

Local Skills Analysis

for the Swindon and Wiltshire LEP

Preliminary Results

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Skills and Talent Subgroup Meeting,
Chippenham 10 Sept 2019

Outline

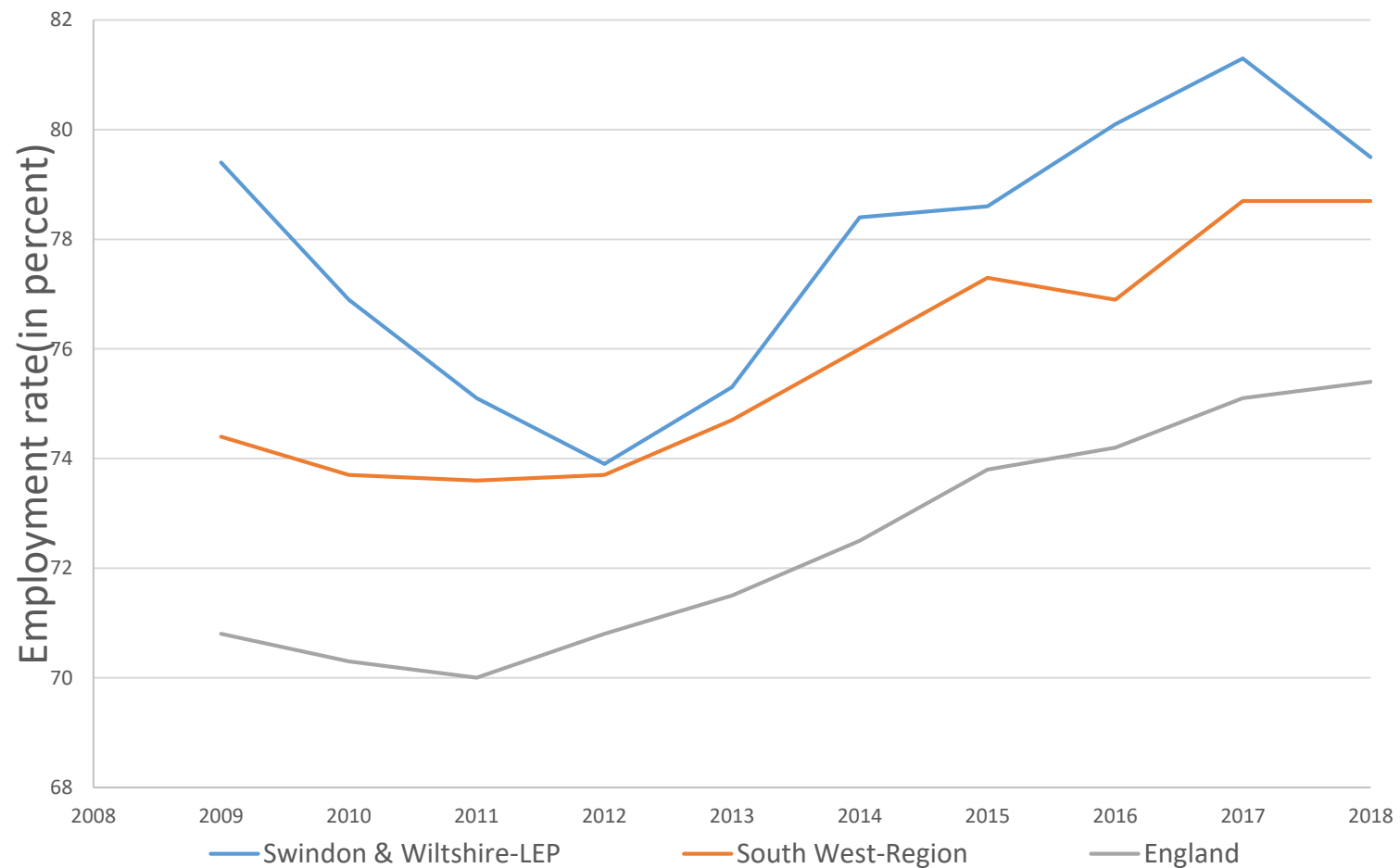
- 1) Big picture: Productivity and economic activity in SWLEP area**
- 2) People and Jobs -- Skills profiles of labour supply and demand**
- 3) Skills gaps**
- 4) Policy implications and future outlook**

(1) Productivity and economic activity in SWLEP area

Key points

- SWLEP shows **higher levels of economic activity** than the UK/England national average.
- **Share of the working age population** shows **declining** trend with **dependency ratios increasing**
- Swindon and Wiltshire had **lower level of GVA per filled job** than England as whole in 2017.
- **GVA per hour worked was comparable to England avg.;**
- **Growth rates in both GVA measures were worse** than for **England as a whole.**
- Average gross **hourly earnings in SWLEP were £15.52**, down 0.3% compared to previous year. Markedly lower than the **England's average of £16.98.**
- Swindon and Wiltshire has a **lower rate of self-employment than any comparator LEP** and also a lower rate than England as a whole.

