



# Growing People

**Building a Resilient Workforce**  
**September 2020**

# Employer Consultation and Research

## Occupational Group Skills Reports

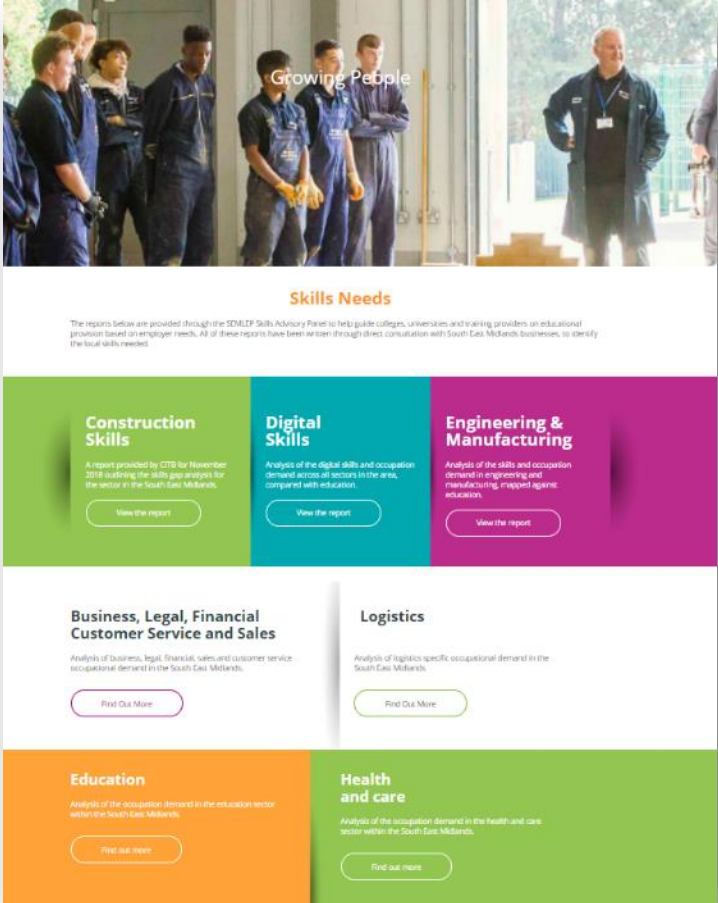
- Engineering and Manufacturing
- Digital
- Construction
- Business Operations and Management
- Logistics Specific
- Education
- Health and Care

All available at:

<https://www.semlep.com/skills-needs/>

## Business Survey 2019

[https://www.semlep.com/modules/downloads/download.php?file\\_name=289](https://www.semlep.com/modules/downloads/download.php?file_name=289)



