Cambridgeshire and Peterborough Local Skills Improvement Plan (LSIP)

Progress Report, June 2024

Contents

This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the local skills improvement plan published in August 2023. This report was produced in June 2024, but publication was delayed due to the pre-election period.

Who is this publication for?

The purpose of this report is to summarise the progress that has been made in resolving employer skills shortages, since the publication of the Local Skills Improvement Plan (LSIP) in August 2023. It is also an important chance to highlight the action that needs to be taken moving forward.

Who should read this report?

The report is intended for anyone with an interest in supporting the skills system in our region. The following groups may have particular interest in reading this report, for the following reasons:

Employers:

- To understand what action has been taken in response to their feedback.
- To learn about the potential benefits available to them, by engaging with ongoing skills and education related activities.
- To understand how they can support the ongoing action being taken.

Education and training providers:

- To inform curriculum design and development.
- For a summary of additional intelligence on employer skills needs.
- To consider what additional actions can be taken.
- Identify opportunities to align ongoing initiatives with other stakeholders.

Other stakeholders:

- Who are engaged with education and skills.
- Who can play an important role in supporting the ongoing action.

A full copy of the 2023 Local Skills Improvement Plan is available on our website at: www.cambridgeshirechamber.co.uk/sectors/localskills.

Foreword

On behalf of Cambridgeshire Chambers of Commerce and Cambridgeshire and Peterborough Combined Authority, we are proud to present this update on our region's Local Skills Improvement Plan. This plan reflects our unwavering commitment to the development of a resilient, skilled, and dynamic workforce capable of meeting the evolving needs of our local economy.

We are in a time of unprecedented changes, driven by technological advancements, shifting market demands, and the ongoing impacts of global events. The rapid pace of this demands that we stay proactive, anticipating future skill needs and working together to ensure action is promptly taken.

We wish to extend our gratitude for the collaboration and contributions by our partners to date.

Charlotte Horobin, *Chief Executive of Cambridgeshire Chambers of Commerce*
Andrea Wood, *Assistant Director of Skills at Cambridgeshire and Peterborough Combined Authority*

Summary of the LSIP

What is an LSIP?

In 2022, Cambridgeshire Chambers of Commerce and Industry were appointed by the Department of Education to be the 'Employer Representative Body' for Cambridgeshire and Peterborough. The Chamber was tasked with developing a Local Skills Improvement Plan (LSIP), to recommend how education and training provision in the region could be better aligned with the needs of local employers.

The LSIP was not intended to be a strategy to resolve all skills challenges across every sector and areas of a very diverse region. But instead to identify what the most pressing 'priorities' for change were and to identify what actions needed to be taken to address these.
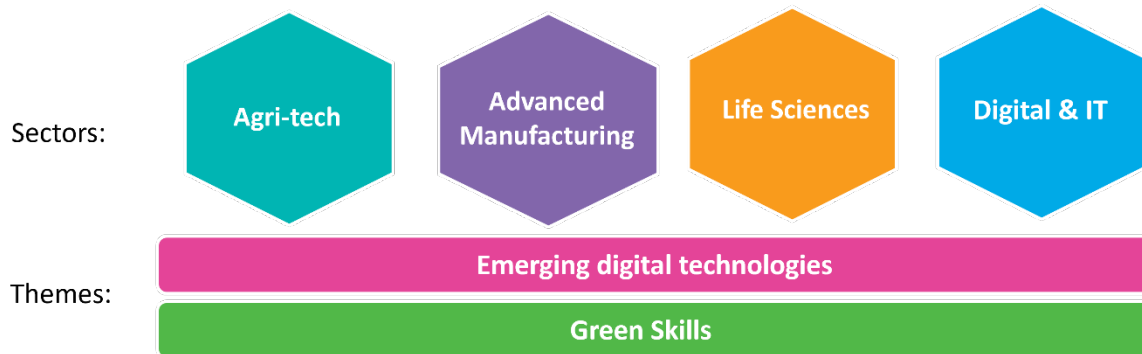
Background

The Chamber engaged employers across the region to ask about their current and future skills needs, as well as the barriers they experienced in engaging with the skills system. A collaborative group was formed, made up of 20 organisations who could feed in on behalf of employers (such as Cambridge Ahead and the National Farmers Union) – bringing together important insights from their local and industry knowledge. Data and insights on the local labour market were also considered, to build a picture of the priorities for local employers and the challenges they face.

As part of the process, the Chamber was supported by local authority representatives and key members of the Cambridgeshire and Peterborough Combined Authority. Education and training providers (education providers) joined the conversations to share insights and suggestions on what could be done.

The 'priorities' for Cambridgeshire and Peterborough

The most pressing issues communicated as part of the consultation related to skills shortages in four of the key sectors in Cambridgeshire and Peterborough; Life Sciences, Advanced Manufacturing, Digital & IT and Agri-tech.

In addition two skills 'themes' which impact all sectors were highlighted; the emerging skills needs created by evolutions in technology and the skills needed to support the net-zero / green agenda:

Sectors:

| Agri-tech | Advanced Manufacturing | Life Sciences | Digital & IT |

Themes:

Emerging digital technologies

Green Skills

The LSIP also identified a number of challenges around employers experience of the skills system:

Skills language	Skills information	Employer support	Collaboration	Careers
Employers and providers don't always speak the same language and there are no clear definitions for 'green', 'digital' and 'transferable' skills.	Employers need support and resources, to understand an often complex education and funding landscape.	Employers need support in understanding and communicating their skills needs and developing their workforce for the future.	Increased collaboration and coordination amongst education providers and wider stakeholders is needed to enhance the benefits of actions.	There needs to be comprehensive careers information, tailored to the local job market and meaningful work experience opportunities.

The solutions and next steps

As part of the process, a range of solutions were explored with employers, education providers and other stakeholders – to establish what change needed to be achieved to address the skills gaps. Some examples of the solutions which were recommended in the LSIP include:

- Improved careers information and guidance to encourage students and graduates into life sciences employment and minimise migration to other areas.
- Raising awareness of Agriculture, Land Management and Production T levels as a steppingstone into the Agri-Tech sector.
- Improved digital training and upskilling for employees already in work, as well as provision for students which focuses on developing these skills.
- Developing a common skills language to aid the transferability of skills across sectors.
- Ensuring that apprenticeships meet the needs of employers and particularly SMEs.

The section 'Priorities and Actions (Roadmap)' provides more detail on the actions taken to date and the progress achieved in resolving employer skills needs.

As the designated Employer Representative Body, the Chamber's ongoing role in the LSIP has been to support and encourage a region-wide response to the LSIP – working closely with key stakeholders and the Cambridgeshire and Peterborough Combined Authority (CPCA). In addition, to keep the LSIP under review and monitor the progress made by education providers, as well as wider stakeholders.

Strategic and economic context update

This section has been included to provide an update on key changes to the strategic and/or economic context for the region – which have occurred since the LSIP was developed.

Updated labour market information

Recent analysis of regional labour market data conducted as part of the LSIP noted the region's labour market cooled in the year to March 2024, with employment at a three-year low, while jobs fell by 0.6% in 2022:

- Across all the region's four priority sectors, jobs failed to grow in-line with national averages in 2022:

	% change in jobs	National average
Advanced Manufacturing	- 12.5%	+ 0.8%
Digital & IT	- 7.1%	+ 5.4%
Agri-tech	+ 3.1%	+ 5.6%
Life Sciences	+ 4.3%	+ 7.4%

- The data also highlighted areas of significant labour market weakness, with employment in Peterborough falling to an 11-year low and claimant unemployment rising since the start of 2022. Analysis also indicates Fenland may have a reduced pool of labour available to local employers, with the working age population decreasing since 2017, alongside recruitment challenges for a range of occupations.

   See Annex A for further details. Regular analysis will be carried out and made available via the Chamber's LSIP page, alongside virtual sessions for interested stakeholders.

National plans for growth in Cambridge

Since the LSIP was approved, the government made announcements around plans for the growth and expansion of Cambridge, noting how the success of Cambridge is central to the UK economy. The 'Case for Cambridge' guidance [1] published by the Department for Levelling Up, Housing and Communities' in March 2024 set out the opportunities and challenges faced:

"There is huge potential for Cambridge to become Europe's answer to Silicon Valley. But, if the government does not work urgently with local partners to address the demand for housing, skills shortages and pressure on local infrastructure, there is a real risk that Cambridge's technology and science clusters will stop growing or relocate to other competitor cities around the world."

These plans would undoubtedly impact the supply of skills in Cambridge and the wider region:

- Plans to build 100,000 – 150,000 homes by 2050.
- £1.5 billion upgrade of the A14 and the East West Rail project, linking Oxford to Cambridge.
- Ensuring plans and new developments do not increase water scarcity.
- Developing 2.2 million square feet of new lab space.
- Develop a sustainable transport network, creating a network of well-connected towns.
- Prioritising development of key strategic sites like the Cambridge Biomedical Campus, Cambridge East (Marshall's Airport), and North East Cambridge.

---

[1] www.gov.uk/government/publications/the-case-for-cambridge/the-case-for-cambridge

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

What has been achieved so far?

The LSIP set out changes that education providers could act upon to better meet the needs of local employers. Education providers have a duty to consider the report and act by utilising appropriate funding (both existing and new funding). In 2023, the Department for Education launched the Local Skills Improvement Fund, which enabled six education providers from the region to collaboratively secure just under £2.5 million of funding to help support their actions.

In addition to recommendations for education providers, the LSIP set out actions wider stakeholders could take to support the change employers need. For example, the LSIP made recommendations around the re-commissioning of the skills brokerage service Growth Works (led by the CPCA).

As the ERB, The Chamber has been collating information on what education providers, along with other stakeholders have done in response to the LSIP, which is summarised below. Further detail can be found in the section 'Priorities and Actions (Roadmap)'.

Sector and theme priorities:

Life Science employers highlighted a shortage of technical skills, especially with the emergence of digital technologies (including AI) and a shortage of people with management and entrepreneurial skills. Actions to date include:

- New and updated curriculum has been developed for life sciences, including specific content around 'AI meets life science'.
- Unused space has been developed into teaching laboratories and new equipment obtained to support practical techniques commonly used by Life Science employers.
- VR technology has been obtained to support immersive realistic workplace experiences and support skills acquisition. Content has been co-developed with life science employers.
- Staff have been upskilled across providers to enable new skills to be taught to students.
- The promotion of leadership and management courses, with one education provider alone achieving facilitating participation of 256 individuals in 2023.

Advanced Manufacturing employers reported skills shortages and the need to upskill/reskill an aging workforce. Actions to date include:

- Development of a new T-Level in engineering/manufacturing
- New Higher Technical Qualification in Engineering (enabling progression to a degree)
- Provision to increase digital skills and technologies available to employers such as CPCA Digital bootcamps and the Institute of Manufacturing's Digital on a Shoestring programme.
- Industry placements to upskill teachers arranged through vital employer collaboration.
- Employer awareness activities by various stakeholders, including events and expansion of provision at a key training centre in Fenland.

Agri-tech employers reported a disparity in skills from PhD level, to vocational skills and a reliance on inward migration of international workforce to fill skills gaps. Actions to date include:

- Development of Agriculture, Land Management and Production T-Level for the 24/25 academic year.

Digital & IT employers as well as **wider sectors** reported an increasing need for digital skills and the challenge of meeting the emerging skills needs created by **new technologies** and **green skills**. Actions to date include:

- New Retro-fit courses, to upskill staff in emerging green technologies and support the delivery of energy efficient homes in-line with the Government's carbon neutral target.
- New Environmental Science A-Level
- Development of short courses on green technology training.
- Investment in the latest technology to support provision at the Centre for Green Technology.
- Investment in VR technology, the creation of an Innovation Hub and Immersive rooms.
- Large upskilling programmes for staff at education providers – to ensure the newest technologies can be taught to students.

Skills language and understanding

Employers across all sectors reported difficulty in understanding how to navigate the skills system, as well as understanding their future skills needs, in light of evolving technologies and green skills. Actions to date include:

- Regional definitions of what we mean by "green skills", "emerging digital skills" and "transferrable skills" have been created to support consistent communication about skills.
- Translation guides for skills definitions have been developed, along with a skills glossary.
- Models for developing transferrable skills tested and shared amongst education providers.

Careers information

Life Science reported the challenge of a large proportion of students leave the region after graduating. Actions to date include:

- VR content developed with employers, to bring to life career opportunities.
- Careers Advice team funded via LSIF to stimulate interest in priority sectors.
- Developing paraprofessional pathways which highlight opportunities for progression into higher-skilled Life Sciences roles
- Promoting careers to young people via visits to employers, research institutions, careers fair and the promotion of STEM subjects in schools.
- Collaborative Careers Fair hosted at the Bio-Medical Campus in Cambridge to promote careers opportunities with partners located both locally and internationally.
- Appointment of an Life-Science specialist to the CPCA team to support and advocate for sector needs.

Advanced Manufacturing and **Agri-tech** employers reported difficulty attracting new and diverse talent. Actions to date include:

- CPCA programme of early careers information and increased engagement with the SEND community, to help enable employers to access an additional part of the workforce.
- Appointment of an Agri-tech specialist to the CPCA team to support and advocate for sector needs.

GREEN SKILLS   NEW COURSES   FACILITIES AND EQUITMENT   DIGITAL SKILLS

RETRO-FIT CENTRE AND COURSES   CENTRE FOR GREEN TECHNOLOGY   GREEN TECHNOLOGY COURSES
ENGINEERING HTQ   VIRTUAL REALITY   INNOVATION HUB
MANUFACTURING T-LEVEL   AI MEETS LIFE SCIENCE PROVISION   GREEN AND DIGITAL LANGUAGE GUIDES

Collaboration and employer support

The plan for taking forward a 'one region' approach to the actions recommended in the LSIP was discussed with a wide range of stakeholder and agreed between the Chamber as ERB and the CPCA. Key recommendations in the LSIP were around ensuring that employer have the right support to understand and articulate their skills needs, via a dedicated skills brokerage service and the need to encourage more collaboration by stakeholders – to better understand skills needs.

Examples of actions taken to increase collaboration and support employers include:

CPCA-led initiatives

- Recommissioning and launch of the region's skills brokerage service Growth Works.
- Sector pilots aimed at tackling skills challenges in key regional sectors.
- Expansion and improvement of careers information via the Careers Hub.
- Appointment of inward investment and sector specialist staff – to promote growth and ensure key developments are well supported.
- Developing of a new charter for employers, seeking to the set standard of good employment.
- Agile annual commissioning of Skills Bootcamps responding to the needs of employers in key sectors

Chamber-led initiatives

- Development of an online employer signposting and information resource.
- Promoting best practice and the benefits to employers of engaging in skills and training, via events and informational campaigns such as for National Apprenticeship Week 2024.
- Raising awareness of options for employers to resolve skills gaps, in partnership with stakeholders such as HMP Peterborough.
- Communicating up to date skills needs insight to education providers, collected via employer feedback and labour market analysis and sharing with stakeholder groups.
- Connecting employers with education providers, via direct introductions, events such as Cambs B2B 2023 and skills related events and forums.
- Supporting providers at skills events and with activities including the development of the Local Skills Improvement Fund projects.

What still needs to be achieved?

The section 'Priorities and actions (Roadmap), sets out in detail the LSIP recommendations, progress achieved and outstanding actions by specific stakeholders. Good progress is being made by a wide range of stakeholders, to tackle the issues set out in the LSIP and it is important education providers, along with key strategic partners review the full detail of that section.

In this section, we have set out a summary of the key actions that **employers**, **education providers**, all/**other stakeholders** and the **Chamber** (as the ERB) should focus on:

Sector priorities:

Key actions for all stakeholders:

- Digital & IT: Evaluation of the need for a regional digital literacy standard for all adults who pass through the FE system to support the upskilling
- Agri-tech: Developing a common skills language for the sectors to aid the transferability of skills across sectors
- Agri-tech: Raising awareness of Agriculture, Land Management and Production T levels to employers as a steppingstone into Agri-Tech.
- Advanced manufacturing: Encouraging new entry into the sector and promoting the upskilling and re-skilling of existing employees.

Skills language and information:

Key actions for all stakeholders:

- Continue developing resources to simplify the skills system for employers, targeted at small businesses and employers within priority sectors.
- Promoting and supporting the consistent use of skills language, to improve communication between education providers and help them better articulate their skills needs.

Regional Collaboration:

Key actions for all stakeholders:

- To consider LSIP informational priorities (see Annex B), continue capturing skills needs and share insights with the Chamber and wider partners.
- Support employers understanding their current and future needs and the education and training options available with them.
- Proactively seek opportunities to collaborate and avoid duplication of efforts or 'employer engagement fatigue'.

Key actions for education providers:

- To continue exploring opportunities to create efficiencies via the sharing of facilities, staff upskilling and education and training resources.
- Work collaboratively to understand how innovative and flexible approaches to the delivery of provision might be achieved by collective efforts and initiatives.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

- Evaluating the sufficiency and adequacy of the curriculum available to employers against the current and future priorities established by the LSIP.

Key actions for employers:

- To engage with stakeholders and education providers to understand the options for upskilling and re-skilling their workforce.
- Support education providers develop skills within learners (for example by offering industry placements for staff, use of equipment or facilities and work placements for learners).

Key actions for the Chamber and/or CPCA:

- Following the benefits of the LSIF collaboration approach, work with providers to understand how collective and more agile response can be taken to emerging skills needs.

Careers

All stakeholders:

- Develop and promote quality careers information to encourage local entry into priority sectors (especially Life Sciences, Agri-tech and Advanced Manufacturing).
- Ensure that local careers opportunities are the focus of careers communications.

Focus on regional disparities:

The recent analysis referenced in the 'economic and strategic update' above, shows that Peterborough's employment rate is at an 11-year low while claimant unemployment has increased sharply since the start of 2024.

Fenland continues to have one of the lowest employment rates in the region and the shrinking labour pool is likely to be a driver of recruitment difficulties, with employers in Fenland experiencing recruitment difficulties for a wide range of occupations.

In addition, outcomes for young people continue to be poor, with Fenland having the 11th lowest GCSE Attainment 8 score in England and the 14th lowest share of 19-year-olds achieving a Level 2 qualification.

Key actions for all stakeholders:

- Engage employers and the wider community in Peterborough to understand the causes of recent labour market decline, feeding insights into the Chamber as part of the LSIP.
- Engage employers and the wider community in Fenland to understand barriers to business growth and skills development, feeding insights into the Chamber as part of the LSIP.
- Ensure that large investments and developments in the region don't increase regional disparities, by ensuring meaningful and timely consultation and engagement takes place with strategic groups and governance structures across the region.

Key actions for education providers:

- Focus on developing skills and training based provision to support employment outcomes in Fenland and Peterborough.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

Priorities and actions (Roadmap)

*As part of the LSIP process, the Chamber has been working with stakeholders to develop the plans for taking action. Bullet points [●] have been used to identify any actions agreed since the LSIP was published. For ease of reading, four kinds of stakeholders have also been highlighted via colour coding, **employers**, **education and training providers**, **the Chamber** (as the ERB) and **other stakeholders**.

Sector priorities:

Priority	Activity	Methods of implementation and expected outcomes	Partners Involved	Timescales	Monitoring arrangements	Progress status
Life Sciences: Shortage of technical skills, especially in the convergence of AI and life sciences. Including immunology and genomics and data science.	● Utilising VR technology to support immersive realistic workplace experiences, to support skills acquisition.	● Procuring 25 VR headsets and accompanying storage, software and accessories, enabling learners to access replications of work environments. Working with employers to co-create new content, specific to local employers.	● Hills Road Sixth Form – lead. ● Cambridge Biomedical Campus – support development of content.	Oct '23 - Aug '24	Development of content with employers. LSIF monitoring.	On track
	● Establishing new and updated curriculum for life sciences and environmental sciences programmes.	● Working with employers to establish new and updates curriculum for life sciences and environmental sciences. ● Introduction of new A-Level programme ● Conversion of currently unused space into a teaching laboratory. ● New equipment to support practical techniques commonly used by Life Science employers. ● VR headsets to support course delivery.	● College of West Anglia - delivery partner in LSIF. ● Hills Road Sixth Form – lead	Aug '23 - completing in readiness for September 24 delivery.	Student feedback on course content. Ongoing updates to ERB.	On track: Equipment acquired and build underway. Modular build to be completed prior to Sept 24 in readiness to deliver new curriculum content utilising equipment purchased.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

	• Developing new skills provision tailored to local employers around 'AI meets Life Science'	• New Provision developed, tailored to local employers and incorporating digital and cross-cutting themes. • New teaching space at Milton Campus. • Upskilling of teaching staff. • Initial feedback of requirement from Employer Breakfast Forum and Careers Event April 24.	• College of West Anglia	Aug '24 - completing in readiness for September 24 delivery.	Student and employer feedback. Ongoing updates to ERB.	On track: Course content on track, utilising new digital equipment. Teaching space build underway and will be ready for Sept 24. Teaching staff have undertaken CPD (UEA conference and industry days).
	• New AI training and skill development throughout curriculum.	• Teaching staff supported with training on the effective use of AI. • By 2024/25 academic year, all IEG students will benefit from learning about how to use AI in their studies including Life Sciences.	• Inspire Education Group	Oct '23 - 2024/2025 academic year	IEG to track the implementation and delivery training through analysis of the course offer and student feedback.	On track: 600 teachers trained in AI

Life Sciences: Improved regional careers	• Utilising VR technology to support immersive realistic workplace experiences and build employability skills for the sector. Including content around Vascular Science, Biochemical Genetics and Immunology.	• Equip four areas of the college with VR headsets, learning resource centre, academic support.
		• Teachers engaged to use VR headsets in classrooms, with 'work ready' modules included from academic year 24/25.
		• NHS and Life Science organisations engaged to create 360-degree VR filmed work environments and work activities:
		    o 4 videos with Cambridge University Hospitals.
		    o Additional content to be developed with employers in 24/25.
			• Long Road Sixth Form – lead.
			
			• Cambridge University Hospitals and Employers based at Cambridge Biomedical Campus – to support development of content.
				Oct '23 - videos to be completed by Aug'24, to implement by May '25.	LSIF monitoring.
					
					Ongoing updates to ERB.
					
					Engagement with employers to produce content.
						On track: 495 students have used the resources.
						
						2 of 4 VR films created.

information and guidance to encourage students into life sciences employment and minimise migration to other areas.		• Resources created to be shared with all schools and colleges in the region and with employer partners. • At least 500 students to use resources by March 2025. • Additional life science employers/organisations needed to develop content.				
	• Stimulating learners interest in priority sectors.	• Establishing a Careers Advice team. • Developing paraprofessional pathways which provider opportunities for progression into higher-skilled Life Sciences roles. • Working with the Careers Hub to raise awareness of local employment opportunities. • Careers fairs held to raise awareness.	• College of West Anglia	Oct '23 – Sep '24.	IAG sessions, relevant and appropriate careers information delivered. Careers hub link to be established by Oct 24.	On track: Staff updated and careers fair held in April 24.
Life Sciences: There is a shortage of people with the skills to grow a life science business.	• Raising awareness of leadership and management courses	• Bespoke and targeted marketing to be undertaken for 2024/25 to promote IEG's leadership and business management course offer to employers.	• Inspire Education Group	Oct '23 – 2024 / 2025 academic year.	IEG Executive will analyse and report on take up/student numbers on the leadership and business management courses in 2024/25, including analysis of employer engagement.	On track: 256 learners engaged on leadership and business management courses in 23/24.
	• Expanded leadership provision.	• Help to Grow programme expanded to Cambridge	• Anglia Ruskin University	Jul '23 – Mar '24.	Increased participation and student success.	Complete: expanded provision delivered.
Digital & IT: Increasing need for digital skills	• Investing in digital technologies to	• Create Innovation Hub to deliver training with an emphasis on digital technologies.	• Inspire Education Group	Apr '23 – Oct '24	IEG Executive will continue to monitor and track	On track: Innovation Hub created.

and professionals, including python, software engineering, software development. Improved digital training and upskilling for employees already in work, as well as provision for students which focuses on developing these skills.	support development of skills.	• To create an immersive room in summer '24. To support cross-campus and cross-partner teaching and learning for staff, students and employers, enabling multi-site teaching and time efficiencies. • Install Virtual Reality Wall by Oct '24 to support new digital technology development in the curriculum. • Train staff, students and employees on Google technology, educational digital tools, IT training or new digital technology.			engagement through the Innovation Hub, actively promoting opportunities for digital skills training to employers. Completion date for the new Centre of Green Technology, including VR wall is Oct ' 24 – project management for build/refurbishment programme in place.	Appointed 'Google Reference College'. 162 staff, 10 students, 29 providers and 15 employers engaged, through Innovation Hub to date.
	Evaluation of the need for a regional digital literacy standard for all adults who pass through the FE system to support the upskilling	• Digital inclusion report and strategy under development. Skills/education recommendation to be future consideration.	• Connecting Cambridgeshire	Aug '23 - ongoing	Not yet started	Not yet started
		• Digital skills needs promoted via launch event.	• Connecting Cambridgeshire – lead. • Chamber - speaker and raising awareness with network.	May '24	Event completion	Complete
Advanced Manufacturing: Current skills	Providers to signpost appropriate courses and skills programmes.	• Employer forum events, to raise awareness of courses available in manufacturing and engineering.	• Cambridge Regional College	May '23 - ongoing	Employer engagement and participation.	On track: Sessions delivered.

					Qualitative feedback.	
shortages and difficulty attracting new talent into sector. Risk of further skills shortages posed by high proportion of workforce over 50. Challenges keeping pace with employer skills needs in regard to "green skills" and "industry 4.0". Upskilling and reskilling existing workforce.	Delivery style and location of the courses may be key considerations.					
	• New T-Level in engineering / manufacturing	• Employer boards advising on curriculum and industry relevant skills. • T-Level Newsletter developed with detail of curriculum.	• Inspire Education Group	Oct '23 - 2024/2025 academic year.	T Levels being promoted for starts in Sept '24. Employer Boards schedule of meetings in place for 2024/2025. IEG Executive will monitor student take up on new T Level provision.	On track: New T Levels promoted in 2023/2024 for recruitment 2024/2025 Employer Boards established and engaged in developing curriculum content with IEG. Employer events held to promote new low carbon technology skills available through IEG.
	• New HTQ in Engineering at University College Peterborough, enabling progression onto engineering degree in final year.					On track: Course content developed and awaiting IfATE/DfE approval.
	• Skills bootcamp – engineering	• Planning and delivery of new engineering skills boot camp at the Wisbech campus. • Working with local employers to support filling vacancies.	• College of West Anglia	Oct '23 - Jan 24	Successful job outcomes.	Completed with successful job outcomes.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

	• Manufacturing forum	• Bringing together manufacturing firms. • Seeking to better understand skills and drive engagement with green and digital skills planning. • Broker engagement between employers and providers.	• Chamber	Oct '24 - ongoing	Qualitative stakeholder feedback.	On track: events planned for Q4.
Agri-tech: Reliance on inward migration of international workforce, to supply skills. Disparity within the region between PhD level skills and vocational/seasonal work. Examples of specific skills required include knowledge of agronomy and biology, knowledge and application of IT and statistics tools.	Developing a common skills language for the sectors to aid the transferability of skills across sectors.	Coordinate action in conjunction with relevant regional and sectoral partners.	• Chamber	Jul '24 – Jan '25	To be agreed	Not started
	• Agri apprenticeships • Planned increase in numbers on programme at L2 and L3 aligning with local interest	• Marketing and BD campaign to meet ambition. • Course content - agronomy, application of application of IT and statistics through utilisation of equipment purchased through LSIF	• College of West Anglia	Oct '23 - Oct 24	Numbers on programme. Apprentice and employer feedback	On track: Underway.
	Developing regional Skills Brokerage Service so that the specific skills required for the industry are communicated to providers.	Skills Brokerage Service to be re-commissioned and LSIP recommendations considered. • New brokerage service to be in place from January 2024.	• Cambridgeshire and Peterborough Combined Authority (CPCA)	Jan 2024- March 2025	Launch of new service by Jan '24.	Complete: Skills Brokerage Service transferred in house at the Combined Authority in January 2024, funded via UKSPF and LSIP recommendations are included in delivery.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

Digital and Green priorities:

Priority	Activity / Action / Milestone	Methods of implementation	Partners Involved	Timescales	Monitoring arrangements	Progress status
Digitalisation and green 'themes': A clear working definition needs to be developed which can be shared across the region, ensuring consistency in the development of provision and supporting employers understanding their future skills needs.	Creating regional definitions for emerging 'digital' and 'green' skills. To enable a consistent understanding and communication between employers and education providers.	• Commissioning desktop analysis around relevant occupations/sectors, the regional labour market and existing use of language by stakeholders and within publications. Resulting in: a definition to support stakeholder understanding of the terms. • Create translation guides based on desktop research. Resulting in: resource for employers and stakeholders.	• West Suffolk College	Oct '23 – Mar '24	Production of definitions and translation guides. Feedback from stakeholders.	Complete: Definitions and guides produced
		• Stakeholder consultation event in April 2024. Resulting in: insights for continued content development, raising awareness of work with key audiences.	• West Suffolk College – lead. • Chamber - supporting partner.	Oct '23 - Apr '24	Event completion.	Complete:
		• Promoting and publicise translation guides with providers, employers and wider stakeholders. • Guides shared with other providers • Guides to be shared with wider stakeholders and employers via joint marketing and communications.	• West Suffolk College – lead. • Chamber - supporting partner.	Apr '24 – Sep '24	Guides to be made available to providers. Communication campaign to be co-developed	On track: Guides shared with other providers Plans for wider sharing underway.
		• Resource bank and teaching deck for green jobs – to promote understanding. · Utilising	• Careers Hub	July 24	N/A – complete	Complete

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

		definitions created by West Suffolk College.				
Green skills:	• Short courses on green technology training	• Domestic Retrofit (Levels 2, 3 and 4) • Modules in Hybrid Motor Vehicle training • Solar Panel training • Heat Pump training • EV charging training	• Inspire Education Group	Apr '24 – Jul '25	IEG Executive will track take up of new courses and further courses will be developed as latest industry tools and equipment come on line.	On track : Retrofit offer launched and promoted. Students engaged in new hybrid motor vehicle training and EV charging training
	• Investing in equipment for the Centre for Green Technology	• Acquire latest industry tools and equipment (i.e. engineering laboratory; plumbing workshops; construction areas). To train IEG staff in new low carbon technology skills to enable them to teach students the latest technology.	• Inspire Education Group	Oct '23 – Oct '24	The numbers of students/providers /employers benefitting from these new facilities will be tracked.	On track: Centre under construction. 63 staff trained in new low carbon technologies.
	• New electric vehicle training provision at Cambridge campus.	• Introduction of electric vehicle training and electric vehicle installation points • Train students in electric vehicle maintenance and provide upskilling for those in the motor industry who do not currently work on EV.	• Cambridge Regional College	Oct '23 – Jul '24	Increase awareness of electric vehicle maintenance and increased number of students upskilled.	On track: 60 students completed level 1 or 3 training.
	• Collaboration resulting in new facilities and provision for retrofit skills. • Retrofit Academy to be	• Creation of Retrofit Academy to provide skills needed to support delivery energy efficient homes to support the Government target of carbon neutrality by 2050. • Repurposing existing space and installing a lift to improve access for students.	• Cambridge Regional College – delivery partner. • Inspire Education	Oct '23 – Oct '24	IEG Executive will track take up of new courses and as further courses are developed	On track: Staff upskilling underway, 63 staff trained in new low carbon technologies and 1 dedicated to staff on retrofit skills. Construction plans underway.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

	developed at CRC Huntingdon campus.	• New Air Source Heat Pump Installation training at Energy Systems Centre	Group - delivery partner.			New retrofit courses on offer.
	• Partners to deliver new retrofit provision to support employers upskilling their staff in the emerging green technologies.	• New courses developed with input from employer boards - to guide on industry trends and skills needs. • New provision around understanding Domestic Retrofit, Energy Efficiency for Older and Traditional Buildings, and Retrofit Coordination and Risk Management and more. • Upskilling 4 members of staff on new, industry current training delivery. Including carbon technology skills, including modular construction; drone technology; thermal imaging; Ground Source & Air Source Heat Pumps; • Market courses to employers • Local employers contacted regarding the new Retrofit courses available to upskill their workforce with new green technology skills.	• Peterborough & Lincoln College - delivery partner.			
	• New training on green skills and sustainability	• Curriculum development • Resources developed for students. • Staff development • Community Day event in Apr '24	• College of West Anglia	Sept 23 – ongoing.	Student and employer feedback	On track: Initial sessions delivered. Training for teaching staff available. Embedding of sustainability training underway. Student resources available.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

		Methods of implementation	Partners Involved	Timescales	Monitoring arrangements	Progress status
	New East Anglia Energy Academy centre - to support the development of a workforce equipped to help with UK Net Zero targets.	New centre to be opened. Offering training including for Gas, Electrical and Renewable Energy	East Anglia Energy Academy	Centre to be opened by May 24.	TBC	On track Opened on 16 May 2024.
	Wisbech Green Technology Centre development	Plans developed for a £4m Green Technology centre, part funded by CPCA and employer investment	College of West Anglia	Oct '23 - Mar '25	Build completed by March '25.	On track: Finalising planning and funding

Cross-sector priorities:

Priority	Activity / Action / Milestone	Methods of implementation	Partners Involved	Timescales	Monitoring arrangements	Progress status
Regional Collaboration: Establish a commitment of collaboration for Providers, Local Authorities and BROs across the region, a range of easy access, regional entitlements for key stakeholder groups and more consistent ways of working can be established.	Agreement on how the LSIP process is incorporated into the CPCA existing skills system, including evaluation of the opportunities for secondments and operational alignment.	• CPCA and Chamber engagement. • Consultation with key stakeholders. • Chamber engagement on key strategic skills groups.	• Chamber • CPCA	Aug '23 – Oct '23	Mutually agreed approach to collaboration and coordination of LSIP activities.	Complete: Chamber engaged with key strategic skills groups to ensure collaboration. Ongoing communication.
		• Labour market analysis and stakeholder sessions • To periodically highlight changes to skills/labour market data and inform stakeholders / gather insights.	• Chamber	Jul '24 – Mar '25	Four events with key stakeholders. Qualatative feedback on usefulness.	On track: labour market analysis complete and first session planned for Jul '24.
	Exploring opportunities to encourage regional collaboration and evaluating the sufficiency	• Chamber and CPCA to engage providers via established CPCA groups and identify	• Chamber • CPCA	Aug '24 – Mar '25	To be agreed.	On track: Initial conversation taken place, due to be followed up via

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

						Principles group from Aug '24.

	and adequacy of the curriculum available to employers against the current and future priorities established by the LSIP.	• opportunities for collaboration and improvement.				Principles group from Aug '24.
Transferrable skills: Some sectors require a distinct set of skills within their workforce. A lack understanding or clarity of transferable skills across sectors, means skills can be overlooked. Employers reported a lack of a consistent approach to 'work readiness', for example communication, time-management, teamwork and attitude to work.	• Creating a regional definition of 'soft skills'. To enable a consistent understanding and communication between employers and education providers.	• Carry out desktop research around labour market needs and existing language, to create a report on work ready skills (soft skills). Resulting in: a definition to support stakeholder understanding of the terms.	• West Suffolk College	Oct '23 – Apr '24.	Establishing successful methods of working with employers to develop transferrable skills. Production of a guide to support adoption by wider stakeholders.	Complete: trial taken place and guide produced / shared with wider education providers.
	• Developing translation guides to support the embedding of definitions.	• Create translation guides based on desktop research, jargon buster' guide/glossary. Resulting in a resource for employers and stakeholders.				
	• Promoting and publicise translation guides with employers and stakeholders.	• Stakeholder consultation event in April 2024. Resulting in: insights for continued content development, raising awareness of work with key audiences.	• West Suffolk College – lead. • Chamber - delivery partner.	Jan '24 - Apr '24	Event completion.	Complete
		• Guides shared with other providers • Guides to be shared with wider stakeholders and employers via marketing and communications		Apr '24 – Sep '24	Guides to be made available to providers. Communication campaign to be co-developed and raise awareness.	On track: Guides shared with other providers Plans for wider sharing underway.