Figure 1A.3 Employment rate among those aged 16-64 by geography (2009-2018)



Source: ONS Annual population survey

Table 1B.4. GVA per filled job and per hour worked by geography (2009, 2017)

LEP	GVA per filled job			GVA per hour worked		
	2017	2009	Growth rate	2017	2009	Growth rate
Buckinghamshire Thames Valley	59,783	52,291	14.33%	36.5	32.3	12.95%
Dorset	45,530	39,754	14.53%	29.1	25.3	14.81%
Enterprise M3	61,721	51,284	20.35%	39.6	33.3	18.81%
Gloucestershire	52,125	42,800	21.79%	33.1	27.6	19.72%
Heart of the South West	42,209	35,756	18.05%	27.8	23.8	16.98%
Oxfordshire	56,515	46,547	21.42%	35.6	30.6	16.66%
Swindon and Wiltshire	51,353	44,905	14.36%	34.1	30.1	13.37%
Thames Valley Berkshire	68,757	61,801	11.26%	40.3	38.0	6.18%
West of England	52,373	44,617	17.38%	33.1	28.6	15.90%
South West	46,761	39,903	17.19%	30.1	26.1	15.45%
England	55,157	46,276	19.19%	34.2	29.3	16.55%

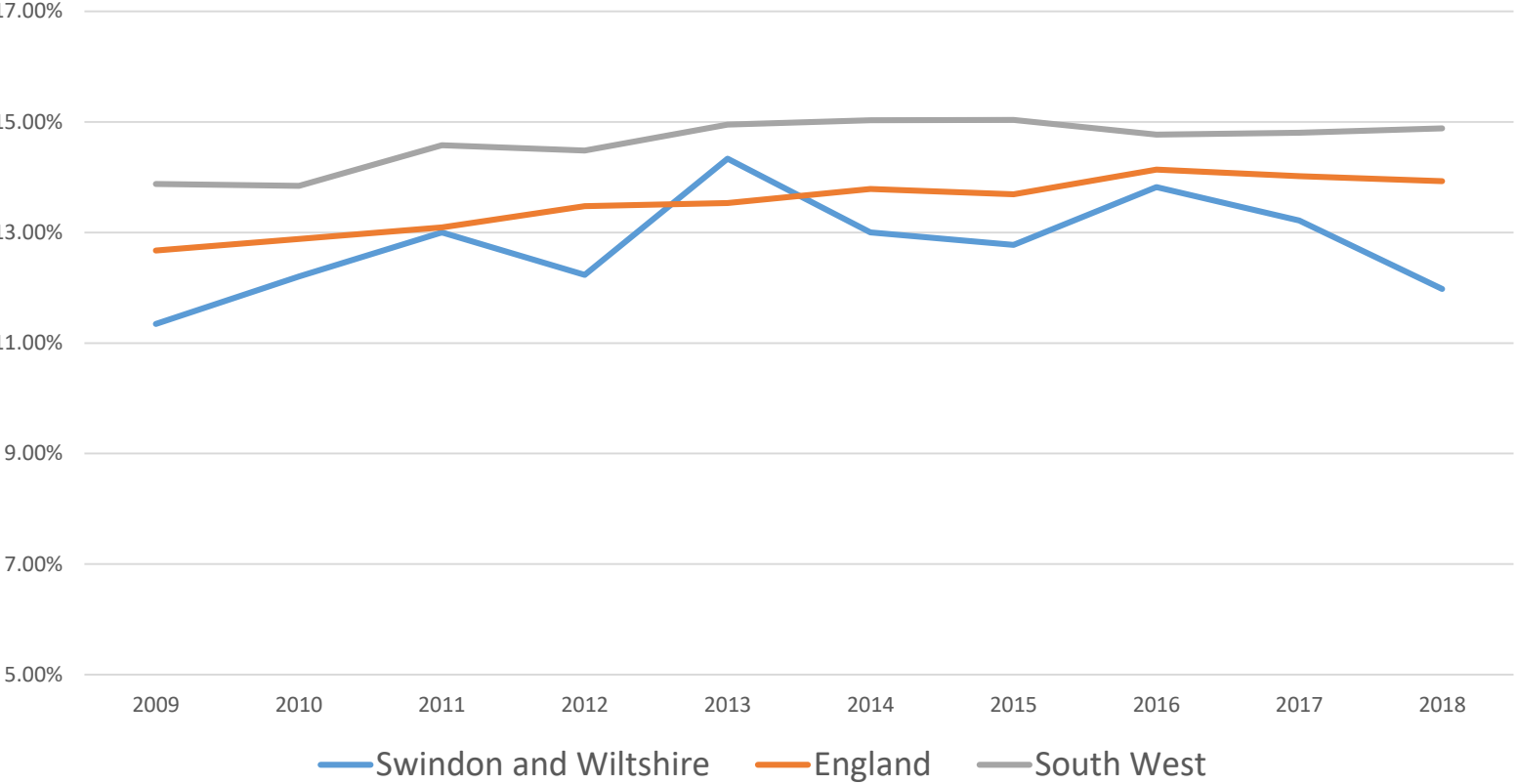
Source: ONS

Table 1A.2 Employment (%) by industry and geography (2018)

Industry	Swindon	Wiltshire	SWLEP	South West	England
A: agriculture and fishing	.	2.4	1.7	2.2	0.9
B,D,E: energy and water	1.1	0.7	0.8	1.6	1.5
C: manufacturing	14.4	10.3	11.6	9.3	9.0
F: construction	8.8	8.8	8.8	7.2	7.2
G,I: distribution, hotels and restaurants	16.9	16.5	16.6	19.2	18.0
H,J: transport and communications	11.4	5.3	7.2	7.3	9.4
K-N: banking, finance and insurance	19.2	16.4	17.2	16.3	18.0
O-Q: public admin. education and health	23.0	33.5	30.2	31.0	29.7
R-U: other services	4.5	6.1	5.6	5.7	5.9

