations, and 17.6% in lower-skilled occupations), suggesting that residents within the Solent tend to be employed in lower-skilled occupations.

2.44 In the 12 months to December 2021¹¹, 39.9% of working age residents within the Solent held NVQ4+ level qualifications, while 5.8% of people held no formal qualifications. In comparison, 40.2% of working age residents across Hampshire held NVQ4+ level qualifications, while 4.3% of people held no formal qualifications. Overall, both Hampshire and the Solent have a lower proportion of residents aged 16-64 with NVQ4+ level qualification compared with the South East region (at 45.2%). This data aligns with the findings on occupations above and indicates that working age residents within the Solent tend to have fewer higher-level qualifications, and work in lower skilled occupations when compared with people across the wider South East region.

Figure 2.8 NVQ Qualifications across Solent Local Authorities



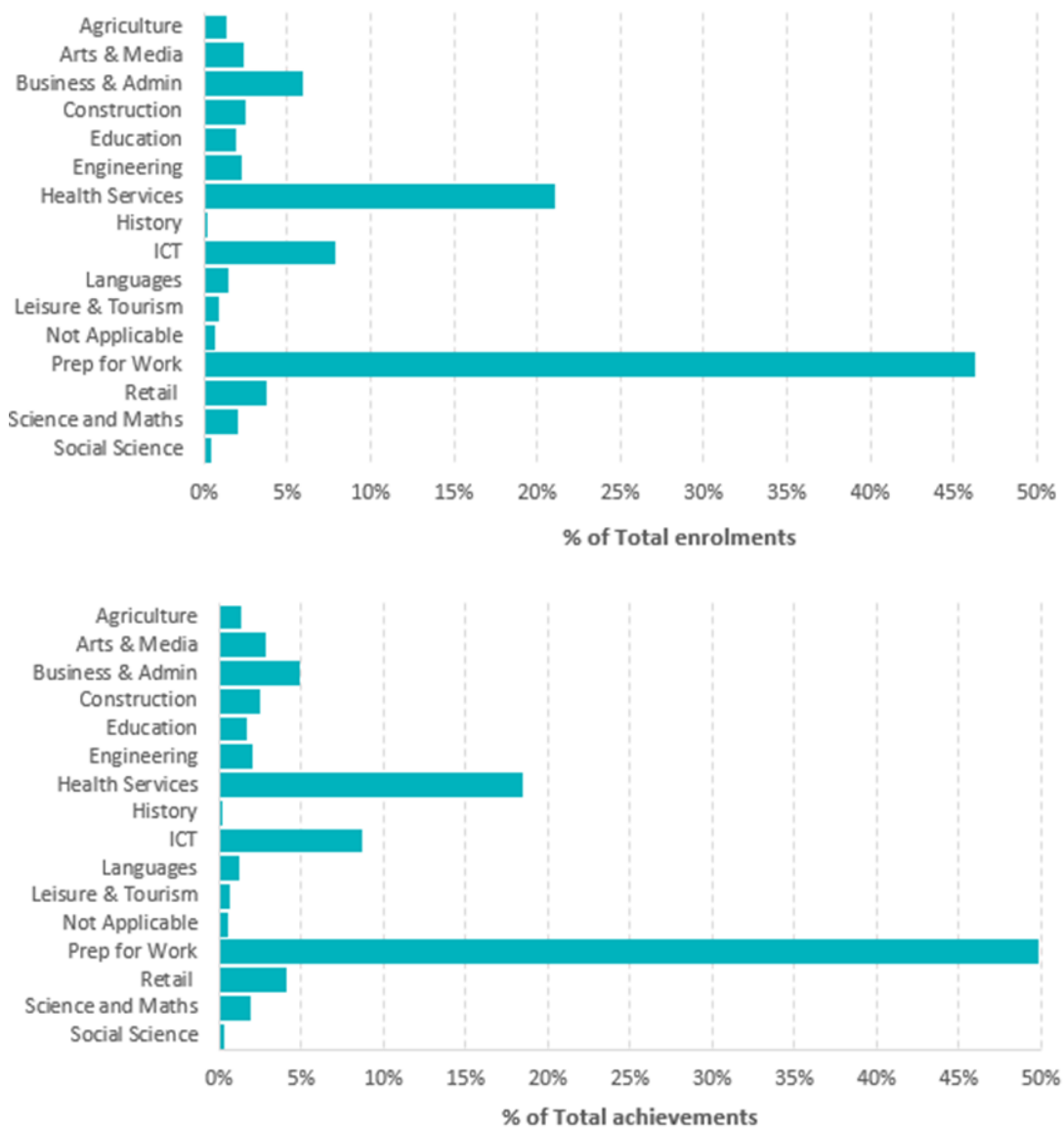
Source: Office for National S4 (2022), Annual Population Survey