**Growing People**

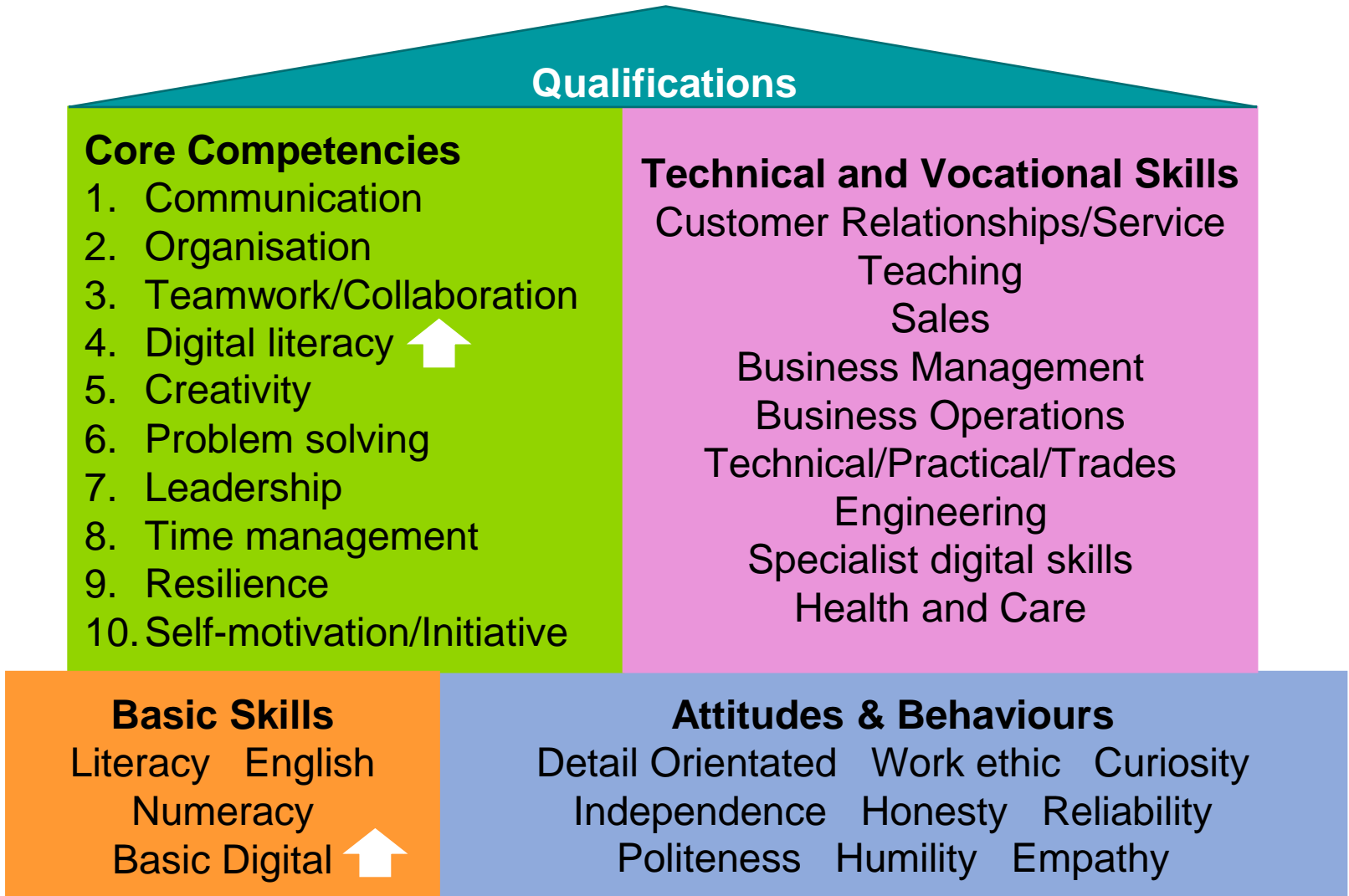
### Skills Needs

The reports below are provided through the SEMLEP Skills Advisory Panel to help guide colleges, universities and training providers on educational provision based on employer needs. All of these reports have been written through direct consultation with South East Midlands businesses, to identify the local skills needed.

- Construction Skills**  
A report provided by CTE for November 2019, outlining the skills gap analysis for the sector in the South East Midlands.  
[View the report](#)
- Digital Skills**  
Analysis of the digital skills and occupation demand across all sectors in the area, compared with education.  
[View the report](#)
- Engineering & Manufacturing**  
Analysis of the skills and occupation demand in engineering and manufacturing, in respect against education.  
[View the report](#)
- Business, Legal, Financial Customer Service and Sales**  
Analysis of business, legal, financial, sales and customer service occupational demand in the South East Midlands.  
[Find Out More](#)
- Logistics**  
Analysis of logistics specific occupational demand in the South East Midlands.  
[Find Out More](#)
- Education**  
Analysis of the occupation demand in the education sector within the South East Midlands.  
[Find out more](#)
- Health and care**  
Analysis of the occupation demand in the health and care sector within the South East Midlands.  
[Find out more](#)

