

Alignment to strategic priorities:

National Hampshire CC Surrey CC Coast to Capital Enterprise M3

<p><b>73,804</b></p> <p>Jobs (2019)</p> <p>66% above National average</p>	<p><b>-7.1%</b></p> <p>% Change (2019 - 2022)</p> <p>Nation: +4.1%</p>	<p><b>12,774</b></p> <p>businesses (2021)</p> <p>87% have 1-4 employees</p>	<p><b>£50.9k</b></p> <p>Average wages per job:</p> <p>LSIP = £31.0k   South East = £30.5k   Nation = £30.4k</p>
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Source: Lightcast

TOP ONLINE POSTED OCCUPATIONS:

1. Programmers and software development professionals
2. IT business analysts, architects and systems designers
3. IT user support technicians
4. Information technology and telecommunications professionals n.e.c.
5. IT operations technicians

TOP SPECIALISED SKILLS:

1. Agile methodology
2. SQL (Programming language)
3. Javascript (Programming language)
4. Microsoft Azure
5. C# (Programming language)

TOP SOFT SKILLS:

1. Communications
2. Management
3. Customer service
4. Problem solving
5. Leadership

JOB POSTINGS REGIONAL BREAKDOWN:

1. Guildford
2. Basingstoke and Deane
3. Rushmoor
4. Reigate and Banstead
5. Woking

Data are for January 2019 – December 2022 | Source: Lightcast

**Additional insights and intelligence**

There were over 2mn vacancies for UK tech roles between 2021 and 2022, helping to sustain an economy that grew by around 115% between 2011 and 2022 to 4.7mn workers<sup>1</sup>. As a cluster of industries the IT sector makes a significant contribution to the LSIP productivity advantage through large numbers of high value jobs in (e.g.) *Programmers and software development professionals* and *IT Specialist Managers*<sup>2</sup>. There is also a recognised Cyber Security Cluster within the LSIP area<sup>3</sup>.

Almost 80% of nationally advertised tech roles are at senior levels which can obstruct progression to those at an earlier stage in their career<sup>4</sup>.

The top occupations advertised across the LSIP area between January 2019 – December 2022 included Programmers, Developers, Analysts, Architects and Technicians and the top

technical skills included Agile, Azure and programming languages such as SQL, Javascript and C#<sup>5</sup> - all very similar to those reported by the BCS<sup>6</sup>.

Cybersecurity and Cloud technologies are top priorities for UK IT leaders and professionals<sup>7</sup> – both of which require specific skills and were cited amongst priority technical skills from local IT employers along with AI and machine learning, Data, Product development, Programming and Microsoft 365<sup>8</sup>.

These employers also cited specific challenges such as onboarding and supporting early career individuals (including apprentices) in a sector that is increasingly used to remote or hybrid ways of working; retaining apprentices after they have qualified – often attracted to higher salary offers from competitors; diversifying the workforce – particularly in attracting women and neurodiverse people<sup>9</sup>.

Technology has significant potential impact in combating climate change, the Green Skills demand report projects that demand for green IT professionals will increase by 41% by 2030<sup>10</sup>. It is critical that IT courses have sufficient green content to allow those completing them to progress into green roles.

Skills and the capability gap are key resource drivers identified by IT leaders and professionals who cite 'upskilling' as the top solution to addressing these, over and above recruitment<sup>11</sup> - good news for colleges (for example) who, in 2021-22, supported 550 achievements (2.9% of all achievements) in the *Information and communication technology* sector subject area – mostly at level 2. Apprenticeship starts in this subject area (2020-21) accounted for around 6%; more than the national proportion<sup>12</sup>. Similarly, in 2021 for this sector across the nation there was an 8% rise in apprenticeship vacancies and a significant increase in apprenticeship starts (3,500 compared to 5,500 the previous year)<sup>13</sup>.

**CASE STUDY:** As **one of the UK's most ambitious, high growth technology companies**<sup>14</sup>, SaaS intranet company **Invotra** cites investment in apprenticeships as a significant factor in its success. Each day, Invotra powers intranets for over 47% of UK civil servants with a team of 65 employees, of which 34 (52%) are past or present apprentices, many of whom are now in senior management positions, including Directorships.

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Winners of the BCS SME Employer of The Year, 2019, Woking-based Invotra are also involved in the local skills agenda through the Enterprise M3 Skills Advisory Panel and the South East Apprenticeship Ambassador Network and also work alongside many local schools to help with skills and meaningful work experience.