

The Adult Workforce and Skills Delivery in Cheshire and Warrington

FINAL REPORT (MAY 2020)

BRENNAN WILSON LTD

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1. INTRODUCTION

This report has been produced as one of several commissioned by Cheshire and Warrington LEP in phase 2 of its Labour Market Intelligence programme. These reports will cover the following themes:

- Adults
- Employer Demand for Skills - a) the immediate impact of Covid-19; and b) the future demand for skills
- Young People
- Digital Skills
- The supply of training and education
- The alignment of skills supply with employer demand

This report covers the first of the topics listed above and, amongst other issues, seeks to address the following questions:

- What is the spatial distribution and the characteristics profile of adult learners' participation and achievement in FE and apprenticeships?
- What is the spatial distribution of IMD2019 scores and those of critical sub-domains including for education and employment?
- What changes have there been in the age and qualifications profile of apprenticeship delivery over the last three years?
- What trends can be identified in changes to the mix and balance of delivery of adult education budget funded activity over the last three years?

The report also updates (where relevant), and provides further detail on, several areas reported on in the Cheshire and Warrington Labour and Learning Market Assessment produced in 2019 during phase 1 of this work.

The report has 8 sections. The remaining sections are:

- Executive Summary and Recommendations
- Profile of the Adult Workforce
- Further Education and Apprenticeships Overview
- Basic Skills for Adults
- Level 2 Skills for Adults
- Level 3 Skills for Adults
- Level 4+ and Higher Skills for Adults

2. EXECUTIVE SUMMARY AND RECOMMENDATIONS

CHARACTERISTICS OF THE ADULT WORKFORCE

Demography

- The working age population (ie aged 16-64) constitutes a lower percentage of the total population for Cheshire and Warrington Local Enterprise Partnership (LEP) than is the case for Great Britain (GB). This is because the LEP population has an older profile than GB. In particular, the proportion of those aged between 19-39 is lower than GB, whereas the proportion of those aged 45 and above is higher. The LEP's population is forecast to age further over the next eight years with significant population increases being forecast for those aged over 60. The only age band forecast to grow over the next eight years by more than 10% for the under 60s is the 16-18 year old population where a growth of 15% is forecast. This population growth will put pressure on the capacity of the Further Education system.
- 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. This will mean that 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 migration, rather than solely from the in-flow of skilled young people. Inward commuting is already high, and the broader context makes increased migration less likely, so the focus will increasingly be on the resident population. This will also put pressure on the capacity of the existing Further Education system in Cheshire and Warrington.

Employment and Unemployment

- The percentage economically active, the percentage in employment and the percentage who are employees are all higher in the LEP than is the case for GB. Conversely, the percentage unemployed is lower.
- Currently, a higher percentage of 18-24 and 18-21 year olds are claimants in Cheshire and Warrington than for the population of the LEP as a whole. Most research suggests that, in the recession that has been triggered by the Covid-19 crisis, it will be the young that will be most adversely affected in the jobs market. The level of youth unemployment in the LEP should be kept under close review.

Occupational and Skills Profile

- Compared to GB, the occupational profile in both the LEP and its constituent Local Authorities is skewed towards higher skilled, and generally higher paid, occupations. The skills profile of the LEP is also skewed to higher skills compared with GB. The most deprived areas of the LEP as measured by the Adult Skills Subdomain of the Index of Multiple Deprivation (IMD 2019) can be found in Warrington, Crewe, Ellesmere Port and Winsford, with further pockets in and around Chester, Northwich and Macclesfield.

Earnings and Income

- The median Gross weekly pay for LEP residents is higher than that for GB. However, hourly rates are lower for resident female full-time workers in the LEP than for GB. By contrast, when place of work rather than residency is considered, the levels for gross weekly earnings

is lower for the LEP than for GB. This suggests that either residents commute for higher paid jobs outside of the LEP, or that non-residents commute to do lower paid jobs within the LEP, or a combination of the two. The highest concentrations of income deprivation (as measured by the Income Deprivation Domain of IMD 2019) in Cheshire and Warrington are in Warrington, Crewe and Ellesmere Port, with other pockets in Winsford, Northwich, Macclesfield and Chester.

Deprivation

- The Indices of Deprivation 2019 provide a set of relative measures of deprivation for small geographical areas called Lower-layer Super Output Areas (LSOAs) across England. LSOAs normally have a population in the region of 1,500 people. There are seven different domains of deprivation: Income Deprivation; Employment Deprivation; Education, Skills and Training Deprivation; Health Deprivation and Disability; Crime; Barriers to Housing and Services; and Living Environment Deprivation. Each of these domains is based on a basket of indicators. As far as is possible, each indicator is based on data from the most recent time point available. The Index of Multiple Deprivation 2019 (IMD 2019) combines information from the seven domains to produce an overall relative measure of deprivation. On this measure, there are concentrations of deprivation in Warrington, Crewe and Ellesmere Port, with further pockets in Chester, Winsford, Northwich and Macclesfield.

THE SUPPLY OF LEARNING TO ADULTS

The main mechanisms that Government has to support adults to acquire new skills are through the Further Education (FE), Higher Education (HE) and Apprenticeship systems. The report provides an overview of the contribution to adult skills of the Further Education and Apprenticeships systems and goes on to focus on skills at particular levels. The Higher Education system is considered in the Level 4+ section. Most of the analysis in the report is based on Cheshire and Warrington LEP residents' experience of the skills system, irrespective of where they learn, rather than the performance of providers based in Cheshire and Warrington. There will be a focus on providers based in Cheshire and Warrington in an accompanying report.

Further Education Participation and Achievement Overview

- There were 363 Learning Providers that delivered one or more learning aims to adults in Cheshire and Warrington LEP between 2016 and 2019.
- Between 2016 and 2019, starts on non-European Social Fund (ESF) funded learning aims grew 10% from 19,350 in 2016/17 to 21,289 in 2018/19. 41% of all starts between 2016 and 2019 were below Level 2 and a further 37% were at Level 2.
- In 2018/19, ESF funded starts accounted for 22% of the total. 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 the LEP.
- Overall, 56% of starts not funded by ESF were associated with female learners and 44% with male learners. The general population of Cheshire and Warrington splits 51% female, 49% male. However, only 24% of ESF-funded starts were by females. More work is required to understand the reasons for this is and to ensure that the 'Accelerate' programme and future Shared Prosperity Fund investment does not repeat this gender disparity.

- 21% of the LEP working age population is qualified below level 2 compared to 38% of FE learners. 41% of FE learners were out of work seeking employment compared with a LEP unemployment rate of 3.4%. This suggests that learning providers in Cheshire and Warrington were effective at targeting activities towards those most in need of skills support.
- Analysis of the spatial distribution of FE participation suggests that, overall, there was an excellent alignment of FE participation with the most deprived areas. The following small areas might benefit from proactive outreach from providers: 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; and Knutsford - the LSOA containing residences adjacent to St. John's Wood.
- The FE Overall Achievement Rate for 19+ learners resident in Cheshire and Warrington (all institutions) stood at 90.6%, 1.5% higher than the national rate of 89.1%. Seven of the nine largest providers have an overall achievement rate in excess of the national benchmark.
- Analysis of FE learner achievement by ward suggests that there does not appear to be a straightforward relationship between deprivation and overall FE adult achievement rates.

Apprenticeships Participation and Achievement Overview

- In line with national reductions, there was a decline of 28% in apprenticeship starts by LEP residents between 2016/17 and 2018/19; with 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.
- For adults, the most significant decline was 60% in Level 2. Level 3 adult apprenticeships declined by 18%. By contrast adult apprenticeship volumes at Level 4+ almost doubled (98% increase) over this period.
- The decline in adult apprenticeship starts was not uniform across all sector subject areas. In fact, there was an increase of adult apprentices in Information and Communication Technology and in Agriculture, Horticulture and Animal Care. On the other hand, adult apprenticeships in Retail and Commercial Enterprise declined by 40%; Health, Public Services and Care declined by 32%; Engineering and Manufacturing Technologies declined by 38%; and adult apprenticeships in Business, Administration and Law declined by 21%. The decline in adult apprenticeship starts has not been uniform across parliamentary constituencies. For example, in Eddisbury, there was a decline in adult apprenticeship starts of over 35% whereas starts declined at half that rate in Congleton, where the decline between 2016 and 2019 was 17%.
- There are highly gendered occupational areas in adult apprenticeships. Only 14% of adult apprenticeships in Health, Public Services and Care were started by males. Similarly, only 11% of apprentices in Engineering and Manufacturing Technologies were female and only 5% of apprentices in Construction, Planning and the Built Environment were female.
- 10% of adult apprentices reported that they had a disability, learning difficulty or health problem. This is less than half the proportion of adult learners in Further Education. It is not clear why the difference between the two routes should be so marked.
- 29% of adult apprentices are qualified below Level 2 which is slightly higher than the figure for the general population which stands at 21%. Only 34% of apprentices have a prior qualification level at Level 3 or above compared to 61% in the general population. This suggests that apprenticeships may be well positioned to help fill the well documented labour market gap in technical skills at levels 3 and 4.

- The achievement rate for 19-23 apprenticeships in the LEP was very slightly lower than the National (67.6% vs 67.7%). The achievement rate for 24+ apprenticeships was higher overall and higher for all Levels in Cheshire and Warrington than national.
- There is a relatively close alignment between the distribution of adult apprenticeship achievements and the distribution of income deprivation. There are a few areas, for example around the centre of Chester, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low take-up of adult apprenticeships. Areas such as this should be considered for proactive outreach by providers of classroom-based learning.

Basic Skills

- Starts by adults in Basic Skills (English and Maths), GCSE (English and Maths) and English for Speakers of Other Languages (ESOL) grew by 4% between 2016/17 and 2018/19. This hides a considerable variance in the different subject areas. GCSE (English and Maths) has declined by 40% 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% and starts on ESOL also grew with an increase of 53%.
- Comparison of the areas with high levels of adult participation in Basic Skills with scores on the Adult Skills Subdomain of the Index of Multiple Deprivation shows that there is an excellent alignment of this type of provision with the most deprived areas for Adult Skills. On the other hand, there does not appear to be a straightforward relationship between deprivation on the one hand and the estimated achievement rate for adults following these learning aims.

Level 2 Skills

- Over the three years between 2016/17 and 2018/19 there were 24,567 FE learning aims started at Level 2 by adults resident in Cheshire and Warrington. Certificates accounted for 44% of funding earned (38% of starts); Diplomas accounted for 23% of funding earned (6% of starts); GCSE (English and Maths) accounted for 18% of the funding earned (12% of the starts); and QCF Units and Awards combined accounted for 8% of the funding (39% of starts).
- ESF accounted for the funding of 16% of all Level 2 learning aims for adults between 2016 and 2019.
- Level 2 Diploma volumes undertaken by adults showed a growth of 7.5% from 2016/17 to 2018/19. Level 2 Certificates undertaken by adults saw a growth of 44%. Between 2016 and 2019, Health, Public Services and Care accounted for 37% of all starts in Level 2 Certificates and Diplomas by adults. This was more than twice the next sector subject areas of Retail and Commercial Enterprises at 16% and Business, Administration and Law at 14%. No other sector subject area accounted for more than 10% of starts for Level 2 Certificates and Diplomas.
- There seems to be a good alignment between the areas which have the highest take up of FE adult Level 2 Certificates and Diplomas and the areas with the highest levels of employment deprivation, as measure by the Employment Deprivation Domain of IMD 2019. However, providers may wish to consider proactively targeting Level 2 starts by adults in the following

areas: 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; and the LSOA containing Barnaby Rd Play area south of Poynton.

- There does not appear to be a relationship between deprivation and achievement rates for Level 2 certificates and diplomas undertaken by adults.
- There was a 60% decline in Level 2 adult apprenticeship starts between 2016/17 and 2018/19. Every Sector Subject Area experienced a significant reduction in adult apprenticeship starts, but the Sector Subject Areas with the largest number of adult apprentices were also the areas that saw the largest percentage reduction in starts.
- There is a very close alignment between the spatial distribution of adult apprenticeship achievements at Level 2 and the spatial distribution of income deprivation (as measured by the Income Deprivation Domain of IMD 2019) in Cheshire and Warrington.

Level 3 Skills

- Between 2016 and 2019, there were 6,586 Level 3 Learning Aim starts by adults. 'Other Non-Regulated' qualifications accounted for 30% of all the learning aim starts by adults. The more substantial qualifications of Diplomas, Access to HE and Certificates accounted for 58% of all learning aims undertaken by adults (32%, 14% and 12% respectively). Awards accounted for 10% of all starts with about half of these being for some sort of first aid qualification (Emergency First Aid at Work 213 starts, Paediatric First Aid 65 starts, and First Aid at work 53 starts)
- Whilst there was a growth of 5% in all learning aims at level 3 undertaken by adults, there was a slight decline of 3% in starts on Level 3 Certificates, Diplomas and Access to HE programmes between 2016/17 and 2018/19. Starts on all three qualification types declined. The decline in starts was sharpest on Access to HE programmes at 6%.
- Compared to other Levels of learning, the take up of Certificates and Diplomas at Level 3 by adults (2016-2019) is low. For example, a ward with a rate of 9 learning aim starts per 1000 adult population would appear in the top decile for Level 3 Certificate and Diploma delivery and the bottom decile for Level 2 Certificate and Diploma delivery.
- Between 2016 and 2019 there was 2,890 starts on Level 3 Certificates and Diplomas. Starts in Retail and Commercial Enterprise, Health, Public Services and Care and Business, Administration and Law accounted for over half of all such starts.
- Participation volumes by adults in Level 3 Certificates and Diplomas are low. Considering the areas of highest need as defined by the areas that are most deprived on the Income Deprivation Domain of the IMD 2019, it is suggested that the following areas should be considered for proactive outreach to encourage engagement by adults in substantial Level 3 qualifications: 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; and in Knutsford, the LSOA containing residences adjacent to St. John's Wood
- Between 2016 and 2019, just less than half of starts on Access to HE programmes were in Health, Public Services and Care, and over a quarter were in Social Sciences.

- In the three academic years spanning 2016-2019 there was an 18% decline in Level 3 apprenticeship starts. The Sector Subject Areas experiencing the largest percentage reductions in Level 3 adult apprenticeship starts over the three years were Health, Public Services and Care and Retail and Commercial Enterprise with 30% and 29% reductions respectively.
- There is a close alignment between the distribution of apprenticeship achievements at Level 3 and the distribution of income deprivation. Like the overall achievement measure, there are a few areas, for example around the centre of Chester, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low take-up of apprenticeships.

Level 4+ Skills

- In 2018/19, 6,875 adult residents of Cheshire and Warrington secured a qualification from a Higher Education Institution; 1,200 adult residents started a Level 4+ Apprenticeship programme; and there were 949 Level 4+ learning aim starts by adults in Further Education.
- The main Level 4+ qualifications for adults delivered in Further Education were Certificates, Diplomas and 'Other Non-Regulated' (these can be Degrees and Foundation Degrees) learning aims. Between 2016 and 2019, 2,951 such learning aims were delivered. Level 4+ starts declined 12% from 1080 in 2016/17 to 949 in 2018/19. In this period, starts on Level 4+ Certificates increased by 72%, whilst there were decreases of 35% in Level 4+ Diplomas and 17% in 'Other Non-Regulated' starts.
- Eight providers delivered 20 or more Level 4+ non-regulated learning aims to Cheshire and Warrington adult residents between 2016 and 2019. Only two of these providers were Cheshire-based (Cheshire College South and West and Reaseheath), although Cheshire College South and West delivered more than 1 in 5 of all such starts.
- Level 4+ Certificates and Diplomas were overwhelmingly delivered by providers headquartered in Cheshire and Warrington LEP, with Warrington & Vale Royal College and Cheshire College South and West both having delivered over 400 starts between 2016/17 and 2018/19. The most popular qualifications of this type were linked to Human Resource Management.
- By contrast with adult Apprenticeships at lower levels, starts on Level 4+ Adult apprenticeships almost doubled between 2016/17 and 2018/19. The most significant volume increases in this period were in Business, Administration and Law which increased from 395 starts to 697 starts; Health, Public Services and Care which increased from 156 to 251; Information and communications Technology which increased from 36 to 104; and Engineering and Manufacturing Technologies that increased from 15 to 79.
- There is a reasonable alignment between wards with adult apprenticeship achievements at Level 4+ and more deprived wards as measured by the Income Deprivation Domain of IMD 2019. There are a few areas, for example some parts of Warrington, Northwich and Ellesmere Port, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low proportion of Level 4+ roles. Areas like this should be considered for proactive outreach by providers of classroom-based learning
- The University of Chester has a reasonably broad spread of courses. In 2018/19, subject areas with over 1,000 students included Education (1,530), Business and Administrative

Studies (2,090), Social Studies (1,300), Biological Sciences (1,620), and Subjects Allied to Medicine (3,485).

- In 2018/19 there were 6,875 achievements by Cheshire and Warrington adult residents in Higher Education Institutions. The subject areas with the highest number of achievements were Education (765), Creative Art and Design (635), Business and Administrative Studies (730), Social Sciences (605), Biological Sciences (535) and Subjects Allied to Medicine (1205).

RECOMMENDATIONS

It is recommended that the Employer's Skills Board consider action in the following areas:

- Develop partnership responses now to mitigate the expected rise in unemployment (particularly for 18-24 year olds), including deploying Accelerate to support furloughed workers and those threatened with redundancy.
- Work with employers, stakeholders and skills providers to stimulate demand from individuals to upskill and reskill at Level 3 and Level 4 by securing qualifications that meet employers' needs. Targeting Level 2 learners for progression should be part of the approach.
- Support joint arrangements for curriculum planning between FE and Community Learning providers that targets identified neighbourhoods and supports progression of learners in the community into further learning and apprenticeships.
- Develop a better understanding of what learning activity has been delivered by historic ESF programmes and what the causes are of the identified large gender disparity. This should inform the delivery of the 'Accelerate' programme and future activity funded through the Shared Prosperity Fund.
- 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.

3. PROFILE OF THE ADULT WORKFORCE

PROFILE OF THE ADULT WORKFORCE – KEY POINTS

Demography

- The working age population is a lower % of the total population for the LEP than is the case for GB. This is because the LEP population has an older profile than GB. In particular, the proportion of those aged between 19-39 is lower, whereas the proportion of those aged 45 and above is higher. The LEP's population will age further over the next 8 years with significant increases for those aged over 60. The only age band forecast to grow in this period by more than 10% for the under 60s is 16-18 year olds. This will put pressure on the capacity of FE.
- Population change over the next 8 years sees outflows from the working age population which will not be offset by inflows of young people, so a significant proportion of employers' future demand for skills will be met from the resident adult population, or increased inward commuting, or increased migration, rather than solely from the in-flow of skilled young people. Inward commuting is already high, and the broader context makes increased migration less likely, so the focus will be on the resident population. This will also put pressure on the capacity of FE.

Employment and Unemployment

- The % economically active, the % in employment and the % who are employees are all higher in the LEP than is the case for GB. Conversely, the % unemployed is lower.
- Currently, a higher % of 18-24 and 18-21 year olds are claimants than for the LEP population as a whole. In the recession triggered by Covid-19, the young will be most adversely affected. The level of youth unemployment in the LEP should be kept under review.

Occupational and Skills Profile

- Compared to GB, the occupational profile in both the LEP is skewed towards higher skilled occupations. The skills profile of the LEP is also skewed to higher skills compared with GB. The most deprived areas of the LEP as measured by the Adult Skills Subdomain of the Index of Multiple Deprivation (IMD 2019) can be found in Warrington, Crewe, Ellesmere Port and Winsford, with further pockets in and around Chester, Northwich and Macclesfield.

Earnings and Income

- The median gross weekly pay for LEP residents is higher than GB. However, hourly rates are lower for resident female full-time workers in the LEP than for GB. By contrast, when place of work rather than residency is considered, the levels for gross weekly earnings is lower for the LEP than for GB. Either residents commute for higher paid jobs outside of the LEP, or non-residents commute to do lower paid jobs within the LEP, or both. The highest concentrations of income deprivation in Cheshire and Warrington are in Warrington, Crewe and Ellesmere Port, with other pockets in Winsford, Northwich, Macclesfield and Chester.

Deprivation

- Scores from IMD 2019 indicate there are concentrations of deprivation in Warrington, Crewe and Ellesmere Port, with further pockets in Chester, Winsford, Northwich and Macclesfield.

3.1 DEMOGRAPHY

The Office for National Statistics (ONS) estimates that Cheshire and Warrington LEP has a population of 930,800 people with 380,800 resident in Cheshire East, 340,500 resident in Cheshire West and Chester and 209,500 resident in Warrington. Overall, the population in Cheshire and Warrington LEP is 51% female, 49% male; with a similar gender split being reflected in all three local authorities.

Population Estimates			
	Male	Female	Total
Cheshire and Warrington	456,300	474,500	930,800
Cheshire East	186,300	194,500	380,800
Cheshire West and Chester	165,900	174,600	340,500
Warrington	104,100	105,500	209,500

Source: Population estimates - local authority based by five-year age band, ONS Crown Copyright Reserved [from NOMIS April 2020]

The working age population (ie aged 16-64) constitutes a lower percentage of the total population for Cheshire and Warrington LEP and all three of its Local Authorities than is the case for Great Britain. This is also true for both the male and female working age population.

Population aged 16-64 (2018)						
	Cheshire And Warrington (%)	Cheshire East (%)	Cheshire West And Chester (%)	Warrington (%)	North West (%)	Great Britain (%)
All People Aged 16-64	60.5	59.3	60.6	62.5	62.3	62.7
Males Aged 16-64	60.9	59.7	60.8	63.3	62.8	63.4
Females Aged 16-64	60.1	58.9	60.5	61.7	61.8	62.0

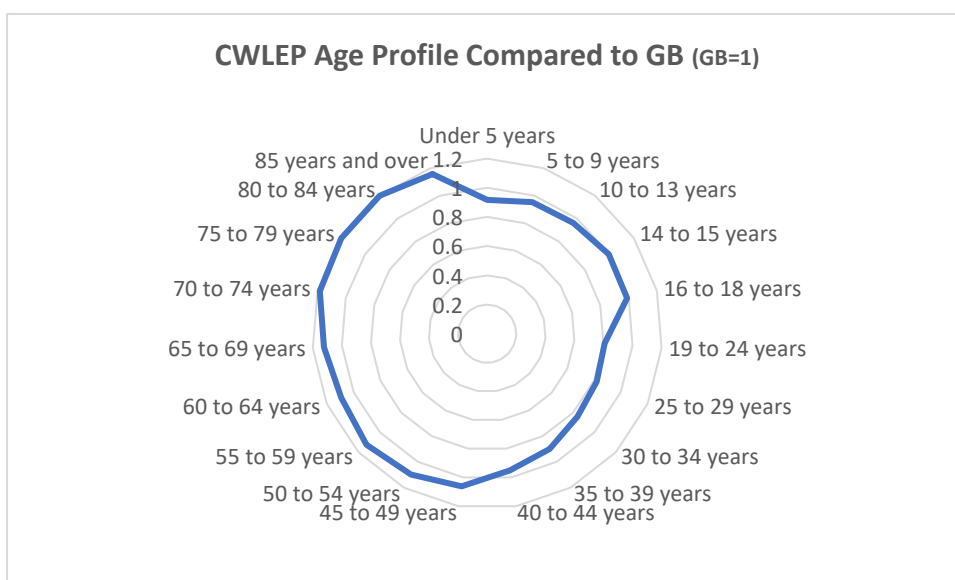
Source: ONS Population estimates - local authority based by five-year age band, Notes: % is a proportion of total population

There is no reliable information which is current on the ethnic makeup of the Cheshire and Warrington LEP population or of the populations of its constituent Local Authorities. The most recent available data on ethnicity is from the 2011 Census. This information is presented in the table below. The percentage identifying themselves as 'White' in the 2011 Census was 96.7% in Cheshire East, 97.4% in Cheshire West and Chester, and 95.9% in Warrington.

Ethnicity of the Population by Local Authority		
Local Authority	Ethnicity	Percentage
Cheshire East	White	96.7
	Mixed/multiple ethnic groups	1
	Asian/Asian British	1.6
	Black/African/Caribbean/Black British	0.4
	Other ethnic group	0.2
Cheshire West and Chester	White	97.4
	Mixed/multiple ethnic groups	0.9
	Asian/Asian British	1.2
	Black/African/Caribbean/Black British	0.3
	Other ethnic group	0.2
Warrington	White	95.9
	Mixed/multiple ethnic groups	1.1
	Asian/Asian British	2.4
	Black/African/Caribbean/Black British	0.3
	Other ethnic group	0.2

Source: Race Disparity Unit/Census 2011

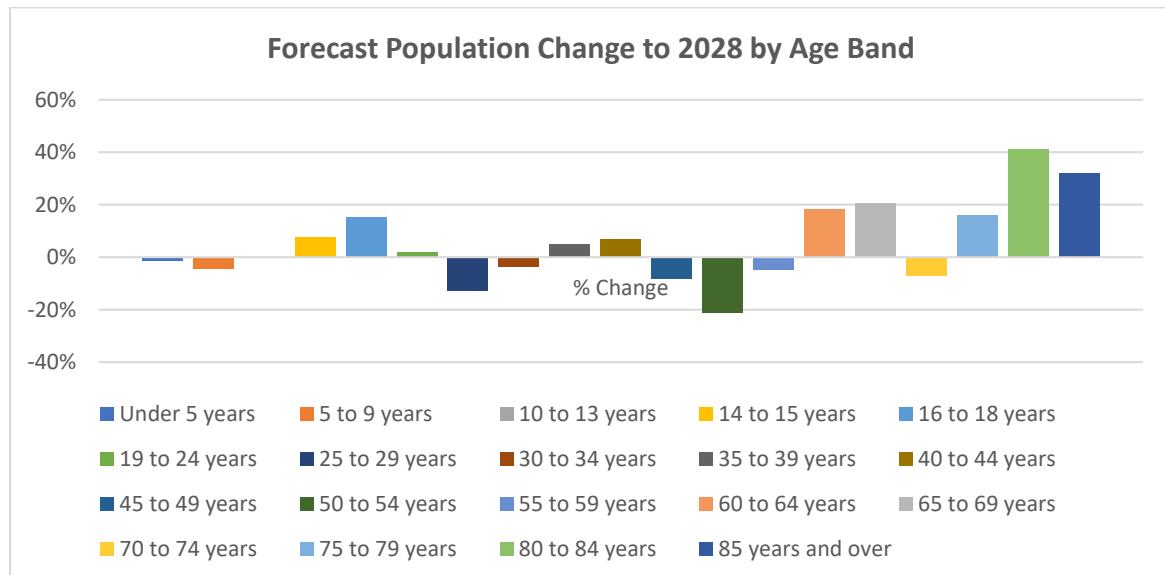
The population of Cheshire and Warrington LEP has an older profile than is to be found for Great Britain. This is illustrated in the diagram below. The Great Britain profile would be a circle with a radius of 1. As can be seen from the diagram, Cheshire and Warrington LEP's age profile is skewed towards the older age groups. In particular, the proportion of those aged between 19-39 (for every 5 year age band in this range) is lower than the national, whereas the proportion of those aged 45 and above (for every 5 year age band in this range) is higher.



Source: EMSI Analyst/ONS

Not only is the age profile of Cheshire and Warrington older than for the country as a whole, but the area's population is also forecast to age further. The chart below illustrates the forecast changes to

the LEP's population by 2028 by age bands. It can be seen from this that quite significant population increases are forecast for 5 of the 6 age bands over 60 (the exception being for those aged 70-74 years). Conversely the only age band forecast to grow by more than 10% for the under 60s is the 16-18 year old population where a growth of 15% is forecast for 2028. This population growth of 16-18 year olds will put pressure on the capacity of the Further Education system in Cheshire and Warrington.



Source: EMSI Analyst/ONS

This pattern of 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. This will mean that 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 migration, rather than solely from the inflow of skilled young people. Inward commuting is already high, and the broader context makes increased migration less likely, so the focus will increasingly be on the resident population. This will put pressure on the capacity of the existing Further Education system in Cheshire and Warrington.

3.2 EMPLOYMENT, UNEMPLOYMENT AND BENEFITS

The table below sets out the data for economic activity, employment, self-employment, and unemployment for the LEP and its three constituent Local Authorities, benchmarked against the same indicators for Great Britain and the North West Region. From this, it is apparent that the percentage economically active, the percentage in employment and the percentage who are employees are all higher in the LEP and its three constituent Local Authorities than is the case for Great Britain. This applies for both males and females.

Conversely, the percentage unemployed is lower in the LEP and its three constituent Local Authorities than is the case for Great Britain with unemployment standing at 3.4% for the LEP

compared to 3.9% for Great Britain. The percentage in self-employment is slightly lower in Cheshire and Warrington than for Great Britain. This is the case for both males and females.

