Funded by

Department for Education

THAMES VALLEY
CHAMBER OF COMMERCE
GROUP

LSIP OXFORDSHIRE
SHAPING THE FUTURE WORKFORCE

ICT

RATIONALE

Oxfordshire employment has much higher concentrations on some industries compared to the rest of England including Information and Communication, with a Location Quotient (LQ) of 1.19.

LABOUR MARKET

Demand within the Information & Communication industry across Oxfordshire is forecast to continue steadily increasing in size and will require an additional 2,800 workers by 2035 (from the 2020 base). In addition, however, the industry within Oxfordshire is forecast to require 7,100 replacement workers over the period 2020- 35, summing to a total of 10,000 workers who will need to be trained and/or upskilled over the period.

SECTORAL CHALLENGES

The forecast growth and significant replacement demand up to 2035 will add pressure onto an employment market that is already tight as evidenced by businesses who report difficulties in recruiting to key roles. All of the identified hard to recruit roles by employers are supported by the Secondary Data. Trained professionals are needed to meet the demands of AI. [13]

SPECIFIC REPORTED SKILLS GAPS

See Digitalisation under Priority Transferable Skills

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)	T Levels
Cyber Security	Cyber Security Technician (L3)	Cyber Security Technologist (L4)		T Level in Digital Design, Production & Development
Software Developer/ Programmer	Software Development Technician (L3)			T Level in Digital Design, Production & Development
Data Technician	Data Technician(L3)	Data Analysts (L4)	HTQ Digital Modular Programme for Data Analysts	T Level in Digital Design, Production & Development

[13] AI regulation: a pro-innovation approach - GOV.UK (www.gov.uk)

MG OR DG - GREEN OCCUPATION

NOT DEVELOPED & AVAILABLE

LESS THAN 5 STARTS IN 2021/22

NOT OFFERED IN BERKSHIRE

POTENTIAL JOB SHORTAGE

Information Key

SECTOR SPECIFIC: ICT

DESCRIPTION OF CHANGE AND EXPECTED BENEFIT	ACTIONS	OWNER	EMPLOYER CHAMPION	TIMESCALE	POTENTIAL FUNDING
The ERB will promote expansion, development, and delivery of provision in the identified priority areas. *New or expanded use of Adult Education Budget, New Employer funded training. New or expanded short/modular accredited/non-accredited courses funded by LSIF or Innovation Fund New or expanded Apprenticeships. New or expanded T Levels New or expanded HTQs. New curriculum content for existing courses*	Education & Training Providers to use LSIF, Innovation Fund or Skills Bootcamps as alternative sources of funding to align delivery to the priority skills needs via new programmes such as short, modular courses. Education and Training Providers to work together collaboratively, through the LSIF to invest in up-to-date technologies, capital, and spaces for ICT.	**ETPs**	In Place	Autumn 2023- March 2025	**LSIP LSIF AEB Bootcamp App 16-18**
Work with the Thames Valley Berkshire LEP to ensure the Skills Bootcamps in Berkshire for Digital extend across Oxfordshire.	Work with the LEP and ETPs to help signpost employers to benefit from the Skills Bootcamps in Digital.	**ERB LEP ETPs**		Autumn 2023- March 2025	**LSIP Bootcamp**

ICT

RATIONALE

Berkshire is significantly dependent on the Information and Communication sector with 14.4% of jobs[9] in this sector in 2022 compared to 4.7% across England. Further, almost a quarter (24.8%) of Berkshire's GVA[10] (2020) is derived from the Information and Communication sector (in contrast to the national average of 6.8%), increased from 10.9% in 2010. With continuing automation and the rapid advancement of Artificial Intelligence, it is imperative that Berkshire's businesses can access the required IT skilled jobs and remain competitive.

The Employer skills survey (2019)[11] indicates that the key skillset Berkshire employers want improved most is advanced or specialist IT skills, which is indicative of demand for jobs in this sector.

