

SAP Toolkit Analysis - Skills & Talent Subgroup Meeting

4 Nov 2019



Swindon & Wiltshire
LOCAL ENTERPRISE PARTNERSHIP



Department for
Business, Energy
& Industrial Strategy



**INDUSTRIAL
STRATEGY**

Focus today

Approach to analysis

Key findings

Recap



Approach to analysis



Focus today

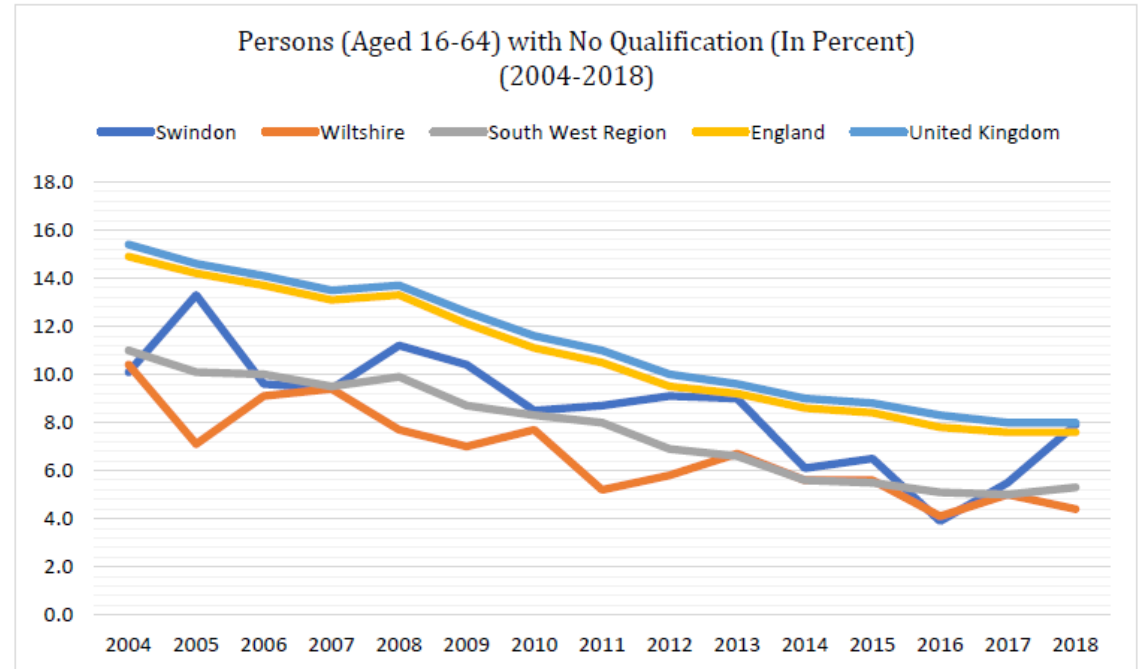
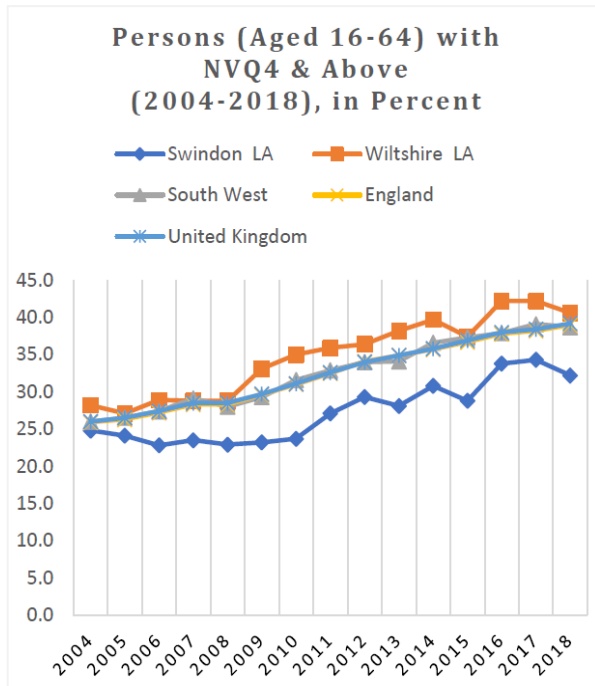
Approach to analysis

Key findings

- Supply

Recap

High skill level in Wiltshire in line with national average, but Swindon behind



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

Wiltshire slightly better and Swindon slightly worse for working age population with the highest qualification levels (NVQ4+) and no qualifications

