

# SWINDON AND WILTSHIRE SKILLS ADVISORY PANEL LOCAL SKILLS REPORT

## *Annex B*

Swindon and Wiltshire Local Enterprise Partnership

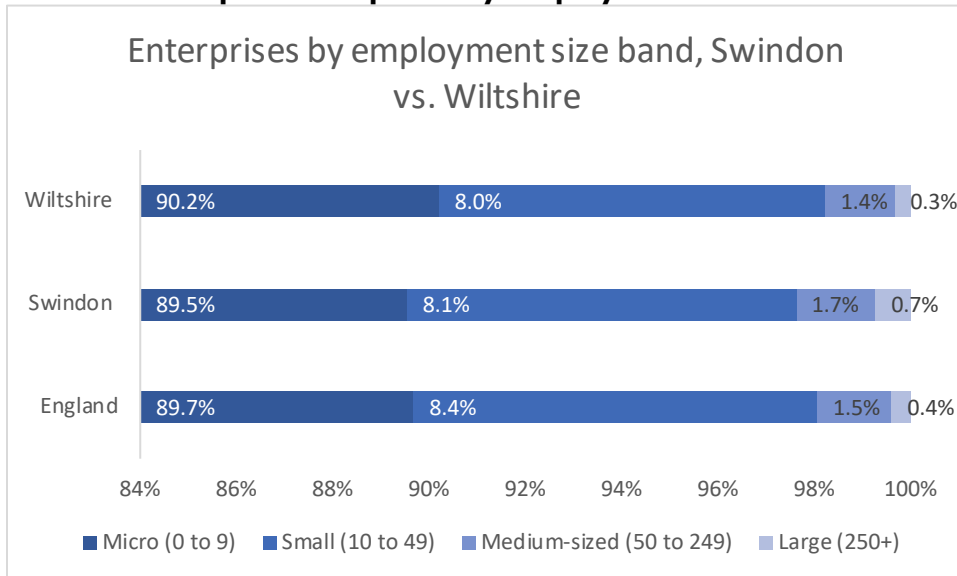
MARCH 2021

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## I. Additional Data

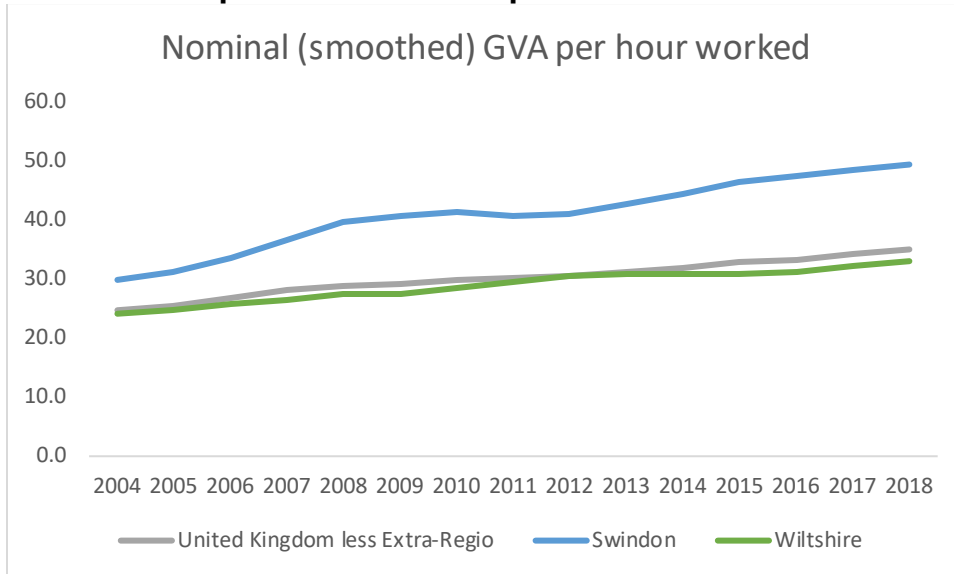
### Local Landscape – enterprises by employment size band



