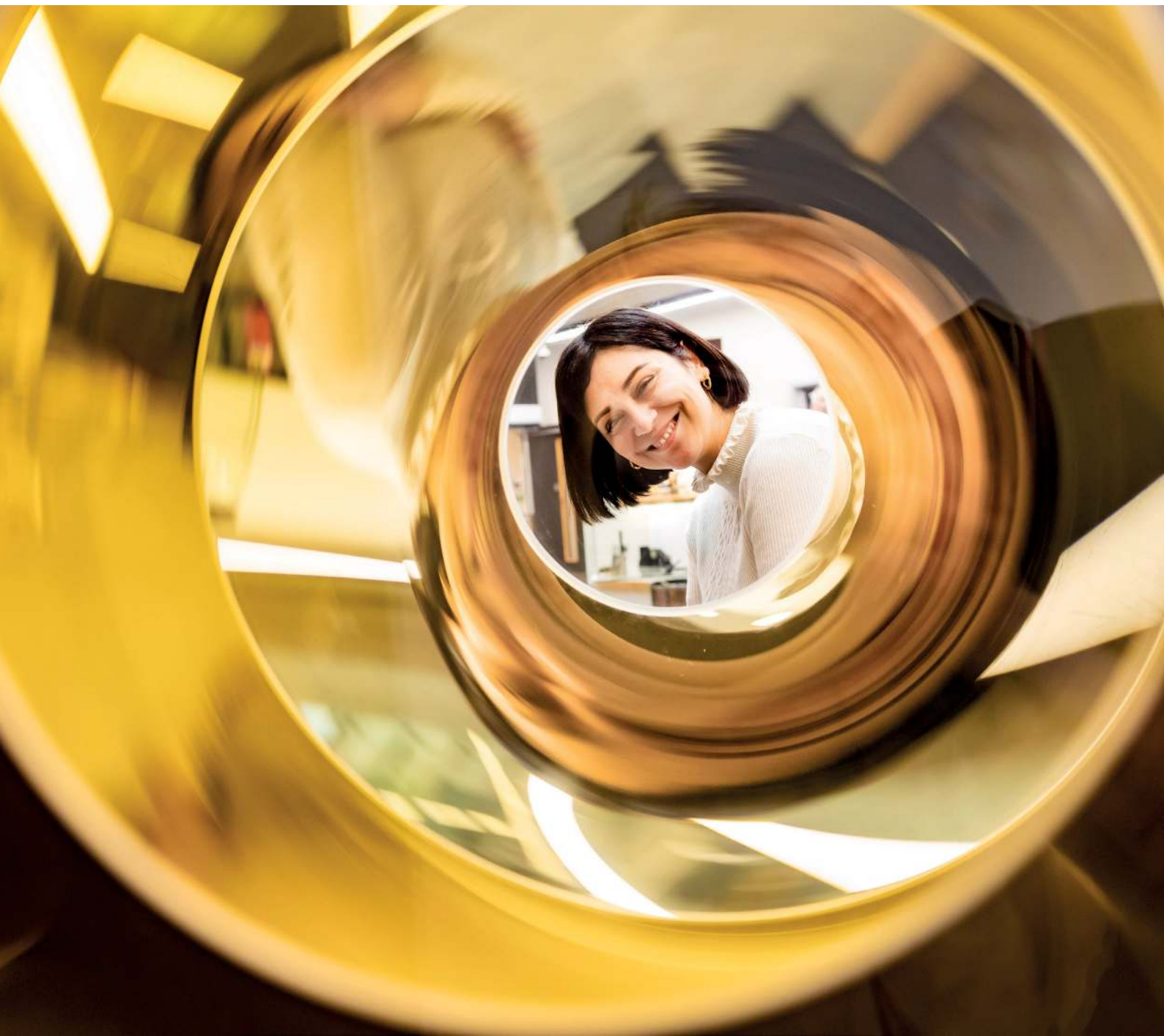




LEICESTER AND LEICESTERSHIRE ENTERPRISE ZONES SKILLS REVIEW ASSESSMENT





INTRODUCTION

The following report was commissioned by the Leicester and Leicestershire Business and Skills Partnership (LLBSP) to examine current and future employment and skills activity and needs within the area’s designated Enterprise Zones (EZs). The assessment focuses specifically on activity taking place within the Government-defined boundaries of:

- MIRA Tech Park
- Loughborough and Leicester Science and Innovation Enterprise Zone, comprising:
 - Charnwood Campus Science Innovation and Technology Park
 - Leicester Waterside / Space City
 - Loughborough University Science and Enterprise Park

Together, these sites represent nationally significant clusters in advanced manufacturing, automotive and mobility technologies, life sciences, space and satellite applications, digital innovation, and low carbon technologies. They are central to the growth ambitions of Leicester and Leicestershire and form a critical component of the area’s innovation ecosystem.

By providing a clear baseline of current activity and identifying future opportunities, this Skills Review Assessment will help ensure that the Enterprise Zones are supported by a responsive, inclusive, and strategically aligned skills system capable of sustaining long-term growth and prosperity for site employers and local people.

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BACKGROUND

LEICESTER AND LEICESTERSHIRE ENTERPRISE ZONES

The Leicester and Leicestershire Local Enterprise Partnership (LLEP)* was successful in securing Enterprise Zone status for MIRA Tech Park in the first wave of EZs in 2011, with the ambition to support transport technology businesses and establish research development facilities.

Following the success of the initial programme, a further wave of Enterprise Zones was announced in 2015, with the Government stating a preference for proposals which: have been clearly identified as the LEP's top local growth priority, and/or involve smaller towns, places and districts.

The LLEP was successful in securing a second Enterprise Zone, this time establishing a multi-site EZ, termed the Loughborough and Leicester Science and Innovation Enterprise Zone, encompassing the following sites:

- Charnwood Campus: a life science focussed science, innovation and technology park.
- Leicester Waterside: two city-located regeneration sites including Space City.
- LUSEP: a site for technology-driven R&D companies.

**Following government guidance, LLEP functions have transitioned to the upper tier local authorities. Effective from April 2024, these functions are being exercised by Leicester City Council and Leicestershire County Council working together as the Leicester and Leicestershire Business and Skills Partnership.*



WHAT ARE ENTERPRISE ZONES?

Enterprise Zones are designated areas aimed at stimulating economic growth by offering incentives to businesses to establish or expand their operations within them.

There are currently 48 Enterprise Zones in England.

In addition to the stated financial benefits, there are also less tangible potential benefits according to the character and development of each site. For example, clustering of businesses can bring the benefits of agglomeration such as skills, knowledge and supply chains coming together. There are also opportunities for collective marketing for inward investment or funding bids, as the cluster gives a sense of belonging to a greater whole.

Enterprise Zones vary across the country in their aims and purpose. As a result, Leicester and Leicestershire's EZs represent a diverse portfolio of economic development initiatives which include boosting an existing facility to be at the forefront of cutting-edge technology (MIRA Tech Park), reviving a local sector with world class science facilities in place but previously low occupancy (Charnwood Campus Science, Innovation and Technology Park), public sector investment to attract the headquarters of a global software firm (LUSEP) and Leicester Waterside, which combines the futuristic high-tech specialism of Space Park Leicester with urban regeneration.

THE STRATEGIC NEED FOR SKILLS

Strategic Context

Leicester and Leicestershire has historically faced structural productivity challenges associated with a relatively low-skill, low-wage economic profile. The local economy has traditionally included significant employment in sectors such as manufacturing, logistics and warehousing, where formal qualification requirements are sometimes limited. As a result, workforce qualification levels and productivity have tended to fall below national averages, contributing to lower wages and challenges in retaining graduate talent.

In response, local economic strategy has prioritised a transition toward a higher-skill, higher-value economy, with greater emphasis on innovation, technology adoption and knowledge-intensive growth. Enterprise Zones have been an important part of this approach, concentrating investment and activity in sectors including life sciences, space and earth observation, automotive and mobility technologies, advanced manufacturing, digital technology and low-carbon innovation.

Skills Implications

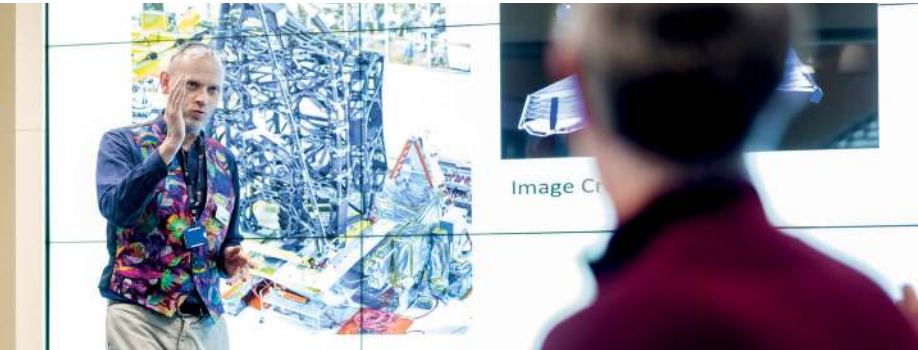
The area Local Skills Report, the LLEP Skills Plan and the Apprenticeship Strategy and Action Plan are guided by the ambition to have a high skill, high wage economy, focusing on local partnerships that strengthen links with universities and businesses to future proof the workforce and to provide opportunities for work experience and skills development in high priority areas such as STEM.

The Leicester & Leicestershire Economic Growth Strategy 2021-2030 reflects a 'bootstraps and beacons' approach combining two complementary priorities: improving productivity within the existing manufacturing and SME base through digital adoption and technology uptake, while also strengthening globally competitive innovation assets in areas such as life sciences, space and advanced engineering.

Skills development therefore underpins much of the LLEPs economic growth and skills strategies. Regional priorities include:

- Increasing the proportion of Level 4+ qualified workers
- Expanding higher technical and STEM provision
- Supporting parity of esteem for apprenticeships, T Levels and vocational routes
- Adoption of digital technologies across sectors
- Development of advanced technical and data skills
- Raising awareness of opportunities at Enterprise Zones to the widest pool possible
- Inclusive recruitment
- Strengthening links with academia and industry

The Enterprise Zones are therefore an important mechanism within the wider skills system. By concentrating research-intensive firms and innovation infrastructure, they create demand for specialist technical skills and provide opportunities to strengthen pathways between education providers and high-value employment. Their continued growth will depend on access to advanced STEM capability, effective progression routes into technical careers, and the retention of graduate and research talent within the region. In addition, each site generates employment opportunities for supporting roles that are fundamental to the growth and functioning of businesses including HR, administration, catering, security and more.



METHODOLOGY

This report is primarily informed by direct engagement with businesses located on Leicester and Leicestershire’s Enterprise Zones, supplemented by stakeholder consultation, vacancy analysis and desk research. The objective of the work was to develop an evidence-based understanding of the skills needs of Enterprise Zone businesses and the workforce challenges associated with the growth of the sites.