¹⁰ ONS, Annual Population Survey (APS) (October 2021 – September 2022)

¹¹ ONS, Annual Population Survey (APS) (January 2021 – December 2021) *Qualifications data are only available for calendar year survey periods, i.e., periods ending in December.

2.45 In relation to further education and skills training across the Solent¹², subject areas with the highest proportion of enrolments include preparation for life and work (46.2%), health services (21%) and ICT (7.9%). Similarly, subject areas with the highest proportion of achievements (i.e. successful completions) also include preparation for life and work (49.7%), health services (18.4%) and ICT (8.6%). Detailed data on enrolments and achievements in further education and skills training by subject area across the Solent LEP can be found in Figure 2.9 below.

Figure 2.9 FE and skills training by subject area – enrolments (top) and achievements (bottom)

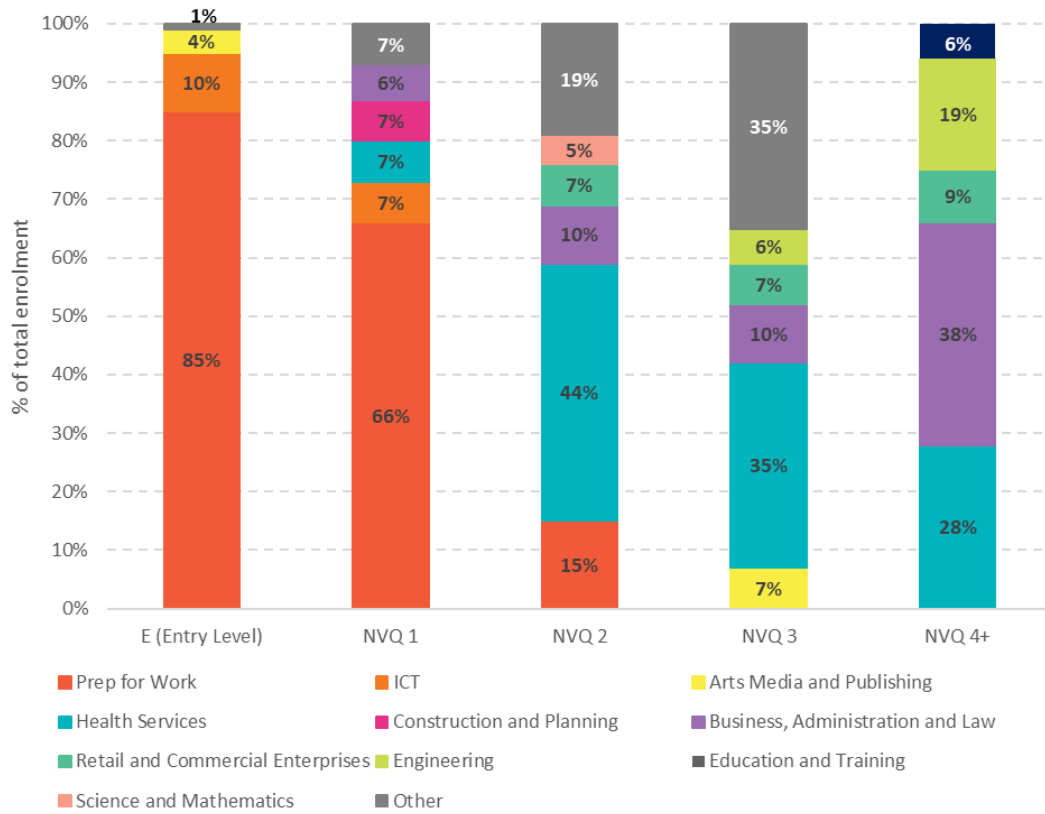


Source: DfE Unit for future skills – Local skills dashboard (August 2021 – July 2022) / Lichfields analysis