**Source: UK Business Counts, 2020, 2020 SAP boundaries**

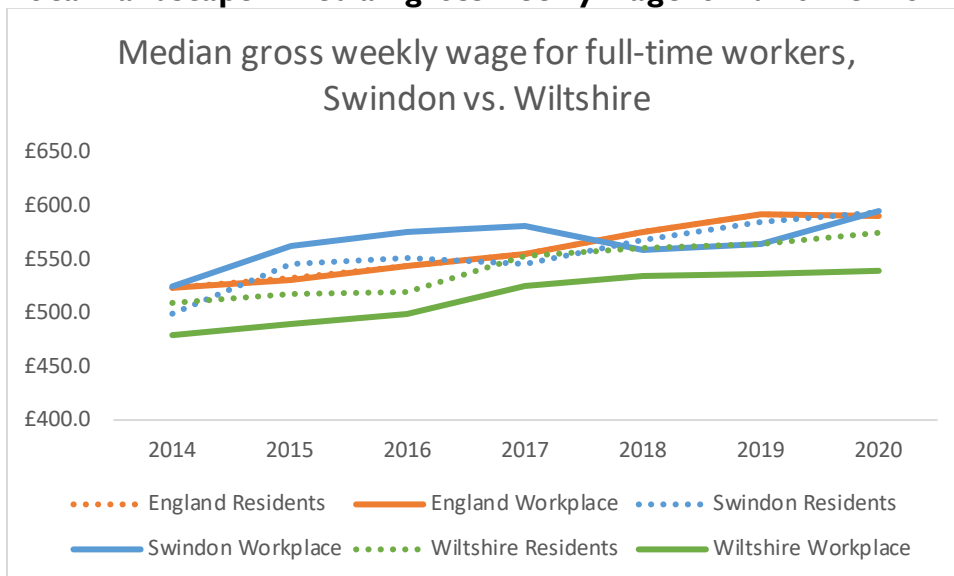
Swindon's businesses are larger on average than Wiltshire's and England's, with fewer micro and small enterprises and more medium and large organisations. Wiltshire, in contrast, has more micro businesses than England and Swindon and a lower proportion of small, medium and large businesses, which makes apprenticeships growth and overall business engagement more challenging.

## Local Landscape – Nominal GVA per hour worked



At c. 40% above the national average, Swindon's productivity is considerably higher than England's and Wiltshire's (c. 50% higher). Swindon's strong performance is thought to be partly driven by a high proportion of large companies, which benefit from their scale.

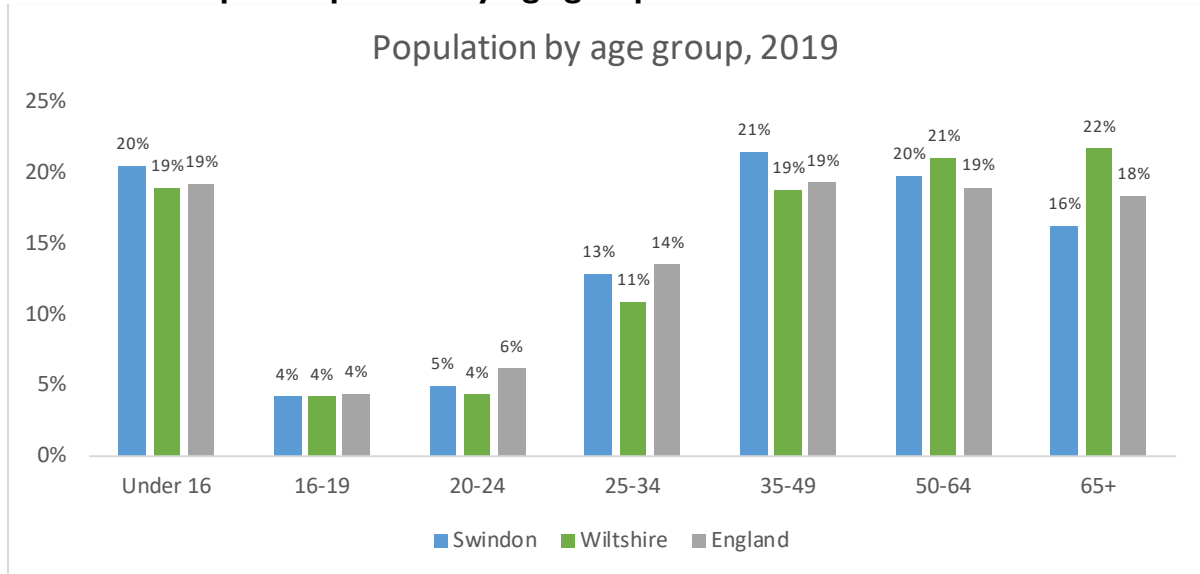
## Local Landscape – Median gross weekly wage for full-time workers



**Source: Annual Survey of Hours and Earnings, 2014 - 2020, 2020 LEP boundaries**

The median gross weekly wage for full-time workers in Swindon are slightly above the national averages, for both residents and workplace. Wiltshire's resident wages are broadly in line with the national average (3% below in 2020), but workplace wages were 9% below the national average in 2020. This is in line with the rural / urban differences that can be observed across the country, with many high skilled people travelling from rural into urban areas for better paid jobs.