Focus today

Approach to analysis

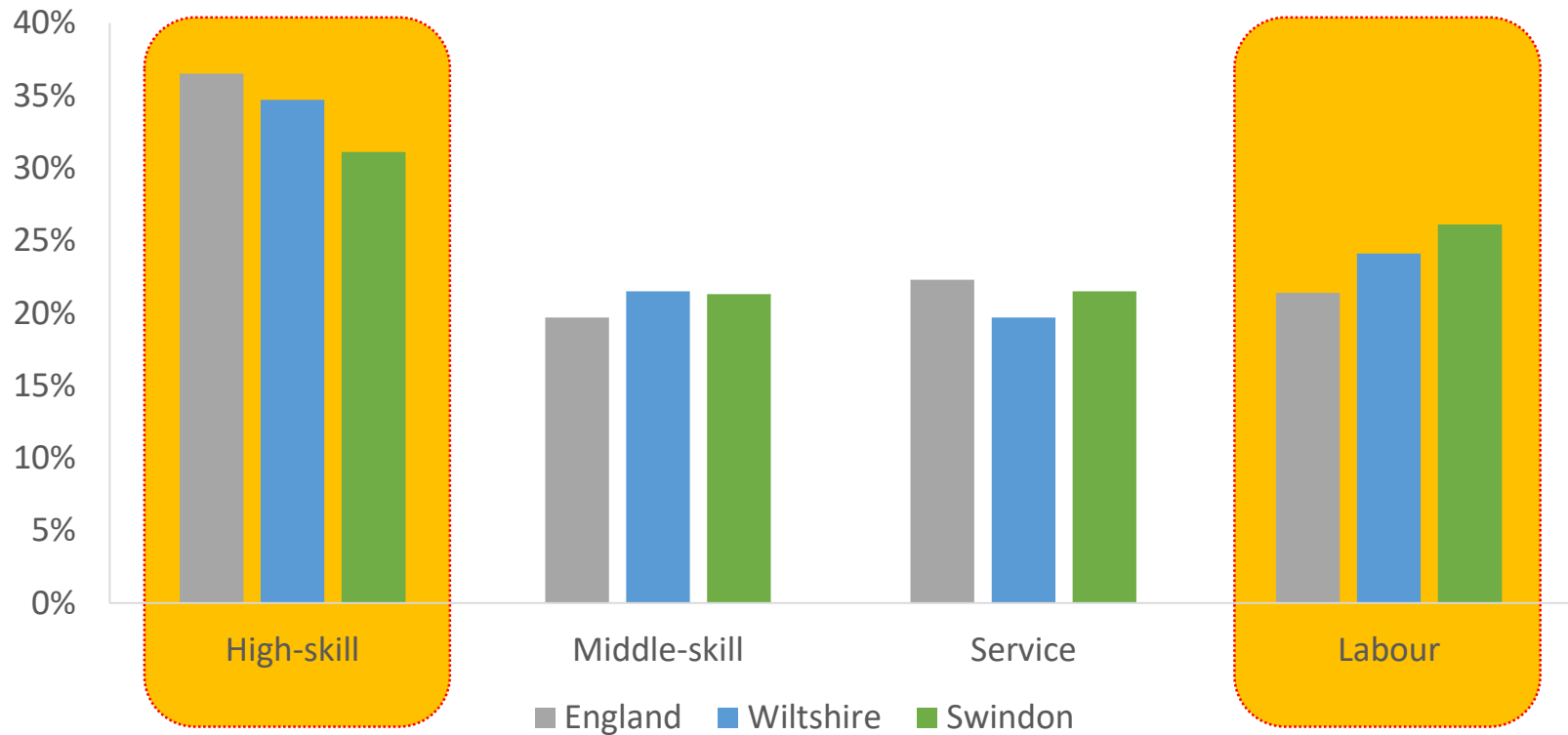
Key findings

- Demand – Current Occupations

Recap

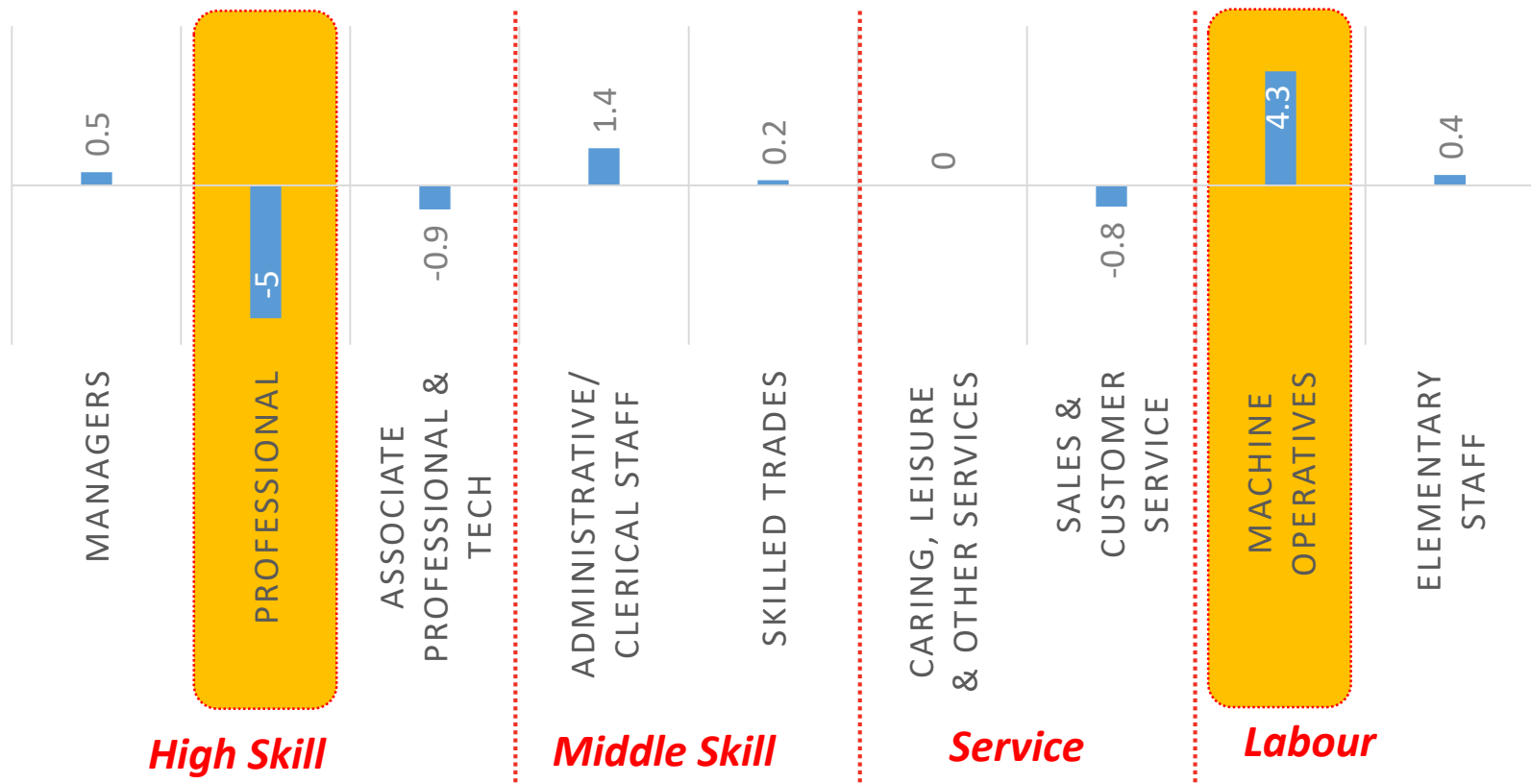
Below average high-skill and above average proportion of labour intensive jobs

