

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

Draft Report

Data and Labour Market Group 19/5/20

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The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

This Presentation:

- Key Points and Issues
- Recommended Action

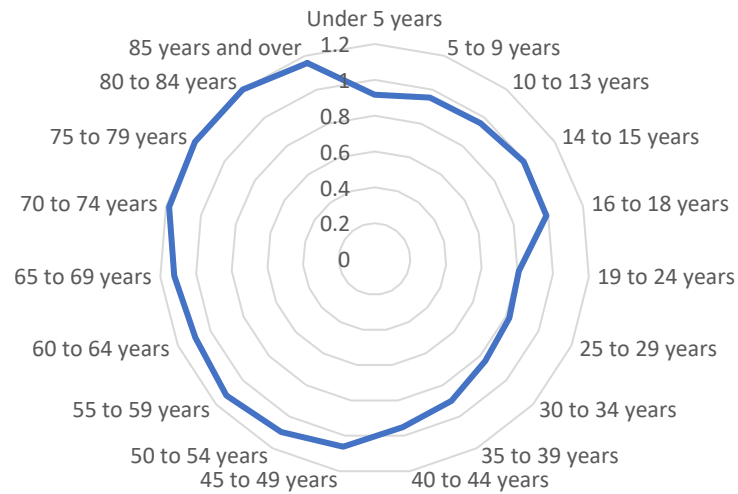
The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

CHARACTERISTICS OF THE WORKFORCE

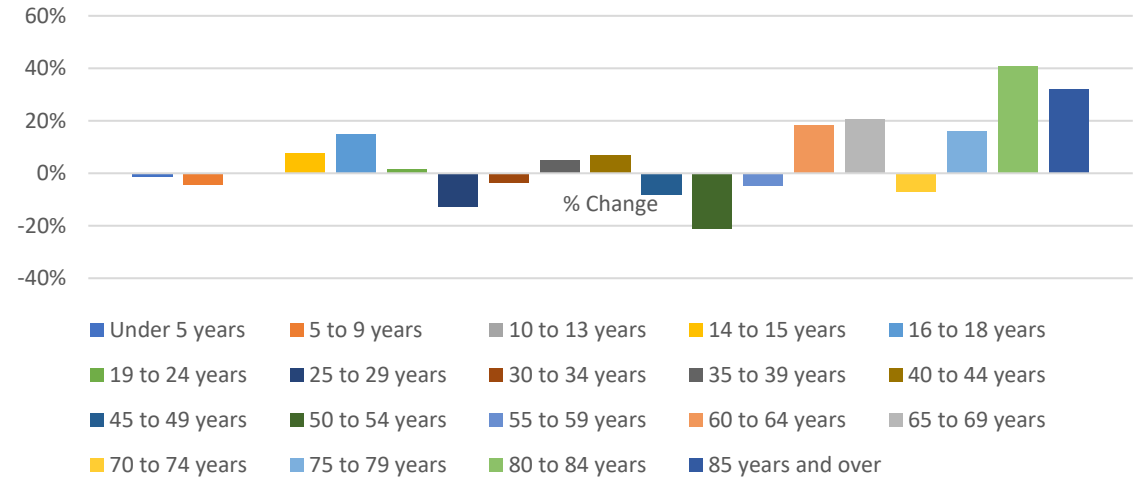
The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

Workforce Characteristics

CWLEP Age Profile Compared to GB (GB=1)



Forecast Population Change to 2028 by Age Band



The working age population constitutes a lower percentage of the total population for Cheshire and Warrington LEP than is the case for GB. This is because the LEP population has an older profile than GB. Population change over the next 8 years sees large outflows from the working age population which will not be fully offset by inflows of young people. Therefore a significant proportion of employers' future demand for skills will need to be met from either the existing resident adult population, or increased inward commuting, or increased national or international migration, rather than solely from the in-flow of skilled young people (*Draft Report Pages 13-14*)

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Workforce Characteristics

Claimant count by age - not seasonally adjusted (March 2020)						
	Cheshire And Warrington (%)	Cheshire East (%)	Cheshire West And Chester (%)	Warrington (%)	North West (%)	Great Britain (%)
Aged 16+	2.4	2.1	2.6	2.5	3.8	3.1
Aged 16 To 17	0.2	0.0	0.3	0.3	0.3	0.3
Aged 18 To 24	3.7	3.4	4.0	3.8	5.1	4.2
Aged 18 To 21	4.0	3.7	4.1	4.2	5.4	4.4
Aged 25 To 49	2.7	2.3	2.9	2.8	4.2	3.3
Aged 50+	1.7	1.5	1.8	1.9	2.7	2.5

Source: ONS Claimant count by sex and age, Note: % is number of claimants as a proportion of resident population of the same age

Overall the claimant count of 2.4% in CWLEP is lower than GB. The CWLEP Claimant count for 18-21 is higher in CWLEP at 4%, just below the national rate of 4.4%. The Covid-19 pandemic is expected to create large-scale youth unemployment and the CWLEP 18-21 and 18-24 rates should be kept closely under review (Page 17)

Qualifications (Jan 2019-Dec 2019)						
	Cheshire And Warrington (%)	Cheshire East (%)	Cheshire West And Chester (%)	Warrington (%)	North West (%)	Great Britain (%)
NVQ4 and Above	42.1	41.9	43.0	41.0	36.1	40.3
NVQ3 and Above	60.7	59.6	61.6	61.1	55.2	58.5
NVQ2 and Above	79.3	77.7	81.2	79.1	74.5	75.6
NVQ1 and Above	88.2	86.8	89.7	88.2	85.0	85.6
Other Qualifications	5.4	6.8	3.7	5.9	6.3	6.7
No Qualifications	6.4	6.4	6.6	5.9	8.7	7.7

Source: ONS annual population survey. Numbers and % are for those of aged 16-64, % is a proportion of resident population of area aged 16-64

The CWLEP workforce is better qualified than Great Britain. However, the proportion qualified to Level 3 or above is approximately 20pp lower than in Germany. If the same proportion of people were qualified to level 3 as is the case in Germany this would need over 100,000 more people in CWLEP to reach this level of attainment (Page 20)

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Workforce Characteristics

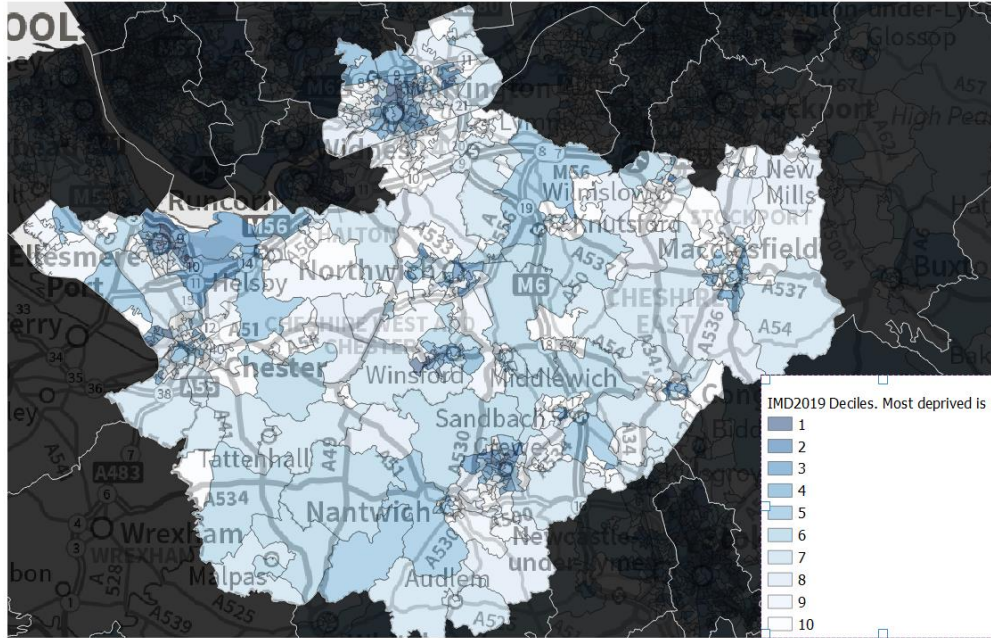
Recommendations:

- In light of the ageing workforce, agree a strategy for workforce development to meet employers' and employees' skill needs
- Develop partnership responses now to mitigate the expected rise in 18-24 unemployment
- Form a new alliance for adult technical education that mobilises employers, stakeholders and skills providers to promote the benefits of level 3 and level 4 to adults to support existing and anticipated employer demand

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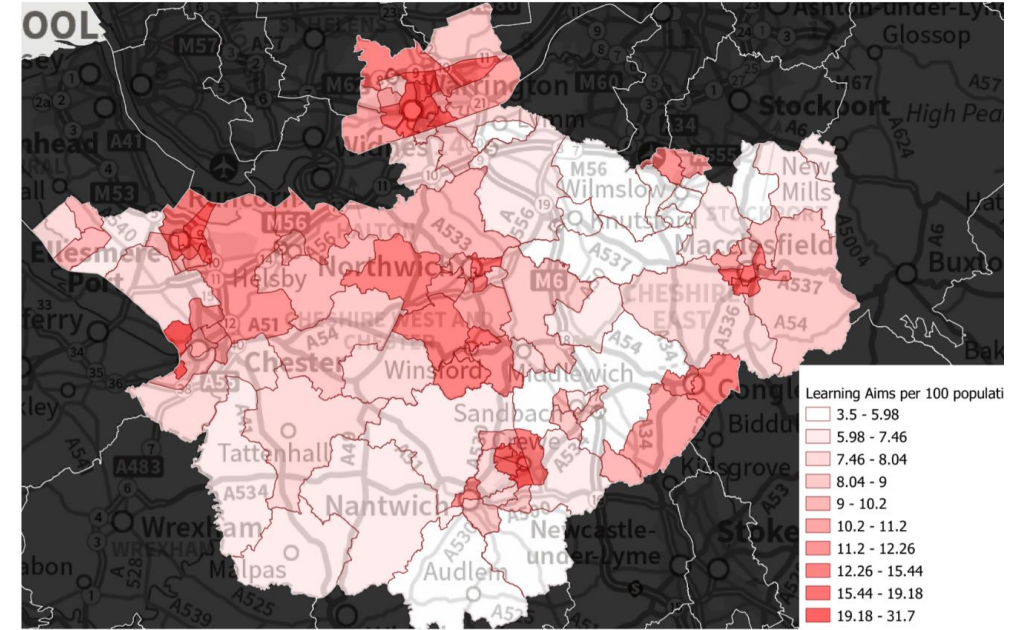
OVERVIEW OF FE AND APPRENTICESHIPS

Cheshire and Warrington LEP IMD2019 all deciles



Map by Brennan Wilson Ltd in QGIS. Data from ONS and OS

Adult Learning Aims in FE per 100 adult population, Cheshire and Warrington LE 2016-2019



Map by Brennan Wilson Ltd in QGIS. Data from ONS, OS and ESFA localities data cube (residency)

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

Overview of FE and Apprenticeships

Overall, there is an excellent alignment of FE provision with the most deprived areas for Adult Skills, However, close inspection of the maps and underpinning data suggest that the following small areas might benefit from proactive outreach from providers, possibly community learning providers, linking to FE programmes:

- **Crewe:** the LSOA containing residences bounded by West St and Middlewich Rd and south of the Legends Sports Centre
- **Middlewich:** the LSOA containing residences west of Lewin St and Booth Lane
- **Sandbach:** the LSOA containing residences north and south of the High St
- **Knutsford:** the LSOA containing residences adjacent to St. John's Wood

Ref: Pages 25 and 35

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

Overview of FE and Apprenticeships

Apprenticeship Starts, all Ages, 2016-2019				
Age at Start	2016/17	2017/18	2018/19	Total
16-18	2273	1964	1574	5811
19-24	2729	1990	1920	6639
25+	3943	2800	2944	9687
Total	8945	6754	6438	22137

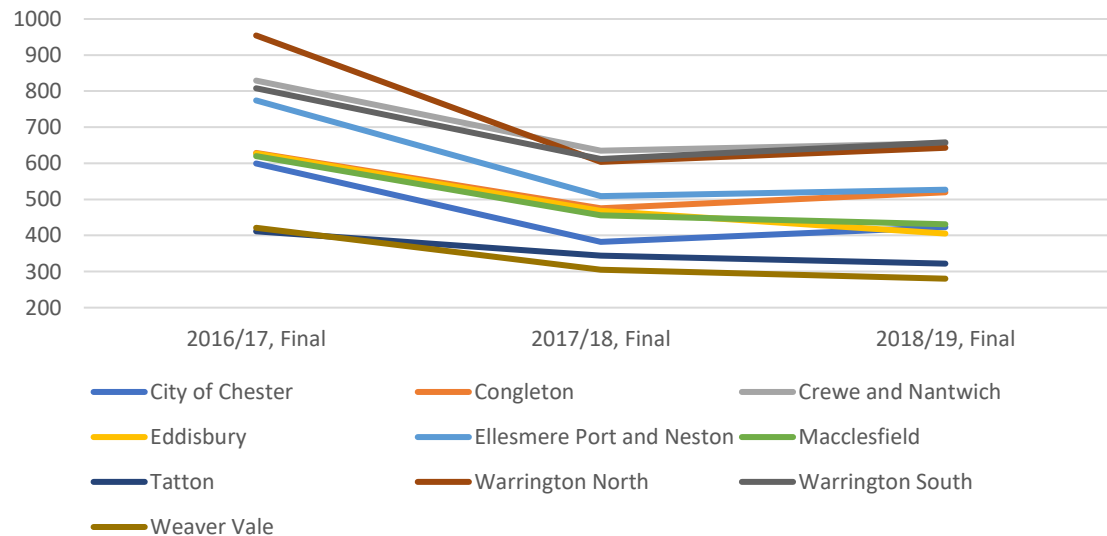
Source: ESFA Localities data cube (residency)

Overall, there has been a decline of 28% in starts on apprenticeships by Cheshire and Warrington LEP residents of all ages between 2016/17 and 2018/19. There was a 31% reduction in starts by 16-18 year olds, a 30% reduction in 19-24 year old apprentices and a 24% reduction in 25+ apprentices.