Employment and unemployment (Jan 2019-Dec 2019)						
	Cheshire And Warrington (%)	Cheshire East	Cheshire West and Chester	Warrington	North West (%)	Great Britain (%)
All People						
Economically Active†	82.2	85.2	78.6	82.7	77.7	78.9
In Employment†	79.3	80.9	76.9	80.4	74.5	75.8
Employees†	68.6	69.9	66.7	69.4	64.4	64.6
Self Employed†	10.6	11.0	9.9	10.8	9.8	10.9
Unemployed§	3.4	3.0	3.4	3.2	4.1	3.9
Males						
Economically Active†	86.2	90.2	81.8	86.3	82.3	83.4
In Employment†	82.7	84.3	80.0	84.0	78.7	79.8
Employees†	68.6	70.7	65.8	69.4	64.9	65.2
Self Employed†	14.0	13.6	14.2	14.4	13.6	14.4
Unemployed§	4.0	6.3	#	#	4.3	4.1
Females						
Economically Active†	78.3	80.4	75.5	79.2	73.2	74.5
In Employment†	76.1	77.6	73.9	76.8	70.3	71.7
Employees†	68.6	69.1	67.5	69.5	64.0	64.1
Self Employed†	7.3	8.5	5.8	7.3	6.1	7.4
Unemployed§	2.8	#	#	#	3.8	3.7
Source: ONS annual population survey, # = Sample size too small for reliable estimate, † = numbers are for those aged 16 and over, % are for those aged 16-64, § = numbers and % are for those aged 16 and over. % is a proportion of economically active						

It can be seen from the Table below that at 17.8%, Cheshire and Warrington LEP had a lower level of economic inactivity than the North West Region (22.3%) and Great Britain (21.1%). Economic inactivity was also lower than Great Britain in both Cheshire East (14.8%) and Warrington (17.3%). Economic inactivity was, however, slightly higher than Great Britain in Cheshire West and Chester (21.4%). Compared with Great Britain, fewer people were economically inactive in Cheshire and Warrington because they were a student; or because they had family responsibilities; or because they were long-term sick. On the other hand, more were economically inactive due to retirement in Cheshire and Warrington LEP than in Great Britain. 16% of those economically inactive in the LEP area say that they want a job.

Economic inactivity (Jan 2019-Dec 2019)						
	Cheshire And Warrington (%)	Cheshire East (%)	Cheshire West And Chester (%)	Warrington (%)	North West (%)	Great Britain (%)
All People						
Total	17.8	14.8	21.4	17.3	22.3	21.1
Student	23.8	16.8	28.4	25.4	26.6	26.8
Looking After Family/Home	21.7	22.2	21.5	21.6	21.4	23.0
Temporary Sick	#	!	!	!	1.9	1.9
Long-Term Sick	20.6	23.9	16.3	24.2	27.2	23.6
Discouraged	!	!	!	!	0.6	0.4
Retired	19.6	20.7	21.5	14.0	12.6	12.8
Other	13.1	15.2	12.3	11.8	9.7	11.5
Wants A Job	16.0	13.8	17.8	15.8	17.9	20.8
Does Not Want A Job	84.0	86.2	82.2	84.2	82.1	79.2
Source: ONS annual population survey, # Sample size too small for reliable estimate, ! Estimate is not available since sample size is disclosive, Notes: numbers are for those aged 16-64, % is a proportion of those economically inactive, except total, which is a proportion of those aged 16-64						

The percentage of households that are workless is lower in Cheshire and Warrington LEP, Cheshire East, Cheshire West and Chester, and Warrington than is the case for either the North West Region or Great Britain.

Workless Households (Jan-Dec 2018)						
	Cheshire And Warrington	Cheshire East	Cheshire West And Chester	Warrington	North West	Great Britain
Percentage of Households that are Workless	13.3	13.6	14.0	11.5	16.3	14.3
Source: ONS annual population survey - households by combined economic activity status						

There is a similar picture for the claimant count as can be seen from the Table below. The percentage claiming benefit is lower in Cheshire and Warrington and all three Local Authorities as compared with the North West Region and Great Britain. This is also the case for the claimant count for males and females.

Claimant count by Gender - not seasonally adjusted (March 2020)						
	Cheshire And Warrington (%)	Cheshire East (%)	Cheshire West And Chester (%)	Warrington (%)	North West (%)	Great Britain (%)
All People	2.4	2.1	2.6	2.5	3.8	3.1
Males	2.8	2.4	3.1	3.0	4.5	3.6
Females	2.0	1.7	2.1	2.1	3.0	2.5

Source: ONS Claimant count by sex and age, Note: % is the number of claimants as a proportion of resident population of area aged 16-64 and gender

The Table below presents information on the claimant count by age. A higher percentage of 18-24 and 18-21 year olds are claimants in Cheshire and Warrington than for the population of the LEP as a whole. This is also the case for Great Britain and the North West Region. Most research suggests that, in the recession that has been triggered by the Covid-19 crisis, it will be the young that will be most adversely affected in the jobs market. The level of youth unemployment in the LEP should be kept under close review.

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

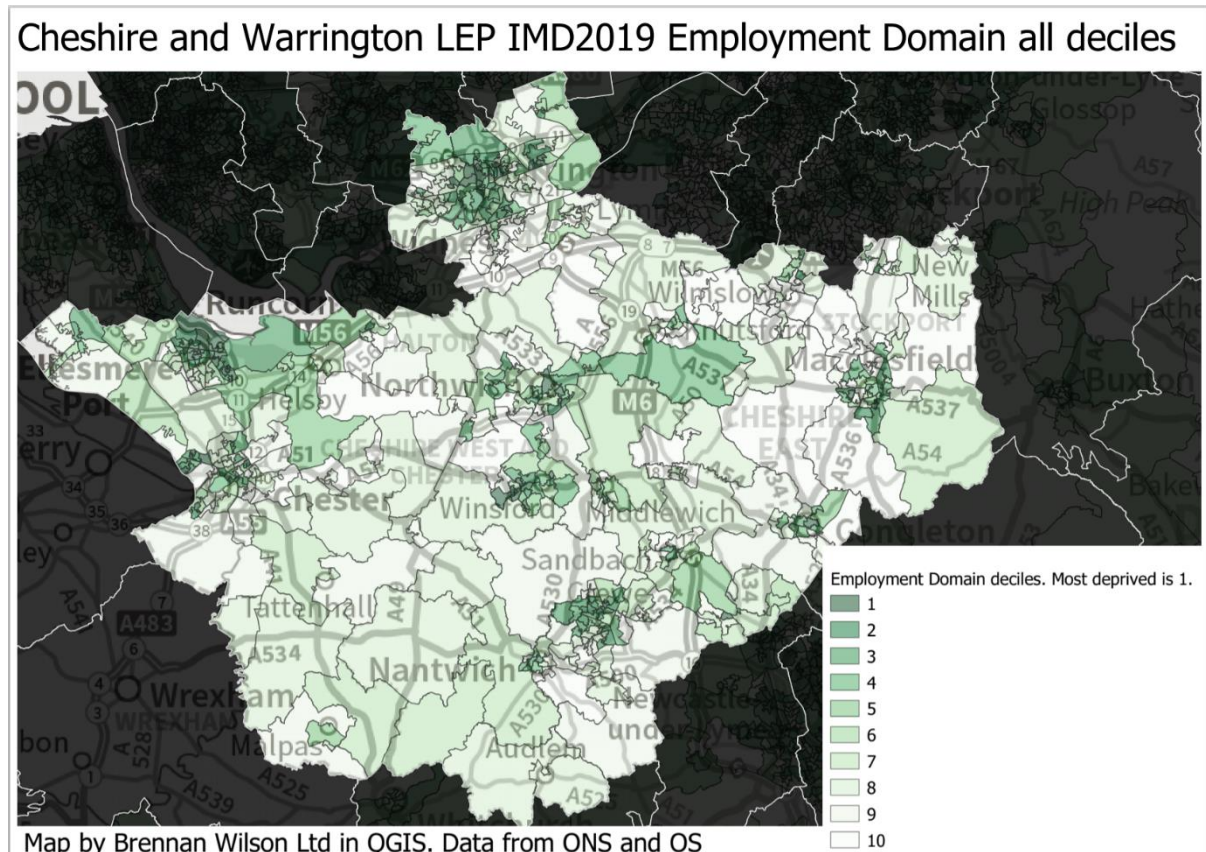
Periodically the Government publishes an Index of Multiple Deprivation. The most recent of these was published in 2019 (IMD 2019). The IMD 2019 provides data on the overall level of deprivation in Lower Super Output Areas (LSOAs). This is built up from analysis of a number of 'Domains' that focus on a particular characteristic of deprivation. One of these domains is the 'Employment Deprivation Domain'.

The Employment Deprivation Domain of IMD 2019 measures the proportion of the working-age population in an area involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities. It is built up from six indicators:

- Claimants of Jobseeker's Allowance (both contribution-based and income-based), women aged 18 to 59 and men aged 18 to 64

- Claimants of Employment and Support Allowance (both contribution-based and income-based), women aged 18 to 59 and men aged 18 to 64
- Claimants of Incapacity Benefit, women aged 18 to 59 and men aged 18 to 64
- Claimants of Severe Disablement Allowance, women aged 18 to 59 and men aged 18 to 64
- Claimants of Carer's Allowance, women aged 18 to 59 and men aged 18 to 64
- Claimants of Universal Credit in the 'Searching for work' and 'No work requirements' conditionality groups.

Data for Cheshire and Warrington LEP for the Employment Deprivation Domain of the 2019 Index of Deprivation is illustrated in the map below.



It is clear from the map above that the highest levels of employment deprivation are in Warrington, Ellesmere Port, Crewe and Chester with clusters also evident in Winsford, Northwich and Macclesfield.

3.3 OCCUPATIONAL STRUCTURE

It is possible to establish from the Annual Population Survey the occupations held by residents in the Cheshire and Warrington LEP area and the three constituent Local Authorities. This data is presented in the Table below. This shows that the occupational profile in both the LEP and its constituent Local Authorities is skewed towards higher skilled, and generally higher paid, occupations. The proportion of LEP residents employed in SOC Major Groups 1-3 is 4.3% higher than for those same groups at Great Britain level. The proportion for these occupational groupings is higher in all three Local Authorities than for Great Britain.

The proportion employed as 'Managers, Directors and Senior Officials' is 16.3% of the workforce in Cheshire West and Chester compared to 11.4% for Great Britain and 10.3% in the North West. The proportion employed in Professional Occupations is 24.5% of the workforce in Warrington compared to 21.4% for Great Britain and 20.2% in the North West.

Employment by occupation (Jan 2019-Dec 2019)						
	Cheshire And Warrington (%)	Cheshire East (%)	Cheshire West And Chester (%)	Warrington (%)	North West (%)	Great Britain (%)
Soc 2010 Major Group 1-3	51.8	50.2	53.4	52.3	43.9	47.5
1 Managers, Directors and Senior Officials	13.8	12.4	16.3	12.7	10.3	11.4
2 Professional Occupations	22.8	23.0	21.4	24.5	20.2	21.4
3 Associate Professional & Technical	15.1	14.8	15.6	14.8	13.3	14.6
Soc 2010 Major Group 4-5	18.1	18.1	19.7	15.8	20.3	19.7
4 Administrative & Secretarial	9.5	9.4	11.3	7.0	10.2	9.6
5 Skilled Trades Occupations	8.6	8.7	8.3	8.7	10.0	10.1
Soc 2010 Major Group 6-7	14.7	15.1	14.2	14.6	18.0	16.3
6 Caring, Leisure And Other Service Occupations	8.3	8.2	8.6	7.9	9.7	9.1
7 Sales And Customer Service Occs	6.4	6.9	5.5	6.7	8.3	7.2
Soc 2010 Major Group 8-9	15.4	16.6	12.7	17.2	17.9	16.5
8 Process Plant & Machine Operatives	5.7	4.3	6.1	7.6	6.7	6.2
9 Elementary Occupations	9.6	12.3	6.5	9.5	11.1	10.3
Source: ONS annual population survey, Notes: Numbers and % are for those of 16+, % is a proportion of all persons in employment						

By contrast the proportion of the Cheshire and Warrington workforce employed in SOC Major groups 4-5 is 18.1% compared to 19.7% in Great Britain. Similarly, the proportions employed in SOC Groups 6-7 and 8-9 in Cheshire and Warrington LEP are lower than for Great Britain (CWLEP 14.7% vs GB 16.3% and CWLEP 15.4% vs GB 16.5% respectively).

3.4 SKILLS PROFILE

As might be expected from the occupational profile of Cheshire and Warrington residents reported in the section above, the skills profile is also skewed to higher skills compared with Great Britain. 42.1% of LEP residents are qualified at or above NVQ Level 4 compared to 40.3% for Great Britain

and 36.1% for the North West Region. All three constituent Local Authorities have a higher proportion of residents qualified at NVQ 4 and above than Great Britain and the North West. Similarly, the LEP (20.7%) and all three Local Authorities have a lower proportion qualified below level 2 than is the case in the region (25.5%) or for Great Britain (24.4%).

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

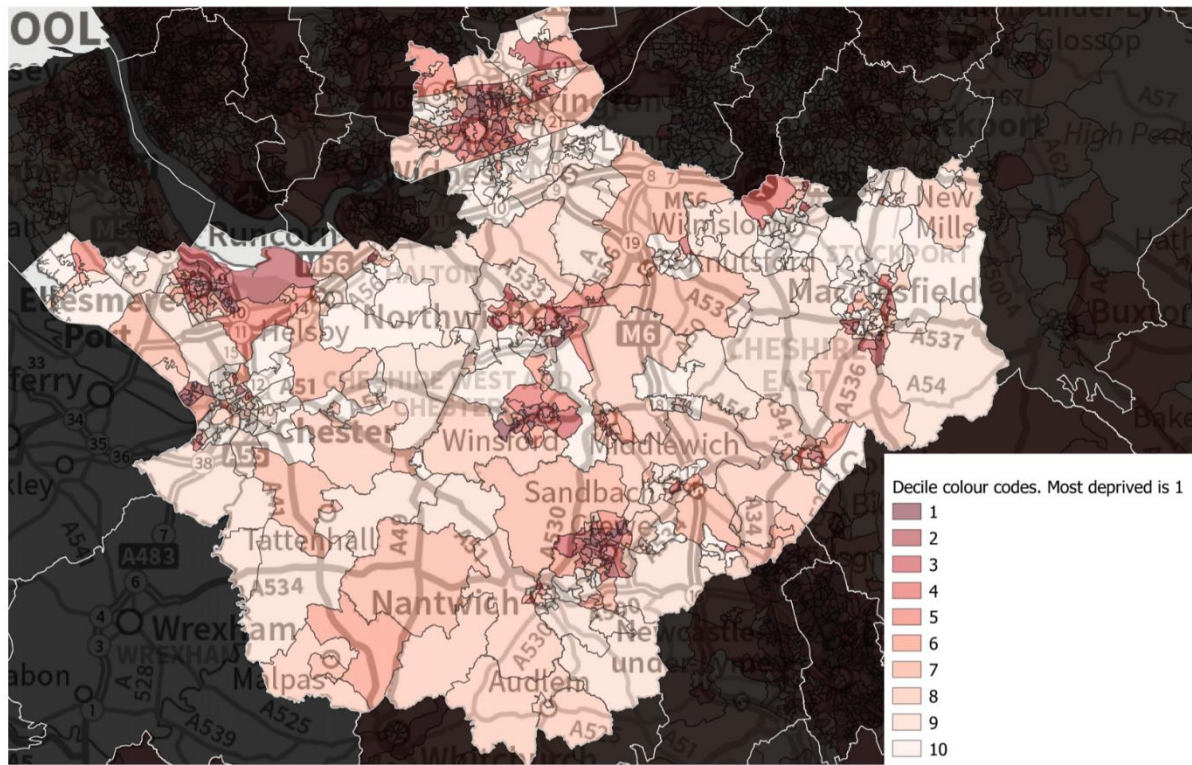
The Education, Skills and Training Domain of the IMD 2019 measures the lack of attainment and skills in the local population. The indicators fall into two sub-domains: one relating to children and young people and one relating to adult skills. These two sub-domains are designed to reflect the 'flow' and 'stock' of educational disadvantage within an area respectively. That is, the 'children and young people' sub-domain measures the attainment of qualifications and associated measures ('flow'), while the 'skills' sub-domain measures the lack of qualifications in the resident working-age adult population ('stock').

The Adult Skills sub-domain index is constructed by combining two indicators:

- Adult skills: The proportion of working-age adults with no or low qualifications, women aged 25 to 59 and men aged 25 to 64
- English language proficiency: The proportion of working-age adults who cannot speak English or cannot speak English well, women aged 25 to 59 and men aged 25 to 64

The map below illustrates the Adult Skills Subdomain scores for Lower Super Output Areas in Cheshire and Warrington LEP. The map illustrates the most deprived areas for this Subdomain can be found in Warrington, Crewe, Ellesmere Port and Winsford, with further pockets in and around Chester, Northwich and Macclesfield.

Cheshire and Warrington LEP IMD2019 Adult Skills Subdomain



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

3.5 EARNINGS AND INCOME

The two Tables below provide information for Cheshire and Warrington LEP, and its three constituent Local Authorities, for earnings by place of residence and earnings by place of work.

The median Gross weekly pay for LEP residents is £615.7 which is higher than that for the Great Britain figure of £587. However, there is a clear gender disparity. Whilst male full-time workers earn £55.5 a week more than their counterparts in Great Britain, female full-time workers resident in the LEP earn almost the same as those in Great Britain.

Indeed, when hourly rates are considered, whilst the hourly rates in Cheshire and Warrington are higher overall and for male full-time workers than in Great Britain, they are actually lower for female full-time workers (£13.90 for CWLEP compared to £13.99 for GB).

Earnings by place of residence (2019)						
	Cheshire And Warrington (Pounds)	Cheshire East (Pounds)	Cheshire West And Chester (Pounds)	Warrington (Pounds)	North West (Pounds)	Great Britain (Pounds)
Gross Weekly Pay						
Full-Time Workers	615.7	623.3	611.3	595.9	555.8	587.0
Male Full-Time Workers	685.5	691.2	692.8	669.3	598.0	632.0
Female Full-Time Workers	529.8	533.9	516.5	532.5	498.0	528.9
Hourly Pay - Excluding Overtime						
Full-Time Workers	15.59	16.02	15.55	15.34	13.95	14.88
Male Full-Time Workers	16.64	16.95	16.75	15.80	14.56	15.44
Female Full-Time Workers	13.90	14.38	13.68	14.00	13.16	13.99
<i>Source: ONS annual survey of hours and earnings - resident analysis, Notes: Median earnings in pounds for employees living in the area, figures for this table have been constructed on an Output Area basis</i>						

By contrast, when median earnings by place of work is considered, the overall levels for gross weekly earnings; the levels for male full-time weekly earnings; and, the levels for female weekly earnings are all lower for Cheshire and Warrington LEP than for Great Britain. The hourly rates for both male and female full-time workers are also below those for Great Britain.

Earnings by place of work (2019)						
	Cheshire And Warrington (Pounds)	Cheshire East (Pounds)	Cheshire West And Chester (Pounds)	Warrington (Pounds)	North West (Pounds)	Great Britain (Pounds)
Gross Weekly Pay						
Full-Time Workers	567.3	581.9	557.4	548.7	549.8	586.5
Male Full-Time Workers	608.6	613.8	620.7	581.7	588.2	631.7
Female Full-Time Workers	502.0	518.1	486.3	502.9	496.4	528.2
Hourly Pay - Excluding Overtime						
Full-Time Workers	14.17	14.78	13.88	13.60	13.84	14.87
Male Full-Time Workers	14.79	15.14	15.36	13.83	14.38	15.43
Female Full-Time Workers	13.25	13.74	12.92	13.23	13.14	13.98
<i>Source: ONS annual survey of hours and earnings - workplace analysis, Notes: Median earnings in pounds for employees working in the area. figures for this table have been constructed on an Output Area basis</i>						

The differences between the figures for residency and workplaces suggest that either residents commute for higher paid jobs outside of the LEP, or that non-residents commute to do lower paid jobs within the LEP, or a combination of the two. The job density in the LEP area is comparatively high. Also, work done by Metro Dynamics for the LEP from census 2011 data has established that the LEP is a net importer of Labour. It therefore seems probable that both explanations will apply to some extent.

Earning data for residents is also available at Parliamentary Constituency level. As can be seen from the table below there is significant variation between constituencies, with three at or below the national average of £587 and seven above it. The constituency with the lowest median gross weekly earnings is Crewe and Nantwich (£530) and the constituency with highest is Tatton (£700).

Median Gross Weekly Wage (Residents): Parliamentary Constituencies	
Constituency Name	Median Gross Weekly Wage (£)
City of Chester	600
Congleton	630
Crewe and Nantwich	530
Eddisbury	640
Ellesmere Port and Neston	600
Macclesfield	640
Tatton	700
Warrington North	550
Warrington South	640
Weaver Vale	590
<i>Source: ONS and NISRA, Annual Survey of Hours and Earnings, 2019 Provisional Results, as published by the House of Commons Library</i>	

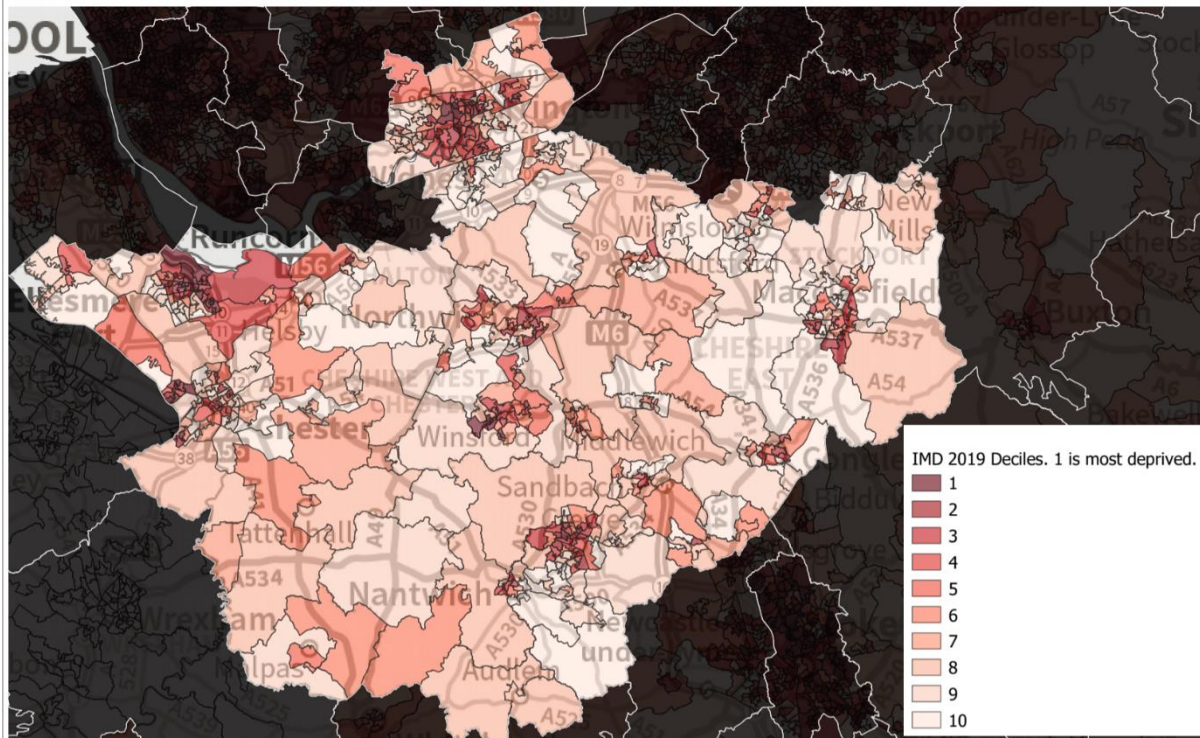
The Income Deprivation Domain of the Index of Multiple Deprivation 2019 measures the proportion of the population in an area experiencing deprivation relating to low income. The definition of low income used includes both those people that are out-of-work, and those that are in work but who have low earnings (and who satisfy the respective means tests).

The indicators used in this domain are:

- Adults and children in Income Support families
- Adults and children in income-based Jobseeker's Allowance families
- Adults and children in income-based Employment and Support Allowance families
- Adults and children in Pension Credit (Guarantee) families
- Adults and children in Universal Credit families where no adult is classed within the 'Working - no requirements' conditionality group
- Adults and children in Working Tax Credit and Child Tax Credit families not already counted, that is those who are not in receipt of Income Support, income-based Jobseeker's Allowance, income-based Employment and Support Allowance, Pension Credit (Guarantee), and whose equivalised income (excluding housing benefit) is below 60 per cent of the median before housing costs
- Asylum seekers in England in receipt of subsistence support, accommodation support, or both

The IMD 2019 Income Domain is mapped below.

Cheshire and Warrington LEP IMD 2019 Income Domain all deciles



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

From the map it can be seen that the areas with the highest concentration of income deprivation in Cheshire and Warrington are in Warrington, Crewe and Ellesmere Port, with other pockets in Winsford, Northwich, Macclesfield and Chester.

3.6 DEPRIVATION

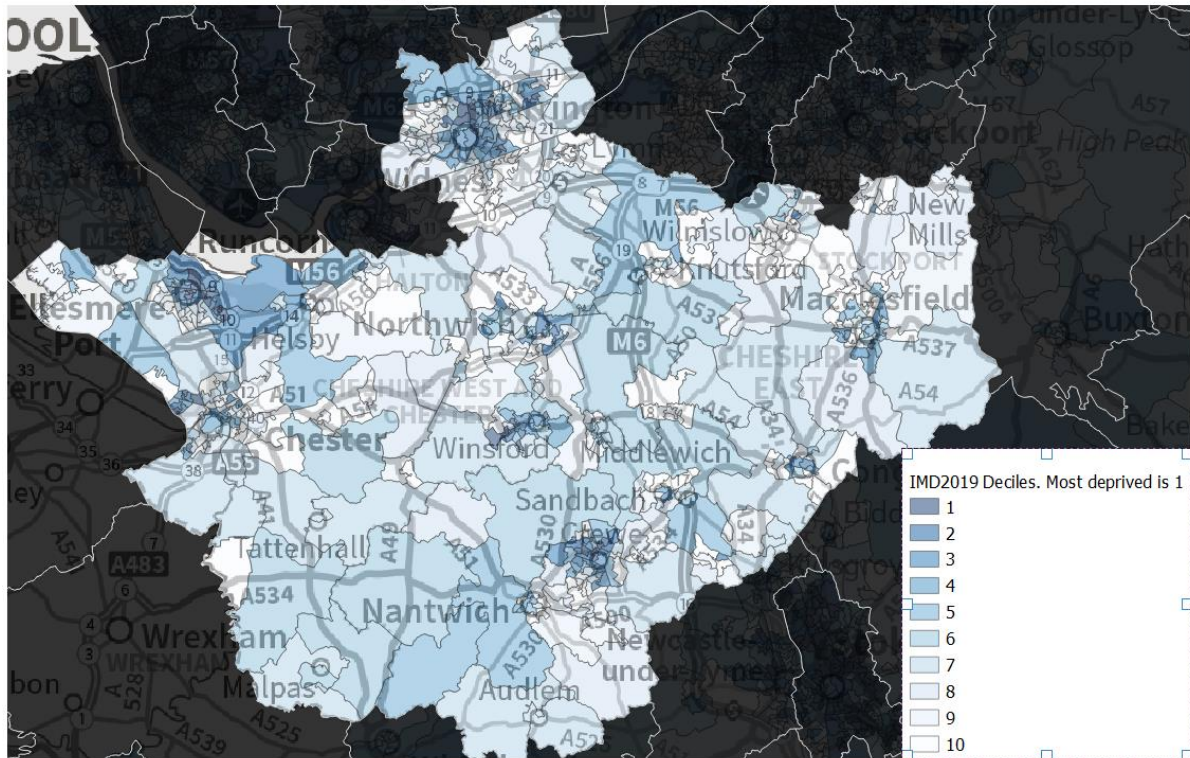
The Indices of Deprivation 2019 provide a set of relative measures of deprivation for small geographical areas (Lower-layer Super Output Areas) across England. LSOAs normally have a population in the region of 1,500 people. The approach is based on seven different domains of deprivation:

- Income Deprivation
- Employment Deprivation
- Education, Skills and Training Deprivation
- Health Deprivation and Disability
- Crime
- Barriers to Housing and Services
- Living Environment Deprivation

Each of these domains is based on a basket of indicators. As far as is possible, each indicator is based on data from the most recent time point available.