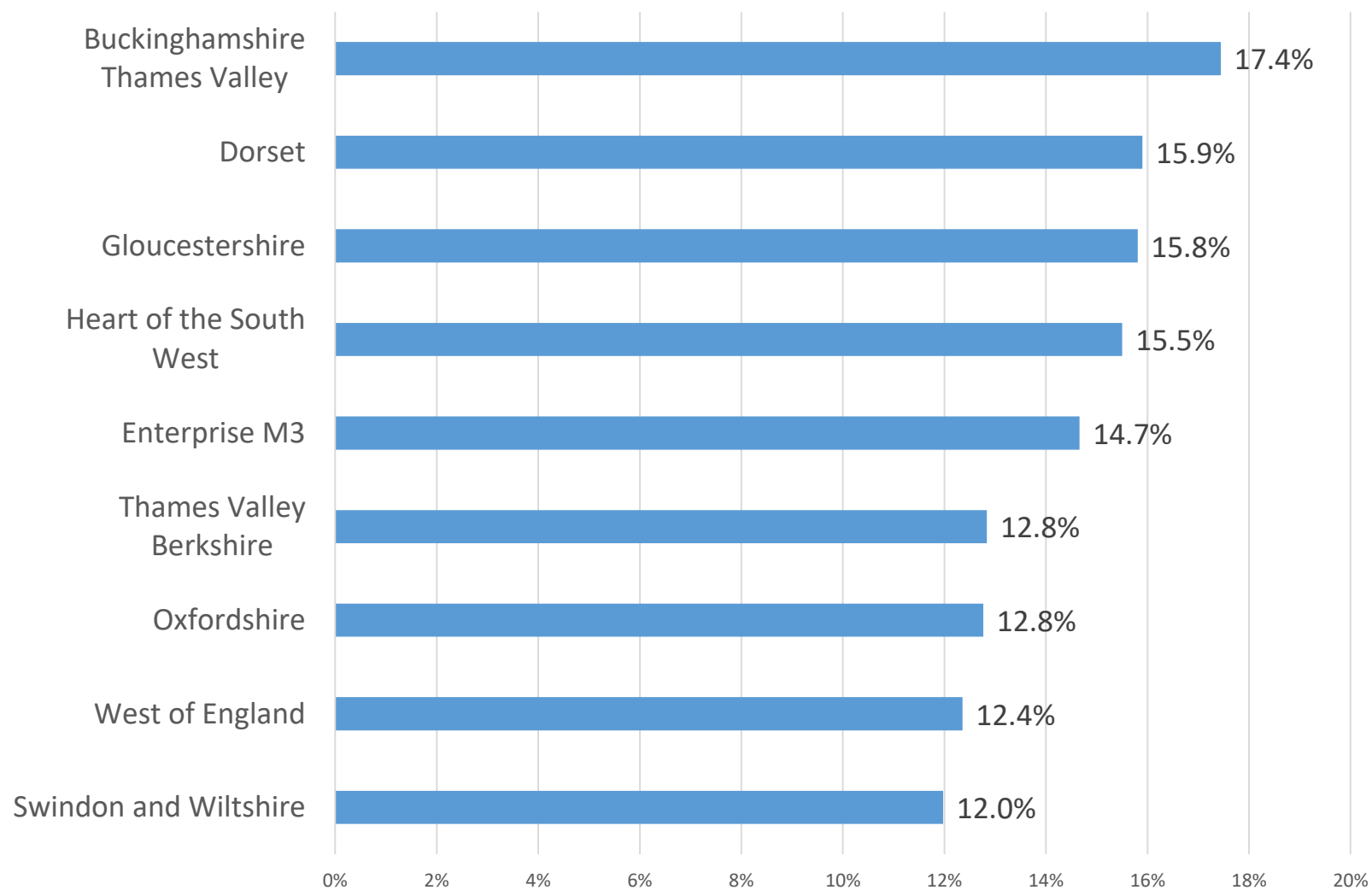
Source: Annual Population Survey. '.' indicates that a value is too small to be released, for confidentiality reasons.

Figure 1B.14. Share of self-employed people in total employment by geography (2009-2018)



Source: Annual Population Survey

Figure 1B.15. Share of self-employed people in total employment across LEPs (2018)



