

# Regional Skills Need Assessment Model and Analysis

September 2024

## Regional Need - Introduction

As per the Deed of Obligation agreed between East Suffolk Council, Suffolk County Council and Sizewell C Ltd, related investment will be utilised as a catalyst to create a skills legacy for the region and/or backfill in areas where regional need is exacerbated by the project. Determining a 'regional skills need' will inform the Annual Skills Implementation Plan (ASIP), a document which will translate the relevant Construction Workforce Delivery Strategies and regional skills requirements for that year into implementation activities and priorities. The regional skills need assessment will ensure priorities for funding expenditure are aligned with wider needs than the project itself. Ongoing monitoring will help develop our understanding over the course of the build.

## Governance

The ASIP is coordinated by the Regional Skills Coordination Function, based at Suffolk County Council, and then agreed by the Employment, Skills and Education Working Group (ESEWG), comprising of:

- Sizewell C
- Suffolk County Council
- Regional Skills Coordination Function
- East Suffolk Council

The Economic Review Group is responsible for approving the ASIP and comprises of:

- Sizewell C
- Suffolk County Council
- East Suffolk Council

It is intended that this document and the initial ASIP will provide sufficient guidance for decisions to be made by the ESEWG during 2024-25 and enable the development of investment proposals from the Asset Skills Enhancement Capability (ASEC) fund.

## Assessment Model

Regional skills needs can either relate to the need to:

- **widen current talent pools** in broad areas to create a pipeline of skills that are either directly required themselves or provide the foundation skills to enable progression through to more specific requirements
- **directly equip the workforce with specific and specialised skills** needed in roles where there will be a significant regional uplift required across projects and across time

A regional skills need is a set of skills and competencies (and its associated qualifications and professional certification) that can be evidenced as at least one of the following:

- underpinning a Suffolk and regional strength or comparative, competitive advantage (as identified by current plans, priorities and stated local ambitions)
- currently required and will continue to be required by multiple local employers (or required of the local supply chain by developments)
- currently required by national employers that will be operating in Suffolk and the wider area for a significant period across multiple developments
- supports the expansion of a relevant talent pool that is needed to fill general skills shortages and feed specific (often higher level) skills gaps
- required to help mitigate against any negative impacts of significant replacement demand within the regional economy that can be linked back to the workforce requirements of Sizewell C

Evidence is also required to:

- confirm that delivery of the skillset aligns with the curriculum development strategies or plans of at least one training provider or learning organisation based in the region. This assessment should mitigate against the risk of investing in provision, resources, equipment or facilities that cannot be supported in the long-term by our regional provider base
- confirm that the delivery cannot be supported locally at the scale or level likely to be required without ASEC investment confirm that entry into the related provision will be accessible from current local pre- or post-16 education pathways

How the skillset contributes to local economic and social priorities should also be identified and evidenced. This could include, but is not limited to:

- raising qualifications levels by providing clear pathways through to Level 3+
- raising aspiration and ambition levels of local residents
- supporting the achievement of net zero across the economy
- addressing areas of deprivation and increasing levels of social mobility
- addressing geographical inequality in education provision
- improving wage levels and regional productivity
- supporting the participation and inclusion of disadvantaged or under-represented groups or those with specific barriers to education and employment

Evidence must be provided to confirm the alignment between a skillset and the qualifying bullets above.

Each qualifying criteria must be confirmed by at least two pieces of evidence deemed to be acceptable by the ESEWG. Evidence will be reviewed at relevant stages of investment decision making processes to ensure it remains relevant and accurate.

Evidence could include, but is not limited to, the following:

- Data on the current supply (relevant achievements, training availability) and demand (job postings, hard-to-fill vacancies etc)
- Data-led forecasts on future supply and demand
- Need referenced and evidenced in other reports deemed to be credible by ESEWG

Information provided by multiple key stakeholders including the thematic groups. A skillset is not a regional need if:

- no other significant current or future requirement for the skillset can be evidenced beyond the needs of the Sizewell C project

## Methodology

A high-level summary of skills needs of the region has been determined through desk-based analysis, utilising existing key documents and strategies. This includes:

- Local Skills Improvement Plans for the wider region
- Suffolk County Council strategies and policies
- East Suffolk Economic Strategy
- Suffolk FE and HE strategic plans
- Reports on local skills needs, such as by CITB and the Technical Skills Legacy report

For a full list of sources, please refer to Annex A - Framework of Evidence.

## East of England

The East of England boasts relatively high levels of employment, however, it also faces challenges, including areas of significant deprivation and slowing economic growth.

Disparities exist within the region, with some areas experiencing significantly higher levels of income deprivation. The region's ageing population poses challenges, particularly in terms of skills shortages and pressure on public services.

The East has a unique opportunity to lead the UK's transition to renewable energy, with significant investments in green energy infrastructure and research capabilities. However, educational attainment rates, particularly among disadvantaged young people, are below national averages in some areas, indicating a need for targeted interventions. There are also some hard-to-fill job vacancies, including those requiring specialised skills.

Priority sectors identified across the region include education, engineering, life sciences, IT & digital, agriculture/food, logistics/transport, and creative/cultural industries. Common cross-sector skills include digital skills, soft skills, green skills, and leadership/management skills, highlighting areas for targeted workforce development initiatives.

In the East of England, the construction industry is poised for significant growth, with infrastructure, commercial, and housing sectors expected to experience the fastest rates of expansion over the next five years. The forecasted annual average growth rate of 2.2% surpasses the UK average of 1.5%, driven primarily by infrastructure projects such as the East Anglia Two and East Anglia One North wind farms, the Sizewell C nuclear power station, and the Lower Thames Crossing project. These initiatives, along with private housing developments like the Stevenage regeneration project and the Brightwell Lakes development in Suffolk, contribute to a robust outlook for the region's construction sector. Despite a slight dip in output and workforce numbers projected for 2023, workforce levels are expected to rebound and increase to 264,600 by the end of 2027. However, the industry still faces challenges in recruiting new workers to meet demand, with an average annual recruitment requirement of 1.5% per year. Occupations such as civil engineers, wood trades, and non-construction professionals are among those with the strongest recruitment needs, highlighting the importance of workforce development and training initiatives to address skill shortages and ensure the industry's continued growth and success in the region.

