



PORTLAND
TOWN COUNCIL

Council Offices
Portland Community Venue
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10th July 2026

Dear Councillor

You are hereby summoned to attend a **FULL COUNCIL MEETING** of **PORTLAND TOWN COUNCIL**, to be held at the Portland Community Venue on **WEDNESDAY 16th September 2026** commencing at **7.00 pm** for the purpose of transacting the business set out in the agenda below.

Please inform the Clerk if you are unable to attend.

All members of the public are cordially invited to attend the meeting. We respectfully ask you to assist us with managing a safe meeting by contacting the office prior to the meeting to register your intention to attend as numbers admitted may be restricted if excessive.

Agenda and papers are available at www.portlandtowncouncil.gov.uk

Yours faithfully

Jane Miles
Town Clerk

Agenda

1. Chairs Welcome

2. Apologies for absence

To receive, and consider for acceptance, apologies for absence. (LGA1972 s85)

3. Declarations of interest

To declare any interests relating to the business of the meeting and receive any dispensation requests from the Clerk (Localism Act 2011 s29-34)

4. Minutes of previous meetings

Members are asked to consider the minutes of the Town Council meeting held on **15th July 2026** at **Annexe A** as a true and accurate record.

Recommendation:

That Members agree the minutes of the meeting held on **15th July 2026** as a true and accurate record, and that they be signed as such.

5. Democratic Public Half Hour Open Forum

To receive commentary from members of the public wishing to address the meeting. Matters must relate to one of the following categories, and those wishing to speak will be called in the following order:

- business on the agenda of the meeting;
- matters where the Town Council has powers or duties;
- other matters which directly affect the parish of Portland

6. Chair's update

To receive a verbal update from the Chair of the Council.

7. Town Mayor's Announcements

To receive announcements from the Town Mayor.

8. Neighbourhood Policing Team

To receive an update from the Neighbourhood Policing team.

9. Presentation by Tony Flux, Portland Museum

Tony Flux, Chair of the Trustees, will deliver a presentation to bring councillors up-to-date with the status of the museum going forward.

10. Clerk's Report

To receive the Clerks report at **Annexe B**.

11. Dorset Councillors Reports

To receive a written or verbal update from Dorset Councillors.

12. Nominations to Committees and Working Groups

To consider the nomination and appointment of members to vacancies on Committees and Working groups for the 2026-27 Municipal Year as detailed below:

- a) Finance & Governance Committee – 1 vacancy
- b) Services & Facilities Committee – 1 vacancy
- c) IT & Communications Committee – 1 vacancy

Recommendation:

That Councillors agree the nominations of members to the Finance & Governance Committee, Services & Facilities Committee and the IT & Communications Committee for the 2026-27 Municipal Year.

13. Notice of Motion

To receive and debate the following Notice of Motion from Councillor Sheila Miles and seconded by Councillor Charlie Flack:

In July 2026, King Charles III, along with Queen Camilla, carried out an official visit to Blandford Forum. He was accompanied during this visit by the Lord-Lieutenant of Dorset, Michael Dooley.

During conversations with a local resident, the Lord-Lieutenant suggested that a Royal visit to Portland be requested, either for 2027 or 2028. In 2028, Portland celebrates 950 years as a Royal Manor and the Court Leet have approached the Council to ask if there are any plans to celebrate this occasion and to offer to work in partnership to arrange any events. This would be an ideal year to invite King Charles III to visit Portland, as part of the 950th year celebrations.

This Council therefore resolves:

- That an official approach be made to Buckingham Palace, via the Lord Lieutenant, for a visit to Portland by King Charles III in 2028.
- That the planning for such a visit be carried out in partnership with the Island and Royal manor of Portland Court Leet.

14. Staffing & Training Committee Day / Time

Following a request from Councillors, the day and time of the Staffing & Training Committee was reviewed by the Governance Working Group. The proposal is as follows:

1. The dates of the Staffing & Training Committee dates remain as those of the Planning & Highways Committee, and be held every four months
 - October 28th 2026
 - February 24th 2027
 - June 23rd 2027
2. The time of the meetings be changed to 6.00pm.

Recommendation

That the dates of the Staffing & Training Committee remain as they are, with the time changed to 6.00pm.

15. 2026-27 Quarter 1 Bank Reconciliation

To receive and consider the Quarter 1 (1st April 2026 – 30th June 2026):

- All banks' reconciliation summary for Unity Trust Bank and Lloyds bank at **Annexe C**. The original bank statements are available if any Councillor would like to review by contacting the RFO.

Recommendation from the Finance & Governance Committee:

To recommend approval of the Quarter 1 all banks reconciliation and bank statements for Unity Trust Bank and Lloyds Bank.

16. 2026-27 Quarter 1 Budget Monitoring Report

To consider the 2026-27 Quarter 1 Budget monitoring report at **Annexe D**.

Recommendation from the Finance & Governance Committee :

That the Council approves the 2026-27 Quarter 1 Budget monitoring report.

17. Schedule of Payments

To receive the schedules of payments made by the Council to ensure compliance in accordance with the Council's adopted Financial Regulations.

A copy of the payment schedule vouchers **212-350** is attached to the agenda at **Annexe E** totalling **£91,367.66** excluding VAT.

Queries on payments should be notified to the Clerk/RFO in advance of the meeting as the financial systems of the Council will not be available for interrogation at the meeting.

Recommendation from the Finance & Governance Committee:

That the Council confirms compliance of the payments made at **Annexe E** in accordance with the adopted Financial Regulations to Full Council.

18. Portland Town Council HR / Health & Safety / Training Contract

The Council's current contracts for providing HR and Health & Safety support, and also the training provider, expire at the end of September and October, respectively. A report regarding the taking out of a new contract for these services is attached at **Annexe F**.

Recommendation

That the Council agree to enter into a contract with Supplier A, for a period of three years.

19. Notice & Conclusion of external audit

To receive the External Auditor Report and Closure of Audit Certification for the Financial Year to 31st March 2025. Report attached at **Annexe G** to the agenda and the External Auditors Report and Certificate at **Annexe G1**.

Recommendation:

To approve the External Auditor Report and Closure of Audit Certification attached at **Annexe G1**.

20. Information about the Dorset Local Skills Improvement Plan (2026-2029) and potential areas where the Town Council may assist with this initiative.

Proposal from Andy Matthews, member of the Planning, Highways & Licensing Advisory Group, with a copy of the Plan attached at **Annexe H**.

Background

The **Dorset Local Skills Improvement Plan (LSIP) 2026–2029** is a strategic, employer-led roadmap designed to align post-16 technical education and training with the actual workforce needs of local businesses. Funded by the Department for Education and produced for **Skills England**, the project is led by the **Dorset Chamber**. Its core goal is to tackle local workforce shortages, close skill gaps, and ensure learners are equipped for high-growth regional sectors. [1, 2, 3, 4] **Annexe H1** sets out further information on possible areas where the Town Council

may assist. There may also be other ideas that members may wish forward.

Recommendation

That members note the information contained in **Annexe H1** and prepare an appropriate action plan to progress matters.

21. Information Items

a) Dates of next meetings of Committees

• Planning, Highways & Licensing Committee	23 rd Sept	7.00pm
• Finance & Governance Committee	4 th Oct	10.30am
• Services & Facilities Committee	11 th Oct	10.30am
• Full Council Meeting	17 th Oct	7.00pm
• Staffing & Training Committee	28 th Oct	10.30am
• IT & Communications Committee	20 th Jan	10.30am

Recommendation:

To note the information items.

22. Exclusion of the Press and Public

That pursuant to the provisions of Section 1(2) of the Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for Agenda Items **22** by reason of the confidential nature of business, and information relating to the financial or business affairs of any particular person.

Recommendation:

That Councillors agree to exclude the public and press.

23. Weston Road MUGA Contract Award

To consider the award of the contract for the refurbishment of the Multi Use Games Area (MUGA) at Royal Manor playing field, following a comprehensive tendering procurement. A confidential report is attached to the agenda at **Confidential Annexe I**.

Recommendation:

That Council confirms the award of the MUGA refurbishment contract as detailed in the report.

**PORTLAND TOWN COUNCIL
MINUTES OF FULL COUNCIL MEETING
HELD AT 7 PM ON WEDNESDAY 15th JULY 2026
AT THE PORTLAND COMMUNITY VENUE**

PRESENT:

Councillors: J Draper (Chair), C Atkins, A Carr, S Cocking, C Flack, L Hardwicke, P Kimber, B Plant, K Pope, P Roper, M Williams, T Woodcock

Staff: Hilary Brown, Deputy Clerk

IN ATTENDANCE: 2 members of the public

Georgina Bolt, Katie Pascoe, ICA with 14 members of PYC

FC/071/26 – Chair’s Welcome

The Chair welcomed everyone to the meeting.

FC/072/26 - Apologies for Absence

Cllrs Hughes and Miles

FC/073/26 – Declarations of Interest

None

FC/074/26 - Minutes of the Previous Meetings

Resolved to approve the minutes of the Council meeting of **17th June 2026** which were duly signed as a true and accurate record of the meeting.

FC/075/26 – Democratic Public Half Hour Open Forum

None

FC/076/26 - Chair’s Update

Thank you to the staff and volunteers for their successful green flag award for both Easton Gardens and Victoria Gardens. This was, of course, a first for Victoria Gardens.

Commiserations to those involved in the application for the National Town of Culture application which was not successful, but you always learn from these experiences and Portland has had some notable success in grant applications.

I met Catherine Howe, the new Chief executive of Dorset Council, this week and she promises to visit us soon and has a slot in her diary.

At the IT and Comms Committee meeting our deputy town clerk was keen for councillors to send her any news items for publication on the council Facebook page. So, if you have any news or are approached by community groups that want to publicise an event, please email the details to Hilary with a photo if possible.

FC/077/26 – Town Mayor’s Announcements

The Mayor, Cllr Pete Roper, gave the following updates:

This is a summary of my public engagements over the past month

- Weymouth Civic Society Annual Awards Evening.
Portland organisations won three awards at this event:-
 - 1) The award for Community went to b-side together with artists Antje Rook and Sarah Elizabeth for The Portland Dress – a community arts project in September 2025 celebrating heritage, migration and identity.
 - 2) The award for Heritage recognised Songs of Stone a Summer series of oral history and heritage community conversations in partnership with Portland Museum. They shared memories and stories of Portland stone and quarries, life in lived memory and the heritage of this unique natural and industrial landscape.
 - 3) A Commendation was awarded for the renovation of Kingdom Hall Fortuneswell, Portland
- Attended the Yeovil Mayor Elect’s Civic Event and Charity Concert
- Weymouth Armed Forces Annual Service and Parade
- I raised the Portland Armed Forces Day flag in Victoria Square
- Opened the Portland Parish Fete at All Saints Church.
- Attended TODS Technology Veterans Day, where TODS Technology signed the Armed Forces Corporate Covenant. Two veteran’s charities were also recognised with a donation to The Veterans Hub and Helping Homeless Veterans UK.
- Portland Town Council were successful in being awarded Green Flag awards recognising well managed parks and green spaces in Easton Gardens and Victoria Gardens. Mant thanks to PTC staff, particularly the Green Team for their efforts in gaining this accreditation.

FC/078/26 – Neighbourhood Policing Team

No one in attendance.

- Councillors asked for it to be noted that they do not send a report to meetings.

FC/079/26 – Clerk’s Report

Resolved to accept the Clerk’s report.

FC/080/26 – Dorset Councillors Reports

Cllr Roper gave the following update:

Cllr Kimber gave an update on the Planning Seminar from Dorset Council. Cllr Flack responded that the planning forum meeting was cancelled and Planning Infrastructure still waiting for parliament to approve.

Cllr Roper advised that Dorset Council send all updates via Information Sheets to all councillors.

FC/081/26 – Presentation by the Portland Youth Council

Georgina Bolt and Katy Pascoe from the ICA attended with 14 members of The Portland Youth Council who individually, plus two via voice recordings, gave their personal views and updates on their learnings, achievements and opportunities.

Councillors congratulated all attendees for their passion, commitment and communication skills and wished them every success going forward.

FC/082/26 Nominations to Committees and Working Groups

Resolved to agree the following nominations:

- a) Staffing & Training Committee – Cllr Woodcock
- b) IT & Communications Committee – Cllr Plant

FC/083/26 – Hedgehog Warning Signs

The Council discussed the proposals for hedgehog warning signs. Cllr Flack advised that this has been raised twice at PHL Committee Meetings and to Dorset Council. If approved, PTC would be responsible for all costs and maintenance and this has not been allocated in this year's budget. Cllr Cocking also had concerns about the cost involvement for PTC staff to move and maintain the signs, plus no budget allocation – as well as the application fee being non-refundable. Cllr Woodcock raised his objections to the proposal – asked if two signs would even make any difference? Cllr Pope put forward his agreement with the proposal.

The Chair put forward that there are funds in the PHL budget that was not spent last year – could this not be used?

Cllr Cocking proposed an amendment that the Hedgehog group applied for funding via a grant.

The Chair carried forward the amendment that they apply for a grant, and if this route failed then Council would need to reconsider original proposal.

Resolved - Chair will write to the Hedgehog group to advise that they should apply for a grant.

FC/084/26 – Weston Muga Tender

Resolved – to approve the tendering process as recommended by Services & Facilities Committee.

FC/085/26 – Church Ope Car Park

The Council discussed the proposal to hand back the Car Park.

Chair proposed to split the proposal into two parts – one to pay the arrears owed, and two for retaining/returning the car park.

Resolved – arrears of £4200 to be paid

Resolved – car park space to be handed back to Betterment Properties

FC/086/26 – E-Scooters and Illegal E-Bikes

Council discussed proposal to request Dorset Police Traffic Team to take action against the riders of illegal e-scooters and e-bikes.

Cllr Williams proposed including anti social car behaviour as well. Cllr Flack suggested Cllr Williams report the noise he encounters to Environmental Health who can sound monitor the area.

Chair proposed that Council accept the proposal, but also would be prudent to gain data as his concern is that they will not accept this without evidence. Chair suggests Councillors collect data over a period of 4 weeks of any incidents with e-bikes, e-scooters, cars, bikes.

Resolved: Councillors to collect data and pass to Chair over the next four weeks. Chair will then prepare a report to hand to Dorset Police Traffic Team.

FC/087/26 – Schedule of Payments

Resolved that Council confirms compliance of the payments made at Annexe E totalling £122,744.96 excluding VAT in accordance with the adopted Financial Regulations.

FC/070/26 – Information Items

Dates of next meetings of Committees

- | | | |
|--|-------------------------------|---------|
| • Planning, Highways & Licensing Committee | 22 nd July | 7.00pm |
| • Finance & Governance Committee | 2 nd September | 10.30am |
| • Services & Facilities Committee | 9 th September | 10.30am |
| • Full Council Meeting | 16 th September | 7.00pm |
| • Staffing & Training Committee | 28 th October | 10.30am |
| • IT & Communications Committee | 20 th January 2027 | 10.30am |

Resolved that the information items were noted.

With the Chair's thanks, the meeting closed at 20.35 pm.

Signed Dated.....
Chair

Annexe B

CLERK'S REPORT

1. Vandalism and Antisocial Behaviour

There were reports of anti-social behaviour, and damage to a basketball back panel at the West Weares MUGA. A new back panel was purchased and temporary measures were brought in to lock the MUGA after sunset.

Dorset Police - Neighbourhood Policing Team (NPT), Town Council and Dorset Council – Community safety partnership (CSP) continue to request that all incidents are reported to Dorset Police.

2. Vacancy in Portland Tophill West Ward

The Notice of Vacancy in Office of Councillor has been published. Residents of Tohill West Ward have until 24th September to request an election. If the threshold is not met, the vacancy will be filled by co-option.

3. Tesco Car Parking

The Chief Executive of Tesco was written to regarding the 2hr parking restrictions that were being put in place.

Responses from the Chief Executives office have confirmed that the two hour limit will remain in place, that this time limit also applies to using the EV Charge Points, and that there is local Manager discretion to enable the ICA minibus to park in the car park with no time limit.

4. Caravan and Motorhome Parking

Warning notices have been issued to caravans and motorhomes parked at Yeates Road and Mulberry Avenue informing them that they will need to move. A couple of those living in vans have now engaged with the homeless team. Should the vans and caravans not be moved voluntarily, Dorset Council will issue S77 notices, which is a legal requirement to move.

5. Yeates Toilets

Yeates toilets remains closed until Dorset Council have completed the processes to move the caravans and motorhomes from this area. This will continue to be monitored.

6. b-side Festival

Both Easton and Victoria Gardens were utilised as part of this year's b-side Festival, as was the High Angle Battery.

7. General Updates

- Work is required to cut back the trees that are encroaching on the boundary fence at Broadcroft Gardens.
- The pine tree at the entrance to the cemetery will be pruned back prior to the winter
- Quotes are being obtained for the replacement of the basket swing at Victoria Gardens, which has rotted.
- The electrical works in Easton Gardens clocktower have been completed.
- It is proposed to install a bench and a picnic bench in Easton Gardens, where the worn out area is to hopefully prevent further damage.

- Repairs on the safety surface in Easton gardens and The Grove play areas has been carried out.
- Tree inspections on Council managed land will take place in October this year.