Adult Apprenticeship Starts by Level, 3 year Trend 2016-2019				
Level	2016/17	2017/18	2018/19	Total
Level 2	3161	1528	1271	5960
Level 3	2899	2321	2383	7603
Level 4 Plus	612	941	1210	2763
Total	6672	4790	4864	16326

Source: ESFA Localities data cube (residency)

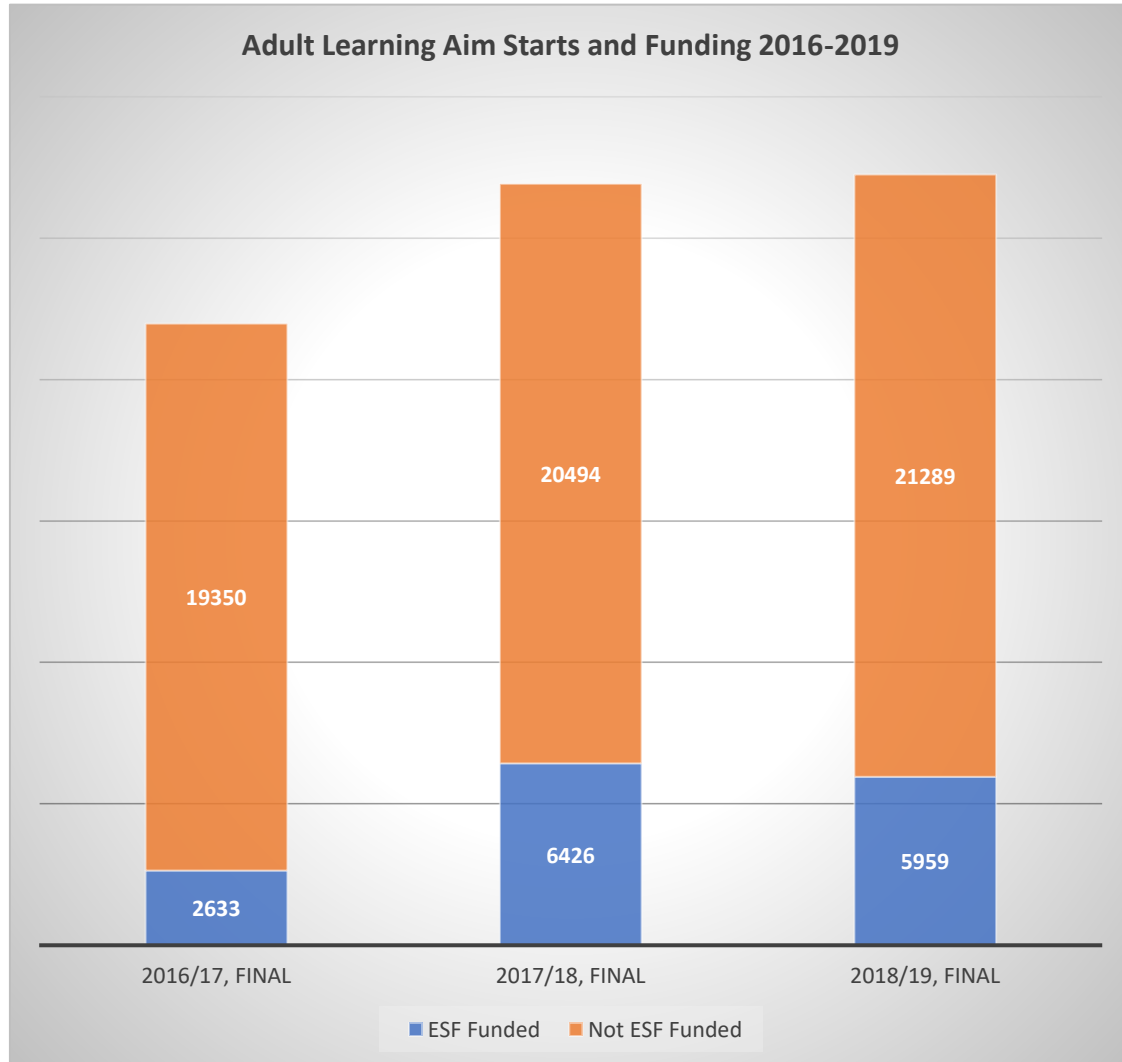
Annual Adult Apprenticeship Starts by Parliamentary Constituency 2016-2019



In Eddisbury, there was a decline in adult (ie 19+) apprenticeship starts of over 35% whereas starts declined at half that rate in Congleton, where the decline between 2016 and 2019 was 17%. The overall decline in adult (19+) apprentice numbers does not apply uniformly across all Levels. The most significant decline has been in Level 2 adult (19+) apprenticeships where the decline has been 60%. There has been a less precipitous decline in Level 3 adult (19+) apprenticeships of 18%. By contrast apprenticeship volumes at Level 4+ have almost doubled (98% increase) over the three years. (Ref Pages 41-46)

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Overview of FE and Apprenticeships



New ESF programmes were procured by the ESFA in 2016/17 and did not start until mid-year which accounts for the depressed volume of ESF funded starts in that year. Over the three years, starts on non-ESF funded learning aims grew 10% from 19,350 in 2016/17 to 21,289 in 2018/19. In 2018/19, the 5,959 ESF funded starts accounted for 22% of all learning aim starts for adults in the Cheshire and Warrington LEP area. It will be important to get a better understanding of what learning has been delivered by ESF.

With the UK's withdrawal from the European Union the Government has declared its intention to replace ESF investment with a new fund called the Shared Prosperity Fund. Details on how this fund will be invested, or what it will be invested in, are still to be announced; so it is not clear whether the new fund will continue to fund almost a quarter of all adult learning aims in Cheshire and Warrington (*ref Page 30*)

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Overview of FE and Apprenticeships

Adult Learner Gender (Excluding ESF)						
	Below Level 2	Level 2	Level 3	Level 4 Plus	Unassigned	Grand Total
Female	13586	14024	4216	1806	370	34002
Male	12472	9570	3533	1194	362	27131
Grand Total	26058	23594	7749	3000	732	61133

Source: ESFA Localities data cube (residency)

Overall, 56% of starts were associated with female learners and 44% with male learners, which is slightly skewed to female learners. The general population of Cheshire and Warrington splits 51% female, 49% male.

Ref Pages 32-33

Adult Learner Gender (ESF Only)						
	Below Level 2	Level 2	Level 3	Level 4+	Unassigned	Grand Total
Female	741	847	256		1502	3346
Male	3623	3066	175	1	3474	10339
Grand Total	4364	3913	431	1	4976	13685

Source: ESFA Localities data cube (residency)

ESF has been used to support programmes for adults that a) target the unemployed and b) target the employed workforce requiring upskilling support. Only 24% of starts were by females. This is a very low proportion. More work is required to understand why this is the case. The LEP's current flagship £30m workforce development programme that is being managed by the University of Chester, Accelerate, is ESF funded and has targets for gender equality. It is important that these targets are met. Furthermore, assuming that the new Shared Prosperity Fund will support learning activity, design of future programmes should draw on an understanding of why this gender disparity arose.

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

Overview of FE and Apprenticeships

Recommendations:

- Review current joint arrangements for curriculum planning between FE and Community Learning providers. As part of this, providers should consider targeting the neighbourhoods identified in the report for proactive outreach
- Develop a partnership response to increase employer take up of apprenticeships to at least 2015/16 levels
- Work to secure investment in learning and skills from the Shared Prosperity Fund equivalent with previous ESF investment
- Better understand what learning activity has been delivered by historic ESF programmes and what the causes are of the identified large gender disparity. This will inform the delivery of the 'Accelerate' programme.