## Suffolk

Suffolk is largely a low wage, low skilled economy with a lower proportion of residents at working age than the national average. Less Suffolk residents are educated to Level 3+ than the national average, and salary levels are considerably lower than the national average.

The Hidden Needs Report (Suffolk Community Foundation, 2020) found evidence of increasing ‘in work’ poverty, where household income is not above the poverty threshold despite at least one member of the household being in work. A higher-than-average proportion of jobs are in manufacturing, mainly of lower value. Other key sectors are agriculture, food and drink, transport and logistics, health and care as well as tourism, with a large number of roles being in lower-to-mid skill occupations. Labour and skill shortages are a significant challenge, particularly for science, technology, engineering and maths (STEM) related skills and capabilities.

There is a long-term trend of increasing deprivation; since 2010, 47% of neighbourhoods have become more deprived with only three other local authorities performing worse. The geography of the county exacerbates the issue, with the three biggest urban areas towards the outskirts of the county boundary and increased associated costs of rural living. 28% of income deprived people live in the rural areas of Suffolk and these neighbourhoods have seen the biggest increase in deprivation levels. More than half of the rural neighbourhoods in Suffolk are in the 10% most geographically deprived, with distances to services and opportunities being amongst the highest in England.

The evidence of “hidden pockets of deprivation” is also well-documented within East Suffolk, with recent incidences of Young People Not in Employment Education and Training (NEET) reaching 6-7% in Lowestoft compared to 2-3% in other more affluent areas of East Suffolk, where there are also smaller populations of young people. Within recent years the number of young people in education who have been identified as “at risk of becoming NEET” has also increased significantly.

Clean Energy, Agri Food, and ICT and Creative Digital industries have been identified as key growth sectors. Meanwhile, East Suffolk faces distinct challenges within its local economy. Despite its diversity and potential, the district has lower weekly earnings and employment rates compared to regional and national averages.

Job posting data demonstrates in 2023 the top demanded (highest number of unique job postings) were: Caring Personal Services, Sales Related Occupations, Teaching Professionals. Generally, we see a high number of job postings from low paid sectors.

In Suffolk, Caring Personal Services (SOC: 613) has consistently been the top demanded occupation across many years – this demand is predominantly from Care Workers and Home Carers (SOC: 6135).

Top 5 numerical increase in jobs 2020-2024 (forecasted)

SOC	Description	2020 jobs	2024 jobs (forecast)	2020-2024 change (forecast)	2024 employment concentration (forecast)
92	Elementary Administration and Service Occupations	47,285	50,023	2,738	1.28
22	Health Professionals	12,184	14,252	2,068	0.87
23	Teaching and Other Educational Professionals	12,112	13,629	1,517	0.90
82	Transport and Mobile Machine Drivers and Operatives	13,625	14,693	1,067	1.29
51	Skilled Agricultural and Related Trades	2,670	3,645	975	1.79

Source: Lightcast

Top 5 percentage change in jobs 2020-2024 (forecasted)

SOC	Description	2020 jobs	2024 jobs (forecast)	2020-2024 change (forecast)	2024 employment concentration (forecast)
51	Skilled Agricultural and Related Trades	2,670	3,645	36%	1.79
22	Health Professionals	12,184	14,252	17%	0.87
53	Skilled Construction and Building Trades	5,095	5,808	14%	1.09
23	Teaching and Other Educational Professionals	12,112	13,629	13%	0.90
63	Community and Civil Enforcement Occupations	220	243	11%	0.83

Source: Lightcast

Despite these challenges, Suffolk's economic landscape presents opportunities for growth and development, particularly in emerging sectors and infrastructure projects that have the potential to drive employment and the economy across the region.

## Project need

Research conducted by the Engineering Construction Industry Training Board (ECITB) indicates that over 20% of the current estimated national workforce required by Sizewell C will retire by 2026. To mitigate this risk, Sizewell C will establish early career pipelines through its alliance partners and their Inclusion, Diversity, Employment and Skills Plans to develop project-specific skills not only for Sizewell C but also to bolster the UK's overall skills pool.

IDESPs will ensure that suppliers are directly contributing to workforce development through commitments and targets to enhance the local and wider skills pool through developing project-specific skills. Alliances will commit to a master IDESP which in turn will be cascaded down to Tier 1 suppliers who will have individual IDESPs in place.