¹² Department for Education (2022), *Unit for future skills – Local skills dashboard (August 2021 – July 2022)*

- 2.46 The Preparation for life and work subject includes the following subject areas, which as noted as the most popular subject areas for further education learners to enrol and go on to achieve.
- English for speakers of other languages ('ESOL');
 - Independent living and leisure skills;
 - Community learning;
 - Foundation English;
 - Foundation mathematics; and
 - Employability training
- 2.47 In addition, health, public services and care include:
- Medicine and dentistry;
 - Nursing and dental health;
 - Health and social care;
 - Public services; and
 - Early years and play work.
- 2.48 Figure 2.9 shows that the number of achievements per subject varies depending on the level of qualification. Subjects such as preparation for life and work are more popular as entry level qualifications (E), whilst subject areas such as business, administration and law have a higher proportion of higher-level qualifications.
- 2.49 This is in line with England's enrolment by subject area. However, as highlighted in Figure 2.10 below, the Solent sees a higher enrolment of engineering students in NVQ 4+ qualifications (of 19%) compared with England (9%), meanwhile England overperforms in health services with an enrolment of 42% of students in this subject area compared to 28% in Solent for NVQ4+.

Figure 2.10 FE and skills training by subject area (enrolments)

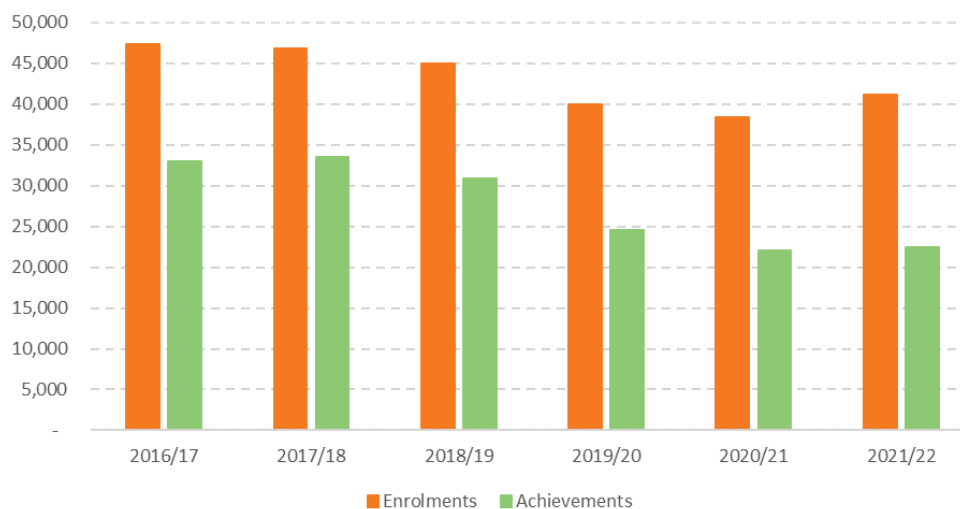


Source: DfE Unit for future skills – Local skills dashboard (August 2021 – July 2022) / Lichfields analysis

2.50

Data from 2016/17 indicates that FE and skills training enrolment (and therefore achievements) has been steadily declining within the Solent. A similar trend is observed within nearby LEPs (including the Enterprise M3 LEP and the South East Midlands LEP ('SEMLEP')). As highlighted in Figure 2.11 below, the current level of learners enrolled and having achieved FE training remains below that recorded five years ago. A similar trend is also evident for apprenticeships (i.e. both enrolments and achievements) in Solent.

Figure 2.11 FE and skills training – total enrolments and achievements in the Solent



Source: Department for Education (2023), *Local Skills Dashboard* / Lichfields analysis

Local Spotlight

- 2.51 A closer look into FE and skills training at local authority level shows that most areas within Solent align with the trends outlined above, with a high proportion of FE learners enrolled in preparation for life and work as well as health, public services and care subjects. The same is also true for achievements where both of these subject areas make up the majority of FE learner achievements.