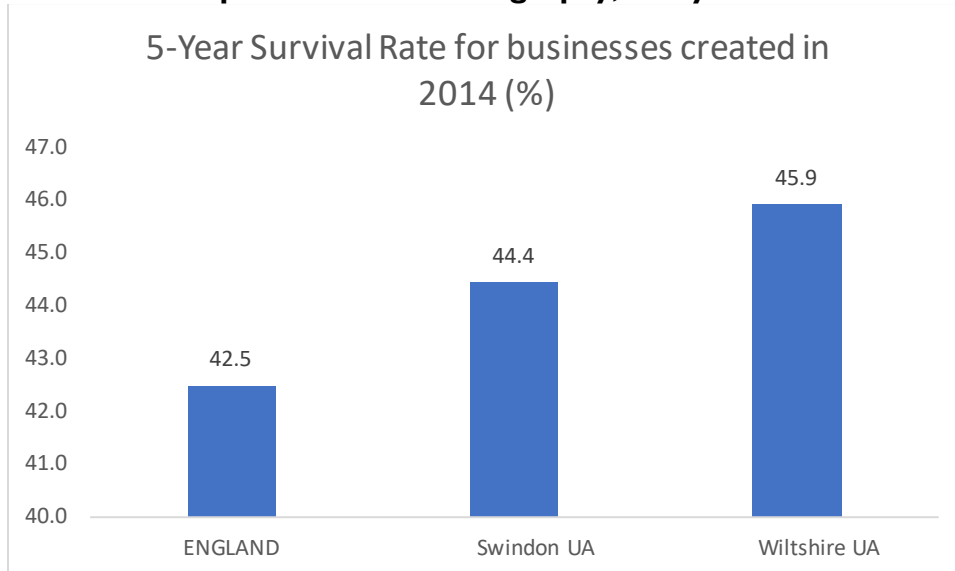
## Local Landscape – Population by age group



**Source: ONS Mid-Year Population Estimates, 2019, 2020 SAP boundaries**

Swindon's population is generally younger, with a higher proportion of people aged under 49 than both Wiltshire and England and, conversely, lower proportion of people aged over 50. In contrast, Wiltshire has a higher proportion of people aged over 50.

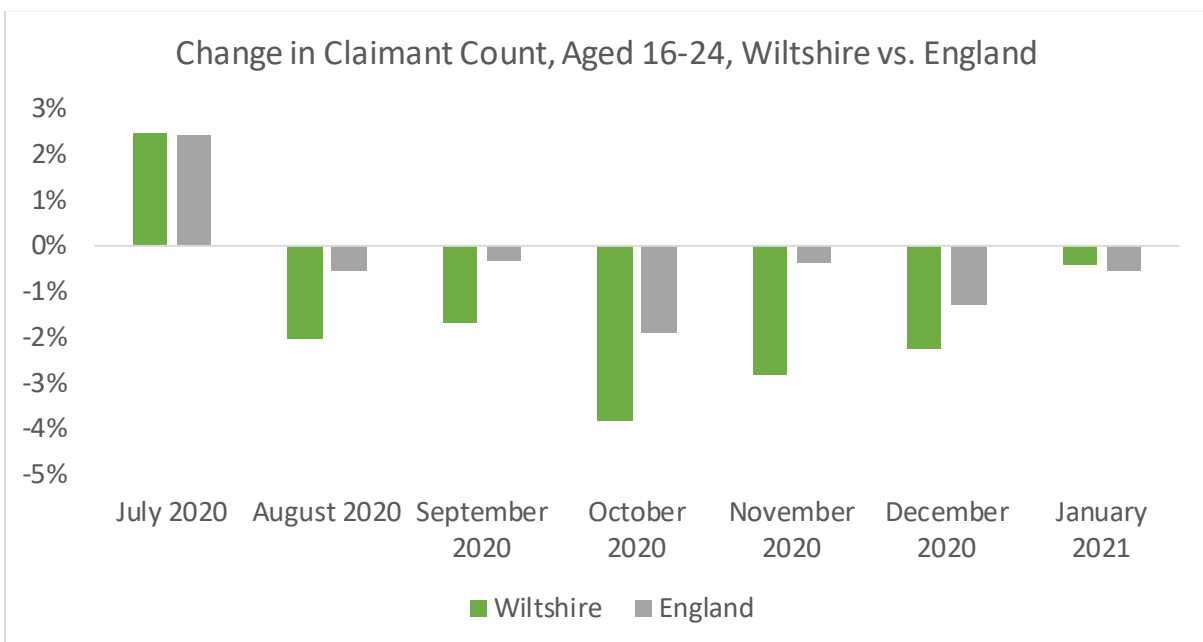
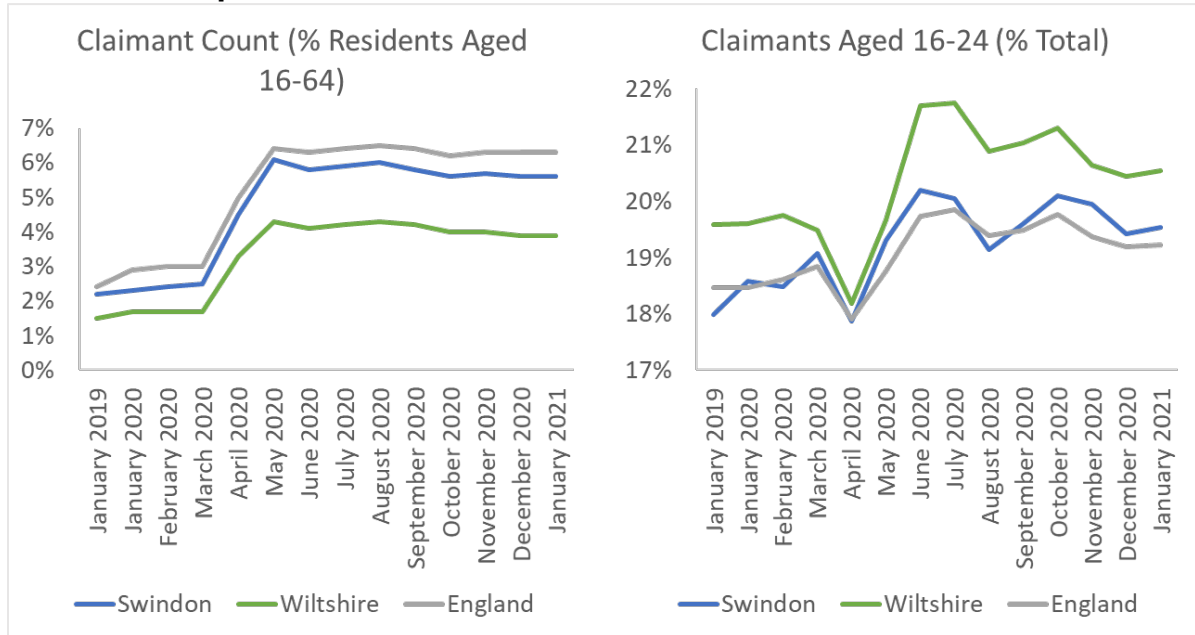
## Local Landscape – Business demography, five-year survival rates