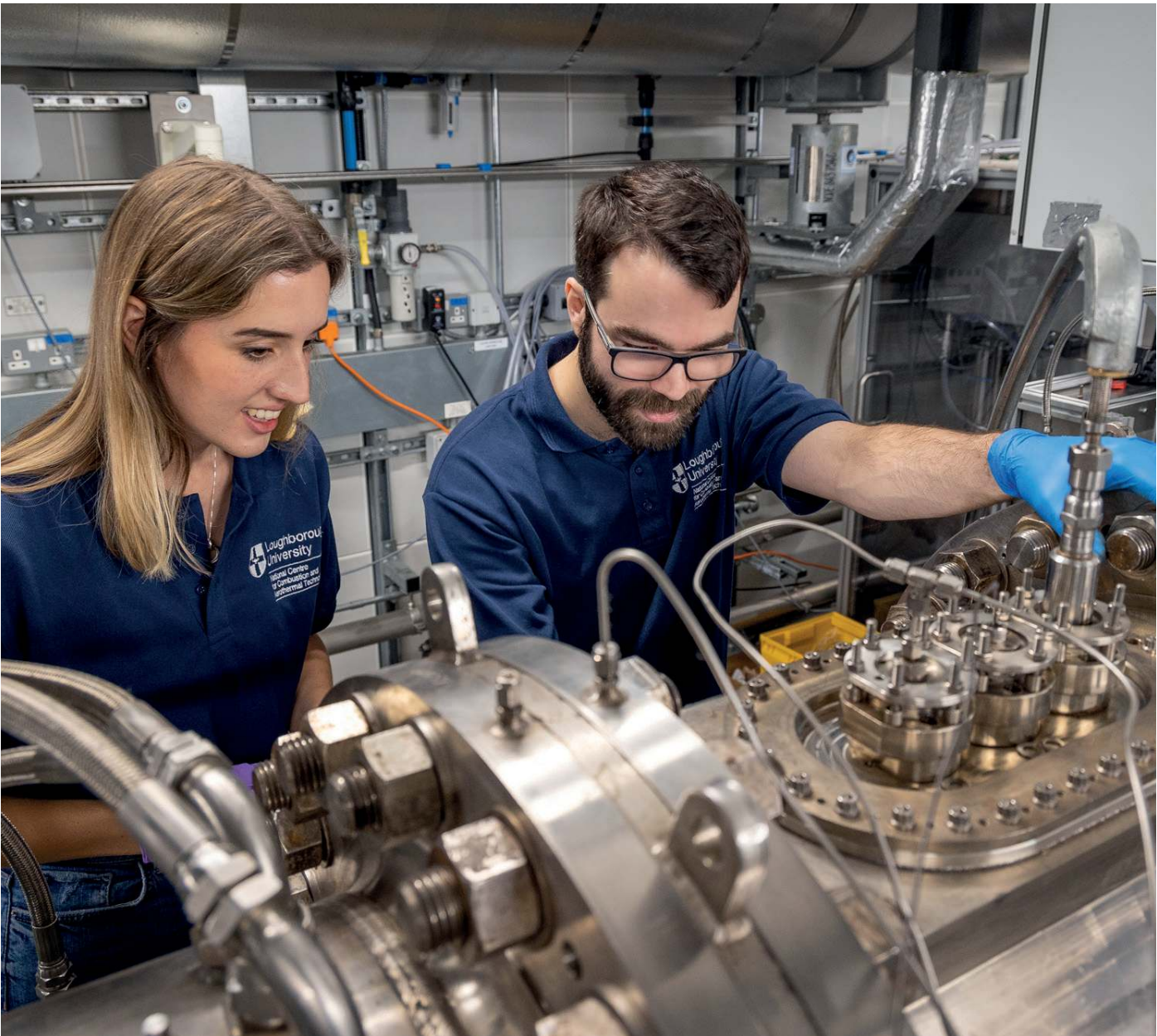
The core evidence for the study was gathered through direct employer engagement.

- An online survey was distributed to tenants across all Enterprise Zone sites to gather information on recruitment challenges, skills gaps, workforce development activity and future business needs.
- A programme of workshops for businesses in each Enterprise Zone provided an opportunity to explore issues in greater depth, capture differences between sites, and facilitate discussion between businesses and site stakeholders about current and emerging workforce challenges.
- One-to-one interviews were conducted with a selection of key employers and site representatives. These interviews provided more detailed qualitative insight into recruitment patterns, hard-to-fill roles, training practices, emerging skills requirements and the ways in which businesses interact with local education and training providers.
- Vacancy evidence was also used to support the analysis*. Vacancy data provides an indication of the types of roles being advertised in relation to each Enterprise Zone and the occupational profile of current labour demand. This element of the analysis helped

identify recurring job types and skills requirements associated with businesses located on the sites.

Alongside this primary research, discussions were held with a small number of stakeholders involved in site management, business support and university engagement. These discussions provided additional context on the development of the Enterprise Zones and the wider skills ecosystem in which they operate.

**To provide an indicative picture of employment demand, vacancy searches were conducted using a combination of site names, tenant company names, and postcode-based searches across major recruitment platforms and employer career pages. This approach offers a broad indication of the roles associated with each site, though it does not represent a definitive count of all vacancies within Enterprise Zone boundaries. Postcode-based searches may capture some vacancies outside the EZ, while some on-site roles may not be captured if employers advertise using nearby town or city locations rather than the Enterprise Zone name. The examples presented should therefore be interpreted as indicative of the types of roles associated with each site rather than a definitive or exhaustive list of current vacancies.*





MIRA TECH PARK

SITE PROFILE

Background

MIRA Tech Park is a globally significant mobility R&D and innovation cluster and one of the UK's leading Enterprise Zones. Situated near Hinckley in Leicestershire, it comprises an extensive campus with over 4 million sq ft of innovation space and more than 100 km of test tracks and world-class engineering facilities. The site specialises in:

- Vehicle electrification and battery technologies
- Connected and autonomous vehicle (CAV) systems
- Digital engineering and simulation
- Cybersecurity for mobility systems
- Hydrogen and low carbon propulsion technologies

The campus combines test tracks, laboratories, engineering facilities and commercial workspace, enabling innovation from early-stage R&D through to prototype development and commercialisation. Its tenant base includes multinational Original Equipment Manufacturer, Tier 1 suppliers, specialist engineering SMEs and technology start-ups.

Within the Leicester and Leicestershire growth model, MIRA functions as a high-value, research-intensive cluster intended to drive productivity uplift, technology diffusion and higher-skilled employment across the wider manufacturing base.

Growth projections indicate continued expansion, with up to 2,500 additional skilled roles anticipated over the medium term as the site develops further.

Business and Workforce Profile

MIRA hosts over 35 on-site companies and connects to a wider supply chain network of approximately 2,000 partners. The business mix includes:

- Large multinational engineering and automotive firms
- Specialist engineering consultancies
- Technology start-ups and scale-ups
- Testing and certification businesses
- Digital and systems integration companies

The site is R&D intensive rather than production-led. Unlike traditional manufacturing estates, employment is concentrated in highly specialised roles in engineering, testing, systems development and specialist technical roles – across electrification, vehicle systems, software development, and emerging mobility technologies - rather than high-volume assembly.

Although detailed occupational data specific to the Enterprise Zone boundary is limited, the workforce profile is characterised by:

- Significant proportion of higher-level staff, including managers, directors and technical specialists
- A high proportion of Level 4+ qualified engineers and technical specialists
- Concentrations in mechanical, electrical and systems engineering
- Growing demand for AI, data, cybersecurity and software skills
- A strong technician base supporting testing and prototyping activity
- Technical support roles, administrative functions and customer-facing roles also present.

Skills Demand

Employment growth at MIRA is being driven by:

- Transition to electrified powertrains
- Autonomous and connected vehicle systems
- Hydrogen propulsion and clean energy research
- Integration of AI and digital simulation into automotive design
- Industry 4.0 manufacturing processes

These trends imply increasing demand for:

- Multi-disciplinary engineers (mechanical, electrical, and software integration)
- Systems architects and cybersecurity specialists
- Hydrogen and battery technology engineers
- Advanced manufacturing technicians
- Digital modelling and simulation specialists

The shift towards higher-value R&D activity suggests continued growth in Level 4–8 roles, alongside technician-level expansion.



CURRENT SKILLS AND TRAINING OFFER

Short-form training is widely delivered through a mix of internal provision and external private training providers, often focused on immediate technical or compliance needs. Larger firms are more likely to engage with further education providers to deliver longer-term training programmes, including Level 3 to Level 6 qualifications.

MIRA Technology Institute

MIRA Technology Institute (MTI) is the principal on-site skills asset within the Enterprise Zone designed specifically to train the next generation of engineers in the latest automotive technology, focusing particularly on disruptive technologies, such as electrification and driverless cars. Established in 2018 with £9.5m Local Growth Fund investment, it represents a formal collaboration led by North Warwickshire and South Leicestershire College (NWSLC), also including Coventry University, University of Leicester and Loughborough University as well as HORIBA MIRA from the private sector.

MTI delivers specialist skills and qualifications to industry leaders, engineers, technicians and other professionals working, or aspiring to work, in the automotive sector, helping them to develop essential skills that are key to fuelling their career ambitions and their employer’s business success.

The MTI Skills Escalator combines these offers into a structured career development framework designed for the automotive and engineering sectors, enabling learners to progress from Level 2 apprenticeships up to higher-level, degree, and doctorate-level qualifications.

The Skills Escalator is also complemented by accredited, non-accredited and bespoke CPD

courses and sessions designed to suit the needs of the automotive and engineering sector. The broad offer includes:

- 1. Intermediate Apprenticeships (Level 2+), including Autocare Technician and Lean Manufacturing Operative
- 2. Advanced Apprenticeships & BTECs
- 3. Higher Apprenticeships, Higher National Certificates (HNC) and Higher National Diplomas (HND) (to Level 6+)
- 4. Degrees & Degree Level Apprenticeships
- 5. Masters & Masters Level Apprenticeships
- 6 PhDs

Provision is closely aligned to MIRA’s sector specialisms, including:

- Electrification and hybrid systems
- EV and hybrid vehicle technologies
- Connected Autonomous Vehicle systems
- Cybersecurity and network security
- Artificial Intelligence applications
- Advanced structural dynamics
- Engineering project management
- Robotics and automation

Since it opened, the Institute has welcomed nearly 61,500 students and delegates, including nearly 5,000 learners studying for accredited qualifications and nearly 1,200

apprenticeships at all levels. More than 18,000 automotive professionals have taken part in professional development activities. In 2023/24, MTI delivered 746 accredited qualifications, 190 apprenticeships, 2,128 CPD courses, and 483 STEM events. These statistics demonstrate that the MTI has a strong role in continuing professional development and in upskilling the existing workforce.

A full list of courses provided at MIRA Technology Institute can be found in Appendix A.

This represents one of the strongest examples locally of direct employer–FE–HE collaboration embedded within an Enterprise Zone. The MTI model allows training provision to be developed collaboratively where employer demand is identified. In principle, this enables partners to design new courses aligned with emerging technologies such as electrification and battery systems.

However, engagement levels from businesses were described as variable, with several factors influencing participation. Time constraints within businesses, competing operational priorities, access to specialist equipment, and the availability of training budgets/funding were all cited as barriers to engagement.

Local HE and FE Provision



The regional higher and further education offer provides a strong pipeline of skills aligned to the needs of MIRA Tech Park, particularly across advanced mobility, engineering and emerging automotive technologies. Local universities including Loughborough University, the University of Leicester, De Montfort University, the University of Nottingham, Nottingham Trent University and Coventry University deliver a comprehensive suite of undergraduate and postgraduate programmes in automotive engineering, mechanical and electrical engineering, manufacturing engineering and materials science. These are complemented by specialist MSc provision in areas such as automotive engineering, energy engineering, transport systems, artificial intelligence, data science and cybersecurity – all of which align closely with MIRA’s focus on electrification, connected and autonomous vehicles, and digital engineering.

At further education level, providers such as Loughborough College and North Warwickshire and South Leicestershire College offer HNCs, HNDs and technical courses in automotive engineering, manufacturing, mechanical and electrical engineering, and computing. These pathways are particularly important in supporting technician-level roles (Levels 3–5), including maintenance, testing and production support functions.

Workforce Upskilling and CPD

Professional development activity has supported thousands of existing engineers and technicians. This is particularly important in supporting incumbent workers to transition from traditional automotive manufacturing into electrified and digital systems roles. MTI provides extensive CPD and short course provision, including:

- Functional Safety and Cybersecurity
- Hybrid and Electric Vehicle systems
- Robotics and AI
- Business improvement and lean manufacturing
- Health and safety

In-House Training

Businesses reported that internal training and mentoring are central to workforce development, particularly for technical roles where knowledge is highly specialised. Experienced engineers often support the development of junior staff through practical learning, project work and mentoring within teams. This reflects the R&D environment of the site, where knowledge transfer frequently occurs through hands-on collaboration rather than formal training programmes alone.

External training provision is also used where structured courses or accreditation are required. Universities, specialist training providers and industry bodies were all cited as sources of external training.