Further Education (Post-16, Colleges, T-Levels)

- 2.52 DfE data on FE qualifications (i.e. levels 3-5) on outcome-based success measures indicates that the Solent has a sustained positive destination rate of 88%, which is higher than in neighbouring LEPs including Enterprise M3 (84%) and South East LEP (85%), as well as the national average (87%). In terms of FE learners who then gain sustained employment across Solent, the rate is 74% which is above the equivalent rate across the country (63%). The median earnings from learners coming out of FE in Solent after one year of learning is equivalent to £15,000 per annum. This is below the equivalent averages for the Enterprise M3 (of £20,000 per annum), the SEMLEP (of £19,500 per annum) and the national median earnings (£17,700 per annum) for learners undertaking FE.
- 2.53 Overall, it is observed that FE learners in the Solent see lower earnings compared relative to learners in neighbouring authorities. This is also observed when considering workplace-based earnings in the Solent which tend to be lower relative to equivalent averages in Hampshire and the South East region. This reinforces the analysis presented above, which highlights high levels of out-commuting to neighbouring areas for better paid employment opportunities.
- 2.54 The subjects that lead to the highest employment rate after one year of learning in Solent include the following:
- Level 4 - Health and social care: 100% employment rate;
 - Levels 4 and 5 - Child development and wellbeing: 88% employment rate;

- Level 3 - Accounting and finance: 82% employment rate;
- Levels 4 and 5 - Teaching and lecturing: 71% employment rate; and
- Levels 4 and 5 - Hospitality and catering: 71% employment rate.

Further Education Provision

- 2.55 T-Levels are two-year courses which are taken after GCSEs, and are broadly equivalent to three A-Levels. Launched in September 2020, T-Levels have been developed in collaboration with employers and education providers so that their content meets the needs of industry, and better prepares students for entry into skilled employment, an apprenticeship or related technical study through FE or HE. T-Levels offer students practical and knowledge-based learning, in addition to on-the-job experience through an industry placement of approximately 45 days.
- 2.56 Table 2.8 highlights the Colleges and FE providers across Solent which provide T-Level courses, in addition to a selection of T-Level courses available to learners. The table also shows/highlights which courses are planned to be introduced from September 2024.

Table 2.8 FE providers and a selection of T-Level courses available within the Solent.

FE provider	Total T-Level Courses (planned from Sept 2024)	T-Level Courses
Southampton City College	11 (8)	<ul style="list-style-type: none"> • Building Services Engineering for Construction* • Catering* • Design, Surveying and Planning for Construction* • Digital Production, Design and Development* • Digital Support Services • Education and Early Years • Hairdressing, Barbering and Beauty Therapy • Health* • Management and Administration* • Media, Broadcast and Production* • Science*
Itchen Sixth Form College	5 (4)	<ul style="list-style-type: none"> • Digital Production, Design and Development* • Education and Early Years • Health* • Legal Services* • Media, Broadcast and Production*
Richard Aunton Sixth Form College	8 (4)	<ul style="list-style-type: none"> • Accounting* • Building Services Engineering for Construction* • Digital Business Services • Digital Production, Design and Development • Digital Support Services • Education and Early Years* • Health • Legal Services*
Easleigh College	1	<ul style="list-style-type: none"> • Education and Childcare

FE provider	Total T-Level Courses (planned from Sept 2024)	T-Level Courses
Fareham College	13 (2)	<ul style="list-style-type: none"> • Accounting • Building Services Engineering for Construction • Business Management and Administration • Craft and Design* • Design and Development for Engineering and Manufacturing • Design, Surveying and Planning for Construction • Digital Production, Design and Development • Digital Support Services • Education and Early Years • Hairdressing, Barbering and Beauty Therapy • Health • Management and Administration • Media, Broadcast and Production*
Brockenhurst College	6 (5)	<ul style="list-style-type: none"> • Design and Development for Engineering and Manufacturing* • Digital Production, Design and Development* • Digital Support Services* • Education and Early Years • Engineering, Manufacturing, Processing and Control* • Management and Administration*
St Vincent College	9 (7)	<ul style="list-style-type: none"> • Accounting* • Building Services Engineering for Construction* • Design, Surveying and Planning for Construction* • Digital Business Services* • Digital Production, Design and Development • Digital Support Services* • Health • Legal Services* • Management and Administration*
Bay House School	5 (5)	<ul style="list-style-type: none"> • Digital Support Services* • Health* • Healthcare Science* • Management and Administration* • Science*
City of Portsmouth College	7	<ul style="list-style-type: none"> • Design, Surveying and Planning for Construction • Digital Production, Design and Development • Digital Support Services • Education and Early Years • Engineering, Manufacturing, Processing and Control • Health • Healthcare Science
University Technical College Portsmouth	1	<ul style="list-style-type: none"> • Maintenance, Installation and Repair for Engineering and Manufacturing
Havant and South Downs College	10	<ul style="list-style-type: none"> • Design and Development for Engineering and Manufacturing • Design, Surveying and Planning for Construction • Digital Production, Design and Development • Digital Support Services • Education and Early Years • Engineering, Manufacturing, Processing and Control • Finance • Health • Healthcare Science • Management and Administration