**Source: ONS Business Demography, 2014 - 2019 (published 2020), 2020 SAP boundaries**

Both Swindon and Wiltshire have five-year survival rates well above the national average.

## Local Landscape – Claimant Count

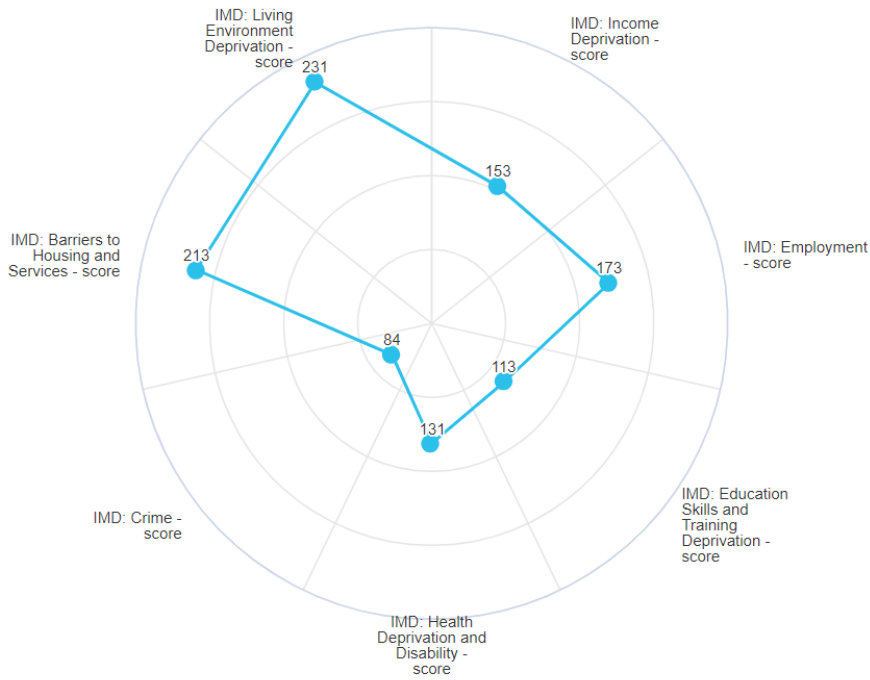


Source: ONS claimant count & DWP Stat Xplore

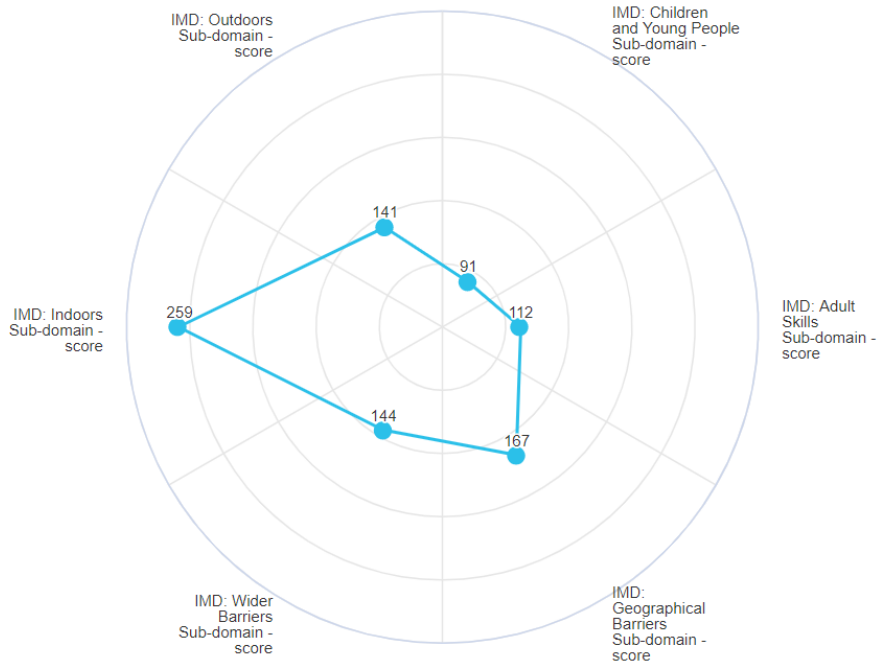
Measured as a proportion of residents aged 16-64, Swindon has a slightly lower and Wiltshire considerably lower claimant count. Wiltshire, however, has a higher proportion of young claimants, a legacy issue that seem to have been exacerbated by the lock down. The six consecutive months of declines are showing early signs of improvements resulting from the numerous ongoing activities to address this issue.

## Local Landscape – Swindon Indices of Deprivation 2019

IMD domain ranks (Swindon out of all authorities in England)



## IMD sub-domain ranks (Swindon out of all authorities in England)



Source: [Indices of Deprivation 2019](#)

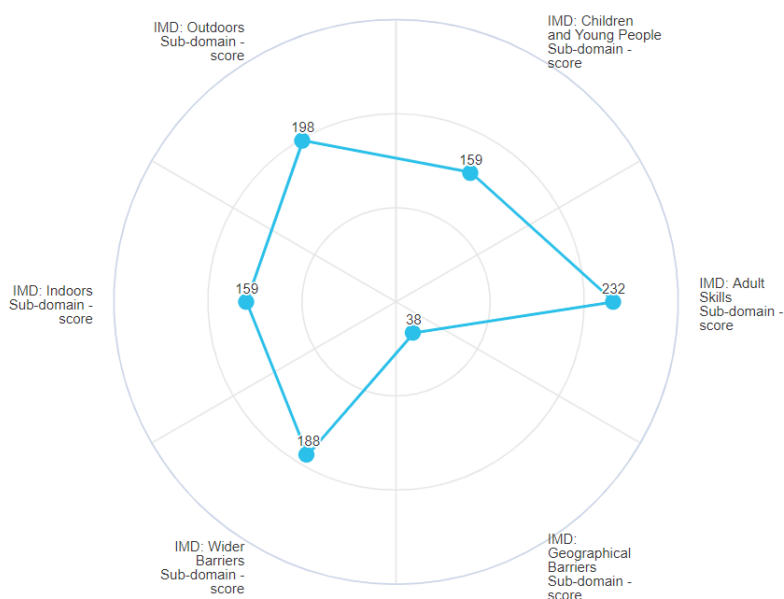
Swindon is ranked 157<sup>th</sup> out of all 317 authorities in England, with 9% LSOAs in the 10% most deprived. Of the seven domains included in the overall scores, Swindon's most deprived score is 84<sup>th</sup> for Crime and the least deprived 231 out of all 317 authorities in England for the Living Environment domain.