Jane Miles, Town Clerk

Portland Town Council

Prepared by: _____

Date: _____

Name and Role (Clerk/RFO etc)

Approved by: _____

Date: _____

Name and Role (RFO/Chair of Finance etc)

A	Bank Reconciliation at 30/06/2026		
	Cash in Hand 01/04/2026		606,481.33
	ADD Receipts 01/04/2026 - 30/06/2026		401,673.51
	SUBTRACT Payments 01/04/2026 - 30/06/2026		1,008,154.84
	Cash in Hand 30/06/2026 (per Cash Book)		222,562.18
B			785,592.66
	Cash in hand per Bank Statements		
	Petty Cash 31/05/2026	0.00	
	01 - Unity Trust Bank 31/05/2026	66,880.66	
	Lloyds Bank 31/05/2026	13,016.93	
	Instant Saver Unity Bank 31/05/2026	655,136.69	
	Mayor's Fund 31/05/2026	0.25	
	Lloyds Saving Account - Instant Ac 31/05/2026	50,558.13	
			785,592.66
	Less unrepresented payments		
			785,592.66
	Plus unrepresented receipts		
B	Adjusted Bank Balance		785,592.66
	A = B Checks out OK		

20 August 2026 (2026-2027)

Summary of Receipts and Payments
All Cost Centres and Codes

Play Parks		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
3	Inspections				400.00	280.00	120.00	
1	New Equipment							
109	Rent				5.00		5.00	
2	Repairs				12,000.00	3,557.78	8,442.22	
SUB TOTAL					12,405.00	3,837.78	8,567.22	

Insurance		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
173	Additional Insurance Costs				500.00		500.00	
100	Insurance				9,500.00	8,645.17	854.83	
SUB TOTAL					10,000.00	8,645.17	1,354.83	

Civic		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
137	Chaplain				105.00		105.00	
7	Civic Events		1,163.76	1,163.76	1,620.00	1,705.64	-85.64	£868.35 Mayors Charity
138	Deputy Mayor Allowance				525.00		525.00	
6	Mayors Allowance				1,050.00		1,050.00	Plus Transfer
SUB TOTAL			1,163.76	1,163.76	3,300.00	1,705.64	1,594.36	

Training

Training		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
8	Training				5,520.00	1,131.75	4,388.25	
SUB TOTAL					5,520.00	1,131.75	4,388.25	

IT & Comms		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
188	Branding and Promotion				500.00		500.00	
13	Equipment (Reserve)				1,000.00	1,337.05	-337.05	
9	Internet Services				700.00	77.66	622.34	
12	IT Service Contract				5,000.00	2,813.35	2,186.65	
15	Licenses				3,620.00	1,538.20	2,081.80	
11	Mobile Phones				1,450.00	361.83	1,088.17	
72	Software				4,800.00	596.62	4,203.38	
10	Telephony				1,450.00	434.26	1,015.74	
14	Website				500.00		500.00	
SUB TOTAL					19,020.00	7,158.97	11,861.03	

Waste Management		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
71	Waste Management				5,000.00	1,678.07	3,321.93	
SUB TOTAL					5,000.00	1,678.07	3,321.93	

Bereavement Services		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
18	General Expenses				3,000.00		3,000.00	
163	H & S Inspections				500.00		500.00	
164	Headstone Inspections				1,000.00		1,000.00	
16	Hire of plant equipment				3,500.00	2,010.75	1,489.25	
73	Membership Subscription				110.00		110.00	
17	Memorial Purchases		1,475.00	1,475.00	2,100.00	190.57	1,909.43	

SUB TOTAL		1,475.00	1,475.00	10,210.00	2,201.32	8,008.68	

Green Spaces		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
129	Consumables					135.56	-135.56	
187	Dry Stone Walling				500.00		500.00	
26	Grass Cutting				5,000.00	1,193.74	3,806.26	
186	Lawn Mower Lease				4,570.00	317.33	4,252.67	
22	Plants & Compost				3,000.00	1,720.05	1,279.95	
25	PPE/Workwear				2,000.00	792.04	1,207.96	
33	Repairs & Renewals				10,000.00	6,374.52	3,625.48	
23	Tools				2,000.00	209.57	1,790.43	
185	Tree Works				1,000.00	1,600.00	-600.00	
19	Vehicle Fuel				3,500.00	1,332.77	2,167.23	
68	Vehicle Hire				15,000.00	7,162.60	7,837.40	
184	Vehicle Repairs & Maintenance				1,000.00	220.46	779.54	
110	Waste Management				5,000.00	1,476.07	3,523.93	
SUB TOTAL					52,570.00	22,534.71	30,035.29	

Professional Fees		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
88	Annual Subscription				5,800.00	3,136.70	2,663.30	
27	Audit				3,100.00	627.67	2,472.33	
171	Bank Charges				300.00	114.06	185.94	
172	Land Registry Search Fees				150.00	14.00	136.00	
29	Legal Fees				10,000.00	802.00	9,198.00	
28	Payroll				350.00	71.25	278.75	
92	Professional Services				1,000.00	249.00	751.00	
SUB TOTAL					20,700.00	5,014.68	15,685.32	

Office Administration		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
77	Advertising				2,000.00		2,000.00	

107	Annual Subscription	850.00	850.00	
69	Office Furniture	500.00	500.00	
32	Photocopying	1,800.00	188.20	1,611.80
31	Postage	250.00	101.27	148.73
30	Stationery	1,000.00	340.90	659.10
123	Sundry Expenses	250.00	95.10	154.90
SUB TOTAL		6,650.00	725.47	5,924.53

Events		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
118	Events				8,000.00	544.39	7,455.61	
SUB TOTAL					8,000.00	544.39	7,455.61	

Car Parks		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
167	Administration & Legal							
62	Business Rates							
202	Contingency				400.00		400.00	
63	General Expenses							
166	Rent Church Ope				600.00	4,200.00	-3,600.00	
165	Repairs & Maintenance				1,000.00		1,000.00	
70	Water Rates					230.42	-230.42	
SUB TOTAL					2,000.00	4,430.42	-2,430.42	

Toilets Portland Bill		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
113	Business Rates							
35	Electric				1,800.00	583.46	1,216.54	
154	License					2,138.44	-2,138.44	Wallgate Serivce Plan
36	Repairs & Renewals				2,600.00	1,538.30	1,061.70	
116	Sanitary				450.00		450.00	
34	Water Rates				4,000.00	4,538.38	-538.38	This will be looked into

SUB TOTAL		8,850.00	8,798.58	51.42
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Toilets Easton Gardens - DO NOT USE		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
38	Electric							
39	Repairs & Renewals							
105	Sanitary Disposal							
37	Water Rates							
SUB TOTAL								

Toilets Fortuneswell - DO NOT USE		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
41	Electric							
42	Repairs & Renewals							
115	Sanitary							
40	Water Rates							
SUB TOTAL								

Toilets Yeates Road - DO NOT USE		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
114	Business Rates							
44	Electric							
45	Repairs & Renewals							
132	Sanitary Disposal							
43	Water Rates							
SUB TOTAL								

Portland Community Venue		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
50	Business Rates				5,300.00	6,197.87	-897.87	Noted for next years budget

181	Cleaning Contract	4,500.00	1,810.00	2,690.00
65	Consumables	1,000.00		1,000.00
47	Electric	8,500.00	3,408.03	5,091.97
48	Gas	4,200.00		4,200.00
204	Legionella	1,000.00		1,000.00
209	Refund		52.20	-52.20
49	Repairs & Renewals	10,000.00	1,574.91	8,425.09
131	Sanitary Disposal	1,000.00		1,000.00
46	Water Rates	1,300.00		1,300.00
SUB TOTAL		36,800.00	13,043.01	23,756.99

Allotments		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
56	Allotments Rental				600.00	299.00	301.00	
58	Expenses				1,150.00		1,150.00	
211	Water Rates					277.24	-277.24	
SUB TOTAL					1,750.00	576.24	1,173.76	

*Income		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
61	Allotment Rental	2,000.00	2,280.00	280.00				
176	Bad Debt							
60	Bank Interest		2,497.20	2,497.20				
76	Bereavement Services	22,500.00	5,340.00	-17,160.00				
79	CIL		24,983.31	24,983.31				
130	Events	100.00		-100.00				
208	External Funding		20,000.00	20,000.00				
99	Grant							
168	Income concessions		375.00	375.00				
87	Other Income		3,256.69	3,256.69				
74	PCV Income Room Hire	24,000.00	8,696.74	-15,303.26				
59	Precept	646,440.00	323,220.00	-323,220.00				
75	Rents Income	9,200.00	10,479.43	1,279.43				
102	VAT		31,655.67	31,655.67				
199	Youth Fund Income							

SUB TOTAL	704,240.00	432,784.04	-271,455.96
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Toilets All Contracts and Expenses		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
64	Cleaning & Consumables				37,000.00	11,751.68	25,248.32	
89	Legionella Testing				4,300.00	3,777.38	522.62	
112	Planned Maintenance				6,000.00	620.00	5,380.00	
90	Service Plan				2,025.00	80.00	1,945.00	
SUB TOTAL					49,325.00	16,229.06	33,095.94	

Staff		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
82	Dorset Council Pension					19,775.64	-19,775.64	
81	HMRC Tax & NI					23,968.38	-23,968.38	
83	Mileage				500.00	30.00	470.00	
177	Referrals							
80	Salaries				359,500.00	64,673.70	294,826.30	
SUB TOTAL					360,000.00	108,447.72	251,552.28	

Staff Workwear		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
85	PPE/Workwear					15.00	-15.00	Staff ID card
SUB TOTAL						15.00	-15.00	

Mayor		Receipts			Payments			Comments
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	
178	Mayor's 23-24 Charity Payment							
197	Mayor's Charity Payments 24-2							
160	Mayors Fund					1,575.00	-1,575.00	

SUB TOTAL	1,575.00	-1,575.00
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Year End Adjustments 23-24		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
174	End of Year Adjustment Payme							
182	End of Year Adjustment Payme							
175	End of Year Adjustment Receip							
86	End of Year Adjustments							
SUB TOTAL								

Ear Marked Reserves		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
159	Asset Transfer							
151	CIL					21,184.10	-21,184.10	
180	County of Culture							
198	Events							
158	General Unallocated Reserve					7,820.67	-7,820.67	
153	Green Spaces Mower Reserve							
179	Headstone Inspections Reserve							
183	IT Reserves							
210	Legal Fees					4,416.68	-4,416.68	
136	PCV					663.70	-663.70	
213	Play Areas					2,555.00	-2,555.00	
150	S106					4,426.80	-4,426.80	
200	S106 OFFICER FIELD							
201	Toilets Ear Marked					5,416.67	-5,416.67	
122	Youth Council Fund							
SUB TOTAL						46,483.62	-46,483.62	

Public Works Loan		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
93	Loan Repayment				13,784.00	6,892.00	6,892.00	
SUB TOTAL					13,784.00	6,892.00	6,892.00	

Community Funds		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
205	Community SLAs				18,000.00		18,000.00	
212	Drop In					1,367.52	-1,367.52	
84	Grants				4,500.00	3,367.52	1,132.48	
120	ICA							
103	Museum							
97	School Meals Donation				20,000.00	9,405.00	10,595.00	
169	Youth Council				1,000.00		1,000.00	
SUB TOTAL					43,500.00	14,140.04	29,359.96	

Elections		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
139	Elections				2,000.00		2,000.00	
SUB TOTAL					2,000.00		2,000.00	

Planning & Highways		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
203	Neighbourhood Plan				5,000.00		5,000.00	
140	Surveys				1,000.00		1,000.00	
SUB TOTAL					6,000.00		6,000.00	

Other Assets		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
189	Cenotaph Cleaning				2,000.00		2,000.00	
141	Clock Easton Square Utilities				450.00	173.83	276.17	
142	Easton Sq Gardens Utilities				500.00	105.43	394.57	
143	Greenhouse Vic Gardens Utiliti				400.00	92.30	307.70	
144	Grove Rd Portacabin Utilities				300.00		300.00	

145	R/B Victoria Sq Utilities		400.00	1,558.68	-1,158.68	
147	Repairs & Renewals		5,410.00	885.00	4,525.00	
146	Victoria Gardens Utilities		1,000.00	200.64	799.36	
SUB TOTAL			10,460.00	3,015.88	7,444.12	

Prudent Reserve		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
148	Prudent Reserve				7,586.00		7,586.00	
SUB TOTAL					7,586.00		7,586.00	

Toilets Easton/Fortuneswell/Yeates		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
192	Electric				1,950.00	796.16	1,153.84	
191	Repairs & Maintenance				4,400.00	1,796.88	2,603.12	
190	Sanitary Disposal				460.00		460.00	
193	Water				2,000.00		2,000.00	
SUB TOTAL					8,810.00	2,593.04	6,216.96	

Year End Adjustments 24-25		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
194	End of Year Adjustments Paym							
196	End of Year Adjustments Paym							
195	End of Year Adjustments Recei		8.10	8.10				
SUB TOTAL			8.10	8.10				

Year End Adjustments 25-26		Receipts			Payments			
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	Comments
206	End of Year Adjustments Paym		108.00	108.00		942.45	-942.45	
207	End of Year Adjustments Recei		1,205.83	1,205.83				

SUB TOTAL	1,313.83	1,313.83	942.45	-942.45
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Summary								
NET TOTAL	704,240.00	436,744.73	-267,495.27	704,240.00	282,312.76	421,927.24	Comments	
V.A.T.		2.13			24,071.85			
GROSS TOTAL		436,746.86			306,384.61			

Portland Town Council

PAYMENTS LIST

Vouche	Code	Date	Minute	Bank	Payment Ref.	Description	Supplier	VAT Type	Net	VAT	Total
212	Repairs & Renewals	19/06/2026		01 - Unity Trust Banl		Health & Safety	PD Fire & Safety	S	90.00	18.00	108.00
213	PPE/Workwear	19/06/2026		01 - Unity Trust Banl		Green Space Maintenance	Tudor Environmental	S	90.52	18.11	108.63
214	CIL	25/06/2026		01 - Unity Trust Banl		Green Space Maintenance	DCW Garden and Trees	S	8,790.90	1,758.18	10,549.08
215	Waste Management	19/06/2026		01 - Unity Trust Banl		Green Space Maintenance	Eco Sustainable Solutions I	S	47.68	9.54	57.22
216	Repairs & Renewals	25/06/2026		01 - Unity Trust Banl		Printing	Print Team	S	106.13	21.23	127.36
217	Mobile Phones	19/06/2026		01 - Unity Trust Banl		IT Equipment	EE	S	120.61	24.12	144.73
218	Vehicle Fuel	22/06/2026		01 - Unity Trust Banl		Fuel	Fuel Card Services Ltd	S	34.84	6.97	41.81
219	Telephony	23/06/2026		01 - Unity Trust Banl		IT Equipment	VOIP Ltd	S	23.94	4.79	28.73
220	Vehicle Fuel	29/06/2026		01 - Unity Trust Banl	C0277211	Fuel	Fuel Card Services Ltd	S	74.34	14.87	89.21
221	Professional Services	29/06/2026		01 - Unity Trust Banl	000POR035	Health & Safety	Health Assured	S	47.25	9.45	56.70
222	Repairs & Renewals	30/06/2026		01 - Unity Trust Banl	421654	Printing	Toshiba	S	100.57	20.12	120.69
223	Vehicle Hire	30/06/2026		01 - Unity Trust Banl	5U83121031-40	Green Space Maintenance	John Deere	S	317.33	63.47	380.80
224	Bank Charges	30/06/2026		01 - Unity Trust Banl		Bank Interest	Unity Bank	Z	23.35		23.35
225	Repairs & Renewals	01/06/2026		Lloyds Bank		Equipment and Cleaning	Amazon	S	17.48	3.50	20.98
225	Repairs & Renewals	01/06/2026		Lloyds Bank		Equipment and Cleaning	Amazon	S	6.42	1.29	7.71
225	PPE/Workwear	01/06/2026		Lloyds Bank		Equipment and Cleaning	Amazon	S	25.65	5.13	30.78
226	Civic Events	11/06/2026		Lloyds Bank	MAYOR FUNDS 60:	Mayor's Charity Payments	Unity Bank	Z			
227	Stationery	25/06/2026		Lloyds Bank		Stationery	Amazon	S	7.48	1.50	8.98
228	Repairs & Renewals	10/06/2026		Lloyds Bank		Office Equipment	Amazon	S	29.14	5.83	34.97
228	Events	10/06/2026		Lloyds Bank		Office Equipment	Amazon	S	9.28	1.86	11.14
228	Events	10/06/2026		Lloyds Bank		Office Equipment	Amazon	S	37.29	7.46	44.75
229	Repairs & Maintenance	03/06/2026		Lloyds Bank		Toilets	Screwfix	S	67.14	13.44	80.58
230	Training	04/06/2026		Lloyds Bank		Staff Training	Phoenix HSC LTD	S	165.00	33.00	198.00
231	Repairs & Maintenance	04/06/2026		Lloyds Bank	B&Q LTD CD 1532	Toilets	B&Q	S	85.83	17.17	103.00
232	Repairs & Maintenance	04/06/2026		Lloyds Bank		Toilets	LAN Services LTD t/a Comr	S	427.00	85.40	512.40
232	Repairs & Maintenance	04/06/2026		Lloyds Bank		Toilets	LAN Services LTD t/a Comr	S	71.00	14.20	85.20
232	Repairs & Maintenance	04/06/2026		Lloyds Bank		Toilets	LAN Services LTD t/a Comr	Z	12.00		12.00
233	Civic Events	04/06/2026		Lloyds Bank		Poppy Wreaths	Poppy Shop	S	191.67	38.33	230.00
234	Vehicle Repairs & Maintenance	11/06/2026		Lloyds Bank		Consumables	Euro Car Parts	S	40.41	8.08	48.49
234	Vehicle Repairs & Maintenance	11/06/2026		Lloyds Bank		Consumables	Euro Car Parts	Z	7.95		7.95
235	Events	16/06/2026		Lloyds Bank		Events	Panel Warehouse	S	10.03	2.01	12.04
236	Repairs	18/06/2026		Lloyds Bank		Play Areas	Jewson	S	16.54	3.31	19.85
236	Repairs	18/06/2026		Lloyds Bank		Play Areas	Jewson	S	17.00	3.40	20.40
237	Repairs & Maintenance	19/06/2026		Lloyds Bank		Toilets	The Paint Shed	S	42.86	8.57	51.43

PAYMENTS LIST

Vouche	Code	Date	Minute	Bank	Payment Ref.	Description	Supplier	VAT Type	Net	VAT	Total
238	Events	19/06/2026		Lloyds Bank		Events	WM Morrison Supermarket	Z	292.05		292.05
239	Waste Management	23/06/2026		Lloyds Bank		IT Equipment	Send and Destroy (Intellige	S	24.17	4.83	29.00
240	Postage	23/06/2026		Lloyds Bank	ROYAL MAIL GRO	Postage	Royal Mail	S	3.87	0.78	4.65
241	Events	11/06/2026		Lloyds Bank		Events	Go Displays	S	30.00	6.00	36.00
242	Training	05/06/2026		Lloyds Bank		Staff Training	SHEilds LTD	S	630.00	126.00	756.00
243	Events	16/06/2026		Lloyds Bank		Events	Tesco Stores Ltd	S	76.15	15.23	91.38
243	Events	16/06/2026		Lloyds Bank		Events	Tesco Stores Ltd	S	9.75	1.95	11.70
244	Mayor's Charity Payments 24-2	02/06/2026		Mayor's Fund		Mayor's Charity Payments	Unity Bank	Z			
245	Repairs & Renewals	01/07/2026		01 - Unity Trust Banl	A1G18420 V6373	Photocopier Rental	BNP Paribas Leasing Soluti	S	188.20	37.64	225.84
246	Vehicle Hire	01/07/2026		01 - Unity Trust Banl		Vehicle Hire	Autoserve Ltd	S	20.00	4.00	24.00
247	Water Rates	01/07/2026		01 - Unity Trust Banl	7019523001	Water Rates	Water2business	X	4,538.38		4,538.38
248	Vehicle Fuel	06/07/2026		01 - Unity Trust Banl	C0277211	Fuel	Fuel Card Services Ltd	S	33.85	6.77	40.62
249	Licenses	07/07/2026		01 - Unity Trust Banl	31568823GJHJUF	Service Charge	Google Cloud EMEA Ltd	S	5.83	1.17	7.00
250	Equipment (Reserve)	08/07/2026		01 - Unity Trust Banl		Play Areas	PI Digital	S	932.62	186.52	1,119.14
250	Equipment (Reserve)	08/07/2026		01 - Unity Trust Banl		Play Areas	PI Digital	S	54.43	10.89	65.32
251	S106	07/07/2026		01 - Unity Trust Banl		Play Areas	Kompan	S	4,426.80	885.36	5,312.16
252	Water Rates	07/07/2026		01 - Unity Trust Banl	5.37061E+12	Water Rates	Water2business	Z	277.24		277.24
253	Consumables	07/07/2026		01 - Unity Trust Banl	DRINKING WATER	Staff Expense	Martin Weller	S	1.95	0.39	2.34
254	Tree Works	07/07/2026		01 - Unity Trust Banl		Trees	DCW Garden and Trees	S	1,250.00	250.00	1,500.00
255	Vehicle Hire	07/07/2026		01 - Unity Trust Banl	9026862	Vehicle Hire	Northgate Vehicle Hire	S	467.32	93.46	560.78
256	Cleaning Contract	07/07/2026		01 - Unity Trust Banl	JUNE	Cleaning	Sparkling Clean	Z	362.00		362.00
257	Waste Management	07/07/2026		01 - Unity Trust Banl	C-02872	Green Space Maintenance	Eco Sustainable Solutions I	S	39.50	7.90	47.40
258	IT Service Contract	07/07/2026		01 - Unity Trust Banl	INV-17844	IT Equipment	South West IT	S	52.00	10.40	62.40
259	Memorial Purchases	07/07/2026		01 - Unity Trust Banl	940606	Bereavement Services	Glasdon UK Ltd	S	133.57	26.71	160.28
260	Planned Maintenance	07/07/2026		01 - Unity Trust Banl	TW/107/26	Toilets	Tim Archer	Z	620.00		620.00
261	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC SCHOOL MEAL	School Meals Contribution	Atlantic Academy	Z	3,960.00		3,960.00
262	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	All Saints Academy	Z	594.00		594.00
263	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	Wey Valley School	Z	306.00		306.00
264	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	St Georges School Portlanc	Z	2,142.00		2,142.00
265	School Meals Donation	14/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	Wyke Regis Federation Infr	Z	288.00		288.00
266	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	Wyvern Academy	Z	144.00		144.00
267	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	Wyke Regis Federation Jun	Z	324.00		324.00
267	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	Wyke Regis Federation Jun	Z	3.00		3.00
268	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	Holy Trinity C of E School	Z	144.00		144.00
268	School Meals Donation	08/07/2026		01 - Unity Trust Banl	PTC FSM SUMMER	School Meals Contribution	Holy Trinity C of E School	Z	54.00		54.00