Cambridgeshire and Peterborough Local Skills Improvement Plan: Progress Report, June 2024

	• Create a responsive model for providers and employers engaging on developing their workforce and a pipeline of skills.	• Working with employers to trial a series of different approaches with the aim of successfully embedding soft skills and employability into training provision.	• West Suffolk College	Oct '23 – Apr '24.	Qualitative feedback from employers and students.	On track: Guide developed and shared with wider providers.
Skills Information and Communications: An approach for simplifying the skills system for stakeholders	Skills and employment information.	• Create a signposting tool for employers (Info Hub). • Map existing informational resources for employers. • Engage employers and other providers to develop content and informational resources. • Marketing and promotion • Ongoing development of resources.	• Chamber	Oct '23 - June '24. Ongoing development of resources.	Employer and wider stakeholder feedback. Content engagement levels. Info Hub to launch in June '24.	On track: Content such as National apprenticeship informational campaign and event developed and actioned. Information Hub developed and full launch due by the end of June. Resource recruited to develop ongoing informational resources with stakeholders.
Careers: Developing a consistent and regional approach for access to careers information.	Raising awareness of new green technology and digital provision to employers and students	• 20 Open events, 100 school liaison events and 10 stakeholder events held to date, promoting the campus development, digital and green technology curriculum plans for 2024/25. • Over 500 immersive sessions have been held to date. • IEG will continue to develop and update its careers information and marketing of new green technology and digital provision as these sectors evolve.	• Inspire Education Group	Sep '23 - ongoing	IEG Executive will continue to deliver appropriate careers guidance and events and track engagement.	On track: 5,078 young people in 2023/24 have benefited from receiving appropriate careers guidance and work ready skills.

Skills brokerage: Establishing a service for the delivery of and signposting of a business services.	Build on Skills Brokerage service offer - 1:1 business growth coaching advice, expert-led workshops, talent and skills development, grant funding, equity finance, inward investment.	Skills Brokerage Service to be re-commissioned and LSIP recommendations considered. • New brokerage service to be in place from January 2024.	• CPCA	'Jan '24- Mar '25	Launch of new service by Jan '24.	Skills Brokerage Service transferred in house at the Combined Authority in January 2024, funded via UKSPF and LSIP recommendations are included in delivery.

Annexes

Annex A:

This annex includes the labour market analysis conducted in April 2024, for Cambridgeshire Chambers of Commerce.

It seeks to summarise key updates in labour market data, since the development of the Local Skills Improvement Plan in May 2023. It also takes account of key intelligence provided by stakeholders and employers across the region.

Annex B:

This annex provides an overview of the key priorities for data collection in the next stage of the LSIP. Stakeholders are asked to review this annex and support the collection of priority insights via their engagement with employers and the wider community.

Stakeholders should feed insights into the Chamber as part of the ongoing LSIP process. The LSIP team can be contacted at lsip@cambscci.co.uk.

Annex A:

Cambridgeshire and Peterborough's Local Skills Improvement Plan:

Regional labour market analysis

April 2024

CONTENTS

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

1. INTRODUCTION

This report has been developed by on behalf of Cambridgeshire Chambers of Commerce and Industry by economic development consultancy, PolicyDepartment.

As the designated Employer Representative Body (ERP) that led the development of Cambridgeshire and Peterborough's Local Skills Improvement Plan (LSIP), Cambridgeshire Chambers of Commerce is committed to regularly reviewing and articulating employers' recruitment and skills needs. This includes gathering up-to-date labour market intelligence, covering insights from standard indicators and metrics relevant to LSIP delivery – such as labour market participation rates, job growth across the area and in priority sectors, recruitment difficulties, skills gaps, educational performance, and participation in education and training.

Through quarterly and annual reports, these insights will be shared with education and training providers, the Department for Education, and local government partners.

These labour market reviews will form a collection of, and complement, other materials that will be shared with partners on progress against LSIP objectives and intelligence gathered from the business community and partners on major job-related developments and employer skills needs across Cambridgeshire and Peterborough.

2. EXECUTIVE SUMMARY

2.1 LABOUR MARKET PARTICIPATION

THERE ARE SIGNS THAT CAMBRIDGESHIRE AND PETERBOROUGH'S LABOUR MARKET IS COOLING

In 2023, the area's employment rate fell while the unemployment rate increased. The claimant count rate (the share of people claiming benefits principally for the reason of being unemployed) has also risen since the start of 2024, while the number of job vacancies has fallen over the past year.

HOWEVER, THE LABOUR MARKET REMAINS RELATIVELY HEALTHY OVERALL

Despite falling in 2023, employment is at a near-record high while the rate of people out of work is at a near-record low, due to a fall in economic inactivity (not being in work nor seeking work) alongside the recent increase in unemployment (not in work but seeking work and being available for employment within the next four weeks).

ECONOMIC INACTIVITY HAS FALLEN TO A RECORD LOW

This has occurred against a much-publicised increase in inactivity across England and has been driven by a reduction in female inactivity, a reduction in the rate of people looking after the family/home, and a reduction in the number of retirees under the age of 65 years – in line with increases in the female retirement age and reflected in a record high employment rate for 50-64-year-olds.

DIGGING FURTHER INTO THE DATA HAS HIGHLIGHTED SOME AREAS OF CONCERN

Working-Age Population: The working-age population has fallen across the rural Fens, indicating that the pool of potential labour available to local employers has reduced. In 2023, the numbers of 16-64-year-olds living in Fenland and Huntingdonshire were at their lowest levels for seven years.

Employment: A near-record high employment rate masked local differences, with rates rising to record highs in Huntingdonshire and Peterborough against a sharp fall in Fenland (to the lowest employment rate in 11 years) and falls in Cambridge and East Cambridgeshire (both to the lowest rates in five years). Industry data showed

weakness in predominantly public sector services, with the number of employed residents falling by over 12,000. Occupational data also showed large falls in employment in Elementary Administrative and Service Occupations (-14,000), along with Teaching and Educational Professionals (-7,900), Transport and Mobile Machine Drivers/Operatives (-6,200), and a range of skilled trades.

Economic Inactivity: While economic inactivity has reduced to a record low, the percentage of 16-64-year-olds that are inactive due to long-term sickness has risen to a record high. Economic inactivity has also increased in Fenland (to a 12-year high) and in East Cambridgeshire (to a six-year high). Unfortunately, local authority level data are insufficiently robust to explore the reasons for these increases.

Claimant Unemployment: Again, a small increase across Cambridgeshire and Peterborough has masked local differences. While there has been no change in claimant rates in Cambridge and South Cambridgeshire since the start of the year, other areas have experienced increases, particularly Peterborough, which now has the joint second highest rate of claimant unemployment of all local authority areas in England. This appears at odds with the healthy labour market data described above (i.e. Peterborough's record high employment rate), while the claimant unemployment rate is almost double the city's official unemployment rate. This could be due to definitional differences, e.g. due to an increase in the number of people that are officially classed as employed or inactive but who are eligible for unemployment benefits, e.g. part-time workers on very low earnings seeking full-time work, or those exempt from work search requirements and therefore being classed as inactive within official data.

2.2 JOBS

THE NUMBER OF JOBS HAS FALLEN SINCE 2020

The number of jobs in Cambridgeshire and Peterborough has fallen since 2020, against job growth across England. In 2022, the fall in jobs was due to falls in Fenland, Huntingdonshire, and South Cambridgeshire.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

At an industry level, the fall in jobs in 2022 was driven by Administrative and Support Service Activities (particularly Temporary Employment Agency Activities), Education (particularly Primary Education), and Professional, Scientific and Technical Activities (particularly Engineering Activities). These job losses were partially offset by strong growth in Health and Social Work, Manufacturing, Construction and Food Service Activities.

The area's growth sectors experienced mixed fortunes, with jobs falling in Advanced Manufacturing and Materials and Digital and IT in 2022 (compared to job growth across England), but increasing in Agri-Tech and Life Sciences (albeit with lower growth rates than across England).

JOBS DENSITY REMAINED THE SAME, BUT FELL SHARPLY IN FENLAND

Jobs density – the number of jobs per resident aged 16-64 years – remained the same, at 0.90 in 2022, but decreased in Fenland, Huntingdonshire and South Cambridgeshire. Fenland now has jobs for just two-thirds of its working-age population.

JOB VACANCIES HAVE REDUCED FROM THEIR POST-COVID PEAK BUT REMAIN ABOVE LONG-TERM AVERAGE LEVELS

Online job postings have reduced over the past two years, following a surge of recruitment activity once COVID-19 lockdown restrictions lifted. Despite falling in the six-month period October 2013 to March 2014, they remained above the 10-year six-monthly average. Over the six months to March 2024:

➢ The NHS remained the biggest recruiter, followed by University of Cambridge, Siemens Energy, ARM and Cambridgeshire County Council
➢ Programmers and Software Development Professionals remained the most in-demand occupation, followed by Sales Occupations and Care Workers and Home Carers
➢ Project Management remained the most in-demand specialist skill, followed by Finance and Auditing
➢ Communication remained the most in-demand common skill, followed by Management and Customer Service

2.3 SKILLS GAPS AND SHORTAGES

RECRUITMENT DIFFICULTIES HAVE RECENTLY FALLEN FROM THEIR PANDEMIC-RELATED PEAK

The latest Employer Skills Survey shows that the share of employers reporting hard to fill vacancies increased sharply between 2019 to 2022. More recent job postings data suggests that recruitment difficulties have since eased, signalled by a reduction in median posting duration, which highlights that employers are now filling vacancies more quickly. This correlates with an increase in the labour supply as described above, i.e. more people looking for work, as indicated by reduced inactivity and increased unemployment, along with a reduction in job vacancies.

RECRUITMENT DIFFICULTIES ARE HIGHEST IN FENLAND

In the six months to March 2024, median posting duration was longest in Fenland. Recruitment difficulties could reflect a reduction in labour supply (i.e. the recent reduction in employment and increase in economic inactivity, along with a reduction in the working age population).

RECRUITMENT DIFFICULTIES ARE HIGHEST FOR CARE WORKERS AND HOME CARERS

Median posting was longest for Care Workers and Home Carers, followed by Plant and Machine Operatives, Teaching Assistants, Warehouse Operatives, Health Services and Public Health Managers and Directors, Early Education and Childcare Practitioners, Other Researchers, Security Guards and Related Occupations.

Fenland had recruitment difficulties for the largest numbers of occupations, particularly Quantity Surveyors, Care Workers and Home Carers, Early Education and Childcare Practitioners, Manufacturing Workers and Transport Workers.

SKILL GAPS ARE HIGHEST IN HOTELS AND RESTAURANTS AND INFORMATION AND COMMUNICATION

The latest Employer Skills Survey shows little change in incidence of skill gaps (employees that are not fully proficient) between 2019 and 2022, but skill gap density (share of employees not fully proficient) in 2022 was above average in Hotels

and Restaurants, Information and Communication, and Wholesale and Retail.

2.4 EDUCATION AND TRAINING

THERE CONTINUES TO BE SIGNIFICANT DISPARITY BETWEEN YOUNG PEOPLE'S QUALIFICATIONS ATTAINMENT ACROSS CAMBRIDGESHIRE AND PETERBOROUGH

In 2022/23, GCSE Attainment 8 scores were above the national average in Cambridge, South Cambridgeshire, and East Cambridgeshire and below average in other areas, particularly Fenland, which had the 11th lowest score across England.

In 2021/22, the rate of 19-year-olds with a Level 2 qualification was above average in South Cambridgeshire, Cambridge, East Cambridgeshire, and Huntingdonshire, but below average in Fenland and Peterborough. The rate of 19-year-olds across Cambridgeshire and Peterborough with a Level 2 qualification fell slightly on five years previously, driven by a sharp decline in Fenland.

The share of 19-year-olds with a Level 3 qualification was also above average in South Cambridgeshire, Cambridge and East Cambridgeshire but below average in other areas, particularly Fenland, with less than half of 19-year-olds achieving a Level 3 qualification. Level 3 achievement has increased across all areas over the past five years, particularly Fenland, highlighting increased disparity within the area, with more young people going on to achieve higher-level qualifications, alongside fewer young people achieving lower-level qualifications.

PARTICIPATION IN EDUCATION AND TRAINING AMONG 16- AND 17-YEAR-OLDS HAS INCREASED TO SLIGHTLY ABOVE AVERAGE LEVELS

Compared to national average rates, greater shares of young people were in full-time and part-time education in 2023, while lower shares were participating in apprenticeships or work-based learning, although the increase in participation in 2023 was driven by an increased rate of apprenticeship participation.

T LEVEL PARTICIPATION IS UNDER-REPRESENTED IN THE EAST OF ENGLAND

In 2021/22 and 2022/23, there were 318 T Level students in the East of England region. These

represented 7.2% of all T Level students across England – lower than the region's share of England's 16-19-year-olds (10.4%). Of the 10 subject areas then available, Education and Early Years represented the largest share of the region's T Level students, followed by Design, Surveying and Planning and Digital Production, Design and Development.

PROGRESSION TO HIGHER EDUCATION HAS REACHED A NEW RECORD RATE BUT THE PROGRESSION GAP IS WIDENING

Almost half of all 19-year-olds progressed to higher education (HE) in 2021/22. The progression rate remained below the England average while the HE progression gap (between those entitled to free school meals (FSM) and non-FSM children) rose to a record high.

CAMBRIDGESHIRE AND PETERBOROUGH'S WORKING AGE POPULATION HAS BECOME MORE HIGHLY QUALIFIED OVER THE PAST YEAR

In 2023, the percentage of 16-64-year-olds qualified to at least RQF Level 4 and at least RQF Level 2 increased, while the share with no qualifications declined.

ADULT PARTICIPATION IN FURTHER EDUCATION HAS CONTINUED TO INCREASE BUT REMAINS BELOW PRE-PANDEMIC LEVELS, DUE TO A SHARP FALL IN COMMUNITY LEARNING SINCE 2018/19

In 2022/23, the 19+ further education (FE) participation rate remained highest in Peterborough and Fenland, with Peterborough being the only area to see adult FE participation increase to above 2018/19 levels.

APPRENTICESHIP ACHIEVEMENTS HAVE INCREASED, DRIVEN BY A FURTHER STRONG RISE IN HIGHER APPRENTICESHIP ACHIEVEMENTS

There were 2,180 apprenticeship achievements among Cambridgeshire and Peterborough residents in 2022/23. By subject area, the highest numbers were in Business, Administration & Law, Health, Public Services & Care, and Engineering & Manufacturing Technologies. By provider, the highest numbers were at Cambridge Regional College, Anglia Ruskin University and Inspire Education Group. Apprenticeship levels continued

to increase, with a further strong rise in Higher Apprenticeship achievements, while the age profile of apprenticeship achievers also continued to increase, with the biggest rise in achievements among those aged 25 years and over.

EMPLOYER TRAINING HAS REDUCED TO RECORD LOW LEVELS, PARTICULARLY FOR NEW TECHNOLOGY

In 2022, incidence of employer training was at its lowest level since 2013 (the earliest year of data), with the share of businesses providing new technology training decreasing the most.

OFF-THE-JOB TRAINING HAS DECREASED THE MOST WHILE ONLINE/E-LEARNING HAS INCREASED IN POPULARITY

The decline in off-the-job training over the past decade shows that employers are now significantly less willing to take their employees out of their day-to-day activities for training. Meanwhile, online learning has increased, with more employers providing training using online learning methods since 2015 (the earliest year of data).

2.5 FOCUS ON DIGITAL SKILLS

ONE-IN-11 PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN DIGITAL OCCUPATIONS

This is above the England average rate (one-in-15 workers). Digital employment rates are highest in South Cambridgeshire, Cambridge, and Peterborough and lowest in the rural Fens, particularly Huntingdonshire. The number of digital workers has increased by over 50% over the past five years against a 1% fall in employment across the rest of the labour market, with digital employment growing fastest in East Cambridgeshire and Fenland and Peterborough.

PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS ACCOUNT FOR ALMOST ONE-THIRD OF ALL DIGITAL WORKERS

They are also the most in-demand occupation in Cambridgeshire and Peterborough, with the number of job postings being higher than any other occupation.

70% OF DIGITAL WORKERS WORK OUTSIDE OF THE IT SECTOR

While the IT sector employs the largest number of digital workers, 70% of the digital workforce is employed elsewhere, particularly Manufacturing and Professional, Scientific and Technical Activities, with Manufacturing accounting for almost half of new digital employment over the past five years.

HOWEVER, DIGITAL SKILLS ARE NOT CONFINED TO PRIMARILY DIGITAL OCCUPATIONS - THEY ARE NOW ESSENTIAL ENTRY REQUIREMENTS FOR MORE THAN FOUR-FIFTHS OF ALL JOB OPENINGS

Types of digital skill clusters include Baseline Digital Skills (computer literacy skills) and Specific Digital Skills Clusters: Software & Programming, Networking Systems, Data Analysis, Digital Marketing, Digital Design, Customer Relationship Management Software, and Machining & Manufacturing Technology.

ONE-THIRD OF THE MOST REQUESTED 'SPECIALISED SKILLS' WITHIN JOB POSTINGS OVER THE PAST FIVE YEARS HAVE BEEN DIGITAL SKILLS

By far the most requested specialised digital skills included Python and software engineering, followed by C++, computer science, data analysis, JavaScript and software development. Five of the 50 most requested 'common skills' within all job postings were also digital skills and included Microsoft Excel, Microsoft Office, computer literacy, Microsoft Outlook and Microsoft PowerPoint.

2.6 FOCUS ON GREEN SKILLS

ONE-THIRD OF PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN OCCUPATIONS AFFECTED BY THE TRANSITION TO A GREEN ECONOMY

16.3% of people work in Green Increased Demand occupations – such as Programmers and Software Development Professionals, Biological Scientists & Biochemists, and Electricians & Electrical Fitters – which will be in higher demand due to greening but experience no significant change in worker requirements. Cambridge, East Cambridgeshire, Fenland and Peterborough have high rates of people employed in these occupations and could therefore experience the strongest employment

7

growth due to greening if sufficient labour and skills are available to meet increased demand.

9.5% of people work in Green Enhanced Skills occupations – such as Production Managers, Plumbers & Heating & Ventilating Engineers, and Large Goods Vehicle Drivers – which will require significant changes in worker requirements due to green economy activities.

5.3% of people work in Green New and Emerging Occupations – such as Management Consultants, Engineering Professionals and IT Business Analysts & Systems Designers – in which entirely new roles could be created.

Huntingdonshire and South Cambridgeshire have the highest rates of people employed in both 'green enhanced skills' and 'green new and emerging' occupations, and are therefore likely to require the most support to upskill their workforces to meet the requirements of a green economy.

SECTORS MOST AFFECTED BY GREENING ARE LARGELY BLUE-COLLAR SECTORS

Construction has the highest share of people working in occupations affected by greening, at 70% of all workers, followed by Professional, Scientific and Technical Activities (which includes Engineering & Scientific R&D), Manufacturing, Transport, 'Other Sectors' (e.g., Mining & Quarrying and Electricity & Gas) and Agriculture.

PIPE FITTERS ARE EXPECTED TO BE THE FASTED GROWING GREEN OCCUPATION

The number of pipe fitters is expected to grow by 10.5% between 2023 and 2031. In terms of the largest absolute increase in employment, the number of people employed in Elementary Storage Occupations is expected to grow most (+470) followed by Programmers and Software Development Professionals (+410).

JOB POSTINGS REQUESTING SPECIALIST GREEN SKILLS HAVE MORE THAN DOUBLED OVER THE PAST FIVE YEARS

Across the labour market – not just occupations considered to be most affected by greening – the number of job postings requesting green skills has increased sharply over the past three years and, in the latest year, the number of job postings was more than double the level five years ago.

WASTE MANAGEMENT HAS BEEN BY FAR THE MOST REQUESTED GREEN SKILL

…followed by Water Treatment, Wastewater, Ecology, Environment Health & Safety, Electric Vehicles and Renewable Energy. Engineering occupations feature strongly within the occupations most likely to require green skills. These include Engineering Professionals Not Elsewhere Classified, Engineering Technicians, Mechanical Engineers, Production & Process Engineers, Civil Engineers and Electrical Engineers. Likewise, the top industry requesting green skills has been Professional, Scientific and Technical Activities, which includes Engineering Activities and Scientific R&D.

GREEN JOBS ALSO REQUIRE A RANGE OF 'NON-GREEN' SKILLS, PARTICULARLY PROJECT MANAGEMENT

…followed by Risk Analysis, Auditing, Procurement and Data Analysis. Communication has also been the most requested soft skill within green jobs, followed by Management, Planning, Operations and Research.

2.7 FOCUS ON SOFT SKILLS

THE MOST REQUESTED SKILLS IN CAMBRIDGESHIRE AND PETERBOROUGH ARE ALL SOFT SKILLS

Job postings data are consistent with other research findings that soft skills are the most utilised skills within the labour market. Across all job postings in Cambridgeshire and Peterborough over the past five years, the top eight skills required were all soft skills, while soft skills accounted for 17 of the top 25 skills.

COMMUNICATION IS BY FAR THE MOST REQUESTED SKILL

…followed by Management, Customer Service, Sales, being Detailed Orientated, Planning, Research and Leadership. The 25 most requested soft skills in Cambridgeshire and Peterborough can be grouped into five categories:

Analytical/Creative Skills: being Detailed Orientated, Research, Problem Solving, Innovation and Decision-Making

Interpersonal Skills: Communication, Interpersonal Communications, Verbal

Communication, Presentations, Customer Service, Sales, Teamwork and Influencing

Self-Management Skills: Planning, Operations, Self-Motivation, Organisation, Time Management and positive attitudes to work (Enthusiasm and Willingness to Learn)

Leadership Skills: Management and Leadership

Knowledge Transfer Skills: Teaching, Coaching and Mentorship

THE ESSENTIAL SKILLS FOR EMPLOYMENT IN 2035

Research suggests that the six 'Essential Employment Skills' that would be most important for employment in 2035 are:

- ➤ Collaboration
- ➤ Communication
- ➤ Creative Thinking
- ➤ Information Literacy
- ➤ Organising, Planning and Prioritising
- ➤ Problem Solving and Decision Making

2.8 PRIORITY AREAS FOR INSIGHT FOR THE NEXT QUARTER

Working with employers and education and training providers, the Chamber will seek to better understand the following issues.

DECLINES IN OCCUPATIONAL EMPLOYMENT RELEVANT TO EDUCATION AND TRAINING PROVISION

The report finds that among occupational categories in Cambridgeshire and Peterborough in 2023, Teaching and Educational Professionals saw the largest decline in numbers (7,900 fewer than in 2022). This partly reflects national trends in teachers leaving the profession after the pandemic, especially across primary schools. The Chamber's insight programme will seek to understand local factors behind this decline, how it affects non-primary education, the prospects for future employment, and the impact on LSIP delivery.

IMPACT ON EMPLOYERS OF RISING INACTIVITY DUE TO LONG-TERM SICKNESS

The report finds that the share of working-age people in Cambridgeshire and Peterborough that are economically inactive due to long-term sickness has risen to a record high. The Chamber will explore how employers have experienced this through impacts on recruitment and staff retention, strategies and mitigations, and the consequences for delivery of LSIP priorities.

DECLINE IN JOBS ACROSS CAMBRIDGESHIRE AND PETERBOROUGH'S PRIORITY SECTORS FOR ECONOMIC DEVELOPMENT STRATEGIES

Among the region's four priority sectors (as identified in the plans of the Mayoral Combined Authority and its Business Board) there were 5,000 fewer jobs in Advanced Manufacturing and Materials, and Digital and IT, more than offsetting the gain of 2,000 jobs across Agri-Tech and Life Sciences. The data reveal declining occupational clusters within these industries, such as Engineering Design Activities, Computer Programming, Consultancy and Related activities. The Chamber will explore with employers in these industries the significance of these numbers for skills needs – are these the result of company churn, isolated closures, or broader trends in the demand for skills?

LABOUR MARKET EXCLUSION AND POOR OUTCOMES FOR YOUNG PEOPLE IN FENLAND

Employment in Fenland has fallen to its lowest rate in 11 years, economic inactivity has increased to its highest rate in 12 years, and the number of jobs has fallen along with the size of the working age population. The shrinking labour pool is likely to be a driver of recruitment difficulties, with employers in Fenland taking longer to fill their vacancies than any other local authority area in Cambridgeshire and Peterborough. Outcomes for young people continue to be poor, with Fenland having the 11th lowest GCSE Attainment 8 score in England and the 14th lowest share of 19-year-olds achieving a Level 2 qualification. The Chamber will work with employers and education providers to develop skills and training-based responses employment outcomes in Fenland and to better understand employers' recruitment difficulties.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

DECLINE IN EMPLOYER TRAINING TO RECORD LOW LEVELS, ESPECIALLY FOR INSTRUCTION IN NEW TECHNOLOGY

The report finds that the shares of employers providing both on-the-job and off-the-job training were at their lowest on record in 2022 (the earliest year of data is 2013). Within the mix of training activities, online / e-learning has increased in significance, but it is unclear how this relates, if at all, to the broader trend of fewer employers investing in training for their staff, and new technology in particular. The Chamber will work with employers to unpack these findings.

IMPACT ON FUTURE DIGITAL SKILLS DEMAND FROM RECENT ADVANCES IN AI AND OTHER INDUSTRY DEVELOPMENTS

In the five years to 2024 programming and software development and engineering were the top-rated digital skills in demand from Cambridge employers and accounted for the largest number of job postings across the region. But among local authority areas, Cambridge saw the slowest growth in digital employment, well behind East Cambridgeshire and Fenland, where job digital skills listed in job postings are more oriented to foundational skills and those related to fabrication, such as Computer Numeric Control and Computer Aided Design. We will work with employers across Cambidgeshire and Peterborough to understand how the market for digital skills is evolving; how recent developments such as the wider availability and use of AI in software development has impacted workforce planning, emerging roles and competences.

THE DETAILED REQUIREMENTS BEHIND THE INCREASED DEMAND FOR GREEN SKILLS

Demand from employers for green skills has increased sharply over the past three years and, at present, one in six people work in occupations likely to be in increased demand due to greening while one in seven work in occupational groups that could see significant changes to worker requirements or where entirely new or renewed roles could be created. The Chamber will work with employers to better understand their green skills requirements and any emerging green skills gaps and shortages.

THE SHORTAGE OF CARE WORKERS

Cambridgeshire and Peterborough has an ageing population and, between 2020 and 2035, 30,000 additional people will be required to fill Caring Personal Service occupations (7,000 from employment growth and 23,000 due to natural attrition) – the second highest forecast employment requirement of all occupations. However, recruitment difficulties are already highest for this occupational group. The Chamber will work with employers to understand how they are responding to these recruitment difficulties, the impact of recruitment difficulties, and develop responses to ensure that future employment demand can be met.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

3. LABOUR MARKET PARTICIPATION

3.1 LABOUR SUPPLY – THE WORKING AGE POPULATION

THE WORKING-AGE POPULATION HAS DECREASED IN RURAL FEN AREAS, WITH IMPLICATIONS FOR LABOUR SUPPLY

Annual Population Survey denominators suggest that Cambridgeshire and Peterborough's 16-64-year population increased by 2,200, or by 0.4% in 2023 – the same as the England average. However, growth was concentrated in Peterborough, South Cambridgeshire and Cambridge. Conversely, the 16-64-year population fell in the rural Fens: Fenland, Huntingdonshire and East Cambridgeshire. The number of 16-64-year-olds living in Fenland and Huntingdonshire was the lowest since 2016. A fall in the working age population means that the pool of potential labour available to local employers has reduced.

Chart 3.1.1: Change in Population Aged 16-64 Years, 2023
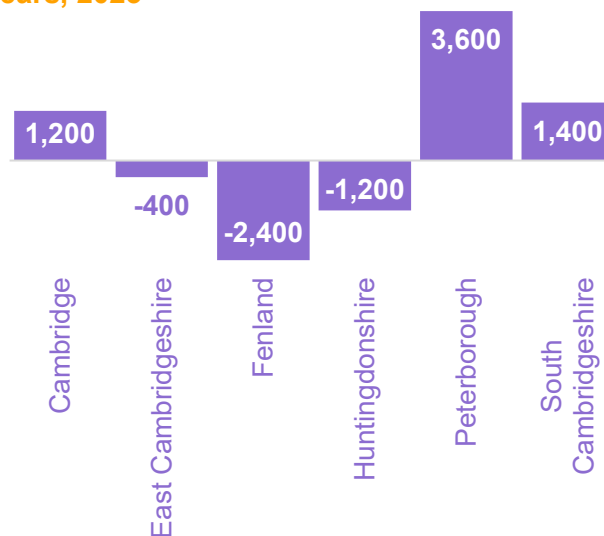
Source: Annual Population Survey, Office for National Statistics

3.2 EMPLOYMENT

EMPLOYMENT AMONG RESIDENTS FELL SLIGHTLY IN 2023 BUT REMAINED AT A NEAR-RECORD RATE

In 2023, 79.4% of people aged 16-64 years and living in Cambridgeshire and Peterborough were in employment. After falling in 2019 and 2020, in the midst of the COVID-19 pandemic, employment recovered and rose to a record rate of 80.1% in 2022. The area's employment rate fell slightly in 2023, but was the second highest rate since the earliest year of data (2004) (Chart 3.2.1).

THE 1,900 FALL IN EMPLOYED PEOPLE LIVING IN CAMBRIDGESHIRE AND PETERBOROUGH IN 2023 WAS DRIVEN BY:

➢ **A fall in employment in Fenland, East Cambridgeshire and Cambridge:** employment in Fenland fell sharply (by -6,200 people). Its employment rate fell to 67.8% - the lowest for 11 years. Employment also fell in East Cambridgeshire (by -2,700) with the employment rate, at 81.8%, being the lowest for five years. Employment in Cambridge fell by 600, with the employment rate, at 76.3%, also being the lowest for five years. Employment rates increased in other areas, with rates in

Huntingdonshire and Peterborough rising to record highs (Chart 3.2.2)

➢ **A fall in employment for those aged under 50 years** (-1,300 16-24-year-olds and -5,600 25-49-year-olds), partially offset by an increase in employment among 50-64-year-olds (+5,100). The 50-64-year employment rate, at 78.9% rose to a new record

➢ **A fall in employment in Public Administration, Education and Health** (-12,200), Mining and Utilities (-4,200) and Other Services (-3,200). These losses were partially offset by employment gains in other sectors, particularly Finance, Property, Administrative and Professional, Scientific and Technical Activities (+12,000) (Chart 3.2.3)

➢ **Large falls in occupational employment in Elementary Administrative and Service Occupations** (-14,000), Teaching and Educational Professionals (-7,900), Transport and Mobile Machine Drivers/Operatives (-6,200), and a range of skilled trades. These losses were partially offset by employment gains in Sales Occupations (+8,600), Administrative Occupations (+7,700) and Business and Public Service Associate Professionals (+7,200) (Chart 3.2.4)

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 3.2.1: Employment Rate in Cambridgeshire and Peterborough

Year	Rate
2004	78.5%
2005	77.3%
2006	75.8%
2007	74.9%
2008	75.4%
2009	74.7%
2010	73.3%
2011	73.7%
2012	73.9%
2013	76.5%
2014	78.4%
2015	79.1%
2016	77.7%
2017	77.7%
2018	79.2%
2019	78.5%
2020	76.8%
2021	78.3%
2022	80.1%
2023	79.4%
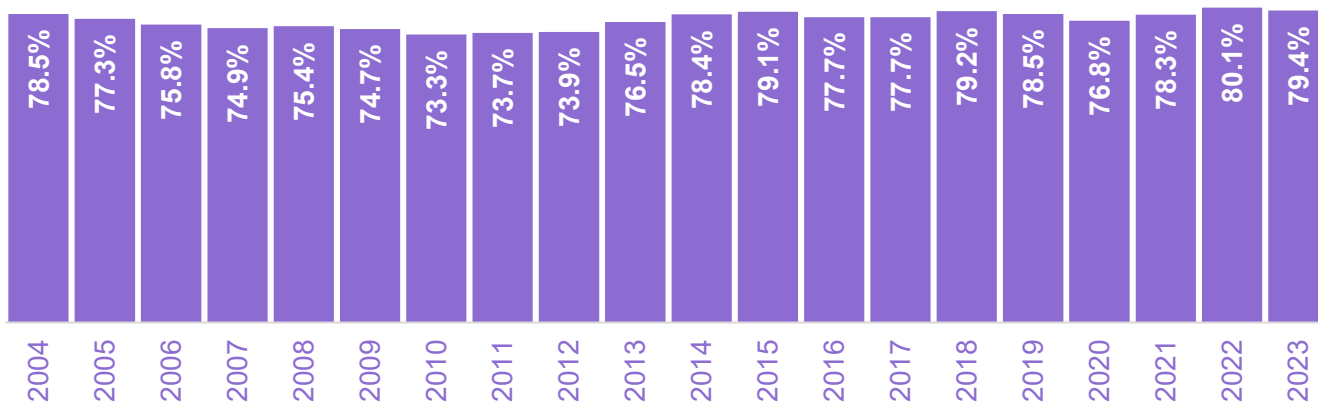
Source: Annual Population Survey, Office for National Statistics

Chart 3.2.2: Employment Rates by Area, 2022 and 2023

Area	2022	2023
Cambridge	78.2%	76.3%
East Cambridgeshire	86.1%	81.8%
Fenland	75.3%	67.8%
Huntingdonshire	82.8%	85.6%
Peterborough	79.3%	80.0%
South Cambridgeshire	79.4%	80.3%
Cambridgeshire and Peterborough	80.1%	79.4%
England	75.8%	76.0%
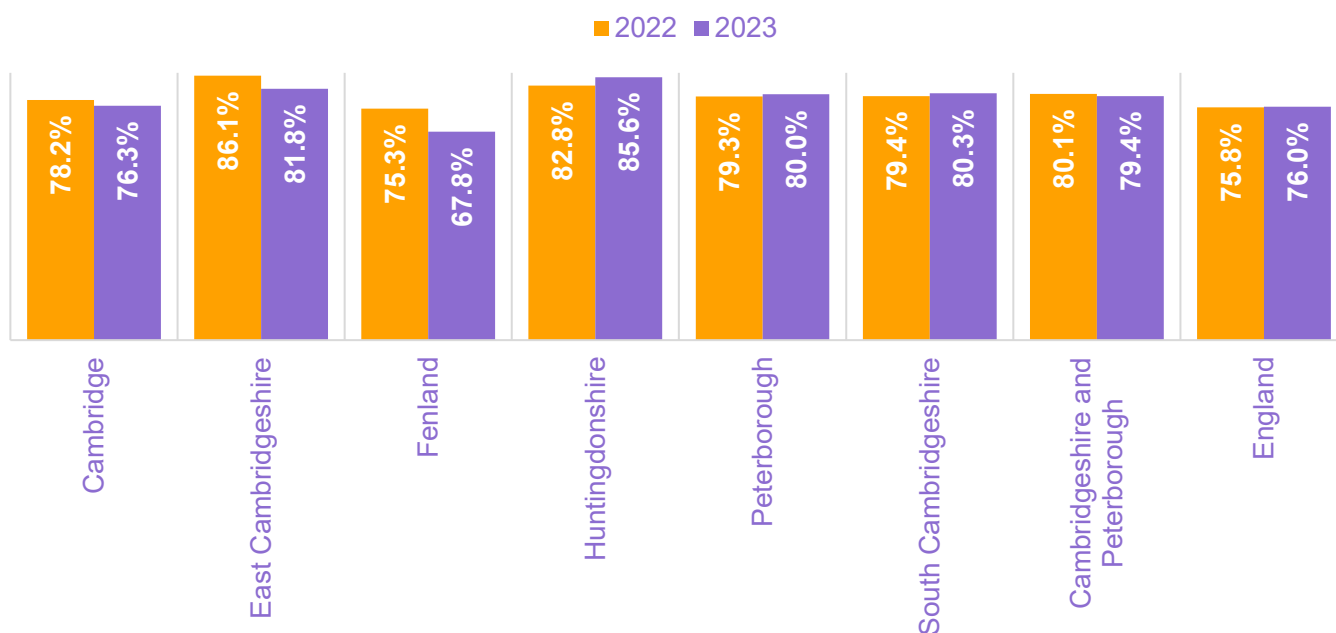
Source: Annual Population Survey, Office for National Statistics

Chart 3.2.3: Change in Employment by Industry, Cambridgeshire and Peterborough, 2023

Industry	Change
Finance, Property, Admin, Professional, Scientific	12,000
Wholesale, Retail, Hotels, Restaurants	3,700
Agriculture and Fishing	1,900
Manufacturing	1,600
Transport and Communications	400
Construction	300
Other Services	-3,200
Mining and Utilities	-4,200
Public Admin, Education and Health	-12,200

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 3.2.4 Change in Employment by Occupation, Cambridgeshire and Peterborough, 2023

Occupation	Change
sales occupations	8,600
administrative occupations	7,700
business & public service assoc. professionals	7,200
corporate managers and directors	6,100
other managers and proprietors	5,900
business, media and public service professionals	5,600
science, research, engineering and technology profs	5,000
caring personal service occupations	4,500
elementary trades and related occupations	1,100
secretarial and related occupations	600
process, plant and machines operatives	500
science, engineering and technology associate profs	400
skilled agricultural and related trades	400
health professionals	200
leisure, travel and related personal service occs	-300
textiles, printing and other skilled trades	-900
protective service occupations	-2,600
customer service occupations	-3,000
health & social care assoc. professionals	-3,400
culture, media and sports occupations	-3,800
skilled construction and building trades	-4,100
skilled metal, electrical and electronic trades	-5,000
transport & mobile machine drivers/operatives	-6,200
teaching and educational professionals	-7,900
elementary administration & service occs	-14,000

3.3 UNEMPLOYMENT AND ECONOMIC INACTIVITY

UNEMPLOYMENT IS AT A NINE-YEAR HIGH WHILE ECONOMIC INACTIVITY IS AT A RECORD LOW – RESULTING IN A NEAR-RECORD LOW RATE OF WORKLESSNESS

The area's unemployment rate – at 3.4% of 16-64-year-olds – increased in 2023 to its highest rate for nine years.