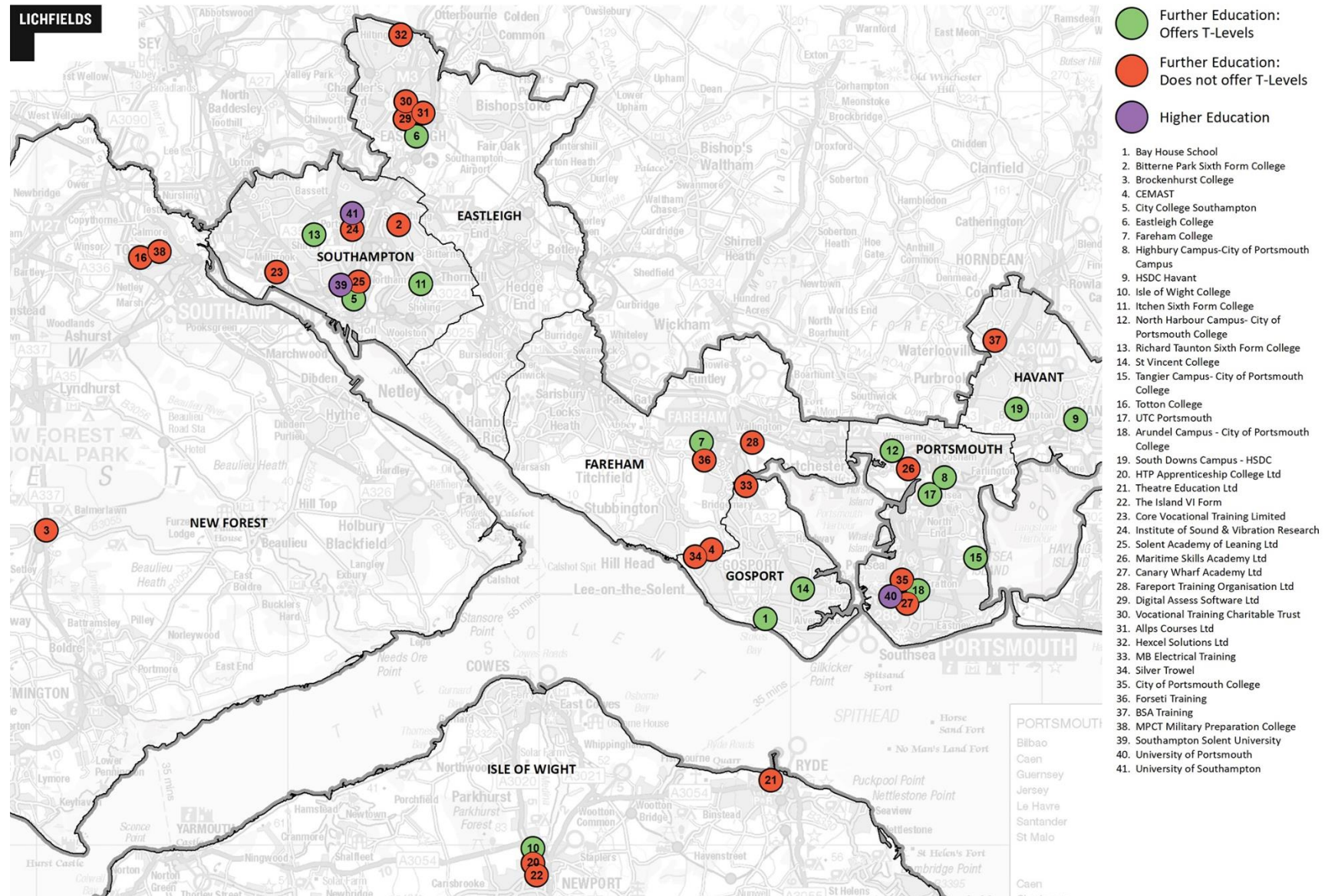
FE provider	Total T-Level Courses (planned from Sept 2024)	T-Level Courses
Isle of Wight College	12 (1)	<ul style="list-style-type: none"> • Business and Management • Digital Production, Design and Development • Digital Support Services • Education and Early Years • Engineering, Manufacturing, Processing and Control • Finance • Hairdressing, Barbering and Beauty Therapy • Health • Healthcare Science • Legal Services • Management and Administration • Media, Broadcast and Production*