WORKFORCE AND SKILLS NEEDS

Employment in the manufacturing and engineering sector is forecast to grow by approximately 6–7% by 2030, with increasing automation and digital integration reshaping skill requirements. Within the MIRA Tech Park Enterprise Zone boundary, employment is more R&D-intensive than the wider manufacturing base. Based on tenant specialisms and sector focus, workforce demand can be categorised as follows:

High-Level Technical Roles

These roles align with the LLEP’s emphasis on increasing Level 4+ qualifications (forecast to represent 42% of jobs locally by 2030) highlighted in both their Local Skills Report in 2022 and Economic Growth Strategy 2021-2030:

- Electrical and electronic engineers (power systems, battery management systems)
- Mechanical engineers (powertrain, thermal systems)
- Systems and integration engineers (multi-disciplinary vehicle systems)
- Software and AI engineers (embedded systems, simulation, modelling)
- Cybersecurity specialists (vehicle network security, functional safety)
- Hydrogen propulsion and alternative fuel specialists
- Research and development engineers

Businesses highlighted the increasing convergence of engineering disciplines, particularly as electrified

and autonomous vehicle systems integrate mechanical engineering, electrical engineering and software development. This trend is creating demand for engineers capable of working across multiple technical domains - for example:

- Mechanical engineers with coding and data analysis capability
- Electrical engineers with knowledge of software integration
- Systems engineers with cybersecurity awareness
- Digital capability alongside traditional engineering, particularly in the programming and implementation of digital tools and systems

This reflects the growing integration of systems engineering, software, data and digital simulation within mobility R&D environments.

Employers also identified management and leadership capability as a skills gap. This is partly linked to the relatively young workforce within some businesses, where technical specialists are progressing into leadership roles without extensive prior management experience. This creates demand for structured leadership development alongside technical training.

Historically, some businesses had used apprenticeship levy funding to support Level 7 programmes. However, the removal of funding for Level 7 apprenticeships in 2026 was described as reducing opportunities for leadership development within engineering organisations.

Mid-Level Technical Roles (Level 3-5)

Growth in high-level engineering roles drives parallel demand for advanced technicians and test specialists, including:

- EV and hybrid vehicle technicians
- Maintenance engineers (automation-enabled facilities)
- Test and validation technicians CAD and digital modelling technicians
- Robotics and automation technicians
- Production engineers

Robotics and digitalisation are crucial to increasing productivity across manufacturing, with UK adoption of robotics up significantly in recent years. As such, technicians increasingly require digital diagnostics, automation control and data literacy skills rather than purely mechanical capability.

Entry-Level and Progression Roles

Although MIRA is R&D-focused, there remain entry-level roles and apprenticeship pathways, including:

- Production operatives in prototype and low-volume production environments
- Assembly technicians
- Apprentice engineers (Levels 2–6)

As with all innovation campuses, MIRA businesses also require project

managers; procurement and supply chain specialists; commercial and bid development staff; HR and finance professionals; and health and safety specialists.

Hard-to-Fill Roles

While many businesses invest in long-term talent pipeline development through engagement with schools, colleges and universities, this does not fully address the immediate demand for experienced, job-ready candidates. Employers identified staff time constraints, costs, and awareness of available training provision as barriers to skills development. Businesses confirmed that roles requiring specialist technical expertise are often the most difficult to recruit, particularly where candidates require a combination of academic qualifications, industry experience, and expertise in sometimes niche areas of emerging technology. Some employers have highlighted the potential to recruit instead from adjacent sectors, where transferable skills exist.

While most recruitment activity is currently focused on early-career pipelines, including graduates and apprentices, there is some evidence that businesses are open to recruiting from adjacent sectors where transferable skills exist. This suggests potential to broaden the talent pipeline through mid-career entrants and career changers, particularly in areas such as digital engineering, software and advanced manufacturing. However, businesses noted that there is currently limited

visibility of transferable skills across sectors, and recruitment approaches are not always optimised to identify these candidates.

However, structured pathways to support this type of transition appear to be limited. Employers highlighted ongoing challenges in recruiting experienced and specialist staff, alongside a reliance on graduate pipelines which primarily address longer-term workforce needs. This indicates an opportunity to develop more targeted reskilling and conversion routes for experienced workers and career changers, enabling individuals from related sectors to transition into mobility and engineering roles more effectively.

JOB VACANCIES

As at research conducted in March 2026, there were 50-100 vacancies at MIRA Tech Park. These figures are intended to illustrate relative employment demand and may fluctuate over time. This figure includes current short-term placements advertised under MIRA plus a broader set of roles advertised by tenant companies using city/postcode identifiers.

A small number of vacancies are advertised directly by organisations operating under the MIRA Tech Park banner - primarily short-term work experience placements offered by HORIBA MIRA in engineering, HR and marketing.

A broader review of vacancies advertised by companies operating from the park indicates ongoing

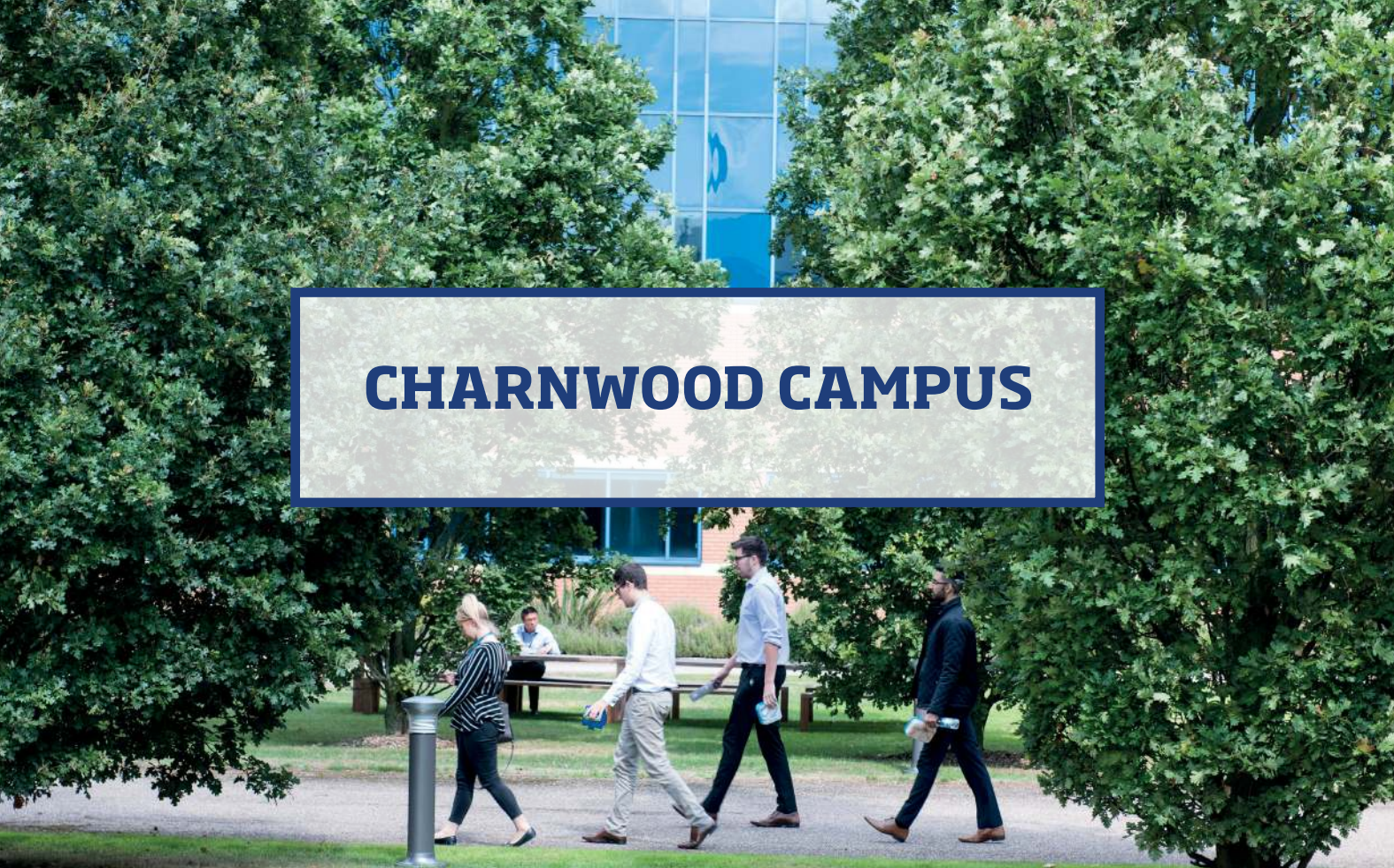
demand for a range of engineering, technical and digital roles, including:

- Automotive Test Engineer
- Vehicle Integration Engineer
- Battery Systems Engineer
- Autonomous Vehicle Engineer
- Embedded Software Engineer
- Systems Engineer
- Control Systems Engineer
- Vehicle Dynamics Engineer
- Calibration Engineer
- Laboratory Technician
- Test Technician
- Graduate Automotive Engineer

Business and operational roles also appear periodically, including positions in human resources, procurement, marketing and facilities management.

Employer engagement at MIRA was heavily focused on technical, engineering and specialist roles, with limited discussion of generic administrative or support functions. This suggests that workforce challenges are concentrated in high-skill areas, while business support roles are either less difficult to recruit or less strategically significant within the R&D-led environment of the site.

Businesses confirmed that roles requiring specialist technical expertise are often the most difficult to recruit.



CHARNWOOD CAMPUS



SITE PROFILE

Background

Charnwood Campus is a dedicated life sciences and biomedical innovation hub within the Loughborough and Leicester Science and Innovation Enterprise Zone. Designated as the UK's first Life Sciences Opportunity Zone, the campus represents a nationally significant asset within the UK life sciences infrastructure and a cornerstone of Leicester and Leicestershire's health and life sciences growth strategy. The site builds on the East Midlands' long-standing pharmaceutical R&D heritage and sits within a wider ecosystem that includes:

- Research-intensive universities
- Major teaching hospitals and clinical research units
- A strong manufacturing base
- Established contract research and pharmaceutical services companies

With over 800 scientists currently based on site and capacity to support up to 5,000 jobs at full build-out, Charnwood Campus provides a scalable platform for biopharmaceutical R&D, advanced manufacturing and clinical trial activity.

Historically associated with pharmaceutical research and development, the campus has evolved into a centre for biopharmaceutical manufacturing, contract research and drug development. Recent investment has expanded high-specification laboratory and manufacturing capacity, supporting clinical trials, bio-manufacturing and pharmaceutical R&D.

Unlike many life sciences sites, Charnwood offers a full 'ladder of growth' — from start-up and incubation space to grow-on laboratories and bespoke development plots.

Business and Workforce Profile

Over 800 scientists currently based on site and capacity to support up to 5,000 jobs at full build-out.

Businesses located at the campus include a mixture of pharmaceutical companies, contract research organisations and life sciences support organisations, including: Almac Group, Kindeva Drug Delivery, Solvatum, Medilink Midlands, and the Life Sciences Talent and Skills Institute (LSTSI). These organisations operate across multiple segments of the life sciences value chain including pharmaceutical development, drug delivery systems, manufacturing, research and sector support.

Across Leicester and Leicestershire, the life sciences sector employs approximately 14,200 people across 985 firms, with forecast growth of 4.7% by 2030.*1 The workforce profile at Charnwood Campus is:

- Highly qualified (Level 4+ dominant in scientific roles)
- Research- and lab-intensive

(research scientists, analytical chemists, microbiologists, lab technicians)

- Manufacturing-skilled (GMP, quality control, process engineering, pharmaceutical manufacturing)
- Regulatory and quality assurance specialists
- Increasingly digital, data, and commercial roles supporting product development.

Many roles require advanced STEM qualifications such as degrees in biology, pharmacology, chemistry, life sciences, and engineering disciplines. However, employers emphasised that career pathways also exist through technical routes including apprenticeships and vocational training, particularly in manufacturing and laboratory support functions.

*1 [LLBSP World of Work Leicester 2025-26.](#)

CURRENT SKILLS AND TRAINING OFFER

LSTSI

The Charnwood Campus Life Sciences Talent and Skills Institute (LSTSI), launched in 2021, is a flagship industry-academia collaboration that enables employers to access the local talent pool and create pathways between study and employment. The programme aims to support businesses to recruit, reskill and develop employees, with a particular emphasis on delivering a pipeline of work ready graduates.

LSTSI has 6 Universities and college partners and is growing. Key partners include:

- Loughborough University
- University of Leicester
- De Montfort University
- University of Nottingham
- Nottingham Trent University
- Loughborough College
- Almac, Kindeva, Solventum and other site occupiers
- LLBSP, including the Leicester & Leicestershire Careers Hub

Business Support and Mentoring

A Mentor programme offers peer learning and mentoring services to tenants as well as access to innovative training leadership programmes, some of them specifically designed to support life sciences businesses. The programme also offers:

- Business support advisory services

- Peer-to-peer mentoring
- Industry demand-led events
- Knowledge exchange programmes with academic partners

Through its integration with Medilink Midlands and the LLBSP Business Gateway Growth Hub, firms can also access:

- Finance and investment networks
- Regulatory and commercialisation advice
- Supply chain development
- Leadership and innovation training

In-House Training

Employers at the campus also deliver significant in-house training, particularly in regulated pharmaceutical environments where company-specific processes and compliance requirements must be taught internally. Training activities commonly include:

- Regulatory and compliance training
- Pharmaceutical manufacturing procedures
- Internal technical training for specialist roles
- Professional development and leadership training.