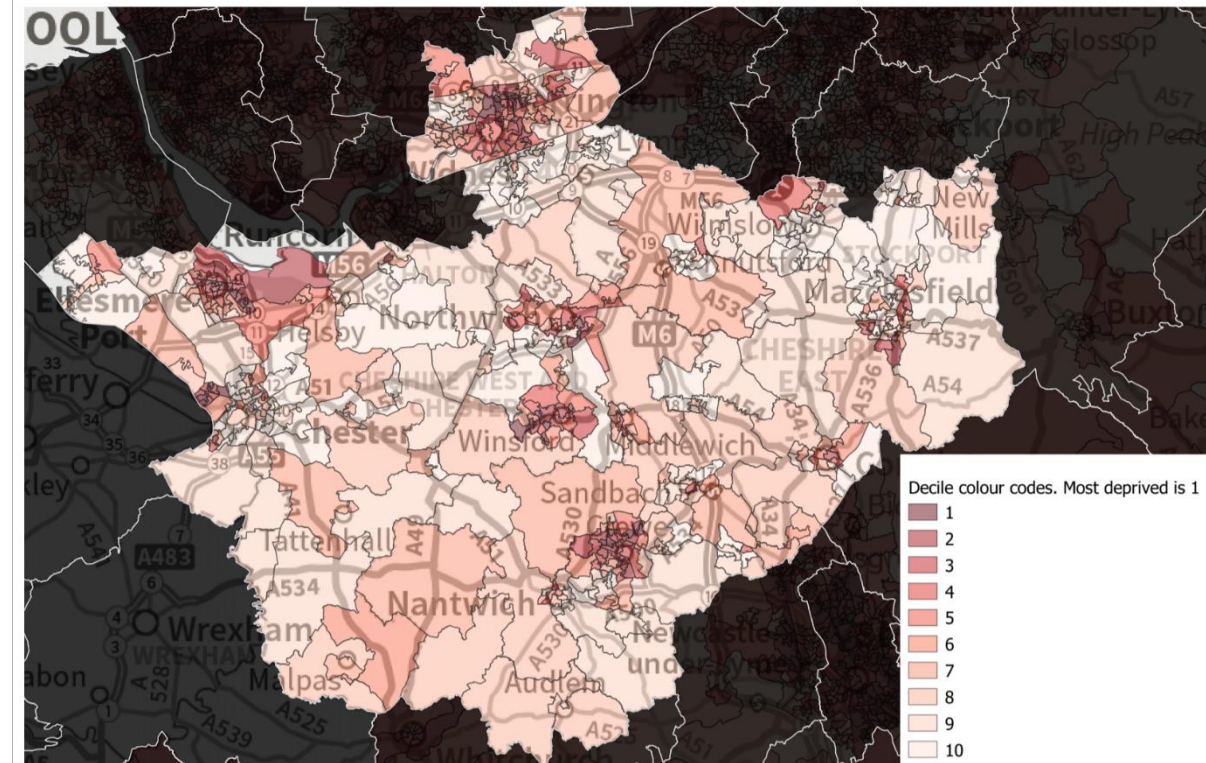
The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

BASIC SKILLS, ESOL AND GCSE (English & Maths)

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

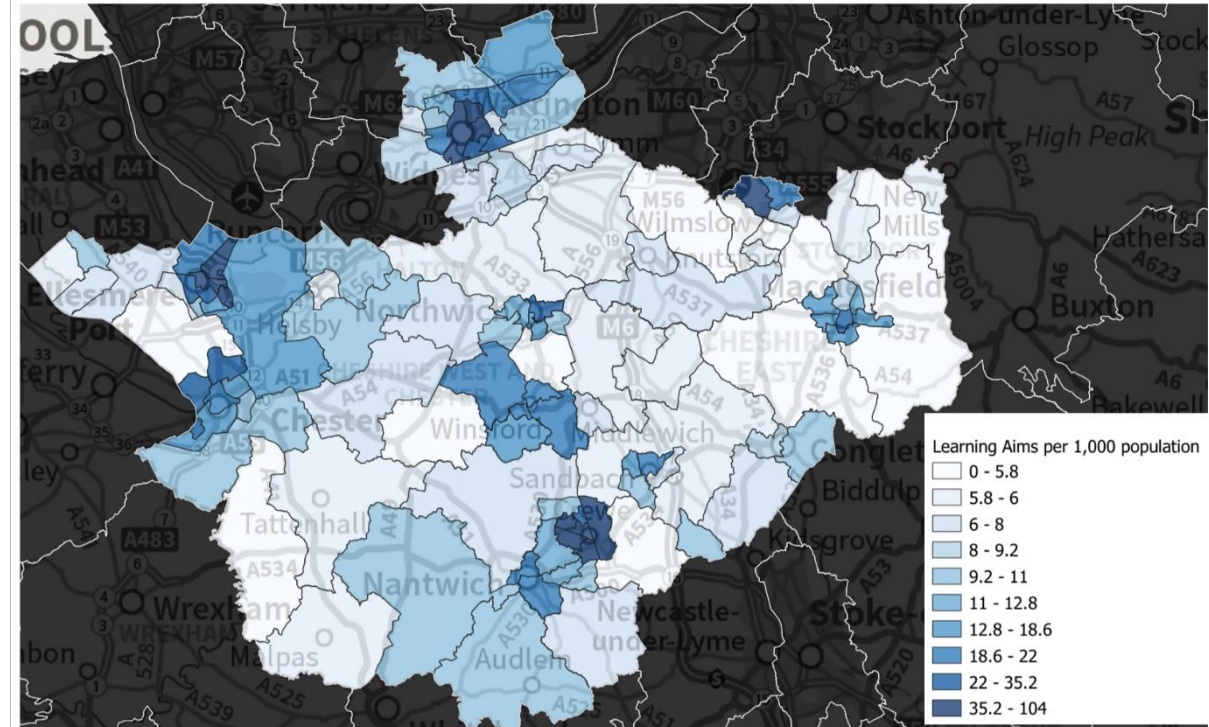
Basic Skills (English & Maths, GCSE (English & Maths), ESOL

Cheshire and Warrington LEP IMD2019 Adult Skills Subdomain



Map by Brennan Wilson Ltd in QGIS. Data from ONS and OS

Basic Skills, English, Maths and ESOL Learning Aims per 1,000 population in Cheshire and Warrington LEP, 2016-2019