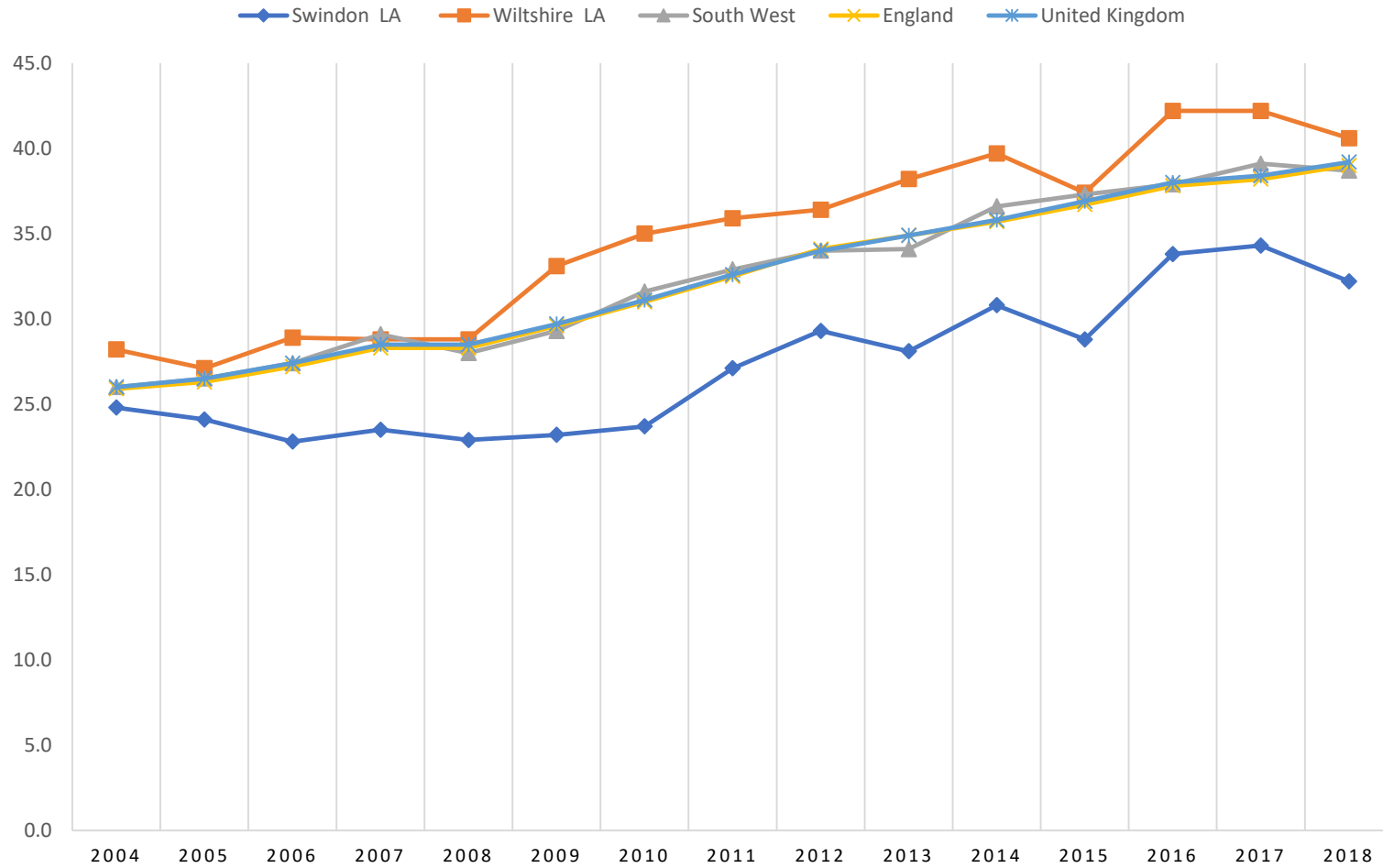
Source: Annual Population Survey

(2) Skills Profiles – Labour supply and Labour demand

Key points

- Share of the **workforce with the highest qualification level in Wiltshire** is slightly above the national average, Swindon is struggling to reach this national benchmark.
- Between 2013 and 2017, **employment in Wiltshire grew most in high-skilled jobs (15.7%)**, but is **still below the national England average**. middle-skilled (9.6%) and labour-intensive (8.5%) employment increased as well, service intensive employment saw a marked decline (-14.7%).
- **In Swindon labour intensive employment increased strongly by 32.6%** and **high skilled employment grew by 18.3%** between 2013 and 2017. At the same time, employment in **middle-skilled (-8.1%)** and **service-intensive (-18.9%) jobs declined** substantially.
- **Generally lower number of new vacancies in the high skill segment**. Goes against positive trend for England.
- Number of **vacancies in labour-intense occupations and middle-skill occupations increased** more than the national trend suggests.

Persons (Aged 16-64) with NVQ4 & Above (2004-2018), in Percent



Source: Nomis, official labour market statistics, Office for National Statistics (ONS)

Table 2A.1: Employment by occupation (Proportion of ALL Employment), 2013 to 2017

	2013			2015			2017		
Occupation (in Percent)	England	Wiltshire	Swindon	England	Wiltshire	Swindon	England	Wiltshire	Swindon
Managers	18.6	17.4	18.7	17.5	19.5	16.5	16.7	18.8	17.2
Professionals	11.8	8.4	10.7	12.2	10.0	7.2	12.8	10.8	7.8
Associate professionals	5.9	5.7	2.5	6.0	2.2	3.8	7.0	5.1	6.1
Administrative/ clerical staff	12.7	9.6	15.9	12.6	13.8	19.4	13.0	13.7	14.4
Skilled trades occupations	7.0	10.3	4.7	6.9	6.9	4.9	6.7	7.8	6.9
Caring, leisure and other services staff	10.0	13.2	5.1	10.4	10.4	13.1	9.0	9.3	9.0
Sales and customer services staff	13.7	11.8	17.6	12.8	13.8	14.6	13.3	10.4	12.5
Machine operatives	6.8	9.7	6.6	8.3	5.9	10.3	7.9	7.9	12.2
Elementary staff	13.6	13.9	18.1	13.4	17.6	10.2	13.5	16.3	13.9
High-Skill				35.7	31.6	27.5	36.5	34.7	31.1
Middle-Skill				19.5	20.7	24.2	19.7	21.5	21.3
Service-Intensive				23.2	24.3	27.7	22.3	19.7	21.5
Labour-Intensive				21.7	23.4	20.5	21.4	24.1	26.1

Source: Employer Skills Survey (ESS), 2013, 2015 & 2017

Table 2A.6: Proportion of vacancies by occupation (% of Total vacancy), 2013-2017*Source: Employer Skills Survey (ESS) 2013, 2015 & 2017*