The Index of Multiple Deprivation 2019 combines information from the seven domains to produce an overall relative measure of deprivation. The map below shows the data for LSOAs in Cheshire and Warrington LEP.

Cheshire and Warrington LEP IMD2019 all deciles



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

It is clear from the map that there are concentrations of deprivation in Warrington, Crewe and Ellesmere Port, with further pockets in Chester, Winsford, Northwich and Macclesfield.

3.7 GEOGRAPHIC BARRIERS TO SERVICES

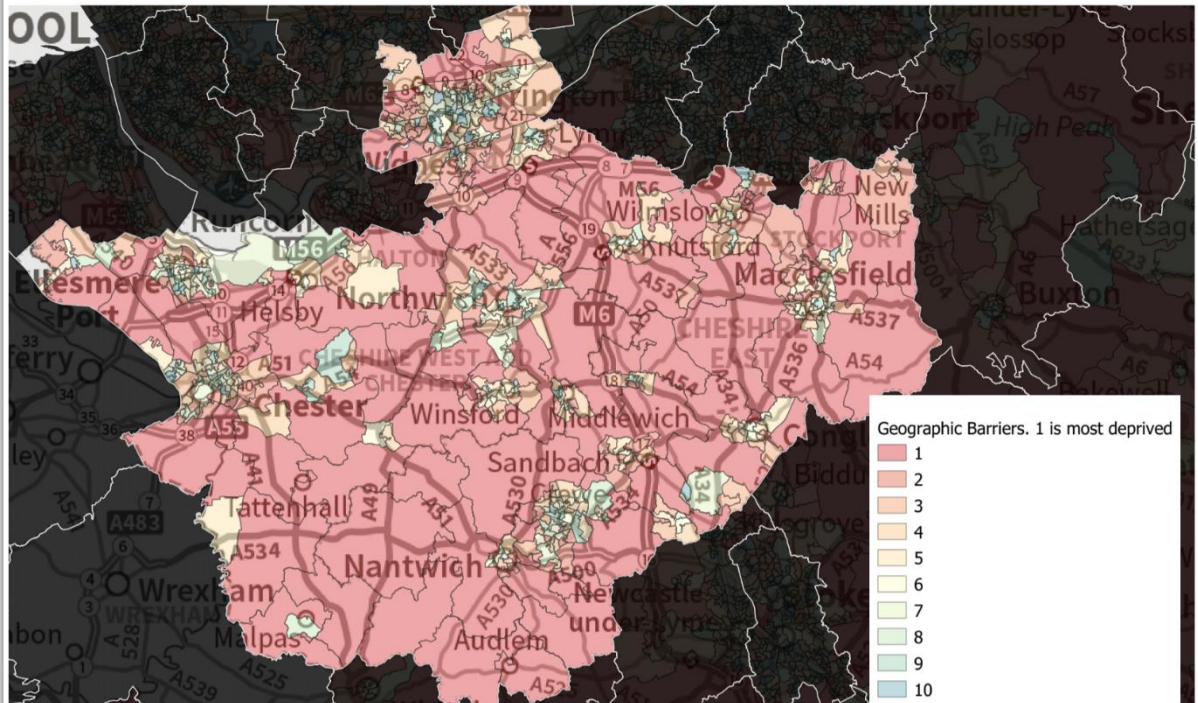
The Barriers to Housing and Services Domain of the 2019 Index of Multiple Deprivation measures the physical and financial accessibility of housing and local services. The indicators fall into two sub-domains: ‘geographical barriers’, which relate to the physical proximity of local services, and ‘wider barriers’ which includes issues relating to access to housing, such as affordability.

The ‘geographical barriers’ subdomain may give an indication of the places from which residents may find it difficult to access learning. It is built from the following indicators:

- Road distance to a post office: A measure of the mean road distance to the closest post office for people living in the Lower-layer Super Output Area
- Road distance to a primary school: A measure of the mean road distance to the closest primary school for people living in the Lower-layer Super Output Area
- Road distance to a general store or supermarket: A measure of the mean road distance to the closest supermarket or general store for people living in the Lower-layer Super Output Area

- Road distance to a GP surgery: A measure of the mean road distance to the closest GP surgery for people living in the Lower-layer Super Output Area.

Cheshire and Warrington LEP Geographical Barriers Subdomain of the 2019 Index of Multiple Deprivation



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

It is clear from the map that the extensive rural environment of Cheshire and Warrington LEP is reflected in a high proportion of LSOAs falling into the most deprived national decile on this Subdomain.

4. OVERVIEW OF FURTHER EDUCATION AND APPRENTICESHIPS FOR ADULTS

OVERVIEW OF FURTHER EDUCATION AND APPRENTICESHIPS FOR ADULTS- KEY POINTS

Further Education Participation and Achievement Overview

- There were 363 Learning Providers that delivered one or more learning aims to adults in Cheshire and Warrington LEP between 2016 and 2019.
- Between 2016 and 2019, starts on non-ESF funded learning aims grew 10% from 2016/17 to 2018/19. 41% of starts were below Level 2 and a 37% were at Level 2.
- In 2018/19, ESF funded starts accounted for 22% of the total. It is not clear whether the new Shared Prosperity fund will support this volume of adult learning aims.
- Only 24% of ESF-funded starts were by females.
- 21% of the LEP working age population is qualified below level 2 compared to 38% of FE learners. 41% of FE learners were out of work seeking employment compared with a LEP unemployment rate of 3.4%. This suggests that learning providers in were effective at targeting activities towards those most in need of skills support.
- Whilst there was an excellent alignment of FE participation with the most deprived areas, the following small areas might benefit from proactive outreach from providers: 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; and Knutsford - the LSOA containing residences adjacent to St. John's Wood.
- Analysis of FE learner achievement by ward suggests that there does not appear to be a straightforward relationship between deprivation and overall FE adult achievement rates.

Apprenticeships Participation and Achievement Overview

- There was a decline of 28% in apprenticeship starts by LEP residents between 2016/17 and 2018/19; with 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.
- For adults, the most significant decline was 60% in Level 2. Level 3 adult apprenticeships declined by 18%. Adult apprenticeship volumes at Level 4+ almost doubled (98% increase).
- Adult apprenticeships in Retail and Commercial Enterprise declined by 40%; Health, Public Services and Care by 32%; Engineering and Manufacturing Technologies by 38%; and in Business, Administration and Law by 21%.
- In Eddisbury, there was a decline in adult apprenticeship starts of over 35% whereas starts declined at half that rate in Congleton, where the decline between 2016 and 2019 was 17%.
- Only 14% of adult apprenticeships in Health, Public Services and Care were started by males. Only 11% of apprentices in Engineering and Manufacturing Technologies and only 5% of apprentices in Construction, Planning and the Built Environment were female.
- 10% of adult apprentices reported that they had a disability, learning difficulty or health problem. This is less than half the proportion of adult learners in Further Education.
- Whilst there is a relatively close alignment between the distribution of adult apprenticeship achievements and the distribution of income deprivation. There are a few areas, for example around the centre of Chester, where this is not the case.

Changes to the economy and its industrial structure; changes to the products and services that businesses offer; and changes to the operations and business processes of businesses all require adults to acquire skills, reskill and upskill. The main mechanisms that Government has to support adults to acquire new skills are through the Further Education, Higher Education and Apprenticeship systems. This section of the report provides an overview of the contribution to adult skills of the Further Education and Apprenticeships systems. Subsequent sections of the report will focus on skills at particular levels. The Higher Education system is considered in the Level 4+ section.

Most of the analysis in this and subsequent sections of the report is based on Cheshire and Warrington LEP residents' experience of the skills system, irrespective of where they learn, rather than the performance of providers based in Cheshire and Warrington. There will be a focus on providers based in Cheshire and Warrington in an accompanying report.

4.1 FURTHER EDUCATION: ADULT PARTICIPATION

It is not always straight forward to establish the number of learners that have started with different providers and on different qualifications in the post-16 skills system in Cheshire and Warrington. This is because the official data collection mechanism used for further education, the Individualised Learner Record (ILR), generates a record for each 'Learning Aim' that is followed by a learner. It is therefore possible to use the official data to count learning aims (starts, achievements etc), but more difficult to count learners.

This is important because sometimes individuals will concurrently follow more than one learning aim. For example, an unemployed person on a Sector Work Based Academy programme (ie a skills programme linked to a specific employment vacancy) might enrol at the same time on four or five short units of learning/learning aims (eg safe handling, customer service, employability etc) which, in total, constitute their programme of learning. Conversely an Access to Higher Education Diploma will have several quite substantial modules, but it will be recorded as a single 'learning aim'.

It is often helpful to be clear about what type of learning aims, or qualification types, are being considered, rather than just talk about 'learning aims' as all being equivalent to each other. Much of the analysis below and in subsequent sections refines the consideration of learning aims in this way. This prevents brigading, say, a Level 2 Award in First Aid together with a Level 2 Diploma in Health and Social Care. The latter qualification should provide an individual with the foundations needed for employment in the health and social care sector, the former qualification obviously does not do this.

4.1.1 Further Education Adult Participation: Overview

There were 363 Learning Providers that delivered one or more learning aims to adults in Cheshire and Warrington LEP between 2016 and 2019 (source: ESFA Localities data cube – residency). The providers that delivered more than 1,000 learning aim starts in this period are set out in the table below. The learning aims that have not been assigned to a level in the table will overwhelmingly be ESF funded activity

Providers delivering more than 1000 Learning Aims to CWLEP Adult Residents 2016-2019						
Provider Name	Below Level 2	Level 2	Level 3	Level 4+	Unassigned	Total
Cheshire College South and West	4037	4269	1398	416	357	10477
Peopleplus Group Limited	4247	2478			2665	9390
Warrington & Vale Royal College	2152	2511	876	415	76	6030
Cheshire West and Chester Council	3646	953				4599
Macclesfield College	1467	1012	671	127	65	3342
Calderdale College	16	1478	61	1	1010	2566
Cheshire East Council	1652	745	2		11	2410
West Cheshire College	747	961	249	72	7	2036
Reaseheath College	186	625	184	39	215	1249
Interserve Learning & Employment (Services) Limited	541	146			480	1167
LTE Group	541	379	159	76	7	1162
Sir John Deane's College	1071	45				1116
Mantra Learning Limited	447	590				1037
The Trafford College Group	215	523	246	21		1005
Source: ESFA localities data cube (residency)						

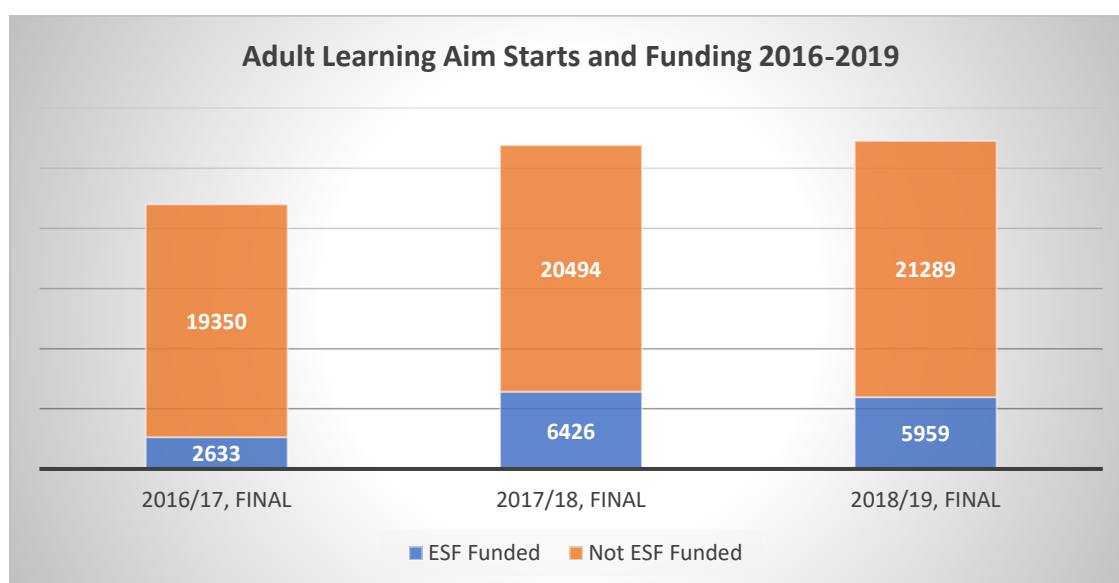
One of the features of the delivery of ESFA (and ESF) funded activity is that of subcontracting between providers. For example, in the Table above, it is very likely that the overwhelming majority of the starts attributed to Calderdale College will have been delivered by third parties as part of the delivery arrangements for the ESF programme for which Calderdale College was the Accountable Body. The table below sets out information for providers that have delivered 400 or more learning aim starts to Cheshire and Warrington residents between 2016 and 2019 as subcontractors.

Sub-contracted delivery of Adult Learning 2016-2019						
Provider Name	Below Level 2	Level 2	Level 3	Level 4+	Unassigned	Total
Castleview Group Training Limited	277	954			304	1535
Ashley Services (UK) Limited	1037	162				1199
SB Skills Solutions Ltd	5	719			326	1050
Learning Curve Group Limited	103	806			26	935
NTG Training Ltd		846			86	932
The Skills Network Limited	16	879	1			896
Cheshire Learning Partnership CIC	353	151				504
Macclesfield College		311	15		174	500
Mantra Learning Limited	237	201			44	482
Training Strategies Ltd.	122	263			79	464
Shropshire Football Association Limited	385	37				422
Northwest Education and Training Limited	367	31				398
Source: ESFA Localities data cube (residency)						

The overall volume of Adult Learning Aim Starts (excluding apprenticeships which are discussed later in section 4.2) in Cheshire and Warrington LEP, that were recorded by the Education and Skills Funding Agency (ESFA) for the three academic years spanning 2016-2019, are set out in the graph below.

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. 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.



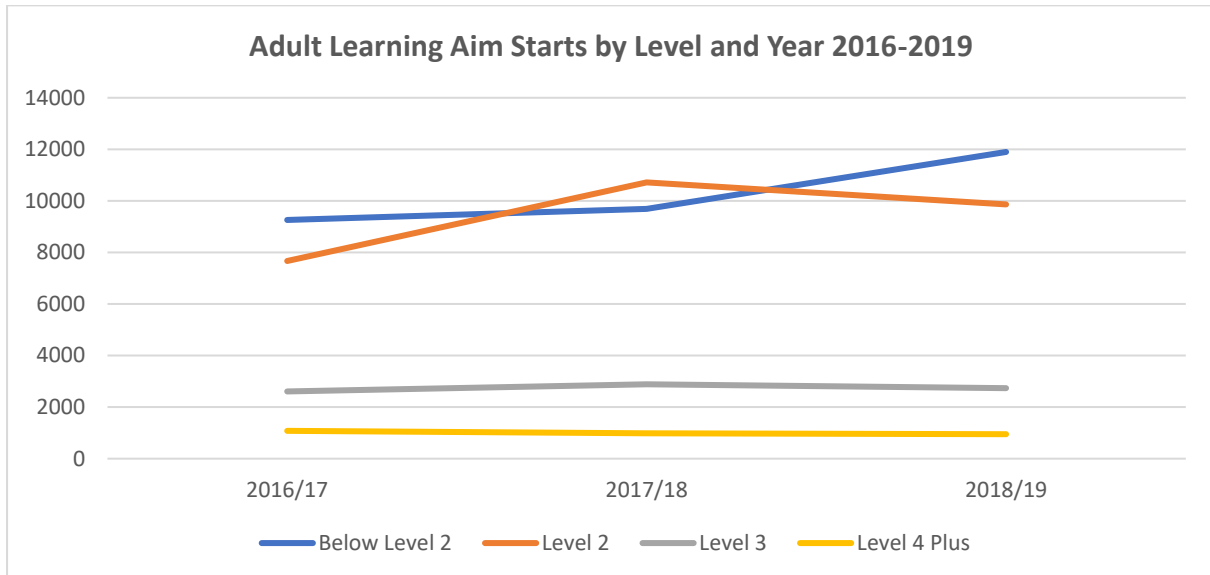
Source: ESFA Localities data cube (residency)

The Table below provides information on learning aim starts in Cheshire and Warrington between 2016 and 2019. 41% (30,852) of all starts in this period were below Level 2, a further 37% (28,257) were at Level 2.

19+ Learning Aim Starts by Level and Funding 2016-2019						
	Below Level 2	Level 2	Level 3	Level 4 Plus	Unassigned	Grand Total
ESF Funded	4794	4663	475	10	5076	15018
Not ESF Funded	26058	23594	7749	3000	732	61133
Grand Total	30852	28257	8224	3010	5808	76151

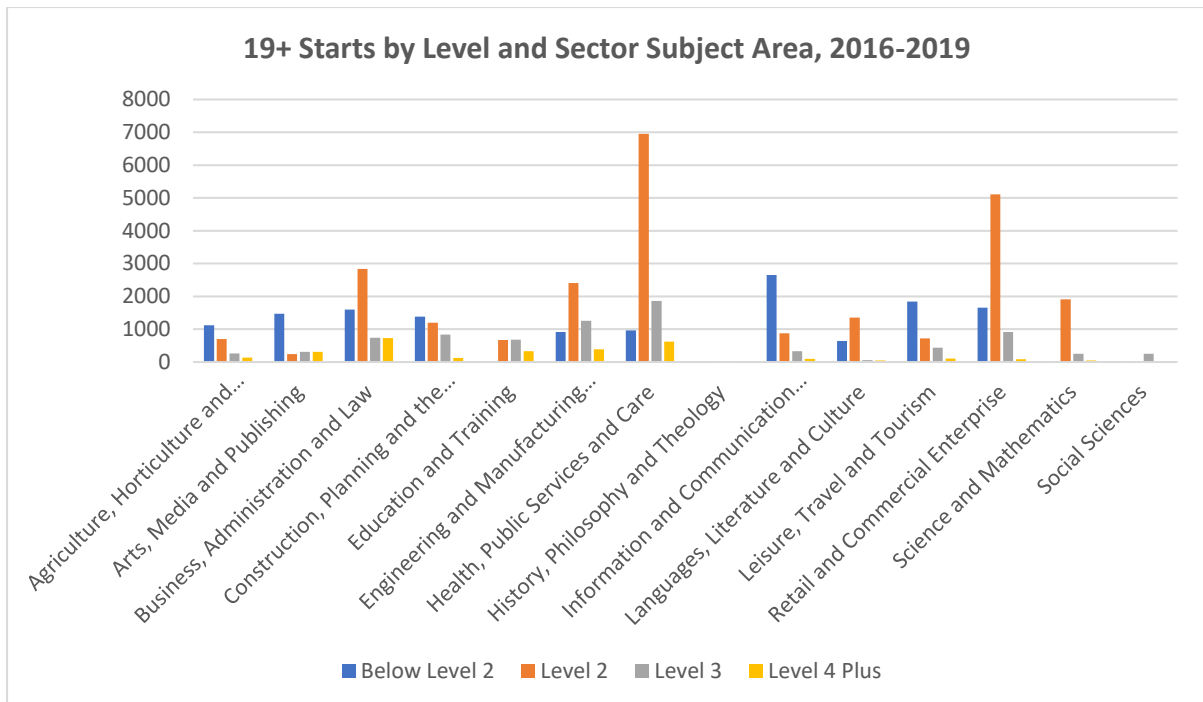
Source: ESFA Localities data cube (residency)

The graph below shows the trends over time in Cheshire and Warrington in the delivery of learning aims at different levels. This excludes 5,808 learning aims that have not been assigned a level over the three years in question (these were mostly ESF-funded). In the three years from 2016 there was a 24% increase in learning aim starts below level 2 (from 9,261 to 11,899) and a 29% increase in learning aim starts at level 2 (from 7,669 to 9,870). Delivery of level 3 increased by 5% and Level 4+ decreased by 12%.



Source: ESFA Localities data cube (residency)

The chart below presents data on learning aim starts between 2016-19 by level and by sector subject area (SSA). Many starts in this period (20,613) were assigned to the SSA category 'Preparation for Life and Work' and these have been excluded from the graph below. Also excluded are the 5,808 learning aim starts that were not assigned a sector subject area. The highest volume areas – Health, Public Services and Care; Retail and Commercial Enterprise; Engineering and Manufacturing Technologies; and Business, Administration and Law – all reflect areas of the economy where there is a high demand for labour.



Source: ESFA Localities data cube (residency)

4.1.2 Further Education Participation: Learner Characteristics

As noted above, it is not straight forward to count learners using the ESFA Localities data cube. However, it is possible to determine the gender of the learner associated with each learning aim start. This is what the table below does for learning aims between 2016 and 2019 that were not funded by ESF. 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.

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)

ESF has been used to support programmes for adults that a) target the unemployed and b) target the employed workforce requiring upskilling support. The table below gives information regarding the gender of learners associated with ESF-funded starts. As can be seen from this, only 24% (3346) 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 in ESF-funded provision arose.

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)						

It is a requirement for ESFA-funded providers to collect information about the prior attainment of the learners supported. In addition, the learner's prior attainment will sometimes determine whether their fees for learning will be waived. The table below sets out learner prior attainment data. It is reported in section 3.4 above that 21% of the Cheshire and Warrington LEP working age population is qualified below level 2. By contrast, the table below shows that the percentage of learning aims associated with learners learning below level 2 is 38%. This suggests that learning providers in Cheshire and Warrington are effective at targeting activities towards those with the lowest skill levels. However, it also suggests that this part of the skills system is currently making a limited contribution to bridging the technical skills gap in the economy which will need people at Level 2 to acquire Level 3 qualifications and people at Level 3 to acquire Level 4+ qualifications.

Prior attainment of adult learners in FE 2016-2019		
Prior Attainment Level of Learner	Learning Aim Starts	Percentage of Total Starts
Below Level 2	28287	38
Full Level 2	16448	22
Full Level 3	11815	15
Level 4 and above	10726	13
Not Known	7395	10
Other Qualification, Level Not Known	1480	2
Source: ESFA Localities data cube (residency)		

It is also instructive to consider the employment status of learners. In the Table below, learning aim starts associated with those out of work seeking employment (43%) and those out of work but not in employment (9%) account for 52% of all activity. It is reported in Section 3.2 above that 3.4% of the population is unemployed and 17.8% is economically inactive. This again suggests that this part of the skills system is heavily targeted on those out of work.

Adult Learner Employment Status 2016-2019		
Learner employment status on first day of learning	Learning aim starts	% of Learning aim starts
Employed	27414	41
Self-employed	944	1
Not in paid employment ,not looking for work and/or not available for work	6068	9
Not in paid employment, looking for work and available to start work	28966	43
Not known/not recorded	4208	6
Source: ESFA Localities data cube (residency)		

The ethnic profile of the general population as it was in 2011 is reported in Section 3.1 above. The percentage self-reporting as 'White' was in the range 96-97%. It is clear from the table below, where 92% of Learning aims were delivered to people who self-declared as 'White', that delivery is slightly skewed towards BAME communities.

Learner Ethnicity 2016-2019					
Ethnicity	Below Level 2%	Level 2%	Level 3 %	Level 4 %	Total %
Asian/ Asian British	4	2	2	2	3
Black/African/Caribbean/Black British	2	1	1	1	1
Mixed/ Multiple Ethnic Group	2	1	1	1	2
Not App/Known	1	1	1	1	1
Other Ethnic Group	3	1	1	1	2
White	89	93	95	95	92
Source: ESFA Localities data cube (residency)					

22% of learning activity (16,581 learning aim starts) is delivered to learners that self-declare as having a learning difficulty and/or a disability. The full data is given in the Table below.

Learning Aim starts by Adult Learners with Learning Difficulties and Disabilities 2016-2019						
	Below Level 2	Level 2	Level 3	Level 4+	Unassigned	Total
Learner considers himself or herself to have a learning difficulty and/or disability and/or health problem	7647	5976	1180	438	1340	16581
Learner does not consider himself or herself to have a learning difficulty and/or disability and/or health problem	22650	21464	6826	2464	4246	57650
No Information Provided by The Learner	555	817	218	108	222	1920
Grand Total	30852	28257	8224	3010	5808	76151
Source: ESFA Localities data cube (residency)						

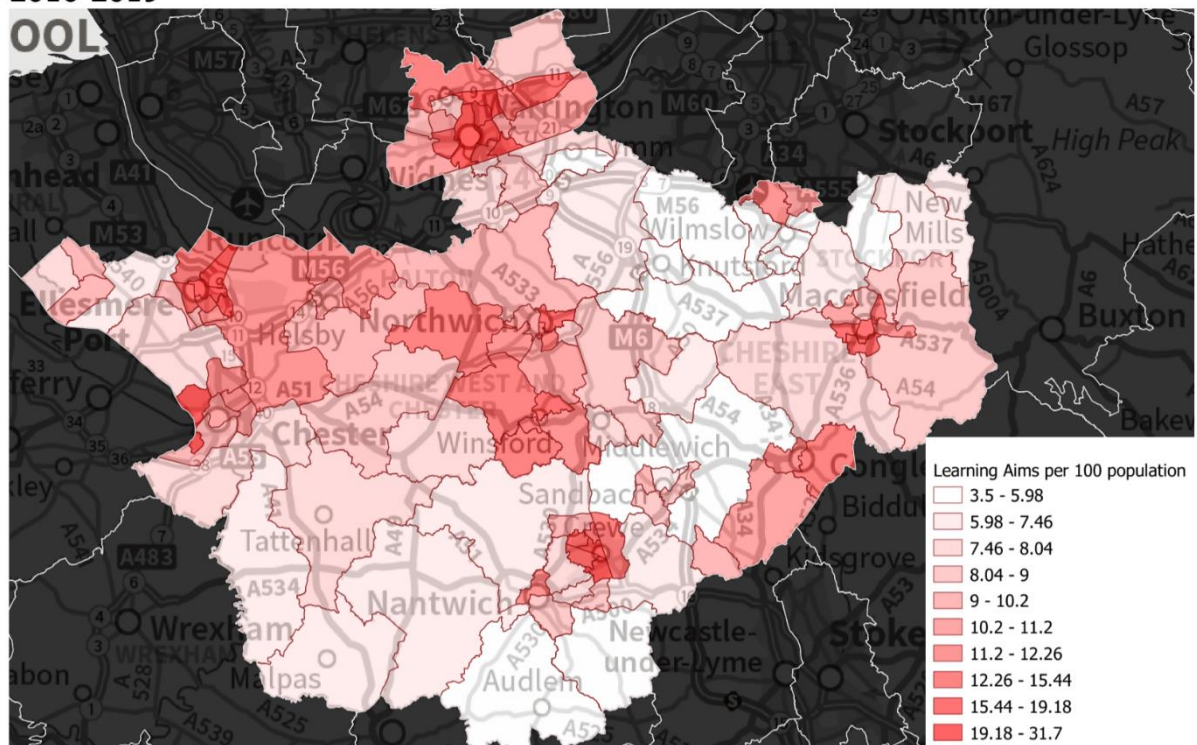
The ESFA localities data cube records the ward of residence of the learner associated with each learning aim. The Office for National Statistics regularly provides estimates for ward populations (aged 16-64). It is therefore possible to estimate how many learning aims per 100 of the working population have been started in each ward. The map below does this for the period 2016-2019.

The darker the shade of red on the map, the higher the number of learning aims per 100 population in that ward. One indicator of how effective the skills system is, is that high levels of activity are aligned with high levels of need. Comparing this map to the map of the Adult Skills Subdomain of IMD 2019 in Section 3.4 and the map of the main Index of Multiple Deprivation in Section 3.6, suggests that, overall, there is an excellent alignment of provision with the most deprived areas for Adult Skills.

Inspection of the maps suggest that the following small areas might benefit from proactive outreach from providers:

- **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

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



4.2 FURTHER EDUCATION: ADULT ACHIEVEMENT

This sub-section of the report will consider the type of qualifications that adults in Cheshire and Warrington acquire and the effectiveness of skills and education providers in delivering those qualifications. For Further Education and Apprenticeship delivery, the main source of the data used is the National Achievement Rates Tables (NARTs) published each year by the Department for Education. NARTs for the 2018/19 academic year were published in March 2020.

The key metric used in the NARTs is the Qualification Achievement Rate, which is defined by the Department for Education as ‘the number of achieved learning aims as a percentage of the total number of learning aims in the cohort that ended.’ This report also refers to ‘Estimated achievement rates’ when data from the ESFA Localities data cube is used. These estimated rates are calculated by calculating achievements as a percentage of leavers in the defined learning aim(s) and time period (normally 2016-2019).