Some highly specialised roles require extended internal training pipelines lasting over a year before employees become fully qualified.



WORKFORCE AND SKILLS NEEDS

Growth Trajectory

Growth expectations vary between organisations but overall indicate significant expansion potential. For example, Kindeva Drug Delivery anticipates approximately 20% year-on-year business growth over the next five years, which will generate substantial workforce demand across manufacturing, technical and professional roles. By contrast, organisations such as Medilink Midlands expect more modest workforce expansion but will require highly specialised roles including sector specialists and innovation advisors.

With the potential to grow towards 5,000 jobs on site, demand is likely to increase across:

- Manufacturing operators
- Analytical chemists
- Biomedical and process engineers
- Technical specialists
- Regulatory affairs professionals
- Quality assurance specialists
- Innovation advisors
- Project managers
- Corporate support roles including HR and finance.

The largest volume of recruitment is expected within manufacturing and operational roles, reflecting the expansion of pharmaceutical production activities on the campus. However, companies also require highly specialised scientific and regulatory expertise to support product development and compliance - these roles require sector experience

and industry understanding, often at postdoctoral or experienced professional level. However, some roles are extremely specialised and difficult to train externally, requiring company-specific training after recruitment.

Employers also require professional support roles including HR, finance and business development to support organisational growth.

Hard-to-Fill Roles

Employers reported particular challenges recruiting for roles requiring specialised life sciences experience. Examples include:

- Analytical chemists with pharmaceutical industry experience
- Regulatory affairs specialists
- Quality assurance professionals
- Experienced engineers working in pharmaceutical manufacturing environments.

These roles are difficult to fill because they require both technical expertise and experience working within highly regulated pharmaceutical environments. For pharmaceutical environments in particular, employees must adapt to strict regulatory controls, cleanroom environments, and compliance procedures.

In some cases, employers must recruit individuals with strong scientific backgrounds and then provide

extensive internal training to develop the specific competencies required.

These roles often require industry-specific experience rather than purely academic qualifications, highlighting the importance of structured graduate transition and upskilling programmes.

In addition to technical expertise, employers emphasised the importance of workplace behaviours and professional skills. Key competencies include:

- Teamwork and collaboration
- Adaptability and problem solving
- Professional communication
- Work readiness and understanding of workplace expectations.





Skills pipeline, particularly at technician and mid-career levels will be critical.

Recruitment Challenges

Several recruitment challenges were identified by employers, including:

- **Limited awareness of life sciences careers:** Employers reported that many potential candidates are unaware of the scale of life sciences activity in the East Midlands. Graduates and early-career professionals often overlook local opportunities and instead pursue careers in more widely recognised life sciences clusters such as Cambridge or Oxford.
- **Employer visibility:** Some businesses at the campus have relatively low brand recognition outside specialist industry networks, which can make recruitment more difficult. Improved promotion of the regional life sciences cluster could help address this issue.
- **Labour market constraints:** There is a limited availability of candidates with relevant pharmaceutical experience, and the long training periods required for highly specialised roles.

These factors mean that companies often rely on a combination of internal progression, external recruitment and apprenticeship programmes to develop their workforce. The LSTSI model is designed to mitigate these pressures by reducing the “work-readiness gap”.

Skills Needs

Future expansion will require:

- Increased Level 3–5 technical provision (lab technicians, GMP operators)
- Greater bio-processing and regulatory training capacity
- Continued investment in graduate retention strategies
- Expanded apprenticeship pathways aligned to bio-manufacturing and clinical research

Given the forecast sector growth and Charnwood’s stated expansion ambitions, scaling the skills pipeline — particularly at technician and mid-career levels — will be critical.

JOB VACANCIES

As at research conducted in March 2026, there were an estimated 40–80 jobs vacancies at Charnwood Campus.. These figures are intended to illustrate relative employment demand and may fluctuate over time. This figure includes indicative roles advertised by employers on the campus, supplemented by broader postcode-based vacancy searches. Commonly advertised roles include:

- Laboratory Technician
- Research and Development Scientist
- Bioprocess Engineer
- Quality Assurance Specialist
- Pharmaceutical Manufacturing Technician
- Analytical Scientist
- Regulatory Affairs Specialist

These roles reflect the site’s position as a national centre for pharmaceutical development and biotechnology innovation.





LEICESTER WATERSIDE

SITE PROFILE

Background

Leicester Waterside Enterprise Zone comprises approximately 66.5 hectares of land across two connected areas: Waterside and Space City. The site combines the regeneration of historic waterside land with the development of modern innovation facilities designed to support high-growth technology businesses, as well as a nationally recognised hub for space research, satellite technology and space-enabled services, building on the long-standing strengths of the University of Leicester in space science and Earth observation.

The Enterprise Zone is structured around three core components:

- 1. Space Park Leicester** – a major research and innovation campus led by the University of Leicester focused on supporting industry–academic partnerships in space science, satellite technology and Earth observation. By 2027, the site is forecast to support over 300 direct jobs within the research and innovation environment, with additional employment across associated businesses and supply chains.
- 2. The Dock Workspace** – flexible managed workspace for start-up and scale-up innovation businesses. The Dock has a loose sector focus around technology and science-based businesses, but the sector mix is across digital technology, data services, engineering, clean energy, life sciences, communications, and innovation services.
- 3. The National Space Centre** – a nationally recognised science and education facility supporting public engagement and space-related education programmes.

Together, these assets create an integrated innovation cluster supporting both upstream space technologies (such as satellite engineering and instrumentation) and downstream applications (such as satellite data services, digital technologies and environmental monitoring).

Business and Workforce Profile

According to the latest UK Space Agency report (2024), the UK Space Industry generated a total income of £18.6 billion in 2022/23 and employed over 55,550 people across 1,907 organisations. The East Midlands accounted for 1% of UK space industry income, 3% of space industry employment and 6% of UK space companies.*² Regionally the sector has strengths in product innovation and research and development and offers some of the highest pay for established professionals, with an average wage of £48,000 per annum. It is also expected that over 2,500 jobs will also be created at Space Park Leicester where space engineers, scientists and entrepreneurs will be trained onsite.*³ The cluster includes:

- Large multinational aerospace and defence companies
- National research institutions and government agencies
- University research groups and spin-out companies
- High-growth technology SMEs and start-ups

Smaller firms are more likely to employ higher-level staff, including managers, directors and technical specialists, while larger organisations have a broader occupational mix including administrative, customer service and technical support roles. This reflects the dual nature of the cluster, combining high-skill innovation activity with a wider base of business and operational functions. The presence of incubation and innovation programmes within the site also supports the development of new businesses emerging from university research and technology

transfer initiatives. This contributes to a dynamic innovation environment in which early-stage companies can access specialist facilities, expertise and business support.

The workforce is dominated by roles at senior management level or those requiring advanced technical expertise, particularly in engineering, software development, electronics, space systems and research-intensive roles. Many employers are seeking experienced or skilled workers, rather than entry-level staff, reflected in a decline of entry-level vacancies. Typical occupational roles across the site include:

- Space systems engineers
- Satellite instrumentation engineers
- Earth observation analysts
- Software engineers and data scientists
- Electrical and electronics engineers
- Artificial intelligence and machine learning specialists
- Research scientists and astrophysicists
- Laboratory technicians
- Administrative and sales roles

In addition to technical roles, the growth of the commercial space sector has increased demand for a wider range of professional and business support roles, including project management, legal services, marketing, communications and business development.

*² [UK Space Agency: Size and Health of the UK Space Industry 2024 LLBSP World of Work Leicester 2025-26.](#)
*³ [LLBSP World of Work Leicester 2025-26](#)



Space and Space Park Leicester work cohesively to address some of the most pressing space sector and global sustainability challenges.

CURRENT SKILLS AND TRAINING OFFER

The site benefits from an extensive local skills infrastructure, including universities, specialist training programmes and innovation initiatives. These assets provide strong pathways into the sector through higher education, apprenticeships and professional development. Overall, the site benefits from a strong skills and knowledge infrastructure. However, survey evidence suggests that access to relevant and flexible training provision is more variable in practice, particularly for smaller businesses with limited capacity to engage in formal training programmes.

Shorter courses, often focused on specific technical or compliance areas, are commonly delivered online or in hybrid formats by external providers. Longer-term training, including Level 3 to Level 5 qualifications and degree-level study, is typically undertaken in partnership with university partners.

University of Leicester and Space Park Leicester

The University of Leicester’s Institute for Space and Space Park Leicester work cohesively to address some of the most pressing space sector and global sustainability challenges. Space Park benefits from a structured and proactive talent pipeline model, including: placement students, internships, graduate recruitment pathways, executive education

provision, and a close integration with university research strengths.

The University of Leicester plays a central role in supporting the skills pipeline for the space sector through undergraduate and postgraduate programmes linked to physics, space science, astrophysics, climate science and data science. Its Schools of Mathematical and Computing Sciences conduct research, and offer courses in knowledge discovery, AI/ machine learning, advanced software modelling and simulation such as digital twins, visualisation, face recognition, algorithms complexity and engineering, interaction design, evolution, validation and verification.

The university also offers specialist programmes including:

- Foundation Level and Undergraduate - physics with options in Space Science, Astrophysics, Climate Science and Data Science
- Space Systems Engineering Degree Apprenticeship
- MSc Space Exploration Systems
- MSc Satellite Data Science
- MA Space and Society
- Additive Manufacturing Workshops – two-day workshops for businesses to learn how Additive Manufacturing can make a difference to their business.

These programmes provide advanced technical training in satellite engineering, space mission

design and the analysis of satellite data. The UK’s first Space Systems Engineering Degree Apprenticeship also represents an important pathway into the industry for individuals who may not follow traditional university routes.

Space Park Leicester also hosts specialist professional development programmes and short courses aimed at industry professionals, including a three-day, on-site ‘Space Missions: The Executive Guide to Space’ course. These include executive education programmes designed to support individuals transitioning into the space sector or requiring rapid upskilling in specific technical areas.

Higher National Certificate’s (HNC’s) and Diploma’s (HND’s) in Space Technologies and Aeronautical Engineering, delivered in partnership with Leicester College, also support students through vocational routes to higher education and employment. Some businesses instead partnered with the University of Derby to deliver apprenticeships and degree programmes in advanced manufacturing, clean energy and life sciences.

While higher education institutions play a key role in delivering degree-level and specialist training, most businesses are primarily targeting training towards their existing workforce, with activity often embedded within onboarding or professional development processes.



National Space Centre

The National Space Centre hosts the National Space Academy, which delivers educational programmes designed to inspire young people and develop early interest in space-related careers. These programmes aim to strengthen the pipeline of young people entering STEM subjects and careers related to space science and engineering. The academy delivers a range of programmes including:

- A full-time Space Engineering course with Loughborough College, combining A-Levels in mathematics and physics and a BTEC diploma in Engineering. Loughborough College students spend one-day a fortnight learning at the National Space Centre.

- Specialist masterclasses for students aged 11–18 funded by the UK Space Agency, covering: Human Space Flight, Satellites and Gravity, Astronomy, Spectroscopy, Threats from Above, Asteroids, Artemis and Beyond, and Life in Space
- Free two-hour twilight CPD workshops for science teachers at KS3 and KS4 (and regional equivalents) across the UK, funded by the UK Space Agency.

The National Space Centre is also broadening their engagement opportunities beyond technical skills development. In partnership with Leicester College, creative media students can access the Centre’s cutting-edge technologies to earn

Level 3 Diplomas in Immersive Media and Game Design, as well as a HNC’s and HND’s in TV and Film as part of the National Space Centre Creative - Immersive Academy. The academy delivers a range of programmes including:

- A 2-year full-time programme combining a HNC Level 4 course completed in the first year and a HND in year two. This offers a pathway to complete a full degree in TV Film Production or other relevant subject area.
- Access to Leicester College’s TV and Film facilities and cutting-edge technologies at the National Space Centre covering cover both Documentary and Narrative filmmaking techniques.