For the six sub-domains, Swindon is most deprived for the Children and Young People sub-domain Domain (91<sup>st</sup> of 317 authorities in England), which is a part of the Education, Skills and Training Deprivation and least deprived for Indoors sub-domain (259 out of 326 authorities in England), which is a part of the Living Environment Deprivation Domain, which examines the quality of the local environment.

The 12 LSOAs in Swindon in the 10% most deprived nationally are located in the following wards: Penhill and Upper Stratton; Walcot and Park North; Gorsehill and Pinehurst; Liden, Eldene and Park South<sup>1</sup>

## Local Landscape – Wiltshire Indices of Deprivation 2019

IMD sub-domain ranks (Wiltshire out of all authorities in England)



Wiltshire performs considerably better when it comes to deprivation, ranking number 233 out of 317 authorities in England for the overall score.

Only one of Wiltshire's LSOAs (representing 0.4%), namely Studley area in Trowbridge West Wiltshire 009A E01032096 is among the 10% most deprived in England.

Of the seven domains, Wiltshire is least deprived for Income (239 out of 317 authorities), with Employment (ranked 233)

and Health (ranked 235) as close seconds. It is most deprived for the Barriers to Housing and Services domain, which looks at the physical and financial accessibility of housing and key local services, ranked 83 out of 317 authorities.