As well as the slight drop in employment, increased unemployment reflected more people coming out of economic inactivity (not in work nor seeking work). The area's economic inactivity rate fell to 17.1% in 2023 – a record low. Combined, 20.5% of 16-64-year-olds were out of work – the second lowest since the earliest year of data.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 3.3.1: Out-of-Work Rates in Cambridgeshire and Peterborough

■ Unemployment Rate ■ Economic Inactivity Rate

Year	Unemployment Rate	Economic Inactivity Rate
2004	3.2%	18.3%
2005	3.4%	19.3%
2006	4.3%	19.9%
2007	3.4%	21.7%
2008	3.8%	20.8%
2009	5.2%	20.1%
2010	5.2%	21.6%
2011	5.4%	20.8%
2012	5.9%	20.2%
2013	4.7%	18.8%
2014	4.0%	17.7%
2015	3.3%	17.6%
2016	3.3%	19.0%
2017	2.2%	20.1%
2018	2.9%	17.8%
2019	2.8%	18.7%
2020	3.3%	19.9%
2021	2.9%	18.8%
2022	2.4%	17.5%
2023	3.4%	17.1%
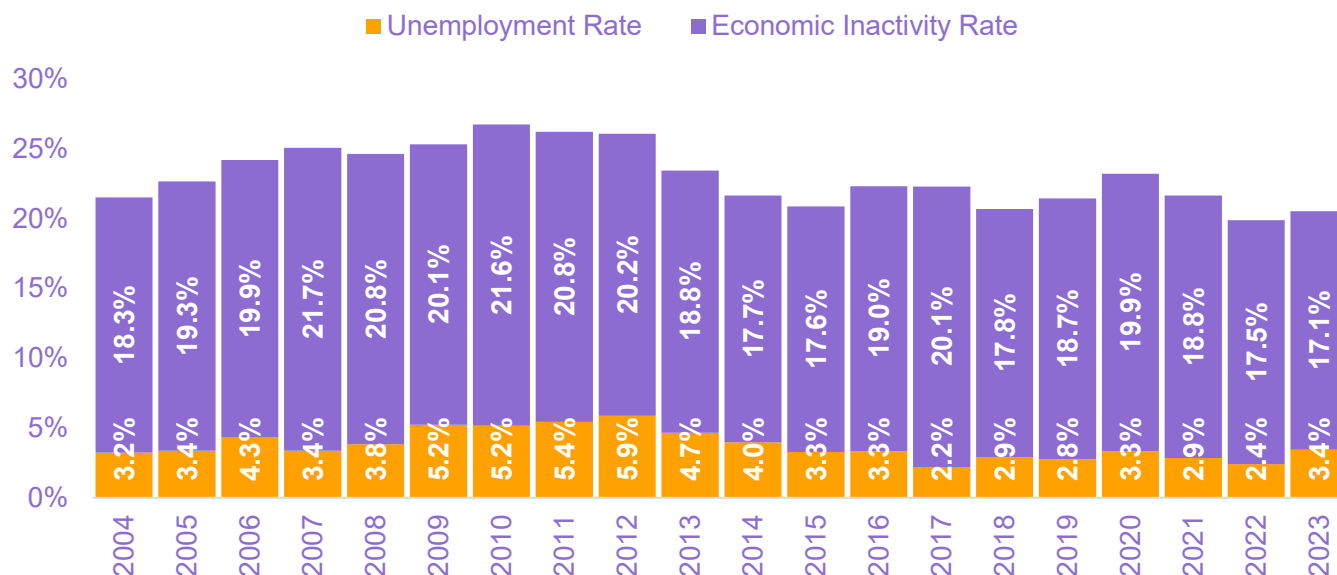
Source: Annual Population Survey, Office for National Statistics

THE SHARE OF 16-64-YEAR-OLDS THAT ARE ECONOMICALLY INACTIVE DUE TO LOOKING AFTER THE FAMILY/HOME OR BECAUSE OF RETIREMENT HAVE FALLEN TO RECORD LOWS

The recent reduction in economic inactivity has been due to:

- A long-term reduction in the share of people that are inactive due to **looking after the family/home** – this has been a long-term trend, and the current rate – 3.1% of 16-64-year-olds – is the lowest on record
- A long-term reduction in the number of **retirees aged 16-64 years** – in line with increases in the state pension age for women from 2010. The rate of inactivity due to retirement increased slightly during the pandemic but has since fallen to a record low, at 2.0% of 16-64-year-olds. Likewise, the inactivity rate for 50-64-year-olds in 2023 was at a record low of 18.7%
- The number of inactive **students** – this rose sharply during the pandemic but has now reduced back to long-term average levels

- A further reduction in the inactivity rate for **women**. While inactivity remained higher for women (20.4%) than for men (14.0%), the female inactivity rate reduced more than that for men (-0.6 percentage points (ppts) vs -0.1 ppts) and to the second lowest rate on record

THE SHARE OF WORKING-AGED PEOPLE THAT ARE INACTIVE DUE TO LONG-TERM SICKNESS HAS RISEN TO A RECORD HIGH

In 2023, the share of people that were inactive due to long-term sickness rose sharply to 4.8% (almost one-in-20 16-64-year-olds). This is the highest rate since the earliest year of data (2004).

ECONOMIC INACTIVITY HAS INCREASED IN EAST CAMBRIDGESHIRE AND FENLAND

Economic inactivity in 2023 increased in East Cambridgeshire (to a six-year high) and Fenland (to a 12-year high). Inactivity increased slightly in Peterborough, but the rate remained historically low. Unfortunately, data at local authority level are not sufficiently robust to explore the reasons for these increases.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 3.3.2: Economic Inactivity by Reason, % 16-64-Year-Olds, Cambridgeshire and Peterborough
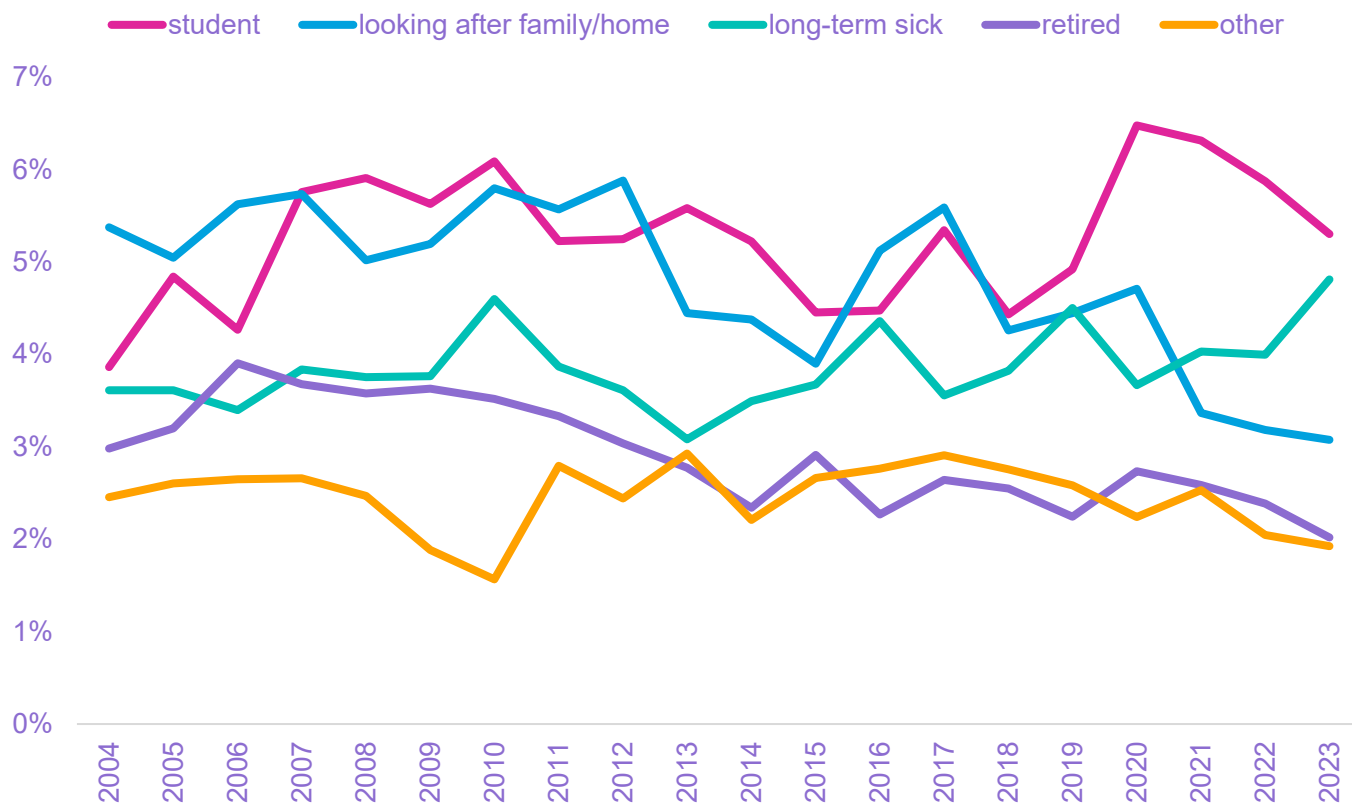
Legend: student, looking after family/home, long-term sick, retired, other

Source: Annual Population Survey, Office for National Statistics

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

CLAIMANT UNEMPLOYMENT HAS BEGUN TO RISE, AFTER SUSTAINED POST-PANDEMIC FALLS

In March 2024, 3.1% of 16-64-year-olds living in Cambridgeshire and Peterborough were claimant unemployed (claiming Jobseeker's Allowance or Universal Credit and required to seek work and be available for work, which tends to be lower than the official unemployment rate described above, as not all unemployed people claim benefits).

The area's claimant count rate has increased slightly since the start of the year (from 2.9% in January 2024), after falling sharply from the pandemic peak (5.1% in August 2020) and then stabilising, mirroring the national trend.

Chart 3.3.3: Claimant Count Rate
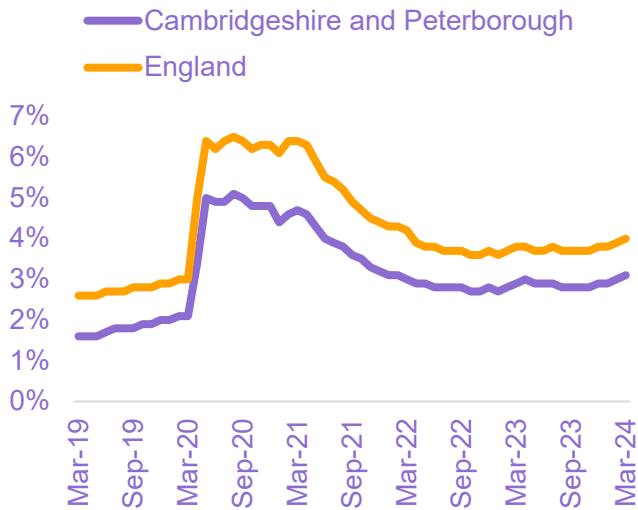
Source: Claimant Count, Office for National Statistics

THE CLAIMANT COUNT RATE HAS INCREASED MOST SHARPLY IN PETERBOROUGH

Claimant count rates have risen since the start of 2024 in most areas, apart from Cambridge and South Cambridgeshire, with Peterborough seeing the biggest increase (5.1% to 5.7% between January and March 2024 – the joint second highest increase of all 309 local authority areas in England).

Chart 3.3.4: Percentage Point Change in Claimant Count Rates, Jan 24-Mar 24

Source: Claimant Count, Office for National Statistics
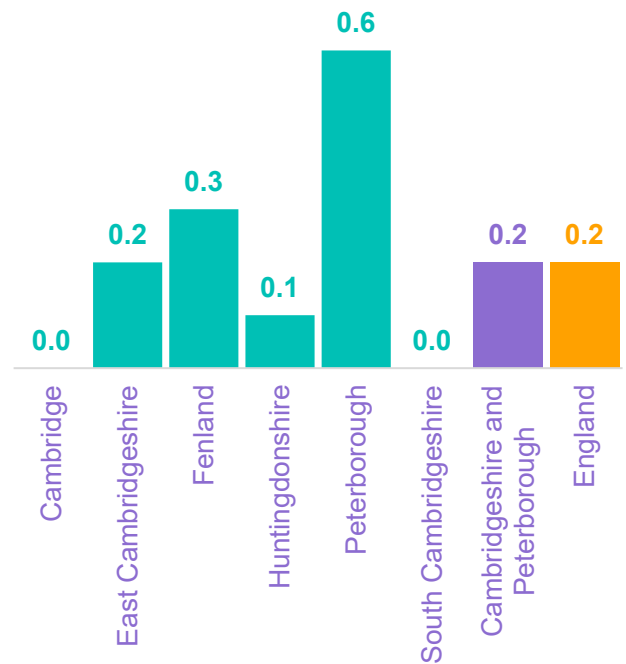
Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

4. LOCAL JOBS MARKET

4.1 NUMBERS OF JOBS

THE NUMBER OF JOBS[1] ACROSS CAMBRIDGESHIRE AND PETERBOROUGH CONTRACTED IN 2022 FOR THE SECOND CONSECUTIVE YEAR

Prior to 2020, Cambridgeshire and Peterborough experienced strong job growth, increasing by an average of 1.9% per year between 2010 and 2020 – faster than the England rate of 1.3% per year. However, jobs across the area have fallen since 2020, against job growth across England. In 2022, there were 513,000 jobs in Cambridgeshire and Peterborough, down from 519,000 in 2020 and

516,000 in 2021, which could be a result of continued labour market impacts following the COVID-19 pandemic.

The 0.6% fall in jobs in 2022 contrasted with a 2.1% increase in jobs across England. The area-wide fall was driven by a fall in jobs in Fenland (-3,000, -6.7%), Huntingdonshire (-2,000, -2.3%) and South Cambridgeshire (-2,000, -2.0%). East Cambridgeshire experienced no change in job numbers while jobs grew in the city areas: Cambridge (+4,000, or +3.4%) and Peterborough (+1,000, or +0.8%).

Chart 4.1.1: Jobs in Cambridgeshire and Peterborough

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
430,000	448,000	468,000	483,000	506,000	513,000	510,000	516,000	519,000	516,000	513,000
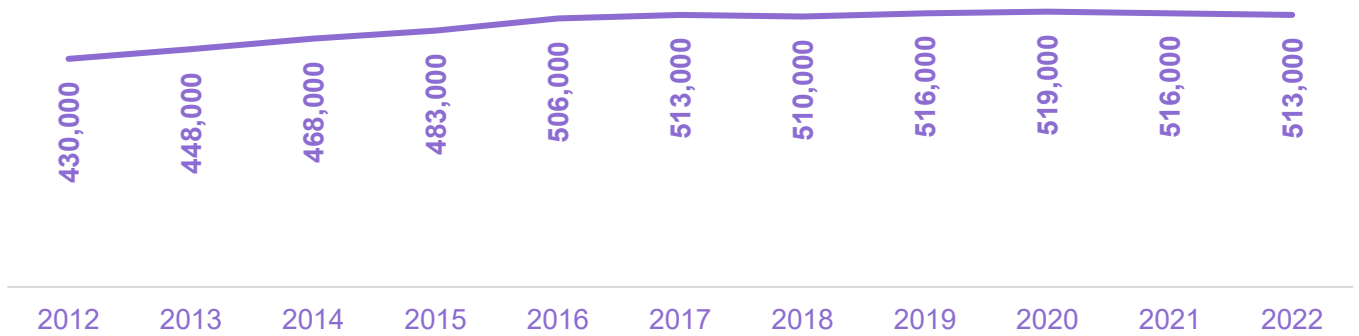
Source: Jobs Density, Office for National Statistics

Chart 4.1.2: Job Growth in 2022

Cambridge 3.4%, East Cambridgeshire 0.0%, Fenland -6.7%, Huntingdonshire -2.3%, Peterborough 0.8%, South Cambridgeshire -2.0%, Cambridgeshire and Peterborough -0.6%, England 2.1%

---
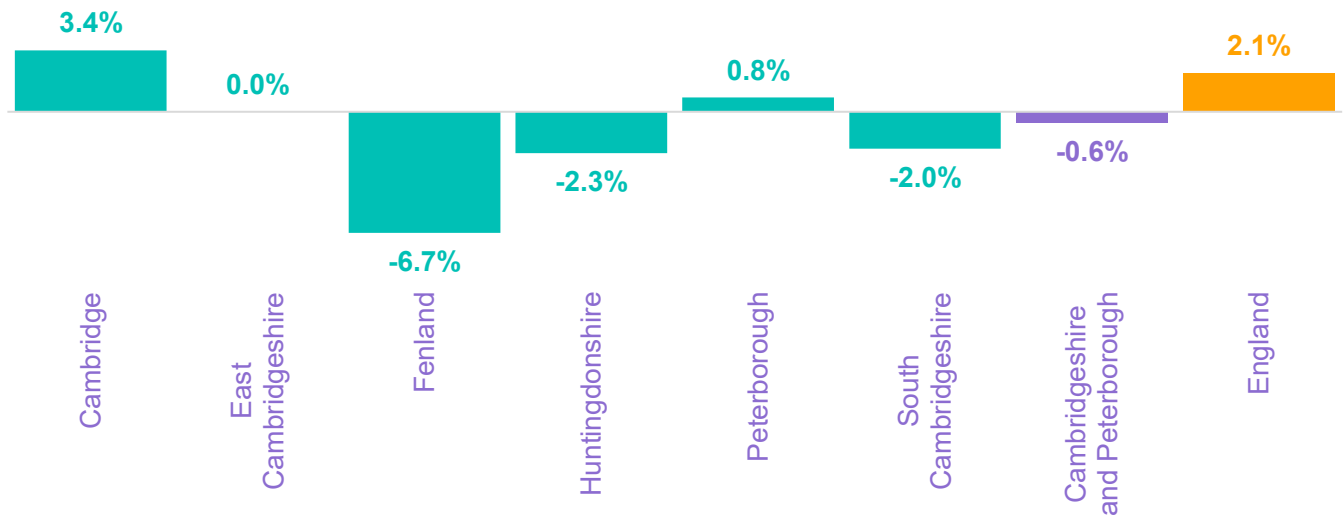
[1] 'Jobs' is a workplace-based measure of employment, i.e. regardless of where the employed person/people live, with a job able to be taken by more than one person, or with one person able to hold more than one job. In contrast, the employment figures described in Section 3 are residence-based measures of individuals' labour market activity – regardless of where an individual works or how many jobs they hold.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

JOBS DENSITY REMAINED THE SAME, BUT FELL SHARPLY IN FENLAND

Jobs density – the number of jobs per resident aged 16-64 years – remained the same, at 0.90 in 2022, but decreased in Fenland, Huntingdonshire and South Cambridgeshire. Fenland now has jobs for just two-thirds of its working-age population (jobs density of 0.68).

Chart 4.1.3: Jobs Density

■ 2021 ■ 2022

	Cambridge	East Cambridgeshire	Fenland	Huntingdonshire	Peterborough	South Cambridgeshire	Cambridgeshire and Peterborough	England
2021	1.10	0.73	0.73	0.78	0.93	0.99	0.90	0.86
2022	1.14	0.73	0.68	0.76	0.94	0.97	0.90	0.88
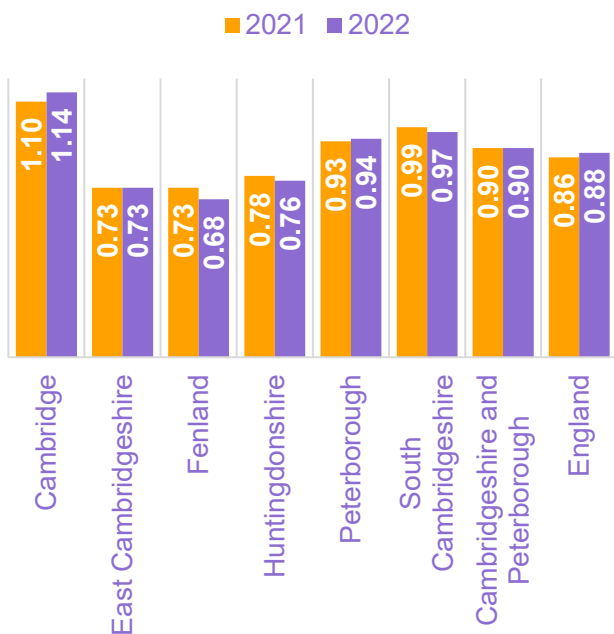
Source: Jobs Density, Office for National Statistics

THE FALL IN JOBS IN 2022 WAS DRIVEN BY ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES, EDUCATION AND PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES – BUT PARTIALLY OFFSET BY STRONG GROWTH IN HEALTH AND SOCIAL WORK, MANUFACTURING, CONSTRUCTION AND FOOD SERVICE ACTIVITIES

Jobs by industry data – which exclude self-employed jobs not registered for VAT/PAYE, HM Forces and Government supported trainees – show that Wholesale and Retail Trade continued to be the area's largest sector (in terms of numbers of jobs). However, job losses in Professional, Scientific and Technical Activities meant that this sector declined from second to third largest, while

job gains in Health and Social Work Activities meant that this sector moved from third to second largest.

Jobs by industry data also highlight that the fall in jobs across Cambridgeshire and Peterborough in 2022 was driven by:

- **Administrative and Support Service Activities** (-5,000), particularly Temporary Employment Agency Activities (-2,000), Landscape Service Activities (-1,000), Private Security Activities (-750), Packaging Activities (-750) and General Cleaning of Buildings (-500)
- **Education** (-3,000), driven by Primary Education (-2,000) – reflecting national trends, with the Education and Policy Institute reporting a surge in teachers leaving the profession [2]
- **Professional, Scientific and Technical Activities** (-3,000), particularly Engineering Activities and Related Technical Consultancy (-3,000) and Accounting, Bookkeeping and Auditing Activities (-1,000)
- **Information and Communication** (-2,000), especially Computer Consultancy Activities (-2,000) and Computer Programming Activities (-1,000).

These falls were partially offset by strong job growth in other sectors, notably:

- **Health and Social Work Activities** (+4,000), particularly Other Human Health Activities (+2,000), Other Residential Care Activities (+1,500), Hospital Activities (+1,000) and Other Social Work Activities without Accommodation (+1,000) – this is consistent with employment forecasts which show that Health and Social Work Activities will experience the strongest employment growth between 2020 and 2035, due to the ageing population and health sector jobs being relatively immune from technological change and automation
- **Manufacturing** (+2,000), driven by Shaping and Processing of Flat Glass (+950), Manufacture of Glass Fibres (+700), Processing and Preserving of Meat (+500) and

---

[2] https://epi.org.uk/publications-and-research/the-teaching-workforce-after-the-pandemic/

Manufacture of Instruments and Appliances for Measuring, Testing and Navigation (+500)

- **Construction** (+2,000), especially Electrical Installation (+1,500) and Plumbing, Heat and Air Conditioning Installation (+1,000)

- **Accommodation and Food Service Activities** (+2,000), particularly Restaurants and Mobile Food Service Activities (+3,000).

Chart 4.1.4: Change in Jobs by Industry, Cambridgeshire and Peterborough, 2022

Industry	Change
Human health and social work activities	4,000
Manufacturing	2,000
Construction	2,000
Accommodation and food service activities	2,000
Real estate activities	1,000
Electricity, gas, steam and air conditioning	150
Agriculture, forestry and fishing	0
Water supply, sewerage, waste management	0
Financial and insurance activities	0
Arts, entertainment and recreation	0
Mining and quarrying	-25
Wholesale and retail trade	-1,000
Transportation and storage	-1,000
Public administration and defence	-1,000
Other service activities	-1,000
Information and communication	-2,000
Professional, scientific and technical activities	-3,000
Education	-3,000
Administrative and support service activities	-5,000

Source: Business Register and Employment Survey, Office for National Statistics

4.2 JOBS IN GROWTH SECTORS

JOBS FELL IN ADVANCED MANUFACTURING AND MATERIALS AND DIGITAL AND IT IN 2022, BUT INCREASED IN AGRI-TECH AND LIFE SCIENCES, ALBEIT BELOW ENGLAND AVERAGE GROWTH RATES AND REMAINING BELOW PEAK LEVELS IN 2019

Cambridgeshire and Peterborough's four growth sectors experienced mixed fortunes in 2022. Jobs fell in Advanced Manufacturing and Materials (-3,000) and Digital and IT (-2,000) against job growth across England.

Conversely, jobs increased in Agri-Tech (+1,000) and Life Sciences (+1,000). However, jobs remained below peak levels in 2019 and growth rates were below those for England.

More detail is provided below. To note that there is some overlap between the Agri-Tech and Life Sciences sectors, with Standard Industrial Classification definitions for both including 'Other Research and Experimental Development on Natural Sciences and Engineering', although this sub-sector experienced no change in jobs in 2022.

Chart 4.2.1: Change in Growth Sector Jobs, Cambridgeshire and Peterborough, 2022
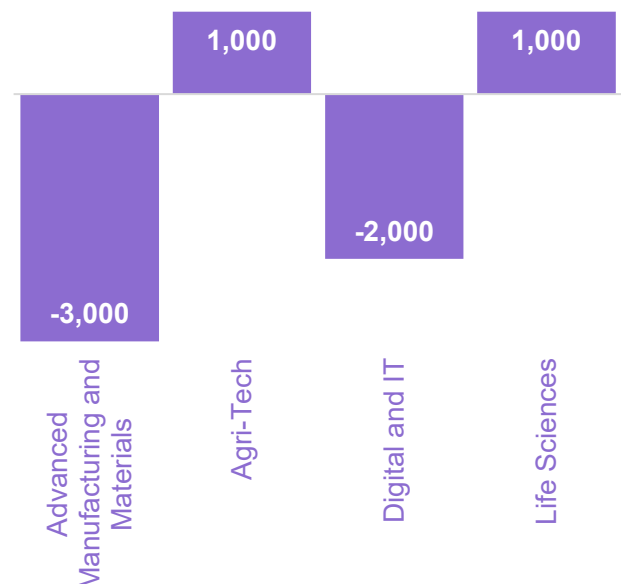
Sector	Change
Advanced Manufacturing and Materials	-3,000
Agri-Tech	1,000
Digital and IT	-2,000
Life Sciences	1,000

Source: Business Register and Employment Survey, Office for National Statistics

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

ADVANCED MANUFACTURING AND MATERIALS JOBS FELL BY 12.5% IN 2022

In 2022, there were 21,000 jobs in Cambridgeshire and Peterborough's Advanced Manufacturing and Materials (AM&M) sector[3]. This was down 3,000, or -12.5%, on the previous year, the lowest level since 2018, and compared to England average growth of 0.8%. The AM&M sector accounted for 4.5% of all jobs, down from 5.1% in 2021, but remaining above the England average share of 3.0%.

Within the sector, there were sizeable job reductions in Engineering Design Activities for Industrial Process and Production (-1,000), Other Engineering Activities (-1,000) and Engineering Related Scientific and Technical Consulting Activities (-750).

Chart 4.2.2: Advanced Manufacturing Jobs, Cambridgeshire and Peterborough

Source: Business Register and Employment Survey, Office for National Statistics

AGRI-TECH JOBS GREW BY 3.1% IN 2022

In 2022, there were 33,000 Agri-Tech[4] jobs in Cambridgeshire and Peterborough – up 1,000, or +3.1%, on the previous year – below the England average growth rate of 5.6%. Despite growth, jobs remained below their 2019 peak (35,000). The Agri-Tech sector accounted for 7.0% of jobs – up from 6.7% in 2021 and remaining well above the England average share of 2.7%.

Growth in 2023 was driven by the Manufacture of Instruments and Appliances for Measuring, Testing and Navigation (+500).

Chart 4.2.3: Agri-Tech Jobs, Cambridgeshire and Peterborough
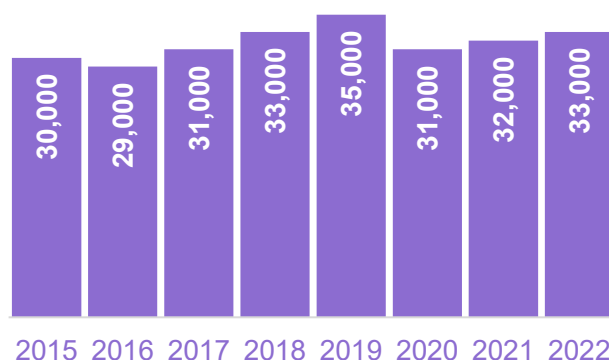
Source: Business Register and Employment Survey, Office for National Statistics

---

[3] Based on the Standard Industrial Classification (SIC) used within the 'Cambridgeshire and Peterborough Advanced Manufacturing Strategy' (April 2021) Appendix.

[4] Based on the SIC definition used within the 'East of England Science and Innovation Audit Appendix 2 – Agri-Tech' (2017)

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

DIGITAL AND IT JOBS FELL BY 7.1% IN 2022

There were 26,000 jobs in Cambridgeshire and Peterborough's Digital and IT sector[5] in 2022 – down by 2,000, or -7.1%, from their 2021 peak level, and compared to England average growth of 5.4%. Digital and IT accounted for 5.5% of all jobs, down from 5.9% in 2021, but remaining above the England average share of 4.2%.

Within the sector, the fall in jobs was driven by steep decline in Computer Programming, Consultancy and Related Activities (-4,000), particularly Computer Consultancy Activities (-2,000) and Computer Programming Activities (-1,000).

LIFE SCIENCES JOBS GREW BY 4.3% IN 2022

There were 22,000 Life Sciences[6] jobs in Cambridgeshire and Peterborough in 2022 – up 1,000, or +4.3% on the previous year, although this was below England average growth of 7.4%. Despite increasing over the past two years, jobs also remained below their 2019 peak (24,000). The sector continued to account for a larger share of all jobs than nationally, at 4.7% of jobs, compared to 1.0% across England.

Within the sector, growth was driven by the Manufacture of Pharmaceutical Preparations (+400), with small job gains in the Manufacture of Basic Pharmaceutical Products (+50) and the Manufacture of Irradiation, Electromedical and Electrotherapeutic Equipment (+50).

Chart 4.2.4: Digital and IT Jobs, Cambridgeshire and Peterborough
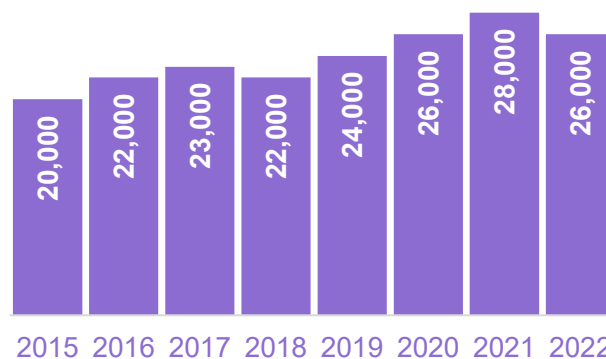
Source: Business Register and Employment Survey, Office for National Statistics

Chart 4.2.5: Life Sciences Jobs, Cambridgeshire and Peterborough
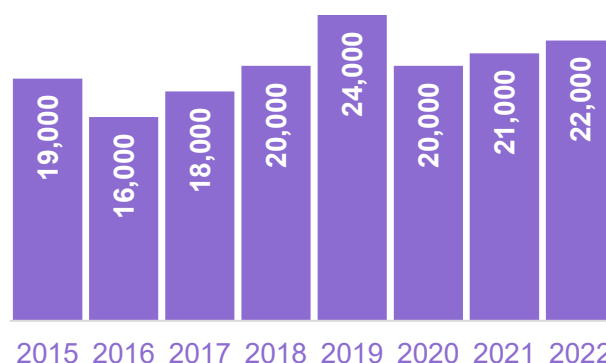
Source: Business Register and Employment Survey, Office for National Statistics

---

[5] Based on the SIC definition used within DCMS' Economic Estimates for the Digital Sector (and excluding Publishing, Information Services, and Film, TV, Video, Radio and Music)

[6] Based on the SIC definition used within the 'Life Science Strategy for the Cambridgeshire and Peterborough Combined Authority' (February 2021)

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

4.3 JOB VACANCIES

JOB VACANCIES HAVE REDUCED FROM THEIR POST-COVID PEAK BUT REMAIN HIGH

Online job postings data provides a useful barometer for the health of the jobs market. As it does not capture all activity, it should be considered as an estimate only. Job vacancies arise not just from new job creation, but also from natural attrition, i.e. by posts becoming vacant due to employees taking another job or leaving the labour market, e.g. due to retirement.

In the six months to March 2024, there were almost 80,600 online job postings in Cambridgeshire and Peterborough. Vacancies have reduced over the past two years, following a surge of recruitment activity following the relaxation of COVID-19 related restrictions, and mirroring the national trend, but were above the six-monthly average for the past ten years (74,700 per six months from Oct 13-Mar 14 to Oct 23-Mar-24).

Chart 4.3.1: Online Job Postings, Cambridgeshire and Peterborough
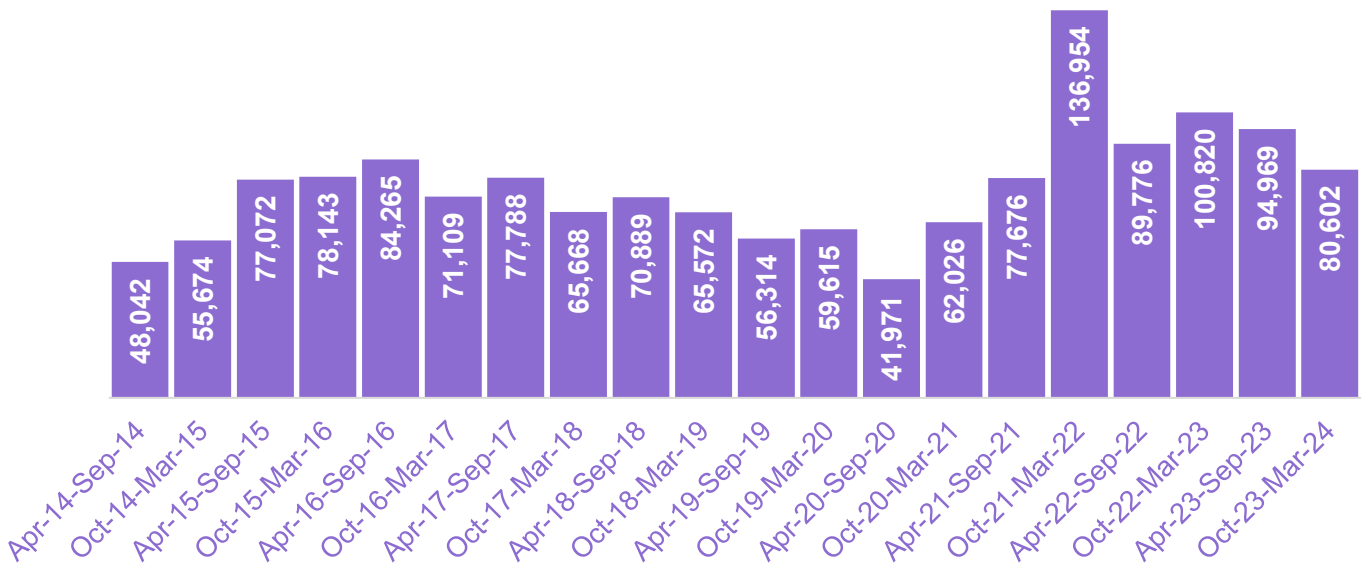
Source: Lightcast

THE NHS REMAINED THE AREA'S TOP RECRUITER

The NHS recruited for the largest number of roles across Cambridgeshire and Peterborough, and in each local authority area, in the six months to March 2024.