4.2.1 Further Education Adult Achievement: Overview

The Overall Achievement Rate for 19+ Learners in Education and Training (ie in ESFA funded provision, normally classroom based, excluding apprenticeships) for learners resident in Cheshire and Warrington (all institutions) stood at 90.6% in Cheshire and Warrington LEP, 1.5% higher than the national rate of 89.1% (Table below). Both the pass rate and the retention rate were higher than the national figures. The achievement rate in General FE colleges was very slightly lower (0.3%) in Cheshire and Warrington than was the case nationally with this being attributable to a lower (0.5%) retention rate. Whilst volumes in Other Public (eg Local Authorities) and Private Sector providers were lower than those delivered in colleges, the achievement rate in both exceeded the national benchmarks, significantly so in the case of Other Public (9.3% higher). This had the effect of pulling up the overall achievement rate for residents in Cheshire and Warrington.

Education & Training Overall Achievement Rates for 19+ Learners in CWLEP and National							
Institution Type	Cohort	Overall Achievement Rate %		Pass Rate %		Retention Rate %	
		CWLEP	National	CWLEP	National	CWLEP	National
All Institution Type	17370	90.6	89.1	96.3	95.1	94.1	93.7
General FE and Tertiary College	10540	89.6	89.9	95.1	94.9	94.2	94.7
Other Public Funded	3160	96.5	87.2	98.7	93.9	97.8	92.9
Private Sector Public Funded	3260	89.8	88.3	98.7	97.2	91	90.9
Sixth Form College	80	78.6	88.1	94.3	95.1	83.3	92.6
Specialist College	330	80.1	87.3	90.5	93.7	88.6	93.2

Source: 2018/19 National Achievement Rates Tables

The Table below disaggregates the analysis to Local Authority level.

Education & Training Overall Achievement Rates by Learner Local Authority					
Institution Type	Local Authority	Overall Cohort	Achievement Rate %	Pass Rate %	Retention Rate %
All Institution Type	Cheshire East	5340	89.7	95.1	94.3
	Cheshire West and Chester	7390	92.4	96.6	95.7
	Warrington	4650	88.9	97.3	91.3
General FE and Tertiary College	Cheshire East	3790	90	94.5	95.2
	Cheshire West and Chester	3920	89.5	94.6	94.7
	Warrington	2830	89	96.6	92.2
Other Public Funded	Cheshire East	650	94.9	96.4	98.5
	Cheshire West and Chester	2360	98.1	99.4	98.7
	Warrington	150	79.2	98.3	80.5
Private Sector Public Funded	Cheshire East	680	84.6	98.3	86
	Cheshire West and Chester	1000	92.7	98.7	93.9
	Warrington	1580	90.2	98.9	91.2
Sixth Form College	Cheshire East	70	86.4	93.4	92.4
	Cheshire West and Chester	-	-	-	-
	Warrington	-	-	-	-
Specialist College	Cheshire East	150	84.1	92.7	90.7
	Cheshire West and Chester	110	72.6	87.2	83.2
	Warrington	70	83.8	90.5	92.6
Source: National Achievement Rate Tables 2018/19					

From this Table, it can be seen that the overall achievement rate for 19+ residents exceeded the national rate of 89.1% in Cheshire West and Chester (92.4%) and Cheshire East (89.7), but dipped slightly below the national rate in Warrington (88.9%). The Warrington achievement rate was pulled down by its retention rate which was 2.4% below the national benchmark.

The providers with the highest volume of 19+ Education and Training (with more than 1000 resident learning aim starts) in Cheshire and Warrington between 2016 and 2019 are discussed in Section 4.1.1 above. The Table below sets out the overall 19+ achievement rate in Cheshire and Warrington LEP for 2018/19 for these providers where they have data reported for 2018/19. Seven of the nine providers have an overall achievement rate for delivery in Cheshire and Warrington above the national benchmark for all institutions of 89.1%.

Cheshire and Warrington LEP: Overall Achievement Rate for 19+ Learners				
Institution Name	Overall Cohort	Overall Achievement Rate %	Pass Rate %	Retention Rate %
Cheshire College South and West	4750	88.2	92	95.8
Cheshire East Council	800	94.3	96.7	97.5
Cheshire West and Chester Council	2270	99.6	100	99.6
Macclesfield College	860	90.6	95.9	94.4
Mantra Learning Limited	600	87	99.8	87.2
North Hertfordshire College	200	99.5	99.5	100
Peopleplus Group Limited	180	97.8	99.4	98.3
Release Potential Ltd	300	99.7	100	99.7
Warrington & Vale Royal College	3620	90.1	97.4	92.5
Source: National Achievement Rate Tables, Overall Institution (Delivery LEP) 2018/19				

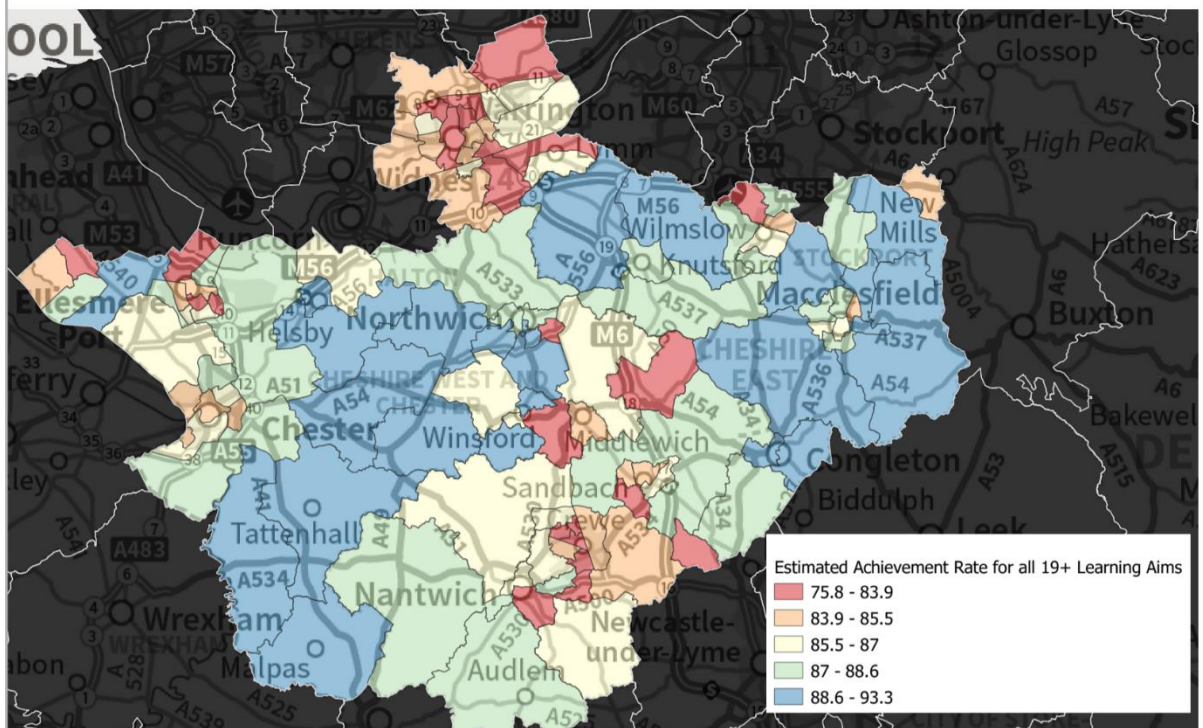
4.1.3 Further Education Adult Achievement: Learner Characteristics

Analysis of estimated achievement rates for all 19+ learning aims by learner characteristics (ethnicity, gender, LLDD) for provision in the three years 2016/17, 2017/18 and 2018/19 suggests that there is no significant variation of overall achievement rates by different learner characteristic.

It is possible to estimate achievement rates for learners in wards across Cheshire and Warrington LEP. This is done for a defined set of learning aims by calculating the number of achievements as a percentage of the number of leavers over a defined time period.

The map below presents data for the estimated achievement rate of all (non-apprenticeship) 19+ aims in Cheshire and Warrington between 2016/17 and 2018/19.

Estimated 19+ FE Adult Achievement Rate for all Learning Aims by Ward 2016-2019



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

Comparing the map above with the map of the Index of Multiple Deprivation by Lower Super Output area in section 3.6 above, there does not appear to be a straightforward relationship between deprivation on the one hand and adult achievement rates on the other. It is true, however, that some, not all, of the most deprived areas also have low estimated achievement rates. In the same way there is not a clear relationship between the wards in the lowest quintile in the map above and the LSOAs identified as the most deprived in the Adult Skills Subdomain of the IMD (Section 3.5) or the Geographical Barriers Subdomain (Section 3.7).

The table below sets out the wards that fall into the bottom quintile for the estimated achievement rate for all 19+ FE learning aims (excluding Apprenticeships) in Cheshire and Warrington LEP between 2016/17 and 2018/19. The quintile range is 75.8% to 83.8%.

In the bottom quintile for this measure there are 6 wards in Cheshire West and Chester (covering a 19-64 population of 17,753), 10 wards in Cheshire East (covering a 19-64 population of 42,725) and 8 wards in Warrington (covering a 19-64 population of 49,014).

Estimated 19+ Achievement Rate all FE 19+ Learning Aims 2016-2019 by Ward					
Ward	Local Authority	Aged 19-64	19+ Leavers	19+ Achievements	Est 19+ Ach. Rate
Grappenhall	Warrington	4139	335	254	75.8
Culcheth, Glazebury and Croft	Warrington	6732	599	458	76.5
Neston	Cheshire West and Chester	3114	317	251	79.2
Netherpool	Cheshire West and Chester	3013	444	359	80.9
Orford	Warrington	7295	1741	1419	81.5
Shavington	Cheshire East	2375	197	161	81.7
Crewe South	Cheshire East	8032	1983	1636	82.5
Crewe North	Cheshire East	2629	379	313	82.6
Wilmslow Lacey Green	Cheshire East	2796	317	262	82.6
Latchford East	Warrington	5479	1223	1012	82.7
Rudheath	Cheshire West and Chester	3296	291	241	82.8
Alsager	Cheshire East	6102	600	498	83
Bewsey and Whitecross	Warrington	7852	2488	2064	83
Lymm North and Thelwall	Warrington	6039	485	403	83.1
Whitby Park	Cheshire West and Chester	2822	498	414	83.1
Sandbach Ettiley Heath and Wheelock	Cheshire East	3140	282	235	83.3
Westbrook	Warrington	3941	331	276	83.4
Crewe St Barnabas	Cheshire East	3386	639	534	83.6
Poplars and Hulme	Warrington	7537	1947	1627	83.6
Crewe Central	Cheshire East	4278	1080	905	83.8
Dane Valley	Cheshire East	4773	303	254	83.8
Nantwich South and Stapeley	Cheshire East	5214	420	352	83.8
Winsford Gravel	Cheshire West and Chester	2451	291	244	83.8
Wolverham	Cheshire West and Chester	3057	942	789	83.8

Source: ESFA Localities data cube (residency), ONS Ward Population Estimates

4.3 ADULT APPRENTICESHIPS: PARTICIPATION

This sub-section is concerned with the nature of Cheshire and Warrington LEP's adult residents' participation in apprenticeships. When considering apprenticeship participation, it is important to be aware of how the policy framework for apprenticeships has developed over recent years.

In the middle of the last decade, the Government introduced what it called an 'Apprenticeship Reform' agenda. This involved:

- Phased replacement of the existing 'Apprenticeship Frameworks' with 'Apprenticeship Standards'.
- Introduction of new rates of payment for the new Apprenticeship Standards.
- Introduction of the Apprenticeship levy on larger employers as a mechanism to fund apprenticeships with them.
- Enforcement of a requirement for SMEs to make a cash contribution to the cost of training.
- Re-procurement of the apprenticeship provider base.

In other words, over a couple of years the apprenticeship product was changed; the pricing was changed; the funding mechanism was changed; and the apprenticeship provider base was changed. One impact of these changes was a significant reduction in the number of Apprenticeship starts. Between 2015/16 and 2017/18 there was a 26% reduction in the number of apprenticeship starts in England and a 28% reduction in apprenticeship starts in the North West.

Readers should note that, unlike other Further Education activities, it is more straight forward to count apprentices from the official data. It is therefore not necessary to analyse 'learning aims' in this section as has been the case in the sections above.

4.3.1 Adult Apprenticeship Participation: Overview

The Table below sets out starts on apprenticeships, by age, over the three years 2016/17, 2017/18 and 2018/19. The national and regional decline in apprenticeship starts discussed above provides the context for the Cheshire and Warrington LEP data. Overall, there has been a decline of 28% in starts on apprenticeships by Cheshire and Warrington LEP residents 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.

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
<i>Source: ESFA Localities data cube (residency)</i>				

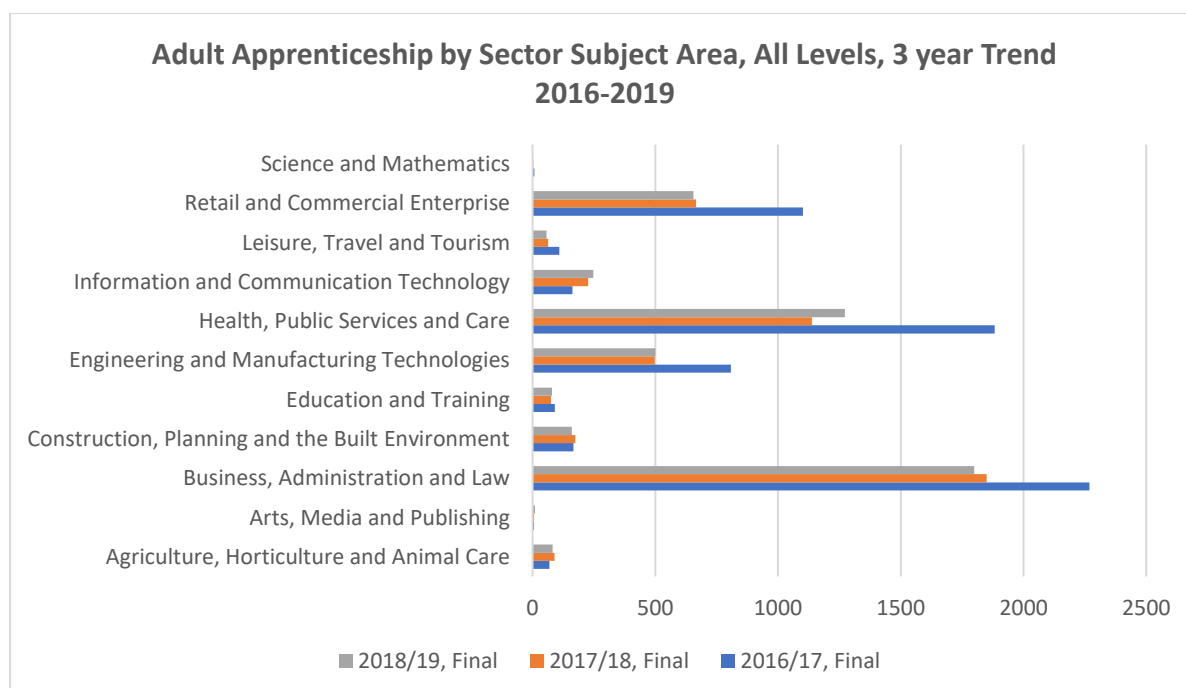
The Table below provides information on adult (ie 19-24 and 25+) apprenticeship starts by Level across the three most recent years for which data is available. It is clear from this that the overall

decline in apprentice numbers does not apply uniformly across all Levels of apprenticeships. The most significant decline has been in Level 2 apprenticeships where the decline has been 60%. There has been a less precipitous decline in Level 3 apprenticeships of 18%. By contrast apprenticeship volumes at Level 4+ have almost doubled (98% increase) over the three years.

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)

If the adult apprenticeship starts over the last three years in different sector subject areas are considered, it is clear that the decline in starts is not uniform across all sector subject areas. In fact, there was an increase of apprentices in Information and Communication Technology and in Agriculture, Horticulture and Animal Care. On the other hand, apprenticeships in Retail and Commercial Enterprise declined by 40% (1102 in 2016/17 to 656 in 2018/19); apprenticeships in Health, Public Services and Care declined by 32% (1882 to 1272); apprenticeships in Engineering and Manufacturing Technologies declined by 38%; and apprenticeships in Business, Administration and Law declined by 21%.



Source: ESFA Localities data cube (residency)

The Table below lists those providers that delivered 50 or more apprenticeship starts to Cheshire and Warrington LEP residents in 2018/19. There were fifteen such providers in total. Two of these

providers, Lifetime Training Group and Total People delivered more than 300 apprenticeship starts. Half of the providers listed below are headquartered outside of the Cheshire and Warrington LEP area.

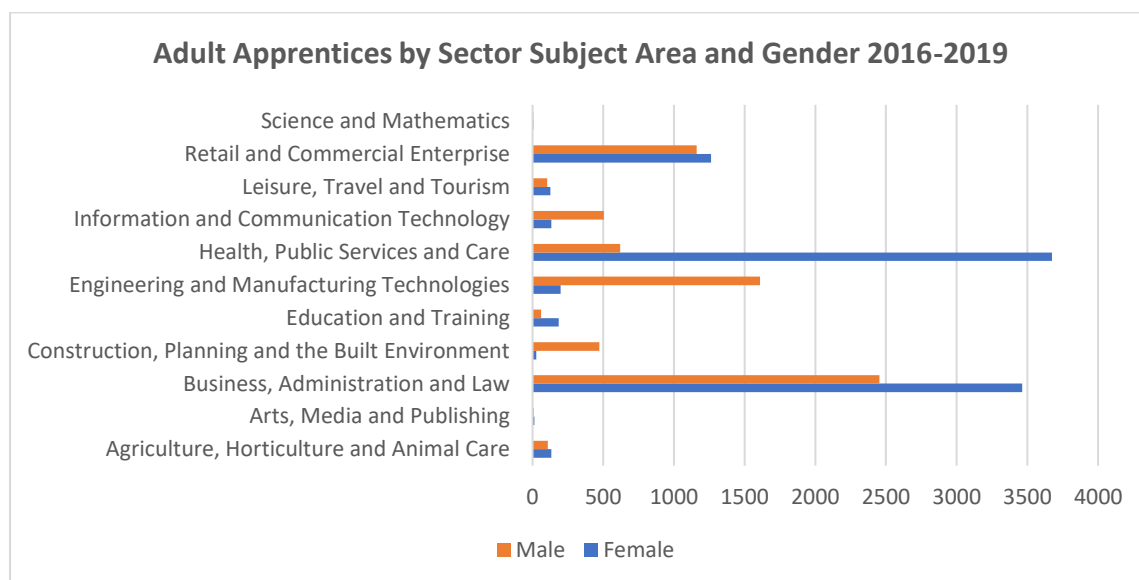
Providers with more than 50 Adult Apprenticeship Starts for CWLEP Residents in 2018/19	
Provider	2018/19 Starts
Lifetime Training Group Limited	353
Total People Limited	340
Cheshire College South and West	174
Warrington & Vale Royal College	142
Babcock Training Limited	137
Macclesfield College	130
GP Strategies Training Limited	118
QA Limited	93
Kaplan Financial Limited	85
Peopleplus Group Limited	72
BCTG Limited	69
Dawn Hodge Associates Limited	65
Interserve Learning & Employment (Services) Limited	64
Manchester Metropolitan University	62
Marr Corporation Limited	54
<i>Source: ESFA Localities data cube (Residency), 2018/19</i>	

4.3.2 Adult Apprenticeship Participation: Learner Characteristics

The Table below provides information on the gender of apprentices from Cheshire and Warrington between 2016 and 2019. The female/male split was 56%/44% which is slightly skewed from the gender split in the broader labour market of 51%/49%, but similar to the gender split reported above for adult Further Education (54%/46%). The gender split is similar at all level of apprenticeships.

Female and Male Participation in Apprenticeships by Level 2016-2019				
	Level 2	Level 3	Level 4 Plus	Total
Female	3247	4453	1522	9222
Male	2713	3150	1241	7104
Total	5960	7603	2763	16326
<i>Source: ESFA Localities data cube (residency)</i>				

When the gender split is considered by sector subject area it is clear that there are highly gendered occupational areas in adult apprenticeships. The graph below plots adult apprenticeship starts from 2016 to 2019 in sector subject areas by gender. Only 14% of adult apprenticeships in Health, Public Services and Care were started by males. Similarly, only 11% of apprentices in Engineering and Manufacturing Technologies were female and only 5% of apprentices in Construction, Planning and the Built Environment were female.



Source: ESFA Localities data cube (residency)

The Table below summarises the ethnicity of those that began an apprenticeship between 2016 and 2019. The ethnicity profile of apprenticeship starts is broadly in line with the ethnicity profile of the overall population as reported from the 2011 Census of Population (Section 3.1).

Ethnicity of Apprentices 2016-2019		
Ethnicity	Starts	Percentage
Asian/ Asian British	157	1.0
Black/African/Caribbean/Black British	79	0.5
Mixed/ Multiple Ethnic Group	166	1.0
Not App/Unknown	209	1.3
Other Ethnic Group	88	0.5
White	15627	95.7
Grand Total	16326	100

Source: ESFA Localities data cube (residency)

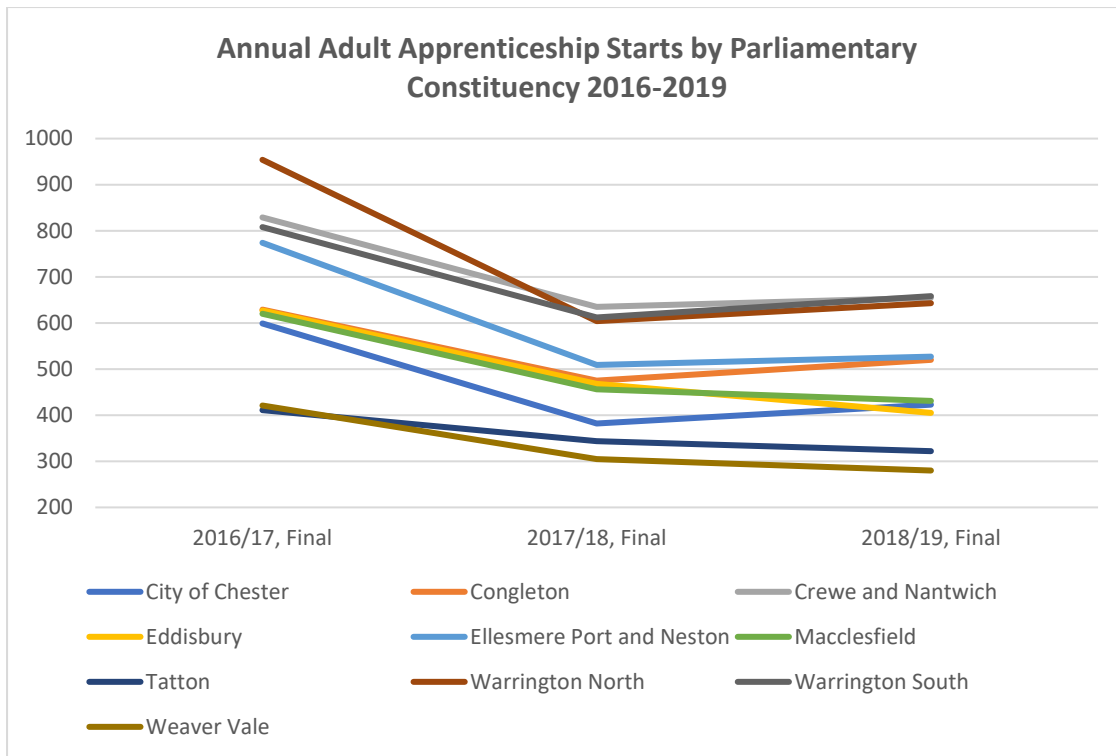
The table below provides information on the number of apprentices reporting that they have a disability, learning difficulty or health problem. In total, 10% of apprentices identified themselves in this way. This is less than half the proportion of Further Education learners that were identified as having a learning difficulty, a disability or a health problem. It is not clear why the difference between the two routes should be so marked.

Apprentices with Learning Difficulties, Disabilities and Health Problems 2016-2019	
Disability Status	Starts
Learner considers himself or herself to have a learning difficulty and/or disability and/or health problem	1678
Learner does not consider himself or herself to have a learning difficulty and/or disability and/or health problem	14284
No Information Provided By The Learner	364
Grand Total	16326
<i>Source: ESFA Localities data cube (residency)</i>	

The table below provides information on the prior attainment of apprentices. 29% are qualified below Level 2 which is slightly higher than the figure for the general population which stands at 21%. By contrast only 34% of apprentices have a prior qualification level at Level 3 or above compared to 61% in the general population. This, together with the apprenticeship starts data by level reported above, suggests that apprenticeships in Cheshire and Warrington will make a contribution to closing the reported technical skills gap.

Prior Attainment of Apprentices 2016-2019		
Prior Attainment	Apprentices	Percentage
Below Level 2	4627	29%
Level 2	5988	37%
Level 3	3851	24%
Level 4+	1568	10%
<i>Source: ESFA Localities data cube (residency)</i>		

The lowest published spatial disaggregation of apprenticeship participation data is at parliamentary constituency level for starts by all ages. This approach can be replicated with age-level analysis within the ESFA Localities data cube. The adult apprenticeship starts for the three academic years spanning 2016-2019 are shown for each parliamentary constituency in the graph below. It can be seen from this that the overall decline in starts has not been uniform across all of the parliamentary constituencies. For example, in Eddisbury, there was a decline in adult apprenticeship starts of over 35% whereas starts declined at half that rate in Congleton, where the decline between 2016 and 2019 was 17%.



Source: ESFA Localities data cube (residency)

4.4 ADULT APPRENTICESHIPS: ACHIEVEMENT

The Table below sets out the official overall achievement rates for Adult Apprenticeships in Cheshire and Warrington compared to the national (please note that throughout this section the ‘overall achievement rate’ measure will be used rather than the ‘timely achievement rate’ measure). The achievement rate for 19-23 apprenticeships in Cheshire and Warrington was very slightly lower than the National (67.6% vs 67.7%). The achievement rate for 24+ apprenticeships was higher overall and for all levels in Cheshire and Warrington than national.

Adult Apprenticeships Overall Achievement Rates CWLEP Residents Compared to National 2018/19				
Age	Apprenticeship Type	Overall Cohort	CWLEP Achievement Rate %	National Achievement Rate %
19-23	Intermediate	580	64.1	66
19-23	Advanced	810	70.8	69.9
19-23	Higher	140	64.3	63
19-23	All	1530	67.6	67.7
24+	Intermediate	860	66.6	60.9
24+	Advanced	1130	61.1	60.6
24+	Higher	280	61.8	58.3
24+	All	2270	63.3	60.4

Source: National Achievement Rates Tables for 2018/19, DfE

The Table below presents information on the overall achievement rate of adult apprentices by Local Authority. Achievement rates for 24+ apprenticeships were higher than the national rates in all three LEP local authorities. They were also higher than the national for 19+ apprenticeships in Warrington (69.9%) but lower than the national rate of 67.7% in Cheshire West and Chester (66.4%) and Cheshire East (67.3%).

Adult Apprenticeships Overall Achievement Rates by Learner Local Authority			
Age	Learner Local Authority	Overall Cohort	Overall Achievement Rate %
19-23	Cheshire East	610	67.3
19-23	Cheshire West and Chester	530	66.4
19-23	Warrington	390	69.9
24+	Cheshire East	790	64.2
24+	Cheshire West and Chester	860	62.3
24+	Warrington	620	63.3

Source: National Achievement Rate Tables 2018/19

From the ESFA Localities data cube (residency), it is possible to quantify how many apprenticeship frameworks or standards have been achieved in each ward. Every year, the Office of National Statistics publish ward-level population estimates by age so it is possible to estimate the population of wards of people aged 19-64. It is therefore possible to calculate, for each ward, an estimate of how many apprenticeship standards or frameworks have been achieved per 1000 of the working age population. The map below does this for the period spanning the three academic years 2016/17, 2017/18 and 2018/19. The darker the shading, the more achievements per 1000 of the population there has been.

Apprenticeships are a key mechanism for those in work to increase their skills and progress. It is to be hoped, therefore, that the highest concentrations of apprenticeship achievements should be found in those areas with the highest concentrations of people who are in work in low paid employment.