EMPLOYMENT BY OCCUPATION LEVEL, 2017



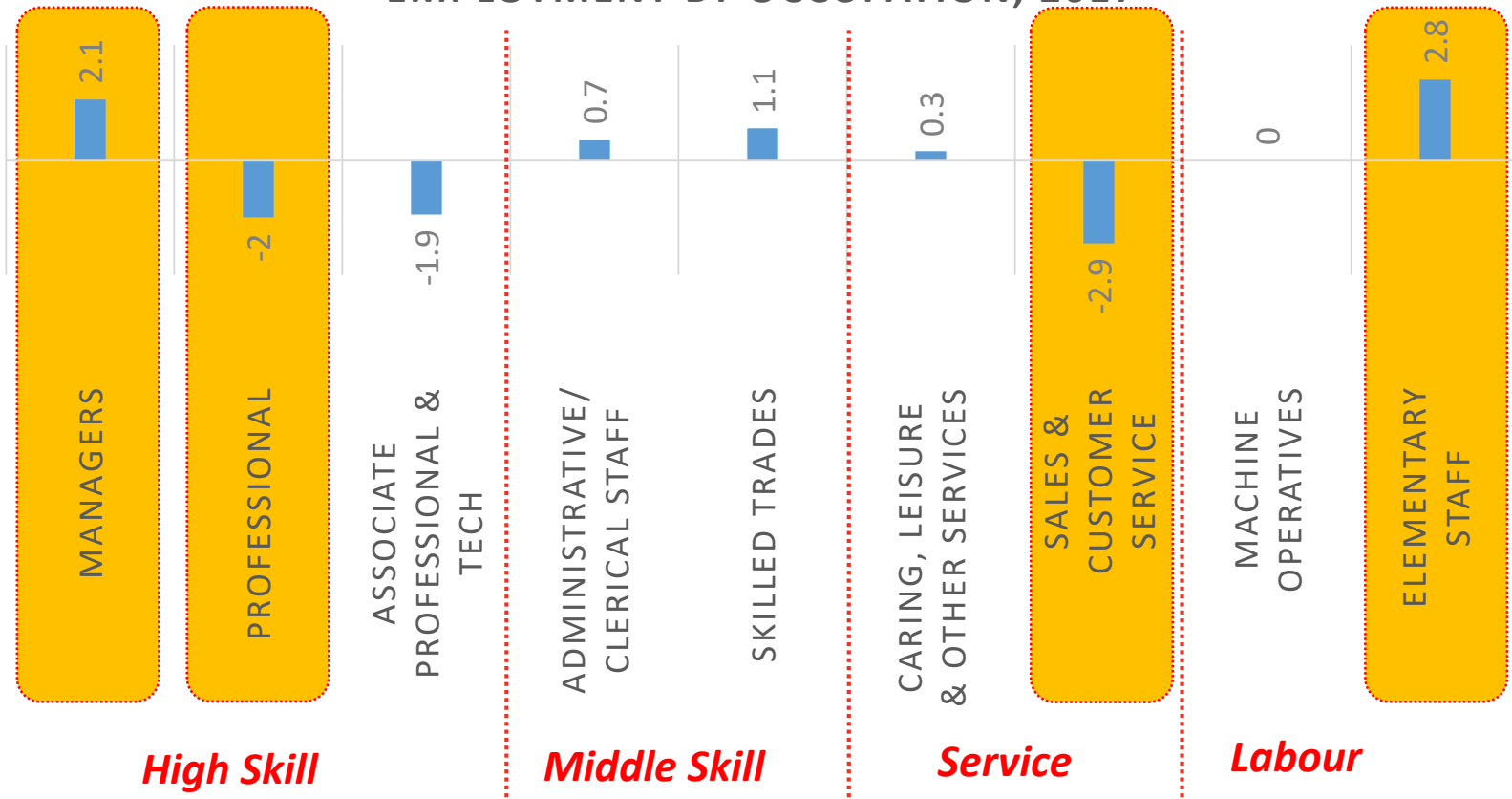
Swindon is above national average for Machine Operators and behind for Professional Services

DIFFERENCE BETWEEN SWINDON AND ENGLAND EMPLOYMENT BY OCCUPATION, 2017



Wiltshire is above for Manager and Elementary and below average for Professional occupations