Feedback from Dock tenants indicates a preference for sector-specific support.

Innovation and Business Support Programmes

A number of innovation programmes operate at Space Park Leicester to support businesses and entrepreneurs developing space-related technologies. These include:

- **European Space Agency Business Incubation Centre (ESA BIC UK)** – providing funding, mentoring and technical support to start-ups developing space technologies.
- **SPRINT (SPace Research and Innovation Network for Technology)** – the successful national space innovation programme managed by the University of Leicester, by Research England's Connecting Capabilities Fund and delivered in partnership with other space enabled universities in the UK. Connects SMEs with university expertise and facilities to develop new products and services based on space technologies.
- **STAR Accelerator** – funded by the University of Leicester and the European Regional Development Fund, supporting businesses to develop innovative products and manufacturing processes through collaboration with university researchers.

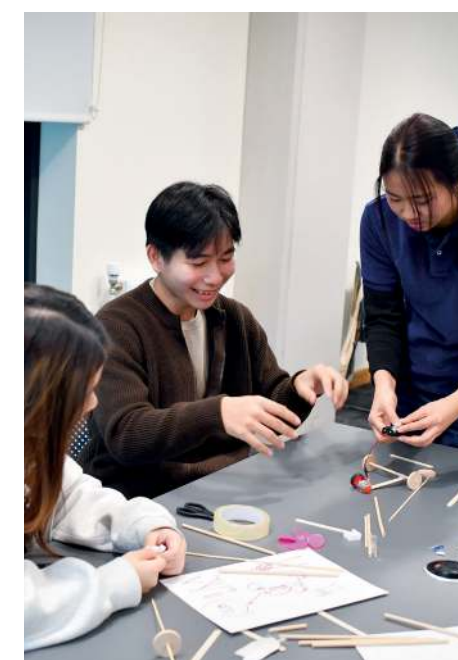
These programmes contribute to the development of both technical skills and commercial capabilities within the site's innovation ecosystem.

Graduate Retention Scheme

Most Dock businesses are micro-enterprises, typically around 5–6 employees, with limited capacity for formal training programmes or structured recruitment pipelines. Feedback from dock tenants indicates a preference for sector-specific support rather than general business advice. Leicester City Council has had some success supporting graduate recruitment into Dock businesses via the Graduate Retention scheme for support with a large variety of roles. This includes marketing, chemistry, maths, accounting, data automation, lab technicians and IT. The match-making scheme advertises graduate positions via the Employment Hub, pre-screens candidates, and matches them to suitable roles.

These small businesses prioritise candidates with a 'team player' attitude that can be adaptable to a variety of responsibilities beyond their technical skills acquired during education. They are willing to take on less experienced candidates that require high-level qualifications and to support them through high-level apprenticeships once employed.

These findings highlight a clear distinction between the skills needs of Space Park-based organisations and those located within the wider Waterside environment. While the former are primarily focused on highly specialised scientific and engineering roles, the latter require a broader mix of commercial, digital and business growth skills. This reinforces the need for a more differentiated approach to skills provision across the site.



The space sector requires a wide range of highly technical and scientific roles.

WORKFORCE AND SKILLS NEEDS

Role Types

At Space Park Leicester, recruitment is largely undertaken through established university pipelines and specialist industry networks. The space sector requires a wide range of highly technical and scientific roles. Within Space Park and the wider Space City ecosystem, the most common roles include:

- Systems engineering
- Satellite data analysis and Earth observation
- Software engineering and data science
- Electronics and communications engineering
- Artificial intelligence and machine learning
- Research and development roles in physics and engineering

While technical and scientific roles remain central, the commercialisation of the space sector has also increased demand for a wider range of professional and business functions. Businesses require expertise in areas such as marketing, project management, communications, human resources, regulatory compliance and legal services.

Within Leicester Waterside, the Dock workspace supports a wider mix of smaller businesses operating across digital, creative and professional sectors. Smaller firms are more likely to employ higher-level staff, including managers, directors and technical specialists, while larger organisations have a broader occupational mix

including administrative, customer service and technical support roles. Recruitment needs within these organisations tend to focus less on specialist space-sector roles and more on business growth and commercial capability. Across the council's workspace businesses, including Dock tenants, commonly identified skills needs include:

- Marketing and social media
- Sales and negotiation
- Pricing strategies
- Business growth skills.

There is also growing demand for practical AI-related training across businesses located in the Waterside innovation environment. Employers emphasise the importance of applied, tool-based training that helps staff integrate AI technologies into day-to-day business activity, rather than purely theoretical discussions of artificial intelligence.

Hard-To-Fill Roles

There is no indication that businesses are struggling to fill roles at scale. Businesses on site are not currently reporting significant skills gaps. Where hiring challenges arise, they are addressed through existing university and graduate pipelines. The University of Leicester have many technical courses matching the type of graduates required to fill positions at Space Park. However, it was acknowledged that:

- Certain highly specialised technical skills (e.g. advanced software, coding) are nationally competitive and command premium salaries.
- Shortages may exist at niche, high-end technical levels rather than across the broader workforce, particularly in areas linked to digital technologies and innovation.
- Some skills gaps were identified across commercial functions in areas such as design and creative skills, accounting and finance, and marketing and sales.
- There is competition for highly skilled STEM talent due to transferability of technical skills across advanced manufacturing, digital technology and aerospace.
- 'Mid-career bottlenecks' see employers reporting difficulties recruiting individuals with three to five years of industry experience who are capable of leading projects and mentoring early-career staff.

While no acute shortages were identified, and the local ecosystem is relatively well-equipped to respond, future considerations include:

- Growing importance of AI, machine learning, data processing and digital skills across the space sector
- Continued demand for high-end software and coding capability
- Ongoing need for executive-level and specialist upskilling

Evidence from national research – including the Space Skills Road Map 2030 - into the space sector highlights persistent recruitment challenges in several specialist areas. Emerging tech is in high demand, with skills in AI, machine learning, software and data analysis mentioned most often as needed by sector employers in 2025 research. The most difficult roles to recruit for include:

- Systems engineers
- Electronics engineers
- Software engineers and data scientists
- Satellite operations specialists
- Artificial intelligence and machine learning specialists

Systems engineering in particular is widely recognised as one of the most difficult roles to recruit for within the UK space sector due to high demand and limited experienced talent.

The wider sector does face challenges related to the availability of experienced technical professionals, particularly in systems engineering, software development and advanced data analytics. Addressing these skills gaps will be critical to supporting the continued expansion of the cluster.

Strengthening pathways from education into employment, supporting career transitions into the sector and improving opportunities for mid-career development will be important priorities for ensuring that Leicester Waterside / Space City can meet its long-term workforce needs.

JOB VACANCIES

As at research conducted in March 2026, there were an estimated 25-50 jobs vacancies at Leicester Waterside/Space City. These figures are intended to illustrate relative employment demand and may fluctuate over time. This figure is based on roles advertised by space technology and digital businesses linked to Space Park Leicester and Waterside (e.g., satellite, engineering, data).

Examples of roles identified include:

- Satellite Systems Engineer
- Aerospace Engineer
- Space Systems Software Engineer
- Geospatial Data Analyst
- Earth Observation Scientist
- Electronics Engineer
- Data Scientist

In addition to engineering roles, some positions are also advertised in research management, innovation support and project management.



LOUGHBOROUGH UNIVERSITY SCIENCE AND ENTERPRISE PARK

SITE PROFILE

Background

Loughborough University Science and Enterprise Park (LUSEP) is one of the UK's largest science parks and a key site within the Loughborough and Leicester Science and Innovation Enterprise Zone. The wider science park hosts a range of technology, research and commercial organisations and forms part of the university's broader innovation ecosystem. Businesses located on or near the campus benefit from proximity to Loughborough University's expertise in engineering, digital technologies, design and business.

LUSEP provides a supportive innovation environment designed to encourage collaboration between businesses, researchers and students. Key elements of the offer include:

- A strong innovation ecosystem linked to Loughborough University's research and academic expertise.
- Sector strengths in advanced manufacturing, low-carbon technologies, digital innovation and sports technology.
- A mix of office, laboratory and research accommodation designed for high-growth technology businesses.
- Access to graduate talent, student placements and collaborative research opportunities.
- Innovation support through incubators, accelerator programmes and knowledge exchange initiatives.

Business and Workforce Profile

Businesses at LUSEP cover some of Leicester's key growth sectors, according to LLBSP's latest World of Work Leicester and Adult Labour Market reports for 2025:

- **Advanced Manufacturing:** 59,308 people are employed across roles such as research, testing, developing prototypes, production engineering and maintenance.
- **Energy:** employs 4,462 people locally, 140% above the national average. Locally the area has key strengths in wind, low carbon building technology, alternative fuels and photovoltaic.
- **Digital:** This is a fast-growing future-proof sector employing 12,373 people in Leicester, 41% of whom are aged under 34 years.
- **Sports:** Regionally sports employs 16,886 people which is set to grow by 10.1% by 2030.

The site accommodates over 90 organisations across a range of sectors including technology companies, sports governing bodies, innovation agencies and research organisations. The Enterprise Zone boundary covers a relatively small portion of the wider Science Park. As a result, the only business currently located within the defined Enterprise Zone boundary is The Access Group, a major UK-based software company with c.1,000 on-site employees providing business management software solutions.

The company operates within the digital, software and data services sector, with workforce demand concentrated in high-skilled knowledge-intensive roles rather than production or technical manufacturing roles. The site functions as the company's global headquarters and also hosts a wide range of business

functions. The occupational profile at the site therefore differs significantly from the other Enterprise Zone locations. Key occupational areas include:

- Software engineering and digital development
- Sales and commercial roles
- Customer success and technical support
- Marketing and communications
- Human resources and corporate functions.

For early-career recruitment, the organisation places significant emphasis on behavioural and interpersonal capabilities alongside technical skills.



The university provides a strong pipeline of graduates and access to higher-level qualifications.

CURRENT SKILLS AND TRAINING OFFER

LUSEP differs from the other Enterprise Zone sites in that it is embedded directly within a university campus, meaning that much of the skills provision offer is through Loughborough University's wider education, research and professional development activities.

For early-stage firms, the university offers relatively intensive support through incubation and commercialisation activity. For more established firms, support becomes more selective and responsive, workforce development is primarily delivered internally, with the university playing a lighter-touch partnership role around talent pipelines, placements and employer engagement.

The Access Group actively invest in workforce training and development. Training provision is delivered through a combination of:

- Internal employer-led training programmes
- Partnerships with universities
- Apprenticeship programmes.

Internal Training and Workforce Development

Workforce development at The Access Group is primarily delivered through internal training and professional development programmes. These programmes are typically led by internal subject-matter experts and technical leaders and are designed to

combine technical knowledge with the company's operational systems and practices. This approach means that graduate recruitment is not restricted exclusively to STEM graduates. Individuals from a wider range of academic backgrounds may enter the organisation if they demonstrate strong behavioural skills and an ability to develop their technical skills.

However, the organisation also utilises external training mechanisms in certain areas. In particular, the company has begun using its apprenticeship levy to support workforce upskilling through a structured artificial intelligence apprenticeship programme delivered in partnership with a specialist training provider. More than 100 employees are currently participating in this programme, reflecting the organisation's focus on embedding artificial intelligence capabilities across its workforce.

University Collaboration and Knowledge Exchange

The Access Group maintains an active strategic partnership with Loughborough University, which represents one of the company's priority university relationships. This partnership supports a range of talent development and employer engagement initiatives, including:

- Internships and year-in-industry placements for students
- Mentoring programmes delivered

- by senior Access Group staff
- Participation in university careers and employability events
- Workshops and guest lectures
- Employer branding and recruitment activities on campus.

There is an ongoing internal discussion about introducing more flexible and modular learning provision to support employer demand and workforce upskilling.

In addition, the organisation operates a scholarship programme through the Access Foundation, providing financial support to students from disadvantaged backgrounds. Some internship and placement opportunities are reserved for participants within this scholarship programme.

These initiatives form part of the company's broader early-career recruitment strategy and help support a pipeline of graduate talent into the organisation.

In practice, workforce development across the Science Park is largely employer-led, with most businesses funding training internally. While the university provides a strong pipeline of graduates and access to higher-level qualifications, day-to-day skills development is typically delivered through a combination of internal training, private training providers and, where applicable, apprenticeship provision.