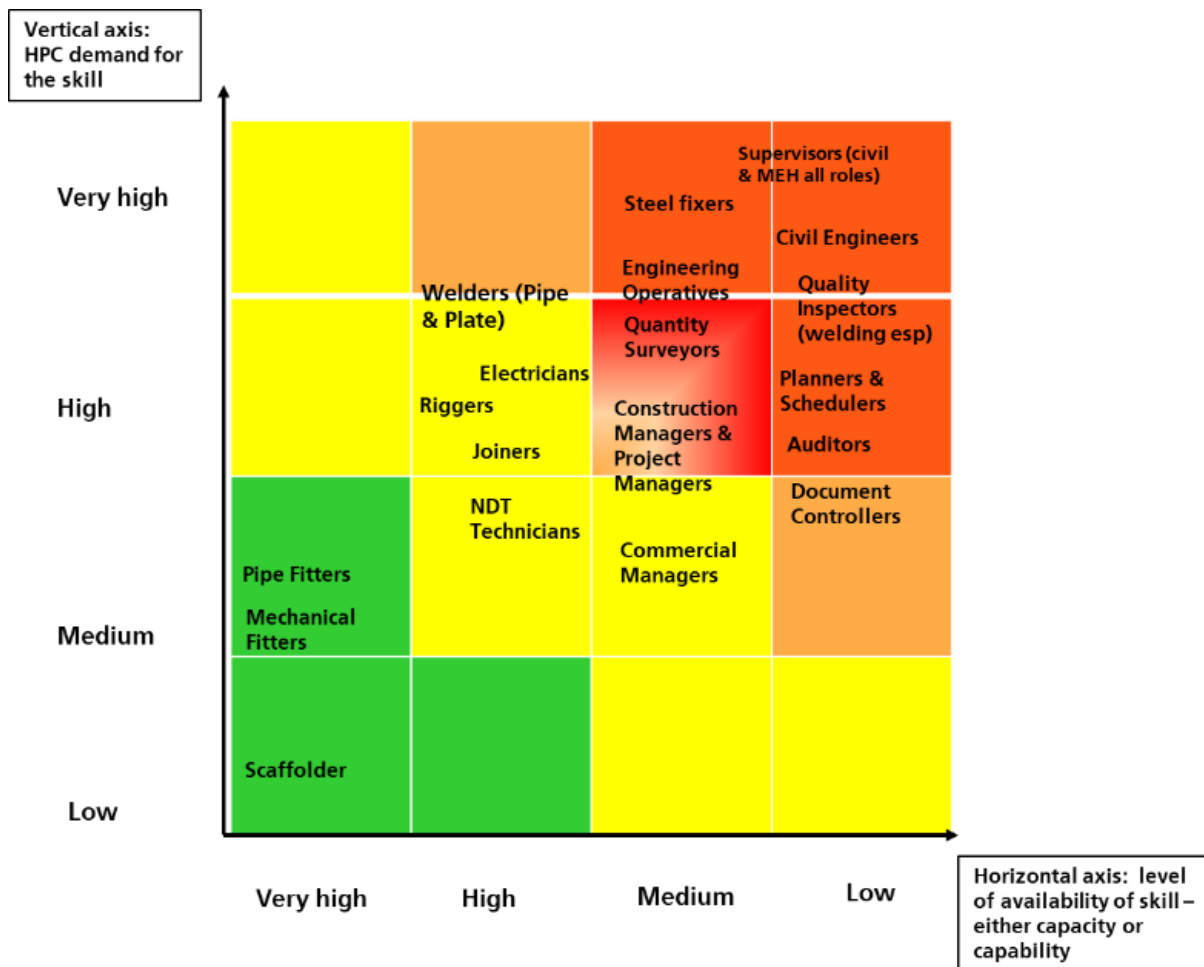
In careful planning for the required skills and workforce mobilisation, Sizewell C collaborates closely with its supply chain partners, alliances, and UK industry training bodies to identify key areas of skills shortages and critical workforce needs. Their collective input is vital for devising interventions that generate apprenticeships and attract new talent to meet the heightened demand presented by Sizewell C, while also accounting for workforce turnover due to retirements and other factors.

Thanks to actual workforce measurements and mature forecasts from Hinkley Point C, the accuracy of labour and skills predictions for Sizewell C's earliest stages is relatively high. Known key occupational requirements for the project include:

- Construction Trade and Lifting Supervisors
- Steel Fixers
- Lifting Operatives
- Formwork Carpenters
- Plate and Pipe Welders
- Mechanical and Pipe Fitters
- Duct Workers
- Cable Pullers
- Jointers
- Riggers (including Scaffolders)

To monitor the skills shortage and criticality status of these and all roles, the project will closely observe workforce data to plan and implement suitable mitigations and interventions.

Combining data from demand and role profiles with a focus on reviewing capacity and capability issues, specific high-demand roles and qualification levels stand out as a priority for targeted local interventions and implementation. Ongoing discussions with local colleges and education providers facilitated through signed MOUs with the Sizewell C Project, enable focused efforts to meet workforce demands and skills requirements effectively.



## Get Ready construction phase

The Get Ready phase at Sizewell C encompasses essential activities, grouped into three key areas: Site Operations, Site Services, and Enabling Works (including Associated Development sites). Each of these areas demands a skilled and diverse workforce to ensure a successful start to the construction project.

The Get Ready phase at Sizewell C represents a crucial stage in the project's development, demanding a diverse and skilled workforce to lay the groundwork for the subsequent construction activities. The successful execution of this phase not only establishes a solid foundation for the project but also fosters positive relationships with the local community and education institutions, nurturing a pipeline of talent and support for the project's long-term success.

This phase of the project is the one that is most generic in terms of skills requirements to regional and general 'new build' construction in the wider economy. The main elements of the non-specialist workforce are made up of general construction operatives and a relatively even spread of widely available construction roles, such as scaffolders, lifting operatives, plant operatives, electricians, mechanics, and drivers. The highest requirement during this phase of the work is for general construction operatives at NVQ level 2. Local college provision for this qualification is currently not available but should be easily delivered within the existing Built Environment departments of local colleges.



## Main Civils construction phase

The Main Civils Construction phase at Sizewell C represents a pivotal stage in the project, encompassing the construction of the main sub-structures and superstructures of the power station. This phase involves building critical components, including the nuclear island (reactor building), conventional island (turbine and generator building), and marine works (cooling and tunnels) for both unit 1 and unit 2. Ancillary buildings, emergency generator buildings, stores, and other essential facilities supporting the power station's operation are also constructed during this phase.

The Main Civils Construction phase requires a highly skilled workforce in construction and civil engineering disciplines to carry out various tasks with precision and expertise. Skilled workers like steel fixers, lifting operatives, formwork carpenters, and welders are essential for building critical sub-structures and superstructures of the power station.

A requirement for 1,200 steel fixers is probably the most significant element of this demand, as it compares to a national availability of circa 3,000 operatives in the UK who hold a current Construction Skills Certification Scheme (CSCS) card for this occupation. Experience at HPC is also showing that this is a 'skills shortage' occupation and any major projects that take place concurrently with Sizewell C in the East of England (such as Freeport East or the Lower Thames Crossing) will inevitably require large numbers of people with these skills.

The joinery and woodwork element of this demand is largely for 'formwork' joinery or preparatory 'formworkers'. This is a structural form of joinery that creates the moulds into which concrete will be poured. Moulds produced by formworkers must remain stable and control and constrain 3 tonnes of concrete per cubic metre until the concrete has cured. This form of joinery is not typically taught as part of the standard 'college' offer but is a potential 'bolt on' to any existing joinery course at Level 3, or as an 'up-skill' for the local workforce.

Lifting is a key component of any main civils activity. Moves towards modularity and off-site production are creating new site-based skills in assembly. There are increasing demands for lifting related skills 'on-site', as individual components are transformed into modules (often on site) and then lifted into place.