DIFFERENCE BETWEEN WILTSHIRE AND ENGLAND
EMPLOYMENT BY OCCUPATION, 2017



Focus today

Approach to analysis

Key findings

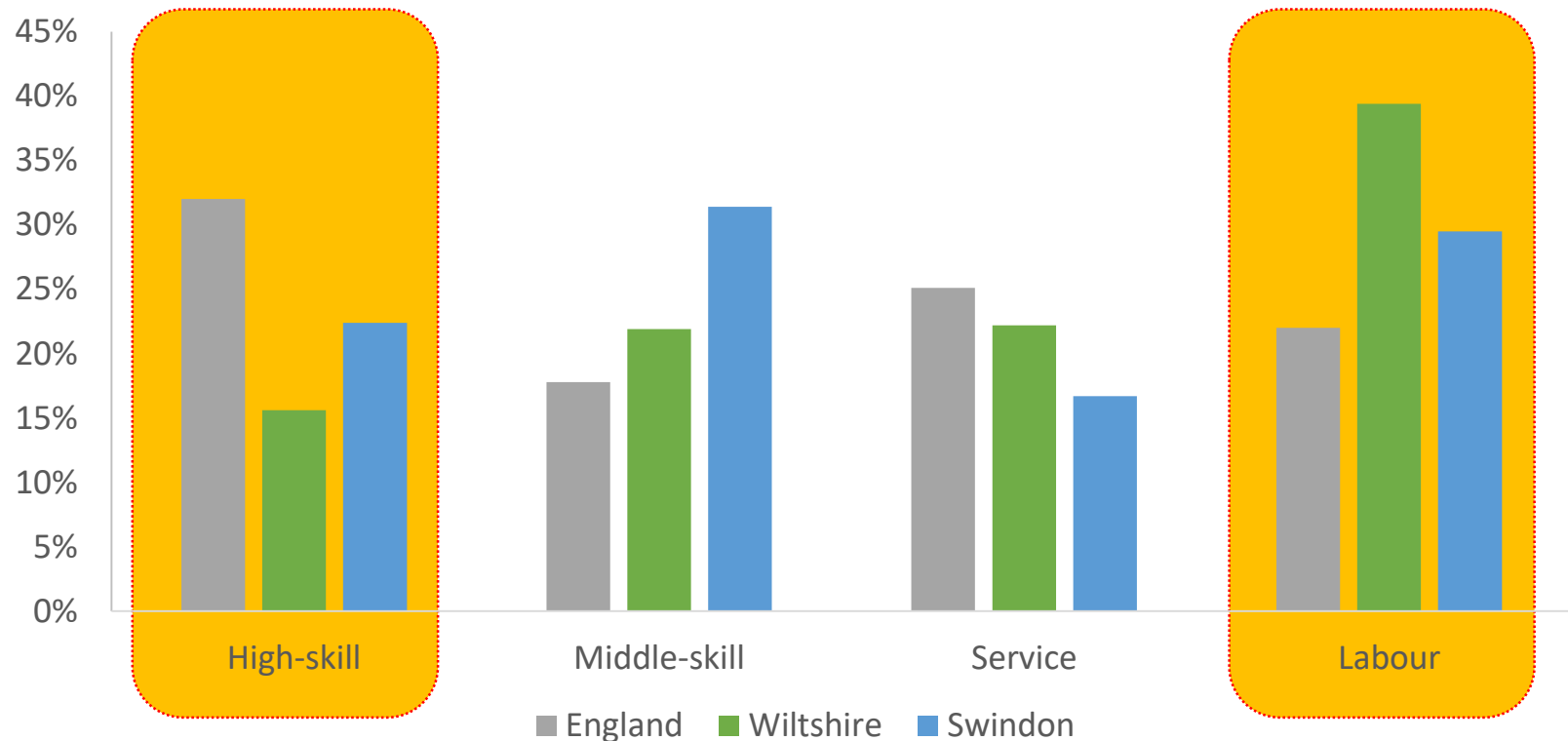
- Demand – Vacancies

Recap



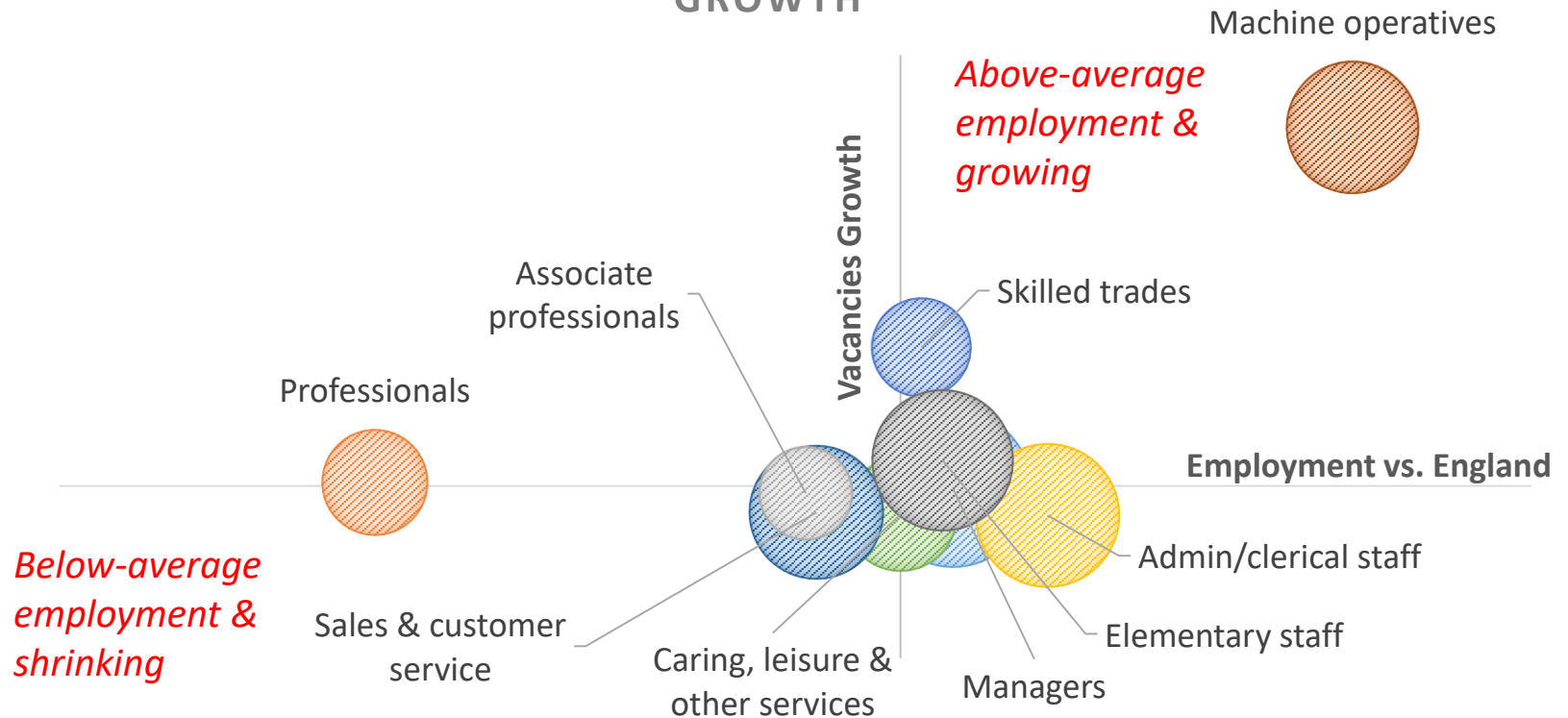
In vacancies, there is a higher demand for middle and labour-intensive occupations