Business Support and Innovation Programmes

The Science Park also provides a range of business support and innovation programmes designed to help companies grow and develop their workforce. LUinc., Loughborough University's business incubator, provides structured incubation and accelerator activity, access to mentors and alumni founders, one-to-one coaching, and workshops covering areas such as finance, marketing and strategy. This means that, for many smaller Science Park firms, workforce and skills development is closely linked to wider business growth support rather than narrowly defined training provision.

- Innovation Centre – supporting early-stage businesses and start-ups.

- Commercial development space for growing businesses.
- Support for start-ups during the critical first 12–24 months of operation.
- Access to university research expertise and facilities.
- Senior Leader Apprenticeships and Executive MBA programmes via Loughborough Business School
- Professional education programmes delivered on campus or within businesses

The ecosystem aims to support businesses in the Science Park as they grow and transition between stages of development, from early start-up through to established companies.

Loughborough University's business incubator, provides structured incubation and accelerator activity.

WORKFORCE AND SKILLS NEEDS

Skills Demand

The principal skills demand at The Access Group relate almost entirely to the digital economy, covering advanced digital and technical capabilities. Key areas of workforce demand include:

- Software development and engineering
- Data management and analytics
- Digital product development
- IT systems architecture
- Cyber security and digital infrastructure.

These roles require a combination of technical expertise, software engineering capability and digital innovation skills, reflecting the knowledge-intensive nature of the software sector. For the smaller firms on the Science Park site, there is a demand for investment readiness, strategy development, marketing and legal support.

Hard-to-Fill Roles

Artificial intelligence represents the most significant emerging skills priority for The Access Group. The organisation is investing heavily in integrating AI technologies into both its products and internal business processes. As a result, employees

across both technical and non-technical roles are expected to develop the ability to utilise AI tools within their work.

The business highlighted that graduates entering the workforce often have limited exposure to applied AI tools, despite the increasing importance of these capabilities in industry. While universities are beginning to incorporate AI modules into some courses, businesses are often adopting AI technologies at a faster pace than the education system. As a result, the organisation is currently investing heavily in internal training to develop AI capability across its workforce.

Recruitment challenges appear to be driven by:

- Limited supply of experienced AI and digital specialists
- Competition for software and data professionals
- The specialist nature of certain technical roles.

These challenges are consistent with national trends, where demand for advanced digital skills continues to outstrip supply. The Access Group also highlighted the importance of

developing clearer skills pathways into digital careers, suggesting that stronger alignment between education providers and industry could help address future workforce needs.

Improved skills pathways could include:

- Stronger links between universities and technology employers
- Clearer routes from education into software engineering roles
- Increased availability of relevant digital training programmes
- Clearer pathways for adults of all ages to re-train and pivot into the sector.

Recruitment Challenges

Recruitment challenges are relatively limited for generalist roles. However, the organisation reported that highly specialised technical roles can be more difficult to fill. These positions often require expertise in specific programming languages or advanced technical specialisms, meaning that the pool of suitable candidates is relatively small.

JOB VACANCIES

As at research conducted in March 2026, there were an estimated 40-80 jobs vacancies at Loughborough University Science and Enterprise Park. These figures are intended to illustrate relative employment demand and may fluctuate over time. This figure reflects roles identified through tenant employer career pages and postcode searches for organisations located at LUSEP (e.g., engineering, digital, research roles).

Opportunities typically include research, technical and professional roles linked to science, engineering and technology development. Examples of roles identified through vacancy searches include:

- Research Scientist or Engineer
- Software Developer
- Data Scientist or Analyst
- Software or Electronics Engineer
- Product Development Engineer
- Laboratory Technician
- Innovation Project Manager
- Business Development Manager

Graduate and early-career research roles are also common due to the park's close relationship with Loughborough University.

The importance of developing clearer skills pathways into digital careers.





Understanding these cross-site dynamics is important in identifying opportunities.

CROSS-SITE COMPARATIVE ANALYSIS

While each Enterprise Zone site has a distinct sectoral focus, the analysis highlights a number of shared workforce characteristics, skills requirements and structural challenges. These include overlapping demand for technical and digital skills, strong reliance on graduate pipelines, and common barriers to workforce development related to training access, cost and coordination. Understanding these cross-site dynamics is important in identifying opportunities for shared skills interventions, collaborative employer engagement, and more coordinated workforce development across the Enterprise Zones.

The following section draws together insights from employer engagement, stakeholder interviews and secondary evidence to identify shared workforce trends, areas of overlap in skills demand and opportunities for collaboration across the Enterprise Zone network.

EMBEDDED TRAINING

Across the Enterprise Zone ecosystem, there is significant existing training provision delivered by local universities. These institutions supply graduates across engineering, science, computing and business disciplines and play an important role in supporting talent pipelines into the Enterprise Zone sites.

In addition to these traditional academic programmes, several sites benefit from **embedded training ecosystems**. For example:

- At **MIRA Tech Park**, the presence of the MIRA Technology Institute provides structured pathways into the automotive and mobility sector through apprenticeships, technical training and employer collaboration. In particular, the high volume of CPD provision highlights its effectiveness in supporting existing employees to adapt to emerging technologies such as electrification, digital systems and advanced manufacturing processes. However, apprenticeship and qualification volumes are more modest.
- **Space Park** Leicester operates as a research-led cluster integrated with University of Leicester talent pipelines, with graduate recruitment, placements and executive education forming a core part of the site's workforce model.

While the Enterprise Zones benefit from a strong base of higher education

and formal training provision, survey evidence suggests that access to relevant and flexible training is more uneven in practice. In particular, smaller businesses reported challenges in identifying suitable provision, engaging with training alongside operational demands, and accessing courses aligned to niche or emerging technologies. This indicates that the key challenge is not simply the availability of training, but its accessibility, relevance and alignment with employer needs.

However, two of the sites are more limited, where employers are more reliant on employer-led training:

- Skills development at **Charnwood Campus** is driven primarily by employer-led recruitment and internal training, reflecting the highly specialised and regulated nature of pharmaceutical and life sciences roles. Although initiatives such as the Life Sciences Talent and Skills Institute aim to strengthen links between education providers and employers, businesses reported that workforce development largely occurs internally.
- **Loughborough University Science and Enterprise Park** sits within a strong university innovation environment but currently has limited workforce demand linked directly to The Access Group, meaning that the wider academic ecosystem does not yet translate into a distinct skills pipeline for EZ businesses.



OVERLAPPING
SECTOR DEMANDS

Despite their different specialisms, the Enterprise Zone sites demonstrate several areas of overlapping workforce demand. Across the sites, businesses operate within technology-rich, research-led and innovation-intensive sectors, creating consistent demand for highly skilled technical staff.

Although the sector applications differ (automotive, life sciences, space, or digital technologies), many of the underlying skillsets are transferable across the sites.

Across all sites, the majority of vacancies relate to specialist technical roles, including engineering, software development, laboratory-based scientific work and advanced manufacturing support. Across these environments, employers consistently require:

- Engineering and technical expertise
- Digital and software capability
- Data and analytics skills
- Innovation and research skills
- Project management and commercialisation expertise.

In addition to technical roles, there is increasing cross-site demand for commercial, operational and business support capabilities. As sectors such as space, advanced manufacturing and life sciences become more commercialised, businesses require skills in areas such as marketing, project management, finance and regulatory compliance. This trend is particularly evident within SME populations, where employees are often required to operate across multiple functional areas.

SHARED
HARD-TO-FILL ROLES

Interviews and workshops identified a number of roles that are consistently difficult to recruit across the Enterprise Zone sites. These tend to be highly specialised technical positions requiring a combination of academic qualifications, industry experience and sector-specific knowledge. These recruitment challenges reflect wider national labour market shortages in high-level STEM skills. Examples include:

- Specialist engineers (mechanical, electrical, systems engineering)
- Software developers and advanced programmers
- Data scientists and AI specialists
- Experienced regulatory and compliance professionals (particularly in life sciences)
- Advanced technicians and laboratory specialists.

Employers also highlighted challenges in recruiting individuals with mid-level experience (typically three to five years), who are able to take on project leadership responsibilities and support the development of junior staff. This “mid-career gap” reflects broader structural challenges within high-skill sectors, where entry-level pipelines are relatively strong but progression into experienced roles takes time.



SKILLS CHALLENGES

Although widespread skills shortages were not universally reported across the sites, several cross-cutting challenges emerged, particularly for the sites without embedded training ecosystems:

• **Industry Awareness and Career Visibility:**

Employers highlighted the limited awareness of local career opportunities in high-value sectors such as life sciences, advanced manufacturing and space technologies. For example, businesses at Charnwood Campus noted that many graduates are unaware that globally significant pharmaceutical manufacturing takes place locally. Improving awareness of regional opportunities and strengthening links between universities and employers could also aid graduate retention.

• **Work Readiness:**

Employers across several sectors emphasised the importance of behavioural and workplace skills, including an understanding of professional working environments. For industries operating within regulated or technically complex environments, such as pharmaceuticals or advanced engineering, the transition from education to industry can be particularly challenging.

• **Internal Training Requirements:**

Many employers indicated that significant training needs to take place within businesses themselves, particularly for specialised, tailored, technical roles.

• **Progression Pathways:**

While the region benefits from strong higher education provision, the pathways into technical careers are not always clear. Businesses and university partners alike would benefit from enhanced engagement on both LUSEP and Charnwood Campus in the shape of industry placements and apprenticeships.

• **Training Constraints:**

Funding availability remains a key factor influencing workforce development. While programmes such as the Apprenticeship and other public funding streams support training activity, these do not always align with employer needs, particularly where businesses require short, modular or highly specialised provision. Employers highlighted the potential value of more flexible and responsive funding models, including co-investment approaches and modular training structures that can be tailored to specific workforce requirements.

• **Resource Constraints:**

Across all sites, employers – particularly SMEs – identified the cost of training and limited

staff capacity as major barriers to workforce development

Businesses reported difficulty releasing staff for training and funding longer-term provision, even where relevant courses exist.

• **Enterprise Zone Awareness:**

Businesses would benefit from greater coordination across the Enterprise Zones to support shared skills initiatives, improve awareness of the range and breadth of opportunities across the sites to a wider pool of both young people and adults.



GAP ANALYSIS

The four Enterprise Zone sites represent distinct sector environments, including advanced mobility (MIRA Tech Park), life sciences (Charnwood Campus), space technologies (Space Park Leicester / Waterside), and technology-driven R&D companies (Loughborough University Science and Enterprise Park).

As a result, skills demand varies across locations, although several cross-cutting themes emerge.

ENTERPRISE ZONE SKILLS SYSTEMS

Across the Enterprise Zone sites, there are several examples of strong alignment between the regional skills system and the needs of high-growth sectors. University partners in Leicester, Loughborough and the wider Midlands provide a steady pipeline of graduates in engineering, computing, and scientific disciplines, supporting research-intensive clusters such as Space Park Leicester and MIRA Tech Park. Specialist facilities such as the MIRA Technology Institute further strengthen this alignment by offering targeted technical training linked to emerging mobility technologies.

The Loughborough University Science and Enterprise Park Enterprise Zone demonstrates a slightly different model of skills alignment. The primary tenant, The Access Group, recruits largely through graduate and experienced hire pipelines in software engineering, digital services and business functions. Workforce development is largely delivered internally through structured training programmes and professional development pathways. As a result, demand for locally delivered technical training provision appears more limited than in the engineering and manufacturing environments present at other Enterprise Zone sites.

However, strong provision at a system level does not always translate into effective access for businesses. SMEs and early-stage firms reported challenges engaging with formal

training provision, particularly where courses are not sufficiently flexible, are difficult to identify, or do not align closely with rapidly evolving technical requirements.

EMPLOYER DEMAND

Despite the strength of the regional education ecosystem, employers across several Enterprise Zone sites highlighted ongoing challenges in recruiting individuals with specialist technical expertise. Key themes include:

- Cross-disciplinary engineers
- Specialist digital/software capability
- Emerging technology skills (AI, battery, hydrogen)

In addition to technical skills, employers – particularly within smaller firms and commercialising sectors – identified growing demand for business and operational capabilities. These include skills in marketing, sales, pricing, finance and business growth. This reflects the increasing importance of commercialisation across innovation-led sectors, where technical development must be matched by the ability to scale and sustain business activity.