With a peak requirement of approximately 60 tower cranes and up to 120 mobile cranes per project, HPC and Sizewell C share two of the largest 'lifting' infrastructures of any projects in the UK, or globally.

Lifting roles are not limited to crane drivers, as for each crane there are supporting trades and roles such as slinger, signaller, appointed persons and lifting supervisors, without whom a single crane cannot operate. Lifting operations are not taught in any colleges in Suffolk but tend to be the domain of private training providers in the East of England (such as the Select Academy in St Neots and the National Construction College at Bircham Newton). The amount of lifting activity required at Sizewell C presents the opportunity for local colleges and providers to partner with these existing and established training organisations.

## Existing skills landscape

With the impacts of Sizewell C being most keenly felt in the areas closest to the site, our focus for investment will naturally be concentrated on Suffolk. This prioritisation will create a ripple effect, with Suffolk receiving an enhanced proportion of skills funding, while smaller amounts will be allocated to the surrounding region where and when there is a case to do so.

Suffolk's education and training landscape is described below in terms of further and higher education strategies. In instances where it is deemed that there is no suitable provision currently available or to build on within the county to meet specialised training requirements, we will look further afield to education and training providers from the wider region to providers who can meet the needs more effectively. These considerations will be evaluated on a case-by-case basis through the funding application processes.

### East Coast College

East Coast College, with campuses in Lowestoft and Great Yarmouth, is one of the UK's leading providers of training to the maritime and offshore industries. The East Coast Energy Skills & Engineering Centre supports development of higher-level technical skills and expertise in energy, maritime and engineering.

East Coast College aims to expand apprenticeship participation, with a target of over 1,000 students. They aim to increase adult learner participation and develop new specialised provisions through partnerships. ECC plan to develop commercial training available through the East Coast Energy Training Academy, Nexus, Offshore Wind and East Coast Maritime College. They plan to develop the Eastern Civil Engineering Campus at Lound, a new Health Science Centre, Sports and Fitness Community Hub, and a Technical Clean Energy Operations, Maintenance and Welding Academy. The college has also engaged 7,000 individuals through the Norfolk Community College to enhance work readiness and job-search activities.

### Eastern Education Group

West Suffolk College, part of the Eastern Education Group, is one of the country's leading further education and apprenticeship providers, providing learning and training for around 13,000 students. The college is primarily based in Bury St Edmunds where the main campus is supplemented by a Built Environment Campus and University and Professional Development Centre. Additional learning centres are based in Haverhill, Ipswich, Sudbury, Thetford, Chatteris (purpose built engineering and advanced manufacturing facility) and Soham. The college has recently opened a new renewable Heat Pump Training Centre and the XR Lab, providing students, employers and stakeholders with a next-generation augmented and virtual reality facility. This supports the college's ambition to be the leading post-16 education institution for extended reality education and neuro-diverse talent development for industry in the UK.

The Eastern Education Group has recently introduced digital skills development alongside all full-time programmes as well as sustainability and renewable energy modules at Levels 2 and 3. Employability skills development for different age groups will be embedded within the curriculum, focusing on communication, teamwork, time management, and problem-solving.

Higher level qualifications in digital and health professions have been introduced to enhance the existing higher skills offer in construction, creative industries, early years education and engineering. Digital, net zero and agri-tech skills will be supported through new courses and curriculums as well as increased provision for 16-19 year olds, apprentices and adult learners.

With over 600 engineering apprentices, 300 full time learners and a purpose built Engineering and Advanced Manufacturing training centre in Chatteris it is unsurprising that this area of work is critical to the Group's impact on the local and regional skills agenda. Current courses range from Level 2 to Level 6 and offer training in management, LEAN, mechanical, electrical, machining and welding and plans to extend current facilities, invest in new welding equipment and CNC machines will help WSC to continue to work with employers to upskill existing staff and train future workforces with high-quality skills needed by the sector.

## Suffolk New College

Suffolk New College is an award-winning institution and was one of the first in the country to offer T-levels. It is based in Ipswich with additional campuses at Otley (Suffolk Rural, providing the county's only specialist land-based industry facilities), Leiston and Halesworth (Suffolk New College On the Coast). In recent years, the college has developed new facilities at their Tech Campus providing specialist courses in creative media production, computing and esports, games design and game art, a new Net-Zero Skills Centre, and a Health Science Campus with its own mock hospital ward. Currently, the Suffolk Rural campus is being expanded to accommodate HGV driving. The college provides wide-ranging curriculum across a wide urban and rural geography, with a particular focus on ensuring a pipeline of talent to the region's major infrastructure projects, including Sizewell C and Freeport East.

Suffolk New College has been praised by Ofsted for shaping their strategy according to local skills needs, taking into account labour market intelligence to align its provision with local and regional priorities, emphasising STEM subjects such as Agri-Tech, Digital, and Clean Energy to meet the LEP local strategy, as well as green technologies and health science. An Association of Colleges Beacon Award winner in 2024 for education for Sustainable Development, the College also works to ensure that learners in all curriculum areas have an understanding of the clean growth agenda, which has been a consistent regional priority. The College has been an early and proactive adopter of T-Levels across multiple curriculum areas and is constantly reviewing and adapting curriculum to meet the needs of employers, within a volatile qualification landscape. Suffolk New College is Ofsted 'Outstanding' for its work to embed employability skills through the College ePass programme, and has recently launched ePass+ for adults and businesses, meeting the soft skills need which is a key LSIP priority. Working in partnership to develop and enhance facilities and enrich provision to provide an outstanding learner experience, the College is leading the 2023-5 LSIF partnership in Norfolk and Suffolk, including collaborative training and green skills initiatives.

## University of Suffolk

The University of Suffolk is one of the newest universities in the UK but is well-established and integrated into the region. It has invested millions of pounds to create state-of-the-art learning environments that showcase the latest teaching methods, particularly in areas of distinct

specialisms including Health, Business, Technology, Arts, and Social Sciences. The university is spread over four campuses with a central hub in Ipswich, further franchised partner campuses in Lowestoft and Great Yarmouth, and a Centre of Excellence in Digital Skills - in partnership with BT - at Adastral Park.