<sup>1</sup> [English indices of deprivation 2019](#)

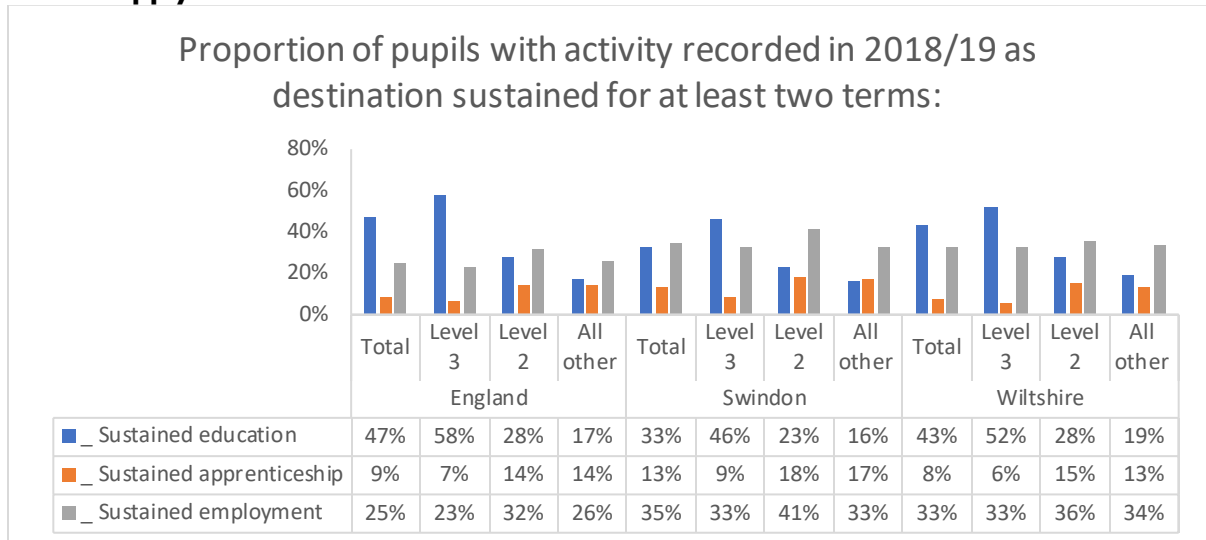


**IMD domain ranks (Wiltshire out of all authorities in England)**



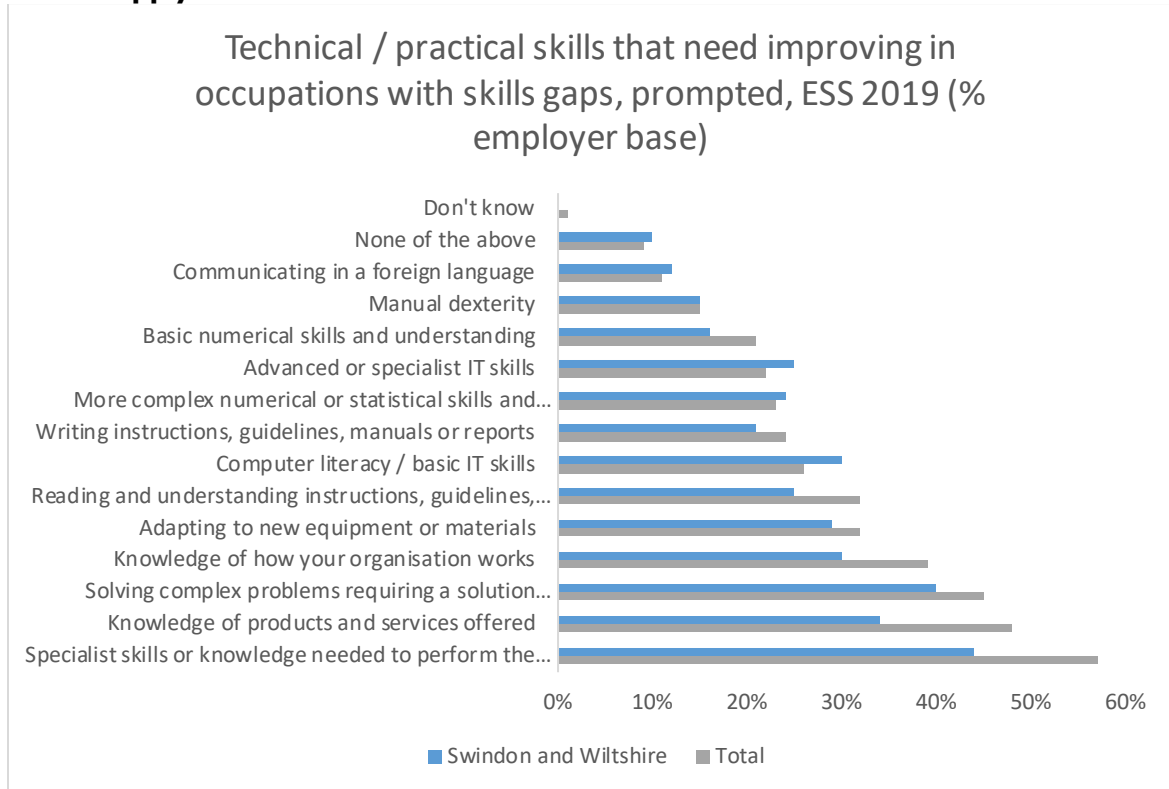
Source: [Indices of Deprivation 2019](#)