*Planned from September 2024s

2.57

The Solent is home to a number of post-16 institutions and Colleges, which are mapped in the following map.

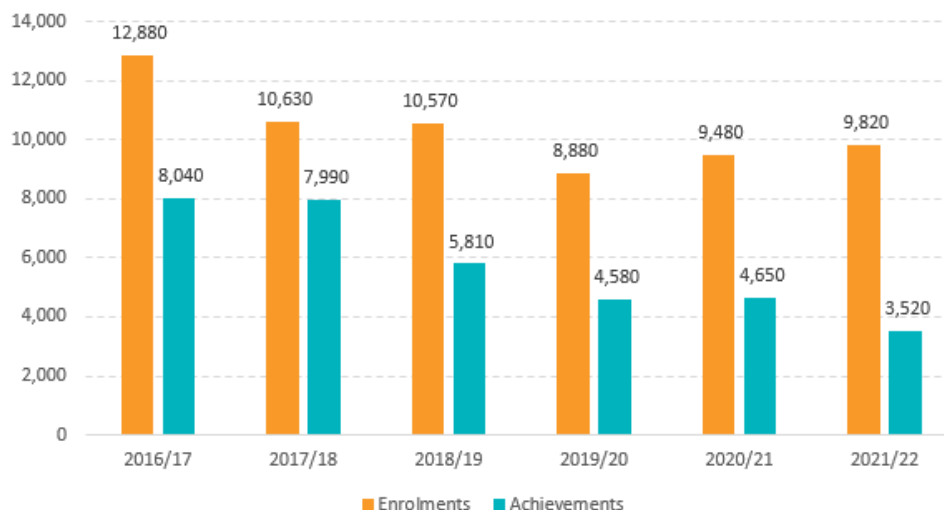
Figure 2.12 FE and HE training providers across the Solent



Apprenticeships

- 2.58 DfE data for 2021/22 indicates that the Solent saw 3,520 apprenticeship achievements, representing a 24% decline compared with the previous academic year (2020/21). Whilst the latest data is likely to be skewed by the Covid-19 pandemic, Figure 2.13 that apprenticeship achievements have been declining long before the pandemic, with a sustained decline from 2016/17 onwards, resulting in the equivalent of a 43% decline.
- 2.59 Figure 2.13, also highlights the proportion of enrolments and achievements for apprenticeships in Solent. It shows that in 2021/22 only 36% of learners went on to gain achievements. However, a closer look at the data highlights that in 2021/22, over 50% of learners were enrolled in advanced-level apprenticeships, compared with 38% of all enrolments in 2016/17. The apprenticeship data shows learners in the 25-year-old and over bracket as the most common group taking higher (i.e. level 4+) and advanced apprenticeships, evidencing demand from older learners or career changers to find routes into different industries.
- 2.60 The majority of achievements in 2016/17 were associated with intermediate apprenticeships whilst in 2021/22 over 50% were for advanced apprenticeships. This data suggests that whilst achievements are in fact declining, learners (i.e. typically older learners) are enrolling within higher and more advanced apprenticeships compared to six years ago.