PAYMENTS LIST

Vouche	Code	Date	Minute	Bank	Payment Ref.	Description	Supplier	VAT Type	Net	VAT	Total
269	Waste Management	08/07/2026		01 - Unity Trust Banl	C-02872	Green Space Maintenance	Eco Sustainable Solutions I	S	217.78	43.56	261.34
270	Grass Cutting	08/07/2026		01 - Unity Trust Banl	14591	Grass Cutting	Wessex Grounds Services	S	208.48	41.70	250.18
271	Cleaning & Consumables	08/07/2026		01 - Unity Trust Banl	1501	Cleaning	Three Towns Cleaning Ltd	S	2,880.73	576.15	3,456.88
272	Repairs & Renewals	08/07/2026		01 - Unity Trust Banl		Toilets	Wallgate Ltd	S	749.22	149.84	899.06
273	Hire of plant equipment	14/07/2026		01 - Unity Trust Banl		Hire of JCB	G Crook & Sons	S	372.00	74.40	446.40
274	IT Service Contract	08/07/2026		01 - Unity Trust Banl	2895	Software Subscription	Scribe Accounts	S	91.00	18.20	109.20
275	Repairs & Renewals	08/07/2026		01 - Unity Trust Banl	WAR3495517	Green Space Maintenance	Eagle Plant Hire	S	70.84	14.17	85.01
276	Repairs & Renewals	08/07/2026		01 - Unity Trust Banl	3063	Electrical Work	C&N Electrical Services	S	280.00	56.00	336.00
277	Telephony	09/07/2026		01 - Unity Trust Banl	SOUTHWESTIT-4C	Licenses	South West IT	S	52.00	10.40	62.40
278	Vehicle Hire	10/07/2026		01 - Unity Trust Banl	4.4018E+11	Vehicle Hire	VWFS	S	218.38	43.68	262.06
279	Vehicle Hire	13/07/2026		01 - Unity Trust Banl	2101250741/001/C	Vehicle Hire	RCI Financial	S	282.20	56.44	338.64
280	Grants	14/07/2026		01 - Unity Trust Banl	PTC 50% GRANT (	Grant	The Drop In	Z	1,367.52		1,367.52
281	Vehicle Fuel	13/07/2026		01 - Unity Trust Banl	C0277211	Fuel	Fuel Card Services Ltd	S	121.85	24.37	146.22
282	Vehicle Hire	08/05/2026		01 - Unity Trust Banl	HG70PZK	Vehicle Hire	Mobilize Financial Services	S	-263.35	-52.67	-316.02
283	Cleaning Contract	20/05/2026		01 - Unity Trust Banl	AMZNMktplace CD	Green Space Maintenance	Amazon	S			
284	Training	04/06/2026		Lloyds Bank		Staff Training	Phoenix HSC LTD	S	-165.00	-33.00	-198.00
285	Tools	01/05/2026		Lloyds Bank	AMAZON* NN5SY6	Green Space Maintenance	Amazon	S			
286	Cleaning Contract	20/05/2026		Lloyds Bank		PCV	Amazon	S			
287	IT Service Contract	15/07/2026		01 - Unity Trust Banl		Monthly IT Support Contract	South West IT	S	75.00	15.00	90.00
287	IT Service Contract	15/07/2026		01 - Unity Trust Banl		Monthly IT Support Contract	South West IT	S	294.17	58.84	353.01
287	IT Service Contract	15/07/2026		01 - Unity Trust Banl		Monthly IT Support Contract	South West IT	S	350.00	70.00	420.00
288	Consumables	16/07/2026		01 - Unity Trust Banl	WATER FOR STAFI	Consumables	Martin Weller	S	1.95	0.39	2.34
289	Rent Church Ope	16/07/2026		01 - Unity Trust Banl		Car Park Re-imbursement	Betterment Properties Wey	S	4,200.00	840.00	5,040.00
290	Repairs & Renewals	16/07/2026		01 - Unity Trust Banl		Green Space Maintenance	Tim Archer	Z	240.00		240.00
290	Repairs & Renewals	16/07/2026		01 - Unity Trust Banl		Green Space Maintenance	Tim Archer	Z	240.00		240.00
290	Repairs & Renewals	16/07/2026		01 - Unity Trust Banl		Green Space Maintenance	Tim Archer	Z	80.00		80.00
291	Repairs & Maintenance	16/07/2026		01 - Unity Trust Banl	3095	Toilets	C&N Electrical Services	S	536.00	107.20	643.20
292	Repairs & Renewals	16/07/2026		01 - Unity Trust Banl	1941364	Green Space Maintenance	Glasdon UK Ltd	S	2,563.42	512.68	3,076.10
293	Electric	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	73.83	14.77	88.60
293	Electric	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	1,380.30	276.06	1,656.36
293	Clock Easton Square Utilities	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	34.36	6.87	41.23
293	Easton Sq Gardens Utilities	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	31.86	6.37	38.23
293	Greenhouse Vic Gardens Utilitie	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	20.36	4.07	24.43
293	R/B Victoria Sq Utilities	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	1,510.17	302.03	1,812.20
293	Victoria Gardens Utilities	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	54.32	10.86	65.18
293	Electric	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	22.60	4.52	27.12

PAYMENTS LIST

Vouche	Code	Date	Minute	Bank	Payment Ref.	Description	Supplier	VAT Type	Net	VAT	Total
293	Electric	16/07/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	S	37.07	7.41	44.48
294	Waste Management	17/07/2026		01 - Unity Trust Banl	DCC311807	Green Space Maintenance	Dorset Council	Z	404.63		404.63
295	School Meals Donation	17/07/2026		01 - Unity Trust Banl		School Meals Contribution	Wyke Regis Federation Jun	Z	15.00		15.00
296	Salaries	24/07/2026		01 - Unity Trust Banl		Staff Salaries	Portland Town Council	X	15,819.77		15,819.77
297	Vehicle Fuel	20/07/2026		01 - Unity Trust Banl		Fuel	Fuel Card Services Ltd	S	14.05	2.81	16.86
298	Mobile Phones	21/07/2026		01 - Unity Trust Banl		Mobile Phones	EE	S	120.61	24.12	144.73
299	Plants & Compost	21/07/2026		01 - Unity Trust Banl	SI001961 PLANTS	Plants	Weymouth Town Council	S	796.58	159.32	955.90
300	Grants	22/07/2026		01 - Unity Trust Banl	FQ85	Grant	Future Portland Community	X	1,000.00		1,000.00
301	Repairs & Renewals	22/07/2026		01 - Unity Trust Banl	3246	Green Space Maintenance	ABA Groundcare (SW) Limt	S	350.00	70.00	420.00
302	Repairs & Renewals	22/07/2026		01 - Unity Trust Banl	TW/207/26	Toilets	Tim Archer	Z	40.00		40.00
303	Telephony	23/07/2026		01 - Unity Trust Banl	V1003766	PCV	VOIP Ltd	S	30.46	6.09	36.55
304	Vehicle Fuel	27/07/2026		01 - Unity Trust Banl	C0277211	Fuel	Fuel Card Services Ltd	S	74.26	14.85	89.11
305	Training	28/07/2026		01 - Unity Trust Banl	000POR035	Health & Safety	Health Assured	S	47.25	9.45	56.70
306	Vehicle Hire	31/07/2026		01 - Unity Trust Banl	5U83121031-41	Green Space Maintenance	John Deere	S	317.33	63.47	380.80
307	HMRC Tax & NI	31/07/2026		01 - Unity Trust Banl	503PM0000794827	HMRC Tax & NI	HMRC Cumbernauld	Z	5,869.07		5,869.07
308	Dorset Council Pension	31/07/2026		01 - Unity Trust Banl	PTC JULY	Pension	Dorset Council	Z	4,822.59		4,822.59
309	Bank Charges	31/07/2026		01 - Unity Trust Banl	Service Charge	Bank Interest	Unity Bank	Z	18.85		18.85
310	Legal Fees	10/07/2026		Lloyds Bank		Legal	Dorset Council	S	222.50	44.50	267.00
311	Bank Charges	10/07/2026		Lloyds Bank	SERVICE CHARGE	Service Charge	Lloyds Bank (Bank interest	Z	6.62		6.62
312	Repairs	21/07/2026		Lloyds Bank	FINDEL EDUCATIC	Play Areas	Hope Education	S	249.99	50.00	299.99
313	Repairs & Renewals	30/07/2026		Lloyds Bank		Equipment	B&Q	Z	54.00		54.00
314	Postage	29/07/2026		Lloyds Bank	POST OFFICE COU	Postage	Post Office Ltd	E	3.80		3.80
315	Repairs & Renewals	22/07/2026		Lloyds Bank	SCREWFIX DIRECT	Decorating	Screwfix	S	30.62	6.13	36.75
316	Repairs & Renewals	23/07/2026		Lloyds Bank	AmznB2BPrime*E5	Membership Subscription	Amazon	S	95.00	19.00	114.00
317	Repairs & Renewals	21/07/2026		Lloyds Bank		PCV	Amazon	S	44.30	8.86	53.16
317	Repairs & Renewals	21/07/2026		Lloyds Bank		PCV	Amazon	S	140.47	28.10	168.57
318	Stationery	24/07/2026		Lloyds Bank		Office Equipment	Amazon	S	73.89	14.78	88.67
319	Sundry Expenses	21/07/2026		Lloyds Bank		Secure Shredding	Cross Cut Shredding Ltd	Z	95.10		95.10
320	Legal Fees	15/07/2026		Lloyds Bank		Legal	Dorset Council	S	77.08	15.42	92.50
321	Mayors Fund	06/08/2026		01 - Unity Trust Banl		Mayors Allowance	Paul Kimber	Z	525.00		525.00
322	Mayors Fund	06/08/2026		01 - Unity Trust Banl		Mayors Allowance	Pete Roper	Z	1,050.00		1,050.00
323	Legal Fees	04/08/2026		01 - Unity Trust Banl	9517243	Land Registry Fee	Dorset Council	Z	7.00		7.00
324	Vehicle Fuel	03/08/2026		01 - Unity Trust Banl	C0277211	Fuel	Fuel Card Services Ltd	S	31.92	6.38	38.30
325	Vehicle Hire	03/08/2026		01 - Unity Trust Banl	TBB9BET	Vehicle Hire	Autoserve Ltd	S	20.00	4.00	24.00
326	IT Service Contract	13/08/2026		01 - Unity Trust Banl	CN-18307 Refund	Internet	South West IT	S	-52.00	-10.40	-62.40

PAYMENTS LIST

Vouche	Code	Date	Minute	Bank	Payment Ref.	Description	Supplier	VAT Type	Net	VAT	Total
327	Vehicle Hire	03/08/2026		01 - Unity Trust Banl	TBB9BET	Vehicle Hire	Autoserve Ltd	S			
328	Internet Services	07/08/2026		01 - Unity Trust Banl	31568823G7HV71	Internet	Google Cloud EMEA Ltd	S	5.83	1.17	7.00
329	Vehicle Hire	10/08/2026		01 - Unity Trust Banl	4.4018E+11	Vehicle Hire	VWFS	S	218.38	43.68	262.06
330	IT Service Contract	10/08/2026		01 - Unity Trust Banl	SOUTHWESTIT-4C	IT Equipment	South West IT	S	52.00	10.40	62.40
331	Vehicle Fuel	10/08/2026		01 - Unity Trust Banl	C0277211	Fuel	Fuel Card Services Ltd	S	91.66	18.33	109.99
332	Vehicle Hire	11/08/2026		01 - Unity Trust Banl	2101250741/001/C	Vehicle Hire	RCI Financial	S	282.20	56.44	338.64
333	IT Service Contract	17/08/2026		01 - Unity Trust Banl	SOUTHWESTIT-4C	Monthly IT Support Contract	South West IT	S	719.17	143.84	863.01
334	Waste Management	17/08/2026		01 - Unity Trust Banl	DCC311807	General Waste Collection	Dorset Council	Z	378.96		378.96
335	Vehicle Fuel	17/08/2026		01 - Unity Trust Banl	C0277211	Fuel	Fuel Card Services Ltd	S	55.93	11.19	67.12
336	Electric	18/08/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	L	100.85	5.04	105.89
336	Clock Easton Square Utilities	18/08/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	L	40.77	2.04	42.81
336	Easton Sq Gardens Utilities	18/08/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	L	37.61	1.88	39.49
336	Victoria Gardens Utilities	18/08/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	L	57.85	2.89	60.74
336	Greenhouse Vic Gardens Utilitie	18/08/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	L	24.42	1.22	25.64
336	Electric	18/08/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	L	25.18	1.26	26.44
336	Electric	18/08/2026		01 - Unity Trust Banl		Electricity Charges	E-On Next	L	25.88	1.29	27.17
337	Waste Management	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Eco Sustainable Solutions I	S	39.50	7.90	47.40
337	Waste Management	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Eco Sustainable Solutions I	S	39.50	7.90	47.40
337	Waste Management	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Eco Sustainable Solutions I	S	41.46	8.29	49.75
337	Waste Management	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Eco Sustainable Solutions I	S	39.50	7.90	47.40
337	Waste Management	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Eco Sustainable Solutions I	S	47.68	9.54	57.22
338	Vehicle Hire	11/08/2026		01 - Unity Trust Banl	9058997	Vehicle Hire	Northgate Vehicle Hire	S	467.32	93.46	560.78
339	Cleaning Contract	11/08/2026		01 - Unity Trust Banl	July	Cleaning	Sparkling Clean	Z	362.00		362.00
340	Legal Fees	11/08/2026		01 - Unity Trust Banl	STH/SH/030229/0:	Legal	Nantes Solicitors	S	2,642.50	528.50	3,171.00
341	Repairs & Renewals	11/08/2026		01 - Unity Trust Banl	WAR3509197	Green Space Maintenance	Eagle Plant Hire	S	74.06	14.81	88.87
342	Tools	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Tudor Environmental	S	32.98	6.60	39.58
342	Tools	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Tudor Environmental	S	21.50	4.30	25.80
342	Tools	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Tudor Environmental	S	41.40	8.28	49.68
342	Tools	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Tudor Environmental	S	10.86	2.17	13.03
342	Vehicle Repairs & Maintenance	11/08/2026		01 - Unity Trust Banl		Green Space Maintenance	Tudor Environmental	S	29.64	5.93	35.57
343	Hire of plant equipment	11/08/2026		01 - Unity Trust Banl		Hire of JCB	G Crook & Sons	S	874.00	174.80	1,048.80
344	Software	11/08/2026		01 - Unity Trust Banl	20847	Licenses	Scribe Accounts	S	91.00	18.20	109.20
345	Software	11/08/2026		01 - Unity Trust Banl		IT Equipment	South West IT	S			
346	Repairs & Renewals	14/08/2026		Lloyds Bank	SCREWFIX DIREC1	Repairs	Screwfix	S	57.48	11.50	68.98
347	Repairs & Renewals	19/08/2026		Lloyds Bank	AMAZON* T14XS4	Repairs	Amazon	S	-38.93	-7.78	-46.71
348	PPE/Workwear	20/08/2026		Lloyds Bank		Equipment	Amazon	S	28.47	5.70	34.17

PAYMENTS LIST

Vouche	Code	Date	Minute	Bank	Payment Ref.	Description	Supplier	VAT Type	Net	VAT	Total
348	Repairs & Renewals	20/08/2026		Lloyds Bank		Equipment	Amazon	S	23.65	4.73	28.38
348	Repairs & Renewals	20/08/2026		Lloyds Bank		Equipment	Amazon	S	46.35	9.27	55.62
349	PPE/Workwear	20/08/2026		Lloyds Bank		Office Equipment	Amazon	S	23.55	4.71	28.26
349	Repairs & Renewals	20/08/2026		Lloyds Bank		Office Equipment	Amazon	S	6.49	1.30	7.79
349	Stationery	20/08/2026		Lloyds Bank		Office Equipment	Amazon	S	16.23	3.25	19.48
350	Bank Charges	07/08/2026		Lloyds Bank	SERVICE CHARGE	Service Charge	Lloyds Bank (Bank interest	Z	4.67		4.67
Total									91,367.66	8,927.45	100,295.11

HR, Health and Safety and Training Support Services Contract

Background

PTC currently has two external support services contracts in place:

HR & Health and Safety – Worknest (Contract ends 31/10/2026)

Training & E-Learning – Vinci (Contract ends 03/09/2026)

The two existing contracts' total combined cost per annum is £4,727.94 (ex-vat)

Proposal

It is proposed that PTC adopts a single supplier for the supply of HR, Health & Safety and Training/E-learning support services and in doing so significantly reduce costs, improve the service levels we receive with a single point of contact for each stream and ensure that all staff are consistently benefiting from the services.

Following a look at the market and in particular systems being used by other small authorities, three proposals have been obtained and are detailed below. All proposals are for a contract period of three years and exclude VAT.

Supplier A	Supplier B	Supplier C
- Full HR and employment law support - Dedicated health and Safety representative - Twice annual visits as standard - Unlimited training and E-learning access - Personalized digital dashboard profile for all employees - Unlimited access to online resource center	- Full HR and employment law support - Dedicated health and Safety representative - Twice annual visits as standard - Unlimited training and E-learning access - Personalized digital dashboard profile for all employees - Unlimited access to online resource center	- Full HR and employment law support - Health and Safety representative - Once annual visit as standard - Unlimited training and E-learning access - Unlimited access to online resource center
Total cost Per Annum = £3,240.00	Total cost Per Annum = £6,032.04	Total cost Per Annum = £3,164.00

Recommendation

That the council adopt the proposal from Supplier A - with the contract commencing 01/11/2026.

External Auditor Report 2025-26

Purpose of Report

To receive and approve the External Auditor Report and Closure of Audit Certification for the Financial Year to 31st March 2026.

Background

The Accounts and Audit Regulations 2015 requires the Town Council's accounts to be audited annually. The process includes an internal audit, Council approval of the year end accounts, a statutory declaration to the government-appointed auditor (the AGAR - Annual Governance and Accountability Return) and finally, certification of completion from the external auditor. For the 2025-26 Financial year the external auditor was BDO LLP.

The annual audit process includes a statutory period of public inspection rights (a period of 30 working days including the first 10 working days of July), which must be notified, as a minimum, via the website. The conclusion of audit certification must also be published by 30th September inclusive each year.

Internal Audit

The Town Council's internal auditor reviews the Council's accounts and governance three times a year. This will usually be completed by the end of May.

Completion of Audit Certificate

This year's completion of audit certification (**Annexe G1**) from the external auditor raised no 'except for' matters, based on their review of Sections 1 and 2 of the Annual Governance and Accountability Return (AGAR).

In the opinion of the external auditors the information in Sections 1 and 2 of the AGAR is in accordance with Proper Practices and no matters have come to their attention giving cause for concern that relevant legislation and regulatory requirements have not been met by the Town Council.

Recommendation

That Council approves, the External Auditor Report and Closure of Audit Certification attached at **Annexe G1**.