	% of Total vacancies 2013			% of Total vacancies 2015			% of Total vacancies 2017		
	England	Wiltshire	Swindon	England	Wiltshire	Swindon	England	Wiltshire	Swindon
Managers	3.8	1.9	8.4	2.7	3.1	1.6	3.0	2.9	1.5
Professionals	14.9	5.8	14.2	14.2	12.2	13.5	13.5	5.1	14.6
Associate professionals	15.7	17.7	7.9	15.0	8.8	7.6	15.4	7.6	6.3
Administrative /clerical staff	10.5	6.3	9.9	10.1	9.0	11.5	8.1	9.3	3.6
Skilled trades occupations	7.5	6.6	8.2	9.4	14.4	6.6	9.7	12.7	27.8
Caring, leisure other service staff	15.5	12.8	3.3	14.8	14.8	30.8	12.6	15.1	10.3
Sales + customer services staff	11.9	9.3	7.9	10.7	6.6	16.9	12.4	7.1	6.5
Machine operat	4.4	2.5	1.4	6.4	6.1	2.2	6.1	7.1	20.5
Elementary staff	12.2	8.7	14.3	13.7	20.3	5.6	15.9	32.3	8.9
Unclassified staff	3.6	28.6	24.6	3.1	4.5	3.6	3.2	0.9	0.0
High-Skill				31.9	24.2	22.7	32.0	15.6	22.4
Middle-Skill				19.5	23.5	18.2	17.8	21.9	31.4
Service-Intensive				25.5	21.3	47.7	25.1	22.2	16.7
Labour-Intensive				20.1	26.5	7.8	22.0	39.4	29.5

Table 2A.5: Addition of vacancies by occupation (% Change), 2013-2017*Source: Employer Skills Survey (ESS) 2013, 2015 & 2017*

	2013-2015			2015-2017		
Occupation	England	Wiltshire	Swindon	England	Wiltshire	Swindon
All Occupation	43.2%	-2.2%	58.8%	8.1%	49.5%	2.0%
Managers	1.8%	61.5%	-70.0%	20.5%	37.5%	-6.3%
Professionals	35.8%	106.9%	50.8%	3.4%	-37.2%	10.6%
Associate professionals	36.8%	-51.1%	53.5%	10.9%	28.2%	-15.6%
Administrative/clerical staff	37.2%	39.4%	84.9%	-13.1%	53.2%	-68.5%
Skilled trades occupations	79.2%	115.3%	28.8%	11.4%	31.1%	327.6%
Caring, leisure and other services staff	36.7%	13.1%	1363.5%	-7.7%	52.8%	-66.0%
Sales and customer services staff	29.1%	-30.8%	242.5%	25.8%	61.1%	-61.0%
Machine operatives	105.9%	142.6%	154.3%	4.1%	72.7%	851.7%
Elementary staff	61.0%	129.6%	-37.5%	25.3%	137.4%	62.6%
Unclassified staff	23.5%	-84.4%	-76.6%	11.4%	-70.1%	-98.6%
High-Skill				8.4%	-3.7%	0.5%
Middle-Skill				-1.3%	39.7%	76.2%
Service-Intensive				6.4%	55.3%	-64.2%
Labour-Intensive				18.6%	122.4%	283.6%

(3) Skills Gaps

Key points

- In Swindon and Wiltshire, the **skills gap has widened substantially between 2013 and 2017**, relative to the comparator LEPs and to the England average.
- Skills shortage vacancies in Swindon rose enormously from 0.2% in 2013 to 2.1% in 2017. Similar in Wiltshire, where “hard-to-fill vacancies” trebled from 0.5% in 2013 to 1.5% in 2017. National average of skills shortage vacancies remained relatively stable at 0.8 % over the same period
- Employers in SWLEP cited “**the introduction of new technologies or equipment**” (39%) as the **main reason for needing new skills**.
- **54% of organisations in SWLEP had a training plan** or had arranged a budget for training in 2017. This share is identical to that of the comparator LEPs and England overall (54%).
- **93% of employers with skills gaps in Swindon**, and **88% in Wiltshire**, took actions to improve the proficiency of their staff in 2017, compared to a **national average of 85%**.