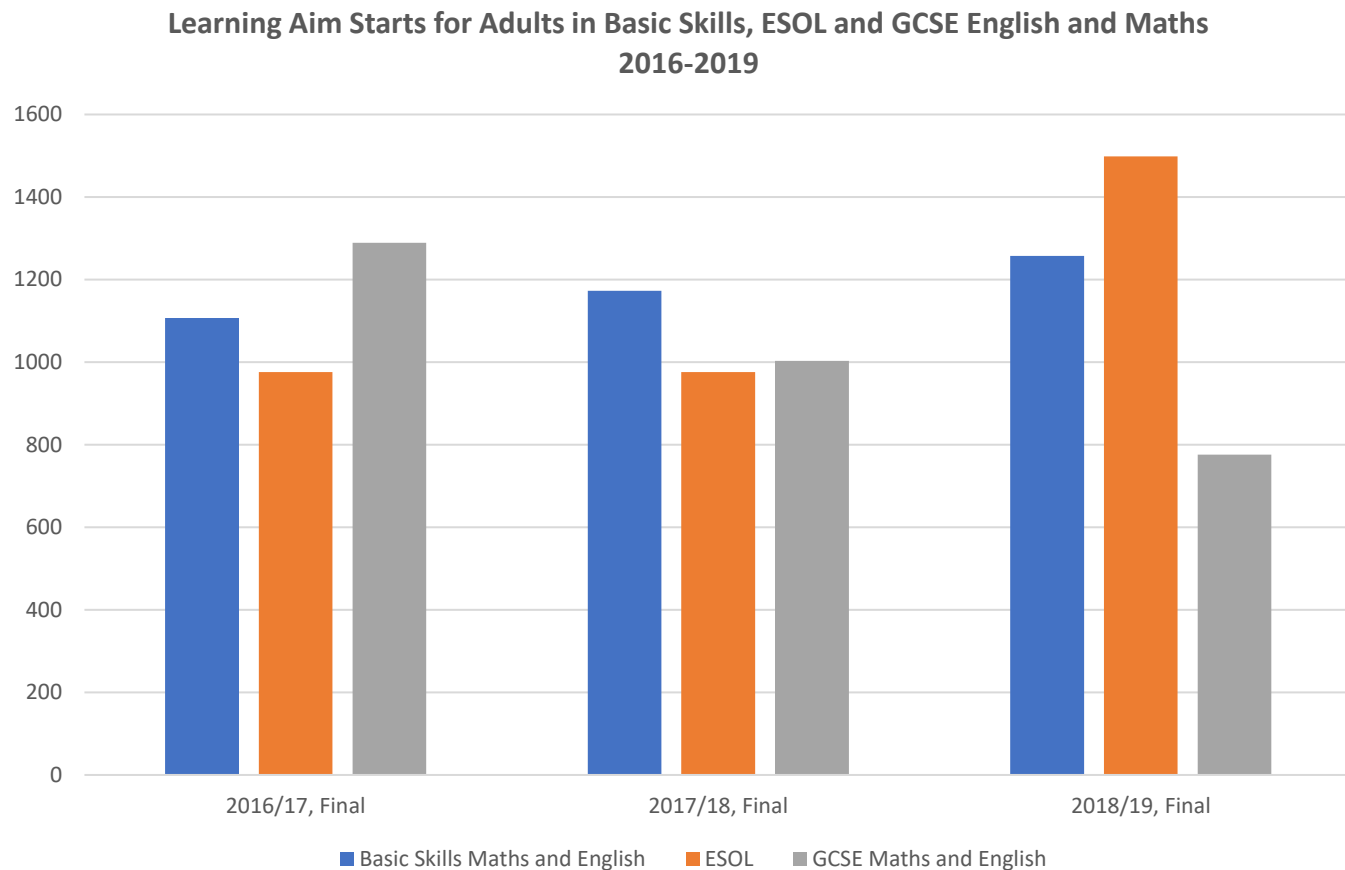


Map by Brennan Wilson Ltd in QGIS. Data from ONS, OS and ESEA Localities datacube (residency)

Overall, there is an excellent alignment of provision with the most deprived areas for Adult Skills. Close inspection of the two maps and their underpinning data suggest that the same small areas as identified for overall FE provision might benefit from proactive outreach from providers (*Ref Pages 20/21 and 51*)

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

Basic Skills (English & Maths, GCSE (English & Maths), ESOL



For English and Maths GCSE, there has been a 40% decline over three years from 1289 starts in 2016/17 to 776 starts in 2018/19. This decline is of concern because a grade 4 or above in English and Maths GCSEs is often a prerequisite for entry to Level 3 programmes. By contrast with GCSEs, starts in Basic Skills (English and Maths) increased by 14% over the same time period from 1107 starts to 1257 starts. Starts in ESOL also grew significantly over this time period with an increase of 53% between 2016/17 and 2018/19 (976 starts in 2016/17 to 1498 starts in 2018/19). (*Ref. Pages 49-50*)

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

Basic Skills (English & Maths), GCSE (English & Maths), ESOL

Recommendations:

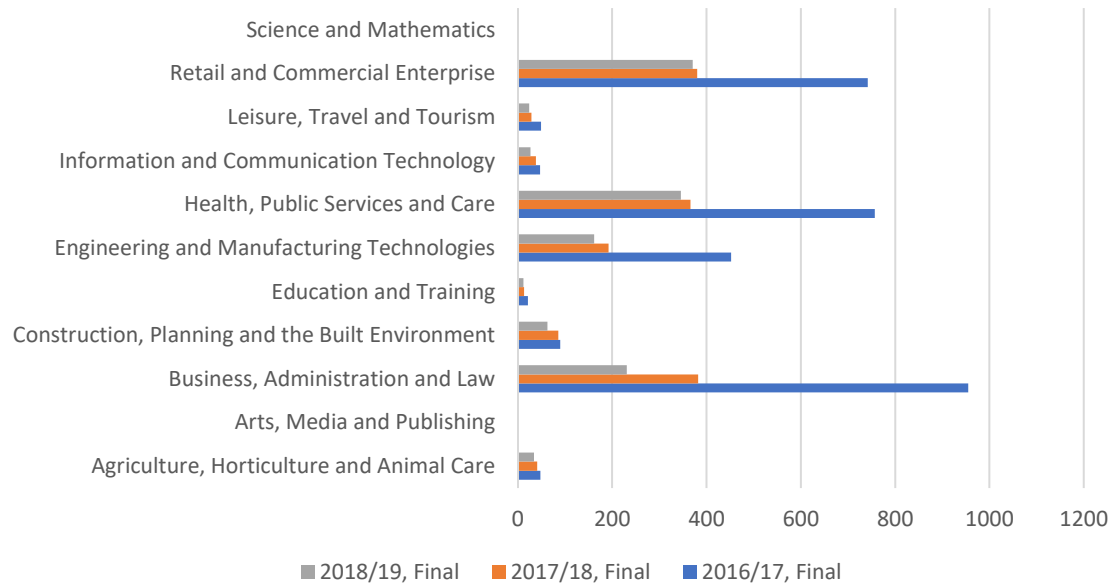
- Review current joint arrangements for curriculum planning between FE and Community Learning providers. As part of this, providers should consider targeting the neighbourhoods identified for proactive outreach
- Work with providers to understand why there has been such a steep decline in the take up of GCSE Maths and English by adults. These qualifications will often be pre-requisites for progression to Level 3

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

LEVEL 2 SKILLS

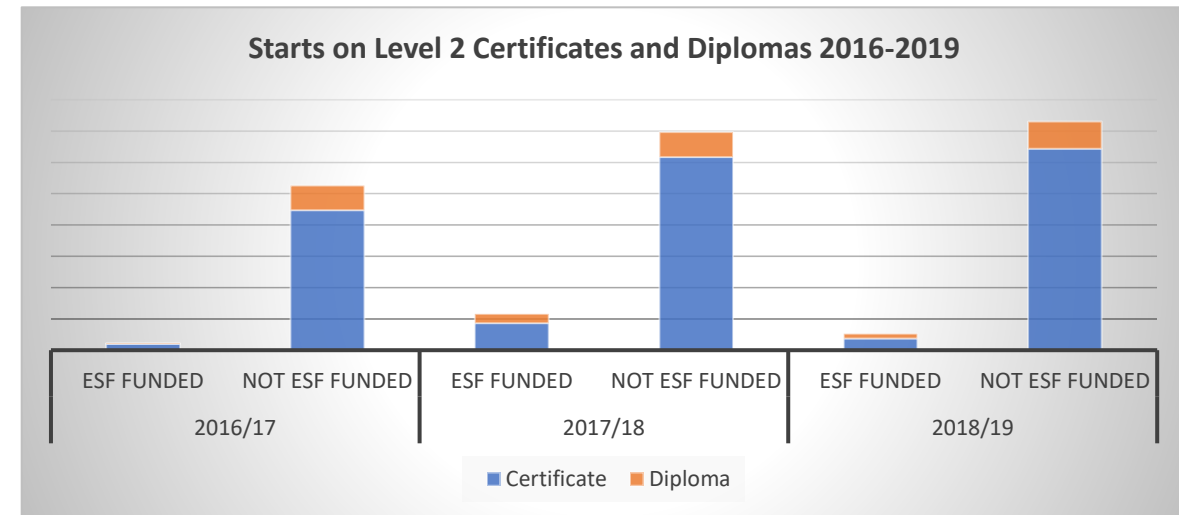
The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP Level 2

Level 2 Starts on Adult Apprenticeships by Sector Subject Area, 2016-2019

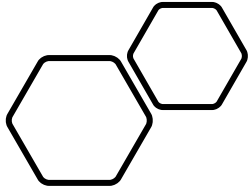


In the three academic years spanning 2016-2019 there has been a 60% decline in Level 2 adult (19+) apprenticeship starts (1,808). Every SSA experienced a significant reduction in adult apprenticeship starts, but the SSAs with the largest number of apprentices were also the areas that saw the largest percentage reduction in starts. (Page 58)

Considering ESFA-funded substantial Level 2 programmes in FE, Diploma volumes in FE showed a growth of 7.5% across the three years and Certificates saw quite a significant growth of 44% across the three years (1,025 starts increase in total).