Section 1 – Annual Governance Statement 2025/26

We acknowledge as the members of:

Portland Town Council

our responsibility for ensuring that there is a sound system of internal control, including arrangements for the preparation of the Accounting Statements. We confirm, to the best of our knowledge and belief, with respect to the Accounting Statements for the year ended 31 March 2026, that:

	Agreed		
	Yes	No*	
1. We have put in place arrangements for effective financial management during the year, and for the preparation of the accounting statements.	✓		<i>prepared its accounting statements in accordance with the Accounts and Audit Regulations.</i>
2. We maintained an adequate system of internal control including measures designed to prevent and detect fraud and corruption and reviewed its effectiveness.	✓		<i>made proper arrangements and accepted responsibility for safeguarding the public money and resources in its charge.</i>
3. We have assured ourselves that there are no matters of actual or potential non-compliance with laws, regulations and Proper Practices that could have a significant financial effect on the ability of this authority to conduct its business or manage its finances.	✓		<i>has only done what it has the legal power to do and has complied with Proper Practices in doing so.</i>
4. We provided proper opportunity during the year for the exercise of electors' rights in accordance with the requirements of the Accounts and Audit Regulations.	✓		<i>during the year gave all persons interested the opportunity to inspect and ask questions about this authority's accounts.</i>
5. We carried out an assessment of the risks facing this authority and took appropriate steps to manage those risks, including the introduction of internal controls and/or external insurance cover where required.	✓		<i>considered and documented the financial and other risks it faces and dealt with them properly.</i>
6. We maintained throughout the year an adequate and effective system of internal audit of the accounting records and control systems.	✓		<i>arranged for a competent person, independent of the financial controls and procedures, to give an objective view on whether internal controls meet the needs of this smaller authority.</i>
7. We took appropriate action on all matters raised in reports from internal and external audit.	✓		<i>responded to matters brought to its attention by internal and external audit.</i>
8. We considered whether any litigation, liabilities or commitments, events or transactions, occurring either during or after the year-end, have a financial impact on this authority and, where appropriate, have included them in the accounting statements.	✓		<i>disclosed everything it should have about its business activity during the year including events taking place after the year end if relevant.</i>
9. (For local councils only) Trust funds including charitable. In our capacity as the sole managing trustee we discharged our accountability responsibilities for the fund(s)/assets, including financial reporting and, if required, independent examination or audit.	Yes	No	N/A
			✓
10. We have put in place arrangements for the effective IT and data management in accordance with proper practices during the year under review.		✓	<i>has made suitable arrangements for its IT and data management and has complied with proper practices in doing so.</i>

*Please provide explanations to the external auditor on a separate sheet for each 'No' response and describe how the authority will address the weaknesses identified. These sheets must be published with the Annual Governance Statement.

This Annual Governance Statement was approved at a meeting of the authority on:

20/05/2026

and recorded as minute reference:

FC/048/26

Signed by the Chair and Clerk of the meeting where approval was given:

Chair



Clerk



www.portlandtowncouncil.gov.uk

Section 2 – Accounting Statements 2025/26 for

Portland Town Council

	Year ending		Notes and guidance
	31 March 2025 £	31 March 2026 £	
			<i>Please round all figures to nearest £1. Do not leave any boxes blank and report £0 or Nil balances. All figures must agree to underlying financial records.</i>
1. Balances brought forward	449,245	576,624	Total balances and reserves at the beginning of the year as recorded in the financial records. Value must agree to Box 7 of previous year.
2. (+) Precept or Rates and Levies	575,509	618,624	Total amount of precept (or for IDBs rates and levies) received or receivable in the year. Exclude any grants received.
3. (+) Total other receipts	180,827	95,897	Total income or receipts as recorded in the cashbook less the precept or rates/levies received (line 2). Include any grants received.
4. (-) Staff costs	304,171	315,371	Total expenditure or payments made to and on behalf of all employees. Include gross salaries and wages, employers NI contributions, employers pension contributions, gratuities and severance payments.
5. (-) Loan interest/capital repayments	13,784	13,784	Total expenditure or payments of capital and interest made during the year on the authority's borrowings (if any).
6. (-) All other payments	311,002	371,664	Total expenditure or payments as recorded in the cash-book less staff costs (line 4) and loan interest/capital repayments (line 5).
7. (=) Balances carried forward	576,624	590,326	Total balances and reserves at the end of the year. must equal (1+2+3) - (4+5+6).
8. Total value of cash and short term investments	586,245	606,482	The sum of all current and deposit bank accounts, cash holdings and short term investments held as at 31 March – To agree with bank reconciliation.
9. Total fixed assets plus long term investments and assets	RESTATED 402,130	408,065	The value of all the property the authority owns – it is made up of all its fixed assets and long term investments as at 31 March.
10. Total borrowings	137,571	127,067	The outstanding capital balance as at 31 March of all loans from third parties (including PWLB).

For Local Councils Only	Yes	No	
11 Do the figures in the accounting statements above exclude any trust transactions?	✓		For guidance refer to the Practitioners' Guide sections 2.31 to 2.33.

I certify that for the year ended 31 March 2026 the Accounting Statements in this Annual Governance and Accountability Return have been prepared on either a receipts and payments or income and expenditure basis following the guidance in Governance and Accountability for Smaller Authorities – a Practitioners' Guide to Proper Practices and present fairly the financial position of this authority.

Signed by Responsible Financial Officer before being presented to the authority for approval.


20/05/2026

Date

I confirm that these Accounting Statements were approved by this authority on this date:

20/05/2026

as recorded in minute reference:

FC/049/26

Signed by Chair of the meeting where the Accounting Statements were approved



Section 3 – External Auditor’s Report and Certificate 2025/26

In respect of

EN Portland Town Council

1 Respective responsibilities of the auditor and the authority

Our responsibility as auditors to complete a **limited assurance review** is set out by the National Audit Office (NAO). A limited assurance review is **not a full statutory audit**, it does not constitute an audit carried out in accordance with International Standards on Auditing (UK & Ireland) and hence it **does not** provide the same level of assurance that such an audit would. The UK Government has determined that a lower level of assurance than that provided by a full statutory audit is appropriate for those local public bodies with the lowest levels of spending.

Under a limited assurance review, the auditor is responsible for reviewing Sections 1 and 2 of the Annual Governance and Accountability Return in accordance with NAO Auditor Guidance Note 02 (AGN 02) as issued by the NAO on behalf of the Comptroller and Auditor General. AGN 02 is available from the NAO website – <https://www.nao.org.uk/code-audit-practice/guidance-and-information-for-auditors/>.

This authority is responsible for ensuring that its financial management is adequate and effective and that it has a sound system of internal control. The authority prepares an Annual Governance and Accountability Return in accordance with *Proper Practices* which:

- summarises the accounting records for the year ended 31 March 2026 and
- confirms and provides assurance on those matters that are relevant to our duties and responsibilities as external auditors.

2 External auditor’s limited assurance opinion 2025/26

On the basis of our review of Sections 1 and 2 of the Annual Governance and Accountability Return, in our opinion the information in Sections 1 and 2 of the Annual Governance and Accountability Return is in accordance with Proper Practices and no other matters have come to our attention giving cause for concern that relevant legislation and regulatory requirements have not been met.

(continue on a separate sheet if required)

Other matters not affecting our opinion which we draw to the attention of the authority:

The authority has disclosed that it has not complied with one of the governance assertions within the Annual Governance Statement. The authority has provided the appointed auditor with an adequate explanation for non-compliance and details of the actions necessary to address identified weaknesses.

The smaller authority has restated certain figures relating to the prior year within the Accounting Statements. We have reviewed and agreed the adjustments made.

(continue on a separate sheet if required)

3 External auditor certificate 2025/26

We certify that we have completed our review of Sections 1 and 2 of the Annual Governance and Accountability Return, and discharged our responsibilities under the Local Audit and Accountability Act 2014, for the year ended 31 March 2026

External Auditor Name

ENTER NAME OF EXTERNAL AUDITOR

External Auditor Signature

DocuSigned by:
BDO LLP
467DFB746A8A428...

Date

02 September 2026



Funded by
UK Government

Annexe H - Full Council 16th September 2026

Dorset Local Skills Improvement Plan (Dorset LSIP) 2026-2029

July 2026



*“Investing in our people is critical to our long-term success,
strengthens the local skills pipeline and supports sustainable
economic growth within our communities.”*

Yunex Traffic



Dorset Skills
Business Growth with Training

**Dorset Local Skills
Improvement Plan**

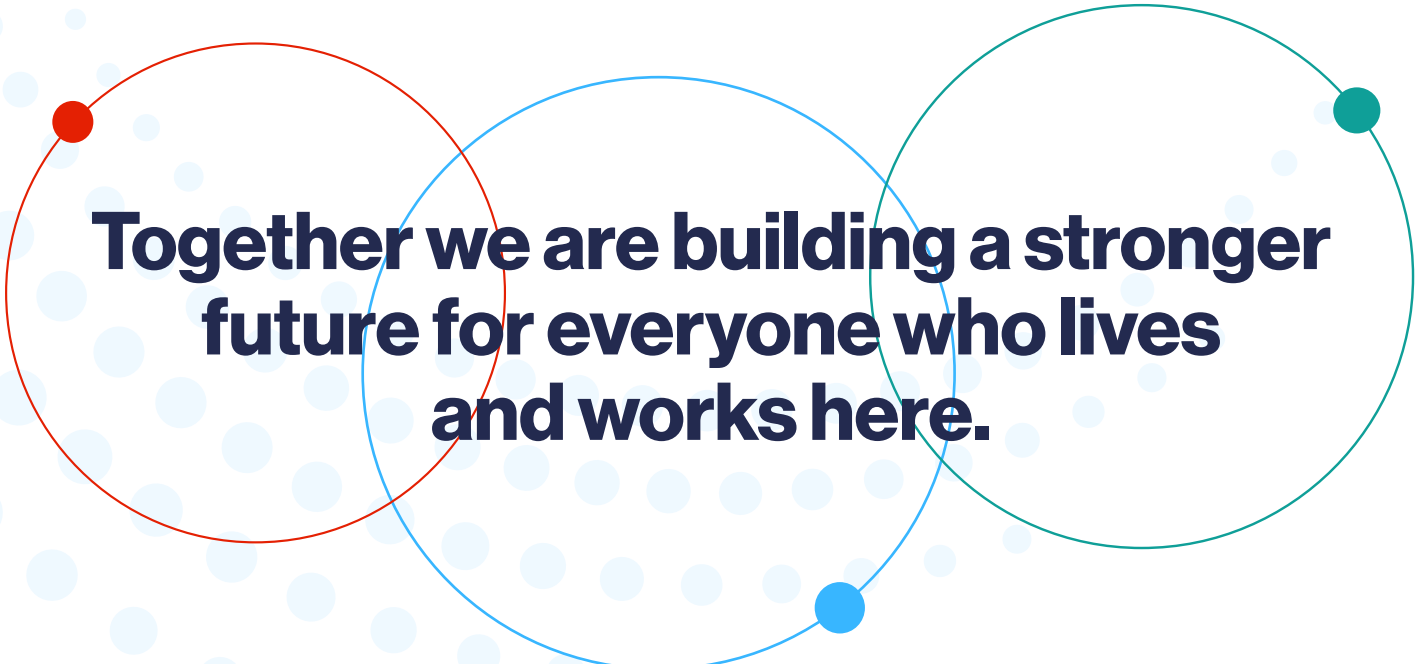
Delivered by:



This Local Skills Improvement Plan has been approved by the Secretary of State in accordance with the requirements of section 1 of the Skills and Post-16 Education Act 2022, and the relevant published statutory guidance.

Contents

3	Introduction
4	Executive Summary
8	Strategic and Economic Context
20	Local Skills Needs
23	Advanced Manufacturing and Engineering, Including Defence and Marine
25	Construction
26	Digital Technology and Creative
28	Financial Services and Professional and Business Services
29	Health and Care
31	Clean Energy
32	Cross-cutting Skills Needs: Digital Skills, Leadership and Management, Net Zero, Green Skills, Inclusion and Diversity, Essential Skills
35	Employer Engagement
36	Agreed Changes and Actions Needed
37	Harnessing the Power of Employer-Education Partnerships
39	Meeting Growth Sector Needs
41	Building Digital Skills and Digital Confidence
42	Realising the Talents of Young People
44	Promoting Inclusive Workplaces and Widening Labour Market Participation
45	Measuring Success



**Together we are building a stronger
future for everyone who lives
and works here.**

Introduction

Dorset's Local Skills Improvement Plan (LSIP) for 2026–2029 provides a framework for collaboration on local skills. Dorset's second LSIP continues to reflect the local skills needs of local growth sectors identified by Dorset Council and Bournemouth Christchurch and Poole (BCP) Council that support the growth and productivity of Dorset. For the first time it responds to the national Modern Industrial Strategy (2025). It supports Dorset Chamber's vision to enable a vibrant and prosperous business community that enhances the quality of life for all.

Our approach continues to be collaborative and focused on constructive partnership working. In developing this LSIP, Dorset Chamber has listened to all sizes of business, targeting small and micro businesses across the county to ensure their voice is heard. We have worked with a wide range of stakeholders including other LSIP partners, ([Annex A](#)), and organisations who support learners and people not-in-employment.

Over the past six months we have analysed national, regional and local policy, labour market and skills needs. We have worked closely with Dorset's employer community to keep the work of the Dorset Skills team grounded in the reality of the business pressures faced by employers and convert shared challenges into coordinated action.

Partnership working really does change outcomes. Over the past four years leading the LSIP we have seen many improvements within our community, from new courses to new investment and stronger pathways - driven by employers working with providers and partners.

Going forwards there is more to do to improve productivity and support local business growth. Whether that's investing in future talent through apprenticeships and work placements; leading upskilling for existing staff to stay ahead of the competition and building digital and net zero capabilities; ensuring learning provision is aligned to workforce skills needs through contributing to innovative curriculum development, teaching, learning and assessment; diversifying staffing through inclusive work practices; and inspiring the next generation through offering work experience – the employers' role is central.

This LSIP sets clear priorities that will help businesses recruit and support valued staff and further develop strong collaboration between businesses and education partners.

Ian Girling | Dorset Chamber CEO



Executive Summary

Local Skills Improvement Plans are statutory, employer-led plans and process that provide a framework for collaboration on local skills. They bring employers, skills providers and stakeholders together to set out a shared understanding of local skills needs and the actions needed to address them. They are designed for:

- employers and businesses of all sizes to shape training to meet business needs
- education and training providers to align courses with local employer demand
- learners to gain the skills needed for good jobs
- stakeholders to support workforce development and drive local economic growth.

Dorset's Local Skills Improvement Plan (LSIP) 2026–2029 sets out a shared ambition to build a more responsive, collaborative and productive local skills system that supports economic growth and resilience, creates opportunity for residents, and strengthens Dorset's contribution to regional and national priorities.

This next phase of the LSIP represents a transition from establishing employer voice within the skills system to building a more mature model of shared responsibility, stronger mutual accountability, and measurable impact. The focus is on identifying skills gaps in growth sectors and ensuring that employers, providers, local authorities and wider partners work together to deliver a skills system that contributes directly to productivity, workforce resilience and inclusive economic growth.

The Dorset economy demonstrates significant strengths in advanced manufacturing, engineering, defence, marine, digital technology and creative, financial services and professional and business services, acting as priority sectors alongside foundational sectors construction and health and care that support and enable the priority sectors. Around one fifth of Dorset's workforce is employed within sectors aligned to the UK Government's Modern Industrial Strategy priorities which grows to one third when construction and health are included.

At the same time, Dorset faces structural labour market and productivity challenges. The workforce is older than the national average, economic inactivity has risen since the pandemic, transport and housing constrain labour mobility, and there are persistent shortages in technical, digital and higher level skills. Employers consistently report difficulties recruiting people with the right employability skills. Dorset also continues to experience lower rates of graduate retention and fewer residents with higher level qualifications (Level 4 and above) than the national average.

The LSIP positions skills as a core driver of economic development and productivity growth. It aligns closely with the ambitions of [Dorset Council](#), [BCP Council](#), the Wessex Partnership, the [Great South West](#) and the [UK Industrial Strategy](#), while also preparing the area for future devolution arrangements, greater investment in local growth, and a more integrated regional approach to skills and workforce planning.

The plan has been informed by engagement with employers, stakeholders, and education and training providers.



Towards a More Mature Skills System

The Dorset LSIP 2026–2029 is built around a more integrated understanding of how local skills systems support growth. It recognises that no single organisation can solve workforce challenges alone and that success depends on coordinated action across employers, providers, local authorities, sector bodies and public services.

The plan therefore shifts emphasis from isolated interventions towards:

- stronger employer and provider partnerships
- clearer progression pathways into learning and work,
- mutual accountability for outcomes,
- improved use of labour market intelligence,
- tighter governance and impact measurement,
- and stronger alignment between skills investment and economic priorities.

The Dorset Skills and Workforce Board will provide strategic oversight of delivery, ensuring stronger coordination between the LSIP and related programmes including the Get Dorset and BCP Working Plan, Connect to Work and Dorset Careers Hub activity.

The LSIP aims to:

- lead a stronger focus on evidencing the impact of the LSIP on employer engagement, skills development and progression;
- ensure the action plan remains responsive to local and national growth sector priorities;
- promote Dorset's role as an engine of learning, innovation and workforce development across Wessex, the Great South West and nationally.

Employers and the Skills System

A central priority of the LSIP is strengthening employer engagement with education and training providers and simplifying access to the skills system, particularly for SMEs. Over a quarter of surveyed businesses reported they could not find suitable local training provision, while others remain unclear about available support, funding and progression routes.

The LSIP therefore aims to create a more coordinated and navigable skills system for employers by:

- improving visibility of local provision,
- simplifying communications,
- strengthening strategic employer engagement,
- and supporting employers to maximise investment in workforce development.

Employer–education partnerships are identified as the key mechanism for delivering a responsive skills system. Through Curriculum Conversations and closer collaboration with Technical Excellence Colleges and employer networks, providers and employers will work together to shape provision, improve talent pipelines, and strengthen progression into employment. There will be a focus on embedding integrated approaches that develop technical competence and employability skills together to meet the needs of modern work.

Digital capability is now a universal workforce requirement. The [Dorset Digital Skills Partnership](#) will lead coordinated action to strengthen digital confidence, AI awareness and workplace digital capability across the economy, including targeted support for SMEs and leadership development.

People and Progress

The LSIP recognises that Dorset's future growth depends on enabling more residents to access, progress and succeed in learning and work throughout their lives.

A major focus is improving progression routes for young people into employment and higher level learning and improving the visibility of the breadth of opportunities available locally, particularly within technical and growth sectors.

The LSIP therefore prioritises:

- earlier and more meaningful engagement with employers,
- expansion of pre-16 work experience,
- stronger work placement and apprenticeship opportunities post-16
- clearer progression routes through technical education, apprenticeships and higher level learning.

[Dorset Careers Hub](#) and partners will work to improve labour market awareness among young people, teachers and parents, challenge outdated stereotypes and raise awareness of opportunities in emerging sectors such as clean energy, defence, and digital technology.

The plan also places strong emphasis on widening participation in the labour market supported by more inclusive workplaces. Dorset faces significant demographic pressures, including an ageing workforce, economic inactivity linked to health conditions and barriers to work and learning faced by those with disabilities, caring responsibilities or lower qualifications.

In response, the LSIP aligns closely with the [Get Dorset and BCP Working Plan](#) and Connect to Work initiatives to:

- reduce barriers to employment,
- support inclusive recruitment practices,
- improve access to employability and skills support,
- and strengthen workforce participation among underrepresented groups.

Progression to higher level skills is another critical challenge. Dorset continues to lag behind national averages for Level 4+ qualifications and graduate retention. The LSIP therefore prioritises the development of accessible, flexible and modular higher level learning routes linked directly to local growth sectors and productivity needs to support more skilled people to live, work and progress locally.

Responsiveness to Growth Sectors

The LSIP's twin emphasis on Employers and the Skills System, and People and Pathways is focused on responding to local growth sectors and emerging economic opportunities, in:

- Advanced Manufacturing and Engineering (including Defence and Marine)
- Construction
- Digital Technology and Creative
- Financial Services and Professional and Business Services
- Health and Care
- Clean Energy

These sectors align with local authority economic priorities, contribute strongly to productivity and employment, and connect directly to the UK Industrial Strategy.

A key theme emerging from employer engagement is that Dorset's economy increasingly operates through interconnected capabilities rather than isolated sectors. For example, engineering, digital, leadership and project management skills are transferable across defence, clean energy, construction, manufacturing and health. The LSIP therefore adopts a systems-based approach to skills planning that supports the development of transferable technical and employability skills, integrated workforce pathways and flexible learning models that respond to changing technologies and labour market demand.