LABOUR MARKET	SECTORAL CHALLENGES	SPECIFIC REPORTED SKILLS GAPS
The Information & Communication industry across Berkshire is expected to continue to grow, demanding an additional 13,800 workers by 2035. However, the IT industry within Berkshire is projected to require 34,200 replacement workers between 2020-35, indicating a total of 48,000 workers who will need to be trained and/or upskilled during the period.	The forecast growth and significant replacement demand of 48,000 jobs up to 2035 will add pressure onto an employment market that is already tight as evidenced by businesses who report difficulties in recruiting to key roles. All of the identified hard to recruit roles by employers are supported by the Secondary Data. Trained professionals are needed to meet the challenge of AI[12][13]	See Digitalisation under Priority Transferable Skills

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)	T Levels
Cyber Security	Cyber Security Technician (L3)	Cyber Security Technologist (L4)		T Level in Digital Design, Production & Development
Software Developer	Software Development Technician (L3)			T Level in Digital Design, Production & Development
Data Technician	Data Technician(L3)	Data Analysts (L4)	HTQ Digital Modular Programme for Data Analysts	T Level in Digital Design, Production & Development

[9] Lightcast
[10] https://www.ey.com/en_uk/news/2022/01/pandemic-narrows-the-uk-s-regional-economic-divide-but-only-temporarily-finds-latest-ey-report
Gross Value Added (GVA) - Office for National Statistics (ons.gov.uk)
EY UK Regional Economic Forecast Webcast 2023 | EY UK
[11] https://www.gov.uk/government/collections/employer-skills-survey-2019
[12] AI regulation: a pro-innovation approach - GOV.UK (www.gov.uk)
[13] The Tech Labour Market in Reading 2023, British Computing Society

SECTOR SPECIFIC: ICT

DESCRIPTION OF CHANGE AND EXPECTED BENEFIT	ACTIONS	OWNER	EMPLOYER CHAMPION	TIMESCALE	POTENTIAL FUNDING
The ERB will promote expansion, development, and delivery of provision in the identified priority areas. *New or expanded use of Adult Education Budget, including the Innovation Fund* *New Employer funded training.* *New or expanded short/modular accredited or non-accredited courses funded by LSIF or Innovation Fund* *New Skills Bootcamps* *New or expanded Apprenticeships.* *New or expanded T Levels* *New or expanded HTQs.* *New curriculum content for existing courses*	Education & Training Providers to use LSIF, Innovation Fund or Skills Bootcamps as alternative sources of funding to align delivery to the priority skills needs via new programmes such as short, modular courses. Education and Training Providers to work together collaboratively, through the LSIF to invest in up-to-date technologies, capital, and spaces for ICT.	**ETPs**	TBC	Autumn 2023- March 2025	**LSIP** **LSIF** **AEB** **Bootcamp** **App** **16-18** **Emp**
Work with the Thames Valley Berkshire LEP to ensure the Skills Bootcamps in Digital, including Digital Marketing, reach intended targets.	Work with the LEP and ETPs to help signpost employers to benefit from the Skills Bootcamps in Digital.	**ERB** **LEP** **ETPs**		Autumn 2023- March 2025	**LSIP** **Bootcamp**

Information Key PARTNERS

ERB
The Employer Representative Body- Thames Valley Chamber of Commerce (Thames Valley Skills Unit)

WDP
Workforce Development Partnerships

ETPs
Education & Training Providers

LEP
Thames Valley Berkshire LEP

PARTNERS
Including Trade Bodies, Careers Advisers, JCP and other agencies

CEIAG
Careers Education, Information, Advice & Guidance

Information Key FUNDING

LSIP
Local Skills Improvement Plan Funding

LSIF
Local Skills Improvement Fund (funding)

AEB
Adult Education Budget (inc Innovation Fund and Loans)

App
Apprenticeship Funding

16-18
16-18 year old education funding

Emp
Employer funded, or time commitment

Bootcamp
Skills Bootcamp