The University of Suffolk's vision is to make a major contribution to the health and wellbeing of people in the region and to undertake lasting social and sustainable economic transformation. Their aim is for students to come from diverse backgrounds and graduates will be socially conscious and value-driven, as well as digitally competent and a voice for change for future sustainable development. Their research focus will be on issues affecting local communities and they aim to regenerate the local economy by transforming local productivity and targeted sectors, through skills and workforce development, from degree apprenticeship development right through to leadership and management programmes.

## Identified Regional Skills Needs

Based on a review of existing research and strategies, as listed in Annex A – Framework of Evidence, the East of England region faces several key areas with skills gaps and shortages, impacting various sectors and job roles. These are particularly relevant to regional and local priorities and align closely with the existing skills landscape, including education institution priorities.

### Agri-tech/food

Suffolk boasts some of the most productive farmland in the UK. Employment in the sector is more than double the national average. Large businesses such as Aspalls, Adnams, Greene King, Muntons, British Sugar and Birds Eye all call Suffolk home. There is potential to continue to grow Suffolk's specialist food and drink offer and to add additional value to produce by growing the food and drink production and processing in the county.

Skilled agricultural and related trades shows a forecasted 36% increase in available jobs between 2020-2024, increasing from 2,670 in 2020 to 3,645. Agriculture is Suffolk's highest employment concentration with a factor of 1.79, meaning that Suffolk's share of agriculture employment is double that of what is found nationally and therefore is a comparative strength for the county.

*Common priority within LSIP:*

- SEMLEP (Northamptonshire, Milton Keynes and Bedfordshire)
- Cambridgeshire and Peterborough
- Norfolk and Suffolk

### Digital skills

The world of work is changing and we need to be able to anticipate these changes to provide the up-skilling, re-skilling, advice and support to ensure our residents are able to adapt and our businesses have the skills to address new challenges and make the most of advances in methods and technology. The speed of digital, automation and AI transformation is a particular challenge in terms of both workforce upskilling and recruitment. The level of digital skills required to participate in many aspects of society and support business growth across most industries continues to rise.

The growth of digital technologies in all sectors is unprecedented, as stated within the Technical Skills Legacy report. Many roles across the workforce now must use and interact with information technology in ways that were never previously thought necessary. When interviewing employers for the report, one of the key skills gaps mentioned was basic office computer software skills and that it was virtually impossible to find trainers to support with upskilling.

*Examples of specific skills specialisms required:*

- BIM/3D design
- Digital twinning

- Robotics awareness and skills

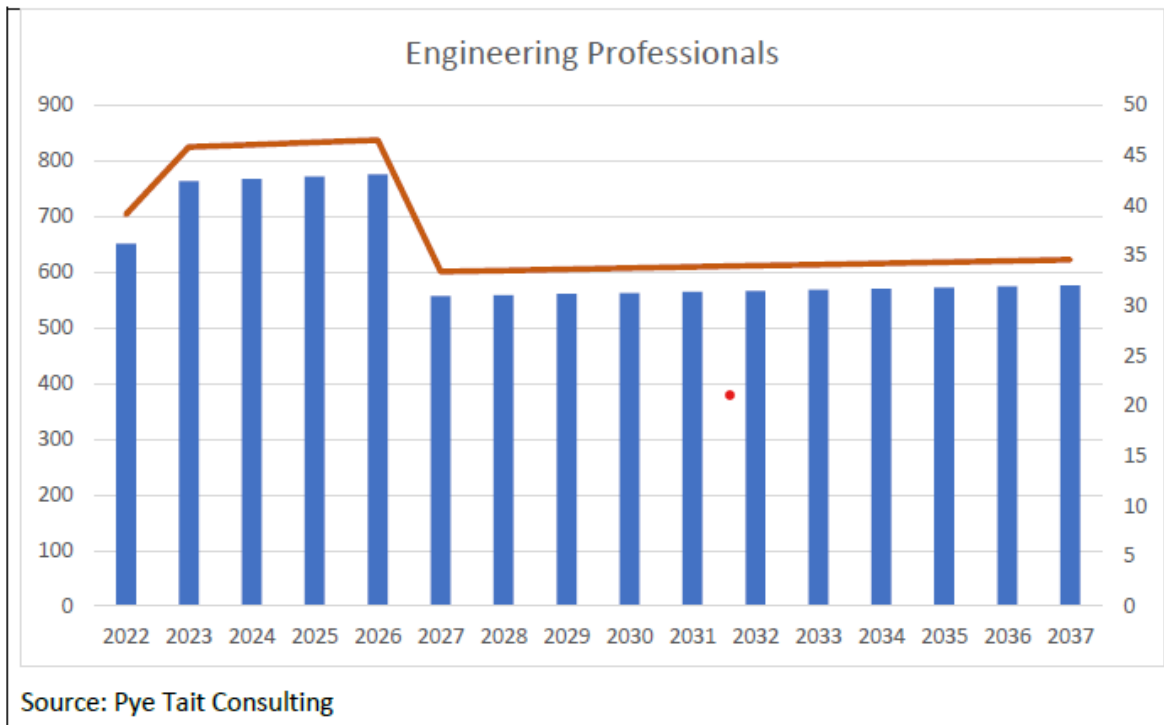
*Common priority within LSIP:*

- Cambridgeshire and Peterborough
- Essex
- Hertfordshire
- Norfolk and Suffolk

## Engineering

According to Lightcast, engineering professionals experienced a 5% change in job postings between 2020-2023, with an increase of 230 jobs in this period. Science, engineering and production technicians experienced a 6% increase, with an additional 199 jobs over the same period.

The Technical Skills Legacy report demonstrates that there is an additional need for 4,287 engineers by 2027 as a direct result of infrastructure projects. On the bar chart below, the y axis on the left shows the annual *additional* workforce opportunity for engineering professionals. This is demand which will be created by the known infrastructure projects and which is likely to be *additional* to the existing labour supply. The y axis on the right shows the predicted number of additional people who are likely to require training per year in order to meet the additional workforce opportunity.



Employers reported that they are experiencing shortages of specific skills and roles such as:

- Civil/structural engineers
- Electrical engineers

The Norfolk and Suffolk Wider Green Skills report recommended that there is a need to encourage more electrical engineers into local universities and identify, create, and promote more flexible electrical based apprenticeships that are relevant for solar, energy storage and the wind industry.