Clean energy is identified as a transformational future opportunity for Dorset. The LSIP recognises that this opportunity will require early and coordinated skills planning to ensure local people and businesses benefit from future growth.

Together, partners will work to ensure Dorset becomes recognised not only as a place of economic potential, but as an engine of learning, innovation and inclusive growth for Wessex, the Great South West and the UK.



Strategic And Economic Context

Dorset LSIP covers a diverse area of the urban coastal BCP Council to rural Dorset Council. With large towns, coastal communities, market towns and villages, major employment hubs and rural businesses sit alongside internationally significant heritage and natural assets.

The two local authorities both name skills as a priority in their respective economic development policies. BCP Council are developing a Growth Plan to be launched summer 2026. New Chief Executive Officers at both authorities are driving momentum behind the area's political and economic ambitions. There is strong political support for the local skills agenda as a driver of economic growth for the area.

BCP Council, Dorset Council, Somerset Council and Wiltshire Council continue to work together as the Wessex Partnership to explore bringing the benefits of devolution to the region. In line with the English Devolution Bill, this could mean the creation of a Strategic Authority in the future, and the devolution of decision making to it in areas such as skills and employment support, culture, economic development and regeneration, transport and infrastructure, housing and strategic planning, environment and net zero, health and wellbeing, and public safety.

Dorset's economy is a single, interdependent system spanning Dorset Council's largely rural/coastal area and the urban economy of Bournemouth, Christchurch and Poole (BCP). The Dorset Council area contains around 20,000 businesses generating over £8.45 billion in Gross Value Added and supporting 145,000 jobs, based on a mix of agriculture, retail, coastal/marine, hospitality, and care services alongside advanced manufacturing, maritime, defence and emerging renewable energy expertise. In contrast, BCP's economy is characterised by a larger proportion of service-sector activity, including finance, digital, creative and visitor economy businesses, with more than £12.3 billion GVA and 15,500 registered enterprises across Bournemouth, Christchurch and Poole. Dorset's economy is characterised by jobs and skills that cross individual business sectors, a high concentration of SMEs, and workforce that travels across local authority boundaries (ONS, 2025).

The Dorset area appears prosperous. Many neighbourhoods are among the most prosperous in England, and yet the rate of economic growth across the county is much lower than the England average. In 2022, the economic output of the area was £24,585m (2022 prices). 56% of this was generated in the BCP Council area, and 44% in the Dorset Council area. Dorset Council notes a long productivity challenge. Dorset's growth opportunity is in connected capabilities such as engineering, digital, infrastructure and health, where supply chains overlap, skills are portable, and growth in one area (e.g. clean energy at Portland or finance/digital in BCP) stimulates demand, jobs and innovation across the county.

Engineering and manufacturing acts as a "platform" sector. Across Dorset, advanced engineering/manufacturing underpins multiple end-markets: marine, defence/security, clean energy, agri-tech and specialist construction. The pan-Dorset sector definitions recognise overlap and supply-chain integration across marine, aerospace, and defence/security—where businesses often supply more than one sub-sector. This is a classic "capability spillover" economy: precision fabrication, electronics, composites, test/validation, and systems engineering skills are re-used across contracts and industries.

Defence, marine and clean energy businesses share assets and suppliers. Dorset's defence and security footprint is described as part of the UK supply base, valued at around £3bn and employing 7,000+ full-time professionals — demand that sustains local specialist suppliers (machining, electronics, software, compliance) who can also sell into marine and renewables. Clean energy projects then draw on the same industrial and dual use skills base along with construction. For example, Dorset Council highlights the proposed Channel Gateway offshore wind port at Portland (deep-water berthing and heavy-load quayside) designed to utilise component manufacturing, integration/assembly, marshalling and operations and maintenance skills, creating direct port jobs and wider supply-chain work.

BCP's 'office economy' exports services into Dorset's production economy (and vice-versa). BCP Council area positions itself around internationally recognised sectors including finance, digital, creative, tourism and engineering, supported by its universities. Large employers (for example, JP Morgan's Bournemouth corporate centre with 5,000+ employees) create demand for professional services, digital/cyber skills, and business-to-business suppliers, while also providing a talent pool that can move into (or contract with) defence/security and advanced manufacturing firms needing software, data, security and programme management. Consequently, Dorset's labour market is characterised by high levels of skills transferability, where core technical, vocational and employability competencies move between sectors. This creates a skills ecosystem rather than isolated pipelines, with entry-level roles, intermediate technical skills and higher level specialisms all feeding priority sectors such as advanced manufacturing, defence, clean energy, construction and health.

Employment Context

Dorset's business base reflects the national picture, with most (89.4%) of the 33,500 local businesses employing 0-9 staff (micro), and 8.9% employing between 10 and 49 staff (small). The area has fewer than 100 large businesses that employ 250+ staff.

Employment rates remain above the national average (Dorset 79.2%; Eng 75.8%, Oct 2024 - Sept 2025), alongside higher levels of self-employment and part-time or zero-hours work, especially among women. The economically active population has grown to 383,900, driven by population increases and higher participation among older people and women, with stronger growth in BCP. However, the workforce is older than average, with 38% aged over 50 (vs. 32% nationally), creating future replacement demand challenges particularly in Dorset Council area. There are also pockets of severe deprivation across urban, rural and coastal communities.

Unemployment has generally been low but rose above the national average post-pandemic (Dorset 3.7%; Eng 4.3%, Oct 2024 - Sept 2025). Higher rates persist for younger people. Economic inactivity has increased since the pandemic, reaching 21% (94,300 people) by March 2025. Causes differ locally, though long-term health conditions remain common in both council areas. The primary reasons for fit notes are mental health challenges and muscular-skeletal problems.

Across the Dorset LSIP area fewer people are of working-age compared to nationally, driven by Dorset Council area (Dorset LSIP 58.5%, England 62.8%). Whilst the number of working-age people has been increasing in the BCP Council area (2024 62%), it is static in the Dorset Council area (2024 55%). Population predictions anticipate Dorset Council area's working age population will continue to fall (BCP Council by 2032 61%; Dorset Council by 2033 51%).

Across the Dorset and BCP Council areas the number and proportion of 16-17 year olds who are Not in Education, Employment and Training (NEET) has grown over the past three years, mirroring the national trend. In January



2025 over 550 young people were in this position. Most were seeking employment, education or training. Youth unemployment in Dorset and BCP (4.3% (65 18-21 claimant count) is stubbornly higher than overall unemployment. This is above local pre 2019 pandemic levels and below England average.

Demand for labour, measured by vacancies, has softened from the record highs at the end of 2022 when there were 12,000 vacancies per month for the year, to 2025 when vacancies had fallen to c6,000 per month, mirroring the national trend.

Nationally, skills shortage vacancies make up over a quarter of all vacancies (27% in 2024 compared to 22% in 2017).

Transport is described by partners as a major barrier to opportunity for those not in learning or work, across the whole area. Young people in Dorset face particular challenges with travel to learn and travel to work. The costs of learning to drive and maintaining a car are significant for these groups and public transport routes that support commuting hours are limited. This impacts on the cost and viability of offering provision in some areas due to smaller learner numbers.

There is limited early years and childcare provision in parts of Dorset Council area due to a lack of skilled staff. 49% of Dorset Council resident parents need childcare to increase current work hours. BCP Council report having sufficient childcare to meet needs but note that recruitment and retention of staff is the biggest barrier to expanding places.

Accommodation costs are higher than the national average. The average house price in Dorset was £327,000 in February 2026, 10 times the average annual salary (UK average £268,000, 8 times average annual salary ONS, provisional), with some areas of the county seeing ratios as high as 14-15 times earnings. Private rents rose to an average of £1,034 in February 2026, an annual increase of 3.0% from £1,004 in February 2025 (ONS). Affordable housing enables the attraction and retention of workforce.

Employment costs are increasingly shaping recruitment decisions and skills needs. Conversations with businesses while writing this plan frequently referenced the increasing cost of employing staff and recent changes to employment rights impacting recruitment. At the same time falling international recruitment is reducing an important talent pipeline particularly for hard to fill roles.

Committed businesses and partners continue to be ambitious for Dorset's future. We discuss the key local growth sectors and their relationship to the Industrial Strategy priority sectors below.

Education and Skills Context

Dorset is home to three universities, two further education colleges, independent training providers, independent specialist colleges, and a school sixth form offering technical qualifications and business training in-house. Students also benefit from having access to further education colleges in neighbouring counties.

Dorset Skills and Workforce Board (DSWB) supports the growth of an inclusive economy with a highly skilled workforce. The Board provides the collective strategic leadership for skills and employment activity across Dorset and in this role provides a pan Dorset oversight and steering for the LSIP, Get BCP and Dorset Working plan, Connect to Work programme and the Dorset Careers Hub ([Annex C](#)).

Qualification levels are rising in the workforce. Two-thirds of adults are now qualified at Level 3 or above (A levels and equivalents), a rate that has increased faster than the national average in the last 4 years and is now in-line with national levels (2024). However, there are fewer local adults with higher level qualifications (Level 4+) compared to national averages (43% Dorset, 47% England, 2024) and the qualification rate has increased more slowly than the national average over the past four years.

The proportion of under 25s with a higher education qualification is below that of the national average (31% vs 36.5%). The area is characterised by low graduate retention, and graduates are less likely to be employed in high-skilled jobs locally.

The overall achievement rate at Level 3 per 100,000 is lower than national (2024/5 Dorset 2932, England 3554). There is also a lower proportion of 25-29 year olds qualified at Level 3 or above, 5% lower than national rates (73.1% Dorset LSIP; 78.7% England 2024). Nevertheless, there is a growing number of students studying T levels, two year Level 3 qualifications for 16-19 that combine classroom learning (about 80%) with a substantial industry placement (at least 45 days). In 2024/25, just over 400 Dorset residents started a T Level, around 1.5-2% of national learners, broadly in line with population size and increasing.

The Level 2 achievement rate is above national levels. Within this, apprenticeship achievements are high performing (Dorset 642 per 100,000; England 538 per 100,000).

After 16-18 study more local young people go into employment and fewer into higher education, the inverse to national trends. Apprenticeships continue to be a popular qualification route for employers with higher participation than national (Dorset 2632 per 100,000, England 2065 per 100,000). Nearly 5,700 started an apprenticeship in academic year 2024/5, and for the first time higher apprenticeships (Level 4+) were the most popular level in Dorset. Adult (19+) learner participation has increased slower than the national average in the last four years, highest in Dorset Council (5188 per 100,000) and lowest in BCP area (4755 per 100,000). Within this, there has been higher local participation of 19-24 year olds (Dorset 11,983 per 100,000 2024/5; England 10,939 per 100,000) and lower

participation of 25+ year old learners locally than nationally (Dorset 3998 per 100,000; England 4377 per 100,000). Forecasts suggest that adult participation will fall in 2026/7 following adult skills fund allocations, and yet there continues to be a need for essential numeracy, literacy, digital and English skills provision across the area alongside engaging routes to widen participation in adult learning.

In 2025 nearly 1000 learners across Dorset & Somerset benefitted from Skills Bootcamp training, short upskilling training courses (Level 3+) for adults to enter the workforce or progress in priority sectors. Half upskilled individuals looking for work, 38% upskilled employees, and 12% upskilled self-employed. The funding allocation for 2026 is focused on local priorities and has been reduced. New short apprenticeship units are now eligible for delivery.

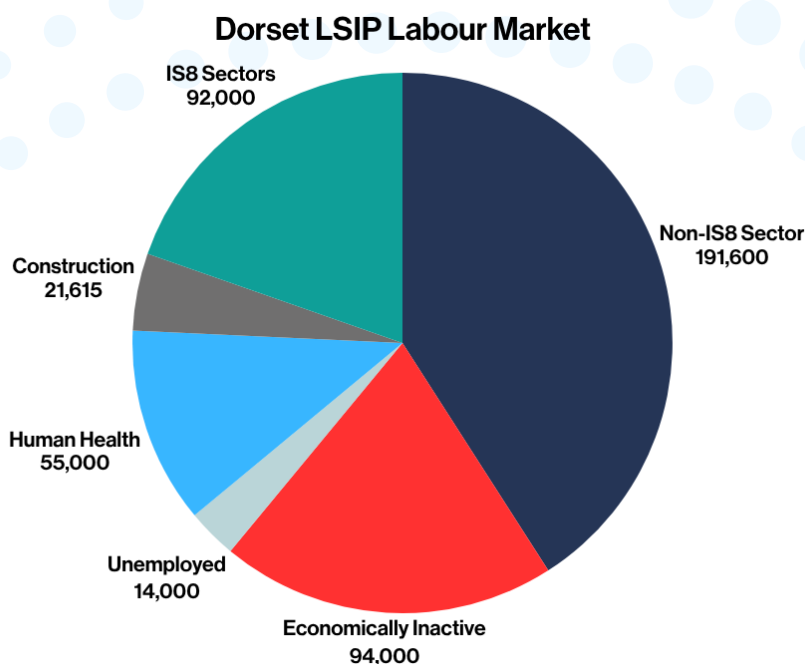
Modern Industrial Strategy context

The UK Government's Modern Industrial Strategy identifies eight sectors (IS8) as central to national productivity, competitiveness and economic security (HM Government, 2025). This section of the LSIP considers how these eight sectors are important to Dorset:

UK Government's Modern Industrial Strategy sectors	Dorset LSIP Priority sectors * (See Local Skills Needs section for detail)
Advanced Manufacturing	Advanced Manufacturing and Engineering, including Defence and Marine
Clean Energy Industries	Clean Energy (emerging)
Creative Industries	Digital Technology and Creative Industries
Defence	Advanced Manufacturing and Engineering, including Defence and Marine
Digital and Technologies	Digital Technology and Creative Industries
Financial Services	Financial Services and Professional and Business Services
Life Sciences	
Professional and Business Services	Financial Services and Professional and Business Services
	Construction
	Health and Care

* Dorset LSIP Priorities include enabling sectors Construction, Health & Care

Dorset demonstrates strengths across a number of the IS8 sectors, particularly in advanced manufacturing, engineering, defence, digital, financial services and professional and business services (ONS, 2025; Dorset LEP, 2025). Twenty per cent of Dorset's workforce (468,000) are within Industrial Strategy 8 growth sectors.



IS8: Advanced Manufacturing, Engineering and Marine

Advanced Manufacturing (GVA £658m), Engineering and Marine businesses are strategically important to Dorset's economy because they concentrate high-value jobs, export capability, innovation activity and long supply chains across both Dorset Council and BCP Council areas. Importantly these sectors align with UK Modern Industrial Sectors (defence, clean energy and advanced manufacturing).

Dorset Council's economic evidence base highlights advanced engineering and manufacturing—specifically with a focus on marine/maritime and defence/security—as a high-value cluster opportunity that can drive inward investment and exporting and therefore help to scale productivity and well-paying jobs.

In sector-specific evidence used locally for inward investment, Dorset's advanced engineering and manufacturing base is described as employing 17,300 people and contributing £803m to the Dorset economy, with strengths spanning defence, marine/composites and aerospace. Dorset's marine and maritime economy is also quantified as employing 4,500 people and contributing £205m locally, underpinned by yacht manufacturing, clean propulsion and security-related marine activity. (investindorset.com)

BCP Council's current Economic Development Strategy and emerging Local Growth Plan (due Summer 2026) identify similar strengths around advanced engineering and manufacturing (including defence, marine and aerospace) and highlight these as potential growth sectors. Locations such as Port of Poole and Bournemouth International Airport reflect strengths in supply-chain provision around fabrication, electronics, composites, MRO (maintenance, repair and operations), specialist testing, logistics and marine services.

Local strategies emphasise that Dorset's competitive advantage is not just based on individual firms, but clustered assets that attract large, specialist SMEs, and R&D. Dorset Engineering & Manufacturing Cluster ([DEMC](#)) is an active network supporting the sector. Dorset Council's Economic Growth Strategy (2025–2040) explicitly commits to expanding [Dorset Innovation Park](#) as a high-security employment site, building on an existing defence, security and maritime cluster and using the site to attract additional advanced engineering / manufacturing activity, including the development of small modular nuclear reactors ([Dorset Council](#)). The same strategy places major emphasis on [Defence BattleLab](#) as a focal point for defence innovation and collaboration with MOD users—an example of a Dorset-based asset with national relevance Dorset Council.

Regionally, Great South West analysis reinforces that high-value manufacturing is export-rich, innovation-led, and supported by concentrations of employment (including around Bournemouth)—with defence/marine capabilities explicitly recognised as part of the region's comparative advantage. ([greatsouthwest.co.uk](#))

IS8: Defence

The defence sector has strong connections with the advanced engineering and marine sectors and is an important part of the Dorset and BCP economy, supported by [Dorset Council's Economic Growth Strategy \(2025–2040\)](#). A network of engineering SMEs provides precision machining, electronics, composite manufacturing and specialist components used in defence technologies.

Dorset's defence-related activity is embedded within the wider South West, which is the UK's most defence-intensive region in terms of Ministry of Defence spending and employment.

Local economic evidence indicates that the defence sector contributes approximately £437 million to the Dorset economy and supports around 8,000 jobs.

The sector consists largely of specialist small and medium-sized engineering firms working alongside defence technology companies, advanced engineering and high-value manufacturing. Key capabilities in Dorset and BCP include:

- underwater systems and sonar technologies
- naval electronics and electrical systems
- autonomous maritime and mine countermeasure systems
- composite materials and acoustic engineering
- marine engineering and specialist naval equipment.

These activities are supported by defence infrastructure such as military training environments at Bovington and Lulworth, and innovation assets including Dorset Innovation Park, which hosts defence and security technology businesses.

IS8 : Clean Energy Industries

Clean Energy offers huge potential for Dorset. Dorset Council's 2025–2040 Economic Growth Strategy ("Energising Dorset") positions the county as a destination for international investment in clean energy, anchored by the Dorset Clean Energy Super Cluster ([DCESC](#)).

The DCESC is a suite of projects to unlock investment which will generate clean energy and create a huge economic opportunity and jobs for the area. There is a £1 million feasibility study agreed by the Crown Estate for the Channel Gateway project (for further information see Clean Energy section below), and planning is underway for this and other projects of transformational scale which would also drive significant supply-chain activity (manufacturing, construction, logistics, accommodation and ancillary services), expanding the local economic footprint well beyond the immediate project geographies.

Dorset's Local Area Energy Plan (LAEP) delivery and clean energy project pipeline becomes a practical vehicle for creating and sustaining those skills pathways locally (technical, construction, marine/port decarbonisation, digital energy). On the demand-side transition, Dorset Council's Renewable Energy Action Plan is explicit that delivering the Council's climate ambitions requires an enormous increase in renewable electricity generation to replace fossil fuels used in heat, transport and electricity.

BCP Council's Economic Development Strategy 2021-26 emphasises clean growth. The Local Area Energy Plan ([LAEP](#)) provides a structured programme to reach area-wide net zero by 2045, including a defined set of priority actions and an evidence-led pathway across buildings/heat, transport, generation and networks. The Port of Poole Maritime Industrial Cluster's formal decarbonisation plan aims for a 40% emissions reduction by 2035 and net zero by 2050, explicitly linking decarbonisation to sustainable growth of port-related activity.

IS8 : Digital Technology and Creative Sector

Dorset has a highly integrated Digital Technology and Creative sector (GVA £920m), recognised as a key driver of regional productivity, innovation, and employment due to its contribution to high-value employment, innovation and regional competitiveness.

Digital technology and creative industries operate as a co-dependent economic cluster, this is reinforced through coordinated economic development activity, skills initiatives, and investment in digital infrastructure. This integration is most pronounced in the BCP conurbation, where a cluster of digital firms, creative businesses, and start-ups are located. BCP Council's Economic Development Strategy 2021-26 identifies it as a growth sector.