NHS postings accounted for 5.5% of all postings – or one-in-18, although, at 4,455, NHS job postings were down 10.4% on a year ago (from 4,974).

The next biggest recruiters (excluding recruitment agencies) were the University of Cambridge, Siemens Energy, ARM and Cambridgeshire County Council.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 4.3.2: Ten Biggest Recruiters in Cambridgeshire and Peterborough, Oct 23-Mar 24

Recruiter	Value
NHS	4,455
University Of Cambridge	1,566
Siemens Energy	480
ARM	397
Cambridgeshire County Council	346
Tesco	220
Anglian Water International Limited	219
Cambridge University Press & Assessment	200
AstraZeneca	185
Peterborough City Council	151
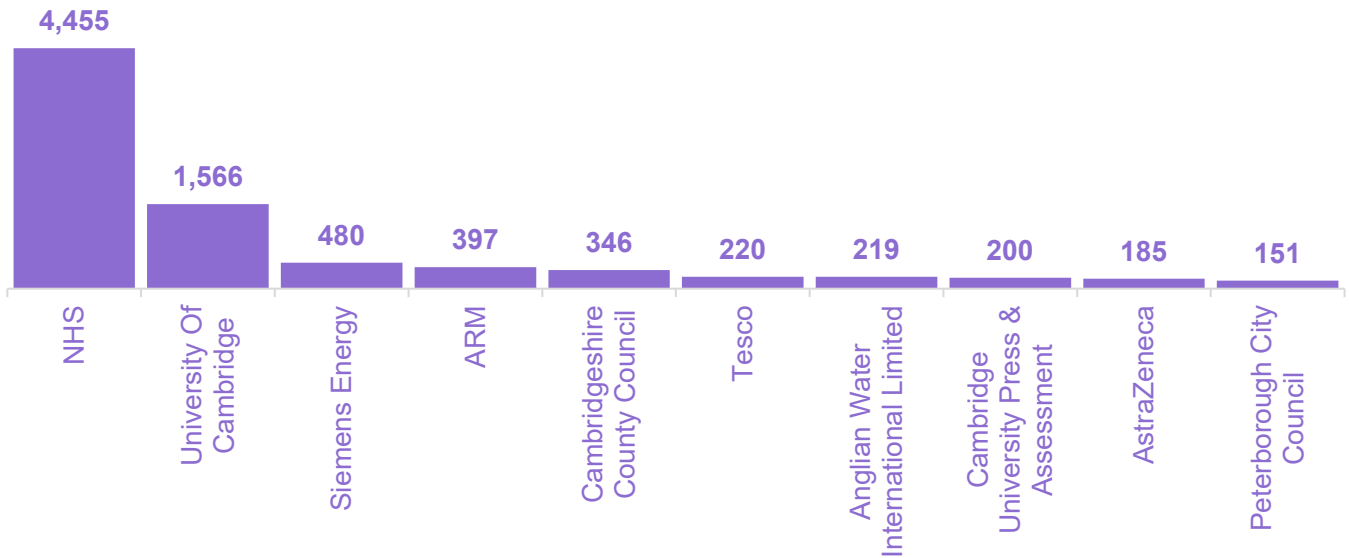
Source: Lightcast

Table 4.3.1: Five Biggest Recruiters by Local Authority Area, Oct 23-Mar 24

Cambridge	East Cambridgeshire
• NHS (2,071)	• NHS (69)
• University Of Cambridge (1,563)	• Thorlabs (35)
• ARM (386)	• Sanctuary Group (26)
• Siemens Energy (294)	• Environment Agency (19)
• Cambridge University Press & Assessment (207)	• Cambridge Commodities Ltd (18)
Fenland	**Huntingdonshire**
• NHS (98)	• NHS (589)
• Fulbridge (57)	• Cambridgeshire County Council (191)
• Greencore (40)	• Anglian Water International Limited (126)
• Barchester Plc (33)	• Anglian Water Services (67)
• The Inn Collection Group (32)	• Huntingdonshire District Council (63)
Peterborough	**South Cambridgeshire**
• NHS (1,203)	• NHS (425)
• Peterborough City Council (165)	• Informa (44)
• Siemens Energy (104)	• Tesco (40)
• Caterpillar (103)	• Barchester Plc (37)
• Anglian Water International Limited (64)	• Kier Group (34)

Source: Lightcast

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS CONTINUE TO BE THE MOST IN-DEMAND OCCUPATION

Over the last six months, Programmers and Software Development Professionals continued to account for the highest share of all job postings (2,920 unique postings, 3.6% of all postings). This was followed by Sales-Related Occupations, Care Workers and Home Carers, Cleaners and Domestics, and Other Administrative Occupations not elsewhere classified. Together, these five occupational groups (of a total of 412 occupations) accounted for 12.5% - or one-in-eight – job postings. The most in-demand occupations remained the same as the same period a year ago (six months to March 2023).

Within the area:

➢ **Programmers and Software Development Professionals** was the most in-demand occupation in Cambridge
➢ **Sales-Related Occupations** was the most in-demand occupational category in Peterborough
➢ **Care Workers and Home Carers** was the most in-demand occupation in East Cambridgeshire, Fenland, Huntingdonshire and South Cambridgeshire

Chart 4.3.3: Job Postings by Occupation, Top 10 in Cambridgeshire and Peterborough, Oct 23-Mar 24

Occupation	Postings
Programmers and Software Development Professionals	2,921
Sales Related Occupations n.e.c.	2,177
Care Workers and Home Carers	1,913
Cleaners and Domestics	1,597
Other Administrative Occupations n.e.c.	1,447
Managers and Directors in Retail and Wholesale	1,278
Chartered and Certified Accountants	1,210
Book-keepers, Payroll Managers and Wages Clerks	1,210
Secondary Education Teaching Professionals	1,130
Mechanical Engineers	1,127

Source: Lightcast

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Table 4.3.2: Top Five Job Postings by Occupation (% of all job postings), Oct 23-Mar 24

Cambridge	East Cambridgeshire
• Programmers and Software Development Professionals (5.6%) • Sales Related Occupations n.e.c. (2.7%) • Managers and Directors in Retail and Wholesale (1.8%) • Other Administrative Occupations n.e.c. (1.8%) • Cleaners and Domestics (1.7%)	• Care Workers and Home Carers (5.1%) • Cleaners and Domestics (3.3%) • Sales Related Occupations n.e.c. (2.8%) • Teaching Assistants (2.7%) • Book-keepers, Payroll Managers and Wages Clerks (2.7%)
Fenland	**Huntingdonshire**
• Care Workers and Home Carers (7.9%) • Cleaners and Domestics (3.4%) • Social Workers (3.2%) • Secondary Education Teaching Professionals (3.1%) • Teaching Assistants (2.8%)	• Care Workers and Home Carers (3.4%) • Sales Related Occupations n.e.c. (2.9%) • Cleaners and Domestics (2.7%) • Other Administrative Occupations n.e.c. (2.1%) • Secondary Education Teaching Professionals (1.9%)
Peterborough	**South Cambridgeshire**
• Sales Related Occupations n.e.c. (3.0%) • Care Workers and Home Carers (2.5%) • Programmers and Software Development Professionals (2.0%) • Customer Service Occupations n.e.c. (2.0%) • Chartered and Certified Accountants (1.7%)	• Care Workers and Home Carers (3.8%) • Cleaners and Domestics (2.6%) • Other Administrative Occupations n.e.c. (2.3%) • Warehouse Operatives (2.2%) • Programmers and Software Development Professionals (1.9%)

Source: Lightcast

PROJECT MANAGEMENT REMAINS THE MOST IN-DEMAND SPECIALISED SKILL WITHIN JOB POSTINGS

There has been little change in the most in-demand skills within the local job market. In the six months to March 2024, the most in-demand specialised skill within Cambridgeshire and Peterborough job postings was Project Management, followed by Finance, Auditing, Accounting and Marketing. These were the same top five specialised skills as a year ago (although with Accounting rising to the fourth from fifth most in-demand specialised skill, and Marketing falling from fourth to fifth).

Chart 4.3.4: Top Specialised Skills as % of all Job Postings, Cambridgeshire and Peterborough, Oct 23-Mar 24

Skill	%
Project Management	4.8%
Finance	4.7%
Auditing	4.5%
Accounting	3.4%
Marketing	3.0%
Key Performance Indicators (KPIs)	2.5%
Risk Analysis	2.5%
Invoicing	2.5%
Effective Communication	2.1%
Python (Programming Language)	2.1%

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 4.3.5: Top Common Skills as % of all Job Postings, Cambridgeshire and Peterborough, Oct 23-Mar 24
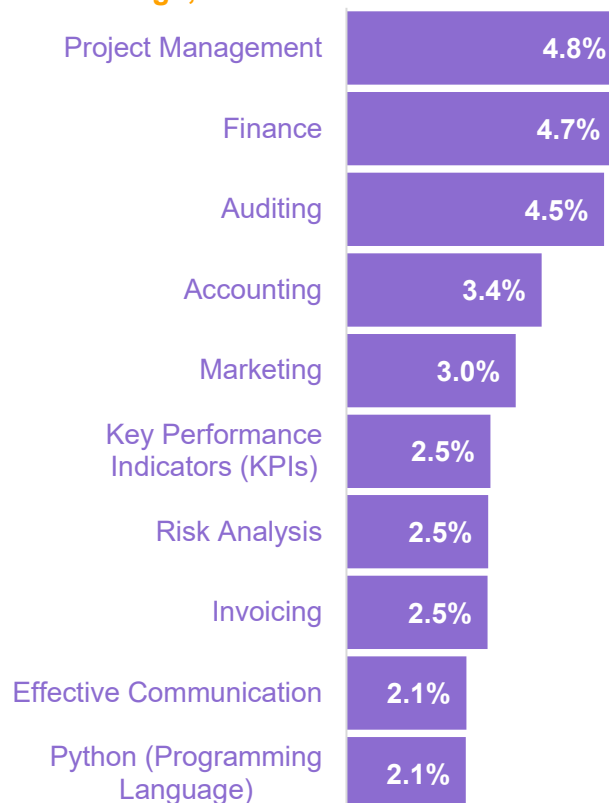
COMMUNICATION REMAINS THE MOST IN-DEMAND COMMON SKILL

There has also been little change in the most in-demand 'common' or 'soft' skills within the local job market. In the six months to March 2024, the most in-demand common skill within Cambridgeshire and Peterborough job postings was Communication, followed by Management, Customer Service, being Detailed Orientated and Sales. Again, these were the same top five common skills as a year ago (although with Detailed Orientated rising to fourth from fifth, and Sales falling from the fourth to fifth most in-demand common skill).

Skill	%
Communication	26.0%
Management	16.1%
Customer Service	12.2%
Detail Oriented	9.1%
Sales	8.4%
Planning	7.4%
Leadership	6.7%
Teaching	6.4%
Problem Solving	6.1%
Research	5.9%

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

5. SKILL GAPS AND SHORTAGES

5.1 RECRUITMENT DIFFICULTIES

RECRUITMENT DIFFICULTIES INCREASED CONSIDERABLY BETWEEN 2019 AND 2022

In 2022, a survey of Cambridgeshire and Peterborough employers found that almost two-thirds of vacancies were hard to fill (65%), above the England average (57%) and up sharply from 2019 (41%) – in line with the national trend.

Skills shortage vacancies (vacancies that are hard to fill because applicants lacked the required skills) represented one-third of all vacancies (31%) – below the England average (36%) but slightly higher than in 2019 (29%).

Chart 5.1.1: Hard to Fill Vacancies and Skills Shortage Vacancies as a share of all Vacancies, Cambridgeshire and Peterborough

Source: Employer Skills Survey, Department for Education

JOB POSTINGS DATA SUGGEST THAT RECRUITMENT DIFFICULTIES HAVE SINCE FALLEN BUT ARE HIGHEST IN FENLAND

Job postings data also provides evidence of recruitment difficulties in the form of 'median posting duration': measuring how long a posting has been active and signalling how difficult it is to fill a position. The latest data suggest that recruitment difficulties have eased since 2022: in the six months to March 2024, the median posting duration of job postings across Cambridgeshire and Peterborough was 24 days – slightly below the England average (25 days), the lowest level for five years, and below the peak of 35 days in the six months to September 2021 – indicating that employers are now filling vacancies more quickly.

This correlates with an increase in the labour supply, i.e. more people looking for work, as indicated by reduced inactivity and increased unemployment, along with a reduction in job vacancies. Within the area median posting duration was shortest in South Cambridgeshire (21 days) but longest – and above the area average – in Fenland (25 days). Higher recruitment difficulties in Fenland could reflect a reduction in the area's labour supply (i.e. the recent reduction in employment and increase in economic inactivity, along with a reduction in the working age population).

Chart 5.1.2: Median Posting Duration, Cambridgeshire and Peterborough

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

JOB POSTINGS DATA SUGGEST THAT RECRUITMENT DIFFICULTIES ARE HIGHEST FOR CARE WORKERS AND HOME CARERS

Median posting duration is available for the 50 most in-demand occupations, which accounted for 55% of all postings in the latest six-month period. Of these, posting duration across Cambridgeshire and Peterborough was longest for Care Workers and Home Carers (29 days), followed by Plant and Machine Operatives (28 days), and Teaching Assistants, Warehouse Operatives, Health Services and Public Health Managers and Directors, Early Education and Childcare Practitioners, Other Researchers, Security Guards and Related Occupations (all 27 days).

At local authority level, in-demand occupations with a median posting duration of 29 days or more included those listed in Table 5.1.1. Care Workers and Home Carers featured within most local authority areas.

Fenland had recruitment difficulties for the highest number of occupations, which included Quantity Surveyors, Care Workers and Home Carers, Early Education and Childcare Practitioners, Manufacturing Workers (Assemblers and Routine Operatives and Production, Factory and Assembly Supervisors) and Transport Workers (and Transport and Distribution Clerks and Assistants and Other Drivers and Transport Operatives n.e.c.)

Table 5.1.1: Highest Median Posting Duration Among Top 50 Occupations, Oct 23-Mar 24

Cambridge	• Care Workers and Home Carers (29 days) • Higher Education Teaching Professionals (29 days)
East Cambridgeshire	• Bar Staff (32 days) • Plant and Machine Operatives n.e.c. (31 days) • Care Workers and Home Carers (29 days) • Kitchen and Catering Assistants (29 days)
Fenland	• Quantity Surveyors (30 days) • Care Workers and Home Carers (29 days) • Early Education and Childcare Practitioners (29 days) • Assemblers and Routine Operatives n.e.c. (29 days) • Production, Factory and Assembly Supervisors (29 days) • Transport and Distribution Clerks and Assistants (29 days) • Other Drivers and Transport Operatives n.e.c. (29 days)
Huntingdonshire	• Care Workers and Home Carers (30 days) • Plant and Machine Operatives n.e.c. (29 days) • Mechanical Engineers (29 days)
Peterborough	• Specialist Medical Practitioners (30 days) • Care Workers and Home Carers (29 days) • Registered Nurse Practitioners (29 days)
South Cambridgeshire	• Fork-lift Truck Drivers (29 days)

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

5.2 SKILL GAPS

THERE WAS LITTLE CHANGE IN THE INCIDENCE OF SKILL GAPS OVER THE THREE YEARS TO 2022

In 2022, 16% of Cambridgeshire and Peterborough employers indicated that they had at least one skill gap (i.e. at least one employee that was not fully proficient). This was similar to the England average (15%) and the rate in 2019 (15%).

The percentage of all Cambridgeshire and Peterborough workers deemed to be not fully proficient was 5.3% (one-in-20), slightly lower than the England average (5.9%) and slightly below the rate in 2019 (5.8%).

SKILL GAPS WERE HIGHEST IN INFORMATION AND COMMUNICATION AND HOTELS AND RESTAURANTS

Industry data show that those with the highest percentages of establishments experiencing skill gaps in 2022 were Information and Communication (33%), Hotels and Restaurants (22%) and Transport and Storage (22%).

Industries with the highest shares of workers with skill gaps (skill gap density) were also Hotels and Restaurants (8.0% of all workers), Information and Communication (7.9%) and Wholesale and Retail (7.2%) (Table 5.2.1).

Chart 5.2.1: Incidence of Skill Gaps in Cambridgeshire and Peterborough

■ 2019 ■ 2022
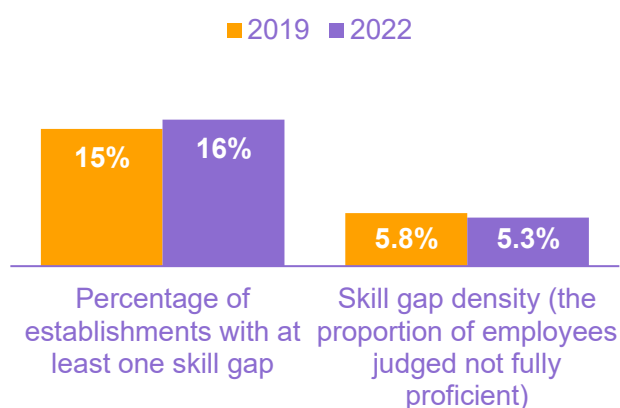
Source: Employer Skills Survey, Department for Education

Table 5.2.1: Incidence of Skill Gaps by Industry, Cambridgeshire and Peterborough, 2022

Sector	Percentage of Establishments with at Least One Skill Gap	Skill Gap Density
Information & Communication	33%	7.9%
Hotels & Restaurants	22%	8.0%
Transport & Storage	22%	2.4%
Health & Social Work	19%	4.7%
Manufacturing	19%	4.1%
Wholesale & Retail	17%	7.2%
Education	16%	2.9%
Business Services	14%	4.8%
Arts & Other Services	12%	5.7%
Primary Sector & Utilities	10%	3.5%
Construction	8%	3.9%
Financial Services	n/a	n/a
Public Administration	n/a	n/a

Source: Employer Skills Survey, Department for Education

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

6. EDUCATION AND TRAINING

6.1 GSCE PERFORMANCE

CAMBRIDGESHIRE AND PETERBOROUGH'S LOCAL AUTHORITY AREAS HAD SOME OF THE HIGHEST AND LOWEST GCSE SCORES IN ENGLAND IN 2022/23

A key measure of Key Stage 4 performance at age 16 is the 'Attainment 8' score: each grade a pupil gets is assigned a point score from 9 (the highest) to 1 (the lowest). Each pupil's Attainment 8 score is calculated by adding up the points for their 8 subjects, with English and Maths counted twice. A local authority's Attainment 8 score is the average of all the scores of its eligible pupils.

In 2022/23, Attainment 8 scores were highest in Cambridge (55.4) – the ninth highest of 298 local authority areas in England and well above the England average of 46.4. Scores were also above average in South Cambridgeshire (52.3) and East Cambridgeshire (47.7). Scores were below average in other areas, particularly Fenland. At 39.2, its average Attainment 8 score was the 11th lowest in England.

Chart 6.1.1: Average Attainment 8 Scores by Local Authority Area of School
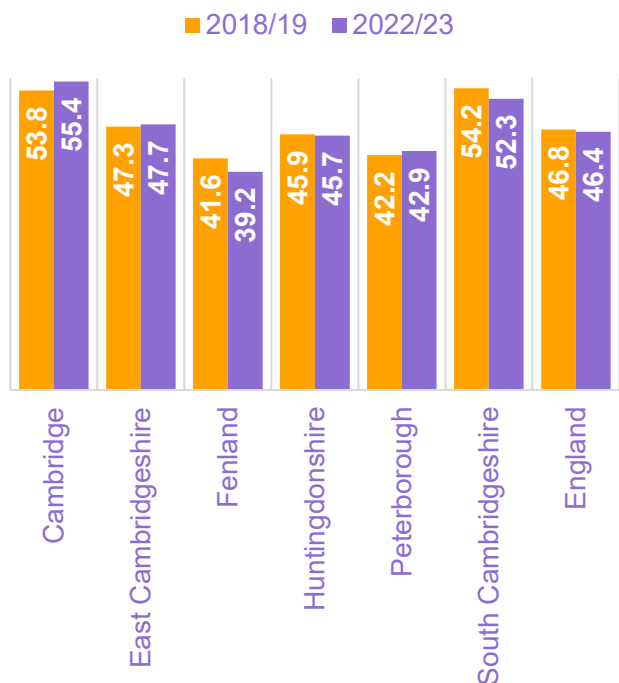
Source: Key Stage 4 Performance, Department for Education

GCSE PERFORMANCE HAS IMPROVED AND RISEN FURTHER ABOVE THE ENGLAND AVERAGE IN CAMBRIDGE AND EAST CAMBRIDGESHIRE, BUT HAS FALLEN AND MOVED FURTHER BELOW THE ENGLAND AVERAGE IN FENLAND

In 2022/23, there was a return to pre-pandemic standards for GCSEs, with protection built into the grading process to recognise the disruption that students had faced. To compare performance over time, it is most appropriate to compare to results from 2018/19, due to the changes in the approach to grading during the pandemic. Key changes between 2018/19 and 2022/23 in Cambridgeshire and Peterborough include the following:

➤ Average Attainment 8 scores increased in Cambridge and East Cambridgeshire, and also increased relative to the England average
➤ The average Attainment 8 score fell in Fenland and the distance below the England average also increased (from 11% below the England average in 2018/19 to 16% below the England average in 2022/23).

Chart 6.1.2: Average Attainment 8 Scores Relative to the England Average

Source: Key Stage 4 Performance, Department for Education

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
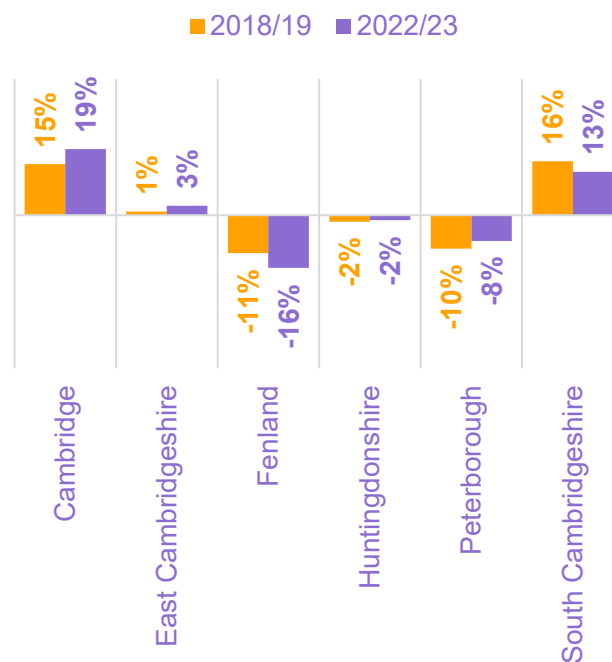
6.2 16-17 PARTICIPATION IN EDUCATION AND TRAINING

PARTICIPATION IN EDUCATION AND TRAINING AMONG 16-17-YEAR-OLDS WAS SLIGHTLY ABOVE AVERAGE IN 2023

In 2023, 92.5% of 16-17-year-olds in Cambridgeshire and Peterborough were participating in some form of education and training – slightly above the England average rate of 92.3%. Compared to national average rates, greater shares of young people were in full-time education and part-time education, while lower shares were participating in apprenticeships or work-based learning.

Chart 6.2.1: Participation in Education and Training, 16-17-Year-Olds
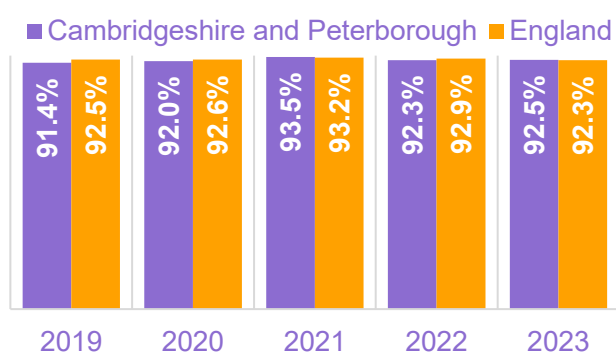
■ Cambridgeshire and Peterborough ■ England

	2019	2020	2021	2022	2023
Cambridgeshire and Peterborough	91.4%	92.0%	93.5%	92.3%	92.5%
England	92.5%	92.6%	93.2%	92.9%	92.3%

PARTICIPATION HAS INCREASED SLIGHTLY, DRIVEN BY APPRENTICESHIP PARTICIPATION

Between 2022 and 2023, 16-17 participation increased slightly, from 92.3% to 92.5%. This was driven by an increase in the rate of young people participating in apprenticeships (from 3.2% to 3.8%) and a small increase in the share of people participating in work-based learning (0.56% to 0.58%). Conversely, there were small falls in participation rates across other types of education and training.

Table 6.2.1: Rates of Participation by Type, Cambridgeshire and Peterborough

	2022	2023
Full-time education	87.0%	86.7%
Apprenticeship	3.2%	3.8%
Employment with study	0.9%	0.8%
Other participation type	0.2%	0.1%
Part-time education	0.50%	0.47%
Work based learning	0.56%	0.58%

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

PROGRESSION TO HIGHER EDUCATION INCREASED IN 2021/22 TO A NEW RECORD HIGH BUT REMAINED BELOW AVERAGE

In 2021/22, 45.5% of 19-year-olds from Cambridgeshire and Peterborough progressed to higher education (HE) – a new record high – and up from 42.3% in 2020/21. This remained below the England average rate, although the gap has narrowed for four years.

Chart 6.2.2: Progression to Higher Education among 19-Year-Olds, 2009/10 to 2021/22

Source: Widening Participation in Higher Education, Department for Education

THE HE PROGRESSION GAP IS WIDENING AND IS WELL ABOVE AVERAGE

The HE progression gap measures the percentage point gap between the HE progression rate of children entitled to Free School Meals (FSM) and that of all other children. In 2021/22, there was a 27.5 ppt gap between the non-FSM participation rate (47.8%) and the FSM participation rate (20.3%). This was a record high level and well above the England average gap (20.2 ppts).

Chart 6.2.3: HE Progression Rates by FSM Status, Cambridgeshire and Peterborough, 2009/10 to 2021/22
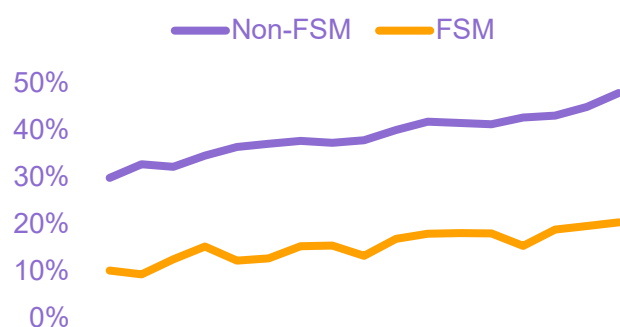
Source: Widening Participation in Higher Education, Department for Education

6.3 T LEVELS

T LEVEL PARTICIPATION IS UNDER-REPRESENTED IN THE EAST OF ENGLAND

T Level statistics are available at regional and national levels only. In 2021/22 and 2022/23, there were 318 T Level students in the East of England region. These represented 7.2% of all T Level students across England (4,439) – lower than the region's share of England's 16-19-year-olds (10.4%).

Of the 10 subject areas then available, Education and Early Years represented the largest share of the region's T Level students (130 students, 40.9% of all students), followed by Design, Surveying and Planning (71, 22.3%) and Digital Production, Design and Development (49, 15.4%).

Compared to the national profile, much greater shares of East of England T Level students studied Education and Early Years (40.9%% vs 32.7%) and Design, Surveying and Planning (22.3% vs 14.4%) while much lower shares studied Health (6.3% vs 15.2%) and Digital Production, Design and Development (15.4% vs 22.9%).

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 6.3.1: Percentage of T Level Students by Subject, 2021/22 and 2022/23

■ East of England   ■ England

Subject	East of England	England
Building Services Engineering	0.6%	4.7%
Design, Surveying and Planning	22.3%	14.4%
Digital Business Services	0.0%	0.9%
Digital Production, Design and Development	15.4%	22.9%
Digital Support Services	6.6%	4.1%
Education and Early Years	40.9%	32.7%
Health	6.3%	15.2%
Healthcare Science	1.6%	0.7%
Onsite Construction	4.4%	1.7%
Science	1.9%	2.7%
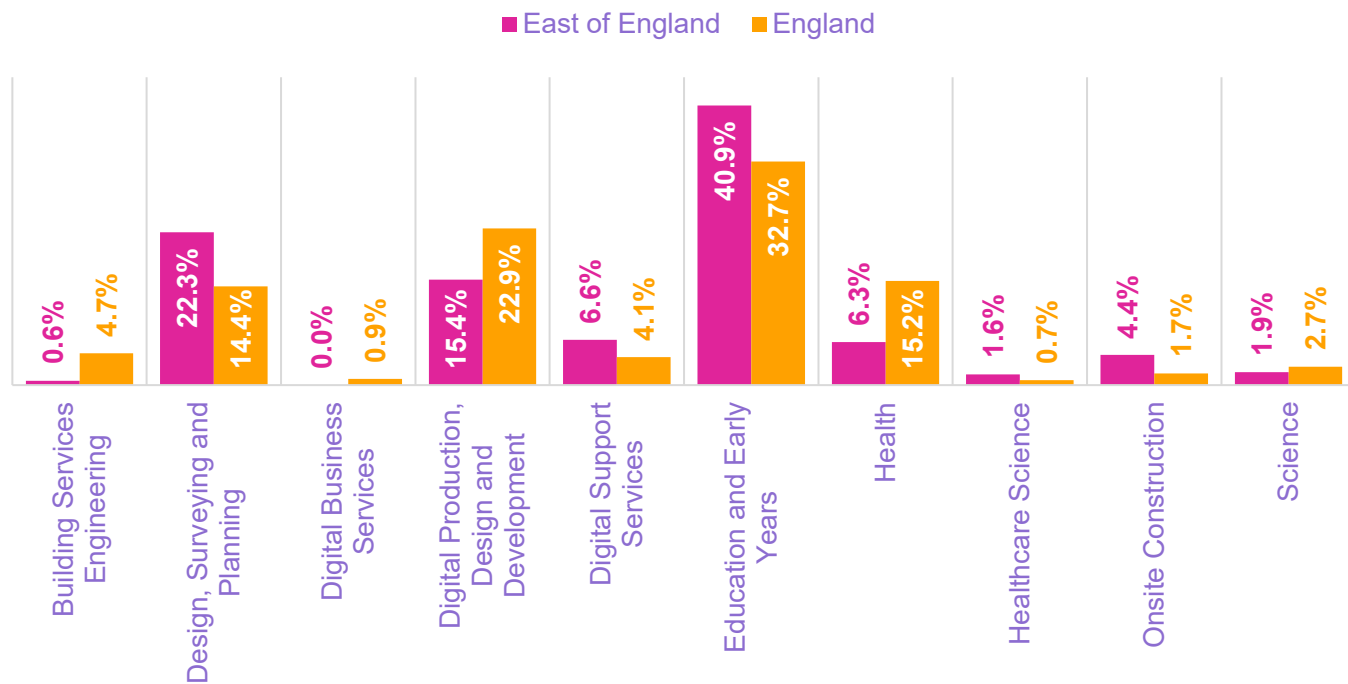
Source: T Level Results, Department for Education

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

6.4 QUALIFICATION ATTAINMENT BY AGE 19

CAMBRIDGESHIRE AND PETERBOROUGH HAS A BELOW AVERAGE RATE OF 19-YEAR-OLDS ACHIEVING A LEVEL 2 QUALIFICATION, WHILE THE SHARE OF 19 YEAR OLDS WITH A LEVEL 2 QUAL HAS FALLEN SLIGHTLY OVER THE PAST FIVE YEARS – DRIVEN LARGELY BY A SHARP FALL IN FENLAND

In 2021/22, 81.3% of 19-year-olds across Cambridgeshire and Peterborough had achieved a Level 2 qualification – slightly below the England average rate (81.7%). Within the area, rates were above average in South Cambridgeshire, Cambridge, East Cambridgeshire and Huntingdonshire, but below average in Fenland and Peterborough. The rate of 19-year-olds with a Level 2 qualification fell slightly compared to five years ago (from 81.4% to 81.3%), mirroring the national trend. Much of this fall was driven by a sharp decline in Fenland (from 77.4% to 72.2%).

LEVEL 3 ATTAINMENT AT AGE 19 IS ALSO SLIGHTLY BELOW AVERAGE BUT HAS INCREASED OVER THE PAST FIVE YEARS – DRIVEN BY STRONG INCREASES IN FENLAND AND EAST CAMBRIDGESHIRE

In 2021/22, 60.0% of 19-year-olds had achieved a Level 3 qualification – slightly below the England rate (60.7%). Rates were highest and above average in South Cambridgeshire, Cambridge and East Cambridgeshire but below average in other areas, particularly Fenland, with less than half of 19-year-olds achieving a Level 3 qualification. However, Level 3 achievement has increased across all areas over the past five years, particularly Fenland (41.0% in 2016/17 to 48.7% in 2021/22). This highlights increased disparity within Fenland, with more young people going on to achieve higher-level qualifications, alongside fewer young people achieving lower-level qualifications.

Chart 6.4.1: Level 2 Attainment by Age 19
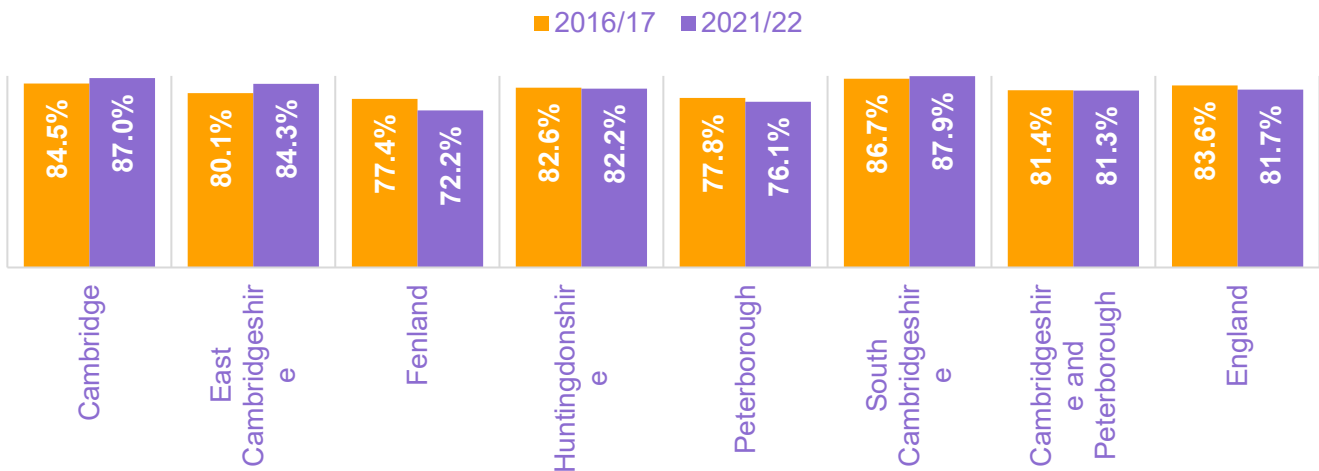
Chart 6.4.2: Level 3 Attainment by Age 19
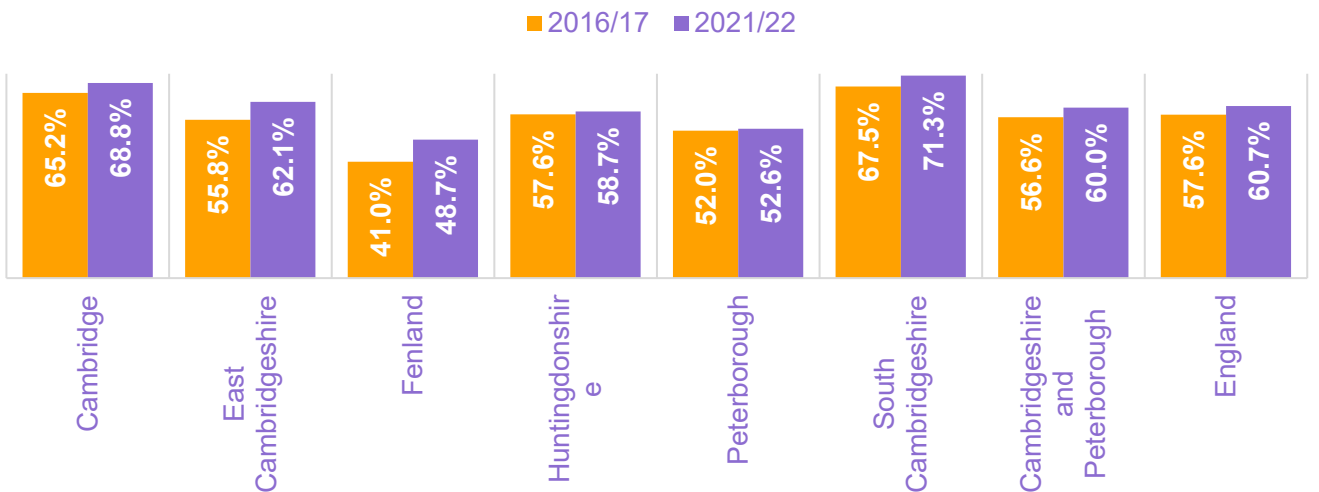
Source: Level 2 and Level 3 Qualification Attainment at Age 19, Department for Education

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

6.5 ADULT QUALIFICATIONS

CAMBRIDGESHIRE AND PETERBOROUGH'S WORKING AGE POPULATION HAS BECOME MORE HIGHLY QUALIFIED OVER THE PAST YEAR – ALTHOUGH QUALIFICATION RATES HAVE DECLINED IN CAMBRIDGE

In 2023, 43.9% of 16-64-year-olds living in Cambridgeshire and Peterborough and were qualified to **RQF Level 4 and above** (equivalent to a Certificate of Higher Education or equivalent and higher). While this was below the England average (46.7%), it was slightly higher than in 2022 (43.3%).