VACANCIES BY OCCUPATION LEVEL, 2017



The demand for Machine Operatives strong and increasing in Swindon

SWINDON VS. ENGLAND OCCUPATIONS & VACANCIES GROWTH

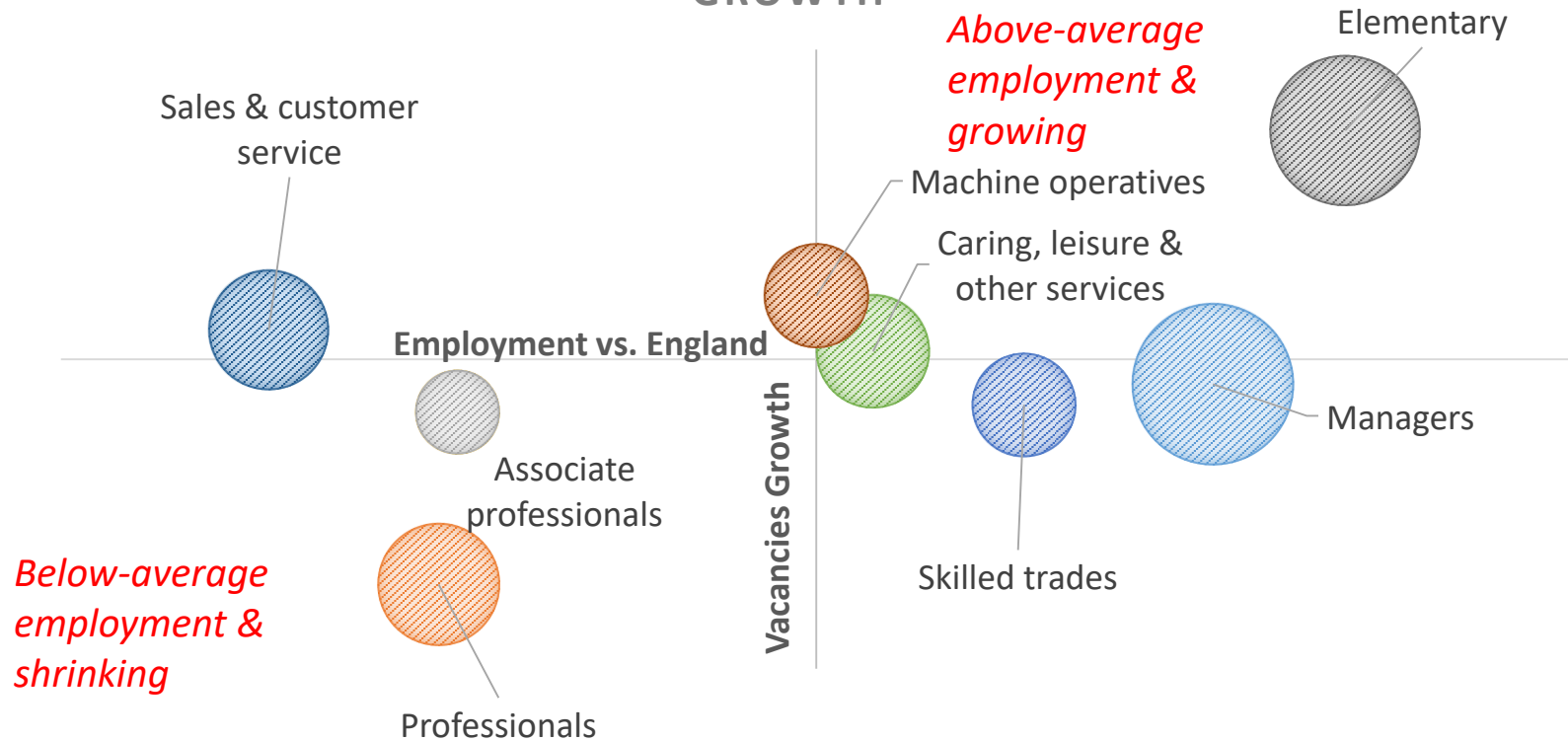


Note: size of the bubble corresponds to the size of employment in 2017



The demand for Elementary staff strong and increasing in Wiltshire