The digital technology and creative sector supports around 20,000 jobs and contributes approximately £823 million in Gross Value Added (GVA) to the local economy (Invest in Dorset, 2024). The sector comprises over 5055 businesses, with 87% being micro businesses (UK Business Counts, ONS 2026), with a strong concentration in the BCP urban area, which has developed into one of the South Coast's most significant digital clusters.

The digital technology and creative sector in the BCP Council and Dorset Council area includes activities such as software development, digital media production, animation and visual effects (VFX), gaming, digital marketing and wider technology services. It is defined by a demand for shared skills, combining technical capabilities (e.g. coding, data analysis) with creative and design competencies (e.g. user experience, content creation).

Innovation infrastructure and sector partnerships help drive productivity and growth. The [Dorset Digital Skills Partnership](#), which brings together local authorities, employers and education providers, works to strengthen digital capability across the workforce and improve alignment between training provision and industry needs (Dorset Council, 2024). [Silicon South](#) supports knowledge exchange and cross-sector innovation across the area.

Innovation assets such as Dorset Innovation Park also support the development of digital and technology businesses linked to defence and advanced manufacturing supply chains. Creative digital innovations support the visitor economy transforming events, festivals, creating year-round interactive visitor experiences and attractions to boost the local economy. Investments in projects such as MEMO, which will create a large-scale immersive visitor attraction, have the potential to generate well paid jobs as well as draw year-round tourists to explore the area.

IS8 : Financial Services and Professional and Business Services

Dorset hosts a well-established and integrated Financial Services (GVA £1,430m) and Professional and Business Services (PBS) sector (GVA £1,340m). Financial services in Dorset is the largest cluster outside of London (4.3% of Dorset employment compared with 11.5% in central London) and PBS represents 8% of employment in Dorset. BCP Council's Economic Development Strategy 2021-26 identifies it as a growth sector.

The sector encompasses financial services (including banking and insurance). A defining feature of the sector is its increasing links with digital technologies, particularly in areas such as fintech, data analytics, cybersecurity, and regulatory technology. This sits alongside professional services such as legal, accountancy, consultancy, and business administration which underpin activity across the wider economy. Across the two sectors, it is estimated that 40-60% of Financial Services jobs overlap with PBS roles, with 15-25% of PBS roles overlapping with Financial Services.

Major employers in Bournemouth such as JPMorgan Chase and LV have a significant presence in the town alongside a county-wide base of legal, accountancy, and consultancy firms. This clustering supports business-to-business connectivity, supply chain integration, and skills sharing across the sector. The sector provides high-value employment, supports business investment and strengthens economic resilience across the county.

PBS form a major component of Dorset's service economy, employing 8% of workers (BRES, 2024), and hosting 6,100 businesses (UK Business Counts ONS 2026). These are concentrated in the urban centres of Bournemouth, Christchurch and Poole where many professional firms, consultancies and corporate support services are based. These businesses play a critical role within the interdependency of Dorset's economic ecosystem by providing expertise and operational support to firms across all sectors. Through these linkages, professional and business services underpin productivity improvements, innovation and scale-up activity across the wider Dorset economy.

IS8 : Life Sciences

The Life Sciences sector focuses on improving health through medical research, innovation and healthcare technologies. It matters to Dorset because it builds growth on the county's assets: an ageing population, a strong health and care system, applied research capability, and a collaborative public-sector culture. It offers Dorset a route to higher-value jobs, inward investment, innovation-driven health improvement, and national relevance within the UK Industrial Strategy. In Dorset LSIP area, Life Sciences as defined by the Industrial Strategy currently represent a very small part of the labour market with 295 employees (BRES 2025).

Nevertheless, the sector is now shifting toward integrated, preventative, and sustainable healthcare systems. In Dorset, this shift is aligning health priorities with net zero goals, environmental resilience, and population health strategies, reflected in the One Health approach.

The life sciences sector in Dorset LSIP area is closely woven into other growth sectors of health, advanced manufacturing, agri-tech, and digital industries. Research and innovation activity supports health sector delivery across the region through advances in diagnostics, medical technologies, and preventative care, while the advanced manufacturing sector enables the production and scaling of medical devices and health-related products. Dorset's strong agri-food and environmental sectors further connect through shared priorities such as food safety, sustainability, and disease management. At the same time, the region's growing digital sector underpins innovation through health informatics, data analytics, and emerging technologies.

Locally funded partnership work in south east Dorset between education, civic and health partners is driving innovation around health, creative and technology sectors, with recognition of the One Health agenda and its alignment with Life Science sector. This work seeks to drive long term growth through business focused innovation.



Strategic Enabling Sectors for Dorset

Dorset's foundational enabling sectors, Construction and Health and Care, underpin labour market participation, place stability and long-term productivity.

Foundational Industry: Construction

Construction is a critical enabling sector for the Dorset economy, supporting a strong pipeline of development and infrastructure investment, including housing delivery, coastal defence schemes, regeneration programmes and net zero progress. The sector shares skills needs with identified growth sectors, Advanced Manufacturing, Engineering and Clean Energy.

Construction supports 19,000 employees in 5,000 SMEs across the Dorset and Bournemouth, Christchurch and Poole (BCP) economy and is predicted to continue to grow.

Within Dorset, labour demand remains strong with around 8,700 construction-related job postings recorded between 2024 and 2025, although this likely understates demand due to the sector's reliance on informal recruitment networks (Dorset LSIP LMI, 2025).

Construction is a critical enabling sector in Dorset due to housing affordability pressures, limited availability of social housing and infrastructure requirements. ONS affordability data confirms that Dorset has high house price-to-workplace earnings ratios relative to national averages (ONS, 2025). Housing supply statistics further demonstrate structural constraints in delivery (Dorset Evidence Base 2024). These pressures contribute to out-migration of younger households and workforce recruitment challenges.

Dorset's construction sector is central to local net zero progress — both because construction and buildings are major sources of emissions, and because the sector is essential in delivering low carbon infrastructure, buildings, skills and technologies.

Addressing workforce supply will be essential to deliver housing, infrastructure and decarbonisation programmes across the county.

Foundational Industry: Health and Care

A strong health and care sector enables working age people to remain in work because child and elder care services function well. It is the largest employment sector across Dorset and BCP, employing approximately 51,000 people across around 1,370 organisations. The sector includes the NHS, local authorities, and a large independent care market. Despite being a critical component of the local economy, average pay is slightly below national levels (around £17.56 per hour locally vs £18.41 nationally), with significantly lower wages in parts of social care. Pay levels are a concern for recruitment and retention, particularly when competing with other sectors such as hospitality and tourism.

The sector continues to experience strong labour demand, with over 24,000 job vacancies recorded during 2024, particularly for support workers, care assistants and nurses (Dorset Intelligence and Insight Service, 2025). Turnover in adult social care is around 30% annually, significantly higher than in the NHS, and vacancy rates remain a persistent challenge across many occupations. Approximately 23–25% of the workforce is aged over 55, creating additional future replacement demand as staff approach retirement.

Within the care sector, adult social care employs around 24,000 people, mostly within the independent sector. While most roles are permanent, about 20% of jobs are on zero-hours contracts, reflecting the flexible, sometimes fragmented nature of the sector.

Demand for services is being driven by significant demographic change. These demographic pressures are compounded by rising health inequalities, economic inactivity linked to ill-health, and higher levels of deprivation in some coastal communities such as Boscombe, West Howe, Weymouth and Portland. Mental health conditions and musculoskeletal disorders are major contributors to economic inactivity, increasing demand for both healthcare services and preventative support.¹



The combined population across the Dorset Council and BCP Council areas of over 820,000 includes around 25% aged 65+, with rapid growth in the oldest age groups over 80, particularly in the Dorset Council area, leading to increased demand for services related to frailty, dementia, long-term conditions and end-of-life care.



Local Skills Needs

- Advanced Manufacturing and Engineering, Including Defence and Marine
- Construction
- Digital Technology and Creative
- Financial Services and Professional and Business Services
- Health and Care
- Cross-cutting Skills Needs: Digital Skills, Leadership and Management, Net Zero, Green Skills, Inclusion and Diversity, Essential Skills
- Employer Engagement

Local Skills Needs

This section presents a shared understanding of the skills most needed across the Dorset LSIP area. Six Dorset LSIP Priority sectors were identified:

- **Advanced Manufacturing and Engineering, including Defence and Marine**
- **Construction**
- **Digital Technology and Creative Industries**
- **Financial Services and Professional and Business Services**
- **Health and Care**
- **Clean Energy (emerging)**

The LSIP Priority sectors were agreed and prioritised by Dorset Skills & Workforce Board as they reflect the economic priorities of [Dorset Council](#) and [BCP Council](#), deliver strong GVA performance and are significant growth sectors for our area or are enabling sectors and have overlapping skills needs to growth sectors. The Strategic and Economic context above and [Annex A](#) provide further skills information.

We also consider several cross-cutting skills needs:

- **Digital Skills**
- **Net Zero and Green Skills**
- **Leadership and Management**
- **Equality of Opportunity**

Since 2022, Dorset LSIP has engaged with over 1450 employers, stakeholders and educators, 72% (1050) of these are employers. Engagement has grown by 27% since October 2025, with recorded contacts increasing from 1,145 to 1,450 (not including respondents to the Dorset Employer Skills Survey who chose to remain anonymous). Dorset Chamber tracks the growing maturity of LSIP supporters, most are engaged (42%) or committed (36%) with 1 in 5 acting as advocates who actively share or promote LSIP key messages (21%).

Dorset LSIP acts as a connecting mechanism between national ambition and local implementation. Local labour market information and employer skills needs have been collated and analysed utilising [Get Dorset and BCP Working plan evidence](#). The alignment of local skills needs to the UK's Modern Industrial Strategy, associated sector plans (see [Annex C](#)) and the [Clean Energy Jobs Plan](#) (Department for Energy Security and Net Zero) supports understanding of how Dorset will deliver to meet local and national aims. Emerging jobs plans for other sectors are also being developed by Government.

In addition, this section reflects insight and intelligence gathered through engagement with:

- a broad range of employers through our annual Dorset Employer Skills Survey, 170 responses, mostly (78%) from small businesses, see [Annex A](#) for details. A range of conversations with employers and TUC Union to understand business and workforce needs, including Dorset Chamber LSIP events, Dorset Construction Skills Network, hosted by Tilbury Douglas in January 2026 and the annual People Festival in February 2026.
- local representative and sector bodies, for example the Dorset Engineering and Manufacturing Cluster, Dorset Digital Skills Partnership, NHS Widening Participation partnership, Skills for Care SW and Partners in Care, to ensure understanding of broader issues and cross sector skills gaps.
- public sector partners including Local Authorities, NHS, JobCentre Plus and Dorset Careers Hub and Get Dorset and BCP Working plan to understand the types and range of local skills provision needed to support people into work.
- further education providers, higher education providers, Dorset & Somerset Training Provider Network, independent training providers, specialist colleges, and the Skills & Learning Adult Community Education service through our 'Curriculum Conversations' to gain an understanding of their current offer and what's needed to meet local skills needs.

See [Annex C](#) for details of methodology used.



Advanced Manufacturing and Engineering, Including Defence and Marine

Overall, evidence indicates a need to address immediate technical shortages while building future capability in digital, advanced manufacturing, agri-tech and green technologies, supported by stronger progression pathways, inclusive workforce strategies and employer-aligned provision.

High value businesses report persistent, hard-to-fill skilled vacancies with lower levels of local recruitment and use of national recruitment agencies. Companies forecasting growth note implications for additional staffing and skills needs.

Current skills needs

The most immediate and consistent demand is for core technical and trade skills which are critical to day-to-day production and represent the most acute recruitment pressure.

Key roles in demand include:²

- Vehicle, Electric Vehicle, Aircraft Technicians
- Production operatives and assemblers
- Multi-skilled maintenance engineers
- CNC machinists and programmers
- Quality inspectors and engineers
- Electronics engineers
- Welders and fabricators

Alongside these roles there is strong demand for engineers of all disciplines, with a need to develop the pipeline to higher level engineering roles. Employers report gaps in foundational engineering skills across applicants, valuing 'hand skills' and hands-on experience with a strong preference for applied learning.

A quarter of employers are not able to find recruits with the right maths (30%), digital (25%) and English skills (24%). Digital literacy and skills are required to utilise 3D designs and modelling, data-led decision making, AI and Internet of Things (IoT)³ using C languages and Java.

There is a current need for team leaders and supervisors, project managers, management, production management capability, lean and quality systems, supplier development. Management and planning skills are in the top skills employers are seeking.

Leadership capability is a key enabler of innovation, change and growth. Future demand includes:

- managing digital transformation
- innovation and R&D capability
- supply chain and systems thinking
- continuous improvement leadership

Employability skills stand out as the single biggest issue (49 of 166; 29.5%), with repeated references to communication, attitude, work ethic, practical capability and problem-solving. Over 40% of manufacturing and engineering employers surveyed said they found it hard to get the right person alongside a quarter of financial services and health and care organisations.

Future skills needs

AI and automation are the most immediate and widely evidenced future skills need. The sector identifies AI adoption and use as a dominant emerging topic, if still evolving. Leaders, particularly in smaller businesses, need support to develop understanding and confidence to adopt AI to meet compliance and safety requirements and utilise it productively.

Modern manufacturing processes are driving demand for skills in automation, robotics, additive manufacturing and digital design. Future needs include digital manufacturing systems, AI-enabled engineering and production.

Future workforce needs will be more technical and interdisciplinary. In defence, modern manufacturing processes are driving demand for skills in automation, robotics, additive manufacturing and digital design. There is a growing demand for:

- mechatronics
- advanced materials (composites)
- precision engineering
- integrated systems engineering.

Workforce projections 2020-2035 suggest there will be a shift up the skills ladder, with the trend being for a growth in professional engineering roles and a decline in some manual/process roles over time.

There is an emerging need for green skills driven by low-carbon manufacturing. Emerging demand includes lightweighting, electrification (motors, drives, power systems), energy-efficient manufacturing, low-carbon production and circular economy and recycling (especially composites).

There is significant potential to develop 'dual use' skills across the clean energy and defence sectors. Occupational demands for advanced manufacturing and engineering, defence and marine sectors are shared with construction and clean energy sector requirements.

Workforce and pipeline challenges

The ageing workforce is identified by employers as a major risk. Employers are concerned about the loss of experienced workers approaching retirement which is creating urgent replacement demand. In the locally SME-dominated sector there are capacity and recruitment challenges which are reflected in a reliance on external recruitment and agencies. Employers also continue to express concern about the lack of women working in the sector and the need to attract a broader and more representative future workforce.

There are skills pipeline challenges. Employers are concerned about a limited supply of young entrants and report 16-18 year olds not being well prepared for work (32%, Dorset Employer Skills Survey). Employers report finding that young people have different values in relation to the importance of work-life balance and report young people needing more and different support to ensure their retention in work. The sector continues to have low diversity (e.g. women underrepresented at ~17%).

Finding staff with the right employability skills is a challenge for 43% of employers (Dorset Employer Skills Survey). Employers value communication, attention to detail, problem solving and customer service skills.

Small businesses report the need for short courses and support with the administration of apprenticeships.

Construction

Current skills needs

The sector faces persistent labour shortages across core trades, technical roles and emerging green construction occupations. Nationally, 42% of construction industry employers report difficulty recruiting suitably skilled workers, with shortages limiting the growth potential of many firms (CITB Skills Shortages in Construction, 2025).

Dorset's construction sector faces a persistent skilled trades shortage and several key workforce shortages:⁴

- Skilled trades: carpentry/joinery, bricklaying, plastering, roofing, welding, groundworks, plant and steel fixing, plus electricians and plumbing/heating for residential and retrofit.
- Civils/coastal: highways maintenance, drainage, structures, earthworks, marine works, flood/coastal engineering (Poole scheme and wider coastal management).
- Technical and professional: site management, quantity surveying, estimating/commercial, planners, clerk of works, BIM/DT (Building Information Modelling and Digital Twins), compliance (CDM/H&S) — CITB highlights the South West's highest need in professional and technical and office roles.
- Green construction and clean energy retrofit: retrofit assessors/co-ordinators (PAS 2035), heat-pump and solar installers, electricians with low-carbon competency, air-tightness/thermal bridging, MMC (Modern Methods of Construction), EVCP (Electric Vehicle Charge Points), driven by local net-zero programmes and estates decarbonisation

Digital skills are required to utilise new technology and data collection and reporting.

Resilience, communication skills, attention to detail and customer service skills are the employability skills most in demand.

The need to replace the ageing workforce is adding urgency to employers who are already using agencies alongside informal methods to recruit. Employment projections predict continued reliance on skilled trades and a growth of professional skills.

Future skills needs

Employment projections suggest that the construction sector in Dorset will continue to grow to 2035 with requirements for skilled workers and professional roles. (Skills Imperative 2020-2035)

As the construction environment evolves, there is a need to prepare a pipeline of workers who understand new technologies, sustainability and regulation, and energy efficient building methods. The future workforce will need to be equipped with higher level technical and management skills aligned to:

⁴Annex B provides full SIC and SOC codes for the key roles in demand within sectors

- Project supervision and site management
- Advanced craft skills leading to Gold/Black CSCS levels
- Technical specialisms linked to digitisation and innovation.

When asked about future skills needs Dorset employers' focus remains firmly on traditional manual trade skills and practical site experience. While some awareness of engineering and technical specialisation exists there is little reference to digitalisation, sustainability or innovation – skills increasingly important to the sector's future. Training, particularly in SMEs, is generally seen as job specific with limited anticipation of broader industry change.

Dorset Employer Skills Survey reveals AI adoption is low (9%), with employers in small businesses not yet realising the opportunities.

Workforce and pipeline challenges

Employers highlight the structural workforce challenges of an ageing workforce. Construction employers show low levels of youth employment, with one-third offering work experience or placements. While some companies express willingness to train apprentices most are focused on immediate skills needs rather than long-term workforce development.

Employers consistently rate younger recruits as less work-ready than older recruits, with 16–18-year-olds scoring notably lower. Employers want more job ready entrants, faster upskilling for existing workers, and delivery models that work for SMEs who are time poor and dispersed across urban/rural Dorset.

Meeting Dorset's future construction demand, will require a strengthened local skills pipeline, including broadening participation to attract more women into the sector, expanding entry routes, increasing skilled trades training, developing green construction capability, and improving progression pathways. Collaboration between employers, training providers and local partners will be essential to ensure the workforce needed to deliver Dorset's housing, infrastructure and net zero ambitions.

There is scope to work with Tier 1 contractors and local authorities to promote usage of CSR/ESG schemes to support skills planning and supply chain skills development, and to access support for this through CITB and the Construction Technical Excellence College ([CTEC](#)).

Digital Technology and Creative

Current skills needs

Dorset's digital and creative businesses need a combination of advanced technical digital skills (software, data, infrastructure), creative digital production skills (design, multimedia, digital content), and AI and automation capability integrated into technical roles, alongside commercial and project delivery skills to translate digital capability into business productivity.

A third of businesses struggle to find recruits with the right digital skills (33%, Dorset Employer Skills Survey) in a sector where the majority of businesses are using AI (76%).

Technical digital skills remain the core backbone of demand, particularly in BCP's tech cluster. Employers report current shortages in software development, web development, IT systems, data analysis, digital marketing, and creative design skills. There are high volumes of vacancies for roles such as software developers, systems engineers, IT support specialists, network engineers, DevOps engineers, graphic designers and data engineers, and frequent demand for programming languages including JavaScript, SQL, Python and C#. Creative employers describe a need for more technical theatre roles. There are few vacancies for entry roles.

Alongside technical roles, there is demand for creative and content-based digital skills in graphic design and content creation, UX and product design reflecting Dorset's strengths in VFX and animation, games and immersive media and digital marketing and agency services.⁵

Employers require individuals who can combine technical capability with structured project management and delivery skills. Communication skills are important; some younger employees rely heavily on digital communication and lack confidence in direct communication. Small and micro businesses, which dominate the creative industries, need multi-skilled staff able to operate flexibly across roles, alongside entrepreneurial capabilities such as adaptability, initiative and the ability to identify new opportunities, to support innovation and growth.

