

Table 1: Before the onset of COVID-19

STRENGTHS	WEAKNESSES
<p>Highly skilled workforce</p> <p>High levels of employment</p> <p>Low levels of unemployment</p> <p>Broad based sectoral mix with significant sectoral strengths in air transport; construction; and tourism, hospitality and recreation,</p> <p>Plentiful graduate employment pool</p> <p>Entrepreneurial workforce (old and young)</p> <p>Local education providers work well with businesses in developing and delivering courses to meet employer demand</p>	<p>Missing working age population of 20-40 year olds</p> <p>Pockets of unemployment along the coast and in Crawley</p> <p>Predominance of lower level/lower paid service industry jobs along the coast</p> <p>Pockets of lower skills levels along the Coast and in Crawley and lower levels of participation in further and higher education</p> <p>Reliance on commuting</p> <p>Significant recruitment challenges at associate professional and professional level, particularly in the advanced manufacturing and engineering (AME) sector</p> <p>A slow to respond skills system</p>
OPPORTUNITIES	THREATS
<p>Collaborate locally and nationally to support the development of attractive and well paid career pathways for sectors with significant skills and workforce gaps (eg AME/health and care/agriculture)</p> <p>Up-skill residents to access local well paid jobs</p> <p>Skilled older workforce</p> <p>Local businesses demonstrate a willingness to collaborate to address recruitment challenges and skills gap</p>	<p>Impact of automation (particularly in many of the key roles associated with the airport eg baggage handlers; security; etc)</p> <p>Ageing workforce</p> <p>High cost of living</p> <p>Our towns are not attractive to young people</p>

Table 2: Two months after the onset of COVID-19

STRENGTHS	WEAKNESSES
<p>As above but: Do we still have (proportionately) high employment and low employment compared to national data?</p>	<p>As above plus: Severely weakened aviation, tourism, events and hospitality sectors</p> <p>Now high levels of unemployment in Crawley (and elsewhere?)</p>
OPPORTUNITIES	THREATS
<p>As above plus: Closely track and trace young people from age 16 and work collaboratively across business and education to develop employment/employability opportunities eg UK Gap Year</p> <p>Talent transfers between vulnerable and growth sectors (but how do you make the switch appealing if into less glamorous jobs?)</p> <p>A local collaborative response, reducing competition and safeguarding the quality provision of education, at all stages</p> <p>Ensuring the Adult Education Budget stays in the area and benefits local residents and employers</p>	<p>As above plus: Significant risk of high levels of youth unemployment from the 'class of 2020' and for several years to come</p> <p>Reduced access to public transport meaning that more people will be looking for jobs locally</p> <p>Potential shrinking of London commuter jobs increases labour pool in the area – those with lower level skills will be at a disadvantage</p> <p>Risk of currently furloughed staff being made redundant over the next few months</p>