WILTSHIRE VS. ENGLAND OCCUPATIONS & VACANCIES GROWTH



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Key findings

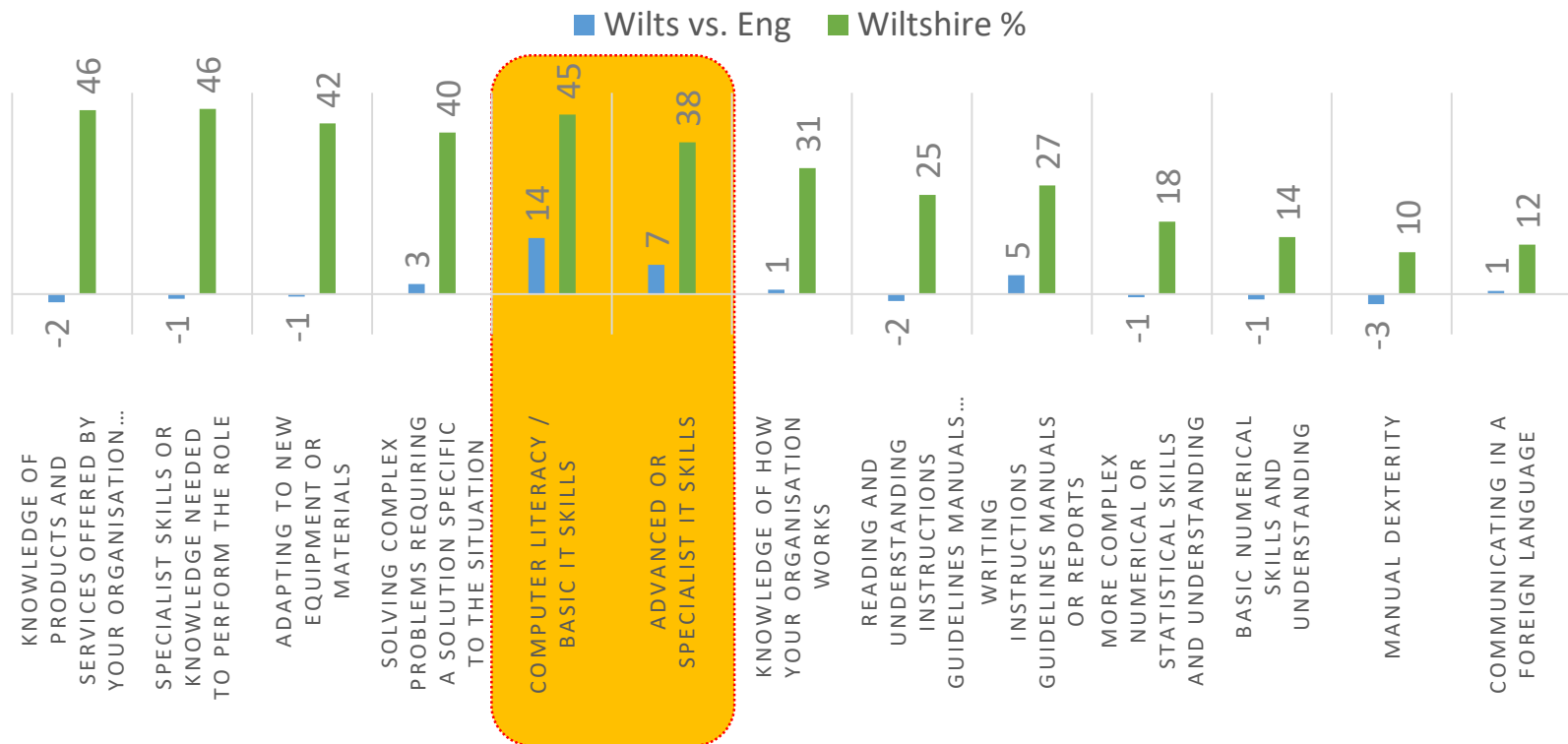
- Workforce Skill Shortages

Recap



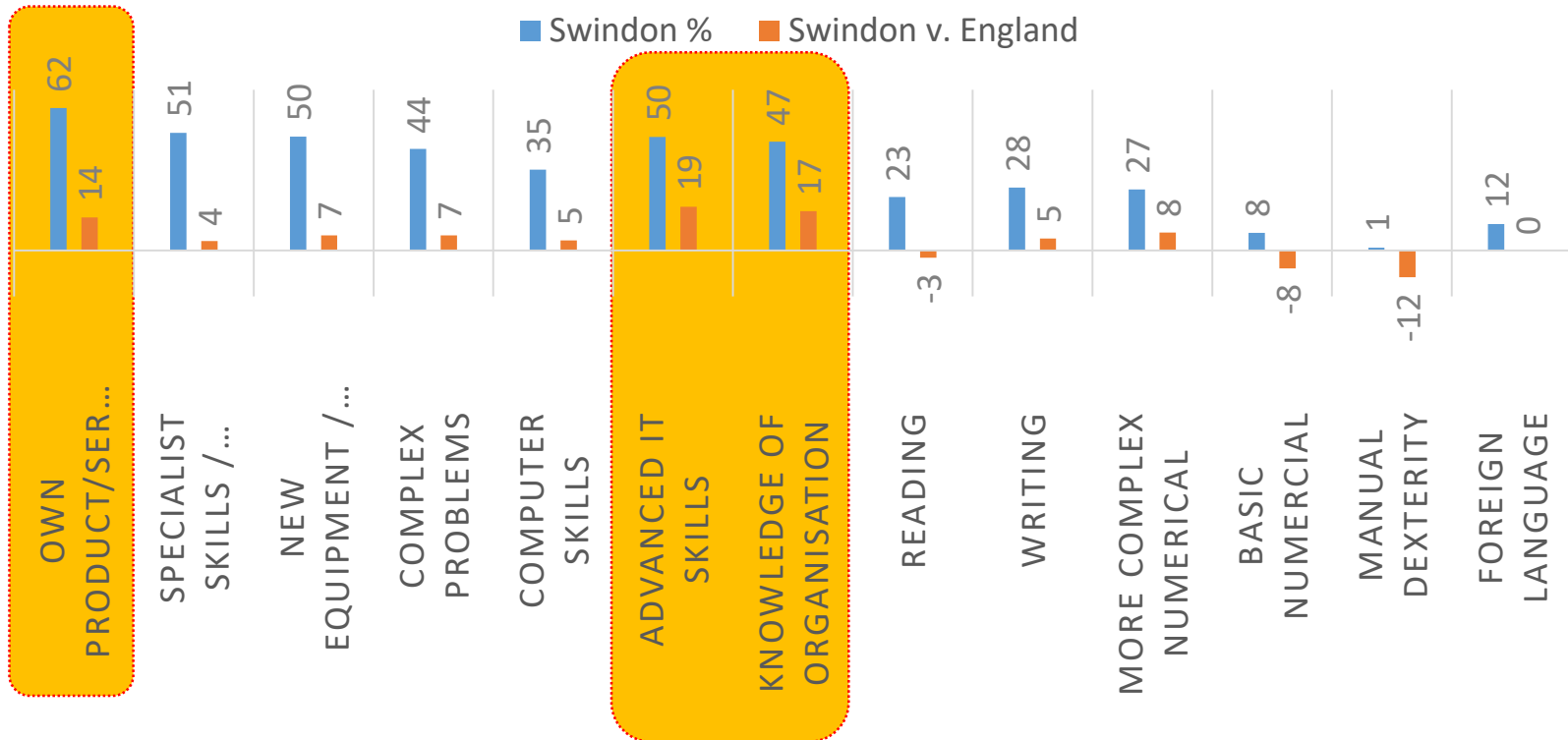
The need for IT skills in Wiltshire more prominent than in England overall