Future skills needs

Looking ahead, the strongest emerging demand is for AI, automation and cloud-based digital skills, with employers highlighting the need for developers with AI capability, systems automation expertise, and up-to-date technology skills. Emerging creative technology areas such as 3D design, videography, immersive media and digital content production are also expected to grow. Priority skills needs include:

- AI-enabled programming, automation engineering
- Data engineering, AI/data integration, digital workflow automation
- Cloud platform expertise, cyber resilience and cyber security
- Data-driven marketing, AI-supported marketing tools
- 3D design, immersive media, advanced multimedia production
- Digital product management, agile delivery
- Leadership, digital change management

Workforce and pipeline challenges

Informing and inspiring children about opportunities available is challenging in this sector due to the number of sole traders and micro businesses. It can be challenging for education providers to engage micro businesses and for businesses to commit time and capacity to provide placements and work experiences. This can be exacerbated by a lack of physical office space. This sector's skills needs are evolving quickly in response to fast paced business evolution and it is important that qualifications keep pace.

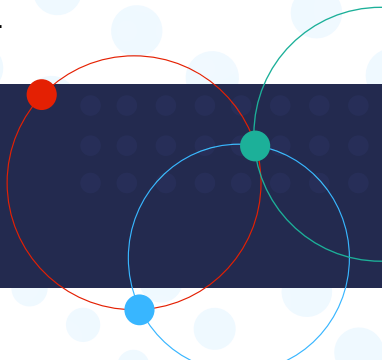
Creative businesses are concerned about the pipeline of young people into their industries. Performance roles are well understood but vital technical roles remain less visible.

Employers in these sectors are concerned about the lack of younger professionals in the sector, as many move away from the area to gain experience due to opportunity and the cost of living.

⁵Annex B provides full SIC and SOC codes for the key roles in demand within sectors

Recent evidence (May 2026) from the [Creative Industries Policy and Evidence Centre's Skills Audits](#)⁶ report that one in five firms with skills challenges suggest these are hampering innovation and growth.

Financial Services and Professional and Business Services



Current skills needs

The Financial Services Skills Commission's 2025 report reinforces that the sector faces a widening skills gap, driven by technological change and changing customer/workforce expectations, and argues for reskilling and skills-based hiring as core responses.

Based on vacancy information and the structure of major local employers, the most skills pressure points cluster into:⁷

- Financial analysis and reporting
- Regulated operations and control functions - risk management, Know Your Customer (KYC) onboarding, quality assurance, governance, conduct, complaints handling.
- FinTech and data roles inside financial services requiring hybrid roles combining finance assistants with software engineering, data analysis, SQL, Python/Java; also product/project management bridging business and tech.
- Customer service and client management delivery - High-volume service roles remain a consistent part of the occupational footprint and postings, particularly in hub locations.

Skills and labour supply of professional and business services are critically important to the local economy, especially higher level digital and data capability (including AI-enabled productivity), client-facing commercial skills, project/programme management and digital delivery, regulatory/compliance knowledge, and professional qualifications such as accountancy, legal, HR/CIPD, procurement.

Digital skills and capability are core to current roles with a high proportion of businesses who are using AI (62%). The growth of FinTech businesses supports a growing need for AI and automation in financial services alongside advanced data analytics and modelling. As the sector innovates and develops new products and services there will be an increasing demand for UX/UI and customer journey design.

Future skills needs

Going forwards there is strong demand for AI and staying up to date with its evolving uses. Data analysis and advanced digital capability will become increasingly important, alongside employability skills such as communication, problem-solving, and client management and professional competencies.

Workforce and pipeline challenges

The financial services sector workforce is ageing with employers concerned about attracting young people to the sector. Its continued growth is dependent on access to a highly skilled workforce with integrated technical, digital, and professional capabilities, supported by strong employer engagement with responsive skills provision.

There is competition for digitally capable mid-career hires, particularly in Bournemouth's cluster environment. Employers are adopting shorter term solutions by encouraging older workers to stay at work by offering flexible solutions, but a long-term approach to nurturing the development of the future workforce is needed.

In the Professional Business Services sector, workforce challenges are becoming increasingly acute as the industry reaches a critical point driven by AI and technological change. Sustaining competitiveness now depends on both attracting high-skill talent and strengthening progression pathways, from apprenticeships and professional qualifications to advanced technical roles in areas such as data and engineering.

Local pipeline weaknesses are evident, particularly when mapping education provision against occupational demand, with clear pinch points emerging in experienced management, senior finance, and data specialisms. Recruitment difficulties are intensified outside major urban centres, where a persistent "brain drain" sees skilled young professionals drawn to higher-paying roles in London, leaving rural and coastal economies like Dorset under increased pressure. This is compounded by high replacement demand, constrained housing and wage conditions, and limited capacity among SMEs to invest in structured talent development. Entry routes into the sectors are also narrowing, further tightening the talent pipeline.

Employers describe 16-24 year olds as less well prepared for the workplace than older workers. Alongside technical skills employers value critical thinking skills, especially when using AI, to evaluate results.

A quarter of businesses find it hard to recruit the right employability skills (24%). Employers stress the critical importance to their businesses of having strong risk controls in place along with the skills and knowledge to understand what could go wrong. They emphasise the need for employees to pay attention to detail, and to be able to communicate effectively (both verbally and in writing) with customers.

As a sector, financial services has a tradition of training their own. Employers have a reliance on alternative entry routes, with firms often preferring to recruit school leavers and apprentices and train them internally.

Health and Care

Current skills needs

Dorset's health and care sector is large, growing, and strategically vital, but it continues to face persistent labour shortages and skills gaps while simultaneously transitioning rapidly toward more digital, data-enabled, and community-focused models of care.

Based on vacancy information, sector feedback and sector body data, the current skills needs in health and care in Dorset are grouped as follows:⁸

- Core Care and Clinical skills – complex care, dementia care, end of life care, safeguarding, learning disability and autism support, reablement, personalised care planning
- Clinical disciplines – oral health, occupational health, speech and language therapists, mental health specialists, GPs, nursing disciplines, optometrists, physiotherapists
- Workforce skills – digital care records, assistive technology, leadership, HR professionals.

⁸Annex B provides full SIC and SOC codes for the key roles in demand within sectors

Data from Dorset Insight and Intelligence Service (DiiS) highlights that 50% of NHS recruitments are from within the sector, and that the turnover in care settings is three times higher than that in NHS Trusts. Finding ways to attract new recruits to the health and care sector is a critical challenge.

Addressing high turnover and workforce fragility requires greater emphasis on leadership, supervision and workforce management skills, alongside more coordinated, system-wide approaches to training design and delivery through the Integrated Care System. Overall, skills provision must become more flexible, locally accessible and employer-aligned, enabling a sustainable workforce capable of meeting rising demand and supporting the long-term transformation of health and care services.

Future skills needs

The evidence indicates that skills provision across Dorset LSIP area must be significantly reshaped to address workforce shortages, demographic pressures and the transition to new models of care, health and wellbeing.

Provision must also align more closely with the system-wide shift toward community-based, preventative and integrated care to reduce hospital admissions. This will require increased training in home care, reablement, intermediate care and extra-care housing models. This shift is accompanied by a growing need for stronger core and specialist skills, including dementia care, frailty, mental health, and management of complex long-term conditions.

There is also increasing emphasis on digital capability, data literacy and system-wide collaboration, reflecting the integration of health and care services and the growing role of AI, technology and data in service delivery.

There is a need for digital and technology-enabled care skills — such as digital records, and more qualified occupational therapists, diagnostic radiographers, speech and language therapists, and sonographers, alongside ongoing shortages in care roles such as domiciliary care assistants.

There is a need for English language skills (28%) reflecting the needs of the diverse international workforce, with consistent delivery of essential care competencies and person centred interpersonal skills.

Workforce and pipeline challenges

The most immediate priority is to expand and diversify entry routes into the sector, particularly by engaging young people, economically inactive adults and under-represented groups, supported by targeted outreach and engaging routes into learning in deprived, rural and coastal communities.

There is a need to scale apprenticeships and establish clear progression pathways, particularly at Levels 2–5, to improve retention and create sustainable career pipelines within both health and social care. Ensuring there are appropriate opportunities to pursue care career pathways to Level 3 is a particular issue in light of the upcoming Level 3 and below qualifications reforms.

To meet future demand, the health and care system in Dorset and BCP is focusing on developing a sustainable, locally-recruited and highly skilled workforce. Key priorities include expanding career pathways, improving recruitment from local communities, widening participation in the workforce, and strengthening collaboration between education providers, employers and the Integrated Care System.

Clean Energy

Clean energy jobs are a subset of the jobs which are required in the transition to net zero.⁹ These jobs are needed across a variety of sectors including renewables, nuclear, hydrogen and Carbon Capture, Usage and Storage (CCUS), heat and buildings, and industrial decarbonisation.

Over the next ten years Dorset has ambitious plans to become a national and regional clean energy hub, driven by major investments many of which are currently in proposal and not yet confirmed. While demand for clean energy skills is concentrated in sectors like construction and manufacturing (see sector analysis above), green behaviours and net zero skills are increasingly required across all sectors and job roles. The three-year period of the LSIP from 2026 to 2029 will be pivotal in preparing to develop a pipeline of talent and opening up opportunities for an inclusive approach to growth.

Three projects are already underway:

- Decommissioning the steam generating heavy water nuclear reactor at Winfrith (funded by the National Infrastructure and Service Transformation Authority)
- Statera are establishing a Battery Energy Storage System (BESS) close to the National Grid Sub-station at Chickerell, strengthening the electricity network for over 60,000 homes in South-West Dorset and building capacity to store surplus energy from renewables and feed it back in the National Grid at times of need
- A feasibility study by Morwind supported by the Crown Estate to establish an offshore wind hub port at the Channel Gateway on Portland

Further potential developments are being co-ordinated by the Dorset Clean Energy Super Cluster, including Portwind: An offshore wind scheme for South Dorset / Devon by Source Galileo, a carbon capture and storage scheme at Lyme Bay by Azuli, a hydrogen import, storage and generation scheme by UKEn, and a new nuclear scheme (small modular reactors) by UK Nuclear.

Current skills needs

- Electrical, engineering and construction skills
- Engineers, technicians and skilled trades for energy and infrastructure projects
- Sustainability reporting, ESG and regulatory compliance skills
- Retrofit, energy efficiency and low carbon construction skills
- Carbon literacy, baseline sustainability awareness across the workforce
- Problem solving, communication skills, whole-system thinking.

Future skills needs

- Advanced clean energy engineering and systems integration (electrical, mechanical, civil, nuclear, chemical)
- Digital, data and monitoring skills linked to energy systems
- Hydrogen, offshore wind, nuclear and energy storage specialisms
- Supply chain, logistics and project delivery

- Embedded green behaviours and whole system thinking across all roles

Workforce and pipeline challenges

Skills planning must begin early to ensure Dorset captures long term economic and employment benefits, rather than relying on a transient workforce attracted from outside the area. Employers and partners consistently report a need for better intelligence on future jobs, clearer career pathways, and stronger engagement with communities, young people and educators to raise awareness of opportunities in clean energy, net zero and green careers.

Cross-cutting Skills Needs: Digital Skills, Leadership and Management, Net Zero, Green Skills, Inclusion and Diversity, Essential Skills

Digital skills

Digital skills gaps are universal and urgent. Employers repeatedly highlight needs ranging from basic digital literacy (Excel, email) to advanced skills (AI, coding, automation). The most sought after specialised skills predominantly relate to those required in the digital and ICT field. These include software engineering, specific programming and software development such as C languages, JavaScript, and Azure. Cyber security awareness and data protection and compliance being widely cited. 20% report finding it hard to recruit the right digital skills, most notably within Digital Tech & Creative Industries (33%) and Adv Manufacturing & Engineering (25%).

AI is the strongest emerging skills theme. Around 42% of firms already use AI, with larger organisations adopting faster than SMEs, which are more cautious due to concerns around compliance, ethics and risk. Employers view AI as a cross-cutting productivity tool, alongside data handling, automation and digital systems.

Future workforce needs will combine advanced digital and AI capabilities with practical technical expertise and strong interpersonal skills. Automation, integration and systems thinking will be essential to understand how digital systems interact across organisations and supply chains. In the clean energy sector, the need for smart energy systems and monitoring, and data-drive sustainability reporting will continue to grow. Underpinning all of this, critical thinking skills will be essential for utilising AI effectively.

Recruitment challenges persist, particularly in digital sectors. A third of digital firms and a quarter of manufacturing businesses report difficulty finding candidates with the right digital skills. Ensuring that skills delivery and qualifications keep pace with AI and digital developments is critical for young people and adult skills funded courses through flexible and modular delivery.

Generational differences are evident: younger workers are confident with digital tools and AI prompting but less confident in verbal communication, while older workers show the reverse. Some employers are concerned about AI-generated job applications not reflecting genuine skills. Some young people need support to use email and spreadsheets, while others are boycotting AI concerned for its impact on future jobs and the environment.

Basic digital skills remain a barrier for some jobseekers. Many individuals and learners still lack the foundational digital skills needed to access services, stay safe online, and participate fully in modern workplaces, such as outlook, excel and powerpoint, file and folder management of content. Access to training is limited in rural areas, where small cohort sizes make provision difficult, and face-to-face learning is often preferred to build confidence.

Leadership and Management

Strong leadership is critical to productivity, innovation and workforce stability. Dorset's economy is dominated by SMEs, where leadership often sits with owner-managers lacking formal management training. Key gaps include people management, strategic planning and operational leadership.

Demographic pressures, including an ageing workforce, increase the need for succession planning, knowledge transfer and retention strategies. Leaders require strong interpersonal skills, to use in coaching, mentoring and inclusive recruitment.

Sector needs vary but consistently require leaders who can combine technical expertise with operational management, ensure compliance and safety, and drive innovation and customer service.

To support growth, Dorset needs leaders who can adopt and innovate with AI, guide workforce adaptation and digital change, embed new systems and improve digital literacy, plan for succession and inclusive recruitment to lead organisational change effectively. Leaders also need to know how to harness the human skills such as creative and critical thinking, adaptability, resilience and humility in order to capitalise not only on the potential of artificial intelligence, but augmented intelligence. This combines the talents of people and technology to improve, for example, prompt writing, interpretation and bias detection.

Strengthening leadership capability—especially among SMEs and emerging leaders—will support productivity, resilience and innovation.

Net Zero

The terms net zero, green skills, and clean energy are interconnected but distinct concepts.¹⁰ Net zero refers to the goal of achieving zero greenhouse gas emissions from all sectors of the economy, in the UK by 2050. It emphasises the need for a shift from fossil fuels to renewable energy sources.

The Dorset Employer Skills Survey found that while some organisations recognise the need for sustainability knowledge and skills, most do not currently view net zero as a workforce capability issue. Many organisations have limited awareness of how workforce skills contribute to net zero goals. Sustainability responsibilities are often concentrated at management level for net zero planning rather than embedded across the workforce.

Formal training or structured capability development in sustainability appears limited, particularly among smaller organisations. Baseline sustainability awareness is needed to develop sustainability literacy across the workforce, and behavioural competencies were emphasised as important to support culture and mindset change as key drivers of sustainability.

To accelerate progress towards net zero targets there is a need to increase awareness that every job will require green behaviours. Developing staff competencies and embedding responsibility for sustainability across the workforce rather than limiting it to management or policy frameworks will be an important cross-sectoral agenda over the next 5-10 years.

¹⁰[Skills England: Sector skills needs assessments - Clean Energy Industries](#), and [UK Parliament POST: Green skills in education and employment](#)

Green Skills

Green skills are the knowledge, abilities, values and attitudes necessary to reduce the impact of human activity on the environment. They are often associated with sectors that will play a major role in reaching net zero greenhouse gas emissions by 2050, such as power, home heating, waste and resources.

Sector specific specialist green technical skills are required in sectors linked to infrastructure, construction, engineering or estates management (see Advanced Manufacturing and Engineering and Construction above). These include retrofit and low-carbon construction, energy systems, sustainable engineering practices and environmental technologies.

Where employers did identify green skills needs, a common theme was regulation, compliance and reporting rather than technical green engineering skills. Employers referred to needs such as sustainability reporting, environmental compliance, ESG processes and understanding regulatory frameworks. These skills are typically required by managers and for governance not only by technical specialists.

Inclusion and Diversity

Dorset's labour market faces structural challenges from an ageing population, with around 38% of the workforce aged over 50, and a declining working-age population in some areas.

Around 30,000 residents would like to work but face barriers such as health conditions, caring responsibilities, low qualifications and rural transport issues.

While overall workforce diversity is lower than national averages, some sectors (e.g. health) show higher diversity through international recruitment. There is growing employer interest in neurodiversity and inclusive employment practices.

Key priorities for improving inclusion, based on consultation with employers and stakeholders, include:

- leadership commitment
- inclusive recruitment practices
- increased awareness and education

These changes are needed to widen access to employment and support progression, particularly for young people and those with SEND.

Skilled Early Years staff are required in parts of Dorset Council area and this also requires monitoring in the BCP Council area. Ensuring parents have access to early years childcare enables their inclusion in the workplace.

Essential Skills

There is an ongoing need to provide young people and adults access to essential skills that enable progression into and at work; the Dorset Employer Skills Survey reported it hard to recruit applicants with the right numeracy (17%), digital (22%) and English skills (20%).

Analysis of local vacancies in the Industrial Strategy growth sectors reveals that currently many are either low skill, low pay or requiring higher level qualifications/experience with few vacancies in-between at technician / associate professional level suggesting progression pathways to jobs requiring higher level qualifications are underdeveloped.

Projections of future jobs predict that employment in Dorset will increase by 0.6%, higher than the national average, to 2035. Compared to the national average, more jobs will require Level 3 (A level or equivalent) or above (Skills Imperative 2020- 2035), and the biggest growth will be in professional roles.

Supporting this, the proportion of people qualified at Level 3 or above in the area has increased faster than the national average in the last four years. However, there is a lower proportion of people qualified at Level 3 or above in the 25-29 age group than the national average which has implications for upskilling at work locally. The proportion of people qualified at Level 4 or above in the area has increased more slowly than the national average in the last four years, leading to a focus on developing home-grown talent in the new LSIP.

The demand for occupational expertise increasingly cuts across sectors — for example, engineers, project managers, digital specialists and technicians operate across defence, clean energy, construction and advanced manufacturing (Lightcast, 2025). This highlights the importance of an integrated approach to skills planning and flexible joined-up training.

Employer Engagement with the Skills System



Training provision is still not fully visible or sufficiently aligned for the employers surveyed: 45 of 169 (26.6% Dorset Employer Skills Survey) said they cannot find suitable local courses, and a further 21 (12.4%) do not know or have not tried. The highest responses were from 38% of financial services and professional and business services and 34% of businesses in the advanced manufacturing and engineering sector who reported not being able to find training courses and qualifications to meet their needs.

The demand for work experience and placement opportunities will continue to grow to meet employers' needs for work ready behaviours, employer designed qualifications and new requirements for increasing school work experience. Dorset's Employer Skills Survey reported 71 employers (41.8%) had hosted placements, and some 42.3% (30) used placements as a strategy to support recruitment, for longer-term roles. Education providers report that sourcing placements continues to need support.

Over the past year, strategic communications has played a defining role in the delivery of the Dorset Local Skills Improvement Plan (LSIP). Not simply as a means of promotion, but as a mechanism for change through monthly meetings with partners enabling stakeholders to share plans, build relationships, and develop joint initiatives to simplify messages about, and access to, the skills system for employers.

There is strong business appetite for engagement: 80 respondents (47.1% of Dorset Skills Survey respondents) left contact details for further information about training or the LSIP.