The CITB East of England Outlook expects that there will be an increase particularly in engineering roles, such as civil engineering and that this role has some of the strongest recruitment requirement values, with high demand compared to the workforce level.

*Specific skills specialisms required:*

- Civil/structural engineering
- Electrical engineers
- Mechanical engineers

*Common priority within LSIP:*

- SEMLEP (Northamptonshire, Milton Keynes and Bedfordshire)
- Essex
- Hertfordshire

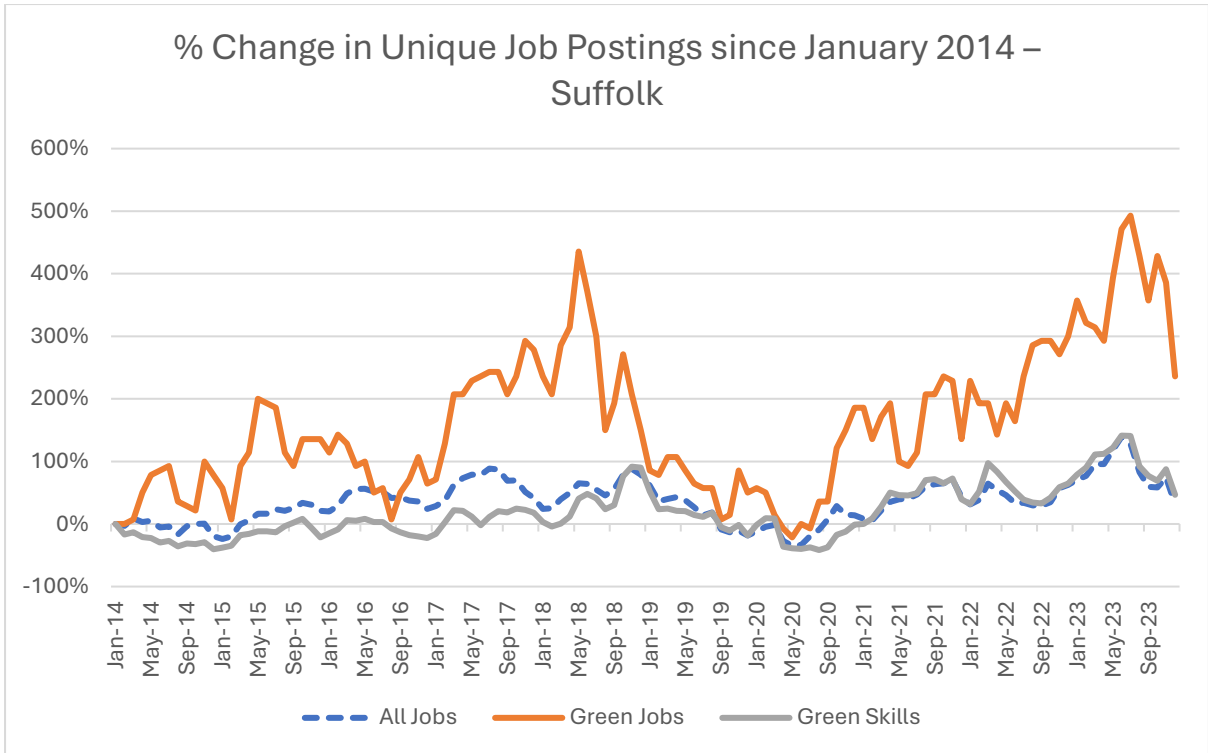
## Green skills/net zero

In Suffolk, 11.2% of existing jobs are expected to be in high demand due to their role in achieving net zero, compared with 10.4% nationally.

The top four industries with the highest proportion of jobs requiring upskilling and in demand jobs are:

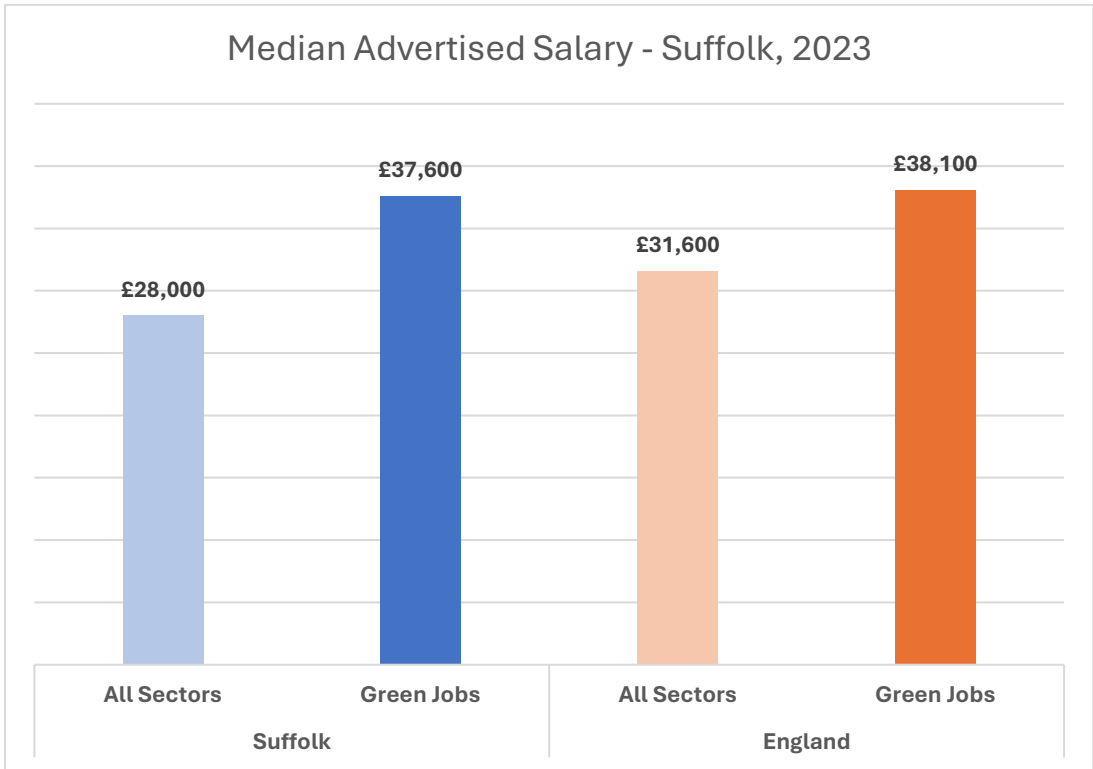
- Construction
- Manufacturing
- Motor Trades
- Transport and Storage

Suffolk has a higher proportion of employment within all these industries compared to national average.