TECHNICAL SKILLS NEEDED IN THE WORKFORCE IN NEXT 12 MONTHS, WILTSHIRE



IT and Operational skills more pronounced in Swindon

TECHNICAL SKILLS NEEDED IN THE WORKFORCE IN NEXT 12 MONTHS, SWINDON



Focus today

Approach to analysis

Key findings

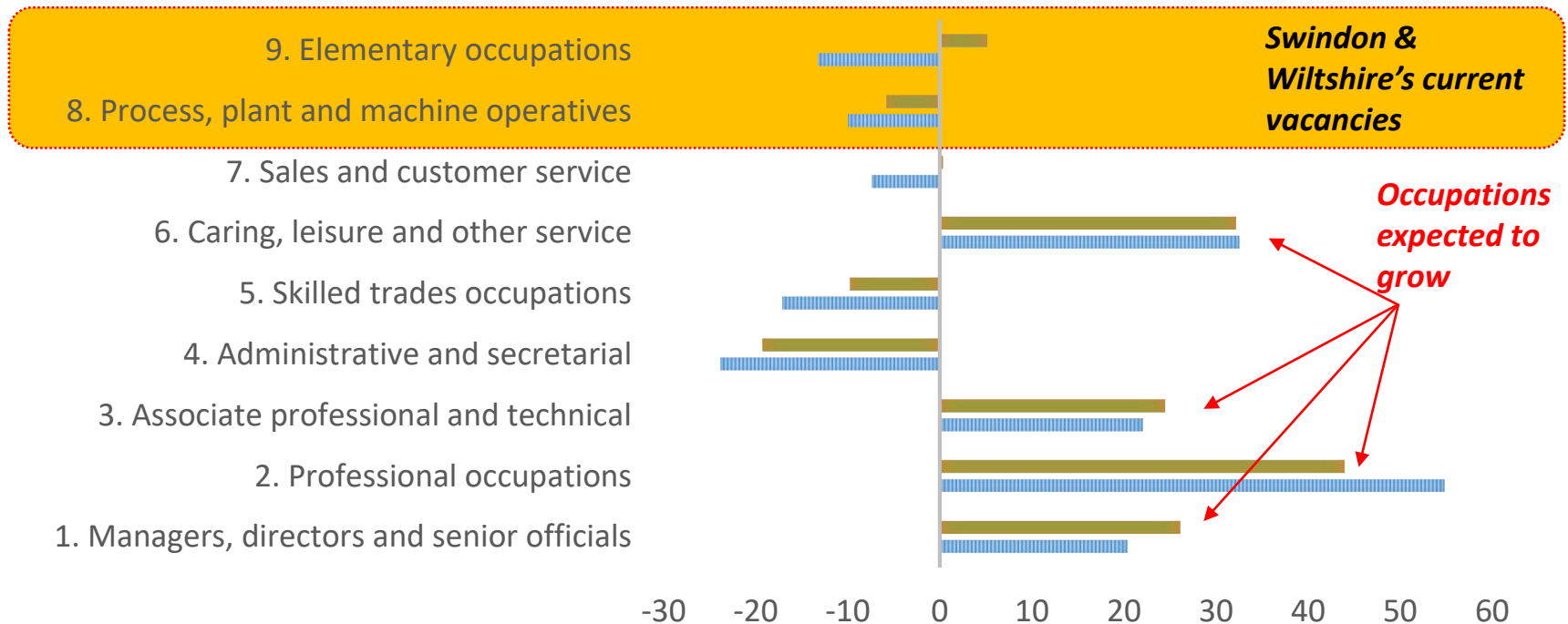
- Demand – Future

Recap

However, Machine Operatives are expected to decline

SOUTH WEST CHANGES IN EMPLOYMENT ('000)

■ 2017-2022 Change ■ 2012-2017 Change



Wiltshire & Swindon expected to see greatest net job gains in Human Health & Social Work