Starts in Health, Public Services and Care accounted for 37% of all starts across the dates under consideration. This was more than twice the next sector subject areas of Retail and Commercial Enterprises at 16% and Business, Administration and Law at 14%. (page 62-63)



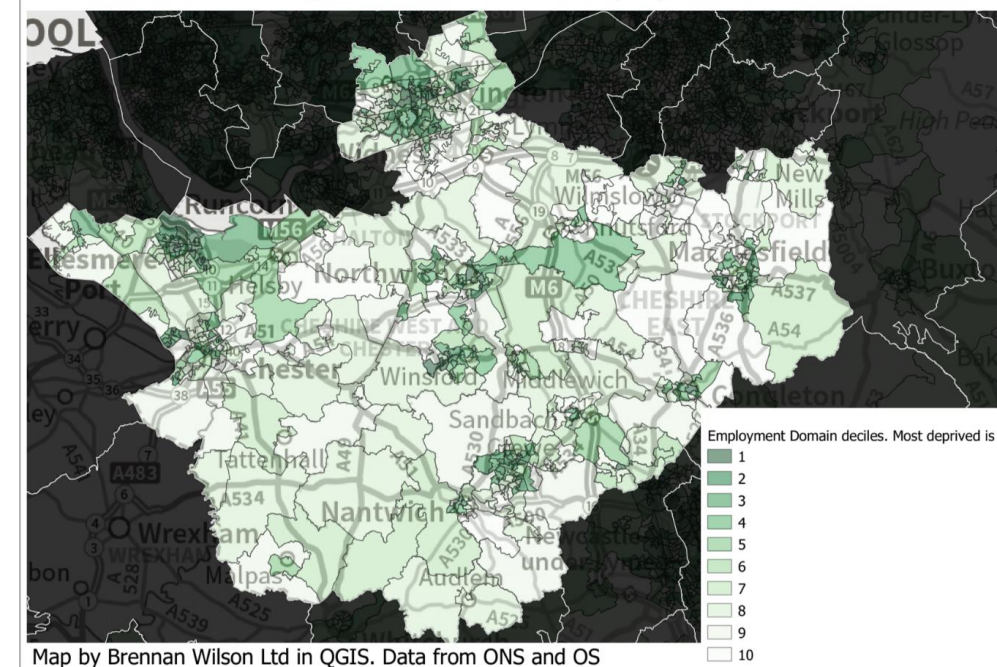
The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP Level 2

There seems to be a good coterminosity between the areas which have the highest take up of L2 qualifications and the areas with the highest levels of employment deprivation. Considering the Lower Super Output Areas that have average or higher levels of employment deprivation against the wards with low levels for L2 starts suggests that providers may wish to consider targeting:

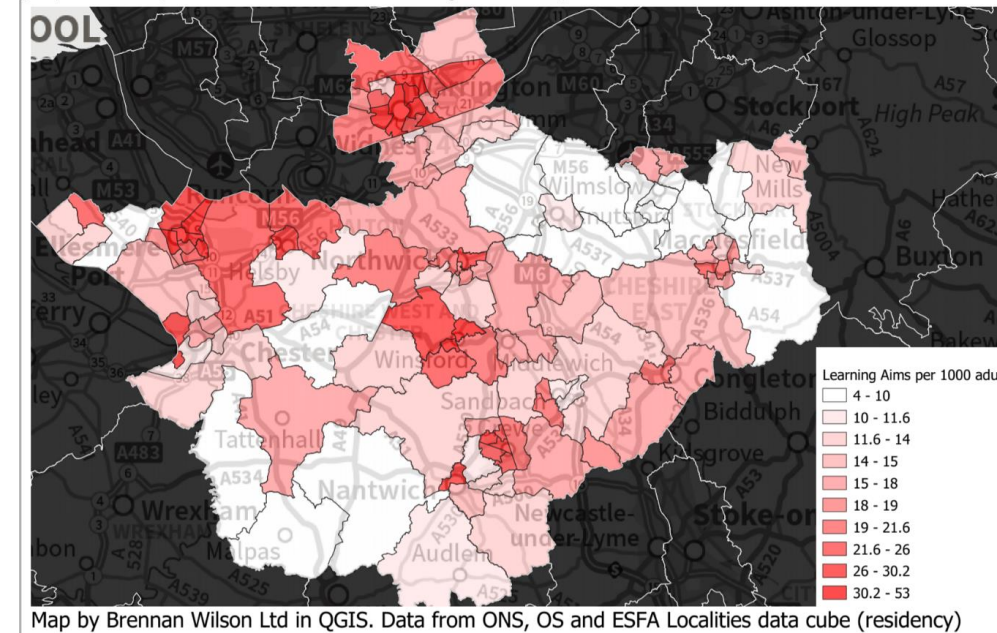
- the LSOA containing Willaston CoE Primary School
- the LSOA containing Old Hall St in Malpas
- the LSOA containing Barclays Technology Centre south of Knutsford
- the LSOA on east of Crewe containing residences bounded by West St and Middlewich Rd and south of the Legends Sports Centre
- the LSOA containing Barnaby Rd Play area south of Poynton.

Ref Pages 18 and 60

Cheshire and Warrington LEP IMD2019 Employment Domain all deciles



Starts on Level 2 Certificates and Diplomas per 1000 of the adult population, Cheshire and Warrington LEP, 2016-2019



The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP Level 2

Recommendations:

- Review current joint arrangements for curriculum planning between FE and Community Learning providers. As part of this, providers should consider targeting the neighbourhoods identified in the report for proactive outreach
- Work with employers and providers to understand the extent to which the increase in FE Level 2 Certificates and Diplomas (1,025 increase in starts) has been to meet the needs of employers and employees by offsetting the decrease in Level 2 apprenticeship programmes (1,808 decrease in starts).