Figure 2.13 Achievements and Enrolments for Apprenticeships across Solent



Source: Department for Education (2023) *Local Skills Dashboard, 2023*

- 2.61 According to DfE data, 94% of the Key Stage 4¹³ 2019/20 cohort group had a sustained positive destination the following year (i.e. 2020/21). This is lower for Key Stage 5¹⁴

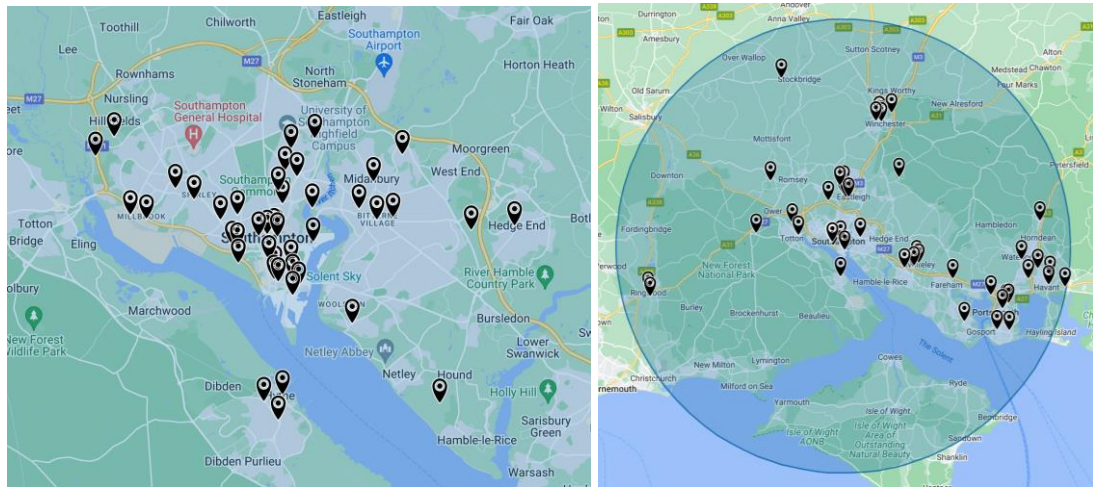
¹³ Key Stage 4 refers to the two years of school education which incorporate GCSEs, and other examinations in maintained schools in England normally known as Year 10 and Year 11 (14-16 year olds).

¹⁴ Key Stage 5 refers to College or Sixth Form. And covers Years 12 to 13 (16-18 years old). Subjects at this level are more tailored to each student's further education.

2019/20 cohort group which saw 79% of them with a sustained positive destination in Solent and 15% not recorded as a sustained destination.

- 2.62 In terms of apprenticeships, in 2020/21 only 3% of Key Stage 4 cohort went on to sustain an apprenticeship with 88% continuing further education and 2.7% in employment. The proportion doubles for Key Stage 5 cohort where 7% go on to sustained apprenticeships, whilst 45% continue towards further education and 26% in sustained employment. The data shows that sustained apprenticeships for Key Stage 5 cohort have been declining over time from 1,375 apprenticeships in 2017/18 to 884 in 2020/21. A similar trend is also highlighted for Key Stage 4 cohorts with 307 apprenticeships in 2020/21 and 591 in 2016/17.
- 2.63 A review of apprenticeships across the Solent reveals that as of February 2023 there are 290 apprenticeships available. A range of apprenticeships and levels are available within Solent from Level 3 up to Level 4 including in but not limited to the following sectors. Some of the sectors found available across Solent include:
- School Caretaker;
 - Early Years Educator;
 - Business Administrator;
 - Trade Supplier;
 - Town Planning;
 - IT Technical Support;
 - Project Management;
 - Data;
 - Intelligence Analyst; and
 - Cyber Security.

Figure 2.14 Selection of apprenticeships available in the Solent, February 2023



Source: Find an apprenticeship Gov.UK (2023)

Higher Education Provision

2.64

There are three universities within the Solent LEP, two of which are located in Southampton and one in Portsmouth. Table 2.9 below provides details on the courses and number of students enrolled in each of the three universities. In total the three universities enrol over 60,300 students each year and deliver 851 courses including undergraduate and postgraduate courses across a variety of subjects as highlighted in the table below.