WILTSHIRE - AUTOMATION IMPACT ON OCCUPATIONS

■ Creation ■ Displacement ○ Net



SWINDON - AUTOMATION IMPACT ON OCCUPATIONS

■ Creation ■ Displacement ○ Net



Focus today

Approach to analysis

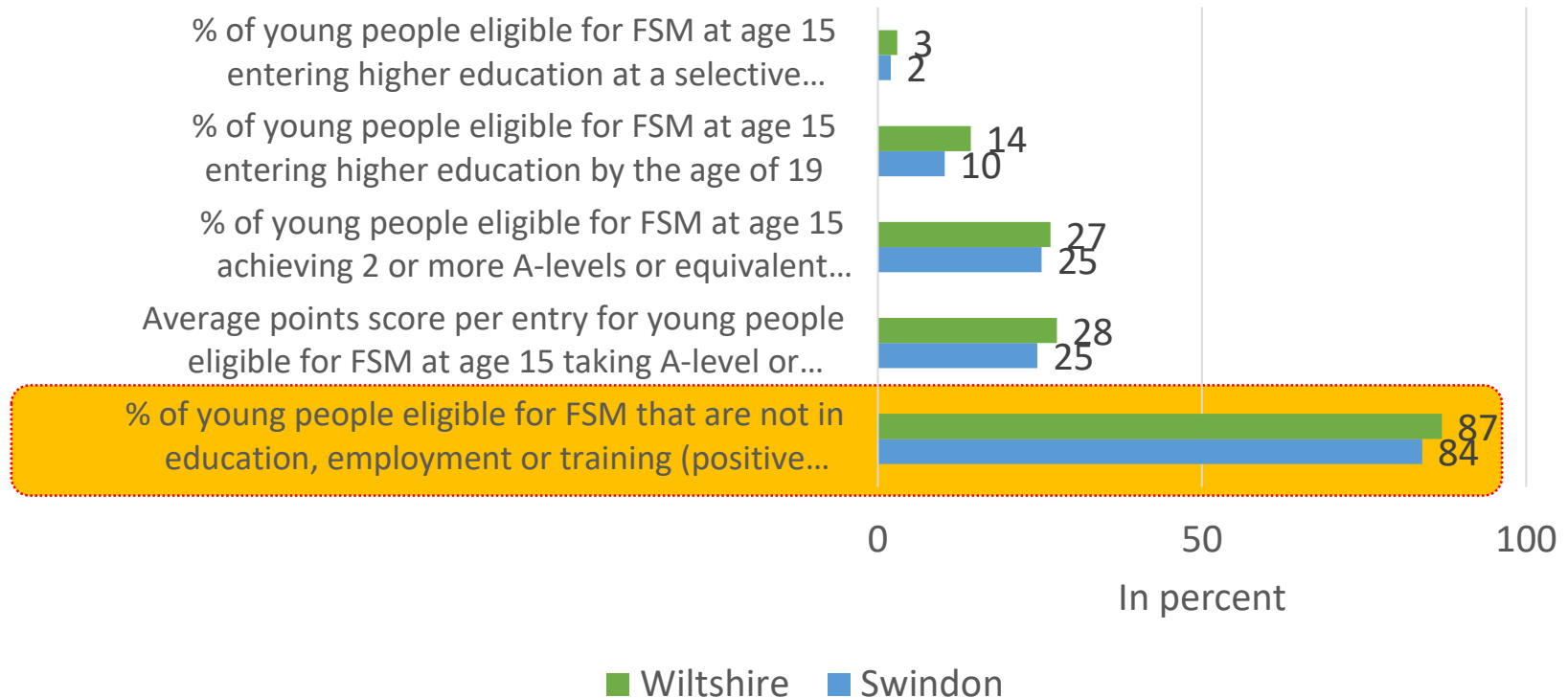
Key findings

- NEET

Recap

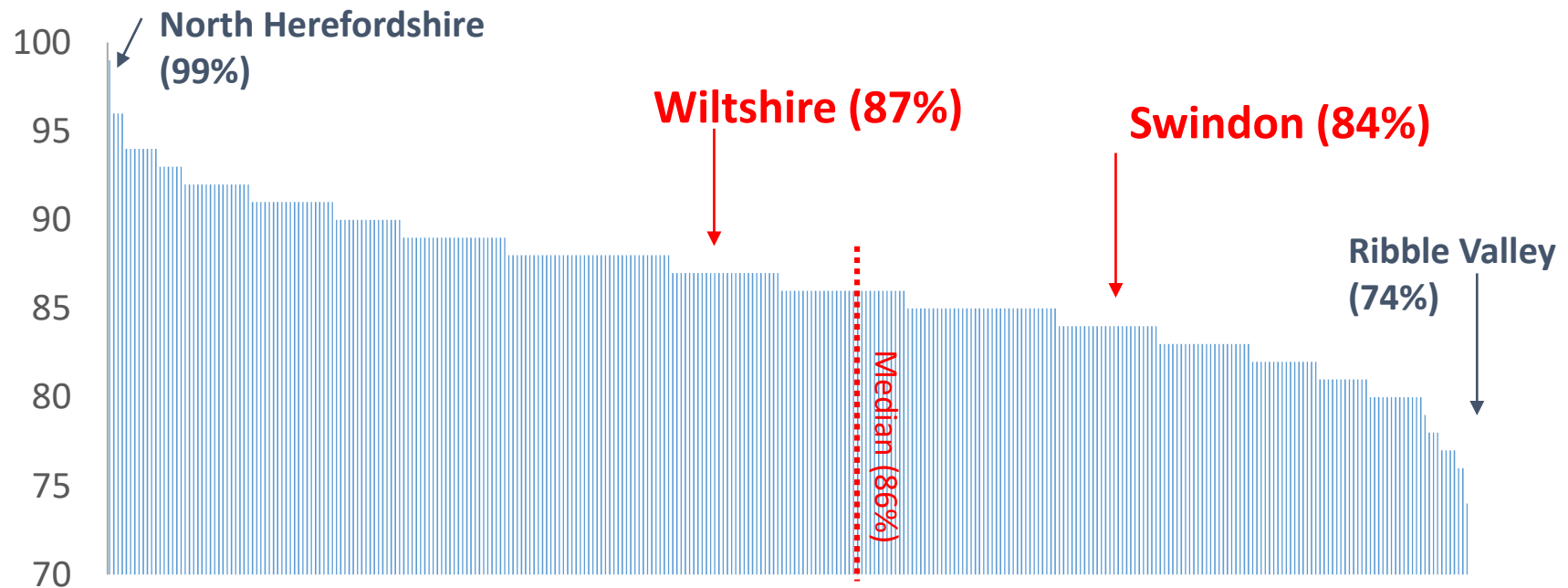
Large proportion of those eligible for FSM are NEET at KS4...

Young People Eligible for Free School Meals



...however, Wiltshire is above and Swindon below the national median

% of young people eligible for FSM that are not in education, employment or training (positive destination) after completing KS4



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Recap

The high-skilled sector of the economy is not well developed, creating a structural weakness

- In Swindon and Wiltshire there is a low demand at the highest qualification levels; unlike in Wiltshire, in Swindon there is also a low supply
- Local Industrial Strategy aims to address this weakness (advanced engineering, sustainability, life science, cyber resilience, autonomous vehicles, defence and security, electech, digitech)

Above-average demand for labour-intensive occupations

- Especially machine operators in Swindon and Elementary jobs in Wiltshire
- Workforce skills gaps in the middle and lower skill sectors: IT skills, including basic computer literacy, prominent in Wiltshire; IT and operational skills prominent in Swindon

However, these are the jobs that are expected to diminish in the future

- Strong growth expected in high-skill jobs (all 3 groups: Professional, Managers and Associate professional) and Caring and Leisure; small growth expected in Elementary positions too

Appendix: occupation examples

- **Elementary occupations**

- Crop farm labourers
- Fishery and aquaculture labourers
- Forestry labourers
- Garden and horticultural labourers
- Livestock farm labourers.
- Mixed crop and livestock farm labourers

- **Professional occupations**

- teachers
- doctors/surgeons/dentists
- accountants
- lawyers
- engineers
- architects
- artists/authors
- designers

- **Associate professionals**

- building inspectors
- engineering technicians
- medical laboratory technicians
- aircraft pilots and flight engineers
- buyers
- office supervisors
- Photographers

- **Skilled trades**

- Boilermakers
- Electricians
- Plumbers, pipefitters, and steamfitter
- Electrical and electronics repairers, powerhouse, substation, and relay
- Industrial machinery mechanics
- Maintenance workers, machinery
- Millwrights