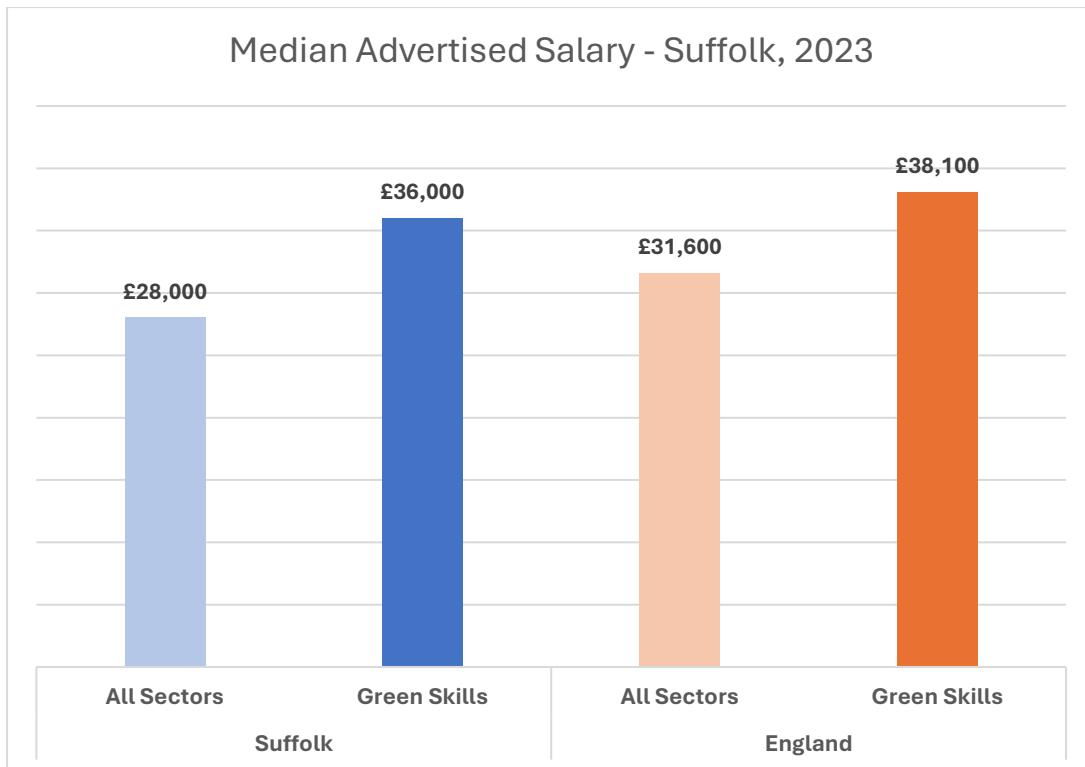


Source: Lightcast, 2014-2023

There has been a consistently higher than average growth rate in vacancies for green job titles between 2014-2023, with the number of jobs advertised tripling in this time. Jobs requiring green skills match the county average. There has been notable demand for high-skilled occupations in this field, such as engineers, managers and consultants. Green jobs and green skilled jobs were advertised with a higher median salary than other jobs, for both England and Suffolk, with green jobs salary 34% higher and green skill jobs 29% higher.







*Source: Lightcast, 2023*

The Technical Skills Legacy report stated there is a lack of training at a reasonable cost that will allow for upskilling of the workforce in net zero skills, such as:

- Retrofitting
- Heat pumps
- PV solar instalments
- Windfarm engineers

*Specific skills specialisms required:*

- Retrofitting
- Heat pumps
- PV solar instalments
- Windfarm engineers

*Common priority within LSIP:*

- Cambridgeshire and Peterborough
- Essex
- Hertfordshire
- Norfolk and Suffolk

## Health and social care

One of Suffolk's largest employment sectors contributing nearly £1.4bn to Suffolk's economy and accounting for the highest proportion of employment by industry at 12.4%. The sector is low-paid and battles with retention of staff. Suffolk's above national average ageing population increases pressure on the sector, but Suffolk is also home to innovation and specialisms including the Integrated Care Academy, which is the first of its kind in this country.

Between 2020-2024, there is forecasted an increase in job postings for Health Professionals of 17%, increasing by 2,068 job postings. For Health and Social Care Associate Professionals, this demonstrated a lower increase of 1% with an additional 104 jobs forecasted to be posted. Caring Personal Service Occupations is forecast to experience a 5% increase over this same period, with 943 more jobs expected. Together, these occupations were responsible for over 3,116 more job postings (forecasted).