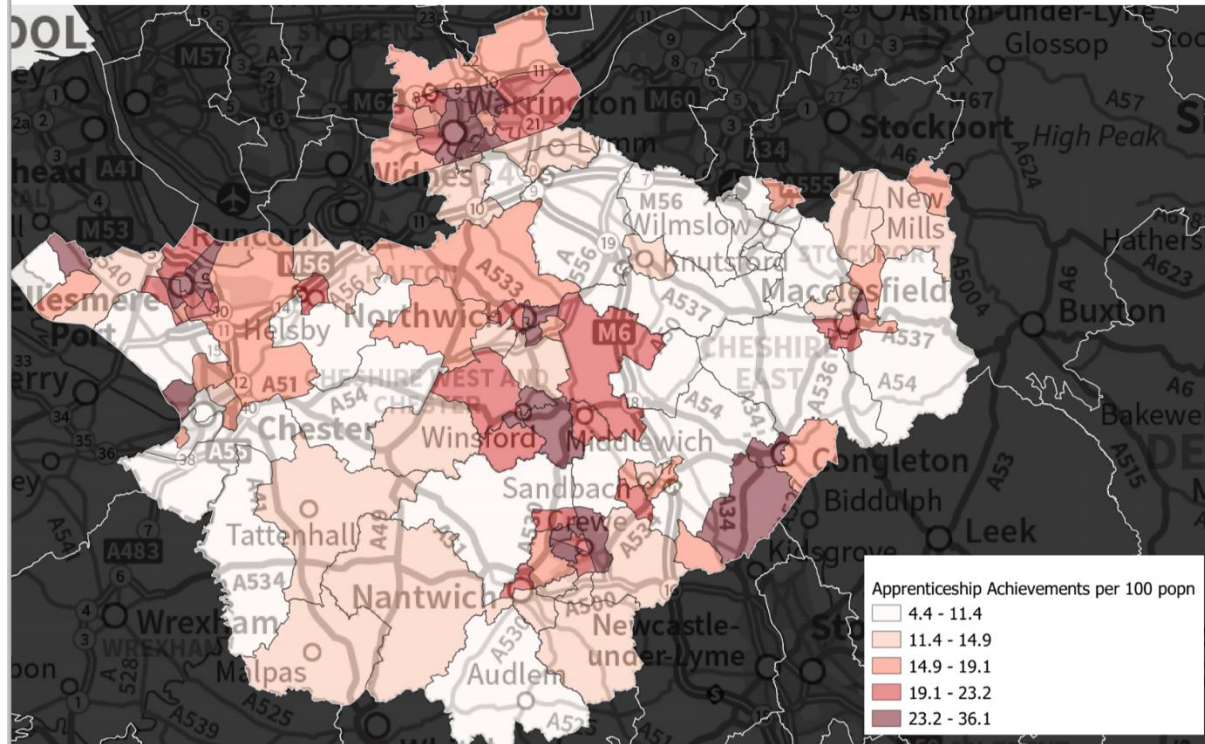
As explained in Section 3 above, the Income Deprivation Domain of the Index of Multiple Deprivation 2019 measures the proportion of the population in an area experiencing deprivation relating to low income. The definition of low income used includes both those people that are out-of-work, and those that are in work but who have low earnings (and who satisfy the respective means tests).

It is therefore appropriate to consider the extent to which the areas with highest concentrations of achievements of apprenticeship standards and frameworks are coincident with the areas of highest income deprivation by considering the map below alongside the map of Income Deprivation at Section 3.5 above.

From this consideration, there is a relatively close alignment between the distribution of apprenticeship achievements and the distribution of income deprivation. There are a few areas, for example around the centre of Chester, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low take-up of apprenticeships.

Areas such as this should be considered for proactive outreach by providers of classroom-based learning.

Apprenticeship Achievements per 1000 Population by Ward, 2016-2019



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

5. BASIC SKILLS: ADULT PARTICIPATION AND ACHIEVEMENT

BASIC SKILLS – KEY POINTS

- Starts by adults in Basic Skills (English and Maths), GCSE (English and Maths) and English for Speakers of Other Languages (ESOL) grew by 4% between 2016/17 and 2018/19.
- This hides a considerable variance in the different subject areas. GCSE (English and Maths) has declined by 40% 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% and starts on ESOL also grew with an increase of 53%.
- Comparison of the areas with high levels of adult participation in Basic Skills with scores on the Adult Skills Subdomain of the Index of Multiple Deprivation shows that there is an excellent alignment of this type of provision with the most deprived areas for Adult Skills.
- On the other hand, there does not appear to be a straightforward relationship between deprivation and the estimated achievement rate for adults following this type of learning aim.

Basic levels of literacy and numeracy, and the ability to communicate using the English language are not only important in the workplace but are also important for adults in their daily social interactions, and for effective social cohesion. It is for these reasons that for many years the Government's policy framework for adult learning and skills has actively promoted the delivery of these skills. These skills are also important to underpin further learning and often providers will require learners to have achieved good GCSEs in English and Maths as a prerequisite for entry onto many Level 3 programmes of learning.

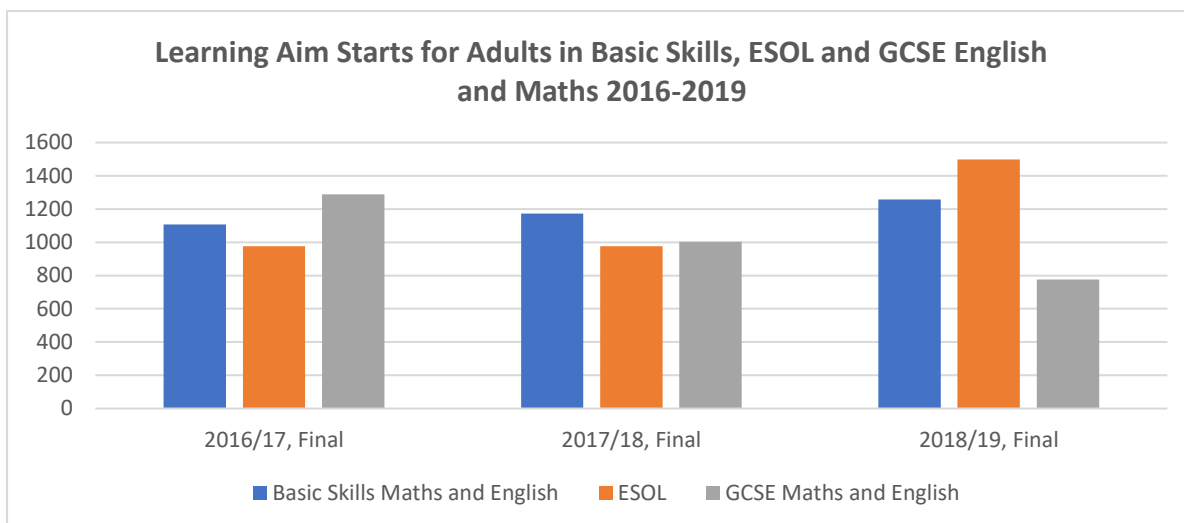
5.1 FURTHER EDUCATION PARTICIPATION: BASIC SKILLS, GCSE (ENGLISH AND MATHS) AND ESOL

The graph below shows data for learning aim starts in:

- Basic Skills (Maths and English)
- Maths and English GCSE
- English for Speakers of other languages (ESOL)

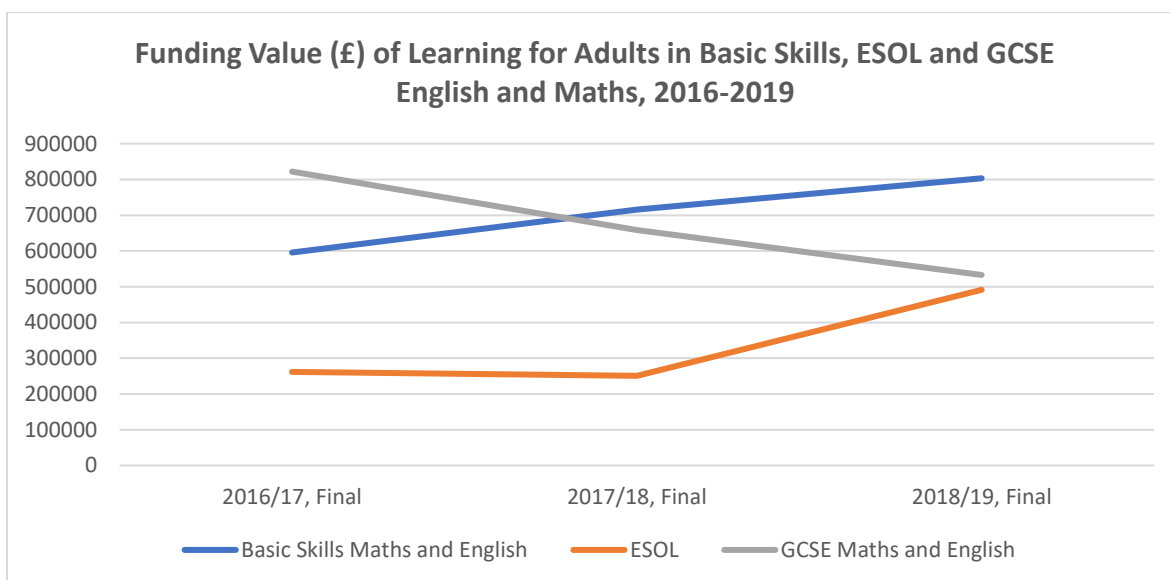
The graph shows the volume of starts in each of these areas in the three academic years from 2016/17. In 2016/17 there were 3,372 starts in these three areas, this grew slightly by 4% to 3,552 starts in 2018/19. This hides a considerable variance in the different subject areas.

For English and Maths GCSE, there has been a 40% decline over these 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).



Source: ESFA Localities data cube (residency)

It is possible to use the ESFA Localities data cube to estimate the value of provider claims for ESFA funding for particular types of activity. The values earned for Basic Skills (English and Maths), GCSE Maths and English, and ESOL grew by 9% between 2016/17 and 2018/19 (£1,679,515 in 2016/17 to £1,827,583 in 2018/19). This compares to the 4% growth in starts reported above. The value of ESOL activity grew by 88% from £261,734 to £491,422 (compared to a 53% growth in starts). The value of Basic Skills (English and Maths) activity grew by 35% from £595,701 to £803,330 (compared to a 14% growth in starts). The value of GCSE (English and Maths) declined by 35% from £822,080 to £532,831 (compared with a decline of 40% in starts).



Source: ESFA Localities data cube (residency)

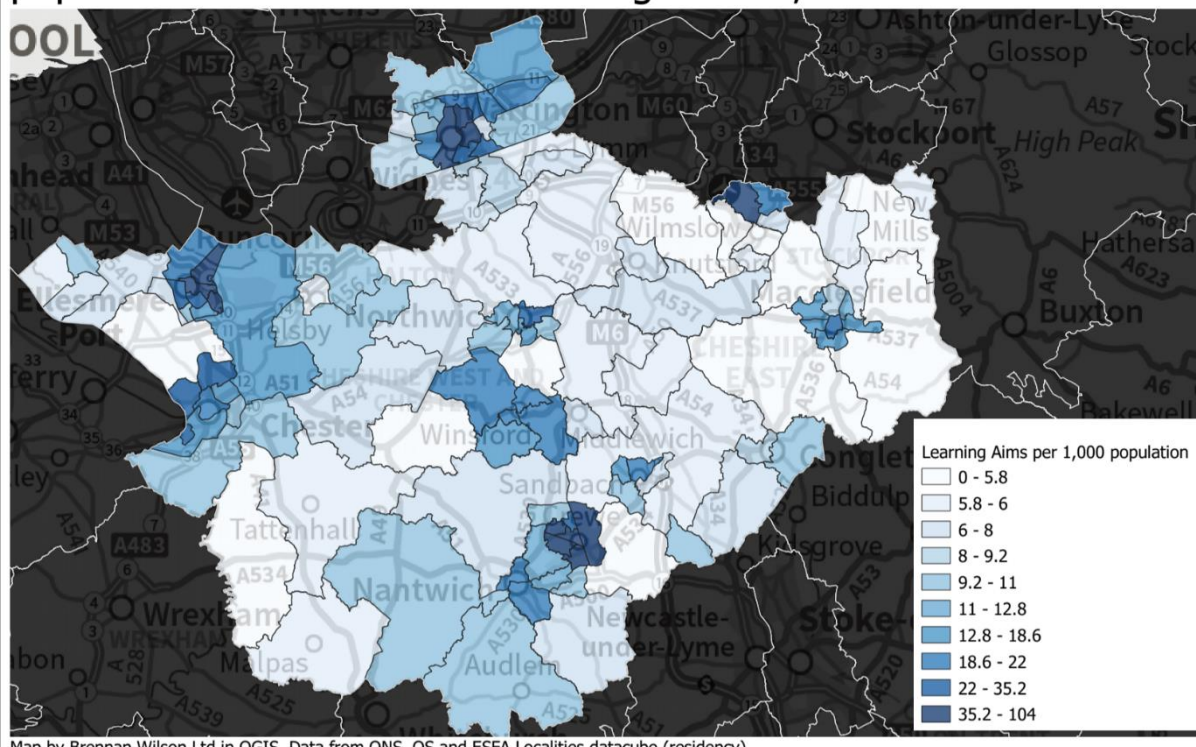
As explained above, it is possible to establish how many learning aims per 100 of the population have been started in each ward. In the same way it is possible to establish how many learning aims

per 1000 of the adult population have started in ESOL, Basic Skills (English and Maths) and GCSE (English and Maths) in each ward. The map below does this for the period 2016-2019.

The darker the shade of blue on the map, the higher the number of learning aims (in Basic Skills, Maths and English GCSE and ESOL) per 1000 population in that ward. It is appropriate to compare this map to the map of the Adult Skills Subdomain of IMD 2019 in section 3.4. This is because the key indicators that go to make up this Subdomain are related to the need for support with basic skills or English as a second language. Comparing the two maps suggests that, overall, there is an excellent alignment of provision with the most deprived areas for Adult Skills. Inspection of the two maps suggest that the same small areas as identified in 4.1.2 above might benefit from proactive outreach from providers, namely:

- **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

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



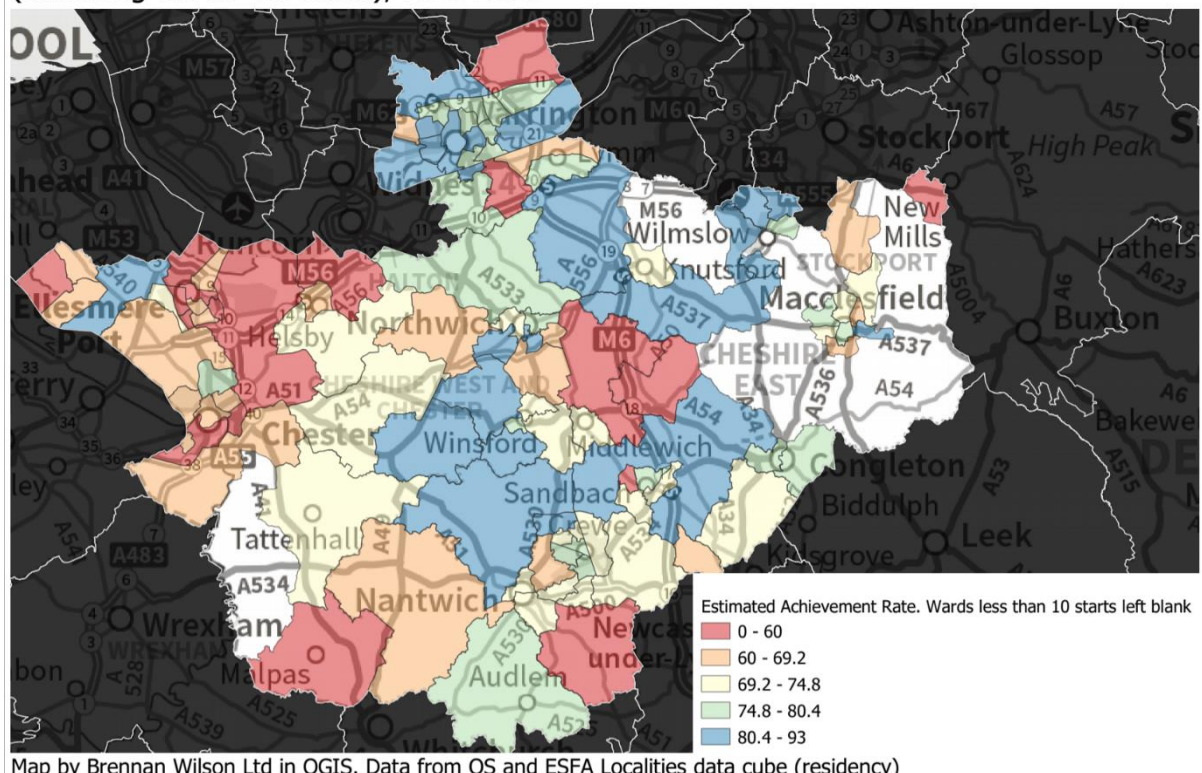
5.2 FURTHER EDUCATION ACHIEVEMENT: BASIC SKILLS, GCSE (ENGLISH AND MATHS) AND ESOL

As explained above, it is possible to estimate achievement rates for learners in wards across Cheshire and Warrington LEP for a particular set of defined learning aims. The map below presents

data for the estimated achievement rate of all Basic Skills (English and Maths), GCSE (English and Maths) and ESOL 19+ learning aims in Cheshire and Warrington between 2016/17 and 2018/19. Where a ward has had fewer than 10 starts over the three academic years no calculation of estimated achievement rate has been made, as the volume of activity would be insufficient to justify such a calculation.

Comparing the map below with the map of the Index of Multiple Deprivation by Lower Super Output area in section 3.6 above, there does not appear to be a straightforward relationship between deprivation on the one hand and achievement rates for Basic Skills (English and Maths), GCSE (English and Maths) and ESOL learning aims on the other. It is true, however, that some, but by no means all, of the most deprived areas also have low estimated achievement rates for these learning aims. In the same way there is not a clear relationship between the wards in the lowest quintile in the map below and the LSOAs identified as the most deprived in the Adult Skills Subdomain of the IMD (Section 3.5) or the Geographical Barriers Subdomain (Section 3.7).

Estimated Achievement Rates for ESOL, Basic Skills, GCSE (Eng and Maths) by Ward (excluding wards <10 starts), 2016-2019



The table below sets out the wards that fall into the bottom quintile for the estimated achievement rate for 19+ Basic Skills (English and Maths), GCSE (English and Maths) and ESOL learning aims in Cheshire and Warrington LEP between 2016/17 and 2018/19. The quintile range is 42% to 60%. In the bottom quintile for this measure there are 12 wards in Cheshire West and Chester (covering 994 learning aims), 4 wards in Cheshire East (covering 105 learning aims) and 2 wards in Warrington (covering 125 learning aims).

Estimate Achievement Rate by Ward or 19+ Basic Skills (Eng and Maths), GCSE (Eng and Maths) and ESOL Learning Aims 2016-2019, Bottom Quintile

Ward Name	Local Authority	Leavers	Achievements	Est. Ach. Rate %
Culcheth, Glazebury and Croft	Warrington	88	37	42
Netherpool	Cheshire West and Chester	64	28	44
Wolverham	Cheshire West and Chester	125	60	48
Sutton Villages	Cheshire West and Chester	143	69	48
Grappenhall	Warrington	37	19	51
Disley	Cheshire East	15	8	53
Shakerley	Cheshire West and Chester	15	8	53
Frodsham	Cheshire West and Chester	49	27	55
Sandbach Elworth	Cheshire East	41	23	56
Strawberry	Cheshire West and Chester	32	18	56
Malpas	Cheshire West and Chester	14	8	57
Great Boughton	Cheshire West and Chester	65	38	58
Dane Valley	Cheshire East	27	16	59
Handbridge Park	Cheshire West and Chester	81	48	59
Wybunbury	Cheshire East	22	13	59
Parkgate	Cheshire West and Chester	15	9	60
Central & Grange	Cheshire West and Chester	326	195	60
Gowy Rural	Cheshire West and Chester	65	39	60

Source: ESFA Localities data cube (residency)

6. LEVEL 2 SKILLS: ADULT PARTICIPATION AND ACHIEVEMENT

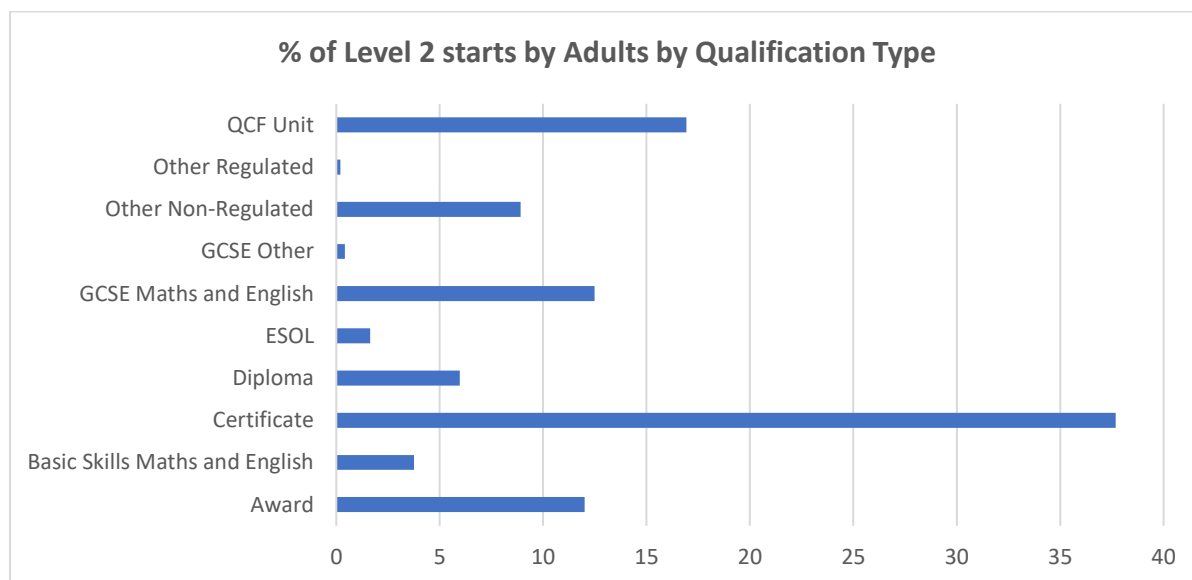
LEVEL 2 SKILLS – KEY POINTS

- Over the three years between 2016/17 and 2018/19 there were 24,567 FE learning aims started at Level 2 by adults resident in Cheshire and Warrington. Certificates accounted for 44% of funding earned (38% of starts); Diplomas accounted for 23% of funding earned (6% of starts); GCSE (English and Maths) accounted for 18% of the funding earned (12% of the starts); and QCF Units and Awards combined accounted for 8% of the funding (39% of starts).
- ESF accounted for the funding of 16% of all Level 2 learning aims for adults between 2016 and 2019.
- Level 2 Diploma volumes undertaken by adults showed a growth of 7.5% from 2016/17 to 2018/19. Level 2 Certificates undertaken by adults saw a growth of 44%. Between 2016 and 2019, Health, Public Services and Care accounted for 37% of all starts in Level 2 Certificates and Diplomas by adults. This was more than twice the next sector subject areas of Retail and Commercial Enterprises at 16% and Business, Administration and Law at 14%. No other sector subject area accounted for more than 10% of starts for Level 2 Certificates and Diplomas.
- There seems to be a good alignment between the areas which have the highest take up of FE adult Level 2 Certificates and Diplomas and the areas with the highest levels of employment deprivation, as measure by the Employment Deprivation Domain of IMD 2019. However, providers may wish to consider proactively targeting Level 2 starts by adults in the following areas: 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; and the LSOA containing Barnaby Rd Play area south of Poynton.
- There does not appear to be a relationship between deprivation and achievement rates for Level 2 certificates and diplomas undertaken by adults.
- There was a 60% decline in Level 2 adult apprenticeship starts between 2016/17 and 2018/19. Every Sector Subject Area experienced a significant reduction in adult apprenticeship starts, but the Sector Subject Areas with the largest number of adult apprentices were also the areas that saw the largest percentage reduction in starts.
- There is a very close alignment between the spatial distribution of adult apprenticeship achievements at Level 2 and the spatial distribution of income deprivation (as measured by the Income Deprivation Domain of IMD 2019) in Cheshire and Warrington.

Level 2 is widely regarded as the minimum skills floor that is required to operate with a degree of proficiency in employment. Adults without a Level 2 qualification are more likely to be out of work and, if they are in employment, more likely to be in low-waged, insecure employment. It is for this reason that it is national policy that adults without a Level 2 are entitled to fee remission if they follow a Level 2 programme of study.

6.1 FURTHER EDUCATION ADULT PARTICIPATION: LEVEL 2

Over the three years between 2016/17 and 2018/19 there were 24,567 learning aims started at level 2 in Cheshire and Warrington. The distribution of these learning aim starts across qualification types is shown in the graph below. 38% of all Level 2 learning aims were Certificates; 17% were QCF units; 12% were GCSE (Maths and English); 12% were Awards; and 6% were Diplomas. All other qualification types were less than 5% of all learning aims delivered.



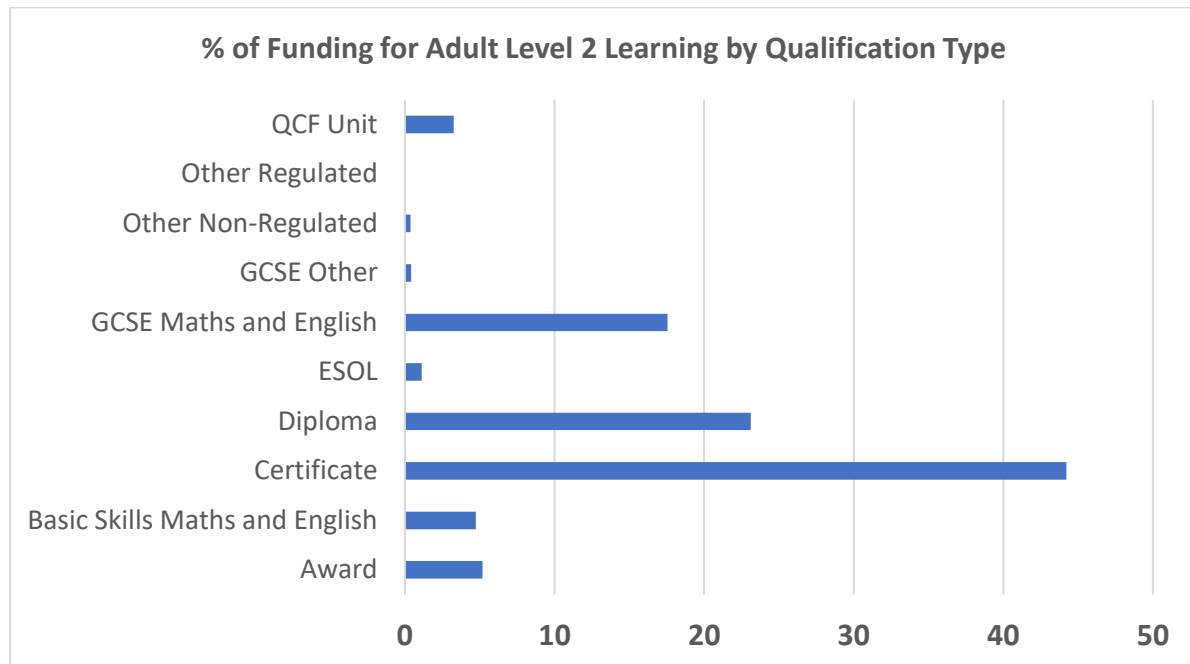
Source: ESFA Localities data cube (residency)

The way in which these learning aims have been funded is set out in the table below. ESF accounted for the funding of 16% (3913) of all Level 2 learning aims between 2016 and 2019. Just over half of ESF funded learning aims were QCF units which are the smallest type of qualification, taking perhaps 10 hours to teach.

Qualification Type and Funding of 19+ Level 2 Learning Aims 2016-2019			
Qualification Type	ESF Funded	Not ESF Funded	Grand Total
Award	166	2785	2951
Basic Skills Maths and English	5	919	924
Certificate	720	8538	9258
Diploma	236	1230	1466
ESOL		401	401
GCSE Maths and English		3068	3068
GCSE Other		102	102
Other Non-Regulated	658	1530	2188
Other Regulated	3	47	50
QCF Unit	2125	2034	4159
Total	3913	20654	24567

Source: ESFA Localities data cube

When the value of the ESFA funding linked to the qualification types is considered, the picture is very different from that given by volumes of learning aim starts. This is illustrated in the graph below. Certificates accounted for 44% of funding earned (38% of starts); Diplomas accounted for 23% of funding earned (almost four times the proportion of starts which was 6%); GCSE (English and Maths) accounted for 18% of the funding earned (12% of the starts); and QCF Units and Awards combined accounted for 8% of the funding (compared with starts of 39%).