Fenland continued to have the lowest proportion of 16-64-year-olds qualified to Level 4+, but there was a significant increase in 2023 (from 23.0% to 32.2%). Conversely, some areas experienced decline: South Cambridgeshire (58.4% to 53.4%), East Cambridgeshire (44.4% to 42.0%) and Cambridge (66.0% to 63.7%) (Chart 6.5.1).

While the share of 16-64-year-olds qualified to Level 4+ remained below the England average, the share with **at least an RQF Level 2 qualification** (GCSE grade C/4 or above) rose above the England average: 87.5% compared to 86.5% across England, and up from 85.2% in 2022. Peterborough continued to have the lowest Level 2+ qualification rate but experienced a robust increase, from 76.0% in 2022 to 80.9% in 2023. Cambridge was the only area to experience a fall in its Level 2 qualification rate (from 91.3% to 90.4%) (Chart 6.5.2).

The share of 16-64-year-olds with **no qualifications** also fell to below England average levels: 4.8% compared to 6.2% across England, and down from 6.6% in 2022. There was a particularly large fall in Peterborough (from 10.6% to 6.6%). Huntingdonshire was the only area to see an increase in its share of adults with no qualifications, from 6.9% to 7.6%, and now has the highest share of 16-64-year-olds with no qualifications within Cambridgeshire and Peterborough (Chart 6.5.3).

Chart 6.5.1: Percentage of 16-64-Year-olds Qualified to RQF Level 4+

■ 2022 ■ 2023

Area	2022	2023
Cambridge	66.0%	63.7%
East Cambridgeshire	44.4%	42.0%
Fenland	23.0%	32.2%
Huntingdonshire	34.2%	35.4%
Peterborough	34.6%	36.9%
South Cambridgeshire	58.4%	53.4%
Cambridgeshire and Peterborough	43.3%	43.9%
England	45.1%	46.7%

Source: Annual Population Survey, Office for National Statistics

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
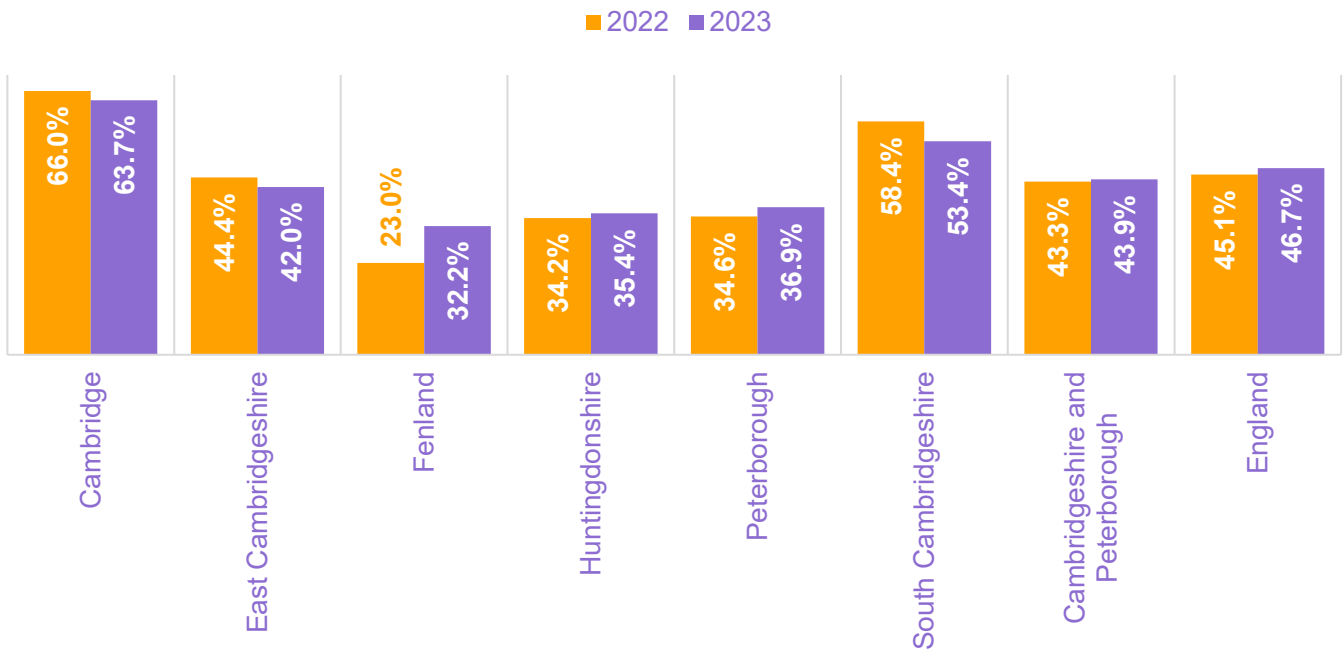
Chart 6.5.2: Percentage of 16-64-Year-olds Qualified to RQF Level 2+

■ 2022 ■ 2023

Area	2022	2023
Cambridge	91.3%	90.4%
East Cambridgeshire	92.8%	94.2%
Fenland	79.4%	82.6%
Huntingdonshire	86.9%	87.3%
Peterborough	76.0%	80.9%
South Cambridgeshire	89.7%	93.2%
Cambridgeshire and Peterborough	85.2%	87.5%
England	85.8%	86.5%
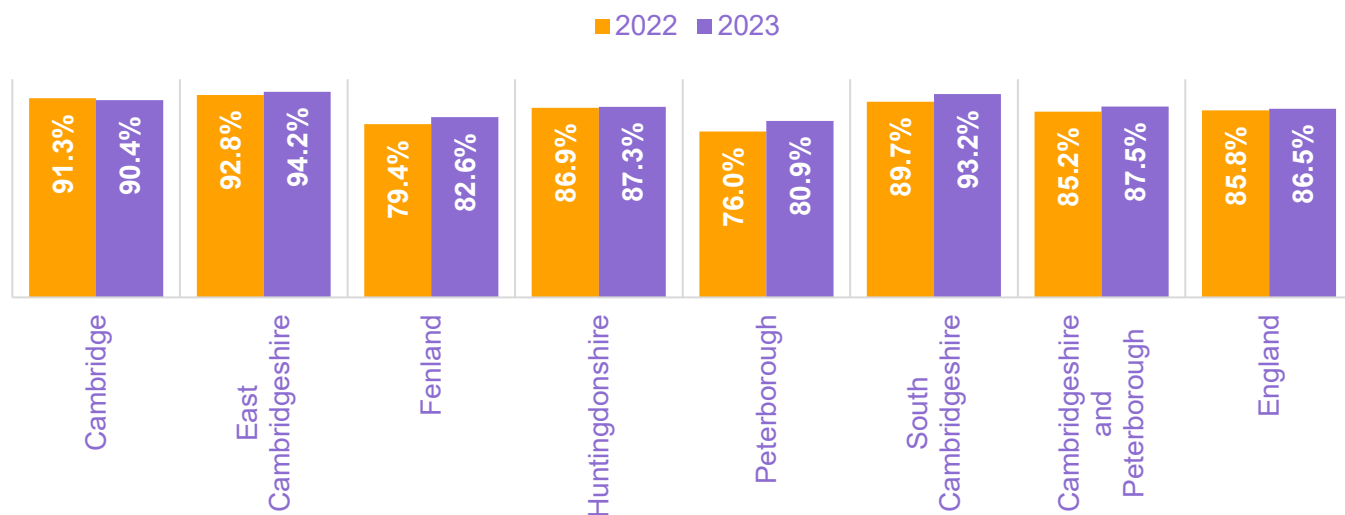
Chart 6.5.3: Percentage of 16-64-Year-olds with No Qualifications

■ 2022 ■ 2023

Area	2022	2023
Cambridge	4.0%	3.2%
East Cambridgeshire	2.6%	1.3%
Fenland	7.6%	5.3%
Huntingdonshire	6.9%	7.6%
Peterborough	10.6%	6.6%
South Cambridgeshire	5.2%	2.3%
Cambridgeshire and Peterborough	6.6%	4.8%
England	6.6%	6.2%

Source: Annual Population Survey, Office for National Statistics

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
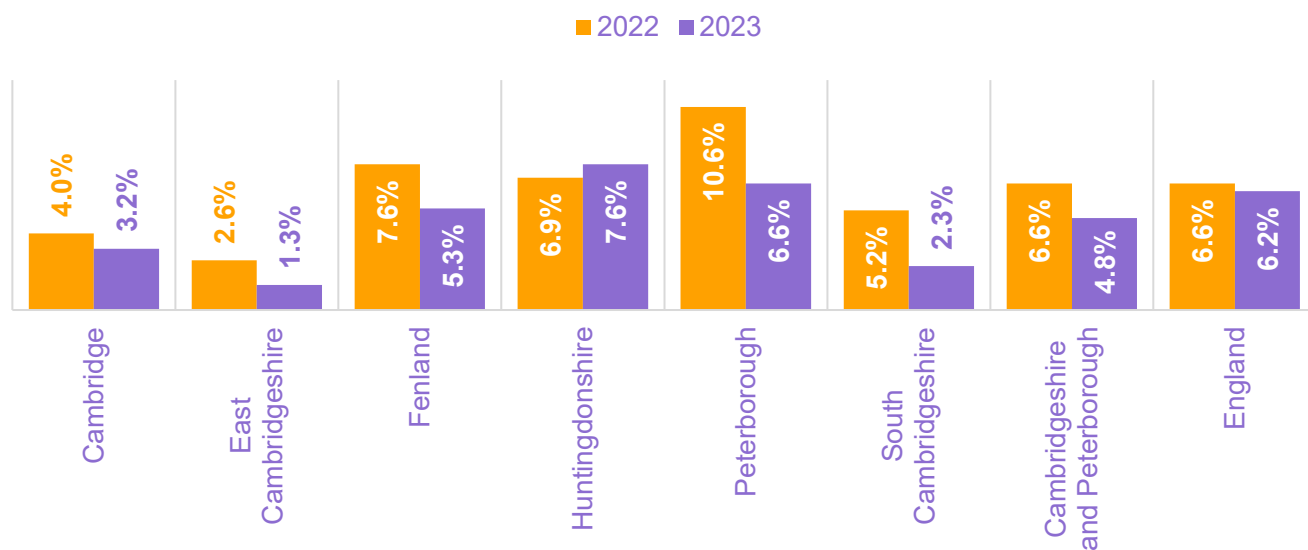
6.6 FURTHER EDUCATION PARTICIPATION

ADULT PARTICIPATION IN FURTHER EDUCATION INCREASED FOR THE THIRD CONSECUTIVE YEAR IN 2022/23 BUT REMAINED BELOW PRE-PANDEMIC LEVELS

In 2022/23, 21,250 people aged 19 years and over were participating in Further Education (FE) in Cambridgeshire and Peterborough – up 5.7% on the previous year (similar to the England average increase of 5.8%). Despite increasing for three consecutive years, participation was 15.5% below 2018/19 (25,160). This mirrored the national trend.

Participation increased most in Peterborough (+9.0%), followed by Huntingdonshire (+7.0%) and Fenland (+7.0%) (Chart 6.6.2). Participation remained below pre-pandemic rates in all areas apart from Peterborough (+1.0% on 2018/19) (Chart 6.6.3).

Chart 6.6.1: Numbers of People Aged 19 Years and Over Participating in FE
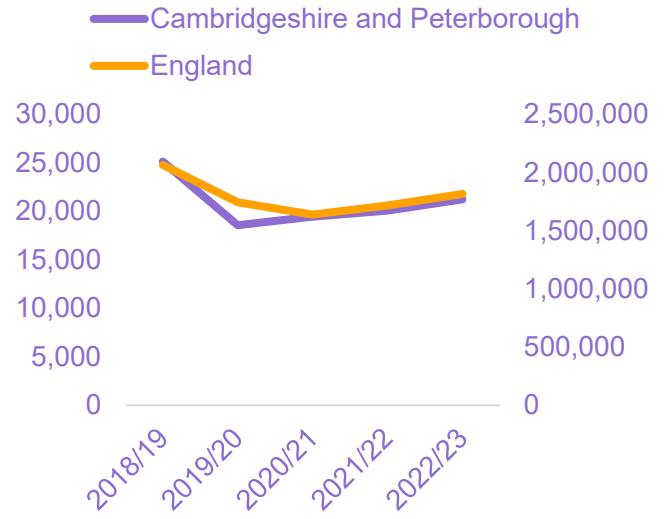
Source: Further Education and Skills, Department for Education

Chart 6.6.2: Change in 19+ FE Participation, 2021/22 to 2022/23

Cambridge	East Cambridgeshire	Fenland	Huntingdonshire	Peterborough	South Cambridgeshire	Cambridgeshire and Peterborough	England
1.1%	2.4%	7.0%	7.0%	9.0%	1.7%	5.7%	5.8%
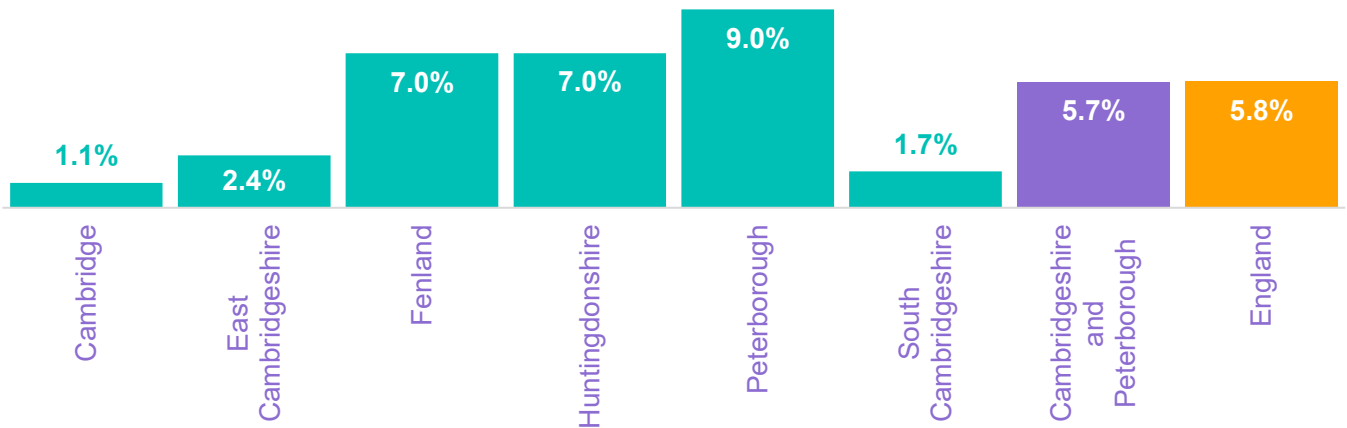
Source: Further Education and Skills, Department for Education

Chart 6.6.3: Change in 19+ FE Participation, 2018/19 to 2022/23

Cambridge	East Cambridgeshire	Fenland	Huntingdonshire	Peterborough	South Cambridgeshire	Cambridgeshire and Peterborough	England
-15.0%	-35.6%	-2.1%	-21.6%	1.0%	-32.0%	-15.5%	-12.1%

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
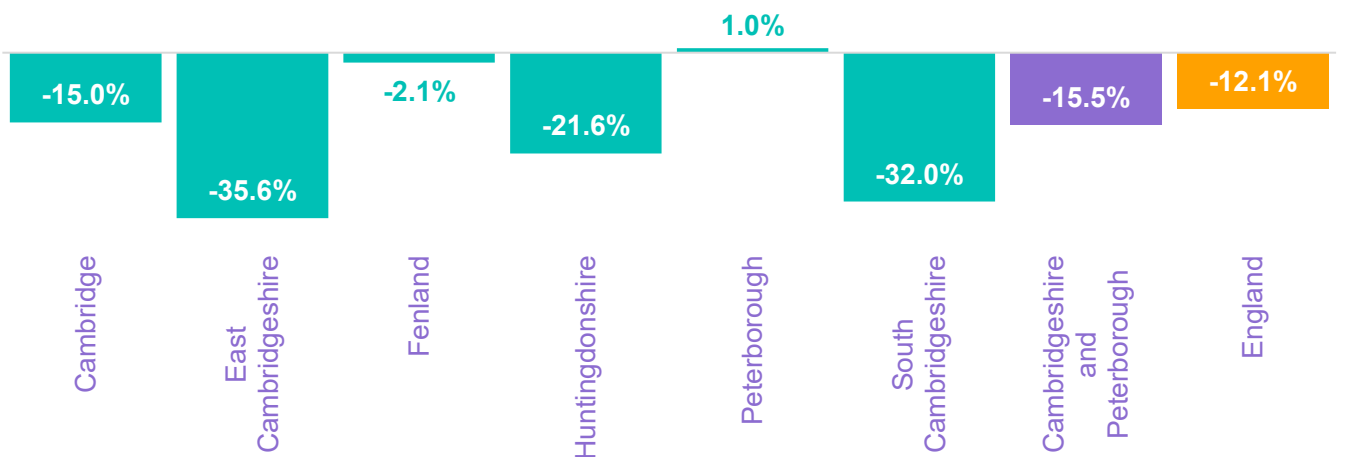
Chart 6.6.4: Trends in Numbers of People Participating in FE

Cambridge — East Cambridgeshire — Fenland — Huntingdonshire — Peterborough — South Cambridgeshire
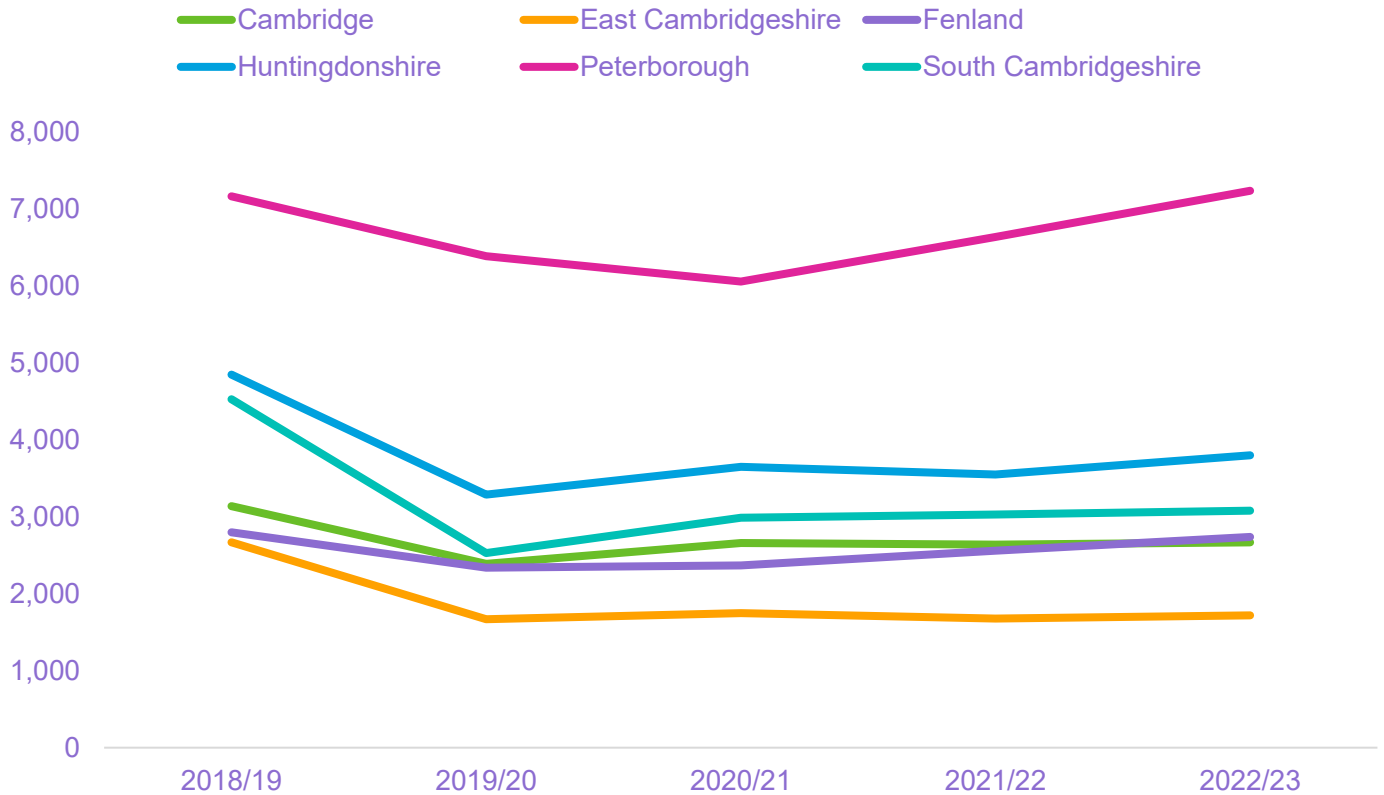
FE PARTICIPATION RATES CONTINUED TO BE HIGHEST IN PETERBOROUGH AND FENLAND

In 2022/23, 39 per 1,000 people participated in FE across Cambridgeshire and Peterborough – 27% below the England average rate of 54 per 1,000. FE participation continued to be highest – and above the national rate – in Peterborough, at 56 per 1,000 population, followed by Fenland, albeit below the national rate, at 47 per 1,000.

Chart 6.6.5: FE Participation per 1,000 Population, 2022/23

Cambridge	East Cambridgeshire	Fenland	Huntingdonshire	Peterborough	South Cambridgeshire	Cambridgeshire and Peterborough	England
26	34	47	35	56	33	39	54

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
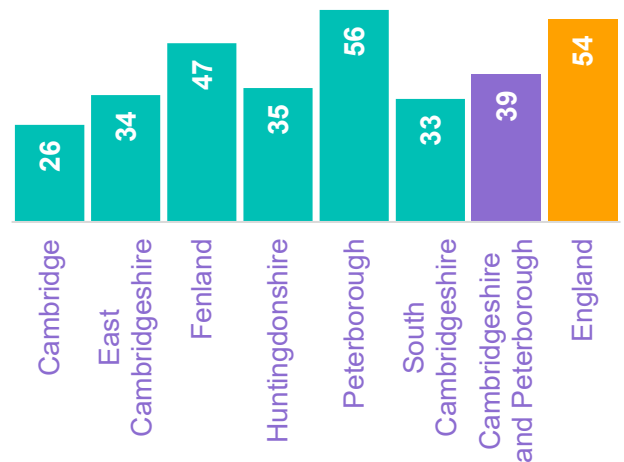
PARTICIPATION IN ALL TYPES OF FE INCREASED IN 2022/23

Participation in **FE Education and Training** fell during the pandemic, but recently increased to 0.7% above 2018/19 levels. In 2022/23, there were 10,760 learners: +940, or +9.6%, on the previous year. Over the past year, there was a strong increase in FE Education and Training with 'no level assigned' (+1,090 learners), followed by Essential Skills – English and Maths (+540) and Below Level 2 (+340).

Participation in **Apprenticeships** has increased almost year-on-year and was 2.6% above 2018/19 levels in 2022/23. There were 9,740 learners: +30, +0.3% on the previous year. In terms of levels of Apprenticeships, the number of Higher Apprenticeships has increased strongly over the past few years, alongside a decline in the number of Intermediate Apprenticeships.

Participation in **Community Learning** nosedived in 2019/20 and is struggling to recover, being 64.3% below pre-pandemic levels in 2022/23. Much of this fall has been driven by a reduction in numbers undertaking 'Personal and Community Development Learning'. However, the overall number of learners did increase in the latest year, to 2,860 learners: +280, +10.9% on 2021/22, with a strong increase in 'Neighbourhood Learning in Deprived Communities'.

Chart 6.6.6: Participation in FE by Type, Cambridgeshire and Peterborough
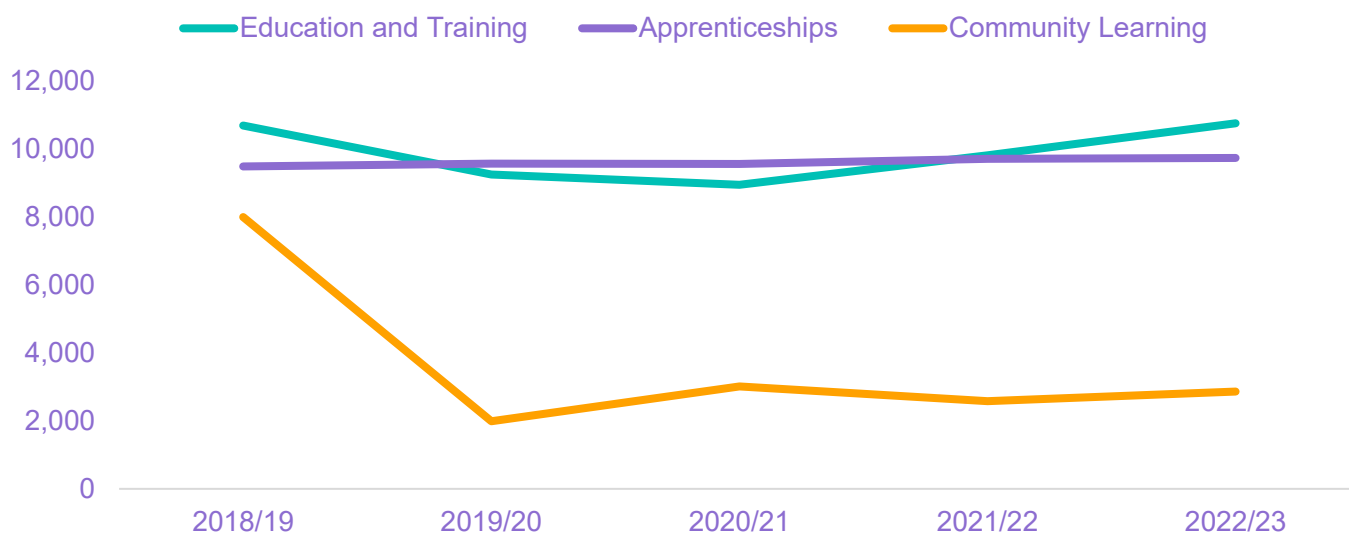
Source: Further Education and Skills, Department for Education

'PREPARATION FOR LIFE AND WORK' AND 'HEALTH, PUBLIC SERVICES AND CARE' ACCOUNTED FOR THE LARGEST NUMBERS OF FE EDUCATION AND TRAINING AIM ENROLMENTS AND ACHIEVEMENTS IN 2022/23

In 2022/23, 'Preparation for Life and Work' accounted for almost half of all FE Education and Training aim enrolments (48.7%) and more than half of all achievements (51.5%) across Cambridgeshire and Peterborough. This was followed by 'Health, Public Services and Care' and 'Construction, Planning and Built Environment'.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Table 6.6.1: FE Education and Training Aim Enrolments and Achievements by Tier 1 Sector Subject Area, Cambridgeshire and Peterborough, 2022/23

SSA	Enrolments	Achievements	% Enrolments	% Achievements
Preparation for Life and Work	9,610	7,880	48.7%	51.5%
Health, Public Services and Care	3,620	2,710	18.3%	17.7%
Construction, Planning and the Built Environment	1,070	780	5.4%	5.1%
Business, Administration and Law	980	620	5.0%	4.0%
Arts, Media and Publishing	830	720	4.2%	4.7%
Retail and Commercial Enterprise	620	520	3.1%	3.4%
Information and Communication Technology	570	440	2.9%	2.9%
Education and Training	530	350	2.7%	2.3%
Not Applicable/ Not Known	520	250	2.6%	1.6%
Science and Mathematics	360	280	1.8%	1.8%
Languages, Literature and Culture	320	270	1.6%	1.8%
Agriculture, Horticulture and Animal Care	240	160	1.2%	1.0%
Leisure, Travel and Tourism	220	180	1.1%	1.2%
Engineering and Manufacturing Technologies	210	130	1.1%	0.8%
Social Sciences	40	30	0.2%	0.2%
History, Philosophy and Theology	10	<10	0.1%	n/a

Source: Further Education and Skills, Department for Education

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

6.7 APPRENTICESHIP ACHIEVEMENTS

To note, the above information on Further Education provides data on total numbers participating in Apprenticeships aged 19+, whereas the following provides data on Apprenticeship achievements at all ages.

APPRENTICESHIP ACHIEVEMENTS INCREASED IN 2022/23, DRIVEN BY A FURTHER STRONG RISE IN HIGHER APPRENTICESHIP ACHIEVEMENTS

There were 2,180 apprenticeship achievements among Cambridgeshire and Peterborough residents in 2022/23, up 13.0% on the previous year. Apprenticeship achievements increased in all local authority areas, particularly Huntingdonshire (+22.0%).

Chart 6.7.1: Apprenticeship Achievements by Local Authority of Residence
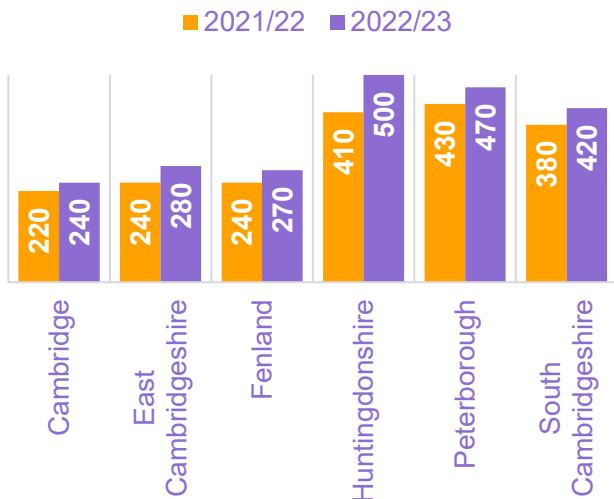
Source: Apprenticeships, Department for Education

Apprenticeship levels continued to increase, with a further strong rise in Higher Apprenticeship achievements (+25.4%) and continued fall in Intermediate Apprenticeship achievements (-4.2%).

Chart 6.7.2: Apprenticeship Achievements by Level, Cambridgeshire and Peterborough
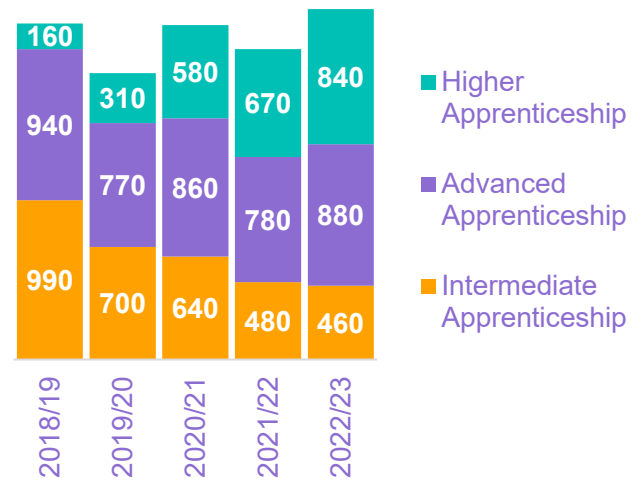
Source: Apprenticeships, Department for Education

The age profile of apprenticeship achievers continued to increase, with the biggest rise in achievements among those aged 25 years and over. The number of achievements among residents aged under 19 years increased slightly on the previous year, but was lower than between 2018/19 to 2020/21.

Chart 6.7.3: Apprenticeship Achievements by Age, Cambridgeshire and Peterborough
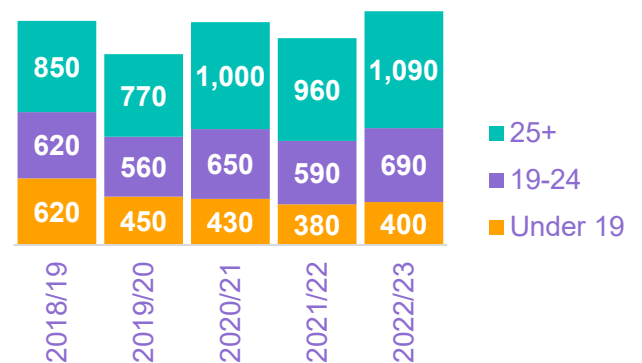
Source: Apprenticeships, Department for Education

Across tier one Sector Subject Areas, apprenticeship achievements in 2022/23 were highest in Business, Administration and Law (720), Health, Public Services and Care (590), and Engineering and Manufacturing Technologies (300). Across Apprenticeship Standards/Frameworks, achievements were highest for Team Leader or Supervisor (130), Accountancy or Taxation Professional (90), and Operations or Departmental Manager (90)

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 6.7.4: Apprenticeship Achievements by Sector Subject Area, Cambridgeshire and Peterborough

■ 2021/22 ■ 2022/23

Sector Subject Area	2021/22	2022/23
Business, Administration and Law	600	720
Health, Public Services and Care	490	590
Engineering and Manufacturing Technologies	300	300
Retail and Commercial Enterprise	220	190
Information and Communication Technology	80	130
Construction, Planning and the Built Environment	90	80
Agriculture, Horticulture and Animal Care	50	70
Education and Training	50	60
Arts, Media and Publishing	10	20
Leisure, Travel and Tourism	30	20
Science and Mathematics		10

Source: Apprenticeships, Department for Education

Chart 6.7.5: Apprenticeship Achievements, Top 15 Apprenticeship Standards/Frameworks, Cambridgeshire and Peterborough, 2022/23

Standard/Framework	Value
Team Leader or Supervisor	130
Accountancy or Taxation Professional	90
Operations or Departmental Manager	90
Business Administrator	80
Early Years Educator	80
Assistant Practitioner (Health)	60
Registered Nurse Degree (NMC 2018)	60
Engineering Technician	50
Senior Leader	50
Adult Care Worker	40
Early Years Practitioner	40
Haridressing Professional	40
Installation and Maintenance Electrician	40
Lead Adult Care Worker	40
Professional Accounting or Taxation Technician	40

Source: Apprenticeships, Department for Education

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Providers with the largest numbers of apprenticeship achievements among Cambridgeshire and Peterborough residents were Cambridge Regional College (189, 8.7% of all achievements), Anglia Ruskin University (169, 7.8%), Inspire Education Group – which includes Peterborough Regional College, Stamford College and University Centre Peterborough (82, 3.8%),

West Suffolk College (78, 3.6%) and Corndel Ltd (73, 3.4%).

The 15 providers with the largest numbers of Apprenticeship achievements among Cambridgeshire and Peterborough residents in 2022/23 are listed in Table 6.7.1. To note that the achievement rate is the overall achievement rate for the provider, which could also include learners not resident in Cambridgeshire and Peterborough.

Table 6.7.1: Apprenticeship Achievements, Top 15 Providers, Cambridgeshire and Peterborough, 2022/23

	Achievements	% of All Achievements	Overall Achievement Rate for Provider
Cambridge Regional College	189	8.7%	63.7%
Anglia Ruskin University	169	7.8%	63.5%
Inspire Education Group	82	3.8%	54.0%
West Suffolk College	78	3.6%	68.1%
Corndel Limited	73	3.4%	64.7%
First Intuition Cambridge Limited	66	3.0%	69.2%
Lifetime Training Group Limited	61	2.8%	35.0%
HIT Training Ltd	45	2.1%	41.0%
Kaplan Financial Limited	45	2.1%	55.9%
Bpp Professional Education Limited	44	2.0%	53.4%
The College Of West Anglia	43	2.0%	53.3%
Medipro Limited	33	1.5%	82.2%
Babington Business College Limited	31	1.4%	47.7%
Heart Of England Training Limited	28	1.3%	61.8%
Steadfast Training Ltd	28	1.3%	40.0%

Source: Apprenticeships, Department for Education

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

6.8 EMPLOYER TRAINING

EMPLOYER TRAINING HAS REDUCED TO RECORD LOW LEVELS, PARTICULARLY FOR NEW TECHNOLOGY TRAINING

In 2022, 62% of establishments in Cambridgeshire and Peterborough provided training to their employees. While this was slightly above the England average (60%), incidence of employer training reduced to its lowest level since 2013 (the earliest year of data).