### *Common priority within LSIP:*

- Essex
- Hertfordshire

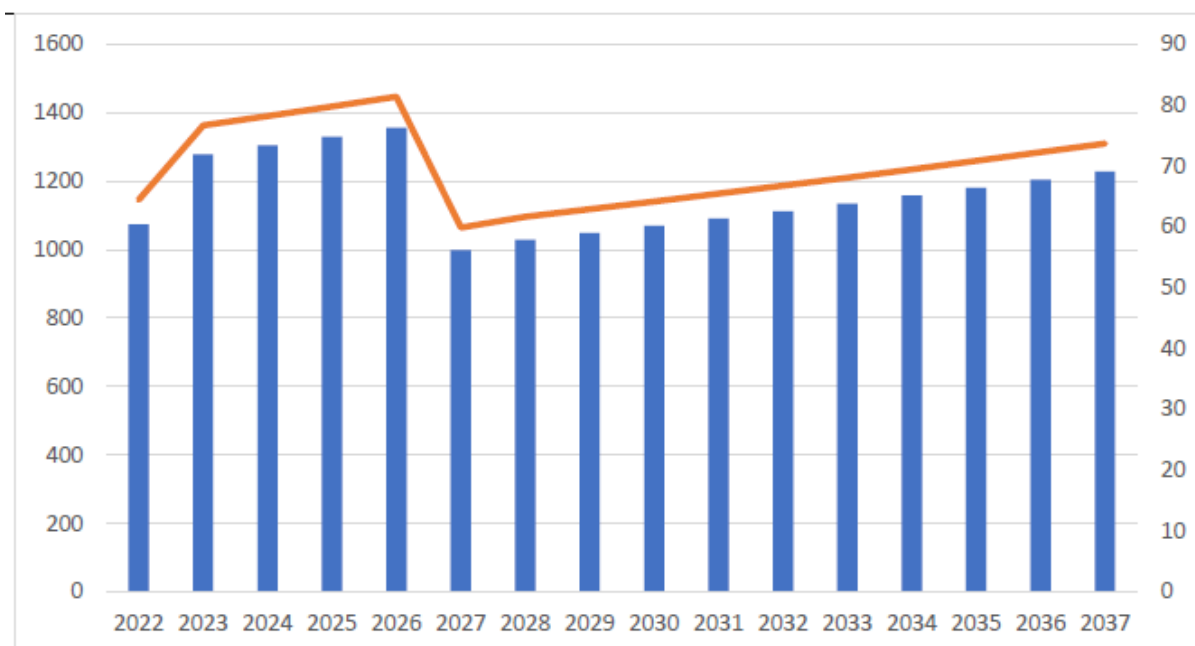
## Ports and logistics

Suffolk has three international ports, including the busiest container port in the country, the Port of Felixstowe. With significant opportunities to be provided through Freeport East, growth along the A14 corridor is expected to accelerate as a major location for smart logistics hubs and port expansion and innovation plans. Freeport East will transform the region through new and additional investment in world-leading infrastructure and innovation, driving the Green Industrial Revolution and providing extensive re-skilling and up-skilling opportunities to transform the life chances of thousands of people.

Transport and Mobile Machine Drivers and Operatives are forecast to have an increase of 8% in job postings between 2020-2024, with an additional 1,067 jobs to be posted in this period.

It is expected that demand for these roles will increase. The Technical Skills Legacy report includes Road Transport Drivers as a key role required to complete infrastructure projects in the region, specifically for delivery of large, complex components which may be manufactured outside of the region, such as turbines, windfarm blades, reactors and motors. This will likely require specialist driving skills. The report forecasts an additional need for Road Transport Drivers of 7,343 by 2027 to meet demand from infrastructure projects.

On the bar chart below, the y axis on the left shows the annual *additional workforce opportunity* for Road Transport Drivers professionals. This is demand which will be created by the known infrastructure projects<sup>4</sup> and which is likely to be *additional* to the existing labour supply. The y axis on the right shows the predicted additional number of people who are likely to require training per year in order to meet the Additional workforce opportunity.



Source: Pye Tait Consulting, 2022

*Links to education priorities:*

- Suffolk New College – HGV driving at Suffolk Rural campus

*Common priority within LSIP:*

- Essex
- SEMLEP (Northamptonshire, Milton Keynes and Bedfordshire)

## Soft/transferable skills

Soft skills, such as communication, management and leadership, were among the top common skills advertised for within job postings between Jan 2023-Dec 2023. The top requested skill was communication skill with 23% of postings requesting this of applicants, followed by 15% requiring management skills. 6% of postings required applicants to have leadership skills, ranking 8<sup>th</sup> in the list of common skills.

*Links to education priorities:*

- Eastern Education Group
  - Soft skills to be embedded in curriculum from level 1 to 3
  - Apprentices to complete ‘My Skills for Success’ programme
  - Increase provision of team leading, management, problem solving and time management training programmes for adult learners

*Common priority within LSIP:*

- SEMLEP (Northamptonshire, Milton Keynes and Bedfordshire)
- Essex

- Norfolk and Suffolk

## Teaching and Education professionals

Teaching professionals is forecasted to be one of the biggest increases in job postings from 2020-2024, with an increase of 13% (1,517).

Anecdotally, we are aware that FE colleges are struggling with filling available positions, particularly in those curriculum areas with high industry pay. Colleges are working to develop strategies to encourage industry experts into the classroom through programmes such as Licence to Industry Experts developed by Suffolk New College and are investigating the possibility of collaborative recruitment drives.

### *Links to strategic priorities:*

- Norfolk and Suffolk Wider Green Skills
  - Promote a local “pool” of lecturers and teachers all training providers can access to help stagger training to ensure enough people are trained across multiple areas.

### *Common priority within LSIP:*

- SEMLEP (Northamptonshire, Milton Keynes and Bedfordshire)
- Essex
- Hertfordshire

## Annex A - Framework of evidence

### Local Skills Improvement Plans

- SEMLEP (Bedfordshire, Milton Keynes and Northamptonshire)<sup>1</sup>
- Cambridgeshire and Peterborough
- Essex
- Hertfordshire
- Norfolk and Suffolk

### FE and HE strategic plans

- East Coast College Group Strategic Plan 2020-2030
- Suffolk New College Strategic Plan 2022-2027
- University of Suffolk Strategy and Vision 2020-2030

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<sup>1</sup> Now closed with responsibilities currently managed by West Northamptonshire Council.

## Local reports and strategies

- East Suffolk Economic Strategy 2022-2027, East Suffolk Council
- Suffolk Economic Strategy
- Norfolk and Suffolk Wider Green Skills
- Suffolk County Council's Corporate Strategy
- Suffolk's Hidden Needs, Suffolk Community Foundation
- Suffolk's SEND strategy, Suffolk County Council
- Suffolk Young People's Education, Employment and Training strategy 2021-2024, Suffolk County Council
- Tackling Poverty in Suffolk 2022, Suffolk County Council

## Industry reports

- CITB East of England Outlook 2023-2027
- ECITB Strategy 2023-2025

## Other sources

- Index of Multiple Deprivation (2019)
- Lightcast
- Sizewell C Construction Workforce Delivery Strategy
- Technical Skills Legacy report 2022