Agreed Changes and Actions Needed

- Harnessing the Power of Employer-Education Partnerships
- Meeting Growth Sector Needs
- Building Digital Skills and Digital Confidence
- Realising the Talents of Young People
- Promoting Inclusive Workplaces and Widening Labour Market Participation
- Measuring Success

Agreed Changes And Actions Needed

The Government's Modern Industrial Strategy 2025 sets Skills England a three-fold goal:

- To understand skills needs and improve England's skills offer;
- To simplify access to skills to boost economic growth; and
- To mobilise employers and other partners, co-creating solutions to meet national, regional and local skills needs.

Dorset's Local Skills Improvement Plan is on a mission to contribute to this goal by delivering business growth with training across the Dorset Council and BCP Council areas.

Based on our understanding of the skills needed to boost local economic growth set out in previous sections, we identify below five priorities on which to focus a shared agenda for change and action over the next three years.

- Harnessing the power of employer-education partnerships
- Meeting growth sector skills needs
- Building digital skills and digital confidence
- Realising the talents of young people
- Promoting inclusive workplaces and widening labour market participation

The actions required and expected outcomes are set out below.

Harnessing the Power of Employer-Education Partnerships

Mobilising Employers

Coordinate a county-wide, employer-led approach to skills development that mobilises employers, education providers and stakeholders to co-design, promote and deliver a responsive, accessible and high-impact skills system.

Increase SME employer awareness and understanding of the skills system by delivering clear, targeted communications. Most employers can access information about the local training offer, but a quarter (26.6%) said they cannot find suitable local courses with a further 12.4% saying they do not know or have not tried. The changing skills landscape, offer and funding availability can be confusing and off-putting for employers, particularly for SME businesses. A strategic communications plan, led by Dorset Chamber using the Dorset Skills brand in partnership with stakeholders, will support understanding of local courses, signpost employers to education and training providers, and promote clear up-to-date information about how to maximise training budgets and use the Growth

and Skills levy. The campaign will target smaller businesses and those without HR functions who find it harder to engage with the skills system.

Stakeholders and education providers will work with existing employer networks to strengthen employer understanding of, and engagement with, local workforce training and skills solutions. They will coordinate, facilitate and support employer partnership activity, ensuring that collaboration remains practical, employer aligned and focused on delivering tangible skills and workforce outcomes

Employer attraction campaign led by Dorset Chamber's Strategic Communications working group in partnership with education and training providers and partners to coordinate events and messaging utilising under the Dorset Skills brand. To promote employer opportunities and benefits of engaging with skills system through apprenticeships, work placements, skills bootcamps and new short course apprenticeship units.

Champion employers investing in skills through social value. Local case-studies will be promoted which model the business benefits of investing in skills to their supply chain and the local community alongside approaches to strengthening talent pipelines in priority sectors.

Elevating Providers

The best skills provision is collaborative in nature, based on genuine partnerships between employers and education providers and closely aligned with labour market needs. It has a clear line of sight to work, so that employers and learners can see why and how learning is relevant in the real work context, and it informs the practice of vocational teaching and learning for teachers and trainers.

Curriculum Conversations will build on established and emerging good local practice of high quality employer–education partnerships that enable excellent skills delivery and impact across Dorset involving further education colleges, universities and independent training providers.

We will **build Dorset's provision strengths**, supported by working with emerging Technical Excellence Colleges so that locally we benefit from their regional and national professional development networks. We will further develop innovative approaches to the co-design, development and delivery of learning programmes and progression opportunities. We aim to strengthen co-ordination between providers to enable employers and learners to navigate the skills system more easily.

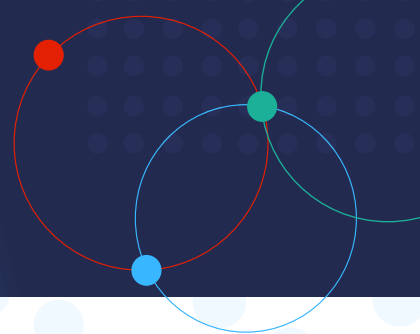
We will review the **employer journey** with education and training providers to identify opportunities to simplify access to the skills system, improve the employer experience, and create a more joined-up and jargon-free approach to skills engagement across Dorset.

Success will be measured through progress towards the following outcomes:

- **Employers report stronger engagement with the skills system**
- **Stronger collaboration exists between employers, providers and partners to address workforce challenges**

Annex B sets out the detailed actions, milestones and partners responsible for delivery of this priority

Meeting Growth Sector Skills Needs



The Dorset LSIP (2026-29) has identified six priority sectors:

- Advanced manufacturing and engineering, including defence, marine
- Construction
- Digital technology and creative
- Financial services and professional and business services
- Health and care
- Clean energy

So that the local skill system can support Dorset's priority and emerging economic sectors, a key focus of the new LSIP will be on ensuring a comprehensive and accessible skills offer for local growth sectors, with progression routes from entry level provision and opportunities to higher level learning and work, wherever possible within or close to the area.

Developing the Skills Evidence Base

We will develop the skills evidence base by sharing local **labour market intelligence publications** and **sector needs reports** to support a responsive skills system and attract investment. We will develop local understanding of employers' skills needs with more investigation into Financial Services and professional and business services, co-ordinating conversations about skills shortages with employers and partners. We will develop available **learner participation and achievement data** to inform activity and track impact.

Improving Skills Planning

The Dorset Chamber LSIP team will work with South-West LSIPs to develop a **shared understanding of Wessex Partnership area skills needs** and identify common priorities. We will continue to work closely and respond to BCP Council's emerging growth plan, support Wessex Partnership and national sector jobs plans and analysis.

Working with education and training providers we will continue to develop **provision maps** in priority sectors to identify strengths in the current local skills system as well as gaps where new or different provision may be required to strengthen pathways into growth industries. We will ensure the local curriculum offer and mapping takes account of emerging employment sectors and developments such as the Clean Energy Super Cluster, the strengthening of our defence capabilities and Portland Memo. We will also ensure that provision takes account of employers' feedback about the importance of essential work readiness skills and consider how the area can both stimulate and scale innovation to drive improvements in productivity across growth sectors.

Evolving the Skills Offer

We aim to improve **careers awareness** and the visibility of growth sector careers and career pathways for young people and adults considering career change. Working with Dorset Careers Hub and partners, we will support events, employer engagement activities and the development of accessible information on local opportunities.

Curriculum Conversations will continue to provide a mechanism for providers to work together to shape **new provision development** and share effective employer partnership practice. We will support the development of new courses, delivery models and training opportunities where evidence identifies unmet skills needs.

Fewer young people and adults under 40 across Dorset have Level 4 or above qualifications than the national average.¹¹ Improving progression pathways into **higher-level learning** and skilled employment remains a key priority so that we can develop and retain both young people and adults within the local economy and contribute to raising levels of productivity. We will support the development of flexible, modular and accessible higher-level qualifications and pathways aligned to local growth sectors. We will work with providers and partners to assess the feasibility and scope for developing a higher level skills offer to be delivered through skills hubs as part of the regeneration of Dorset's market and coastal towns. And we will work with higher and further education providers to strengthen approaches to developing and retaining graduates to increase workforce higher level skills.

We will support the development of **sector-specific skills plans**, beginning with Defence and the skills needs of Dorset Innovation Park, Dorset's enterprise zone, to strengthen talent pipelines and ensure Dorset is prepared to respond to emerging investment opportunities and workforce demand. Then develop a plan to support Clean Energy which has emerged as a clear sector priority for the new LSIP. The ambitions of the Dorset Clean Energy Super Cluster call for nothing less than a once-in-a-generation transformation in the scale and innovation of skills provision in the area. We will use the LSIP to develop understanding of the skills needed to support the Super Cluster's plans. We will work closely with Dorset Council and key investors to develop understanding of future workforce requirements and build the strategic case for a transformational change programme to deliver the clean energy skills that will create growth and opportunity for Dorset's future generations.

Success will be measured through progress towards the following outcomes:

- **Skills planning is informed by robust labour market intelligence and employer insight.**
- **Skills provision is increasingly aligned to the workforce needs of Dorset's priority and emerging sectors.**
- **Employers have access to stronger local talent pipelines and progression pathways.**
- **More learners progress to Higher-level skills participation.**

Annex B sets out the detailed actions, milestones and partners responsible for delivery of this priority

Building Digital Skills and Digital Confidence

Digital capability has been identified as the most significant cross-sector skills requirement across Dorset's economy. Building the digital capability needed to ensure a 'digital spine' across the area will include:

- Essential digital skills (inclusion)
- Workplace digital capability (productivity, cyber security, regulatory requirements)
- AI awareness/adoption (ethics, productivity, transformation)
- Leadership confidence and capability

with targeted support by sector and for SMEs. Dorset's Digital Skills Partnership will provide delivery of relevant actions and ensure alignment with partners plans.

We will **develop coordinated Dorset digital skills pathways** with comprehensive progression pathways aligned to growth sector needs. We will support the embedding of digital and AI capability across learning programmes and priority sectors.

We will explore innovative approaches to offering accessible digital skills provision in communities of need, considering integrated hub models to secure financial viability of delivery in areas where participation is naturally lower.

Promoting Digital Skills Adoption will support the workforce to improve productivity, adopt new technologies, make ethical and appropriate use of AI, and critically evaluate AI-generated content. We will promote and signpost the digital skills and AI training opportunities available to ensure employers and learners can find the right courses.

We will improve the **visibility of digital careers pipelines** by mapping the digital training offer and progression pathways. This will support learners, employers and careers professionals to understand the opportunities available and the routes into digital and technology-related careers

Supporting SME AI leadership. Business leaders and managers need support to understand how emerging technologies can be integrated into their operations and how to manage their adoption effectively and safely. Addressing these needs will require coordinated support across education providers, employers and digital skills initiatives, so that together we can capitalise on the opportunities technology offers to strengthen business performance and economic growth.

Success will be measured through progress towards the following outcomes:

- **Employers, learners and workers demonstrate greater digital capability.**
- **Businesses are better able to adopt digital technologies and artificial intelligence.**
- **Digital skills pathways support progression into employment and higher-level learning.**

Annex B sets out the detailed actions, milestones and partners responsible for delivery of this priority

Realising the Talents of Young People

Dorset's future growth depends on enabling more young people to access, progress and succeed in learning and work. A major focus of the LSIP is improving progression routes into employment and higher-level learning, increasing awareness of local opportunities and strengthening employer engagement with young people throughout their education journey.



Pre-16 Careers and Work Experience

Employers in priority sectors are concerned that young people do not have a good understanding of the rich and diverse range of careers and opportunities available within their sector and have concerns about the impact of well-intentioned but poorly informed influence of some parents and teachers.

We will **improve young people's growth sector awareness and careers**, particularly within priority Dorset sectors including health and care, construction, advanced manufacturing and engineering, and Clean Energy. Through events, careers activity and labour market information, young people, their parents, and teachers will have greater awareness of future career opportunities. Giving children and young people access to engaging and meaningful information about local career pathways from primary school when gender and social mobility stereotypes are formed is a key longer-term strategy. This should include those young people who are electively home educated and their parents and carers.

Looking ahead, a rapid **expansion of work experience opportunities** pre-16 is required to meet new government expectations that every child in secondary school will have two weeks' worth of meaningful experiences of the workplace to develop an understanding of work and the opportunities available. Whilst employers report a willingness to support work experience, they are also feeling overwhelmed by the number and range of requests to provide it. In addition, concerns remain that those most in need of this opportunity do not receive it; those with low social mobility, those with special educational needs or disability. Supporting schools and employers to work together and articulate with confidence the range of benefits of offering meaningful work experiences to young people pre-16 will be critical if more students are to secure earlier experiences of the world of work.

Transitions to Employment

Employers identify young people's (16-24yrs) **work readiness skills** as an area for development. Employers consistently rate younger recruits as less work-ready than older recruits, with 16-18-year-olds scoring notably lower, particularly with Construction employers. Evidence from the most recent Dorset Employer Skills Survey cautions against an overly generic response; however, with employers calling for baseline employability and sector-specific technical competence to be developed together. We will support the development of approaches that strengthen communication, problem solving, teamwork, resilience and other employability skills required for successful progression into work.

Ensuring the rising number of young people who are not in education, employment or training (NEET) and who want to work access the training they need to secure foundational literacy, numeracy, digital and employability skills will be a key part of this priority area.

Work placements play a vital role in developing the skills, attitudes and behaviours needed for employment. The recent Dorset Employer Skills Survey reports 71 employers (41.8%) had hosted someone on work experience or placement in the past year. 30 (42.3% of host employers) said they had then taken a placement participant into a permanent or long-term role. Stakeholders and education providers will work together to grow the number and range of employers offering experiences in priority sectors required to support growing technical education using shared messaging and co-ordinated approaches to minimise employers who are fatigued by numerous asks.

We will provide **employer support and guidance** to help them engage confidently with young people through work experience, placements, apprenticeships and recruitment activity. We will work with employers and partners to share good practice, promote employer-led case studies and improve understanding of how businesses can successfully support young people entering the workforce. Throughout the LSIP development process employers have shared how they have adapted their apprenticeship and early careers support to meet young people's changed resilience and support needs and the importance of addressing the differences between the aspirations and attitudes of Gen Alpha and employers' expectations.

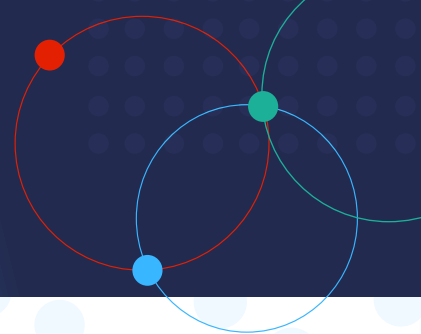
Partners will continue to support the development and co-ordinated delivery of **Youth Hubs**, and related careers and employment support activity including the Youth Guarantee and the Jobs Guarantee. The Hubs and support will help young people (18-24 year olds) access careers advice, employability support, skills development opportunities and routes into employment. We will target our actions for maximum impact in line with the findings and evidence of the Milburn review.

Success will be measured through progress towards the following outcomes:

- **More young people understand local career opportunities and progression routes.**
- **Young people are better prepared for employment through meaningful engagement with employers.**
- **Increased numbers of young people progress into local employment, apprenticeships and further learning.**

Annex B sets out the detailed actions, milestones and partners responsible for delivery of this priority

Promoting Inclusive Workplaces and Widening Labour Market Participation



Dorset faces significant demographic pressures, including an ageing workforce, economic inactivity linked to health conditions and barriers to work and learning faced by those with disabilities, caring responsibilities or lower qualifications.

In response, the LSIP aligns closely with the Get Dorset and BCP Working Plan and Connect to Work initiatives to reduce barriers to employment, support inclusive recruitment practices, improve access to employability and skills support, and strengthen workforce participation among underrepresented groups.

Simplifying Access to Employment and Skills Support. Employers, particularly SMEs and those without in-house HR functions, can find it difficult to navigate the range of employment, skills and support services available. We will explore the feasibility of an Employer Gateway to provide businesses with a single, straightforward route to employment and skills support. By improving access to information, support and funding opportunities, we aim to make it easier for employers to identify effective skills pathways, access funding, and adopt inclusive recruitment and employee support practices.

Working with partners, we will support more people to gain the skills, confidence and experience needed to enter employment and progress within the labour market. Programmes offering support include SWAPs and Connect to Work funded activity **which deliver supported employment services** to reduce barriers to work for job seekers and entry-level employability support. The Adult Skills Fund continues to provide essential numeracy, literacy, digital and English skills. Alongside this, access to a wider range of free creative courses will support individuals to gain skills and confidence for employment. New **health-related employment support** will provide local tailored support to prevent people leaving the workplace due to ill health utilising Workwell funding.

We will raise awareness and build confidence among employers about **inclusive recruitment and employment practices** providing information and support needed to implement inclusive strategies. We will raise employer awareness of support available by increasing the take-up of the Disability Confidence employer standard and promoting understanding of assistive technology that supports those with disabilities and other barriers to work.

Strengthening inclusion will improve access to employment for individuals and will help businesses address workforce shortages and develop more sustainable talent pipelines, including supporting more diverse progression to supervisory and management roles.

Success will be measured through progress towards the following outcomes:

- **More people facing barriers to work are able to access employment, skills and progression opportunities.**
- **Employers adopt more inclusive recruitment and employment practices.**

Annex B sets out the detailed actions, milestones and partners responsible for delivery of this priority.

Measuring Success

The Dorset LSIP 2026–2029 aims to create a more responsive, collaborative and inclusive skills system that contributes directly to workforce participation, productivity and economic growth building on the foundations and strengths established during the first LSIP (2023-26). Success will be measured through the extent to which employers, learners, providers and partners experience improved outcomes and stronger alignment between skills provision and labour market need.

The Dorset Skills and Workforce Board and its working groups ([Annex C](#)) will oversee delivery of the LSIP and review progress against a range of indicators linked to the priorities and actions set out in [Annex B](#). During Year 1 indicators will be baselined and where possible benchmarked. Target setting will be agreed by Dorset Skills and Workforce Board.

Progress will be regularly monitored through labour market intelligence, employer feedback, learner participation data, provider responses and evidence of collaboration between employers, education providers and partners. This will enable the LSIP to remain responsive to changing economic conditions and emerging skills needs, while supporting local accountability across the skills and employment system. The Dorset Skills and Workforce Board will ensure alignment with BCP Council's emerging Growth Plan, Get Dorset and BCP Working Plan and other relevant plans.

Together we are building a stronger future for everyone who lives and works here.

[Dorset Chamber](#), July 2026

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Key Sectors and Transferable Skills Focus

The LSIP focuses on driving development within several **local growth sectors**: [1]

- Advanced manufacturing and engineering
- Defence and marine
- Clean energy and net-zero technologies
- Construction
- Digital technology
- Health and social care
- Financial and professional services [3, 4, 5]

It also highlights the vital need for broad, cross-sector skills like leadership, project management, and digital literacy. [1]

How a Town Council Can Support the LSIP

While large local authorities (like Dorset Council and BCP Council) handle strategic educational policymaking, **Town and Parish Councils** are uniquely positioned to bridge the gap between regional strategy and local communities. [6]

Town councils can offer support in several structured ways:

1. Local Data Gathering & Community Engagement

- **Gather Business Intelligence:** Use regular town business forums, newsletters, or local chamber networks to survey local employers about specific recruitment or skills struggles.
- **Feed Insight Upwards:** Channel these grass-roots findings back to the [Dorset Chamber LSIP team](#) to our local economies are accurately represented in future review phases. [1]

2. Facilitating Connections and Space

- **Host Skills and Careers Events:** Partner with local schools, colleges, and training providers to host micro-careers fairs or "Curriculum Conversations" inside town-owned venues like community centres or town halls. [1]
- **Provide Local Hubs:** Allocate space in council buildings for temporary training workshops, digital inclusion hubs, or hot-desking spaces that allow rural residents to access online upskilling.

3. Leading by Example as an Employer

- **Offer Placements:** The town council itself is an employer. Create structured work experience placements, internships, or local government apprenticeships specifically targeted at young people in the parish.
- **Upskill Council Staff:** Invest in technical, digital, or green-skills training for council staff, aligning with the LSIP's focus on clean energy and net-zero readiness. [1, 5]

4. Promoting Regional Initiatives Locally

- **Signpost Opportunities:** Act as an information conduit. Use the council website, noticeboards, and social media channels to signpost small local businesses to the free and funded training frameworks facilitated by the LSIP.
- **Support Job Seekers:** Promote pan-Dorset employment initiatives like *Connect to Work* or *Get Dorset and BCP Working* directly to residents experiencing economic inactivity or looking for career progression. [1, 7]

[1] <https://dorsetchamber.co.uk>

[2] <https://www.dorsetemc.com>

[3] <https://dorsetlife.co.uk>

[4] <https://www.linkedin.com>

[5] <https://www.dorsetlep.co.uk>

[6] <https://dorsetchamber.co.uk>

[7] <https://democracy.bcpCouncil.gov.uk>