Chart 6.8.1: Percentage of Establishments Providing Any Training for Staff Over the Last Six Months

Cambridgeshire and Peterborough ■ England

Year	Cambridgeshire and Peterborough	England
2013	73%	66%
2015	68%	66%
2017	68%	66%
2019	65%	61%
2022	62%	60%
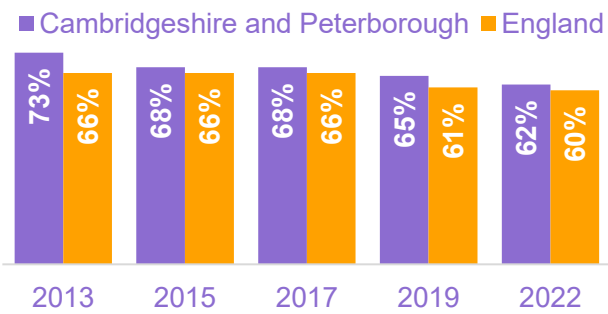
Source: Employer Skills Survey, Department for Education

Of those providing training, incidence of new technology training decreased the most (from 49% in 2019 to 44% in 2022) while incidence of training increased for intensive induction training (31% to 37%) and supervisory training (30% to 33%).

Chart 6.8.2: Types of Training Offered by Employers Providing Training, Cambridgeshire and Peterborough

■ 2019 ■ 2022

Training type	2019	2022
job specific training	87%	86%
health and safety or first aid training	71%	72%
basic induction training	60%	61%
new technology training	49%	44%
extensive induction training	31%	37%
supervisory training	30%	33%
management training	30%	29%
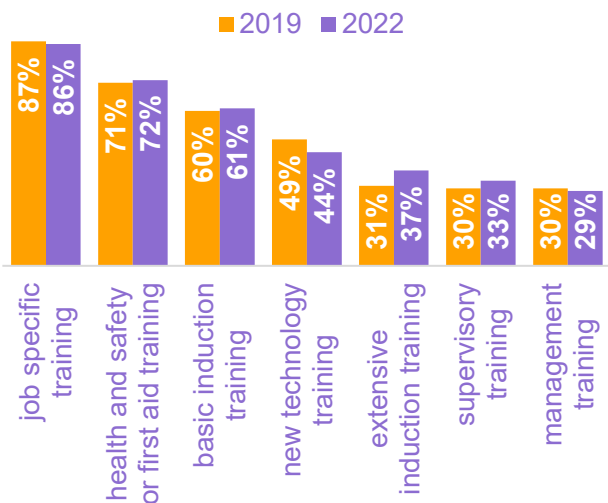
Source: Employer Skills Survey, Department for Education

OFF-THE-JOB TRAINING HAS DECLINED MORE SHARPLY THAN ON-THE-JOB TRAINING

On-the-job training continued to be more popular than off-the-job training (49% vs 39% of establishments providing training in 2022) – and increasingly so, with incidence of off-the-job training declining by more than that for on-the-job training. This is in contrast to 2013, when off-the-job training was slightly more popular than on-the-job training (57% vs 56%), suggesting that employers are now significantly less willing to take their employees out of work for training activities.

Chart 6.8.3: Establishments Providing On-the-Job and Off-the-Job Training, as a Percentage of Establishments Providing Training, Cambridgeshire and Peterborough

■ On-the-job ■ Off-the-job

Year	On-the-job	Off-the-job
2013	56%	57%
2015	55%	50%
2017	57%	50%
2019	52%	45%
2022	49%	39%
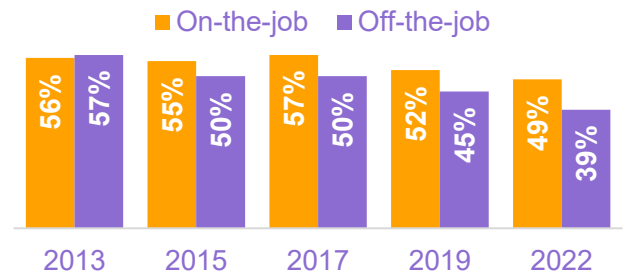
Source: Employer Skills Survey, Department for Education

ONLINE TRAINING/E-LEARNING HAS INCREASED IN POPULARITY

While incidence of training has decreased overall, online training/e-learning has increased among establishments providing training. In 2022, two-thirds (67%) of employers providing training provided online training/e-learning opportunities – up from 56% in 2019 and the highest since the earliest year of data (2015).

Chart 6.8.4: Establishments Providing Online Training/E-Learning, as a Percentage of Establishments Providing Training, Cambridgeshire and Peterborough

Year	Percentage
2015	43%
2017	52%
2019	56%
2022	67%

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
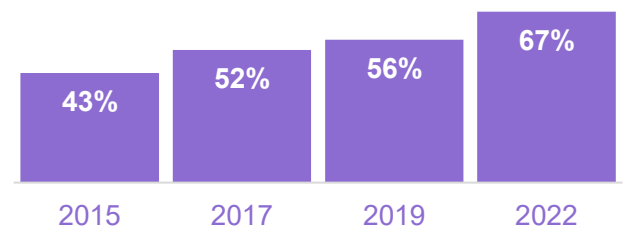
THE PERCENTAGE OF EMPLOYEES RECEIVING JOB-RELATED TRAINING HAS ALSO FALLEN, PARTICULARLY FOR FEMALES AND FOR PUBLIC SECTOR WORKERS

In 2023, 19.4% of employees aged 16-64 years and living in Cambridgeshire and Peterborough had received job-related training in the last 13 weeks. While this was slightly above the England average (19.1%), this was the lowest rate since 2020, against an increase across England (Chart 6.8.5).

East Cambridgeshire continued to have the lowest share of resident employees receiving job-related training, with incidence of training declining in all areas apart from South Cambridgeshire (Chart 6.8.6).

Chart 6.8.5: Percentage of Employees Aged 16-64 Years Receiving Job-Related Training in the Last 13 Weeks

Chart 6.8.6: Percentage of Employees Aged 16-64 Years Receiving Job-Related Training in the Last 13 Weeks
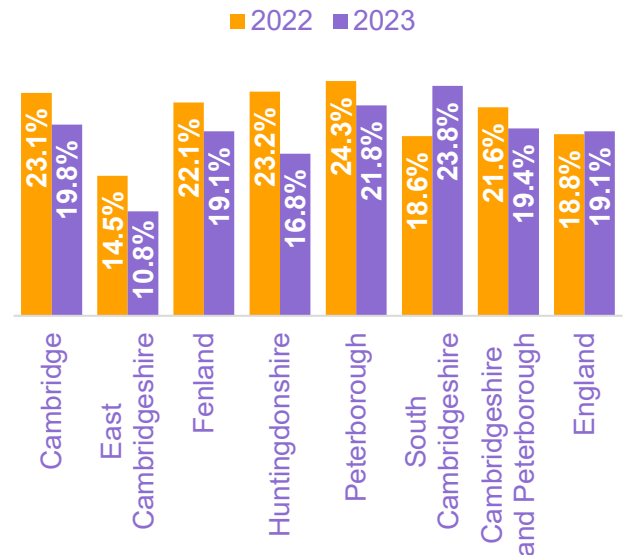
In terms of characteristics of employees, incidence of training…

➢ …declined more in **services sectors** (-4.3 ppts) than production industries (-2.4 ppts)

➢ …declined significantly more in the **public sector** (-9.7 ppts) than the private sector (-0.6 ppts)

➢ …declined more for **full-time workers** (-3.2 ppts) than part-time workers (-0.1 ppts)

➢ …declined for **females** (-5.1 ppts) but increased for males (+0.6 ppts)

Chart 6.8.7: Percentage of Employees Aged 16-64 Years Receiving Job-Related Training in the Last 13 Weeks by Characteristics, Cambridgeshire and Peterborough

45

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

7. FOCUS ON DIGITAL, GREEN AND SOFT SKILLS

The Cambridgeshire and Peterborough Local Skills Improvement Plan stated that it would 'Provide a coherent articulation of cross-cutting issues such as Green (low carbon), Digital (digitalisation) and essential and transferable skills affecting businesses in all sectors' and identified the following priorities:

Digital Skills: There is a need to define digitisation of occupations through the monitoring of specific skills codes and all stakeholders should be supported by future versions of the LSIP to understand the difference between Digital and IT as a growth sector and digitisation of current roles through the impact of technology and Artificial Intelligence.

Green Skills: The development of clear communications and definitions about skills will be a key aspiration for the next stage of the LSIP

process. This should be embedded as part of careers guidance and aligned to the messages currently being developed by the DWP on the identification of green jobs.

Soft/Transferable Skills: Agreement on the development and adoption for a regional transferable skills approach and language.

We have recently undertaken a project, commissioned by the Eastern Education Group and funded by the Local Skills Improvement Fund, to define digital, green and soft skills and assess recent trends across Cambridgeshire and Peterborough's labour market, as well as producing a set of Business-Education translation guides to improve engagement and joint working in these areas. The full reports will shortly be available here and the findings are summarised below.

7.1 CATEGORISING DIGITAL OCCUPATIONS AND SKILLS

The Standard Occupational Classification (SOC) is a common classification of occupational information for the UK, with jobs classified in terms of their skill level and skill content. The UK government uses the following 11 SOC 2010

occupations to monitor digital employment[7] across the UK. However, SOC codes have since been updated and can be mapped to the following SOC 2020 occupations.

SOC 2010	SOC 2020
1136 Information technology and telecommunications directors	1137 Information technology directors
2133 IT specialist managers	2131 IT project managers
2134 IT project and programme managers	2132 IT managers
2135 IT business analysts, architects and systems designers	2133 IT business analysts, architects and systems designers
2136 Programmers and software development professionals	2134 Programmers and software development professionals
2137 Web design and development professionals	2135 Cyber security professionals
2139 Information technology and telecommunications professionals n.e.c.	2136 IT quality and testing professionals
3131 IT operations technicians	2137 IT network professionals
3132 IT user support technicians	2139 Information technology professionals n.e.c.
5242 Telecommunications engineers	2141 Web design professionals
5245 IT engineers	2142 Graphic and multimedia designers
	3131 IT operations technicians
	3132 IT user support technicians
	3133 Database administrators and web content technicians
	3573 Information technology trainers
	5242 Telecoms and related network installers and repairers
	5244 Computer system and equipment installers and servicers

---

[7] DCMS Sector Economic Estimates Methodology (2022)

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

7.2 EMPLOYMENT IN DIGITAL OCCUPATIONS

ONE-IN-11 PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN DIGITAL OCCUPATIONS

Using the SOC 2020 classification shows that almost 43,000 people working in Cambridgeshire and Peterborough were employed in digital occupations in the year to September 2023, representing 9.3% of all employment (more than one-in-11 workers) – higher than the England average of 6.8% (one-in-15 workers). Levels of digital employment were highest in Cambridge (12,900, 30% of all digital employment across the combined authority area) and Peterborough (11,500, 27%).

DIGITAL EMPLOYMENT ACCOUNTS FOR VERY HIGH SHARES OF TOTAL EMPLOYMENT IN SOUTH CAMBRIDGESHIRE, CAMBRIDGE AND PETERBOROUGH

Rates of digital employment (the share of all workers that were employed in digital occupations) were highest – and well above the England average – in South Cambridgeshire (13.9%, one-in-seven workers, and more than double the England average rate), Cambridge (10.2%, one-in-10 workers) and Peterborough (10.1%, one-in-10 workers). Huntingdonshire was the only local authority area with a below-average rate of digital employment (6.0%, one-in-17 workers).

Chart 7.2.1: Digital Employment in Cambridgeshire and Peterborough, Year to Sep-23

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
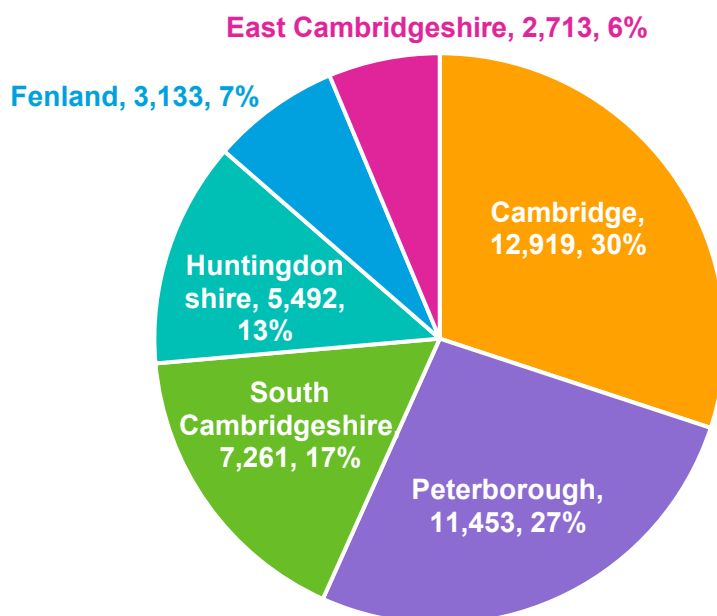
Chart 7.2.2: Percentage of all Employment in Digital Occupations, Year to Sep-23
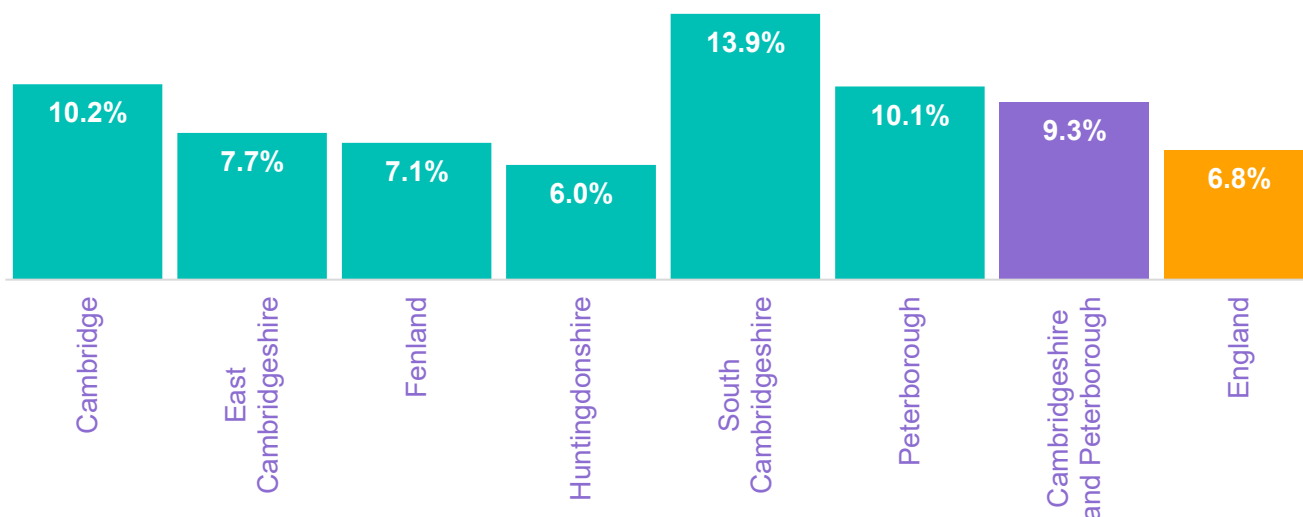
Location	Percentage
Cambridge	10.2%
East Cambridgeshire	7.7%
Fenland	7.1%
Huntingdonshire	6.0%
South Cambridgeshire	13.9%
Peterborough	10.1%
Cambridgeshire and Peterborough	9.3%
England	6.8%

Source: Annual Population Survey, Office for National Statistics

PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS ACCOUNT FOR ALMOST ONE THIRD OF ALL DIGITAL WORKERS

Programmers and Software Development Professionals represented almost one-third (30.5%) of all digital workers across Cambridgeshire and Peterborough in the year to September 2023, followed by Information Technology Professionals Not Elsewhere Classified (15.4%) and IT User Support Technicians (12.2%).

Chart 7.2.3: Digital Employment by Occupation, Cambridgeshire and Peterborough, Year to Sep-23

Occupation	Value
Programmers and software development…	13,126
Information technology professionals n.e.c.	6,620
IT user support technicians	5,241
Cyber security professionals	2,913
Telecoms and related network installers and repairers	2,758
Information technology directors	2,287
IT managers	2,226
IT project managers	1,772
Graphic and multimedia designers	1,505
IT business analysts, architects and systems…	1,489
IT network professionals	1,269
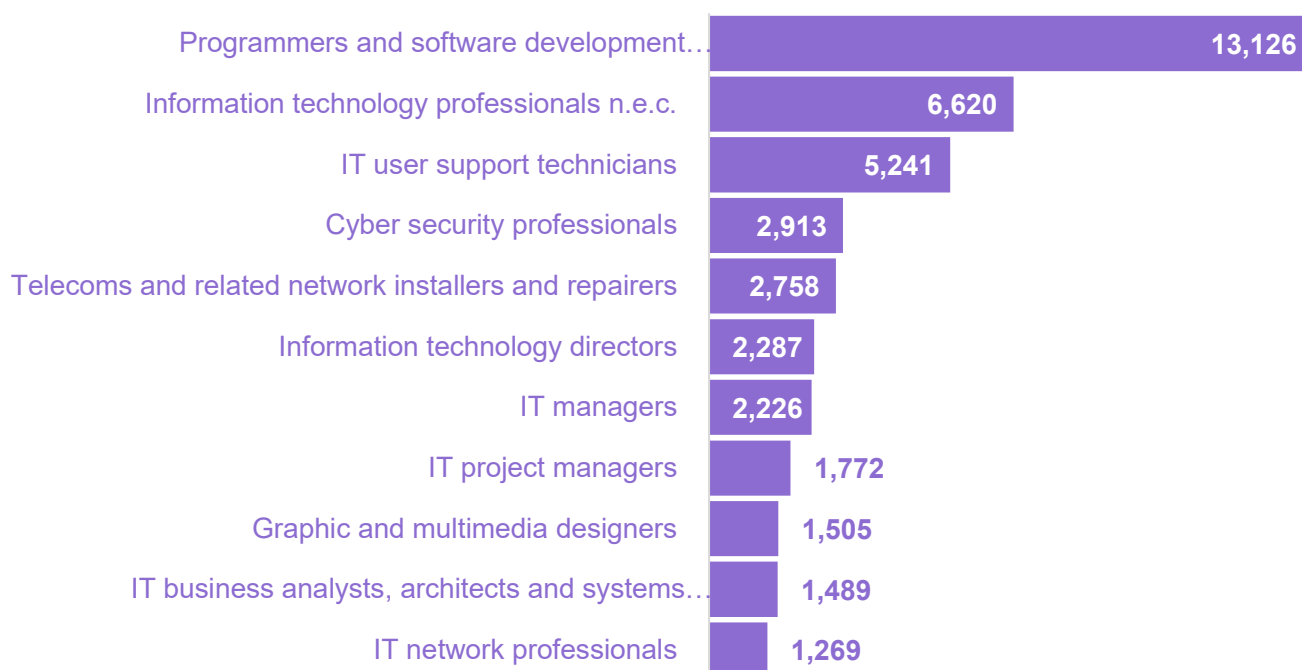
Source: Annual Population Survey, Office for National Statistics [8]

---

[8] Chart excludes the following four digital occupations, as data are unavailable due to small sample sizes: IT Quality & Testing Professionals, Web Design Professionals, Database Administrators & Web Content Technicians, and Information Technology Trainers. Chart also excludes the following two occupations, as there were no figures to report: IT Operations Technicians and Computer System and Equipment Installers and Servicers.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

THE NUMBER OF DIGITAL WORKERS INCREASED BY OVER 50% OVER THE PAST FIVE YEARS, AGAINST A FALL IN EMPLOYMENT ACROSS OTHER OCCUPATIONS[9]

Over the past five years, the number of people working in digital occupations in Cambridgeshire and Peterborough increased by almost 14,000, or by 52.4%. This was against a 0.9% fall in employment across all other occupations and higher than digital employment growth across England (41.9%).

DIGITAL EMPLOYMENT HAS GROWN FASTEST IN EAST CAMBRIDGESHIRE AND FENLAND AND PETERBOROUGH

Almost two-fifths of net new digital employment over the past five years was created in Peterborough (+5,300, 38% of all net new digital employment across the combined authority area) while almost one-third was created in East Cambridgeshire and Fenland [10] (+4,200, 39%).

Chart 7.2.4: Location of Net New Digital Employment Across Cambridgeshire and Peterborough, Year to Sep-18 to Year to Sep-23

Cambridge, 89 , 1%
Huntingdonshire, 2,085 , 15%
Peterborough, 5,280 , 38%
South Cambridgeshire, 2,399 , 17%
East Cambridgeshire and Fenland, 4,146 , 29%
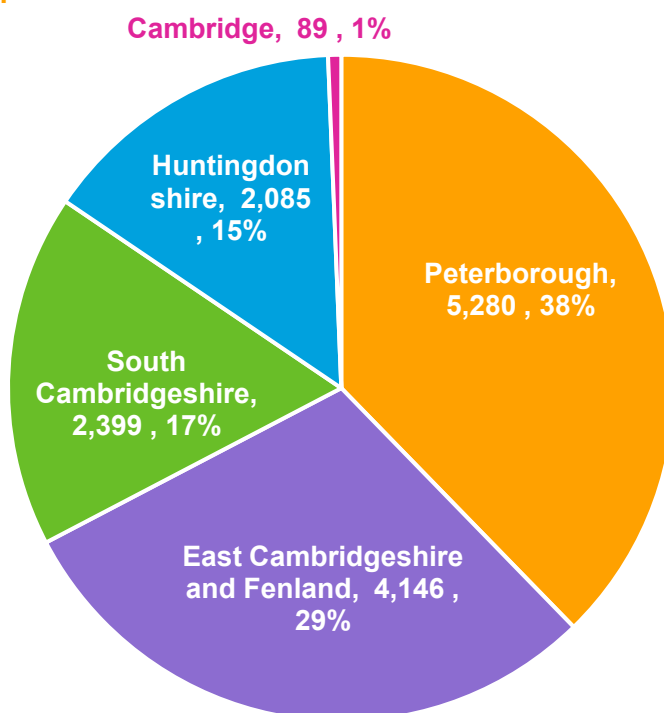
Source: Annual Population Survey, Office for National Statistics

Looking at rates of digital employment growth shows that digital employment increased fastest in East Cambridgeshire and Fenland (+355.9% growth within the two local authority areas) and Peterborough (+90.3%). Only Cambridge experienced digital employment growth that was below the national average rate, at just 0.7% over the five-year period.

---

[9] To calculate growth in digital employment over time, data for SOC 2010 codes have been used as data for the SOC 2020 occupations detailed above are unavailable before 2021. There have been some changes in digital employment classification between 2010 and 2020, as digital work has evolved, for instance, the creation of classifications for 'Cyber Security Professionals' and 'IT Network Professionals' which would previously have fallen mostly within

'Information and Telecommunications Professionals Not Elsewhere Classified'. Using SOC 2010 provides a slightly lower digital employment figure in Cambridgeshire and Peterborough in the year to September 2023 than using SOC 2020 (40,734 SOC 2010 vs 42,971 SOC 2020).

[10] Data for East Cambridgeshire and Fenland have had to be combined in the year to September 2018 due to small sample sizes for each area individually.

49

THE DIGITAL EMPLOYMENT RATE ACROSS CAMBRIDGESHIRE AND PETERBOROUGH INCREASED FROM ONE-IN-17 TO ONE-IN-11 WORKERS IN JUST FIVE YEARS

Over the five-year period, the digital employment rate across Cambridgeshire and Peterborough increased from 5.9% (one-in-17 workers) to 8.8% (one-in-11 workers). Within the area, the digital employment rate increased substantially in South Cambridgeshire (6.8% to 12.5%, or one-in-15 to one-in-eight workers), East Cambridgeshire and Fenland (1.6% to 6.7%, or one-in-63 to one-in-15 workers) and Peterborough (5.0% to 9.8%, or one-in-20 to one-in-10 workers). There was very little change in the digital employment rate in Cambridge (10.1% to 10.2%).

Chart 7.2.5: Digital Employment Growth, Year to Sep-18 to Year to Sep-23

Area	Growth
Cambridge	0.7%
East Cambridgeshire and Fenland	355.9%
Huntingdonshire	75.4%
South Cambridgeshire	58.1%
Peterborough	90.3%
Cambridgeshire and Peterborough	52.4%
England	41.9%

Source: Annual Population Survey, Office for National Statistics

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
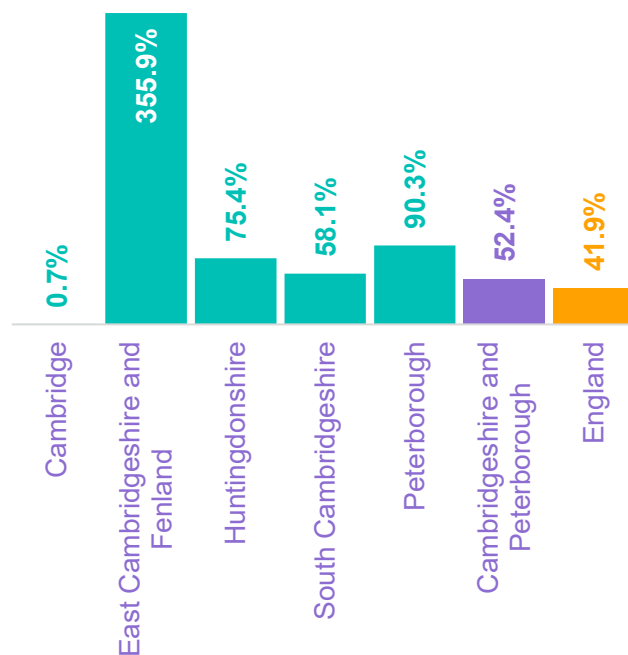
Chart 7.2.6: Change in Digital Employment Rates (Digital Employment as % All Employment)

■ Year to Sep-18   ■ Year to Sep-23

	Cambridge	East Cambridgeshire and Fenland	Huntingdonshire	South Cambridgeshire	Peterborough	Cambridgeshire and Peterborough	England
Year to Sep-18	10.1%	1.6%	3.7%	6.8%	5.0%	5.9%	4.5%
Year to Sep-23	10.2%	6.7%	5.3%	12.5%	9.8%	8.8%	6.3%
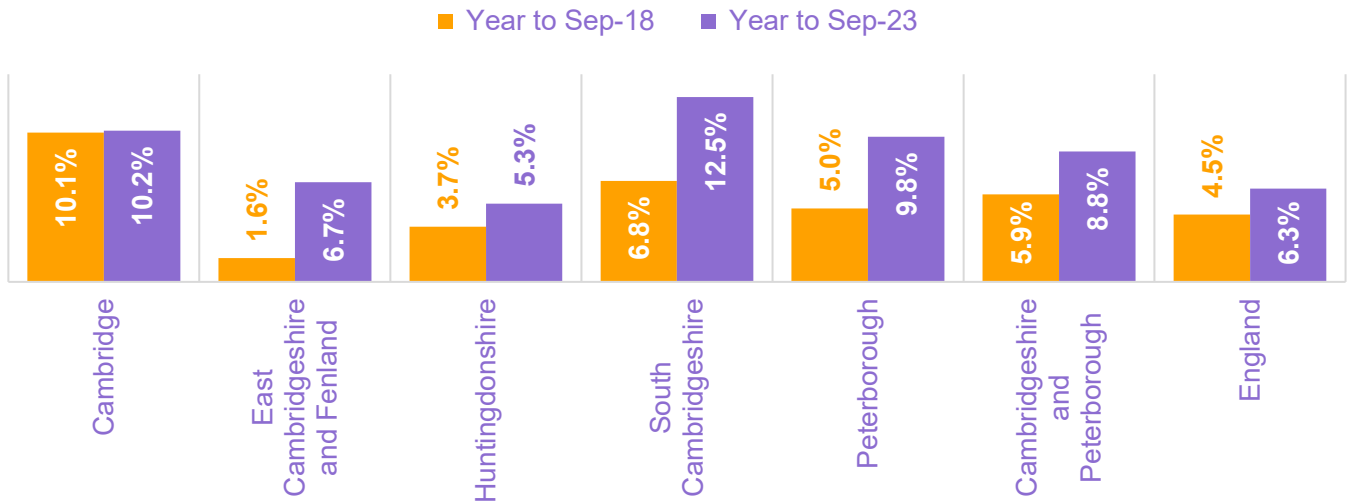
Source: Annual Population Survey, Office for National Statistics

MUCH OF THE INCREASE IN DIGITAL EMPLOYMENT OCCURRED WITHIN THREE OCCUPATIONAL GROUPS – IT AND TELECOMMUNICATIONS PROFESSIONALS NOT ELSEWHERE CLASSIFIED, PROGRAMMERS AND SOFTWARE DEVELOPMENT AND IT USER SUPPORT TECHNICIANS

Over the past five years, the largest increase in digital employment across Cambridgeshire and Peterborough was in IT and Telecommunications Professionals Not Elsewhere Classified (+7,622, +253%) – likely to be driven by newly-emerging professions, such as Cyber Security Professionals. There was also a large increase in the number of Programmers and Software Development Professionals (+3,427) and IT User Support Technicians (+2,943).

Chart 7.2.7: Change in Number of Digital Workers by Occupation, Cambridgeshire and Peterborough

■ Year to Sep-23   ■ Year to Sep-18

Occupation	Year to Sep-23	Year to Sep-18
IT and telecommunications professionals n.e.c.	10,632	3,010
Programmers and software development…	10,864	7,437
IT user support technicians	5,241	2,298
IT business analysts, architects and systems…	2,454	1,363
IT project and programme managers	1,772	1,186
IT and telecommunications directors	2,287	1,750
IT specialist managers	2,226	4,818
Web design and development professionals	2,262	-
Telecommunications engineers	2,758	-
IT operations technicians	-	1,996
IT engineers	-	1,569

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

WHILE THE IT SECTOR EMPLOYS THE LARGEST NUMBER OF DIGITAL WORKERS, 70% OF THE DIGITAL WORKFORCE IS EMPLOYED ELSEWHERE, PARTICULARLY MANUFACTURING AND PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES [12]

In the year to September 2023, Information and Communication was the largest employer of digital workers across Cambridgeshire and Peterborough, with just over 13,000 digital employees and accounting for 30% of all digital workers. This was followed by Manufacturing (8,600, 21% of the digital workforce), Professional, Scientific and Technical Activities (5,200, 13%), Wholesale and Retail Trade (3,300, 8%), Public Administration (2,600, 6%) and Financial and Insurance Activities (1,500, 4%). The remaining 16% worked in other sectors.

MANUFACTURING HAS DRIVEN DIGITAL JOB CREATION ACROSS CAMBRIDGESHIRE AND PETERBOROUGH

Over the past five years, 46% of all digital employment growth across the area occurred within the Manufacturing sector. Other sectors contributing significantly to digital employment growth included Professional, Scientific and Technical Activities (17% of all growth), Public Administration (10%) and Information and Communication (9%). However, there is some degree of uncertainty regarding the data due to small sample sizes. Data for England shows that the sectors contributing most to digital employment growth were Information and Communication (44% of all net new digital employment), Professional, Scientific and Technical Activities (13%), Public Administration (11%), Financial and Insurance Activities (8%) and Construction (5%).

Chart 7.2.8: Digital Employment by Industry Sector in Cambridgeshire and Peterborough, Year to Sep-23

Sector	Employees
Information and communication	13,029
Manufacturing	8,649
Professional, scientific and technical activities	5,156
Wholesale and retail trade	3,269
Public administration and defence	2,564
Financial and insurance activities	1,454
Other Sectors	6,613

---
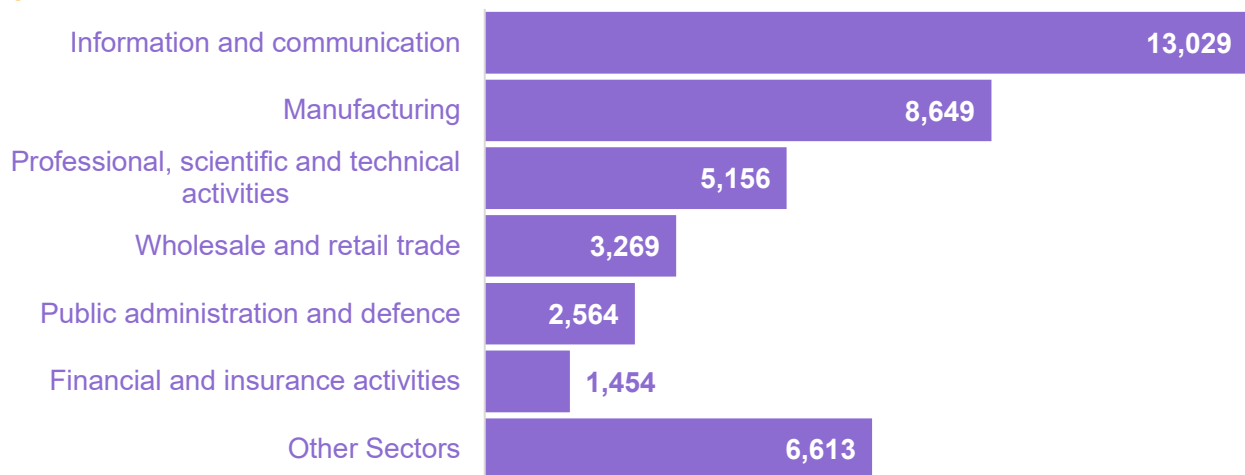
[11] 2018 data are unavailable for Web Design and Development Professionals and Telecommunications Engineers and 2023 data are unavailable for IT Operations Technicians and IT Engineers, due to low sample sizes
[12] Professional, Scientific and Technical Activities includes a range of sub-sectors such as Legal and Accounting, Management Consultancies, Architectural and Engineering Activities, Scientific R&D, and Advertising and Market Research

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 7.2.9: Change in Digital Employment by Industry Sector in Cambridgeshire and Peterborough, Year to Sep-18 to Year to Sep-23

Sector	Value
Manufacturing	6,429
Professional, scientific and technical activities	2,391
Public administration and defence	1,406
Information and communication	1,310
Financial and insurance activities	-174
Other sectors	2,637
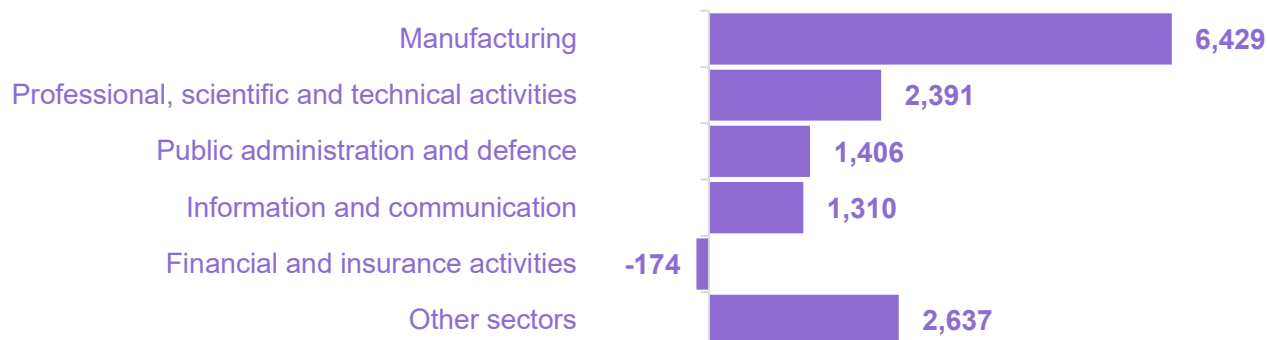
Source: Annual Population Survey, Office for National Statistics

PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS ARE THE MOST IN-DEMAND OCCUPATION IN CAMBRIDGESHIRE AND PETERBOROUGH'S JOB MARKET

Job vacancies arise from the creation of new posts or from existing posts becoming vacant. In the five years to January 2024, there were 100,345 job postings for digital occupations across Cambridgeshire and Peterborough – representing 12.6% (or one-in-eight) of all job postings across the area. Job openings for Programmers and Software Development Professionals were higher than any other occupational category across Cambridgeshire and Peterborough's job market, with IT Business Analysts, Architects and System Designers ranking the 15th highest.