Vacancies & Skills GAPS in Selected LEP (% of Employments), 2017

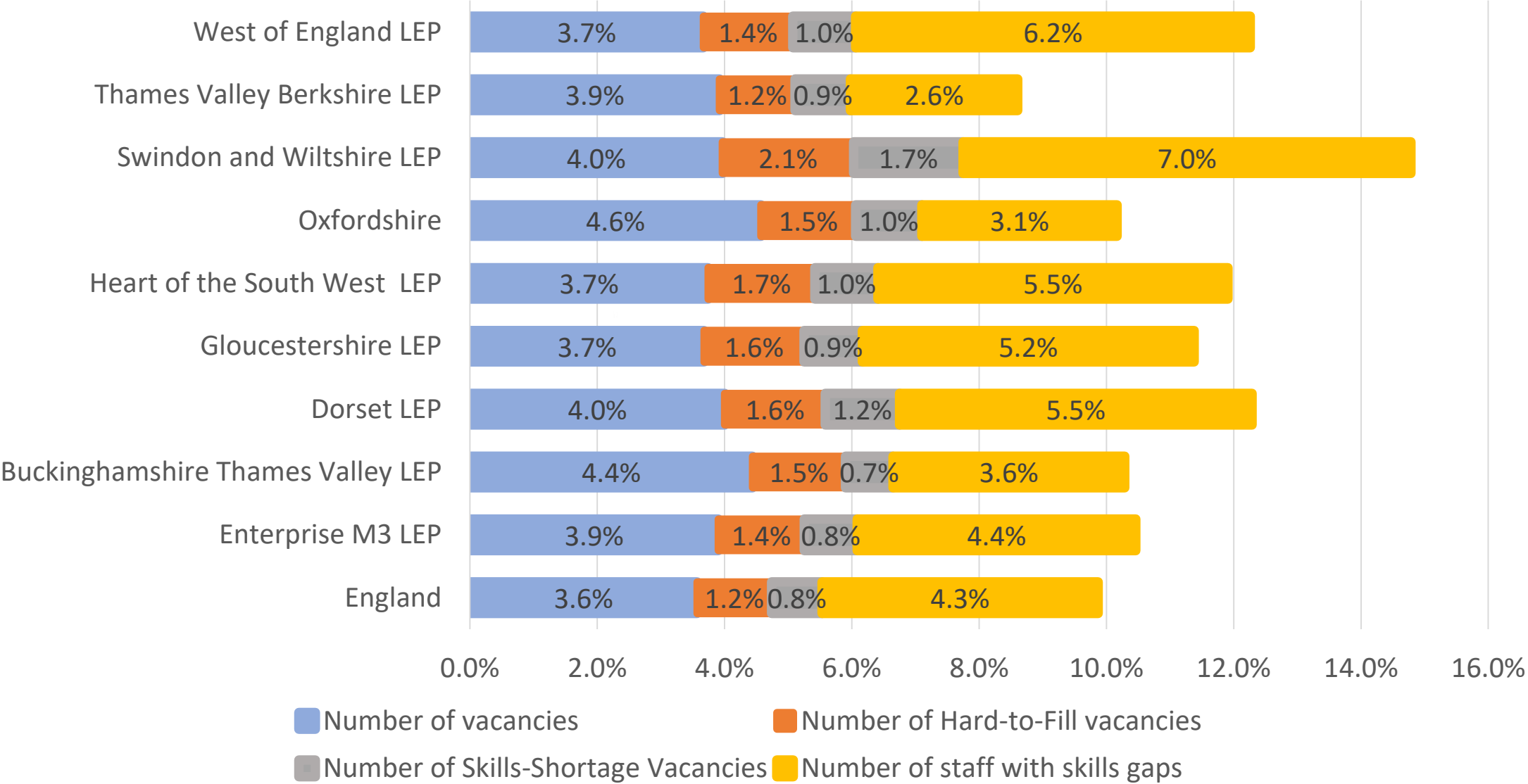


Figure 4A.2: Vacancies & Skills GAPS in LAs across South West Region (% of Employments), 2013-2017
Source: Employer Skill Survey (ESS), 2017

