



Swindon & Wiltshire

LOCAL ENTERPRISE PARTNERSHIP

Learning from the Honda Task Force

Responding to local economic shocks and planning for economic recovery

21 June 2022

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**The Honda and
Supply Chain Steering Group:
Legacy Report**

2022



Figure 4. Aerial View of the Honda Site

Source: Honda Site Report



1985-
2021

By 2018,
150k cars
per year

Exported
to over
70
countries

3,500
employed
on site

2,000 in
the
supply
chain

Honda
known to
every
Swindon
family

Sequence of Events

HUM Consultation
19 Jan 2019

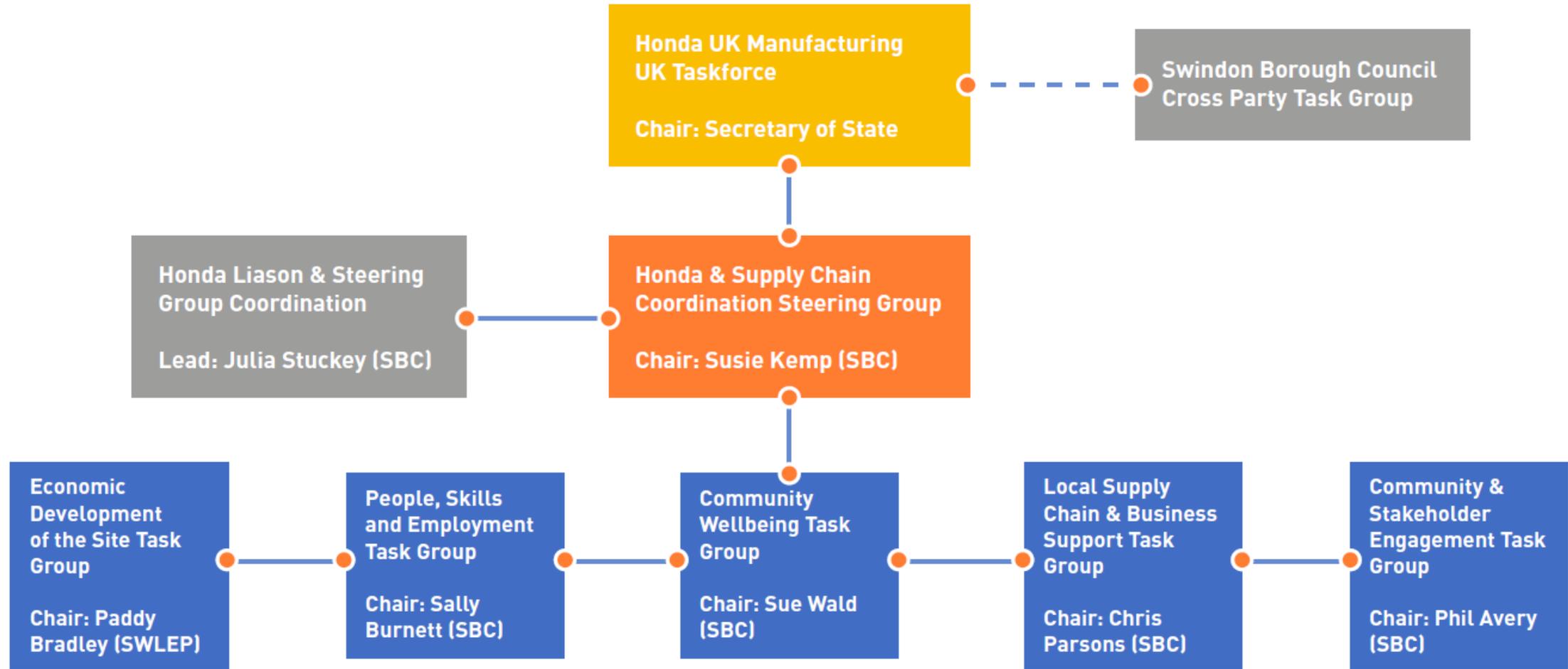
Discussions
between SoS
BEIS and Honda
Japan

May 2019 – focus changed to
minimising economic impact and
gaining from future opportunities for
the area and the UK

National Task Force – business
case against disinvestment



Figure 1. Organisation Chart



A blue robotic arm is shown in a factory setting, working on the engine of a car. The arm is positioned over the open hood of the car, and its gripper is holding a component. The background shows a typical industrial environment with a grid ceiling and large windows. The text "Lessons Learned" is overlaid in the center of the image.