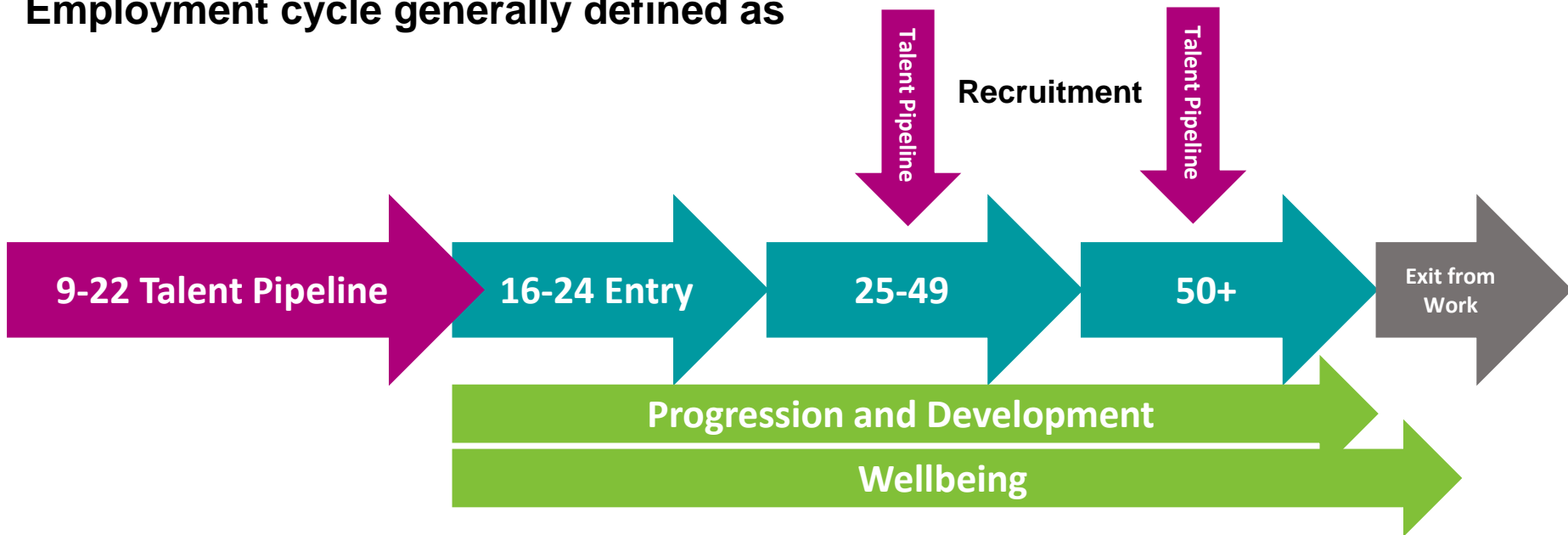
# Employer Consultation - Employability Skills?

Defined as behaviours, attitudes, core competencies and technical/vocational skills of the individual, plus some qualifications

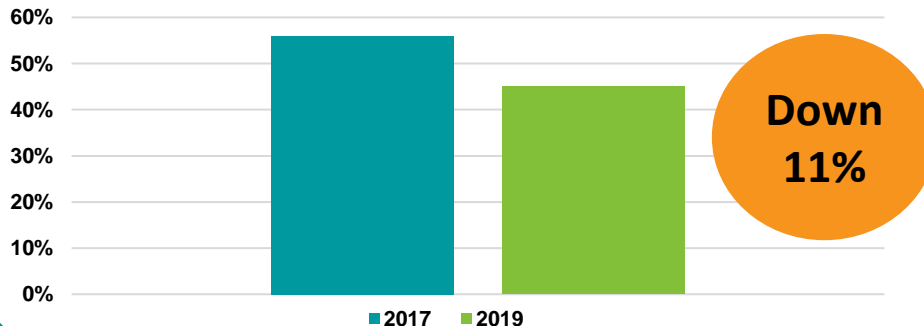


# Employer Consultation – Employment and Skills

Employment cycle generally defined as



**Businesses with vacancies in last 12 months, have you found some hard to fill? - Yes**



**Why hard to fill?**

- General lack of skills in workforce
- Lack of work ready young people
- Low quantity of applicants

# Employer Feedback and Opportunities

9-22 Talent Pipeline

74% of those  
businesses  
had no  
engagement  
with education

THE CAREERS &  
ENTERPRISE  
COMPANY

#GrowingTalent



## Engagement with education:

- Schools
- Further Education Colleges
- Universities
- Independent Training Providers

## What works?

- ▶ Being an Inspirer – working with people through focused, relevant provision
- ▶ Facilitating relevant provision – hosting and/or funding, work experience, internships
- ▶ Acting as an Enterprise Adviser – assist with planning in schools and driving local employer engagement
- ▶ Informing for provision content, attainment types and LMI