Source: ESFA Localities data cube (residency)

The reason for this variation between starts volume share and funding share is that the funding reflects the breadth of the qualification concerned. A Level 2 Diploma will probably be designed to equip the learner with the foundations required to work in a particular occupation and might take, say, 300 hours of learning. A Certificate is also normally quite substantial, maybe taking 150 hours to teach. Other qualification types will be much narrower with, for example, a unit being delivered with perhaps one or two days of teaching. For this reason, and because ESOL, Basic Skills and GCSE (English and Maths) have been considered separately above; most of the remainder of the Level 2 analysis below will focus on Diplomas and Certificates.

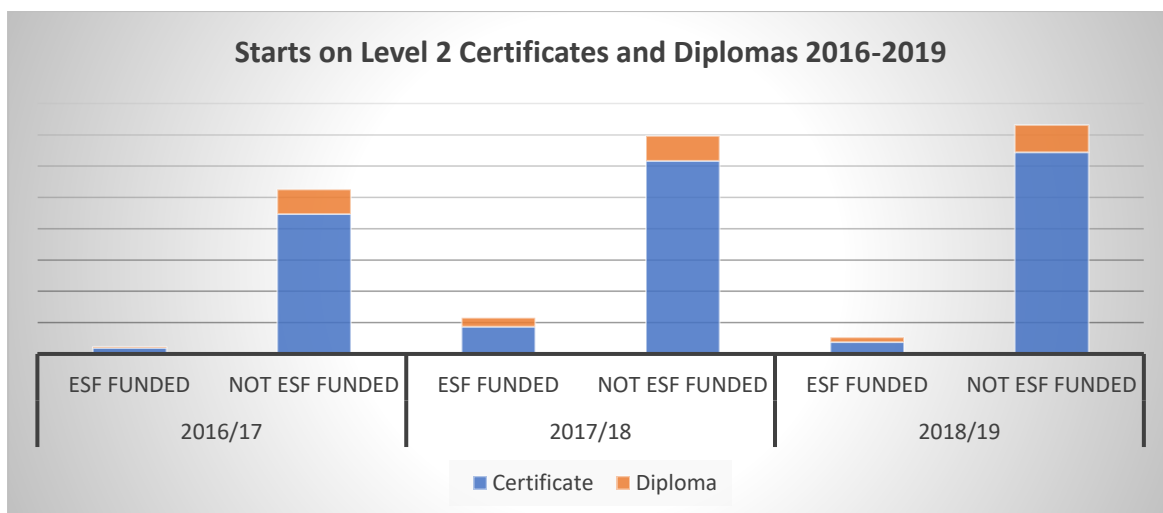
However, it is worth briefly considering the type of QCF Units that have been delivered by skills providers in the three years under consideration. The Table below sets out the Learning Aim Titles of all QCF Units that have been delivered 100 times or more. These learning aims generally have had a vocational focus, and many relate to Logistics.

QCF Learning Aim Titles – More than 100 Starts, 2016 - 2019	
Learning Aim Title	Starts
Operate equipment to perform work requirements in logistics operations	683
Use equipment to move goods in logistics operations	513
Business improvement tools and techniques	226
Lean organisation techniques in business	226
Communicating Effectively in Manufacturing Engineering Workplaces	225
Interview skills	207
Word processing software	196
Place Goods in Storage in Logistics Operations	182
Maintain the Cleanliness of Equipment in Logistics Operations	153
Spreadsheet software	147
Assemble orders for dispatch in logistics operations	135
Check stock levels and stock records	135
Source: ESFA Localities data cube (residency)	

The main providers that have delivered QCF units are shown in the table below. The table also indicates the volume that have been funded by ESF. Half of the QCF Units delivery were funded through ESF, this includes the delivery channelled through Calderdale College, much of which is likely to have been sub-contracted through local providers.

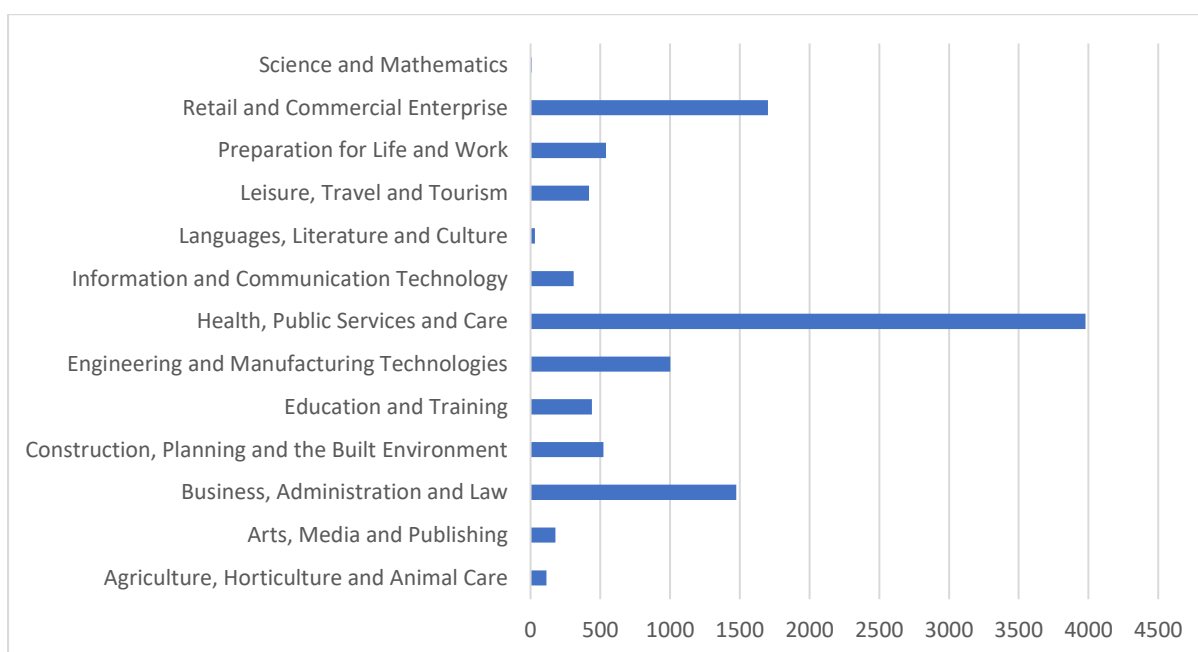
Skills Providers Delivering >100 QCF Unit Starts 2016-2018			
Provider	ESF Funded	Not ESF Funded	Grand Total
Peopleplus Group Limited	1082	43	1125
Calderdale College	960		960
Mantra Learning Limited		495	495
Cheshire West and Chester Council		376	376
Cheshire East Council		365	365
NTG Training Ltd		110	110
Source: ESFA Localities data cube (residency)			

The graph below sets out the starts on Diplomas and Certificates by academic year. Considering the starts not funded by ESF, Diploma volumes showed a growth of 7.5% across the three years (395 in 2017/17, 400 in 2017/18, 425 in 2018/19). Again, considering activity that was not funded by ESF, Certificates saw quite a significant growth of 44% across the three years, increasing from 2,235 starts in 2016/17 to 3,220 starts in 2018/19.



Source: ESFA Localities data cube (residency)

The graph below illustrates starts of Certificates and Diplomas by sector subject area between 2016 and 2019. 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%. No other sector subject area accounted for more than 10% of starts (Leisure, Travel and Tourism 4%; Information and Communication Technology 3%; Engineering and Manufacturing Technologies 9%; Construction and the Built Environment 5%; Art, Media and Publishing 2%; and Agriculture, Horticulture and Animal Care 1%).

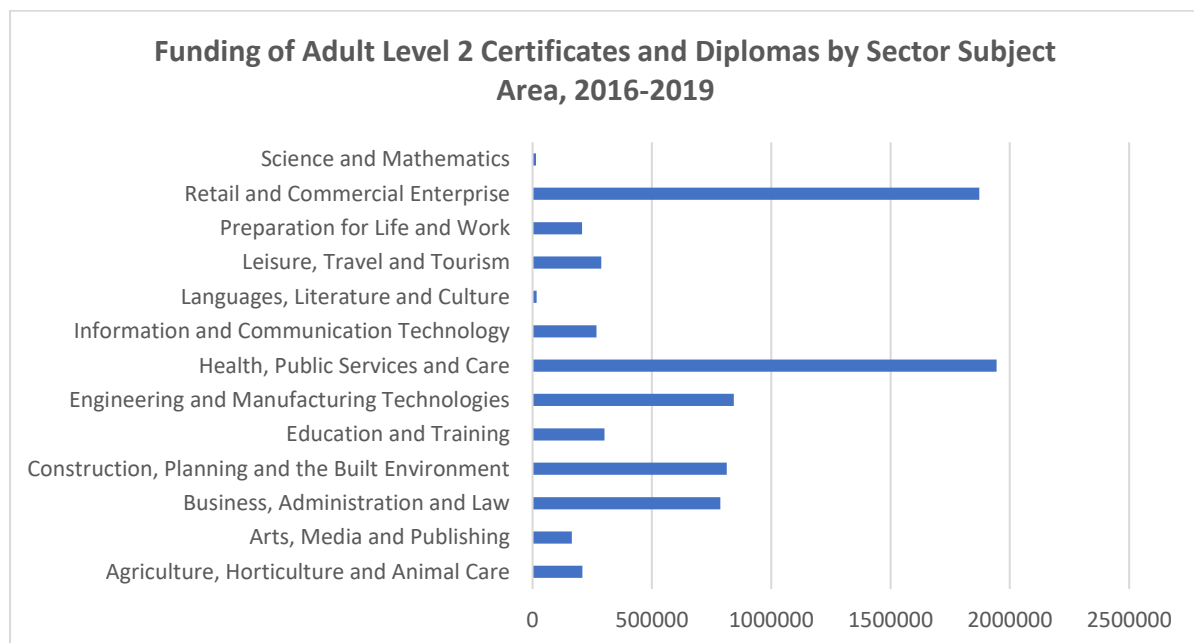


Source: ESFA Localities data cube (residency)

The volume of learning starts in different Sector Subject Areas does not read across simply to the level of investment of public funds across the different areas. This is illustrated in the graph below. Health accounts for 25% of ESFA investment (37% of Starts) with Retail and Commercial Enterprises also accounting for almost a quarter of investment at 24% (16% of starts). Business, Administration and Law accounts for 10% of investment (14% of starts) whilst Engineering and Manufacturing

Technologies and Construction and the Built Environment both account for 11% of investment (9% and 5% of starts respectively).

These differences are due to the way the ESFA funds qualifications. ESFA funding recognises that teaching in some sector subject areas costs more to deliver than in others because they require the use of specialist equipment or costly materials. This is why, for example, Agriculture, Horticulture and Animal Care accounts for 1% of the starts but 3% of the funding.



Source: ESFA Localities data cube (residency)

As previously explained, it is possible to establish how many learning aims per 100 of the population have been started in each ward. In the same way it is possible to establish how many certificates and diplomas at level 2 have been started per 1000 of the adult population in each ward. The map below does this for the period 2016-2019. The darker the shade of red indicates a higher level of starts per 1000 of population.

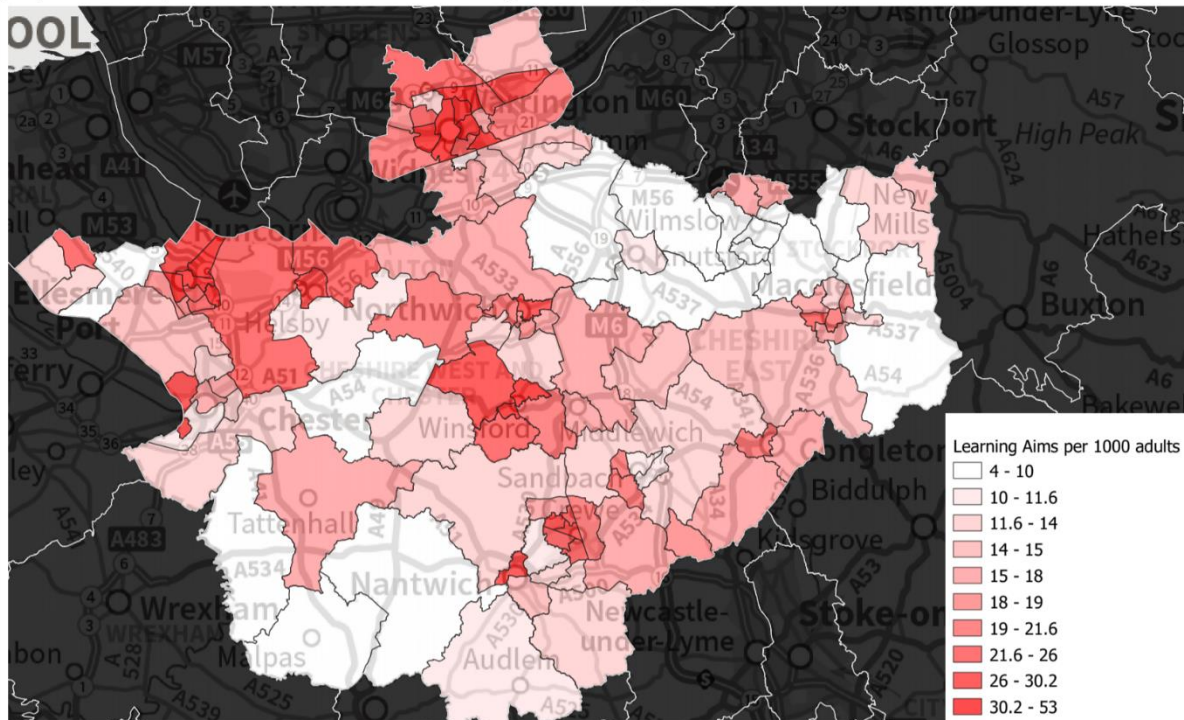
A full Level 2 is generally regarded as providing the minimum qualification required to sustain employment. This is the rationale for the Government continuing to fund Level 2 qualifications for adults without a level 2, whilst having reduced, or withdrawn, funding for other types of adult skills provision.

One of the Domains of the Index of Multiple Deprivation measures Employment Deprivation. This Domain is described and mapped in Section 3.2. It is appropriate to consider the map below alongside the map at Section 3.2 to understand how well provision is aligned with need. Overall, there seems to be a good alignment between the areas which have the highest take up of adult level 2 qualifications by adults 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 (compared to England) against the wards with low levels per 1000 adult population for Level 2 starts suggests that providers may wish to consider proactively targeting Level 2 starts by adults in the following areas:

- 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

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

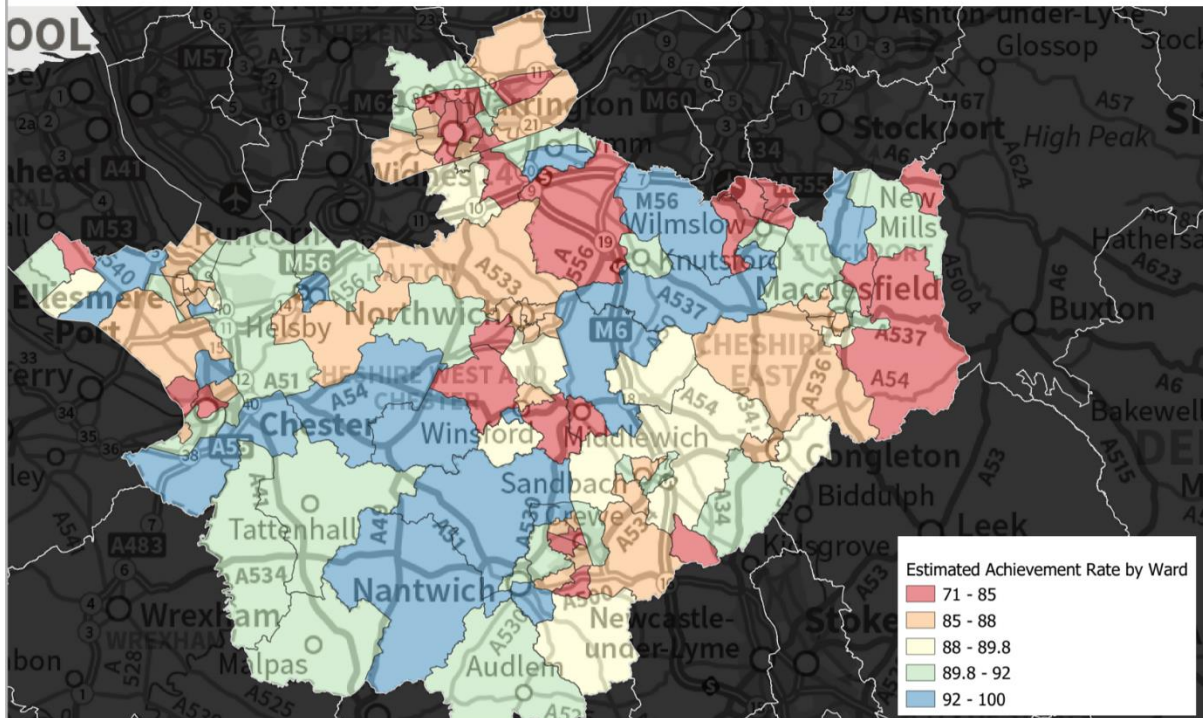


Map by Brennan Wilson Ltd in QGIS. Data from ONS, OS and ESFA Localities data cube (residency)

6.2 FURTHER EDUCATION ACHIEVEMENT: LEVEL 2

The map below presents data for the estimated achievement rate of all Level 2 Certificate and Diploma learning aims in Cheshire and Warrington between 2016/17 and 2018/19. Where a ward has had fewer than 10 starts over the three academic years no calculation of estimated achievement rate has been made, as the volume of activity would be insufficient to justify such a calculation.

19+ Level 2 Certificates and Diplomas Estimated Achievement Rate by Ward, 2016-2019



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

Comparing the map above with the map of the Index of Multiple Deprivation by Lower Super Output area in section 3.6 above, there does not appear to be a relationship between deprivation on the one hand and achievement rates for Level 2 Certificates and Diplomas learning aims on the other. Some of the most deprived areas also have low estimated achievement rates for these learning aims, but many do not.

In the same way there is not a clear relationship between the wards in the lowest quintile in the map above and the LSOAs identified as the most deprived in the Adult Skills Subdomain of the IMD (Section 3.5) or the Geographical Barriers Subdomain (Section 3.7).

The table below sets out the wards that fall into the bottom quintile for the estimated achievement rate for Level 2 Certificate and Diploma learning aims in Cheshire and Warrington LEP between 2016/17 and 2018/19. The quintile range is 71% to 85%.

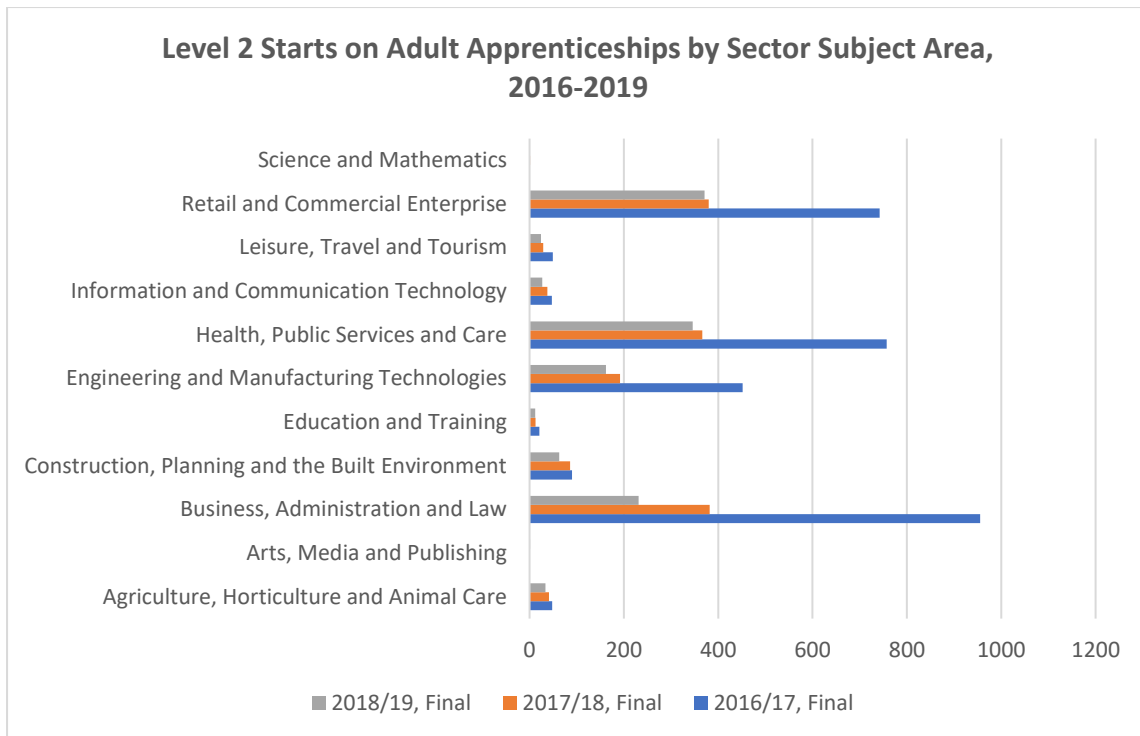
In the bottom quintile for this measure there are 6 wards in Cheshire West and Chester (covering 853 learning aims), 13 wards in Cheshire East (covering 887 learning aims) and 8 wards in Warrington (covering 1654 learning aims).

Estimated Achievement rates for Level 2 Certificates and Diplomas by ward, 2016-2019				
Ward	Local Authority	Starts	Achievements	Est. Ach. Rate
Winsford Gravel	Cheshire West and Chester	48	34	71
Grappenhall	Warrington	64	46	72
Wilmslow Dean Row	Cheshire East	22	17	77
Wilmslow Lacey Green	Cheshire East	50	39	78
Sutton	Cheshire East	18	14	78
Shavington	Cheshire East	29	23	79
Alsager	Cheshire East	113	90	80
Neston	Cheshire West and Chester	68	55	81
Latchford East	Warrington	190	153	81
Disley	Cheshire East	38	31	82
Middlewich	Cheshire East	130	107	82
High Legh	Cheshire East	22	18	82
Bollington	Cheshire East	47	39	83
Orford	Warrington	278	230	83
Bewsey and Whitecross	Warrington	324	270	83
Hartford & Greenbank	Cheshire West and Chester	66	55	83
Wilmslow West and Chorley	Cheshire East	35	29	83
Westbrook	Warrington	57	48	84
Crewe West	Cheshire East	158	133	84
Winsford Over & Verdin	Cheshire West and Chester	229	193	84
Chester City & the Garden Quarter	Cheshire West and Chester	220	188	85
Blacon	Cheshire West and Chester	222	188	85
Poplars and Hulme	Warrington	292	247	85
Crewe Central	Cheshire East	128	109	85
Birchwood	Warrington	168	143	85
Fairfield and Howley	Warrington	281	238	85
Handforth	Cheshire East	97	82	85
Source: ESFA Localities data cube (residency)				

6.3 ADULT APPRENTICESHIP PARTICIPATION: LEVEL 2

It is reported above that in the three academic years spanning 2016-2019 there has been a 60% decline in Level 2 apprenticeship starts. The graph below considers this starts data by Sector Subject Area.

Every Sector Subject Area experienced a significant reduction in adult apprenticeship starts, but the Sector Subject Areas with the largest number of apprentices were also the areas that saw the largest percentage reduction in starts. Starts in Business, Administration and Law went from 955 in 2016/17 to 231 in 2018/19, a reduction of 75%. Starts in Engineering and Manufacturing Technologies went from 452 in 2016/17 to 162 in 2018/19, a decline of 64%. Starts in Health, Public Services and Care went from 757 in 2016/17 to 346 in 2018/19, a decline of 54%.



Source: ESFA Localities data cube (residency)

6.4 ADULT APPRENTICESHIP ACHIEVEMENT: LEVEL 2

As discussed in Section 4 above, it is possible to calculate, for each ward, an estimate of how many apprenticeship standards or frameworks have been achieved per 1000 of the working age population. The map below does this for Level 2 apprenticeship standards and frameworks for the period spanning the three academic years 2016/17, 2017/18 and 2018/19. The darker the shading, the more achievements per 1000 of the population there has been.

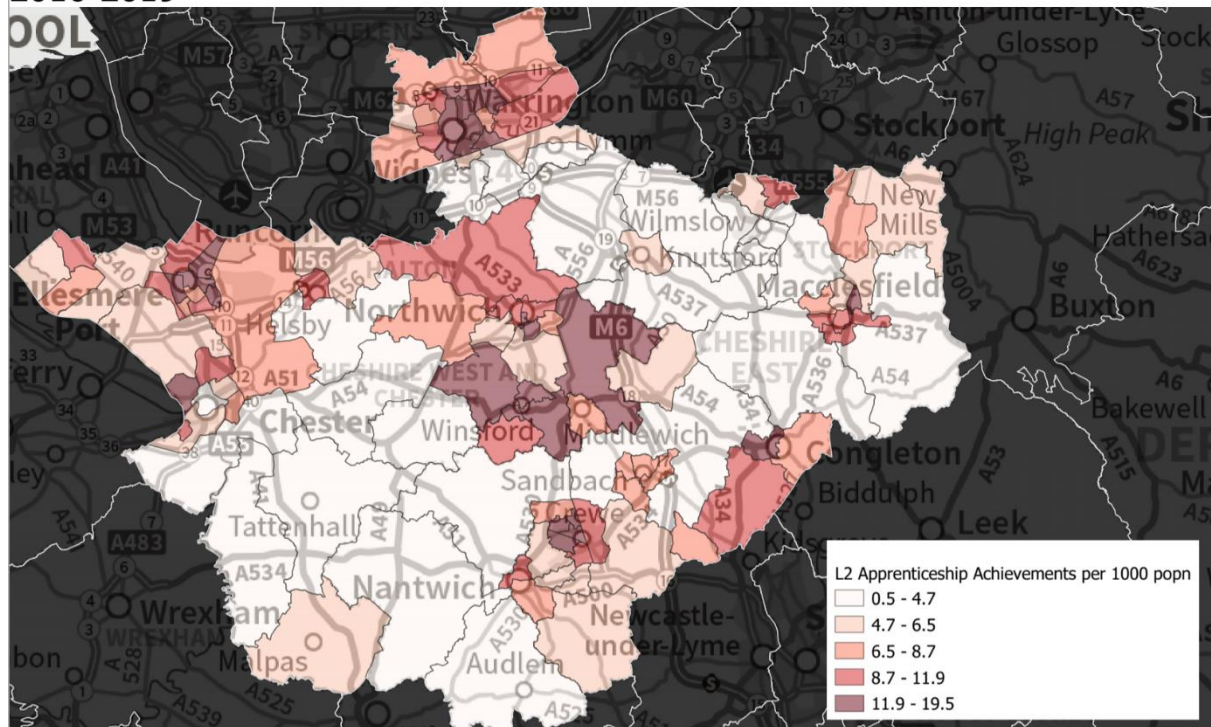
Apprenticeships are a key mechanism for those in work to increase their skills and progress. It is to be hoped, therefore, that the highest concentrations of apprenticeship achievements should be found in those areas with the highest concentrations of people who are in work in low paid employment.

As explained in Section 3 above, the Income Deprivation Domain of the Index of Multiple Deprivation 2019 measures the proportion of the population in an area experiencing deprivation relating to low income. The definition of low income used includes both those people that are out-of-work, and those that are in work but who have low earnings (and who satisfy the respective means tests).

It is therefore appropriate to consider the extent to which the areas with highest concentrations of achievements of apprenticeship standards and frameworks are coincident with the areas of highest income deprivation by considering the map below alongside the map of Income Deprivation at Section 3.5 above.

From this consideration, there is a very close alignment between the distribution of apprenticeship achievements at Level 2 and the distribution of income deprivation.