**Skills Supply – KS5 destinations**



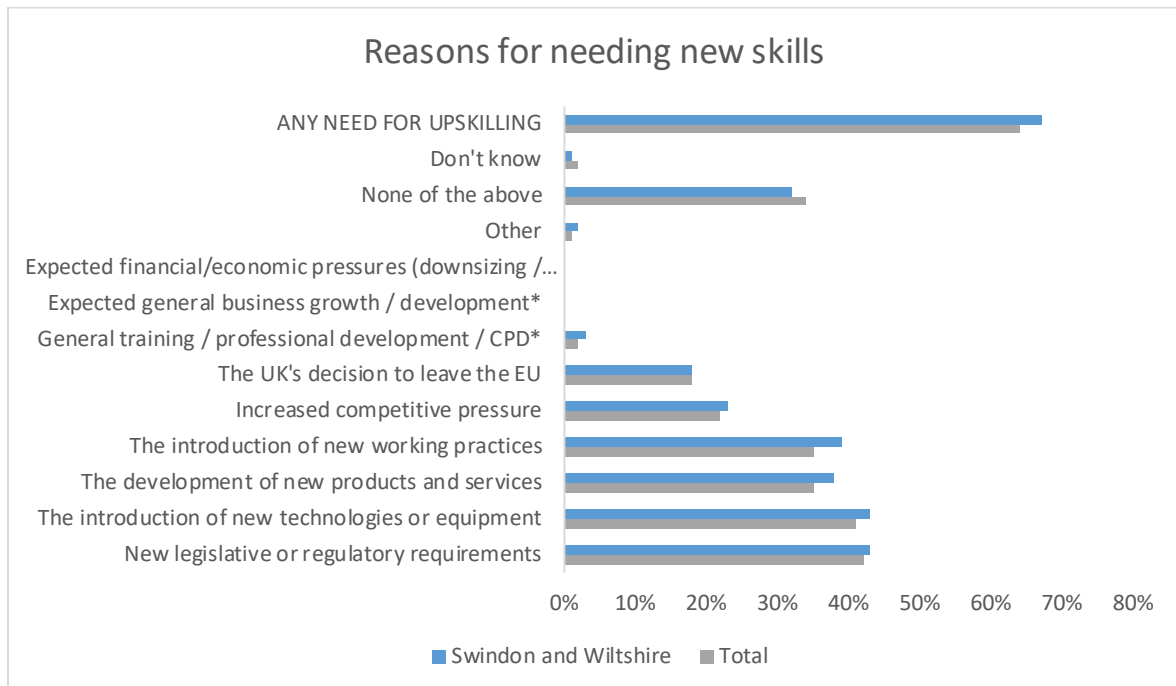
Overall, Swindon has a considerably higher proportion of those in employment, somewhat higher proportion of apprenticeships and a significantly lower proportion of student in sustained education. Wiltshire is closer to the national average for education and apprenticeships, but with the employment levels only slightly below Swindon's and considerably above the national average.