Looking at digital job postings at a finer grain of detail shows that job postings for Software Developers/Engineers accounted for the largest number of digital job postings across Cambridgeshire and Peterborough (36,000), followed by Computer Support Specialists (10,500), Web Developers (6,000), Computer Systems Engineers/Architects (5,900) and IT Managers/Directors (4,271).

Chart 7.2.10: Online Job Postings - Top 15 Occupations, Cambridgeshire and Peterborough, Feb 2019 - Jan 2024

Occupation	Value
Programmers & Software Development...	48,652
Sales Related Occupations n.e.c.	21,559
Care Workers and Home Carers	20,560
Other Administrative Occupations n.e.c.	14,019
Managers and Directors in Retail and Wholesale	12,343
Cleaners and Domestics	11,825
Chartered and Certified Accountants	11,508
Book-keepers, Payroll Managers and Wages Clerks	11,444
Other Registered Nursing Professionals	11,421
Customer Service Occupations n.e.c.	11,375
Mechanical Engineers	11,292
Project Support Officers	10,410
Warehouse Operatives	9,958
Production and Process Engineers	9,620
IT Business Analysts, Architects & Systems...	9,343

■ Digital Occupations
■ Other Occupations

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 7.2.11: Job Postings for Digital Professionals - Top 15 Professions, Cambridgeshire and Peterborough, Feb 2019-Jan 2024

Profession	Postings
Software Developer / Engineer	35,962
Computer Support Specialist	10,461
Web Developer	5,973
Computer Systems Engineer / Architect	5,896
IT Manager / Director	4,271
Network / Systems Administrator	3,473
Network Engineer / Architect	3,447
Hardware Engineer	3,308
Technology Consultant	3,282
Cyber / Information Security Engineer / Analyst	2,874
IT Project Manager	2,244
Software QA Engineer / Tester	2,223
Mobile Applications Developer	2,069
UI / UX Designer / Developer	1,843
Database Architect	1,796

Source: Lightcast

THE INFORMATION AND COMMUNICATION SECTOR ACCOUNTED FOR THE HIGHEST NUMBER OF JOB POSTINGS FOR DIGITAL PROFESSIONALS

Where industry information was available [13], the highest number of digital job postings was within the Information and Communication sector (particularly Computer Programming, Consultancy and Related Activities), followed by Professional, Scientific and Technical Activities (particularly Activities of Head Offices & Management Consultancy Activities and Scientific Research & Development), and Manufacturing (particularly Manufacture of Computer, Electronic and Optical Products).

Chart 7.2.12: Online Job Postings for Digital Occupations - Top 10 Industries, Cambridgeshire and Peterborough, Feb 2019 to Jan 2024

Industry	Postings
Information and Communication	7,950
Professional, Scientific and Technical Activities	6,341
Manufacturing	5,587
Administrative and Support Service Activities…	2,899
Education	2,119
Human Health and Social Work Activities	2,073
Financial and Insurance Activities	1,626
Other Service Activities	1,301
Wholesale and Retail Trade	1,284
Transportation and Storage	1,270
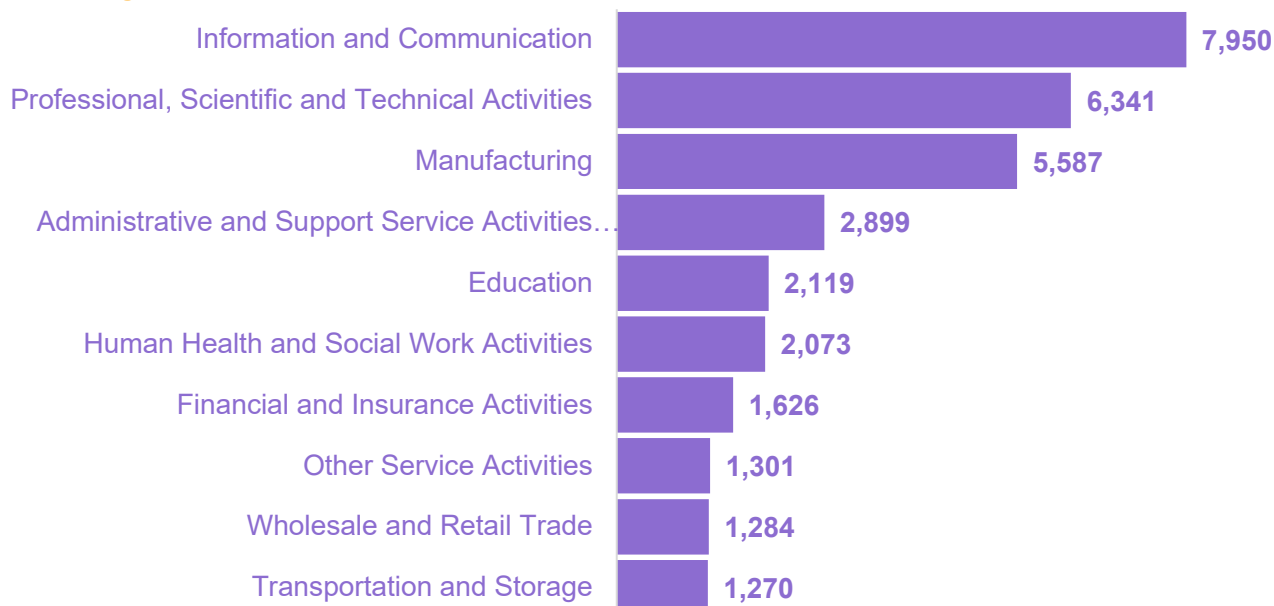
[13] A large number of job postings for digital professionals (49,600) were allocated to the 'Employment Activities' sector, which includes activities of employment placement agencies

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

7.3 CATEGORISING DIGITAL SKILLS

While the above identifies occupations that use digital skills intensely, digital skills are not confined to primarily digital occupations. Digital skills are now essential entry requirements for at least four-fifths of all job openings across the region. The ongoing development of information and communication technologies means that digital skills are notoriously difficult to define. The Department for Digital, Culture, Media and Sport (DCMS) has defined digital skills as *'competences in and/or knowledge of IT tools including computer programs and programming languages'* and classified the digital skills required by employers into two broad categories:

➢ **Baseline Digital Skills** (productivity software): These are the **digital literacy skills** that employers ask for in the vast majority of jobs across all sectors in the UK labour market. Microsoft Excel is the most commonly requested productivity software skill, followed by other elements of the Microsoft Office Suite, and Enterprise Resource Planning software, such as SAP and Oracle. These proficiencies are increasingly becoming a basic skill requirement for a majority of occupations and no longer provide a competitive advantage.

➢ **Specific Digital Skills:** These are the digital skills requirements for more technically-oriented jobs and can be broken down into seven clusters: **Software & Programming, Networking Systems, Data Analysis, Digital Marketing, Digital Design, Customer Relationship Management Software,** and **Machining & Manufacturing Technology.** These skills are most requested in the following occupations:

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Specific Digital Skills Cluster	Top Five Occupations
Software & Programming	➢ IT and Telecommunications Professionals ➢ Business, Research and Administrative Professionals ➢ Functional Managers and Directors ➢ Engineering Professionals ➢ IT Technicians
Networking Systems	➢ IT and Telecommunications Professionals ➢ Engineering Professionals ➢ IT Technicians ➢ Science, Engineering and Production Technicians ➢ Electrical and Electronic Trades
Data Analysis	➢ IT and Telecommunications Professionals ➢ Business, Research and Administrative Professionals ➢ IT Technicians ➢ Business, Finance and Related Associate Professionals ➢ Natural and Social Science Professionals
Digital Marketing	➢ Sales-Related Occupations ➢ Functional Managers and Directors ➢ Sales, Marketing and Related Associate Professionals ➢ Public Services and Other Associate Professionals ➢ Media Professionals
Digital Design	➢ IT and Telecommunications Professionals ➢ Sales, Marketing and Related Associate Professionals ➢ Engineering Professionals ➢ Design Occupations ➢ Artistic, Literary and Media Occupations
Customer Relationship Management Software	➢ Sales-Related Occupations ➢ Functional Managers and Directors ➢ Sales, Marketing and Related Associate Professionals ➢ Legal Professionals ➢ Customer Service Managers and Supervisors
Machining & Manufacturing Technology	➢ Engineering Professionals ➢ Science, Engineering and Production Technicians ➢ Architects, Town Planners and Surveyors ➢ Metal Machining, Fitting and Instrument Making Trades ➢ Quality and Regulatory Professionals

Source: Burning Glass Technologies and Department for Digital, Culture, Media and Sport (2019)

7.4 DIGITAL SKILLS DEMAND

AN ANALYSIS OF ONLINE JOB POSTINGS ACROSS CAMBRIDGESHIRE AND PETERBOROUGH OVER THE PAST FIVE YEARS SHOWS THAT 17 OF THE 50 MOST REQUESTED 'SPECIALISED SKILLS' WITHIN ALL VACANT POSTS WERE DIGITAL SKILLS

By far the most requested specialised digital skills included Python and software engineering, followed by C++, computer science, data analysis, JavaScript and software development. Five of the 50 most requested 'common skills' within all job postings were also digital skills and included Microsoft Excel, Microsoft Office, computer literacy, Microsoft Outlook and Microsoft PowerPoint.

Chart 7.4.1: Digital Skills in Highest Demand among Jobs Postings in Cambridgeshire and Peterborough, Feb 2019 to Jan 2024

Skill	Value
Python (Programming Language)	27,306
Microsoft Excel	24,944
Software Engineering	21,779
Microsoft Office	21,393
C++ (Programming Language)	17,266
Computer Science	17,028
Data Analysis	16,936
JavaScript (Programming Language)	16,473
Software Development	15,455
Computer Literacy	15,431
Automation	14,568
Microsoft Outlook	14,096
Linux	13,358
C# (Programming Language)	12,064
SQL (Programming Language)	12,009
Java (Programming Language)	11,255
Amazon Web Services	10,982
Machine Learning	10,222
Microsoft PowerPoint	10,004
DevOps	9,822
Microsoft Azure	9,655
C (Programming Language)	9,654

Legend: ■ Specialised Digital Skills ■ Common Digital Skills

Source: Lightcast

THE MOST REQUESTED DIGITAL SKILLS WITHIN JOB POSTINGS DIFFERED BY LOCAL AUTHORITY AREA

Programming and software development & engineering skills featured within the top digital skills requested in Cambridge and common digital skills (Microsoft Excel, Microsoft Office, Microsoft Outlook and computer literacy) were the most requested digital skills in the other five areas.

Digital skills related to Manufacturing and Engineering (such as AutoCAD and Computer Numerical Control) also featured within the top digital skills requested in East Cambridgeshire and Fenland. Commonalities included Data Analysis, Microsoft Excel and Microsoft Office, which featured within the top 10 digital skills in all six areas, and Automation, which was a top 10 skill in all areas outside of Cambridge.

Top 10 Digital Skills Requested within Job Postings, Feb 2019-Jan 2024	
Cambridge	Python, Software Engineering, C++, Computer Science, JavaScript, Software Development, Microsoft Excel, Linux, Data Analysis, Microsoft Office
East Cambridgeshire	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, AutoCAD, Data Analysis*, Computer Numerical Control (CNC)*, Automation*, Technical Support*, JavaScript*
Fenland	Computer Literacy, Microsoft Excel, Microsoft Office, Microsoft Outlook, SAP Applications*, Data Analysis*, Computer Numerical Control (CNC)*, Computer-Aided Design*, Automation*, AutoCAD*
Huntingdonshire	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, Data Analysis, SAP Applications, Automation, Technical Support*, SQL*, Microsoft Azure*
Peterborough	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, Data Analysis, Microsoft PowerPoint, SQL, JavaScript, Automation, Microsoft Azure
South Cambridgeshire	Microsoft Excel, Microsoft Office, Microsoft Outlook, Computer Literacy, Python, Software Engineering, Data Analysis, Automation, Software Development, C++

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

7.5 CATEGORISING GREEN OCCUPATIONS AND SKILLS

Green jobs are decent jobs that contribute to preserving or restoring the environment, support the achievement of the UK's net zero emissions target, and help to mitigate climate risks[14]. They can be in traditional sectors such as Manufacturing and Construction, or in new, emerging green sectors such as Renewable Energy and Energy Efficiency. Green jobs help to:

➢ Improve energy and raw materials efficiency
➢ Limit greenhouse gas emissions
➢ Minimise waste and pollution
➢ Protect and restore ecosystems
➢ Support adaptation to the effects of climate change

Green jobs can produce goods or provide services that benefit the environment – i.e. jobs within the Environmental Goods and Services Sector (EGSS), such as generating renewable energy, upgrading buildings and manufacturing electric vehicles. However, the opportunity for green jobs and skills should not be considered as niche or restricted to certain sectors of the economy. Every job has the potential to become 'green' as the world moves to combat climate change. Green jobs can therefore also be distinguished by their contribution to more environmentally friendly processes. According to research from Anglia Ruskin University (ARU)[15], organisations across a range of sectors are facing many drivers to 'go green', including external drivers (i.e. pushes from Government or industry bodies) and internal drivers, such as alignment with stakeholders' internal values, alignment with employees' and customers' values, and opportunities to achieve improvements in efficiency and operational excellence.

Within these green jobs, work tasks or skills areas can be grouped within four categories[16]:

➢ **Engineering and technical skills:** hard skills encompassing competences involved with the design, construction and assessment of technology usually mastered by engineers and technicians. This know-how is needed for eco-buildings, renewable energy design and energy-saving research and development (R&D) projects

➢ **Science skills:** competences stemming from knowledge essential to innovation activities, e.g., physics and biology. These skills are in high demand in each stage of value chains and in the utilities sector, which provides basic amenities such as water, sewage services and electricity

➢ **Operation management skills:** know-how related to change in organisational structure required to support green activities and an integrated view of the firm through life-cycle management, lean production and cooperation with external actors, including customers. Such skills are important, for example, for sales engineers, climate change analysts, sustainability specialists, chief sustainability officers and transportation planners

➢ **Monitoring skills:** These refer to skills required to assess the observance of technical criteria and legal standards. Examples are environmental compliance inspectors, nuclear monitoring technicians, emergency management directors and legal assistants

Several studies have sought to estimate the number of jobs affected by a transition to a green economy, in order to identify the overall impact on employment and the likely demand for skills training. A widely-used approach[17] identifies three categories of occupations that are expected to be affected by greening, by being in greater demand ('green increased demand' occupations) or by requiring changes in skills and workforce requirements due to pressure for economic activities to become more sustainable ('green enhanced skills' and 'green new and emerging' occupations). Occupations that are not identified as

---

[14] ILO 2016 and Green Jobs Taskforce (2021) 'Report to Government, Industry and the Skills Sector'
[15] Anglia Ruskin University (2021) 'Green Skills'
[16] National Bureau of Economic Research (2015) 'Green Skills'

[17] Dierdorff et al (2009) 'Greening of the World of Work: Implications for O*NET®-SOC and New and Emerging Occupations'

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

green are not necessarily 'dirty' under this definition, but are occupations that are not directly or indirectly judged to beaffected by the net zero transition. The following table provides an overview of these categories of green occupations.

Green Categories	Description	Top Occupations in Cambridgeshire and Peterborough
'Green increased demand' occupations	These 41 occupations are not subject to any significant change in work and worker requirements, but will be in increased demand due to greening. The context of work might change but the competencies and tasks remain the same.	➢ Programmers and software development professionals ➢ Elementary storage occupations ➢ Biological scientists and biochemists ➢ Electricians and electrical fitters ➢ Natural and social science professionals not elsewhere classified (n.e.c.)
'Green enhanced skills' occupations	These 33 occupations are existing occupations that are subject to significant changes in work and worker requirements. The essential purposes of the role remain the same, but tasks, skills, knowledge and external elements, such as credentials, are altered. This could require changes to current training and qualification frameworks.	➢ Production managers and directors in manufacturing ➢ Plumbers and heating and ventilating engineers ➢ Large goods vehicle drivers ➢ Finance and investment analysts and advisers ➢ Marketing and sales directors
'Green new and emerging' occupations	These are 26 occupations where the impact of green economy activities and technologies is sufficient to create the need for unique work and worker requirements, resulting in the generation of new or renewed roles which require new skills profiles, qualifications and training frameworks. These new roles could be entirely new or 'born' from existing occupations.	➢ Management consultants and business analysts ➢ Business and related associate professionals n.e.c. ➢ Engineering professionals n.e.c. ➢ IT business analysts, architects and systems designers ➢ Managers and directors in storage and warehousing

7.6 EMPLOYMENT IN GREEN OCCUPATIONS

ONE-THIRD OF PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN OCCUPATIONS THAT WILL BE AFFECTED BY THE TRANSITION TO A GREEN ECONOMY

In the year to September 2023, 144,500 people working in Cambridgeshire and Peterborough were employed in occupations significantly affected by greening – representing almost one-third (31.2%) of all employment. This was slightly above the England average rate (28.5%) – driven by a higher rate of people employed in 'green increased demand' occupations - 16.3% (75,800), compared to the national rate of 11.3%.

Chart 7.6.1: Percentage of Employment in Green Occupations, Year to Sep-23

Cambridgeshire and Peterborough: Green Increased Demand 16.3%, Green Enhanced Skills 9.5%, Green New & Emerging 5.3%

England: Green Increased Demand 11.3%, Green Enhanced Skills 9.6%, Green New & Emerging 7.6%
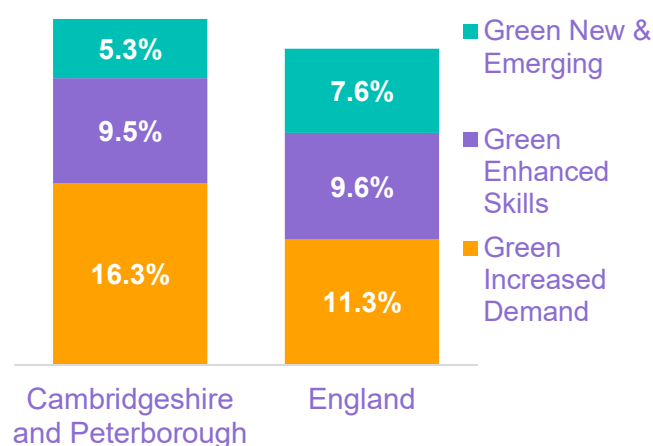
Source: Annual Population Survey, Office for National Statistics

Green Increased Demand Occupations: As above, 'green increased demand' occupations are likely to be in higher demand due to greening but require no significant change to worker requirements. In the year to September 2023, the top occupations in this category were Programmers and Software Development Professionals, Elementary Storage Occupations, Biological Scientists and Biochemists, Electricians and Electrical Fitters, and Natural and Social Science Professionals Not Elsewhere Classified. Job postings data over the past five years show that programming, software development and software engineering feature strongly within the top 10 specialist skills requested in these occupations (Warehousing, Software Engineering, Python, Agile Methodology, C++, Software Development, C#, Java, and New Product Development).

Chart 7.6.2: Top Five 'Green Increased Demand' Occupations, Cambridgeshire and Peterborough, Year to Sep-23

Occupation	Value
Programmers and software development professionals	10,860
Elementary storage occupations	9,160
Biological scientists and biochemists	8,040
Electricians and electrical fitters	6,300
Natural and social science professionals n.e.c.	3,870
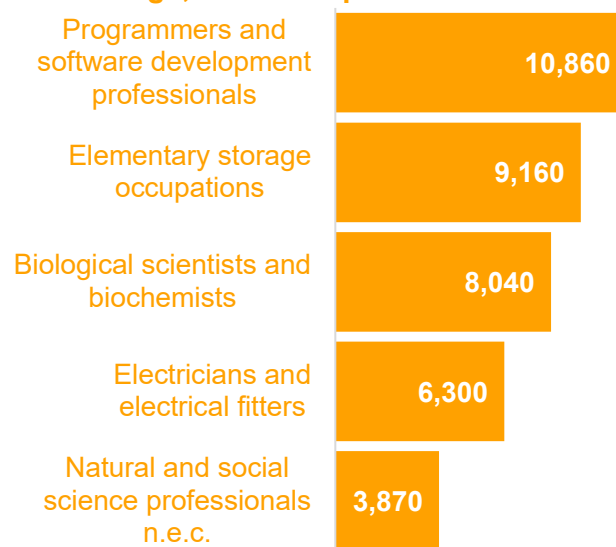
Source: Annual Population Survey, Office for National Statistics

Green Enhanced Skills Occupations: Over the same period 9.5% of workers (44,000) were employed in 'green enhanced skills' occupations – where the impact of green economy activities and technologies could result in significant changes to worker requirements within existing roles. This was similar to the England average rate (9.6%). The largest occupation within this category was, by far, Production Managers and Directors in Manufacturing, followed by Plumbers and Heating & Ventilating Engineers, Large Goods Vehicle Drivers, Finance & Investment Analysts and Advisors, and Marketing and Sales Directors. Likewise, the top 10 specialist skills requested in job postings for these occupations over the past five years have been Marketing, Project Management, Mechanical Engineering, New Product Development, Machinery, Business Development, Finance, Procurement, Key Performance Indicators, and Warehousing.

Chart 7.6.3: Chart 7: Top Five 'Green Enhanced Skills' Occupations, Cambridgeshire and Peterborough, Year to Sep-23
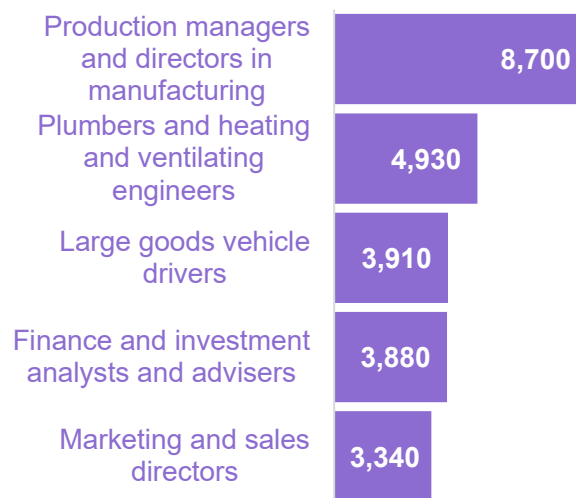
Occupation	Value
Production managers and directors in manufacturing	8,700
Plumbers and heating and ventilating engineers	4,930
Large goods vehicle drivers	3,910
Finance and investment analysts and advisers	3,880
Marketing and sales directors	3,340

Source: Annual Population Survey, Office for National Statistics

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Green New and Emerging Occupations
accounted for a smaller share of all employment, at
5.3% (24,800). As above, these are occupational
groups where the impact of green economy
activities and technologies could create entirely
new or renewed roles. The share of local
employment in these occupations was below the
England average rate (7.6%). Management
Consultants and Business Analysts and Business
and Related Associate Professionals featured
strongly within these occupations, along with
Engineering Professionals Not Elsewhere
Classified, IT Business Analysts, Architects and
Systems Designers, and Managers & Directors in
Storage and Warehousing. The top specialist skills
for job postings in these occupations over the past
five years have been Project Management,
Marketing, Python, Data Analysis, Auditing, Agile
Methodology, New Product Development, SQL,
Procurement, and Automation.

Chart 7.6.4: Top Five 'Green New and Emerging' Occupations, Cambridgeshire and Peterborough, Year to Sep-23

Occupation	Value
Management consultants and business analysts	3,600
Business and related associate professionals n.e.c.	3,580
Engineering professionals n.e.c.	2,840
IT business analysts, architects and systems designers	2,450
Managers and directors in storage and warehousing	2,200
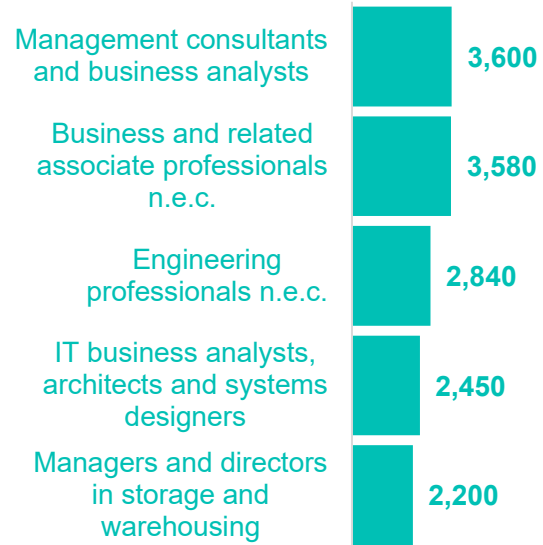
Source: Annual Population Survey, Office for National Statistics

EAST CAMBRIDGESHIRE HAS THE HIGHEST RATE OF EMPLOYMENT IN OCCUPATIONS AFFECTED BY GREENING

In the year to September 2023, rates of
employment in occupations affected by greening
ranged from 34.5% in East Cambridgeshire to
28.9% in Peterborough. Across the three
categories of green occupations:

➢ **Cambridge, East Cambridgeshire, Fenland and Peterborough** had high rates of people employed in 'green increased demand' occupations and could therefore experience the strongest employment growth due to greening if sufficient labour and skills are available to meet this demand

➢ **Huntingdonshire and South Cambridgeshire** had the highest rates of people employed in both 'green enhanced skills' and 'green new and emerging' occupations, and are therefore likely to require the most support to upskill their workforces to meet the requirements of a green economy

Chart 7.6.5: Percentage of People Employed in Occupations Affected by Greening, Year to Sep-23

	Green Increased Demand	Green Enhanced Skills	Green New & Emerging
Cambridge	19.5%	8.4%	2.8%
East Cambridgeshire	18.6%	14.9%	1.0%
Fenland	16.3%	13.8%	2.0%
Huntingdonshire	11.8%	9.5%	10.7%
Peterborough	16.2%	7.4%	5.3%
South Cambridgeshire	15.4%	9.2%	7.8%
Cambridgeshire and Peterborough	16.3%	9.5%	5.3%
England	11.3%	9.6%	7.6%

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
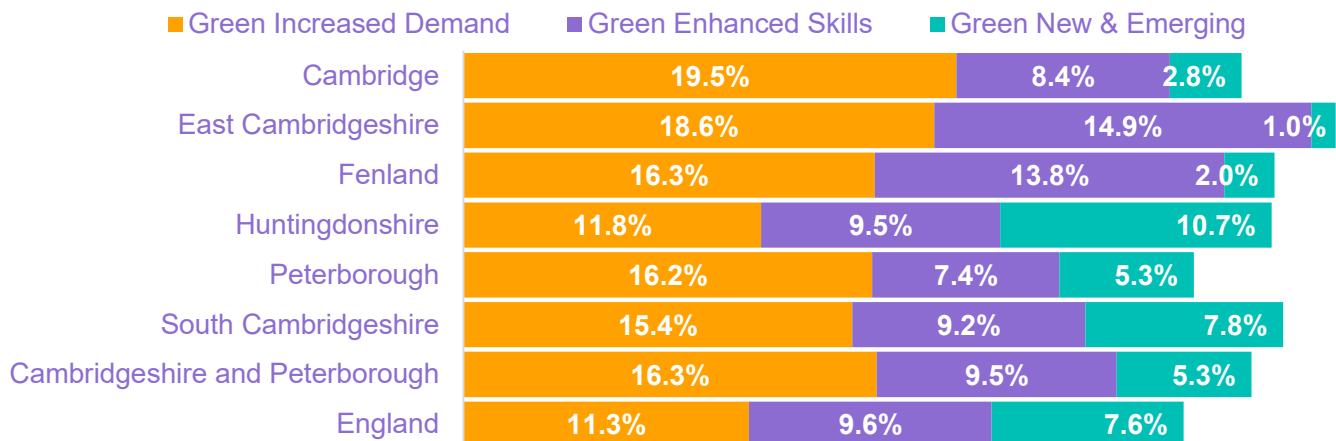
THE CONSTRUCTION SECTOR HAS BY FAR THE HIGHEST SHARE OF WORKERS EMPLOYED IN OCCUPATIONS AFFECTED BY GREENING

In the year to September 2023, more than two-thirds (70.2%) of people working in Cambridgeshire and Peterborough's Construction sector were employed in occupations affected by greening. Other sectors strongly affected by the need for new and/or increased demand for labour and skills due to greening were Professional, Technical and Scientific Activities (48.8%), Manufacturing (48.2%), Transportation and Storage (47.5%), 'other sectors [18]' (46.1%) and Agriculture, Forestry and Fishing (41.9%).

Chart 7.6.6: Percentage of People in Occupations Affected by Greening by Industry, Cambridgeshire and Peterborough, Year to Sep-23

Industry	Percentage
Construction	70.2%
Professional, scientific and technical activities	48.8%
Manufacturing	48.2%
Transportation and storage	47.5%
'Other sectors'	46.1%
Agriculture, forestry and fishing	41.9%
Information and communication	37.6%
Financial and insurance activities	35.3%
Water supply, sewerage, waste	33.1%
Wholesale and retail trade	24.2%
Administrative and support service activities	23.4%
Real estate activities	20.7%
Public administration and defence	20.2%
Other service activities	17.3%
Arts, entertainment and recreation	12.6%
Education	11.1%
Human health and social work activities	7.0%
Accommodation and food service activities	4.9%

Source: Annual Population Survey, Office for National Statistics

PIPE FITTERS ARE EXPECTED TO BE THE FASTED GROWING 'GREEN OCCUPATION' IN CAMBRIDGESHIRE AND PETERBOROUGH TO 2031

Projections from Lightcast [19] suggest that, of all occupations judged to be affected by greening, the largest absolute increase in employment between 2023 and 2031 will be among Elementary Storage Occupations (net increase of 470), Programmers and Software Development Professionals (+410), Large Goods Vehicle Drivers (253), Production Managers and Directors in Manufacturing (+179) and Teaching Assistants (+129) (Chart 7.6.7).

In terms of the forecast rate of employment increase, the number of people employed as Pipe Fitters is expected to grow fastest (+10.5%), followed by Gardeners and Landscape Gardeners (+8.1%), Rail Construction and Maintenance Operatives (+6.3%), Architects (+6.1%) and Chartered Architectural Technologists (+6.0%) (Chart 7.6.8).

---

[18] Data for Mining and Quarrying, Electricity and Gas Supply, Activities of Households as Employers and Activities of Extraterritorial Organisations are unavailable individually due to small sample sizes and have therefore been combined.

[19] Via a combination of data sources - posting trends, employment trends, taxonomical data, recall growth patterns - Lightcast has developed a machine learning model to forecast future demand. This model uses historical posting trends as well as overall market demand to create a robust view of likely demand.

Chart 7.6.7: 10 Occupations Affected by Greening with the Largest Forecast Increase in Employment, Cambridgeshire and Peterborough (2023-2031)

Occupation	Value
Elementary Storage Occupations	470
Programmers and Software Development Professionals	410
Large Goods Vehicle Drivers	253
Production Managers and Directors in Manufacturing	179
Teaching Assistants	129
Vehicle Technicians, Mechanics and Electricians	114
Marketing and Sales Directors	104
Natural and Social Science Professionals n.e.c.	92
IT Business Analysts, Architects and Systems Designers	91
Gardeners and Landscape Gardeners	91

Source: Lightcast

Chart 7.6.8: 10 Occupations Affected by Greening with the Largest Forecast Percentage Increase in Employment, Cambridgeshire and Peterborough (2023-2031)

Occupation	Value
Pipe Fitters	10.5%
Gardeners and Landscape Gardeners	8.1%
Rail Construction and Maintenance Operatives	6.3%
Architects	6.1%
Chartered Architectural Technologists	6.0%
Managers and Directors in Transport and Distribution	5.7%
Mobile Machine Drivers and Operatives n.e.c.	5.7%
Air-conditioning and Refrigeration Engineers	5.5%
Programmers and Software Development Professionals	5.5%
Plumbers and Heating and Ventilating Engineers	5.3%

Source: Lightcast

7.7 GREEN SKILLS DEMAND

TIME SPENT ON GREEN TASKS HAS INCREASED

Research from the Office for National Statistics[20] has found that around 7 to 8% of hours worked in the UK were estimated to have been spent on green tasks in 2019 – up from around 5 to 6% between 1997 and 2007. The proportion of workers spending any time doing green tasks was estimated to have increased from around a quarter between 1997 and 2005 to more than a third between 2012 and 2019. There was great variability in the proportion of time spent on green tasks across industries, with 'blue collar' industries having the highest estimated proportion of hours spent on green tasks in 2019: Mining and Quarrying, Construction, Water and Waste, Energy, and Manufacturing.

JOB POSTINGS REQUESTING SPECIALIST GREEN SKILLS HAVE MORE THAN DOUBLED OVER THE PAST FIVE YEARS

In Cambridgeshire and Peterborough, an analysis of online job postings requesting specialist green skills[21] show that demand has increased sharply over the past three years. In the year to January 2024, there were 4,600 postings for jobs requiring

---

[20] Office for National Statistics (2022) 'Research into green jobs: time spent doing green tasks, UK: 1997 to 2019'

[21] Lightcast's 'green clusters taxonomy' includes 442 specialised skills

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

specialist green skills – more than double the level five years ago (+104%).

Chart 7.7.1: Job Postings Requesting Green Skills, Cambridgeshire and Peterborough

Year	Value
Year to Jan 2014	2,051
Year to Jan 2015	1,779
Year to Jan 2016	2,454
Year to Jan 2017	3,147
Year to Jan 2018	2,504
Year to Jan 2019	2,233
Year to Jan 2020	2,218
Year to Jan 2021	1,934
Year to Jan 2022	3,471
Year to Jan 2023	4,331
Year to Jan 2024	4,564
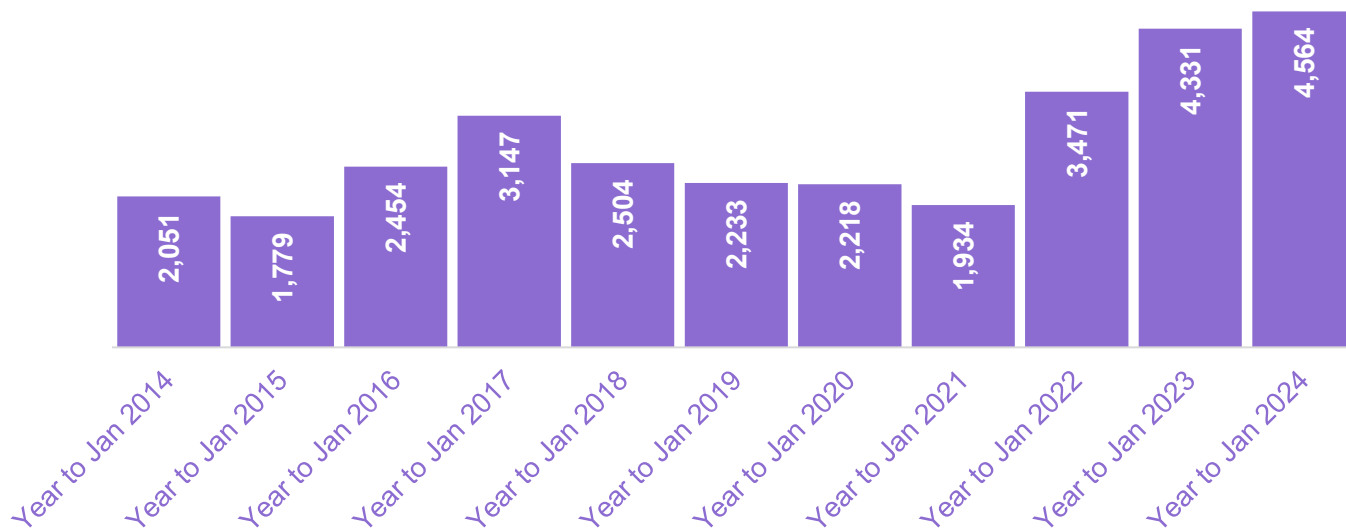
Source: Lightcast

BY FAR THE TOP GREEN SKILL REQUESTED OVER THE PAST FIVE YEARS HAS BEEN WASTE MANAGEMENT

This was followed by Water Treatment, Wastewater, Ecology, Environment Health and Safety, Electric Vehicles and Renewable Energy.