Within digital technology environments commonplace at all sites, skills challenges relate primarily

to specialist software and digital roles. Employers also identified emerging gaps in programming and implementation skills related to digital tools and systems, particularly over the next three to five years. This highlights the growing importance of applied digital capability across both technical and non-technical roles.

Employers across several sites also highlighted challenges associated with technician-level roles requiring both vocational and digital skills. While the regional skills system produces strong graduate talent, businesses reported a smaller pipeline of Level 3–5 technical specialists, particularly those combining practical, hands-on capability with digital and analytical skills. This gap is especially significant in R&D-intensive environments, where technicians play a critical role in testing, prototyping and operational delivery.

A further gap identified by employers relates to leadership and management development within highly technical organisations. Several businesses previously relied on Level 7 apprenticeships to support senior staff development. The withdrawal of public funding for these programmes has reduced opportunities for structured leadership training within advanced engineering environments.

EXISTING PROVISION

The provision mapping exercise highlights that Leicester and Leicestershire benefits from a diverse and extensive network of employment and skills programmes. However, both employers and stakeholders consistently described the system as complex and fragmented.

Businesses – particularly SMEs – reported difficulty identifying appropriate training provision, navigating funding opportunities, and engaging with multiple providers. This challenge is compounded by limited internal capacity within smaller firms to manage workforce development activity.

In addition to system complexity, employers highlighted practical barriers to engagement, including the cost of training and the availability of staff time. Even where relevant provision exists, businesses may be unable to participate due to operational pressures or resource constraints.

FUTURE SECTOR GROWTH

Despite operating in different sectors, the Enterprise Zone sites share several overlapping skills needs, particularly in engineering, digital technologies, and specialist technical roles. This presents opportunities to develop collaborative training programmes, shared talent pipelines, and coordinated employer engagement activity across the Enterprise Zone network.

Digital capability represents one of the clearest areas of shared demand across the Enterprise Zone sites. While the Loughborough University Science and Enterprise Park Enterprise Zone focuses primarily on software and digital services, similar capabilities are increasingly required within engineering and advanced manufacturing environments at sites such as MIRA Tech Park, Charnwood Campus and Space Park Leicester. This creates potential opportunities for shared training initiatives in areas such as software engineering, data analytics, AI and cybersecurity.

However, realising these opportunities will require more coordinated approaches to skills development across sites. Without greater alignment between employers, training providers and public sector partners, there is a risk that overlapping skills needs will continue to be addressed in isolation rather than through shared, scalable solutions.



OPPORTUNITIES AND FUTURE DEVELOPMENT

The Leicester and Leicestershire Enterprise Zones represent a collection of high-value innovation clusters spanning advanced mobility, life sciences, space technologies and digital services. Each site operates within a distinct sector environment, but the research undertaken for this assessment identifies several shared opportunities to strengthen workforce development, support business growth and improve coordination across the regional skills ecosystem.

This section outlines opportunities for future development across the Enterprise Zones, structured across short, medium- and long-term timescales.



A central resource that details the types of opportunities across all the Enterprise Zones.

SHORT TERM OPPORTUNITIES

Several opportunities exist to strengthen collaboration and improve the visibility of career pathways across Enterprise Zone sectors in the short term. Many of these opportunities focus on improving coordination between employers, education providers and skills partners.

Shared Empolyer Forum

One potential initiative would be the establishment of a **shared Enterprise Zone employer forum**, bringing together businesses from across the four sites to discuss workforce challenges, training needs and opportunities for collaboration. While individual sites have varying levels of engagement between businesses, stakeholders indicated that greater coordination across the Enterprise Zones could help identify shared skills priorities and facilitate joint solutions.

Collective Placement Scheme

Another short-term opportunity relates to improving **talent pipeline visibility and early engagement**. This could include the development of a **joint internship or placement scheme across Enterprise Zone sites**, allowing students and graduates to gain experience within businesses located at each of the sites. Such an initiative could help strengthen graduate retention within the region and increase awareness of career opportunities within local innovation sectors.

Coordinated Career Pathways

Stakeholders also highlighted opportunities to improve the **promotion of career pathways and training opportunities**. A more coordinated approach to outreach activities, including school engagement, careers events and STEM promotion, could help increase awareness of sectors such as advanced mobility, life sciences and space technologies among local residents.

A number of site-specific short-term opportunities were identified that could strengthen career pathways and employer engagement using existing programmes and partnerships:

- At MIRA Tech Park, this could include expanding the promotion of higher-level technical apprenticeships. Improving awareness of technician-level pathways within the mobility sector could also support future workforce growth.
- At Charnwood Campus, there is an opportunity to strengthen collaboration between life sciences companies to promote careers in laboratory science, biomanufacturing and pharmaceutical research. This could include joint employer engagement with schools and colleges, as well as shared promotion of career pathways into life sciences roles.
- At LUSEP, improved visibility of internships, placements and early-

career opportunities across the site could support stronger connections between businesses and the student population. There is also potential to expand awareness of university collaboration mechanisms such as Knowledge Transfer Partnerships (KTPs) and employer engagement programmes, helping businesses make better use of existing support.

- Within the Dock workspace community, targeted, short-form and practical training provision in areas such as AI tools, digital marketing, sales and commercial growth could support smaller firms in developing workforce capability. Employers emphasised the importance of applied, tool-based learning that can be implemented immediately within business operations.

Raising Awareness of Opportunities

- A central resource that details the types of opportunities across all the Enterprise Zones could improve awareness among young people and adults seeking employment and careers advice. Webinars and online resources delivered in partnership with careers advisors across schools, via the area Careers Hub, as well as area adult learning services, skills providers, DWP, Connect to Work and Work Well programmes, could also support a more streamlined approach to engagement across the sites.

MEDIUM TERM OPPORTUNITIES



Over the medium term, there are opportunities to develop more structured training provision aligned with the growth sectors represented within the Enterprise Zones.

Employer-Led Skills Investment Programme

A key long-term opportunity is to address the gap between standard training provision and highly specialised employer demand. Employers across several sites reported the need for specialist, business-specific skills, including advanced engineering, artificial intelligence, digital technologies, and specialist scientific capabilities. There is a demand for highly specific technical and higher-level skills that are not always readily available through mainstream education provision and often require bespoke training delivered in partnership with specialist providers. Over the longer term, there may be an opportunity to develop a locally coordinated employer co-investment programme to support businesses in addressing specialist skills needs.

One potential model is similar to the **Skills Bank programme** operated by the South Yorkshire Mayoral Combined Authority, which provides co-funding for employers to invest in tailored training that meets specific business needs. Under this model, public funding is used to part-fund

training programmes identified by employers themselves, with businesses contributing a proportion of the cost.

This could help firms to adopt new technologies, improve productivity and scale more rapidly, particularly within the innovation-driven sectors represented across the Enterprise Zones.

Enterprise Zone Skills Investment Plan

To maximise the impact of future workforce development activity, there is an opportunity to develop a coordinated Enterprise Zone Skills Investment Plan. This would provide **a strategic framework for aligning skills provision, employer demand and public investment** across the Enterprise Zone sites.

The Investment Plan could set out clear priorities in relation to workforce gaps, as well as an agreed set of priorities for employers, education providers and public sector partners.

Crucially, the Investment Plan could also be used as a mechanism to secure external funding and investment for workforce development. By clearly articulating employer demand, sector priorities and skills gaps, it would provide a strong strategic case for public funding, including for the development of a locally coordinated employer **co-investment programme**.



Joint Level 4+ Provision

One potential opportunity is the development of **joint Level 4+ technical provision aligned with innovation sector** needs. This could include flexible/modular programmes focused on areas such as digital engineering, systems integration, cybersecurity and artificial intelligence. These skillsets are increasingly relevant across multiple Enterprise Zone sectors, including advanced automotive systems, space technologies and digital platforms.

Employer Engagement

The development of **employer co-designed training programmes** could help ensure that provision remains aligned with industry needs. Several stakeholders indicated that training initiatives are most effective when employers are actively involved in curriculum development and programme design. Facilities such as the MIRA Technology Institute provide a potential platform for developing such collaborative programmes.

Shared Equipment and Facilities

Another opportunity relates to shared use of specialist equipment and facilities. Advanced sectors such as battery technologies, space engineering and life sciences often require access to expensive

equipment and specialist laboratories. Greater collaboration between universities, training providers and businesses across sites could help maximise the use of existing infrastructure and support the development of new training provision in emerging technical areas.

Simplified Support Models

There is also potential to strengthen **employer engagement mechanisms across the regional skills system**. While the diversity of education providers and employment support initiatives provides considerable capability, stakeholders noted that navigating the system can sometimes be challenging for businesses. Developing a more coordinated and simplified employer engagement model – potentially through a single point of access or brokerage function – could help businesses more easily identify relevant training, funding and support. This would be particularly beneficial for SMEs, which often lack the internal capacity to engage with multiple providers.

Several sector-specific opportunities were also identified:

- In the life sciences sector, the Local Skills Report highlights the potential establishment of a **local Life Sciences Skills Group** to support the development of the sector's workforce pipeline. Given the presence of Charnwood Campus and related regional

assets, such a group could help coordinate employer input into training provision and support the growth of the regional life sciences cluster.

- New programmes could provide opportunities to support SMEs in adopting advanced manufacturing technologies, helping businesses to improve productivity while developing the skills of their workforce.
- All sites would benefit from pathways to enable the development of professional digital skills, through Digital Skills Bootcamps or similar.

Shared Training Programmes

There is an opportunity to develop shared training programmes targeted at SMEs across the Enterprise Zones. By aggregating demand across multiple businesses, particularly in areas such as digital skills, AI adoption and commercial capability, training could be delivered more efficiently and at lower cost. This approach would help address common barriers related to cost and scale, while supporting more consistent workforce development across smaller firms. The region has Skills Bootcamp funding and this could potentially be used to support employers with skills needs. In addition, the area has a successful Local Skills Improvements Plan group that could collectively look at EZ employer needs and how to align better with area college provision.

LONG TERM OPPORTUNITIES

Over the longer term, there is an opportunity to position the Enterprise Zones as a nationally recognised ecosystem for innovation-led workforce development.

Talent Pipeline Strategy

One potential ambition is the development of an **Enterprise Zone-wide talent pipeline strategy**, bringing together the Careers Hub, universities, further education colleges, employers and local skills and employment partners. to coordinate workforce development across key sectors. Such an approach could support the development of clearer progression pathways from education into employment within sectors such as advanced mobility, life sciences, digital technologies and space engineering. Such an approach could help to improve visibility of career opportunities at each site, create shared talent pipelines across businesses, and support graduate retention within the cluster.

National Positioning

Long-term development could also include strengthening the **national positioning of the Enterprise Zones as centres of specialist skills and innovation**. For example, MIRA Tech Park has the potential to develop further as a national centre of excellence in electrification, hydrogen technologies and connected and autonomous vehicle systems. Similarly, Space Park Leicester

represents a significant asset within the UK space sector, while Charnwood Campus forms part of a growing life sciences cluster within the Midlands.

Developing a more integrated approach to branding and promoting these capabilities could support inward investment, attract highly skilled talent from outside the region, and strengthen the global competitiveness of the region's innovation economy.

In the longer term, collaborative funding bids and strategic investment programmes may also support the expansion of specialist training infrastructure and workforce development initiatives. This could include the development of new technical training facilities, expanded apprenticeship programmes and targeted initiatives to support emerging technologies such as artificial intelligence, advanced manufacturing and low carbon systems.

Engagement with Adult Work Programmes

Incorporating promotional resources into well-established skills and employment support programmes, such as the Department for Work and Pensions' Connect to Work schemes, the Employment Hub and regional Skills Bootcamps, could accelerate engagement with a wider pool of young people and adults already participating, and showing interest, in skills and career development.



Strengthening the national positioning of the Enterprise Zones as centres of specialist skills and innovation.

KEY FINDINGS

Analysis of the four Leicester and Leicestershire Enterprise Zone sites highlights a number of shared workforce and skills themes. While each site operates within a distinct sector environment, several common trends emerge.

Strong Alignment with Regional Innovation Sectors

The Enterprise Zones support several of the region's key growth sectors, including advanced automotive and mobility technologies, life sciences, space technologies and digital services. These sectors are characterised by high levels of research and development activity and demand for highly skilled workers, particularly in engineering, digital technologies and scientific research.

In several cases, the sites benefit from strong connections with regional universities and research institutions. Facilities such as the MIRA Technology Institute and Space Park Leicester demonstrate effective collaboration between industry and higher education, helping to support workforce development aligned with sector needs.