## Skills Supply



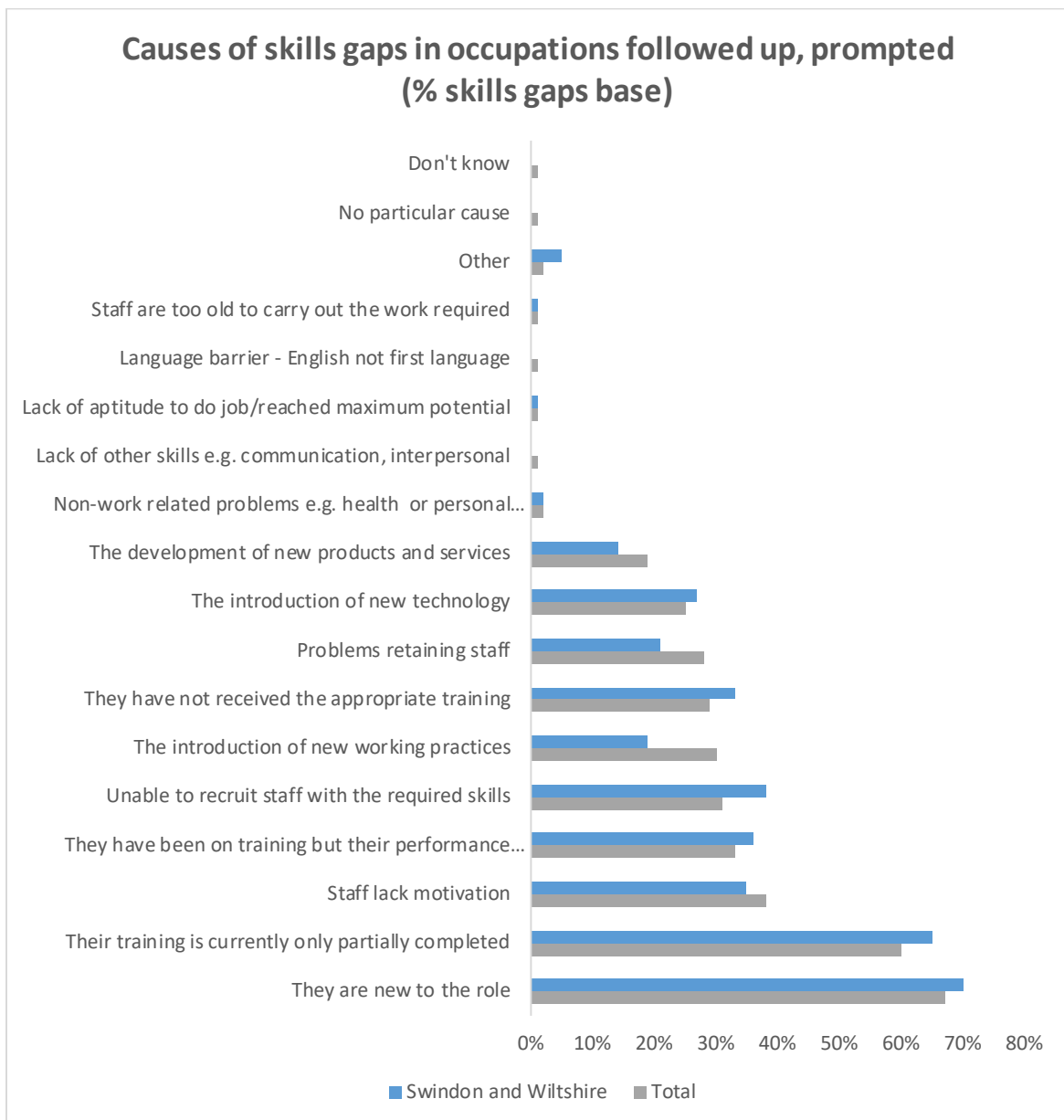
Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

Advanced or specialist IT, Computer literacy / basic, more complex numerical skills and communicating in a foreign language are amongst the technical / practical skills that need improving in Swindon and Wiltshire more than nationally.



Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

The introduction of new working practices, development of new products, new technologies and new legislative or regulatory requirements appear to be the key drivers behind the need for new skills.



**Source:** [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

For skills gaps in Swindon and Wiltshire, the key reasons include: not receiving appropriate training or only having partial training, new technology, being unable to recruit or being new to the role.

## 2. Swindon and Wiltshire Skills & Talent Subgroup Members

Organisation and Role
DfE
Chief Executive Officer, SWLEP
Swindon Borough Council Skills Lead
Chair of Subgroup, SWLEP Board Director and Principal of Wiltshire College & University Centre
representative of Wiltshire Association of Secondary School Heads (WASSH)
Wiltshire College & University Centre
Gloucester and Wiltshire Partnership of Training Providers
Director, Education & Skills, Wiltshire Council
representative of HEI Pathways & Provisions Group
SWLEP Board Director and Principal, New College Swindon
SWLEP's BEIS Representative
Inspire by Wessex Chamber and Chair of Wiltshire skills, education, and employment skills board
Representative of Swindon Association of Secondary Heads (SASH)
DWP
Wiltshire Council, Head Employment and Skills and SWLEP Skills Lead
Siemens
Representative from MoD
Alabaré
FSB, representing the Business Intelligence & Network Group (BING)
Beards Construction
NHS Salisbury
Wavin
Littelfuse

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Kickstart: <https://growthhub.swlep.co.uk/support/kickstart>

Skills Plan, July 2020 [https://static.swlep.co.uk/swlep/docs/default-source/strategy/swindon-wiltshire-skills-plan.pdf?sfvrsn=af743f0f\\_2](https://static.swlep.co.uk/swlep/docs/default-source/strategy/swindon-wiltshire-skills-plan.pdf?sfvrsn=af743f0f_2)

SWLEP Labour Market Reports April 2020 - Dec 2021: <https://swlep.co.uk/strategic-objectives/skills-and-talent>

South West England and South East Wales Science and Innovation Audit 2018  
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