Level 2 Apprenticeship Achievements per 1000 population by Ward 2016-2019



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

7. LEVEL 3 SKILLS: ADULT PARTICIPATION AND ACHIEVEMENT

LEVEL 3 SKILLS - KEY POINTS

- Between 2016 and 2019, there were 6,586 Level 3 Learning Aim starts by adults. 'Other Non-Regulated' qualifications accounted for 30% of all the Level 3 learning aim starts by adults. The more substantial qualifications of Diplomas, Access to HE and Certificates accounted for 58% of all learning aims undertaken by adults (32%, 14% and 12% respectively). Awards accounted for 10% of all Level 3 starts with about half of these being for some sort of first aid qualification (Emergency First Aid at Work 213 starts, Paediatric First Aid 65 starts, and First Aid at work 53 starts)
- Whilst there was a growth of 5% in all learning aims at level 3 undertaken by adults, there was a slight decline of 3% in starts on Level 3 Certificates, Diplomas and Access to HE programmes between 2016/17 and 2018/19. Starts on all three qualification types declined. The decline in starts was sharpest on Access to HE programmes at 6%.
- Compared to other Levels of learning, the take up of Certificates and Diplomas at Level 3 by adults (2016-2019) is low. For example, a ward with a rate of 9 learning aim starts per 1000 adult population would appear in the top decile for Level 3 Certificate and Diploma delivery and the bottom decile for Level 2 Certificate and Diploma delivery.
- Between 2016 and 2019 there was 2,890 starts on Level 3 Certificates and Diplomas. Starts in Retail and Commercial Enterprise, Health, Public Services and Care and Business, Administration and Law accounted for over half of all such starts.
- Participation volumes by adults in Level 3 Certificates and Diplomas are low. Considering the areas of highest need as defined by the areas that are most deprived on the Income Deprivation Domain of the IMD 2019, it is suggested that the following areas should be considered for proactive outreach to encourage engagement by adults in substantial Level 3 qualifications: 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; and in Knutsford, the LSOA containing residences adjacent to St. John's Wood
- Between 2016 and 2019, just less than half of starts on Access to HE programmes were in Health, Public Services and Care, and over a quarter were in Social Sciences.
- In the three academic years spanning 2016-2019 there was an 18% decline in Level 3 apprenticeship starts. The Sector Subject Areas experiencing the largest percentage reductions in Level 3 adult apprenticeship starts over the three years were Health, Public Services and Care and Retail and Commercial Enterprise with 30% and 29% reductions respectively.
- There is a close alignment between the distribution of apprenticeship achievements at Level 3 and the distribution of income deprivation. Like the overall achievement measure, there are a few areas, for example around the centre of Chester, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low take-up of apprenticeships

Many well-respected employer bodies, sector organisations and labour market researchers have identified a gap in technical skills in the economy. These technical skills are largely at Levels 3 and 4. This gap was the driver of the Sainsbury Review that, in turn, led to the creation of T-levels by the Government. T-levels will be targeted at Young People.

However, there are insufficient volumes of young people flowing into the Cheshire and Warrington labour market to fill the technical skills gap. This means that it is important that adults also reskill and upskill by securing substantial vocationally relevant qualifications at Level 3 (and 4). The existing qualifications of this type are Level 3 Diplomas and (to a lesser extent) Level 3 Certificates. In addition, adults without A levels can progress to Higher Education if they secure an Access to Higher education qualification.

7.1 FURTHER EDUCATION ADULT PARTICIPATION: LEVEL 3

The Table below sets out the Level 3 learning aims started by adult residents of Cheshire and Warrington between 2016 and 2019, by qualification type and by funding route. It is clear from this that ESF funded a much smaller proportion of activity at this level than at lower levels in Cheshire and Warrington.

‘Other Non-Regulated’ qualifications accounted for 30% of all the learning aim starts. The more substantial qualifications of Diplomas, Access to HE and Certificates accounted for 58% of all learning aims (32%, 14% and 12% respectively). Awards accounted for 10% of all starts with about half of these being for some sort of first aid qualification (Emergency First Aid at Work 213 starts, Paediatric First Aid 65 starts, and First Aid at work 53 starts)

Starts and Funding of Level 3 Learning Aims 2016-2019			
	ESF Funded	Not ESF Funded	Grand Total
A Level		45	45
Access to HE		936	936
AS Level		30	30
Award	34	646	680
Certificate	1	766	767
Diploma		2123	2123
Other Non-Regulated	361	1592	1953
Other Regulated		5	5
QCF Unit	35	12	47
Grand Total	431	6155	6586
<i>Source: ESFA Localities data cube (residency)</i>			

Before considering the more substantial Level 3 qualifications of Diplomas, Access to HE and Certificates in more detail below, it is worth briefly considering the learning aim starts classified as ‘Other non-regulated’. Overall, there were 1, 953 such learning aim starts (361 of these funded by ESF) distributed across 65 different Learning Aims. Only six learning aims in this category accounted for more than 50 starts by Cheshire and Warrington LEP residents between 2016 and 2019. These are set out in the table below. As can be seen from the table, this delivery was often short episodes

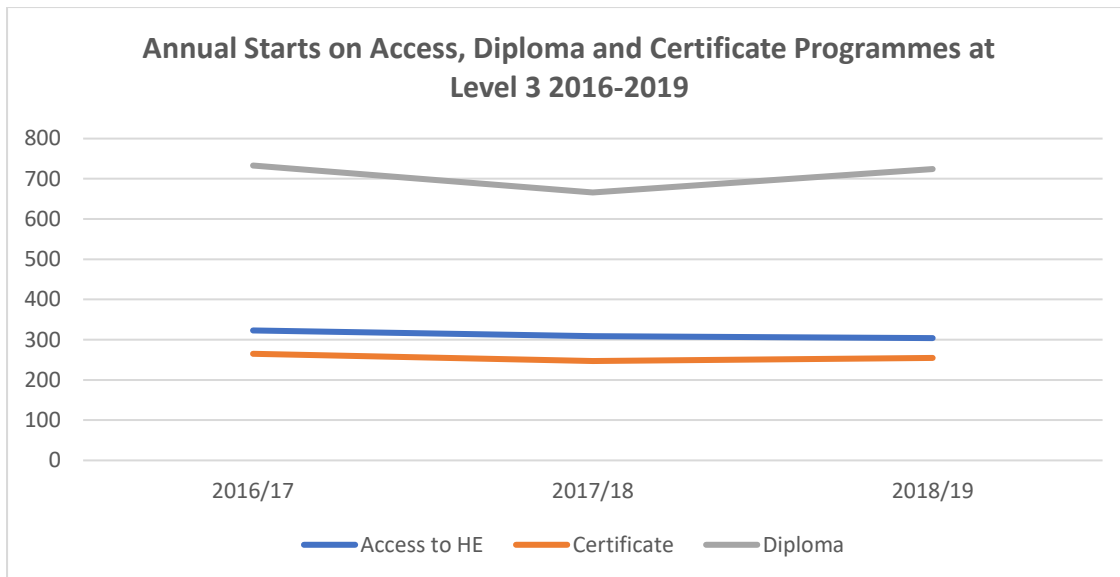
of learning in a particular occupational area. It was probably usually tailored to the needs of an individual employer.

Level 3 Non-Regulated Learning, Learning Aim Starts (over 50 starts) 2016-2019	
Learning Aim Title	Starts
Non-regulated provision, Level 3, Engineering	889
Non-regulated provision, Level 3, Building and Construction	210
Non-regulated SFA formula funded provision, Level 3, ICT Practitioners, 7 to 12 hrs, PW B	133
Non-regulated provision, Level 3, Health and Social Care	119
Domestic Natural Gas Core Safety	111
Non-regulated SFA formula funded provision, Level 3, ICT for Users, 7 to 12 hrs, PW A	79
Source: ESFA Localities data cube (residency)	

The providers of 'Other Non-regulated Learning' responsible for delivering more than 50 starts between 2016 and 2019 are set out in the Table below. Only Cheshire College South and West is headquartered in Cheshire and Warrington.

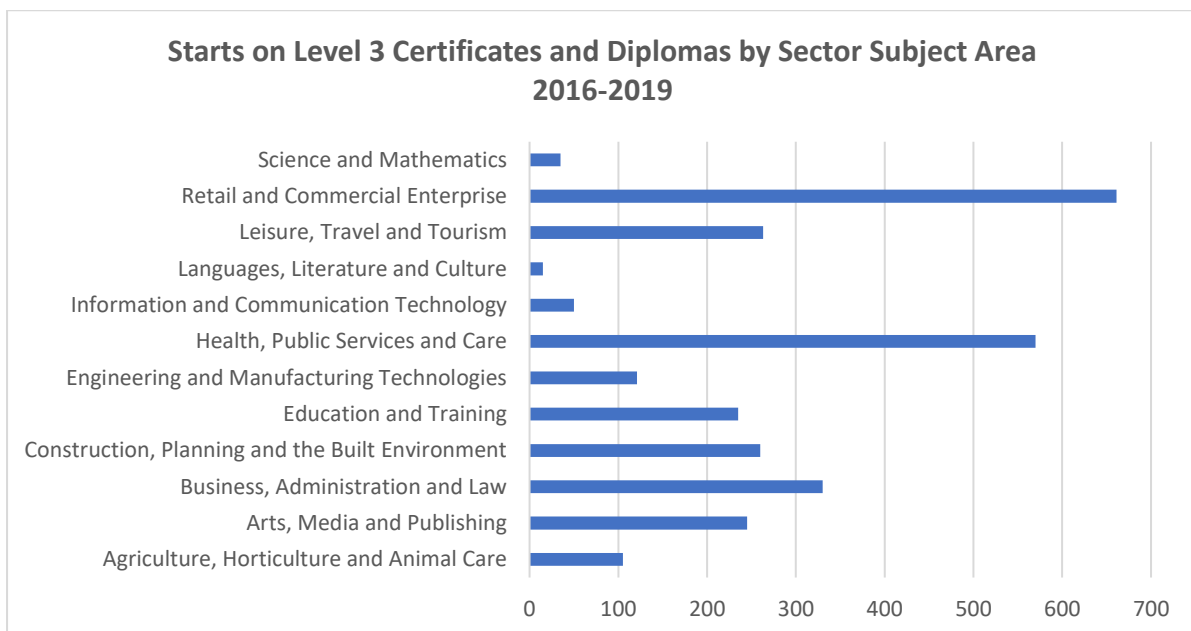
Providers of Level 3 'Other Non-regulated Learning' >50 Starts 2016-2019	
Provider	Starts
Blackpool and the Fylde College	797
Cheshire College South and West	413
The City of Liverpool College	178
The Trafford College Group	146
LTE Group	72
Source: ESFA Localities data cube (residency)	

The graph below shows Level 3 starts on Diplomas, Certificates and Access to HE programmes in the three academic years from 2016. Overall, there has been a slight decline of 3% in starts (1321 to 1283) over this time. 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%.



Source: ESFA Localities data cube (residency)

The graph below sets out the starts on Level 3 Diplomas and Certificates between 2016 and 2019 by Sector Subject Area. In total there has been 2,890 such starts. Starts in Retail and Commercial Enterprise, Health, Public Services and Care and Business, Administration and Law account for over half (54%) of all starts (23%, 20% and 11% respectively). No other Sector Subject Area accounts for more than 10% of all starts.



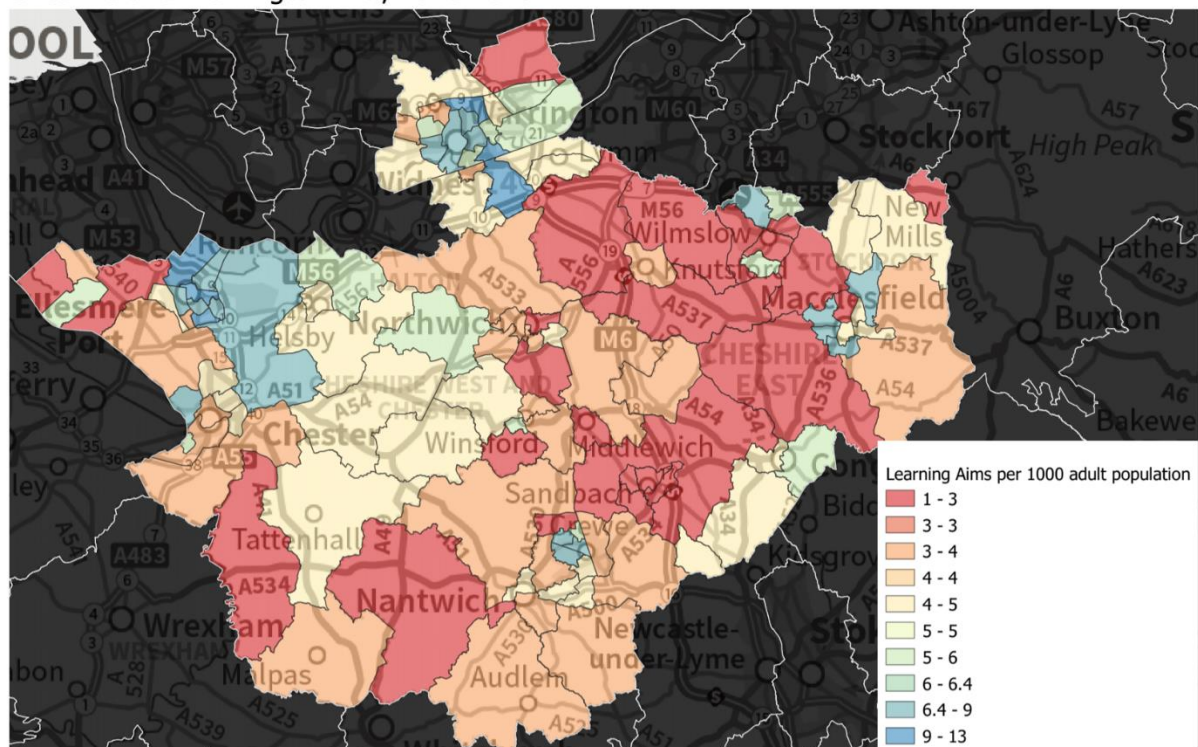
Source: ESFA Localities data cube (residency)

As explained in above, it is possible to establish how many learning aims per 100 of the population have been started in each ward. In the same way it is possible to establish how many Certificates and Diplomas at Level 3 have been started per 1000 of the adult population in each ward. The map

below does this for the period 2016-2019. Red indicates a lower level of starts per 1000 of population moving through to green then blue which indicates a higher level of starts per 1000 population. Compared to other types of learning aim, the take up of substantial learning aims at Level 3 by adults is low. A ward with a rate of 9 learning aim starts per 1000 would appear in the top decile for the Level 3 map and the bottom decile for the Level 2 map.

In addition to filling the technical skills gap in the economy, substantial Level 3 qualifications are important for individuals because their acquisition is linked to obtaining more secure employment and higher wages. The Income Deprivation Domain of the Index of Multiple Deprivation 2019 measures the proportion of the population in an area experiencing deprivation relating to low income. The definition of low income used includes both those people that are out-of-work, and those that are in work but who have low earnings (and who satisfy the respective means tests).

Starts per 1000 of the adult population on Certificates and Diplomas at Level 3 by adults, Cheshire and Warrington LEP, 2016-2019



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

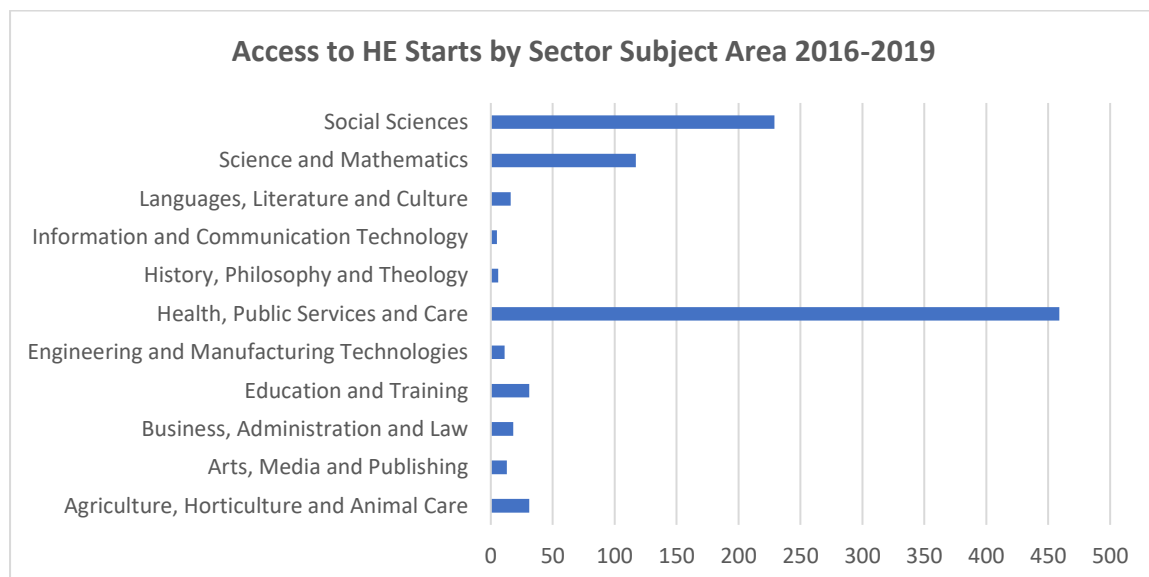
Ideally there should be an alignment between the areas where income deprivation is significant and those where the take up of substantial Level 3 qualifications by adults is highest. Inspection of the above map and the map of the Income Domain of the IMD 2019 (Section 3.5) suggests that the following 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

The other type of substantial Level 3 qualifications delivered between 2016 and 2019 are the Access to Higher Education programmes that are run by FE Colleges. Whilst most of the Diplomas and Certificates at Level 3 considered above are designed to equip individuals with Level 3 vocational skills for use in the workplace, Access programmes have the different function of providing a pathway for adults (without A levels or without relevant A levels) into Higher Education.

The Graph below sets out the starts on Access to HE programmes by sector subject area across the three academic years from 2016. Just less than half the total starts (459) were in the Health, Public Services and Care SSA, and over a quarter (229) were in Social Sciences.

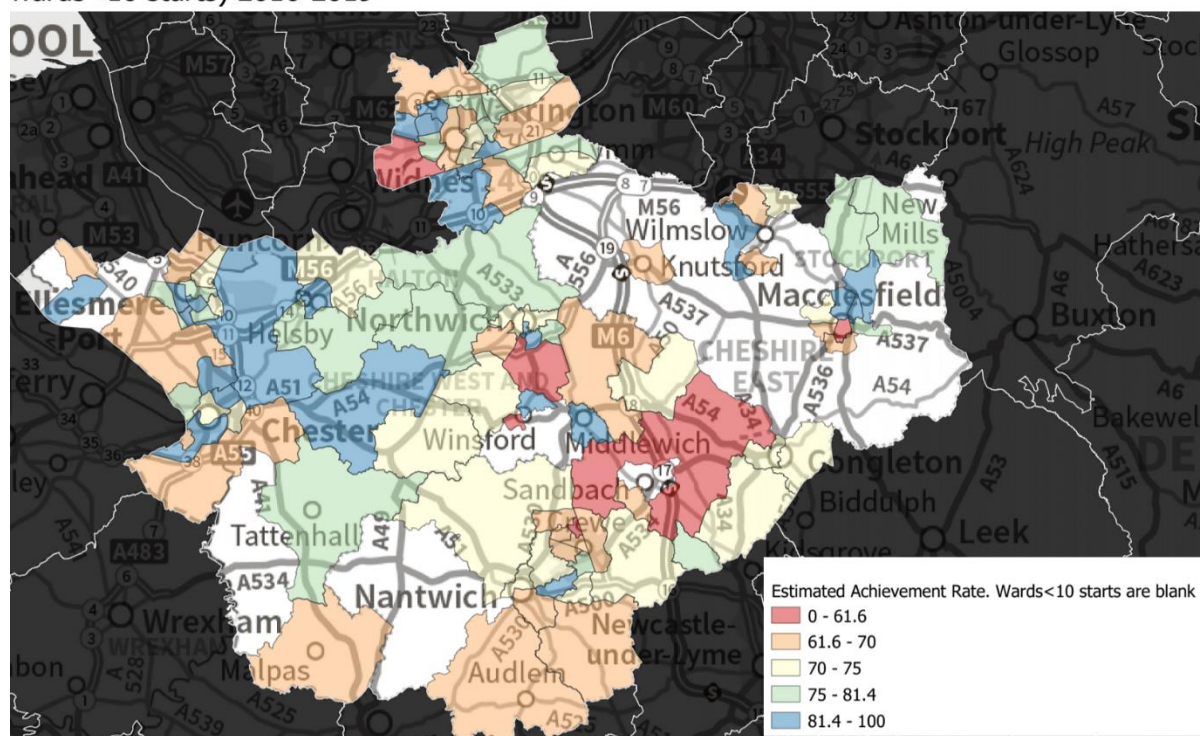


Source: ESFA Localities data cube (residency)

7.2 FURTHER EDUCATION ADULT ACHIEVEMENT: LEVEL 3

The map below presents data for the achievement rate of all adult Level 3 Certificate and Diploma learning aims in Cheshire and Warrington between 2016/17 and 2018/19. Where a ward has had fewer than 10 starts over the three academic years no calculation of estimated achievement rate has been made, as the volume of activity would be insufficient to justify such a calculation.

Estimated Achievement Rates for Adult L3 Diplomas and Certificates by Ward (excluding wards<10 starts) 2016-2019



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

Similar to the maps for all learning aims, Basic Skills and Level 2 above; when the map of achievement rates for adult Level 3 Certificates and Diplomas is considered alongside the mapping of the Index of Multiple Deprivation, and the Subdomains for Adult Skills and Barriers to Services, there is no apparent consistent relationship between ward achievement rates and LSOA deprivation scores.

The table below sets out the wards that fall into the bottom quintile for the estimated achievement rate for Level 3 Certificate and Diploma learning aims in Cheshire and Warrington LEP between 2016/17 and 2018/19. The quintile range is 53% to 62%. In the bottom quintile for this measure there are 2 wards in Cheshire West and Chester, 4 wards in Cheshire East and 1 ward in Warrington.

Estimated Achievement Rate for Level 3 Certificate and Diploma Learning Aims by ward, 2016-2019				
Ward Name	Local Authority	Starts	Achievements	Est. Ach. Rate
Crewe North	Cheshire East	15	8	53
Winsford Dene	Cheshire West and Chester	15	8	53
Penketh and Cuardley	Warrington	28	16	57
Brereton Rural	Cheshire East	10	6	60
Macclesfield Central	Cheshire East	33	20	61
Davenham, Moulton & Kingsmead	Cheshire West and Chester	18	11	61
Macclesfield South	Cheshire East	39	24	62

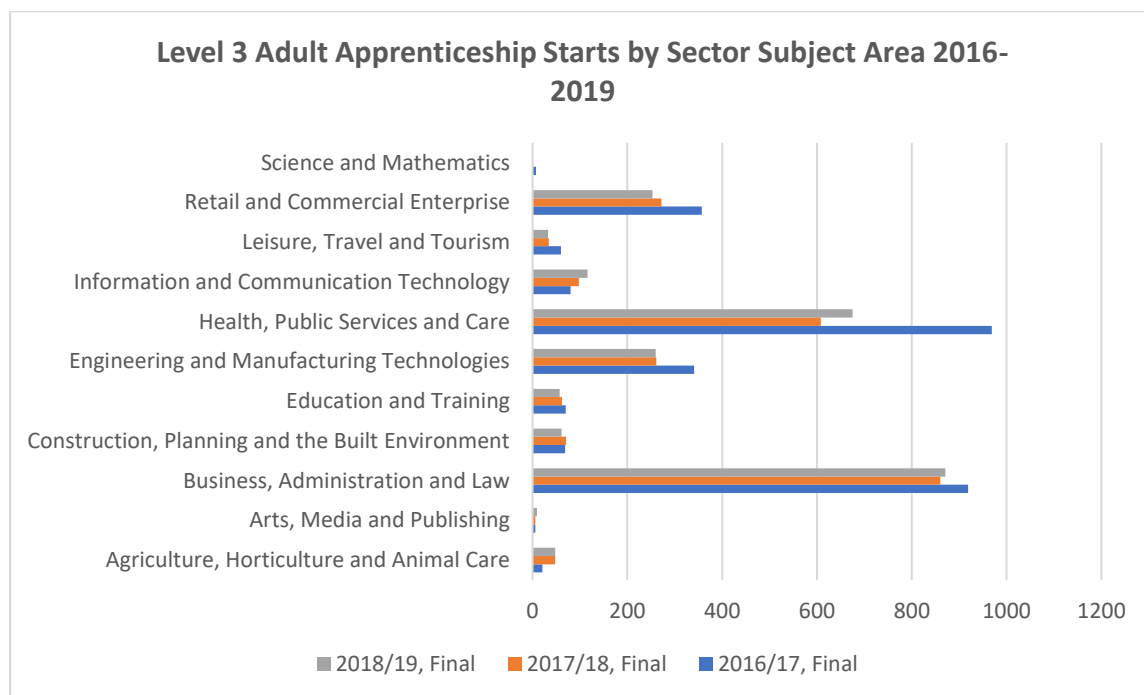
Source: ESFA Localities data cube (residency)

7.3 ADULT APPRENTICESHIP PARTICIPATION: LEVEL 3

It is reported above that in the three academic years spanning 2016-2019 there was an 18% decline in Level 3 apprenticeship starts. The graph below considers this starts data by Sector Subject Area.

The reduction in Adult Apprenticeship starts was not uniform across all Sector Subject areas. In fact, the number of starts in Agriculture, Horticulture and Animal Care more than doubled (albeit from a small starting point – 21 starts to 48 starts). The pattern of reduction across sectors was very different to that found for Level 2. For example, whilst Level 2 starts in Business, Administration and Law declined by 75% between 2016 and 2019, the decline at level 3 was only 5% (919 starts in 2016/17 to 871 starts in 2018/19).

The Sector Subject Areas experiencing the largest percentage reductions in Level 3 adult apprenticeship starts over the three years 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.



Source: ESFA Localities data cube (residency)

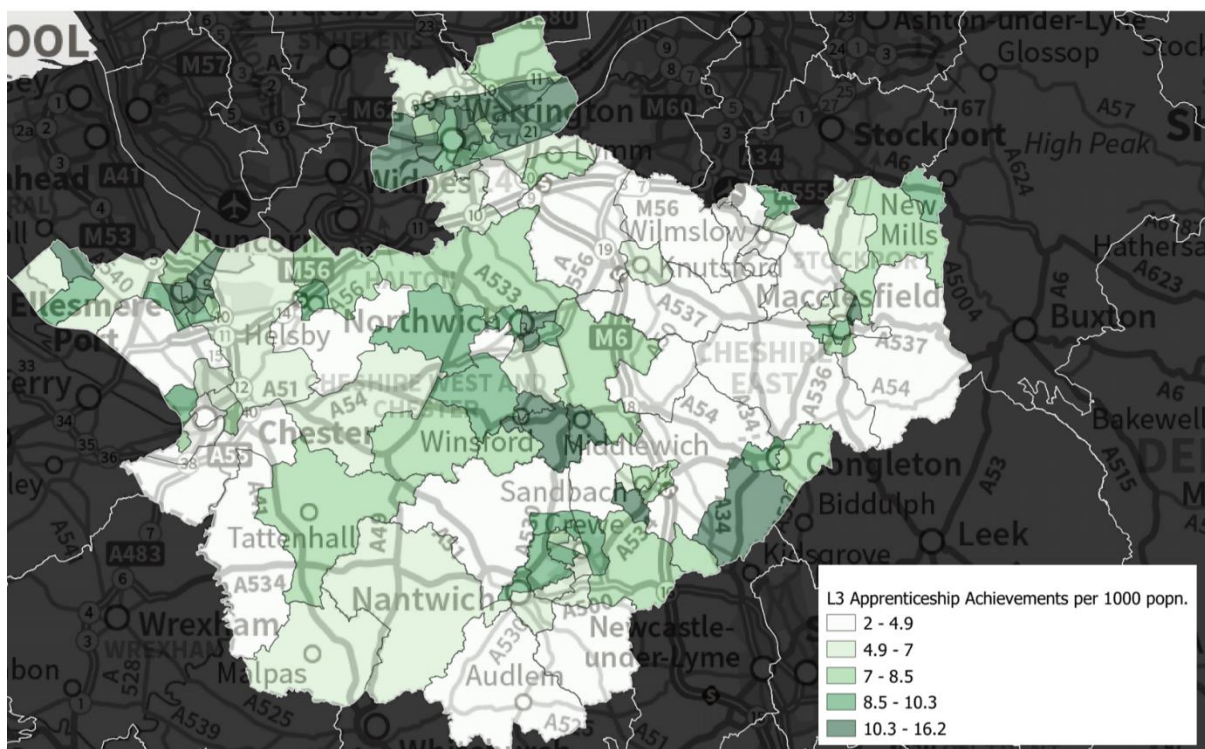
7.4 ADULT APPRENTICESHIP ACHIEVEMENT: LEVEL 3

As discussed above, it is possible to calculate, for each ward, an estimate of how many apprenticeship standards or frameworks have been achieved per 1000 of the working age population. The map below does this for achievements of Level 3 standards and frameworks for the period spanning the three academic years 2016/17, 2017/18 and 2018/19. The darker the shading, the more achievements per 1000 of the population there has been.

For the reasons explained in Section 4, it is to be hoped that the highest concentrations of apprenticeship achievements will be found in those areas with the highest concentrations of people who are in work in low paid employment. Consideration of the map of Income Deprivation at Section 3.5 alongside the map below allows us to draw some conclusions about this.