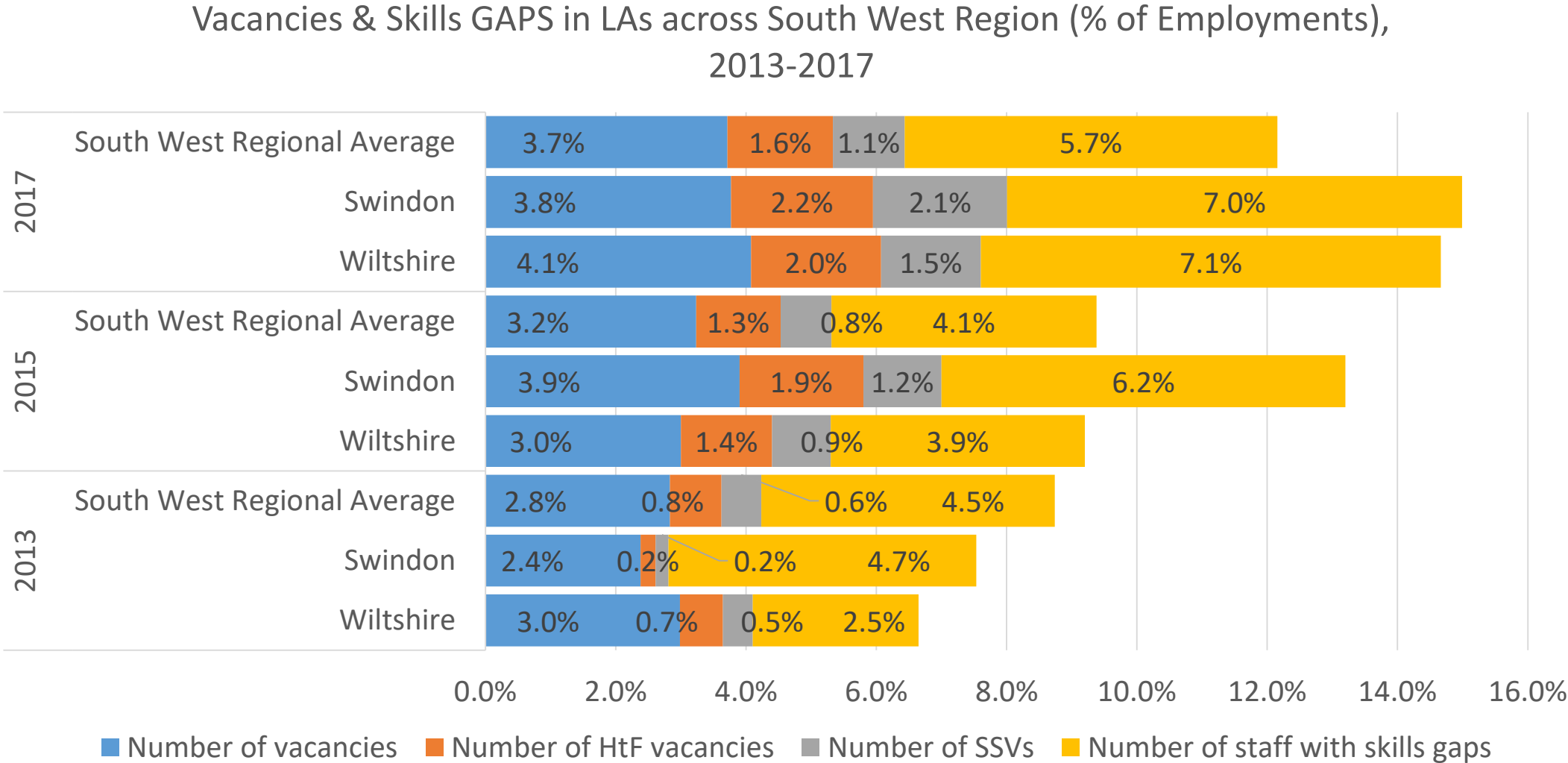


Table 2A.3: Proportion of Skill-shortage vacancies by occupation - (of all skills shortage vacancy)

Occupation	2013			2015			2017		
Proportion (In Percentage)	England	Wiltshire	Swindon	England	Wiltshire	Swindon	England	Wiltshire	Swindon
Managers	3.3	0.0		2.1	0.2	1.0	2.3	0.5	1.1
Professionals	19.6	11.5		21.1	22.3	24.7	18.1	8.1	2.9
Associate professionals	19.1	24.6		15.1	8.5	6.6	15.6	6.1	6.9
Administrative/ clerical staff	6.5	0.0		4.9	3.0	2.4	5.5	2.1	0.8
Skilled trades occupations	12.9	26.2		18.9	25.0	7.0	18.1	20.5	43.9
Caring, leisure and other services staff	18.9	12.6		12.9	9.6	51.6	13.3	7.6	6.2
Sales and customer services staff	7.4	17.8		7.4	3.1	3.8	8.7	1.5	9.7
Machine operatives	4.8	4.4		9.1	8.8	1.8	8.5	4.3	27.3
Elementary staff	7.5	2.9		8.5	19.5	1.0	9.8	49.4	1.2
HIGH-SKILL				38.4	31.0	32.3	36.0	14.7	10.9
MIDDLE-SKILL				23.8	28.0	9.4	23.6	22.6	44.7
SERVICE-INTENSIVE				20.3	12.7	55.5	22.0	9.1	15.9
LABOUR-INTENSIVE				17.6	28.2	2.9	18.3	53.6	28.5

Table 2A.2: Technical Skills that will need developing among the workforce, (in the next 12 months, Employers' Forecast) (% of Total), 2017*Source: Employer Skills Survey (ESS) 2017*

	England	Percent	Wiltshire	Percent	Swindon	Percent
Total	897,254		10,189		3,066	
Knowledge of products and services offered by your organisation and organisations like yours	427,735	47.7	4,658	45.7	1,904	62.1
Specialist skills or knowledge needed to perform the role	423,443	47.2	4,690	46.0	1,574	51.3
Adapting to new equipment or materials	385,658	43.0	4,325	42.4	1,520	49.6
Solving complex problems requiring a solution specific to the situation	338,174	37.7	4,091	40.2	1,358	44.3
Computer literacy / basic IT skills	275,313	30.7	4,542	44.6	1,078	35.2
Advanced or specialist IT skills	272,432	30.4	3,845	37.7	1,518	49.5
Knowledge of how your organisation works	271,412	30.2	3,193	31.3	1,452	47.4
Reading and understanding instructions guidelines manuals or reports	237,239	26.4	2,512	24.7	713	23.3
Writing instructions guidelines manuals or reports	200,340	22.3	2,747	27.0	844	27.5
More complex numerical or statistical skills and understanding	168,808	18.8	1,830	18.0	816	26.6
Basic numerical skills and understanding	138,882	15.5	1,445	14.2	235	7.7
Manual dexterity	115,890	12.9	1,057	10.4	41	1.3
Communicating in a foreign language	103,335	11.5	1,250	12.3	353	11.5
None of the above	106,057	11.8	1,021	10.0	293	9.6
COMPLEX ANALYTICAL SKILLS	389710	43.4	4,696	46.1	1390	45.3
OPERATIONAL SKILLS	470779	52.5	5,138	50.4	1936	63.1
DIGITAL SKILLS	430398	48.0	6,203	60.9	1899	61.9

Table 3A.1. Apprenticeship starts and achievements by geography (2014/15-2017/18)

Geography	Starts				Achievements			
	2014/15	2015/16	2016/17	2017/18	2014/15	2015/16	2016/17	2017/18
Swindon-LAD	1,790	1,950	1,820	1,580	910	950	1,060	940
Wiltshire-LAD	5,390	6,480	6,460	5,720	2,820	2,940	3,220	3,400
Swindon & Wiltshire-LEP	7,180	8,430	8,280	7,300	3,730	3,890	4,280	4,340
West of England-LEP	8670	8860	8620	7730	4,700	4,610	4,870	4,980
South West-Region	51,480	54,160	53,550	43,430	28,460	29,070	30,460	31,270
England	499,890	509,360	494,880	375,760	260,900	271,660	277,790	276,160
Proportion of apprenticeship starts/achievements in total population (aged 16-64)								
Swindon-LAD	1.3%	1.4%	1.3%	1.1%	0.6%	0.7%	0.8%	0.7%
Wiltshire-LAD	1.8%	2.2%	2.2%	1.9%	1.0%	1.0%	1.1%	1.1%
Swindon & Wiltshire-LEP	1.6%	1.9%	1.9%	1.7%	0.9%	0.9%	1.0%	1.0%
South West-Region	1.5%	1.6%	1.6%	1.3%	0.9%	0.9%	0.9%	0.9%
England	1.4%	1.5%	1.4%	1.1%	0.8%	0.8%	0.8%	0.8%