High Demand for Specialist Technical Skills

Employers across multiple sites highlighted demand for highly specialised technical skills. This

includes engineering, software development, cybersecurity, artificial intelligence and advanced manufacturing capability. In many cases, businesses recruit nationally or internationally to fill these roles, reflecting the specialised nature of the work undertaken within Enterprise Zone sectors.

Challenges in Technician-Level Workforce Development

While graduate recruitment pipelines appear relatively strong, several stakeholders highlighted the importance of technician-level roles in supporting testing, prototyping, laboratory operations and advanced manufacturing processes. Developing stronger pathways for Level 3–5 technical roles may help support the long-term growth of Enterprise Zone businesses.

Importance of Digital and Cross-disciplinary skills

Digital capability is emerging as a cross-cutting requirement across multiple sectors. Skills in areas such as software engineering, data analysis, cybersecurity and artificial intelligence are increasingly relevant across mobility, space technologies, life sciences and digital services. Employers also highlighted the growing importance of

multidisciplinary skillsets that combine engineering, digital and systems integration expertise.

Fragmented Skills and Employment Support Landscape

The provision mapping exercise highlights a wide range of education providers, employment support initiatives and training programmes operating across Leicester and Leicestershire. While this represents a strong skills infrastructure, employers indicated that the system can be difficult to navigate, particularly for SMEs seeking to identify appropriate training opportunities or workforce development support.

Opportunities for Collaboration across Enterprise Zones

Although the four sites operate in different sectors, there are opportunities to strengthen collaboration in areas such as employer engagement, talent pipelines and specialist training provision. Greater coordination across sites could support shared skills initiatives, improve awareness of career opportunities and strengthen the overall innovation ecosystem.

APPENDIX A

MIRA TECHNOLOGY INSTITUTE COURSES

APPRENTICESHIPS

These are primarily engineering and automotive technical apprenticeships delivered with partner institutions such as North Warwickshire and South Leicestershire College and Coventry University.

- Level 3 Light Vehicle Maintenance and Repair Technician
- Level 3 Heavy Vehicle Service and Maintenance Technician
- Level 3 Engineering Technician
- Level 3 Motor Vehicle Service and Maintenance Technician
- Level 4 Engineering Manufacturing Technician
- Level 4 Manufacturing Engineer
- Level 4 Automotive Engineering Technician
- Level 6 Applied Professional Engineering Programme (Degree Apprenticeship)
- Level 6 Automotive Engineering Degree Apprenticeship
- Level 7 Postgraduate Engineering Apprenticeships (e.g., advanced engineering leadership pathways)

These apprenticeships are designed to support skills development in areas such as electrification, vehicle systems and advanced manufacturing within the automotive sector.

CPD/ SHORT COURSES

These are professional development courses targeted at engineers and technicians already working in industry, particularly in electric vehicles, functional safety and autonomous systems. Examples include:

Electrification / EV Technology

- Hybrid Electric Vehicle Awareness
- Advanced Hybrid Electric Vehicle Technology
- Battery Systems and Technology
- Electric Vehicle Technology Fundamentals

Safety and Automotive Standards

- ISO 26262 Functional Safety Awareness
- ISO 26262 Safety Analysis
- ISO 26262 Engineer
- ISO 26262 Process Auditor
- Safety of the Intended Functionality (SOTIF)

Autonomous and AI Systems

- Safety of Automated Driving (ISO/TS 5083)
- AI Safety (ISO/PAS 8850)

High Voltage / Workshop Safety

- XEV Live Work Safety Training
- High Voltage System Safety for Electric Vehicles

These courses are typically 1–3 day professional training programmes for engineers and technicians.

UNDERGRADUATE COURSES

Delivered through partner universities but taught at the MTI facility:

- BEng Automotive Engineering
- BEng Automotive Engineering with Foundation Year
- BEng Engineering (Automotive and Transport Engineering pathways)
- BSc Automotive Technology

These programmes combine academic study with practical training on modern vehicle technologies and engineering systems.

POSTGRADUATE COURSES

Postgraduate provision focuses on advanced engineering and emerging vehicle technologies.

- MSc Automotive Engineering
- MSc Automotive Systems Engineering
- MSc Engineering Management (Automotive / Transport sector)
- MSc Advanced Automotive Engineering

These courses typically support progression for engineers working in the automotive and mobility sectors.

APPENDIX B

REGIONAL FE AND COURSE PROVISION

University Courses Linked to Enterprise Zones Sectors

To provide a comprehensive overview of the wider skills offer linked to the Enterprise Zone, the table below set out relevant courses delivered across key higher and further education institutions that already have established links with, or support, Enterprise Zone activity. This includes Loughborough University, University of Leicester, De Montfort University, University of Nottingham, Nottingham Trent University, Coventry University, Loughborough College, and North Warwickshire and South Leicestershire College.

Courses have been mapped against the Enterprise Zone priority sectors to provide a consistent and exhaustive view of the skills pipeline, spanning undergraduate, postgraduate and technical/professional provision. This supports comparison between provision delivered through the MIRA Technology Institute (MTI) and the broader network of partner institutions.

This consolidated view demonstrates that, while MTI provides a focused and industry-aligned offer—particularly in automotive, electrification and advanced engineering—it sits within a broader and complementary regional skills ecosystem. The distribution of provision across institutions highlights both areas of strong alignment (e.g. automotive engineering, cybersecurity and data science) and areas where provision is more limited or specialised.

As such, MTI’s role can be understood not as a standalone provider, but as a key component within a wider network of education and training provision supporting the Enterprise Zone sectors.



Sector	Course	Institutions Delivering
Advanced Mobility	Automotive Engineering BEng (Hons)	Loughborough University; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
	Automotive Engineering MEng (Hons)	Loughborough University; University of Nottingham
	Automotive Engineering MSc	Loughborough University; Coventry University
	Transport & Business Management MSc	Loughborough University
	Engineering MEng (Hons)	University of Leicester
	General Engineering BEng (Hons)	University of Leicester
	Automotive Engineering HNC/HND	Loughborough College
	Automotive Engineering courses	North Warwickshire and South Leicestershire College
Life Sciences	Biological Sciences BSc (Hons)	Loughborough University; University of Leicester
	Biological Sciences MSci (Hons)	Loughborough University
	Biotechnology BSc (Hons)	Loughborough University; University of Nottingham
	Biotechnology MSci (Hons)	Loughborough University
	Genetics BSc (Hons)	University of Leicester
	Medical Biochemistry BSc (Hons)	University of Leicester
	Biomedical Science BSc (Hons)	De Montfort University; Nottingham Trent University; Coventry University
	Pharmaceutical Science BSc (Hons)	De Montfort University
	Biology BSc (Hons)	University of Nottingham
	Applied Science HNC/HND	Loughborough College
	Applied Science courses	North Warwickshire and South Leicestershire College
Advanced Manufacturing	Manufacturing Engineering BEng (Hons)	Loughborough University; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
	Manufacturing Engineering MEng (Hons)	Loughborough University
	Advanced Manufacturing Engineering MSc	Loughborough University
	Engineering BEng (Hons)	University of Leicester
	Manufacturing Engineering HNC	Loughborough College
	Manufacturing Engineering courses	North Warwickshire and South Leicestershire College
Space Technologies	Aeronautical Engineering BEng (Hons)	Loughborough University
	Aeronautical Engineering MEng (Hons)	Loughborough University
	Physics with Astrophysics BSc (Hons)	University of Leicester
	Space Science MSc	University of Leicester
	Mechatronics and Robotics BEng (Hons)	De Montfort University
	Aerospace Engineering BEng (Hons)	University of Nottingham; Nottingham Trent University; Coventry University

University Courses Linked to Enterprise Zones Sectors

Sector	Course	Institutions Delivering
Marketing	Marketing BSc (Hons)	Loughborough University; University of Leicester; University of Nottingham
	Marketing and Management BSc (Hons)	Loughborough University
	Digital Marketing MSc	Loughborough University; De Montfort University
	Marketing MSc	University of Leicester; University of Nottingham
	Marketing BA (Hons)	De Montfort University; Nottingham Trent University; Coventry University
Sales	Business and Management BSc (Hons)	Loughborough University
	Management BSc (Hons)	University of Leicester
	Business Management BA (Hons)	De Montfort University; Nottingham Trent University; Coventry University
	Business Management BSc (Hons)	University of Nottingham
	Economics BSc (Hons)	Loughborough University; University of Leicester; University of Nottingham
Pricing	Economics BA (Hons)	De Montfort University; Nottingham Trent University; Coventry University
Finance and Business Growth	Finance BSc (Hons)	Loughborough University; University of Leicester; University of Nottingham
	Banking and Finance BSc (Hons)	Loughborough University
	Finance and Investment MSc	Loughborough University
	Management MSc	Loughborough University
	Banking and Finance MSc	University of Leicester
	Accounting and Finance BA (Hons)	De Montfort University; Nottingham Trent University
	Finance MSc	De Montfort University; University of Nottingham
	Finance BA (Hons)	Coventry University
Battery Technologies	Materials Science and Engineering BEng (Hons)	Loughborough University
	Materials Science and Engineering MEng (Hons)	Loughborough University
	Materials Engineering BEng (Hons)	University of Nottingham
	Energy Engineering MSc	Coventry University
	Materials Science modules within Engineering	University of Leicester
	Engineering modules	De Montfort University; Nottingham Trent University

Sector	Course	Institutions Delivering
Engineering	Mechanical Engineering BEng (Hons)	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
	Mechanical Engineering MEng (Hons)	Loughborough University
	Electrical and Electronic Engineering BEng (Hons)	Loughborough University; University of Leicester
	Electrical and Electronic Engineering MEng (Hons)	Loughborough University
	Electrical Engineering BEng (Hons)	University of Nottingham
	Electronic Engineering BEng (Hons)	De Montfort University
	Mechanical Engineering HNC/HND	Loughborough College
	Electrical Engineering HNC/HND	Loughborough College
	Mechanical Engineering courses	North Warwickshire and South Leicestershire College
	Electrical Engineering courses	North Warwickshire and South Leicestershire College
Software Development	Computer Science BSc (Hons)	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
	Computer Science MSc	Loughborough University
	Computing HNC/HND	Loughborough College
	Computing courses	North Warwickshire and South Leicestershire College
Cybersecurity	Cyber Security MSc	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
	Cyber Security	HNC Loughborough College
	Cyber Security courses	North Warwickshire and South Leicestershire College
Artificial Intelligence	Artificial Intelligence MSc	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
Software Engineering	Software Engineering MSc	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
Data Analysis	Data Science MSc	Loughborough University; University of Leicester; University of Nottingham; Nottingham Trent University; Coventry University
	Data Analytics MSc	De Montfort University
	Data Analytics HNC	Loughborough College
	Data Analytics courses	North Warwickshire and South Leicestershire College
Electrification and Hybrid Systems	Electrical and Electronic Engineering MSc	Loughborough University
	Electrical Engineering MSc	University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University

University Courses Linked to Enterprise Zones Sectors

Sector	Course	Institutions Delivering
EV and Hybrid Vehicle Technologies	Automotive Engineering MSc	Loughborough University; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
	Engineering MSc	University of Leicester
Connected Autonomous Vehicle Systems	Transport Systems MSc	Loughborough University
	Transport Engineering MSc	University of Nottingham
	Engineering pathways	University of Leicester; De Montfort University; Nottingham Trent University
	Automotive Engineering pathways	Coventry University
Cybersecurity and Network Security	Cyber Security MSc	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
Artificial Intelligence Applications	Artificial Intelligence MSc	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
Advanced Structural Dynamics	Structural Engineering MSc	Loughborough University; University of Nottingham
	Engineering MSc	University of Leicester; De Montfort University; Nottingham Trent University; Coventry University
Engineering Project Management	Engineering Management MSc	Loughborough University; University of Leicester; De Montfort University; University of Nottingham; Nottingham Trent University; Coventry University
Robotics and Automation	Robotics MSc	Loughborough University; University of Leicester; University of Nottingham; Nottingham Trent University; Coventry University
	Robotics and Mechatronics BEng (Hons)	De Montfort University
	Engineering pathways	Loughborough College; North Warwickshire and South Leicestershire College



The distribution of provision across institutions highlights both areas of strong alignment and areas where provision is more limited or specialised.