<https://www.semlep.com/growing-talent/>

# Employer Feedback and Opportunities



16-24 Entry



12% of  
businesses  
employ an  
apprentice

**KICKSTART**  
SCHEME



Apprenticeships



Traineeships



jobcentreplus

## Pathways:

- Traineeships
- Apprenticeships
- T-Levels
- FE Colleges
- Universities (HE)
- Kickstart
- Sector-Based Work Academy Programme

## What works?

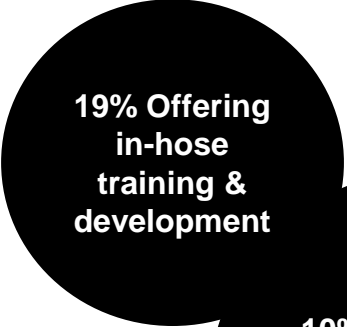
- ▶ Working with Job Centre Plus
- ▶ Working with FE and HE
- ▶ Apprenticeships and employee loyalty
- ▶ National Apprenticeship Shows
- ▶ 'Find a Job' service
- ▶ Social media, word of mouth, websites
- ▶ Employer engagement with education

<https://www.semlepgrowthhub.com/resources/employment-support/>

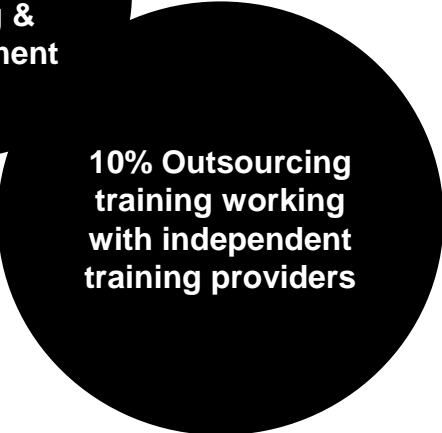
# Employer Feedback and Opportunities



25-49



19% Offering  
in-house  
training &  
development



10% Outsourcing  
training working  
with independent  
training providers



## Progression and Development:

- In-house training
- Apprenticeships
- FE Colleges
- Universities (HE)
- Independent Training Providers
- Home learning/Own time
- Skills Support for the Workforce (SSW)

## What works?

- ▶ Progression and development path
- ▶ Investing in up-skilling and re-skilling
- ▶ Use of online training
- ▶ Use of apprenticeship levy
- ▶ Relationships with FE and HE

<https://www.semlepgrowthhub.com/resource/s/training-at-work-online-course/>

<https://www.semlep.com/employment-support-to-up-skill/>

<https://www.serco-ese.com/skills-support-for-the-workforce/regions/south-east-midlands>

# Employer Feedback and Opportunities

50+

Increasingly  
valued cohort  
with experience  
and  
transferable  
skills sets

## Progression and Development:

- Re-skilling
- Up-skilling

## What works?

- ▶ Digital skills development
- ▶ Progression into high need roles such as procurement, marketing, etc...
- ▶ Responsible for mentoring of workforce
- ▶ Prolonging employment
- ▶ The 50+ recruitment pool



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# Directories of Employment and Skills Support