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP

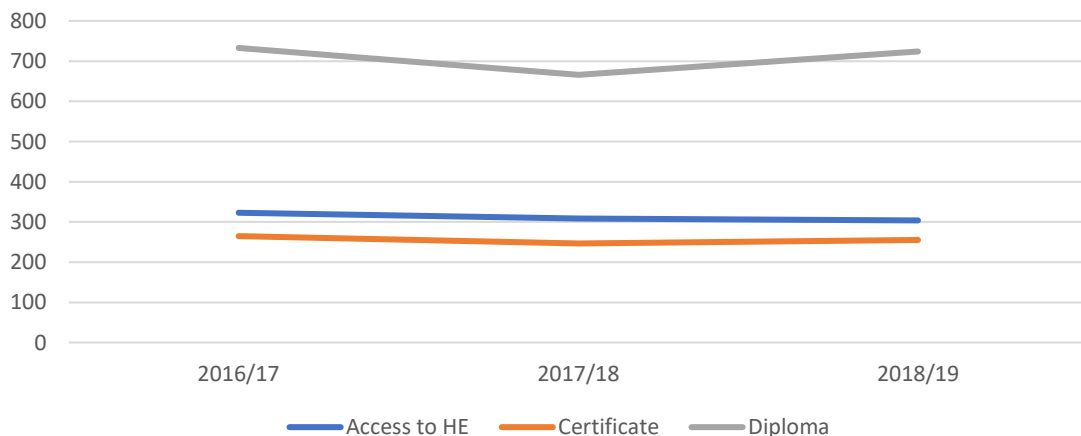
LEVEL 3/4+ SKILLS

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP Level 3/4+

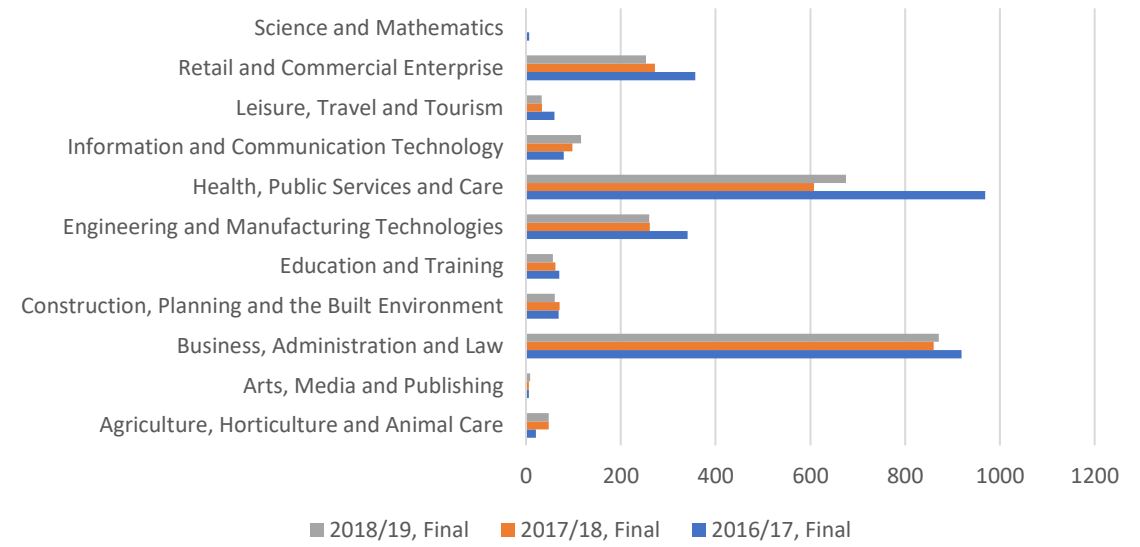
The delivery of substantial level 3 qualifications for adults is low and declining. There were 3,666 such starts in 2018/19. To reach German skill levels, there needs to be c14k substantial L3 achievements each year from 2020 to 2028 in CWLEP.

The graph below shows Level 3 adult FE starts on Diplomas, Certificates and Access to HE programmes. Overall, there has been a slight decline of 3% in starts 2016-2019. Starts on all three qualification types have declined. The decline in starts has been sharpest on Access to HE programmes where it has been 6%.

Annual Starts on Access, Diploma and Certificate Programmes at Level 3 2016-2019



Level 3 Adult Apprenticeship Starts by Sector Subject Area 2016-2019

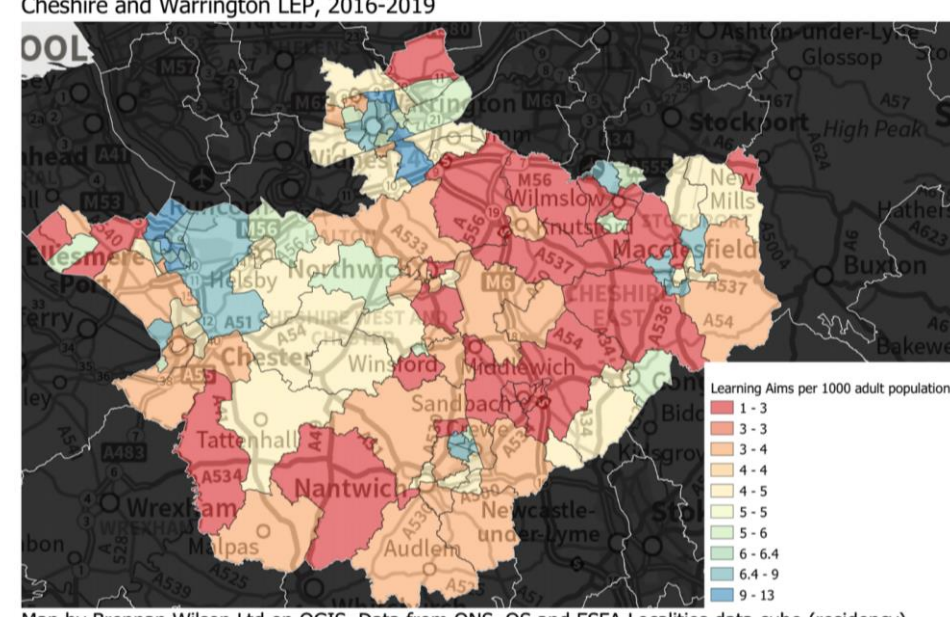


Over 2016-2019 there was an 18% decline in Level 3 apprenticeship starts. The SSAs experiencing the largest percentage reductions were Health, Public Services and Care and Retail and Commercial Enterprise with 30% and 29% reductions respectively. Starts in Health, Public Service and care went from 969 in 2016/17 to 675 in 2018/19. Starts in Retail and Commercial Enterprise went from 357 in 2016/17 to 253 in 2018/19. (Ref Pages 67-68, 72)

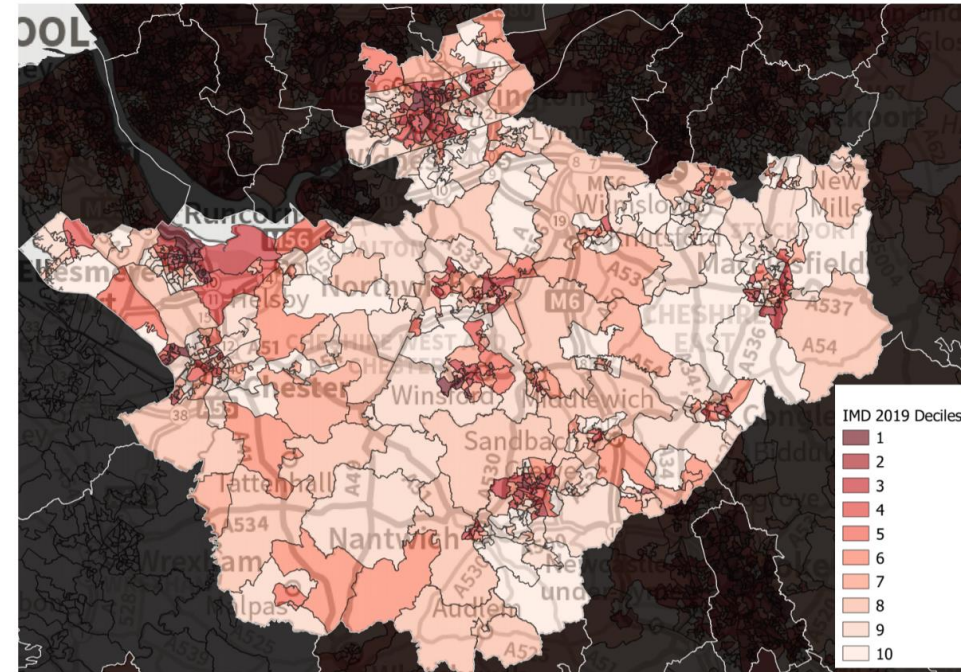
The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP Level 3

Ideally there should be an alignment between the areas where income deprivation is significant and those where the take up of substantial Level 3 qualifications by adults is highest. Inspection of the data suggests that the following LOSAs would benefit from proactive outreach:

- the LSOA containing Neston Town Centre;
- LSOAs on the south of Winsford including the one containing Oaklands school and the one covering St Johns
- Low income LSOAs in Northwich including the LSOA covering Northwich Town Centre
- LSOAs in Middlewich including the one directly to the east of Cledford Primary school and the one adjacent to it containing Middlewich High School
- The LSOA on east of Crewe containing residences bounded by West St and Middlewich Rd and south of the Legends Sports Centre
- In Sandbach, the LSOA containing residences north and south of the High St
- In Knutsford, the LSOA containing residences adjacent to St. John's Wood

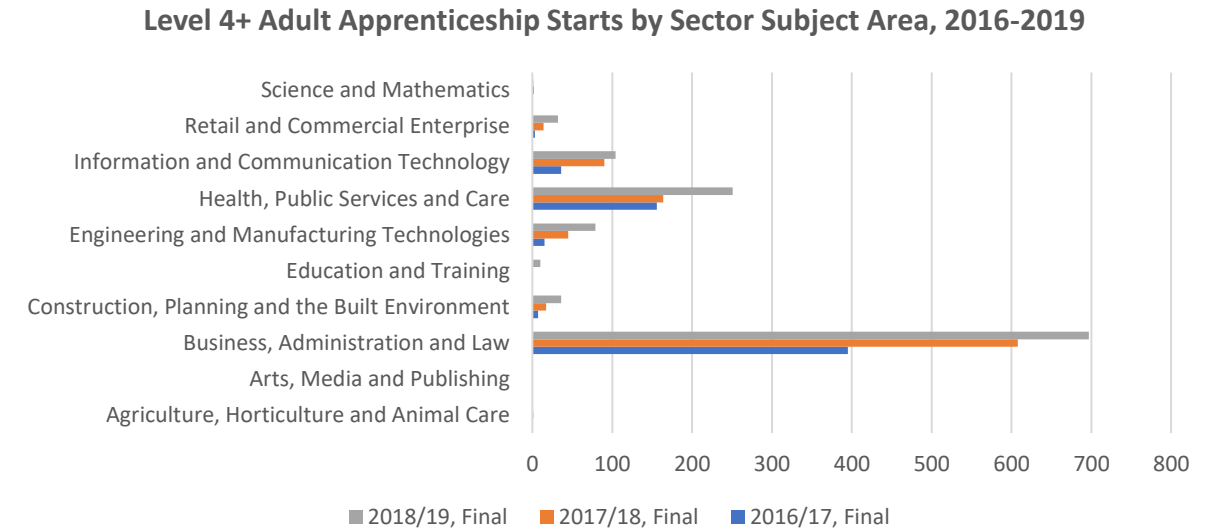
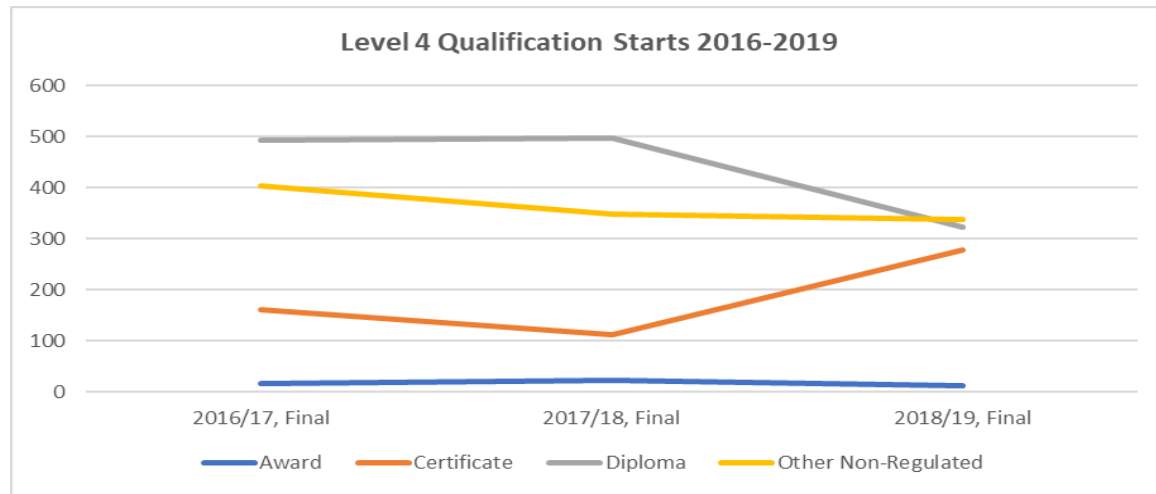


Cheshire and Warrington LEP IMD 2019 Income Domain a

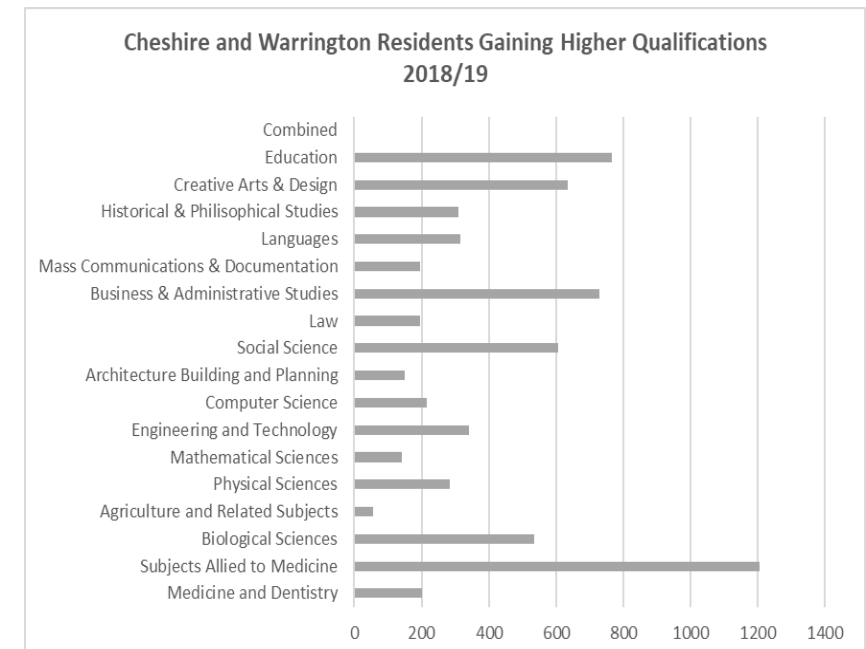


Map by Brennan Wilson Ltd on QGIS. Data from ONS and OS.

The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP Level 3/4+



In FE, L4+ qualification starts declined 12% between 2016/17 and 2018/19. As can be seen above (left) starts on L4+ Certificates increased by 72%. This was offset by a decrease of 35% in L4+ Diplomas and 17% in ‘Other Non-Regulated’ starts. Starts on L4+ Adult apprenticeships above (right) almost doubled between 2016/17 and 2018/19. The most significant volume increases were in Business, Administration and Law, Health, Public Services and Care, Information and Communications Technology, and Engineering and Manufacturing Technologies. The 6,875 achievements of CWLEP residents with HEIs in 2018/19 is shown opposite. The subject areas with the highest number of achievements were Education, Creative Art and Design, Business and Administrative Studies, Social Sciences, Biological Sciences and Subjects Allied to Medicine. (Ref pages 74-82)



The Adult Workforce and Skills Delivery in Cheshire and Warrington LEP Level 3/4+

Recommendations:

- Form a new alliance for adult technical education that mobilises employers, stakeholders and skills providers to promote to adults the benefits of acquiring qualifications at Level 3 and Level 4 that meet employers' needs. This should be underpinned by setting targets for adult achievement based on the aspiration of closing the 'adults qualified to Level 3' gap with Germany.
- In growing the volume of adult (ie 19+) Level 3 activity, providers should consider targeting the places and neighbourhoods identified in the report.