Table 2.9 HE providers and a sample of courses available within them

Institutions	Number of Courses	Sample of Courses	Total Students
Solent University	137	BSc Accountancy and Finance BSc Biomedical Science BA Computer Games BEng Electronic Engineering BEng Marine Electrical and Electronic Engineering BEng Marine Engineering BSc Maritime Business and Law BSc Software Engineering	10,700
University of Southampton	301	Meng Aeronautics and Astronautics BSc Biology and Marine Biology BSc Business Management BSc Computer Sciences MEnvSci Environmental Science BA Film, TV and Digital Media BEng Ship Science	23,800
University of Portsmouth	413	BA Animation BSc Biology BEng Civil Engineering BA Computer Games BSc Computer Science BSc Data Science and Analytics BSc Economics BSc Marine Environmental Science BSc Maritime Studies	26,500

Source: Higher Education Statistics Agency (2021/22)

2.65 Data from the Higher Education Statistics Agency ('HESA') highlights that 63.7% of University of Southampton students (i.e. around 15,200 students) are UK-based students, of whom only 10% already live within the Solent area. Meanwhile 18% of UK students studying in the University of Southampton are coming from Greater London and 19% are drawn from EM3 LEP. This highlights the university's wider outreach, particularly in the number of international students it attracts (i.e. over, 8,600 students).

1.2 The University of Portsmouth has a higher proportion of students coming in from the Solent area at 14.5%, however similarly to the University of Southampton this is lower than the proportion of students coming from within Greater London (16.3%) and EM3 LEP (21.2%). The HESA did not report any data for Southampton Solent University, which is likely to have larger proportion of local students compared to the other two universities.

South Coast Institute of Technology

2.66 Following a successful application led by Solent University, Southampton and backed by over £13 million in funding from DfE, the South Coast Institute of Technology ('IoT') has been officially launched with an expected opening date from September 2023.

2.67 The IoT is expected to welcome over 10,000 students across seven partners including Solent University, University of Portsmouth, Havant and South Down College, Brockenhurst College, Fareham College, Eastleigh College and the Isle of Wight College, and will deliver a wide range of flexible post-16 technical education including, T-Levels, higher technical qualifications, apprenticeships, degrees, as well as professional qualifications. These courses can lead to a wide range of exciting and dynamic career pathways, from super yacht engineers and manufacturing wind turbines to researching long-term sustainable solutions to climate change and building virtual production film sets.

2.68 The over £13 million government investment will help fund:

- Construction of an Engineering Centre of Excellence ('COE') at Solent University, Southampton.
- Enhanced facilities at Fareham College's Centre of Excellence in Engineering, Manufacturing and Advanced Skills Training ('CEMAST') campus in Lee-on-the-Solent.
- A new higher education digital centre and expansion of Centre of Excellence for Composites, Advanced Manufacturing and Marine industries ('CECMM') at the Isle of Wight College.
- A new digital centre at Eastleigh College.
- Refurbishing of engineering and digital facilities across Havant and South Downs College.
- New equipment at the marine technology centre at Brockenhurst College.

2.69 The University of Portsmouth, will also benefit from the funding, enhancing its provision of high-quality degree, technical and apprenticeship programmes serving the community.

2.70 The South Coast IoT is central to ensuring a sufficient home-grown workforce with the right skills to meet industry needs. It is working with key employers including, the Royal Navy and Portsmouth International Port, and has support from key local employers such as IBM, QinetiQ, Leonardo, Maritime UK Solent, GKN, DDC, and Teemill.

Existing Career Initiatives

2.71 There are a number of career initiatives already place in Solent to support Careers advice:

- The [Careers and Enterprise Company \('CEC'\)](#) was set up by the Government in 2015 as the national body for careers education in England. The Solent LEP has partnered with EBP South to work with over 60 secondary schools from across the area and partner each of these with a volunteer Enterprise Adviser to deliver the Enterprise Adviser Network on behalf of The Careers and Enterprise Company in the Solent area.
- EBP South Ltd delivers a range of exciting and motivating work-related learning programmes in schools across the Solent Region, all designed to prepare young people for life after school. EBP South usually hold an annual 'Big Bang' event, sponsored by Solent LEP, the Careers and Enterprise Company and Engineering UK, which aims to inspire young people to consider STEM career paths.
- There is an existing [National Careers Service](#) website for adults where information can be found on a range of Jobs and a list of courses can be found.
- There are a range of Independent, qualified careers advisers working in Solent who support schools Career guidance, offering impartial CEIAG to young people. In addition, the local authorities within Solent also offer a traded Careers service which enables young people to make successful progressions to further education, training and employment after leaving school.