Support via the Growth Hub

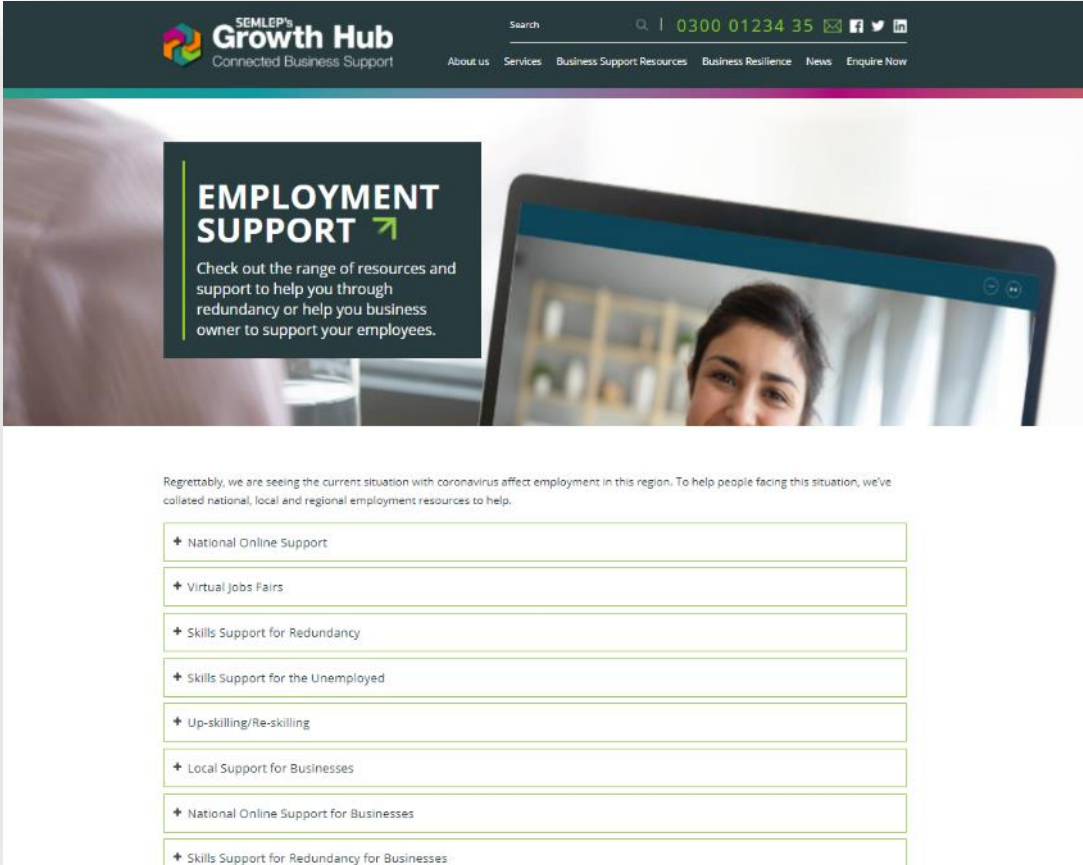


<https://www.semlepgrowthhub.com/resources/>

# Directories of Employment and Skills Support

## Business Employment Support

- National Online Support
- Virtual Jobs Fairs
- Skills Support for Redundancy
- Skills Support for the Unemployed
- Up-skilling/Re-skilling
- Local Support for Businesses
- National Online Support for Businesses
- Skills Support for Redundancy for Businesses
- Regional Redeployment Service for Businesses
- Apprenticeships



The screenshot shows the SEMLEP's Growth Hub website. The header includes the logo, contact information (0300 01234 35), and navigation links. The main content area features a banner for 'EMPLOYMENT SUPPORT' with a call to action. Below the banner, a message states: 'Regrettably, we are seeing the current situation with coronavirus affect employment in this region. To help people facing this situation, we've collated national, local and regional employment resources to help.' A list of resources is provided in a table format:

+ National Online Support
+ Virtual Jobs Fairs
+ Skills Support for Redundancy
+ Skills Support for the Unemployed
+ Up-skilling/Re-skilling
+ Local Support for Businesses
+ National Online Support for Businesses
+ Skills Support for Redundancy for Businesses

<https://www.semlepgrowthhub.com/resources/employment-support/>

# Directories of Employment and Skills Support

## Online Courses

- Local Further Education
- Local Higher Education
- Local Authorities
- Other Providers
- COVID-19 Training



The screenshot shows the SEMLEP's Growth Hub website. The header includes the logo, contact information (0300 01234 35), and navigation links. The main banner features the text 'TRAINING AT WORK: ONLINE COURSES' with a green arrow icon and the subtext 'Ever wanted to learn a new skill or develop your knowledge?'. Below the banner, there is a paragraph of text and a list of five course categories, each with a plus sign icon. To the right of the list is a photograph of a woman wearing glasses and smiling while working at a desk with a laptop.

SEMLEP's Growth Hub  
Connected Business Support

Search | 0300 01234 35

About us Services Business Support Resources Business Resilience News Enquire Now

### TRAINING AT WORK: ONLINE COURSES ↗

Ever wanted to learn a new skill or develop your knowledge?

We've collated a list of online course available in the South East Midlands. These distance learning courses range from childcare to logistics, run by local colleges, universities and other training providers.

- + Local Further Education
- + Local Higher Education
- + Local Authorities
- + Other Providers
- + COVID-19 Training

<https://www.semlepgrowthhub.com/resources/training-at-work-online-course/>

## Contact

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