Source: Department for Education (Individualised Learner Record, Employer Ownership Pilot Data)

Population estimates for each year are based on the Office for National Statistics (ONS)

**Table 3A.3. Further Education (FE) and Skills: Total participation and achievements by geography
(2014/15-2017/18)**

Geography	Participation				Achievements			
	2014/15	2015/16	2016/17	2017/18	2014/15	2015/16	2016/17	2017/18
Swindon-LAD	15,150	13,930	12,720	11,970	11,980	10,540	9,350	8,350
Wiltshire-LAD	23,990	24,080	23,850	22,990	17,880	16,480	15,690	14,950
Swindon & Wiltshire-LEP	39,140	38,010	36,570	34,960	29,860	27,020	25,040	23,300
West of England-LEP	58,850	52,180	51,990	51,600	43,320	36,770	36,010	36,420
South West-Region	316,920	289,830	282,880	269,450	238,610	207,530	200,160	192,040
England	3,576,860	3,274,890	3,152,110	3,062,010	2,737,950	2,429,730	2,284,000	2,231,200
Proportion of FE and skills participation/achievements in total population (aged 16-64)								
Swindon-LAD	10.8%	9.9%	9.1%	8.5%	8.5%	7.5%	6.7%	5.9%
Wiltshire-LAD	8.1%	8.1%	8.0%	7.7%	6.0%	5.5%	5.3%	5.0%
Swindon & Wiltshire-LEP	9.0%	8.7%	8.4%	8.0%	6.8%	6.2%	5.7%	5.3%
South West-Region	9.5%	8.7%	8.4%	8.0%	7.2%	6.2%	6.0%	5.7%
England	10.4%	9.4%	9.0%	8.8%	7.9%	7.0%	6.6%	6.4%

Source: Department for Education (Individualised Learner Record, Employer Ownership Pilot Data)

Population estimates for each year are based on the Office for National Statistics (ONS)

Table 3A.4. Further Education (FE) and Skills: Participation by qualification level and age bands in Swindon and Wiltshire (2017/18)									
Level	Swindon-LAD			Wiltshire-LAD			Swindon and Wiltshire-LEP		
	16-18	Adult	Total	16-18	Adult	Total	16-18	Adult	Total
Total Participation	40.2%	59.8%	11,970	31.4%	68.6%	22,990	34.4%	65.6%	34,960
Below Level 2 (excluding English and maths)	69.7%	30.3%	3,600	52.6%	47.4%	2,740	62.3%	37.7%	6,340
English and maths	39.5%	60.5%	4,780	39.8%	60.2%	7,760	39.7%	60.3%	12,540
Level 2	45.5%	54.5%	5,320	34.3%	65.7%	10,260	38.1%	61.9%	15,580
Full Level 2	46.6%	53.4%	1,910	32.2%	67.8%	4,880	36.2%	63.8%	6,790
Level 3	63.8%	36.2%	4,780	39.6%	60.4%	9,880	47.5%	52.5%	14,660
Full Level 3	67.3%	32.7%	4,220	40.7%	59.3%	9,110	49.1%	50.9%	13,330
Level 4+	5.4%	94.6%	370	9.2%	90.8%	870	8.1%	91.9%	1,240
No Level Assigned	12.9%	87.1%	850	58.7%	41.3%	3,830	50.4%	49.6%	4,680

Table 4A.5: Proportion of Staff that are Over-Qualified and Under-Utilised (% of Total Establishment), 2015-2017*Source: Employer Skill Survey (ESS), 2015, 2017*

		2015		2017			2015-2017
Over-Qualified Staff	Total Estab.	Any Over-Qualified Staff	% Any Over-Qualified Staff	Total Estab.	Any Over-Qualified Staff	% Any Over-Qualified Staff	Growth Rate (% Change)
England	1488201	572509	38.50%	1602193	675999	42.20%	18.1%
Wiltshire	15314	5392	35.20%	15937	7451	46.80%	38.2%
Swindon	4902	2110	43.00%	5350	1621	30.3	-23.2%
Under-Utilised Staff	Total Estab.	Any Under-Utilised Staff	% of Staff That are Under-Utilised	Total Estab.	Any Under-Utilised Staff	% of Staff That are Under-Utilised	Growth Rate (% Change)
England	1488201	440463	30%	1602193	552077	34%	25.30 %
Wiltshire	15314	4505	29%	15937	6608	41%	46.70 %
Swindon	4902	1447	30%	5350	1413	26%	-2.30%

(4) Policy Implications and future outlook

- **Good economic activity, high employment rates**
- **High skill sector:**
 - General structural weakness in Swindon -> University?
 - Well developed labour supply in Wiltshire but too little labour demand
-> can more business be created around existing high tech expertise?
- **Skill gaps and skills shortage in middle skill and labour intensive occupations**
 - Can Apprenticeship system and FE offer be tailored even more to employers' needs and future technological changes?
- **Future technological challenges, AI?**
- **Skills Analysis Toolkit Parts C + D**