Lessons Learned

A Collaborative Structure

Public/Private
Collaboration

Best Practice from Honda
and its Supply Chain

Using existing resources

Accurate Labour Market
Intelligence

Engaging with Employees

Understanding Company
Culture

Timing



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Impact

Short-term impacts

- Collation of impact data affected by GDPR
- Closure affected thousands of people in the area and further afield.
- Sample data (Honda only) indicates positive post-redundancy destinations
- Claimant count – no evidence of spike post closure

Figure 6. Taken from a representative sample, percentage of Honda employees' destination after redundancy

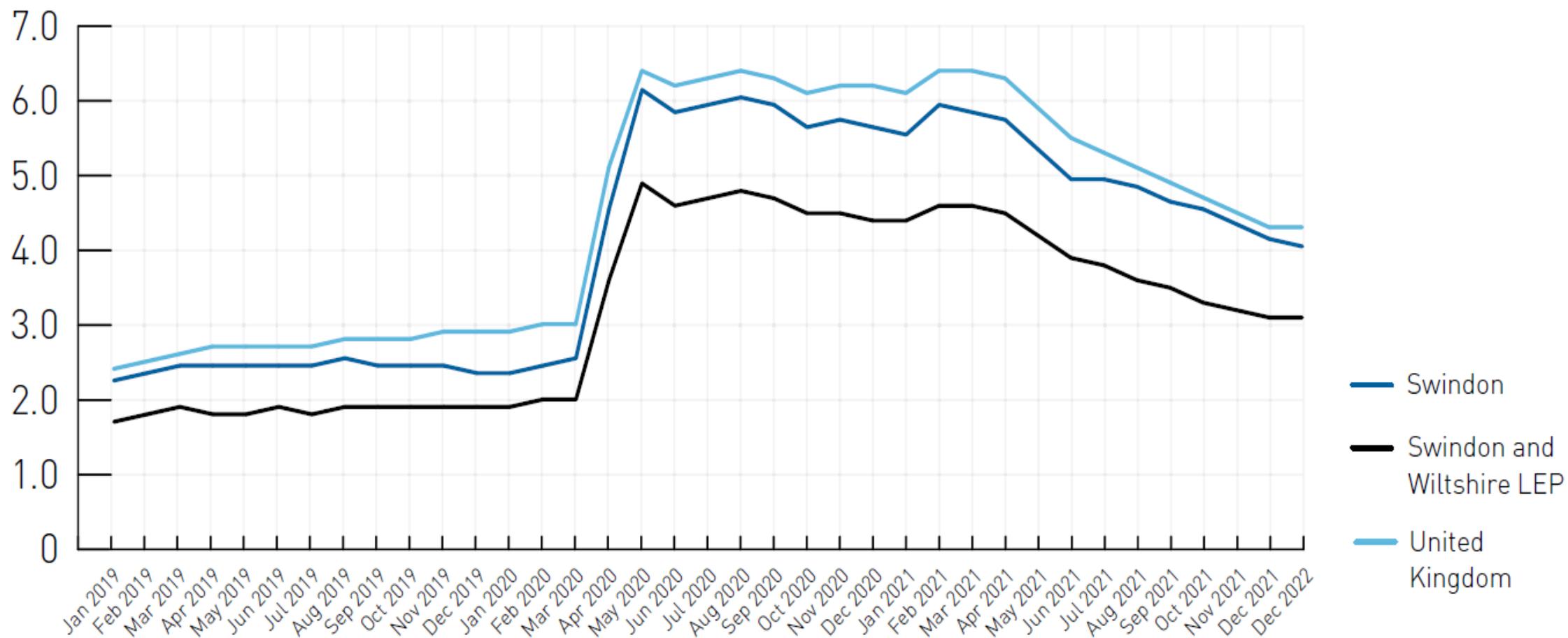
Employed	60.9%
Self-Employed	4.4%
Retired	17.5%
Other*	6.6%
TOTAL	89.4%

Source: Lee Hecht Harrison (LHH)

*Includes further training, carer, time out, going abroad

Figure 3. Claimant count over time

Source: Nomis Web



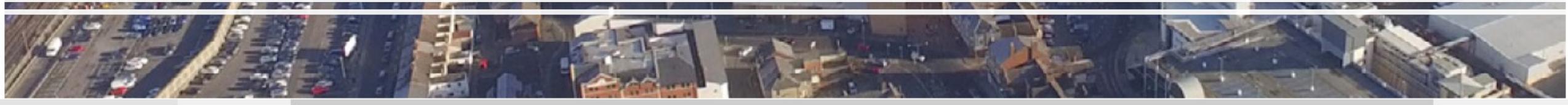
Long-term impacts

- Too early for hard data to assess the long-term impact of the work of the Task Force.
- Qualitative stakeholder feedback:
 - Honda's pay rates difficult to match
 - Generous redundancy has led some to leave the labour market, perhaps temporarily
 - Social and wellbeing – for many employees social life intertwined with work life
 - Change to the economic profile of Swindon and its sectoral strengths – reduction in importance of high value manufacturing





Legacy





The Site

- ▶ A responsible new owner for the site has been found with initial plans to fully optimise the footprint of the site for employment usage over next 10 years.



Education and Skills

- ▶ The skills of the workforce have been improved (including basic skills).
- ▶ The profile and importance of skills has been raised within the workforce.



Economy

- New businesses have been created through enterprise programmes.
- People are more aware of enterprise opportunities.



Partnerships and Organisational Capacity

- Local partnerships have been strengthened.
- The capacity and capability of institutions and organisations has improved.

Thank you

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