Chart 7.7.2: Top 15 Green Skills Requested in Job Postings, Cambridgeshire and Peterborough, Feb 2019-Jan 2024

Skill	Value
Waste Management	1,567
Water Treatment	1,166
Wastewater	1,023
Ecology	962
Environment Health And Safety	931
Electric Vehicles	855
Renewable Energy	841
ISO 14000 Series	671
Environmental Science	623
Environmental Resource Management	562
Environmental Policy	522
Environmental Laws	493
Smart Meter Systems	488
Environmental Protocols	479
Environmental Issue	419

Source: Lightcast

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
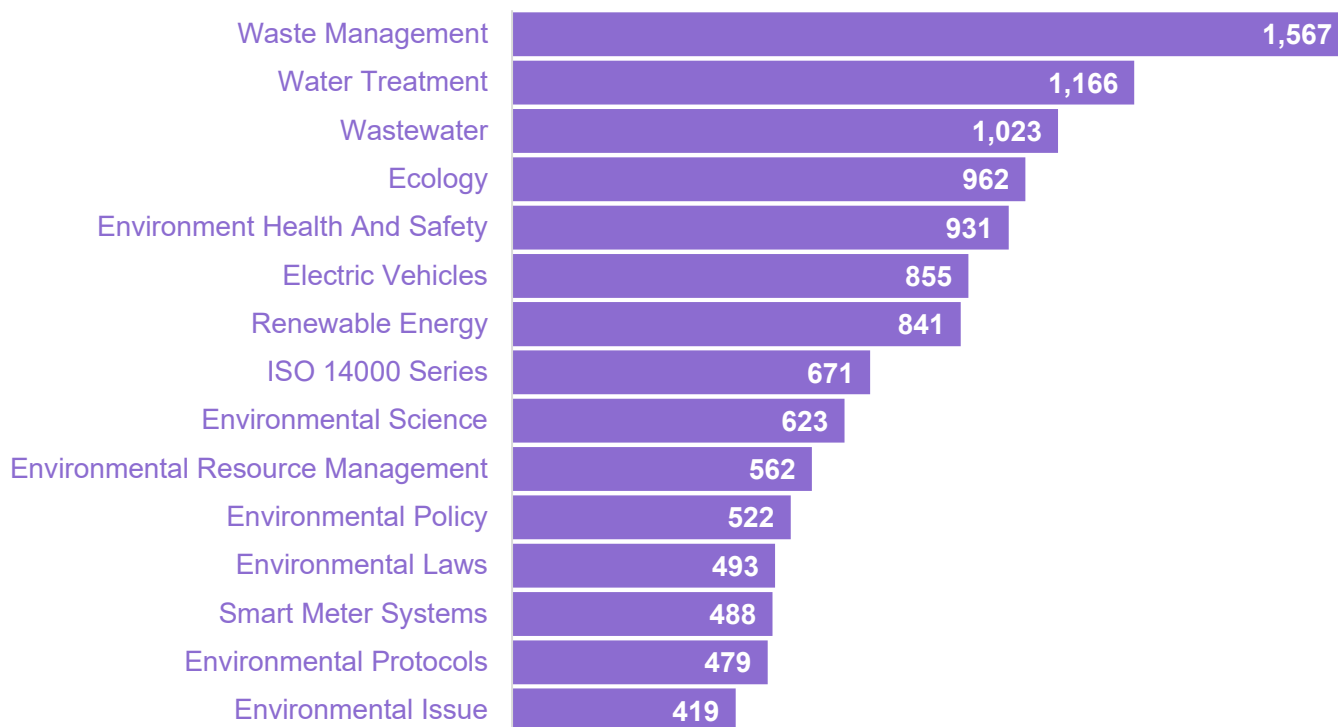
GREEN JOBS ALSO REQUIRE A RANGE OF 'NON-GREEN' SKILLS, SUCH AS STEM, DATA ANALYSIS AND PROJECT MANAGEMENT SKILLS AND COMMUNICATION, LEADERSHIP, MANAGEMENT, AND RESEARCH SKILLS

As well as the above specialist green skills, job postings requesting green skills also requested a number of other specialist skills that were not specifically 'green'. Top non-green specialist skills within green job postings included Project Management, Risk Analysis, Auditing, Procurement and Data Analysis. Likewise, the Green Jobs Taskforce Report identified that STEM skills, digital and data skills, and project management skills would be critical for the workforce to deliver net zero.

'COMMUNICATION' WAS ALSO THE MOST COMMONLY REQUESTED SOFT SKILL AMONG JOB POSTINGS REQUESTING SPECIALIST GREEN SKILLS

This was followed by other high-level skills such as Management and Leadership, Research and Innovation, and Planning and Operations. Research from ARU also identified the following 'soft skills' as being important among organisations looking to become more sustainable: future thinking, resilience, adaptability, collaboration, and open-mindedness, while the Green Jobs Taskforce Report identified 'leadership, management and communication skills' and 'education communication and change management' as key cross-cutting skills.

Chart 7.7.3: Top 15 Non-Green Skills Requested in Green Job Postings, Cambridgeshire and Peterborough, Feb 2019-Jan 2024

Skill	Count
Project Management	2,605
Risk Analysis	1,337
Auditing	1,263
Procurement	789
Data Analysis	784
Biology	757
Construction	719
Civil Engineering	659
Chemistry	613
Key Performance Indicators	603
Business Development	595
Finance	556
Supply Chain	550
Electrical Engineering	546
ISO 9000 Series	543

Source: Lightcast

Chart 7.7.4: Top 15 Soft Skills Requested in Green Job Postings, Cambridgeshire and Peterborough, Feb 2019-Jan 2024

Skill	Count
Communication	9,172
Management	7,973
Planning	4,827
Operations	3,417
Research	3,345
Leadership	3,222
Customer Service	2,850
Problem Solving	2,447
Detail Oriented	2,421
Innovation	2,154
Self-Motivation	1,973
English Language	1,719
Sales	1,675
Influencing Skills	1,669
Interpersonal Communications	1,644

Source: Lightcast

ENGINEERING OCCUPATIONS FEATURE STRONGLY WITHIN THE OCCUPATIONS MOST LIKELY TO REQUIRE GREEN SKILLS

The top occupations where green skills were a requirement were Engineering Professionals Not Elsewhere Classified (n.e.c.), Natural and Social Science Professionals n.e.c. and Health and Safety Managers an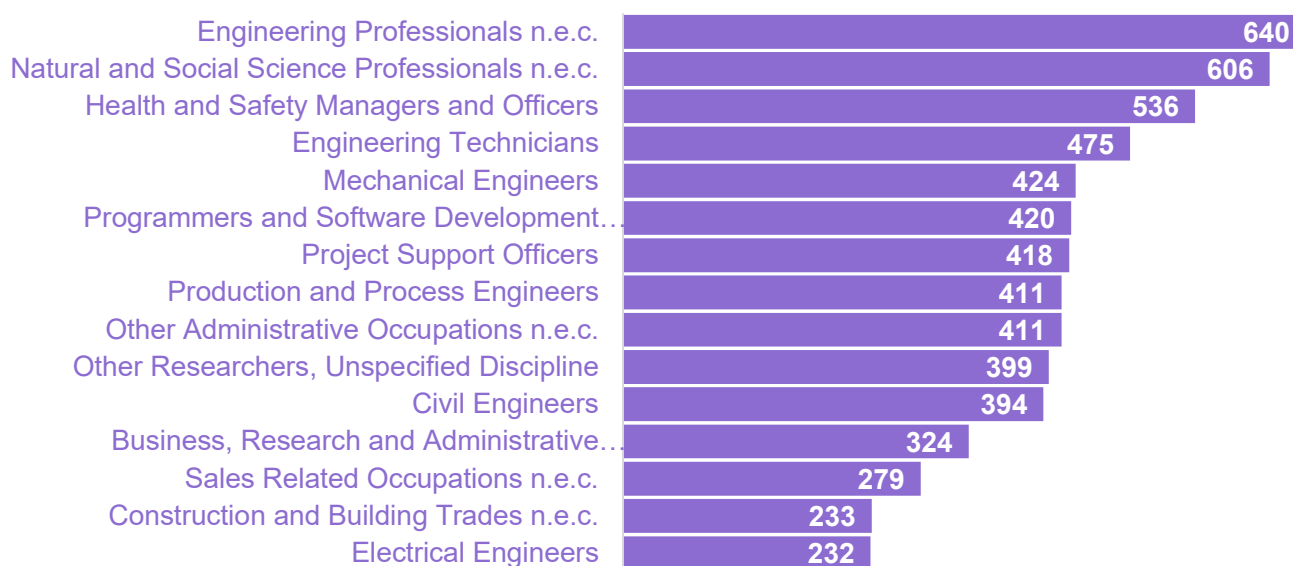d Officers. Various Engineering, IT, Project Management, Administrative, Research, Construction and Sales occupations also featured within the top occupations requesting green skills.

THE TOP INDUSTRY REQUESTING GREEN SKILLS WAS, BY FAR, PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES

…particularly Architectural and Engineering Activities, Scientific Research and Development, and Activities of Head Offices & Management Consultancy Activities. This was followed by:

➢ Education,
➢ Construction (particularly Construction of Buildings, Specialised Construction Activities, and Civil Engineering),
➢ Manufacturing (particularly Manufacture of Computer, Electronic and Optical Products and Manufacture of Machinery and Equipment n.e.c.), and
➢ Administrative and Support Service Activities (particularly Office Administrative, Office Support and Other Business Support Activities).

Chart 7.7.5: Top 15 Occupations Requesting Green Skills, Cambridgeshire and Peterborough Job Postings, Feb 2019-Jan 2024

Occupation	Value
Engineering Professionals n.e.c.	640
Natural and Social Science Professionals n.e.c.	606
Health and Safety Managers and Officers	536
Engineering Technicians	475
Mechanical Engineers	424
Programmers and Software Development…	420
Project Support Officers	418
Production and Process Engineers	411
Other Administrative Occupations n.e.c.	411
Other Researchers, Unspecified Discipline	399
Civil Engineers	394
Business, Research and Administrative…	324
Sales Related Occupations n.e.c.	279
Construction and Building Trades n.e.c.	233
Electrical Engineers	232

Source: Lightcast

Chart 7.7.6: Top 10 Industries Requesting Green Skills, Cambridgeshire and Peterborough Job Postings, Feb 2019-Jan 2024

Industry	Value
Professional, Scientific and Technical Activities	2,168
Education	1,069
Construction	753
Manufacturing	739
Administrative and Support Service Activities…	676
Information and Communication	448
Public Administration and Defence	420
Water Supply, Sewerage, Waste	410
Transportation and Storage	399
Human Health and Social Work Activities	360

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024
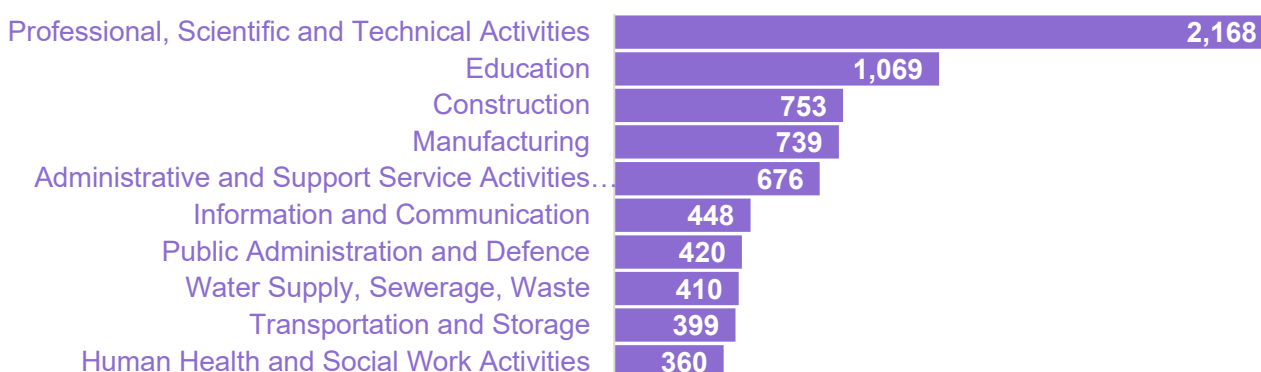
AT LOCAL AUTHORITY LEVEL, WASTE MANAGEMENT, ENVIRONMENT HEALTH AND SAFETY AND ISO 14000 SERIES, FEATURED WITHIN THE TOP GREEN SKILLS REQUESTED IN JOB POSTINGS IN ALL SIX LOCAL AUTHORITY AREAS

Electric Vehicles, Environmental Resource Management, Renewable Energy, and Wastewater also featured within the top green skills in at least four areas.

Green Skills Featuring within the Top 10 Green Skills within Job Postings by Local Authority Area, Feb 2019-Jan 2024						
Specialised Green Skill	**Cambridge**	**East Cambs**	**Fenland**	**Huntingdon-shire**	**Peter-borough**	**South Cambs**
Ecology	X				X	X
Electric Vehicles	X	X		X	X	X
Environment Health & Safety	X	X	X	X	X	X
Environmental Issue		X				
Environmental Laws		X		X		
Environmental Monitoring			X			
Environmental Permitting		X				
Environmental Policy				X		
Environmental Protocols	X					
Environmental Resource Management	X			X	X	X
Environmental Science	X					X
ISO 14000 Series	X	X	X	X	X	X
Geographic Information Systems		X				
Net Zero						X
Plastic Recycling			X			
Renewable Energy	X	X	X		X	
Safety Culture			X			
Smart Meter Systems				X	X	
Waste Collection						X
Waste Management	X	X	X	X	X	X
Waste Packaging			X			
Wastewater			X	X	X	X
Water Treatment	X	X	X	X	X	

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

7.8 CATEGORISING SOFT SKILLS

There is no definitive list of soft skills, with various sources rating different soft skills as being important. To identify which soft skills would be most important to the future of work, the Skills Imperative 2035 study[22] reviewed over 60 reports, which provided a balanced mix of organisations, perspectives and methods, and identified four broad categories of 'essential employment' or 'transferable' skills: a) analytical/creative skills, b) interpersonal skills, c) self-management skills, and d) emotional intelligence skills, each containing a number of skills and attributes. The study noted a distinction between skills that could be taught, learned and acquired, and attributes, which – as inherent character and personality traits – were less straightforward to teach (such as self-motivation, flexibility, resilience, and empathy), although these could be nurtured or developed through experience.

Skills Imperative 2035 Literature Review: Essential Employment Skills Taxonomy			
Analytical/ Creative Skills	**Interpersonal Skills**	**Self-Management Skills**	**Emotional Intelligence Skills**
Problem solving/ troubleshooting/ decision making	Communication	Flexibility/adaptability	Ethics/social responsibility/ integrity/tolerance
Critical thinking/ analysis/evaluation	Collaboration/ teamwork/cooperation	Self-motivation/ learning orientation	Empathy/social perceptiveness
Creativity/ innovation/ originality	Negotiation/ persuasion	Self-confidence/self-belief	
Intellectual curiosity	Service orientation/ customer handling	Resilience/optimism/ persistence	
Commercial/ organisational awareness		Proactivity/planning/ organisation	
←——Leadership[23] ——→			

Source: Skills Imperative 2035

The study[24] then used employment projections, together with the findings of the literature review, to identify the six 'Essential Employment Skills' that would be most important for employment in 2035. These are listed and described in the table below.

The study noted that very few of these skills would be useful in isolation, and that young people and adults, in the workforce or seeking to re-enter the workforce, would need to develop a rounded package of complementary and transferable skills to ensure their future success.

[22] Taylor et al (2022) 'The Skills Imperative 2035: what does the literature tell us about essential skills most needed for work?'
[23] The literature typically identifies leadership as a standalone skill, with equivalent 'rank' status to other essential skills. However, leadership incorporates all, or many, of the skills identified in this figure (which can also be developed independently of leadership). The report therefore classifies leadership as a cross-cutting skill.
[24] Dickerson et al (ibid)

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Skills Imperative 2035 Essential Employment Skill	Description	Elements
Collaboration	Working and interacting effectively with others towards a common purpose or goal(s)	➢ Forming and maintaining constructive / collaborative relationships with others ➢ Interacting effectively in collaborative situations
Communication	Speaking, listening, writing, and presenting effectively to share meaning and build a common understanding with others	➢ Recognising that communication involves shared meaning ➢ Willing to provide information and understanding what this involves ➢ Adapting the mode and/or style of delivery in relation to the recipient(s)
Creative Thinking	The ability to generate, articulate, and apply innovative ideas, techniques, and perspectives, often in a collaborative environment in response to a challenge or issue	➢ Developing new/different ideas ➢ Creating something new/different ➢ Applying a fresh perspective to an issue or challenge ➢ Applying thought in a new/different way
Information Literacy	Accessing and examining data/ facts to determine appropriate actions or recommendations, discerning and evaluating arguments, and making and defending judgements based on internal evidence and external criteria. Closely related to 'critical thinking'	➢ Determining appropriate actions using logic and reasoning ➢ Identifying strengths and weaknesses through reasoning ➢ Evaluating the credibility and reliability of information
Organising, Planning and Prioritising	Developing specific goals, plans and schedules to prioritise, organise and accomplish work, and directing and coordinating the activities of groups and individuals to complete these objectives on time and within budget	➢ Developing a goal/plan to prioritise something ➢ Developing a goal/plan to organise something ➢ Developing a goal/plan to complete objectives
Problem Solving and Decision Making	Diagnosing problems, identifying solutions to address these problems, choosing between the alternative courses of action available, planning and carrying out the solution(s) and monitoring and evaluating the progress of the solution(s)	➢ Analysis of information for problem solving ➢ Identification of problems and associated risks and benefits of solutions ➢ Using effective strategies for identifying solutions and solving problems ➢ Evaluation of information for decision making ➢ Using effective strategies for choosing between options

Source: Skills Imperative 2035

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Another prominent project categorising the most important soft skills for individuals at all stages of their education or careers is the Skills Builder Universal Framework. This Framework was developed by the Essential Skills Taskforce and launched in 2020 [25], and provides a common language on skills 'from the classroom to the boardroom'. The Framework supports the development and assessment of eight essential skill areas, each broken down into 16 teachable and measurable steps.

The Essential Skills Tracker 2023 shows that individuals perform best at Listening and Teamwork and least well at Creativity and Leadership. Since its development, the Framework has been backed by the UK government in statutory guidance [26] and the Skills Builder Partnership is gaining traction in embedding its framework for in schools, colleges, apprenticeships and employment: it now has a touchpoint with 87% of UK secondary schools and colleges and has been adopted by a growing range of businesses, including Asda, Boots, KPMG, Jacobs, and openreach.

The eight Essential Skills

1. LISTENING
receiving, retaining and processing of information or ideas

2. SPEAKING
oral communication of information and ideas

3. PROBLEM SOLVING
the ability to find a solution to a situation or challenge

4. CREATIVITY
use of imagination and generation of new ideas

5. STAYING POSITIVE
ability to use tactics and strategies to overcome setbacks and achieve goals

6. AIMING HIGH
ability to set clear, tangible goals and devise a robust route to achieving them

7. LEADERSHIP
supporting, encouraging and developing others to achieve a shared goal

8. TEAMWORK
working cooperatively with others towards achieving a shared goal

7.9 SOFT SKILLS DEMAND

'COMMUNICATION' IS BY FAR THE MOST REQUESTED SOFT SKILL IN CAMBRIDGESHIRE AND PETERBOROUGH

An analysis of the skills most requested in job postings (vacant posts arising from new job creation or natural attrition) provides an idea of which soft skills are most important for work in Cambridgeshire and Peterborough. Over the five years to January 2024, Communication was by far

---

[25] The Essential Skills Taskforce is made up of organisations from the education and employment sectors that have agreed a universal framework for essential skills: Business in the Community, The Careers & Enterprise Company, Confederation of British Industry, CIPD, EY Foundation, Gatsby Foundation and the Skills Builder Partnership.

[26] The Skills Builder Framework is referenced in the Department for Education's 'Careers guidance and access for education and training providers - Statutory guidance'. This recommends that 'In schools, each subject should support students to identify the essential skills they develop and to identify pathways to future careers… the Skills Builder Universal Framework shows how to build essential skills into the school or college curriculum'.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

the most requested soft skill, followed by
Management and Customer Service.

Chart 7.9.1: 25 Most Requested Soft Skills in Job Postings, Cambridgeshire and Peterborough, Feb-19 to Jan-24
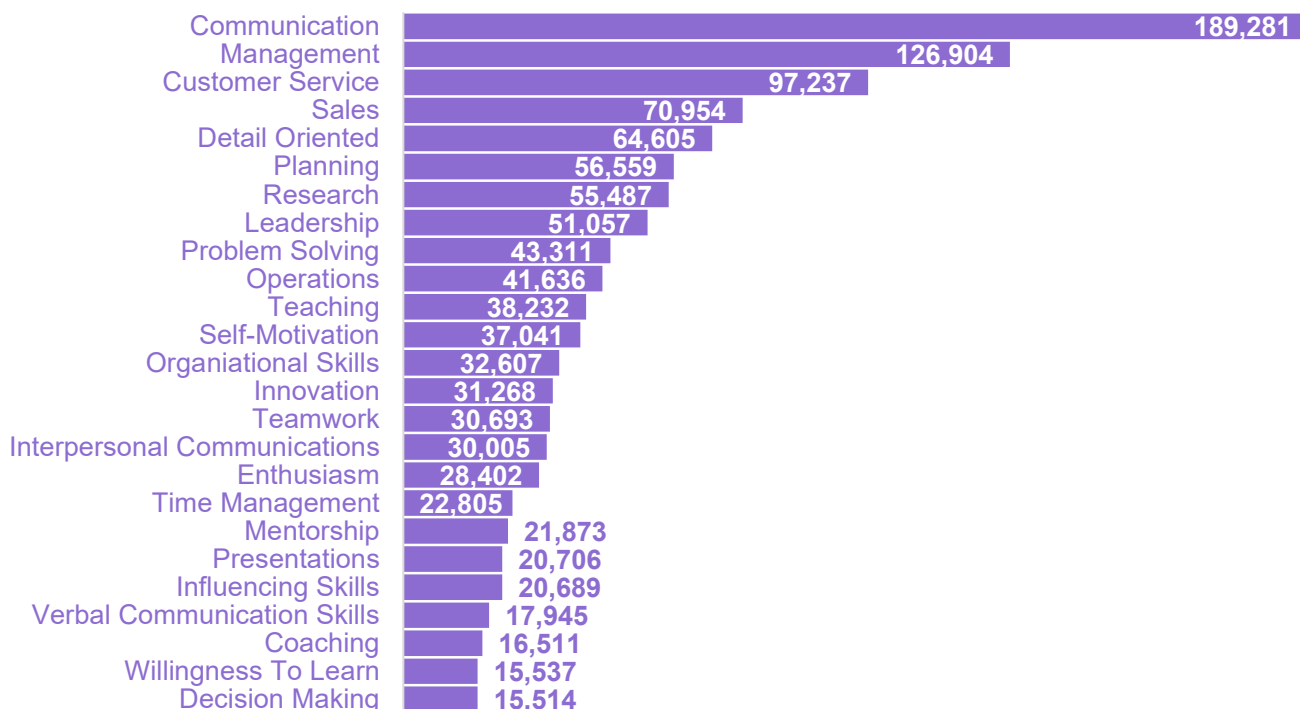
Skill	Value
Communication	189,281
Management	126,904
Customer Service	97,237
Sales	70,954
Detail Oriented	64,605
Planning	56,559
Research	55,487
Leadership	51,057
Problem Solving	43,311
Operations	41,636
Teaching	38,232
Self-Motivation	37,041
Organiational Skills	32,607
Innovation	31,268
Teamwork	30,693
Interpersonal Communications	30,005
Enthusiasm	28,402
Time Management	22,805
Mentorship	21,873
Presentations	20,706
Influencing Skills	20,689
Verbal Communication Skills	17,945
Coaching	16,511
Willingness To Learn	15,537
Decision Making	15,514

Source: Lightcast

THE MOST REQUESTED SKILLS IN CAMBRIDGESHIRE AND PETERBOROUGH ARE ALL SOFT SKILLS

Job postings data are consistent with other research findings that soft skills are the most utilised skills within the labour market. Across all job postings in Cambridgeshire and Peterborough over the past five years, the top eight skills required were all soft skills, while soft skills accounted for 17 of the top 25 skills. Communication skills were requested more than four times as much as the most-requested specialist skill (Project Management), with Management, Customer Service, Sales, Detail Oriented, Planning, Research, and Leadership also being requested more than any specialist skill.

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Chart 7.9.2: Top 25 Skills Requested in Job Postings, Cambridgeshire and Peterborough, Feb-19-Jan 24

Skill	Value
Communication	189,281
Management	126,904
Customer Service	97,237
Sales	70,954
Detail Oriented	64,605
Planning	56,559
Research	55,487
Leadership	51,057
Project Management	44,250
Problem Solving	43,311
Operations	41,636
Teaching	38,232
Finance	37,305
Self-Motivation	37,041
Marketing	34,680
Organiational Skills	32,607
Innovation	31,268
Teamwork	30,693
Interpersonal Communications	30,005
Auditing	29,651
Enthusiasm	28,402
Python	27,306
Accounting	26,749
Warehousing	24,965
Agile Methodology	23,825

Legend: ■ Soft Skills ■ Specialist/Hard Skills

Source: Lightcast

The following table categorises the top 25 most requested soft skills in Cambridgeshire and Peterborough job postings according to the soft skills categories identified in the Skills Imperative 2035 study.

To note that no 'Emotional Intelligence' soft skills appeared within the top 25, while a different category of skill has been added – skills related to' knowledge transfer' (teaching, mentorship and coaching).

25 Most Requested Soft Skills in Cambridgeshire and Peterborough Job Postings, Feb-19 to Jan-24				
Analytical/ Creative Skills	**Interpersonal Skills**	**Self-Management Skills**	**Leadership Skills**	**Knowledge Transfer Skills**
Detail Oriented	Communication	Planning	Management	Teaching
Research	Customer Service	Operations	Leadership	Mentorship
Problem Solving	Sales	Self-Motivation		Coaching
Innovation	Teamwork	Organisational Skills		
Decision Making	Interpersonal Communications	Time Management		
	Presentations	Enthusiasm		
	Influencing	Willingness To Learn		
	Verbal Communication			

Source: Lightcast

COMMUNICATION IS A 'TOP THREE SOFT SKILL' ACROSS ALL OCCUPATIONS, INDUSTRIES AND LOCATIONS

Soft skills by occupation: Analysis of the top three soft skills requested across different types of occupations highlights the importance of Communication skills: this was a top three soft skill for every occupation (Table 4). Management was also a top three skill in 18 of the 25 occupations,

while Customer Service was a top three skill in most occupations apart from the very highest skilled (Managerial and Professional occupational groups).

Soft skills by industry: Communication also featured as a top three soft skill within all industry sectors, with Management featuring as a top soft skill in 14 of the 19 sectors, and Customer Service

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

in 11 (Table 5). Other skills featuring within the top three soft skills by industry included:

➢ Detail Orientated in Agriculture
➢ Leadership in Manufacturing and Health and Social Work Activities
➢ Operations in Electricity, Gas, Steam and Air Conditioning Supply
➢ Sales in Wholesale and Retail Trade and Real Estate
➢ Research in Information and Communication and Education
➢ Planning in Public Administration
➢ Teaching in Education

Soft skills by location: The ranking of various soft skills differs slightly by local authority area, due to their different industry and occupational profiles, but there are many commonalities. Communication, Management and Customer Service feature within the top three soft skills in all areas apart from Cambridge, where Research was ranked more importantly than Customer Service

skills (Table 6). Common skills featuring within the top 10 soft skills for all areas included:

➢ Analytical/Creative Skills: Detail Orientated and Problem Solving
➢ Interpersonal Skills: Communication, Customer Service and Sales
➢ Self-Management Skills: Planning
➢ Leadership Skills: Management and Leadership

Top Three Soft Skills by Occupation, Cambridgeshire and Peterborough Job Postings, Feb-19 to Jan-24		
Occupation	**Top Three Soft Skills**	**% Employment Year to Sep-23**
Managers, Directors and Senior Officials		
Corporate Managers and Directors	Management, Communication, Leadership	9.2%
Other Managers and Proprietors	Management, Communication, Leadership	3.0%
Professional Occupations		
Science, Research, Engineering and Technology Professionals	Communication, Research, Management	12.1%
Health Professionals	Communication, Management, Leadership	4.4%
Teaching and Educational Professionals	Teaching, Communication, Management	3.7%
Business, Media and Public Service Professionals	Communication, Management, Research	5.7%
Associate Professional Occupations		
Science, Engineering and Technology Associate Professionals	Communication, Customer Service, Management	1.7%
Health and Social Care Associate Professionals	Communication, Management, Customer Service	1.5%
Protective Service Occupations	Communication, Management, Customer Service	0.2%
Culture, Media and Sports Occupations	Communication, Management, Detailed Orientated	2.3%
Business and Public Service Associate Professionals	Communication, Sales, Management	8.1%
Administrative Occupations	Communication, Detail Orientated, Management	7.6%
Secretarial and Related Occupations	Communication, Management, Customer Service	1.9%
Skilled Trades Occupations		
Skilled Agricultural and Related Trades	Communication, Management, Customer Service	0.8%
Skilled Metal, Electrical and Electronic Trades	Communication, Customer Service, Problem Solving	4.2%
Skilled Construction and Building Trades	Communication, Customer Service, Management	3.0%
Textiles, Printing and Other Skilled Trades	Communication, Management, Customer Service	1.9%
Caring, Leisure and Other Service Occupations		
Caring Personal Service Occupations	Communication, Teaching, Management	6.1%
Leisure, Travel and Related Personal Service Occupations	Communication, Customer Service, Management	1.1%
Sales and Customer Service Occupations		
Sales Occupations	Sales, Customer Service, Communication	5.0%
Customer Service Occupations	Customer Service, Communication, Sales	2.1%
Process, Plant and Machine Operatives		
Process, Plant and Machine Operatives	Communication, Detail Orientated, Management	1.8%
Transport and Mobile Machine Drivers and Operatives	Customer Service, Communication, Detail Orientated	3.2%
Elementary Trades		
Elementary Trades and Related Occupations	Communication, Management, Detail Orientated	1.4%
Elementary Administration and Service Occupations	Communication, Customer Service, Detail Orientated	7.9%

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Top Three Soft Skills by Industry, Cambridgeshire and Peterborough Job Postings, Feb-19 to Jan-24		
Industry	**Top Three Soft Skills**	**% Jobs 2022**
Agriculture, Forestry and Fishing	Communication, Management, Detail Orientated	1.7%
Mining and Quarrying	Communication, Customer Service, Management	0.0%
Manufacturing	Communication, Management, Leadership	9.2%
Electricity, Gas, Steam and Air Conditioning	Communication, Operations, Customer Service	0.1%
Water, Sewerage, Waste Management	Communication, Management, Customer Service	1.1%
Construction	Communication, Management, Customer Service	4.7%
Wholesale and Retail Trade	Customer Service, Sales, Communication	13.2%
Transportation and Storage	Communication, Management, Customer Service	4.9%
Accommodation and Food Service Activities	Customer Service, Communication, Management	6.4%
Information and Communication	Communication, Management, Research	5.7%
Financial and Insurance Activities	Communication, Management, Customer Service	1.7%
Real Estate Activities	Communication, Customer Service, Sales	1.7%
Professional, Scientific and Technical Activities	Communication, Management, Customer Service	11.7%
Administrative and Support Service Activities	Communication, Management, Customer Service	8.1%
Public Administration and Defence	Communication, Management, Planning	3.0%
Education	Research, Communication, Teaching	10.6%
Health and Social Work Activities	Communication, Management, Leadership	12.6%
Arts, Entertainment and Recreation	Communication, Customer Service, Management	1.9%
Other Service Activities	Communication, Customer Service, Management	1.7%

Top 10 Soft Skills by Cambridgeshire and Peterborough Local Authority Areas, Job Postings, Feb-19 to Jan-24						
	Cambridge	East Cambridgeshire	Fenland	Huntingdonshire	Peterborough	South Cambridgeshire
Analytical/Creative Skills						
Research	3	-	-	-	-	-
Detail Oriented	6	4	5	5	5	4
Problem Solving	9	8	9	8	9	7
Interpersonal Skills						
Communication	1	1	1	1	1	1
Customer Service	4	3	3	3	3	3
Sales	5	5	6	4	4	5
Teamwork	-	-	10	-	-	-
Self-Management Skills						
Planning	7	7	7	6	6	6
Operations	10	-	-	9	10	9
Organisational Skills	-	10	-	-	-	10
Self-Motivation	-	-	-	10	8	-
Leadership Skills						
Management	2	2	2	2	2	2
Leadership	8	9	8	7	7	8
Knowledge Transfer Skills						
Teaching	-	6	4	-	-	-

Source: Lightcast

Annex A: Cambridgeshire and Peterborough LSIP: Progress Report June 2024

Annex B:

Cambridgeshire and Peterborough's Local Skills Improvement Plan:

Insight collection priorities

June 2024

Priority areas for insight collection

1. **The declines in occupational employment relevant to education and training provision**
   Among occupational categories in Cambridgeshire and Peterborough in 2023, Teaching and
   Educational Professionals saw the largest decline in numbers (7,900 fewer than in 2022). This partly
   reflects national trends in teachers leaving the profession after the pandemic, especially across
   primary schools. The aim is to understand local factors behind this decline, how it affects non-
   primary education, the prospects for future employment, and the impact on LSIP delivery.

2. **The impact on employers of rising inactivity due to long-term sickness**
   The report finds that the share of working-age people in Cambridgeshire and Peterborough who are
   not participating in the labour market due to long-term sickness is at a record high of nearly 1 in 20.
   The aim is to understand from employers and education providers how they have experienced this
   through impacts on recruitment and staff retention, strategies and mitigations, and the consequences
   for delivery of LSIP priorities.

3. **The decline in jobs across Cambridgeshire and Peterborough's priority sectors for economic
   development strategies**
   Among the region's four priority sectors (as identified in the plans of the Mayoral Combined
   Authority and its Business Board) there were 5,000 fewer jobs in Advanced Manufacturing and
   Materials, and Digital and IT, more than offsetting the gain of 2,000 jobs across Agri-Tech and Life
   Sciences. The data reveal declining occupational clusters within these industries, such as Engineering
   Design Activities, Computer Programming, Consultancy and Related activities. The aim is to
   understand from employers in these industries the significance of these numbers for skills needs –
   are these the result of company churn, isolated closures, or broader trends in the demand for skills?

4. **The likely impact on future digital skills demand from recent advances in AI and other
   industry developments**
   In the five years to 2024 programming and software development and engineering were the top-
   rated digital skills in demand from Cambridge employers and accounted for the largest number of job
   postings across the region. But among local authority areas, Cambridge saw the slowest growth in
   digital employment, well behind East Cambridgeshire and Fenland, where job digital skills listed in
   job postings are more oriented to foundational skills and those related to fabrication, such as
   Computer Numeric Control and Computer Aided Design. The aim is to understand from employers
   across Cambridgeshire and Peterborough how the market for digital skills is evolving; how recent
   developments such as the wider availability and use of AI in software development has impacted
   workforce planning, emerging roles and competences.

5. **The detailed requirements behind the increased demand for green skills**
   Demand from employers for green skills has increased sharply over the past three years and, at
   present, one in six people work in occupations likely to be in increased demand due to greening while
   one in seven work in occupational groups that could see significant changes to worker requirements
   or where entirely new or renewed roles could be created. The aim is to understand employers green
   skills requirements and any emerging green skills gaps and shortages.

6. **The decline in employer training to record low levels, especially for instruction in new technology**
The report finds that the shares of employers providing both on-the-job and off-the-job training were at their lowest on record in 2022 (the earliest year of data is 2013). Within the mix of training activities, online / e-learning has increased in significance, but it is unclear how this relates, if at all, to the broader trend of fewer employers investing in training for their staff, and new technology in particular. The aim is to understand employers perspectives on this.

7. **Labour market exclusion and poor outcomes for young people in Fenland**
Employment in Fenland has fallen to its lowest rate in 11 years, economic inactivity has increased to its highest rate in 12 years, and the number of jobs has fallen along with the size of the working age population. The shrinking labour pool is likely to be a driver of recruitment difficulties, with employers in Fenland taking longer to fill their vacancies than any other local authority area in Cambridgeshire and Peterborough. Outcomes for young people continue to be poor, with Fenland having the 11th lowest GCSE Attainment 8 score in England and the 14th lowest share of 19-year-olds achieving a Level 2 qualification. The aim is to understand better how employers and education providers can develop skills and training-based responses employment outcomes in Fenland and to better understand employers' recruitment difficulties.

8. **The shortage of care workers**
Cambridgeshire and Peterborough has an ageing population and, between 2020 and 2035, 30,000 additional people will be required to fill Caring Personal Service occupations (7,000 from employment growth and 23,000 due to natural attrition) – the second highest forecast employment requirement of all occupations. However, recruitment difficulties are already highest for this occupational group. The aim is to understand from employers how they are responding to these recruitment difficulties, the impact of recruitment difficulties, and develop responses to ensure that future employment demand can be met.

Annex B: Cambridgeshire and Peterborough LSIP: Progress Report, June 2024