There is a close alignment between the distribution of apprenticeship achievements at Level 3 and the distribution of income deprivation. Like the overall achievement measure, there are a few areas, for example around the centre of Chester, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low take-up of apprenticeships. Areas such as this should be considered for proactive outreach by providers of classroom-based learning.

Level 3 Apprenticeship Achievements per 1000 Population by Ward 2016-2019



Map by Brennan Wilson Ltd in QGIS. Data from OS, ONS and ESFA Localities data cube

8. LEVEL 4+ AND HIGHER SKILLS: ADULT PARTICIPATION AND ACHIEVEMENT

LEVEL 4+ SKILLS – KEY POINTS

- In 2018/19, 6,875 adult residents of Cheshire and Warrington secured a qualification from a Higher Education Institution; 1,200 adult residents started a Level 4+ Apprenticeship programme; and there were 949 Level 4+ learning aim starts by adults in Further Education.
- The main Level 4+ qualifications for adults delivered in Further Education were Certificates, Diplomas and 'Other Non-Regulated' (these can be Degrees and Foundation Degrees) learning aims. Between 2016 and 2019, 2,951 such learning aims were delivered. Level 4+ starts declined 12% from 1080 in 2016/17 to 949 in 2018/19. In this period, starts on Level 4+ Certificates increased by 72%, whilst there were decreases of 35% in Level 4+ Diplomas and 17% in 'Other Non-Regulated' starts.
- Eight providers delivered 20 or more Level 4+ non-regulated learning aims to Cheshire and Warrington adult residents between 2016 and 2019. Only two of these providers were Cheshire-based (Cheshire College South and West and Reaseheath College), although Cheshire College South and West delivered more than 1 in 5 of all such starts.
- Level 4+ Certificates and Diplomas were overwhelmingly delivered by providers headquartered in Cheshire and Warrington, with Warrington & Vale Royal College and Cheshire College South and West both having delivered over 400 starts between 2016/17 and 2018/19. The most popular qualifications of this type were linked to Human Resource Management.
- By contrast with adult Apprenticeships at lower Levels, starts on Level 4+ Adult apprenticeships almost doubled between 2016/17 and 2018/19. The most significant volume increases were in Business, Administration and Law which increased from 395 starts to 697 starts; Health, Public Services and Care which increased from 156 to 251; Information and communications Technology which increased from 36 to 104; and Engineering and Manufacturing Technologies that increased from 15 to 79.
- There is a reasonable alignment between wards with adult apprenticeship achievements at Level 4+ and more deprived wards as measured by the Income Deprivation Domain of IMD 2019. There are a few areas, for example some parts of Warrington, Northwich and Ellesmere Port, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low proportion of Level 4+ roles. Areas like this should be considered for proactive outreach by providers of classroom-based learning
- The University of Chester has a reasonably broad spread of courses. In 2018/19, subject areas with over 1,000 students included Education (1,530), Business and Administrative Studies (2,090), Social Studies (1,300), Biological Sciences (1,620), and Subjects Allied to Medicine (3,485).
- In 2018/19 there were 6,875 achievements by Cheshire and Warrington adult residents in Higher Education Institutions. The subject areas with the highest number of achievements were Education (765), Creative Art and Design (635), Business and Administrative Studies (730), Social Sciences (605), Biological Sciences (535) and Subjects Allied to Medicine (1205).

In July 2019, the Government launched a consultation on Level 4 and 5 Technical Education which closed in September 2019. The Government has not yet reported the outcomes of this. In the consultation, the Government set out its belief that England has too few people gaining the technical skills that our economy needs. This includes the need for more computer programmers, engineers, electricians, veterinary nurses, and graphic designers. In addition, it is thought that England needs more technicians in fields from advanced manufacturing to healthcare, construction to telecommunications.

If these gaps are to be filled, then adults will need to gain appropriate qualifications and providers will need to deliver them. This section of the report establishes the current baseline position in Cheshire and Warrington.

Level 4+ qualifications are delivered through FE, HE and Apprenticeships. 6,875 residents of Cheshire and Warrington secured a qualification in 2018/19 from a HEI; 1,200 residents started a Level 4+ Apprenticeship programme in 2018/19; and in 2018/19 there were 949 Level 4+ learning aim starts in Further Education. Each of these routes is discussed below

8.1 FURTHER EDUCATION ADULT PARTICIPATION: LEVEL 4+

The Table below sets out starts on Level 4+ programmes by qualification and funding stream. It is immediately apparent that only a tiny proportion of Level 4+ qualifications have been funded by ESF since 2016. The main qualifications delivered are Higher National Certificates, Higher National Diplomas and 'Other Non-Regulated'.

Level 4+ Starts in FE by Qualification Type 2016-2019			
Qualification Type	ESF Funded	Not ESF Funded	Grand Total
Award	2	49	51
Certificate		550	550
Diploma		1312	1312
Other Non-Regulated	1	1089	1090
QCF Unit	7		7
Grand Total	10	3000	3010
<i>Source: ESFA Localities data cube (residency)</i>			

'Other Non-Regulated' qualifications at Level 4+ are a mix of programmes including degrees, foundation degrees and HNC to HND conversion programmes. The non-regulated Learning aims with more than 10 starts by Cheshire and Warrington LEP residents between 2016 and 2019 are set out in the table below.

Level 4+ Non-regulated Learning Aims with >10 Starts 2016-2019	
Learning Aim	Starts
BA (Hons) in Education Studies (Top-Up)	35
Non regulated provision, Level 4, Business Management	27
Non regulated provision, Level 4, Engineering	18
Non regulated provision, Level 4, Accounting and Finance	16
Non regulated provision, Level 6, Law and Legal Services	14
BSc (Hons) in Construction and Project Management	13
BSc (Hons) in Counselling	13
BSc (Hons) in Construction Management and Surveying (Top-Up)	11
Non regulated provision, Level 5, Science	11
BSc (Hons) in Person Centred Counselling	10
Professional Scheme (for 2007 onwards)	10
Source: ESFA Localities data cube (residency)	

The table below lists the providers that have delivered 20 or more Level 4+ ‘Other Non-regulated’ learning aims to Cheshire and Warrington residents between 2016 and 2019. Only two Cheshire-based providers (Cheshire College South and West and Reaseheath College) feature in the list, although Cheshire College South and West delivered more than 1 in 5 of all such starts over this time period.

Providers delivering >20 Level 4+ Non-regulated Learning Aims 2016-2019	
Provider	Starts
Cheshire College South and West	107
LTE Group	65
Reaseheath College	39
Riverside College	32
Stoke on Trent College	30
St Helens College	26
Newcastle and Stafford Colleges Group	22
Wirral Metropolitan College	20
Source: ESFA Localities data cube (residency)	

The Table below provides details of the Level 4+ Certificates and Diplomas where more than 20 Cheshire and Warrington residents started between 2016 and 2019. The most popular qualification was the Certificate in Human Resource Management.

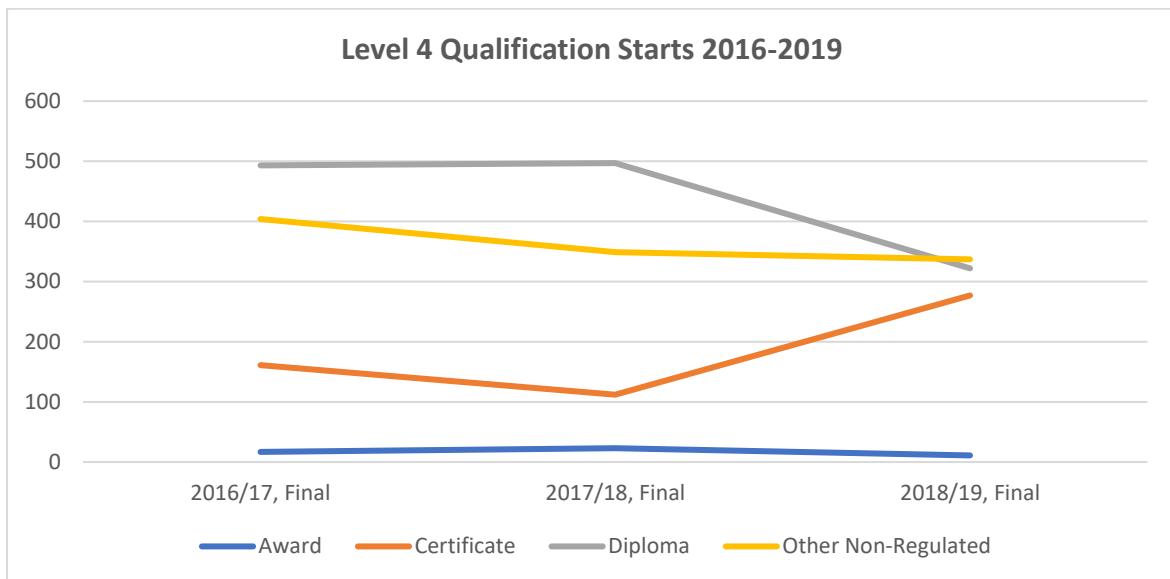
Level 4+ Certificates and Diplomas >20 starts by CWLEP Residents, 2016-2019	
Qualification	Starts
Certificate in Human Resource Management	83
BTEC Higher National Certificate in Engineering	61
Certificate in Human Resource Management (QCF)	55
BTEC Higher National Certificate in Business	41
Professional Diploma in Accounting - Level 4	37
Certificate in Education and Training	33
Diploma in Human Resource Management	31
BTEC HNC Diploma in Computing and Systems Development (QCF)	28
BTEC HNC Diploma in Health and Social Care (QCF)	27
Diploma in Education and Training	27
Certificate in British Sign Language Studies (QCF)	26
BTEC HNC Diploma in General Engineering (QCF)	24
BTEC HND Diploma in Computing and Systems Development (QCF)	22
BTEC HND Diploma in Health and Social Care	22
Certificate in Sports Massage Therapy	22
BTEC Higher National Certificate in Art and Design	21
Source: ESFA Localities data cube (residency)	

The Table below details the providers who have delivered more than 10 Diplomas or Certificates at Level 4+ to residents of Cheshire and Warrington LEP between 2016 and 2019. This type of provision is overwhelmingly delivered by providers headquartered in Cheshire and Warrington LEP, with Warrington & Vale Royal College and Cheshire College South and West both having delivered over 400 starts in this time period.

Providers of >10 Level 4+ Certificates and Diplomas 2016-2019	
Provider	Starts
Warrington & Vale Royal College	415
Cheshire College South and West	411
Macclesfield College	122
Wirral Metropolitan College	44
St Helens College	29
The City of Liverpool College	29
Wigan and Leigh College	19
The Trafford College Group	15
Progress to Excellence Ltd	13
Newcastle And Stafford Colleges Group	12
LTE Group	11
Source: ESFA Localities data cube (residency)	

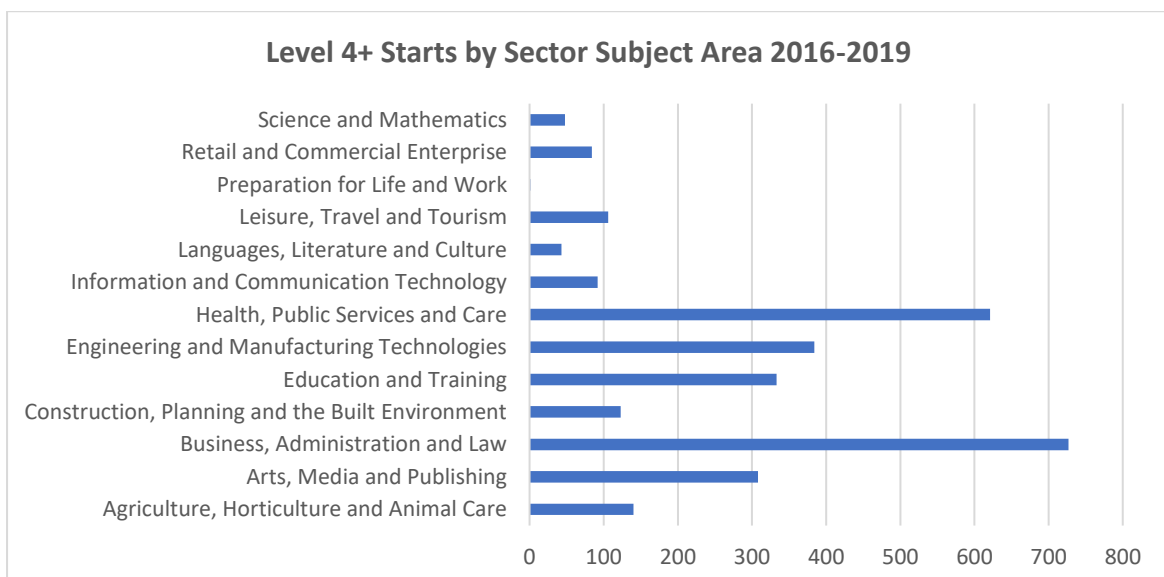
The graph below sets out Level 4+ qualification starts for each of the three academic years from 2016/17. Overall starts declined 12% from 1080 in 2016/17 to 949 in 2018/19. As can be seen from the graph, the overall figure disguises more significant movements between qualification types.

Starts on Level 4+ Certificates increased by 72% over the three years. This was offset by a decrease of 35% in Level 4+ Diplomas and 17% in 'Other Non-Regulated' starts.



Source: ESFA Localities data cube (residency)

The graph below sets out the starts on level 4+ qualifications by Sector Subject Area from 2016 to 2019. The most significant volumes were in Business, Administration and Law (727); Health, Public Services and Care (621); Education and Training (333); Engineering and Manufacturing Technologies (384); and Arts, Media and Publishing (308).

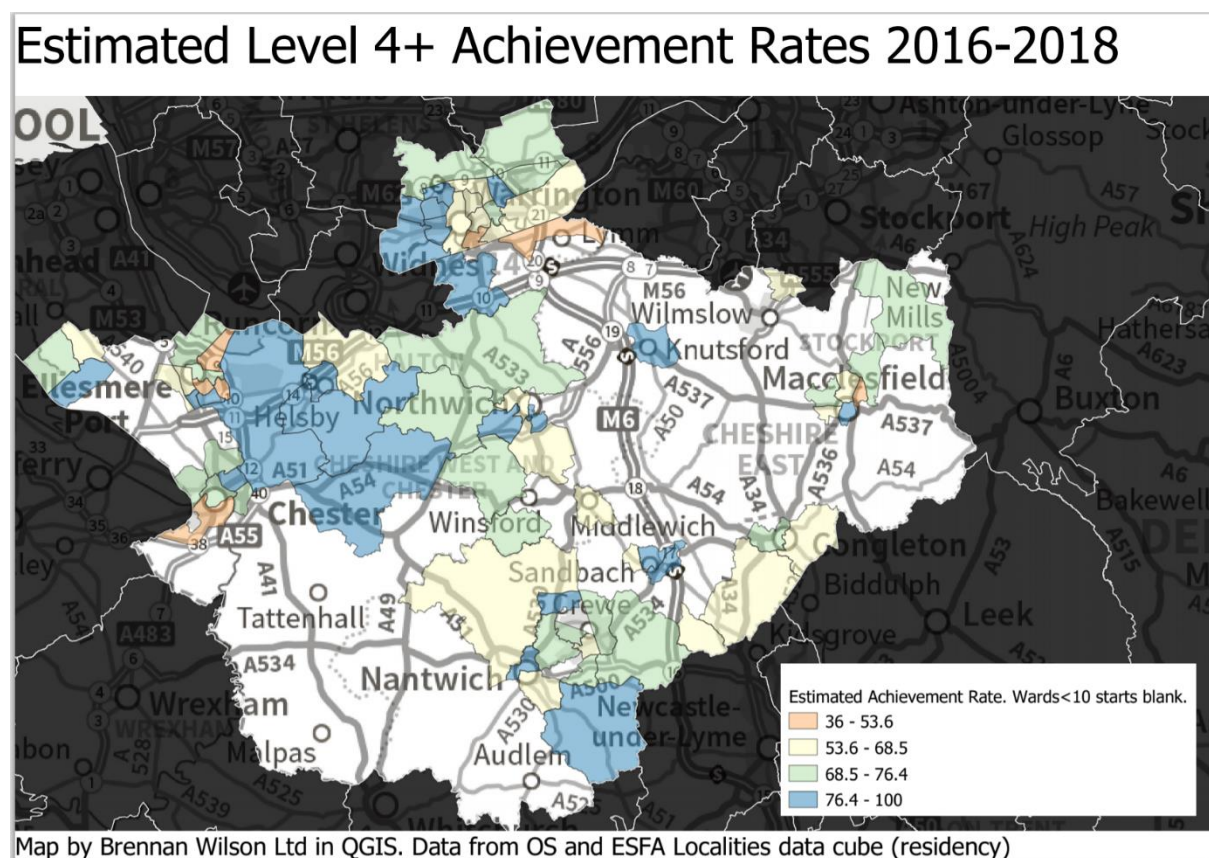


Source: ESFA Localities data cube (residency)

8.2 FE ADULT ACHIEVEMENT: LEVEL 4+

The map below presents data for the estimated achievement rate of all adult Level 4+ learning aims in Cheshire and Warrington between 2016/17 and 2018/19. Where a ward has had fewer than 10 starts over the three academic years no calculation of estimated achievement rate has been made, as the volume of activity would be insufficient to justify such a calculation.

Similar to the mapping of estimated achievement rates for learning aims at for other Levels that has been considered in previous Sections, there is no apparent consistent relationship between ward achievement rates and LSOA deprivation scores.



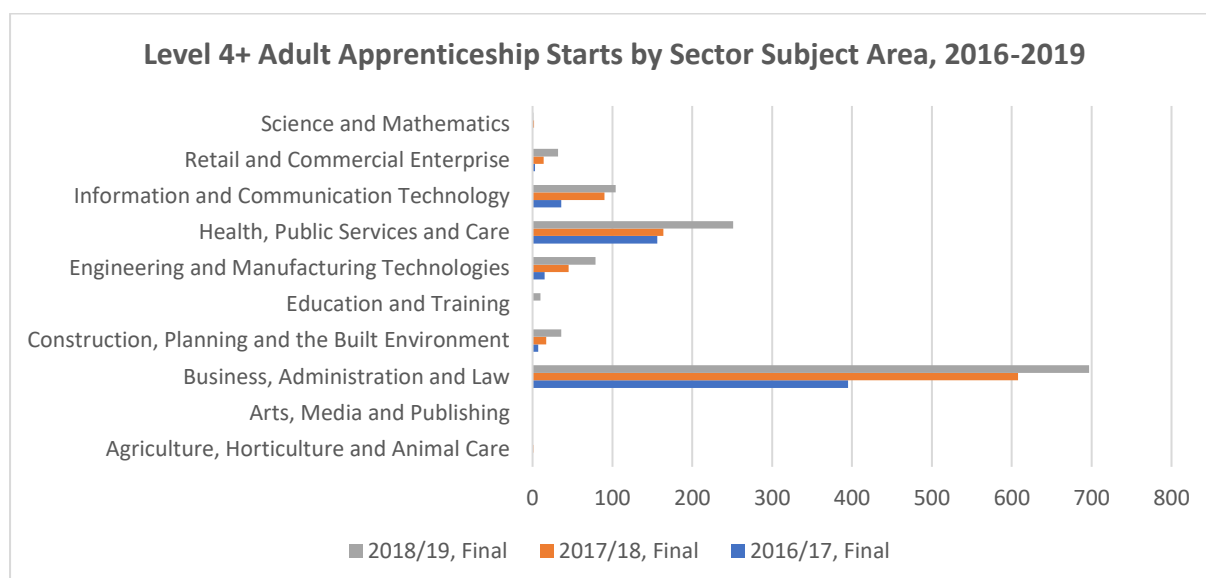
The Table below sets out the wards that fall into the bottom quintile for the estimated achievement rate for Level 4+ learning aims in Cheshire and Warrington LEP between 2016/17 and 2018/19. The quintile range is 36% to 53%. In the bottom quintile for this measure there are 4 wards in Cheshire West and Chester, 1 ward in Cheshire East and 2 wards in Warrington.

Estimated Ward Achievement Rates for Level 4+ FE Learning Aims		
Ward Name	Local Authority	Estimate Achievement Rate (%)
Handbridge Park	Cheshire West and Chester	36
Macclesfield Hurdsfield	Cheshire East	36
Whitby Park	Cheshire West and Chester	40
Latchford West	Warrington	50
Westminster	Cheshire West and Chester	50
Wolverham	Cheshire West and Chester	50
Lymm North and Thelwall	Warrington	53

Source: ESFA Localities data cube (residency)

8.3 ADULT APPRENTICESHIP PARTICIPATION: LEVEL 4+

By contrast with Apprenticeships at lower levels, starts on Level 4+ Adult apprenticeships almost doubled between 2016/17 and 2018/19. The most significant volume increases were in Business, Administration and Law which increased from 395 starts to 697 starts; Health, Public Services and Care which increased from 156 to 251; Information and communications Technology which increased from 36 to 104; and Engineering and Manufacturing Technologies that increased from 15 to 79.



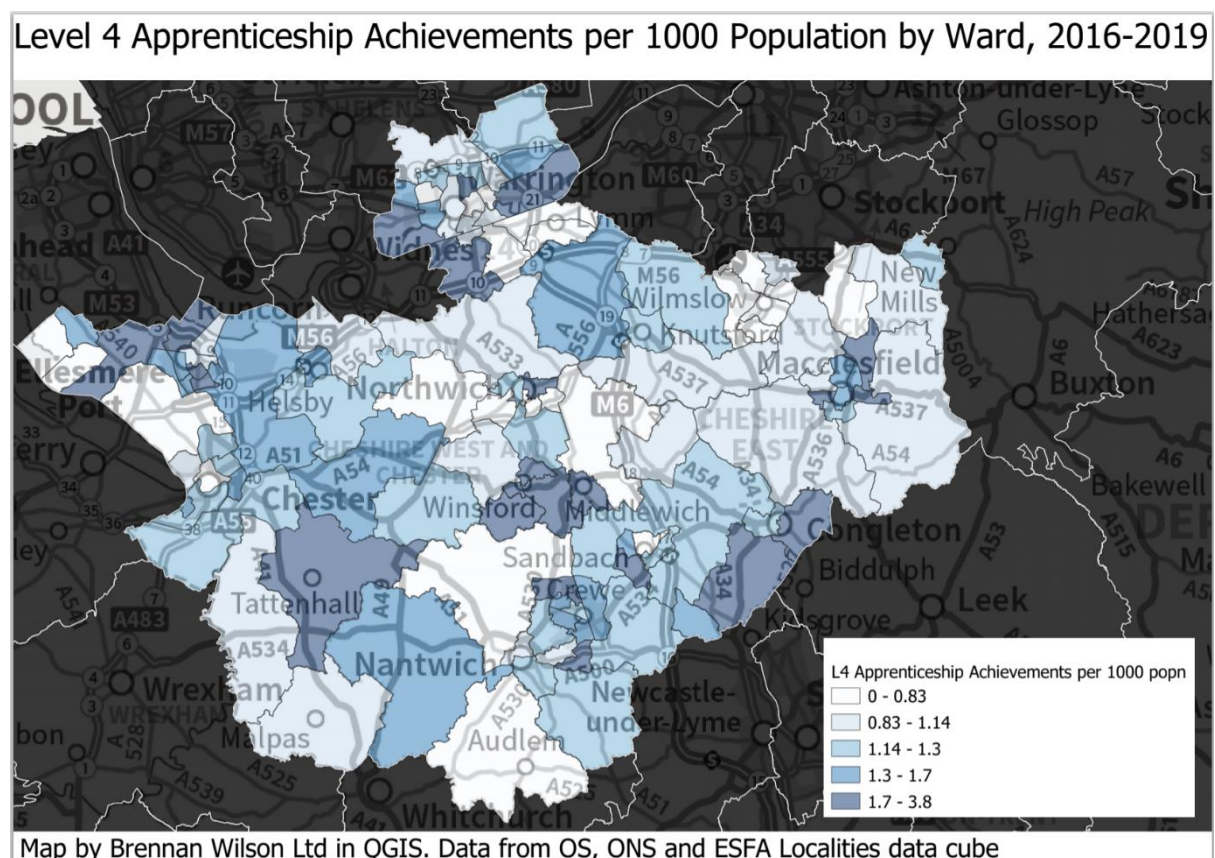
Source: ESFA Localities data cube (residency)

8.4 APPRENTICESHIPS ADULT ACHIEVEMENT: LEVEL 4+

It is possible to calculate, for each ward, an estimate of how many Level 4+ apprenticeship standards or frameworks have been achieved per 1000 of the working age population. The map below does this for the period spanning the three academic years 2016/17, 2017/18 and 2018/19. The darker the shading, the more achievements per 1000 of the population there has been.

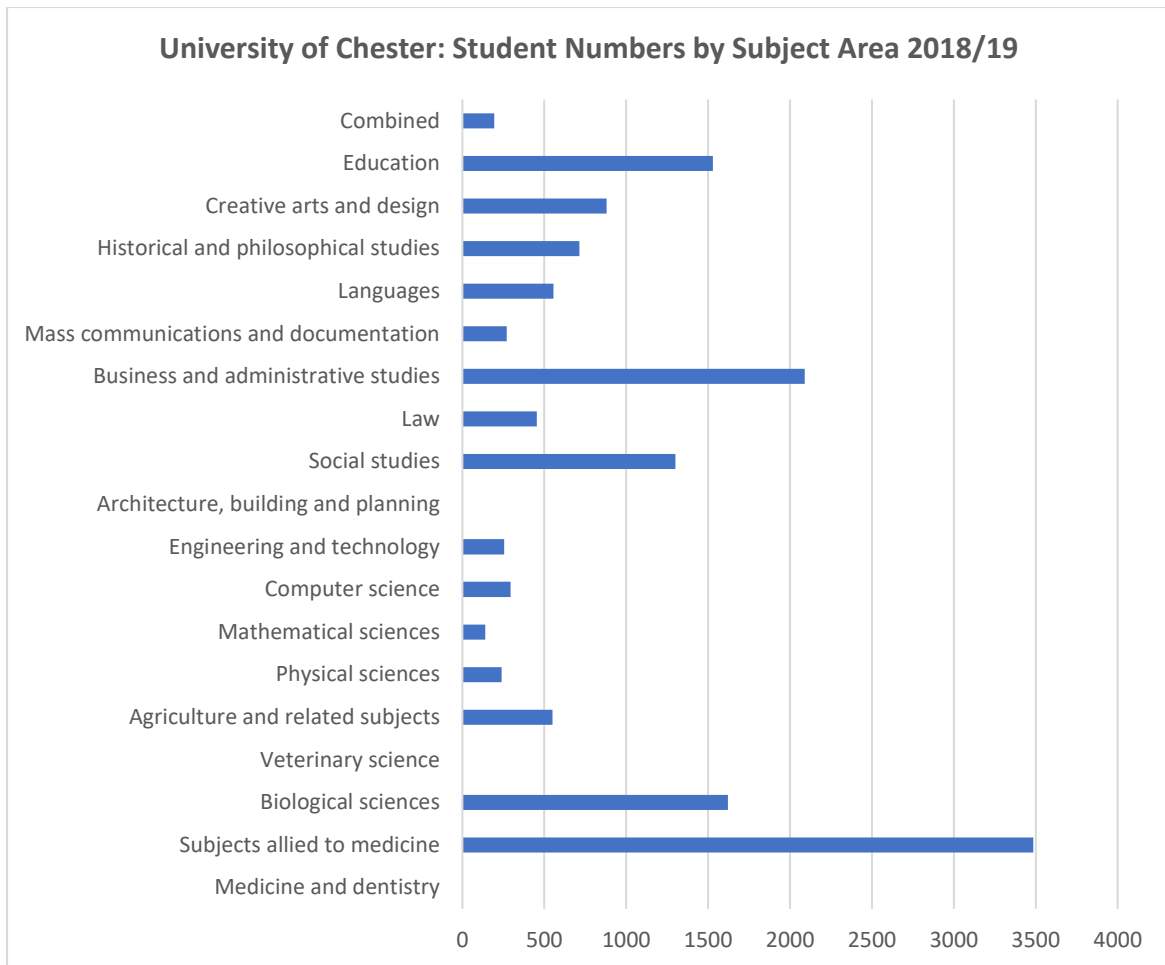
It is appropriate to consider the extent to which the areas with highest concentrations of achievements of apprenticeship standards and frameworks are coincident with the areas of highest income deprivation by considering the map below alongside the map of Income Deprivation at Section 3.5 above.

From this it can be seen that there is a reasonable alignment between the distribution of apprenticeship achievements at Level 4+ and the distribution of income deprivation. There are a few areas, for example some parts of Warrington, Northwich and Ellesmere Port, where this does not appear to be the case. There could be a variety of different reasons for this. For example, where individuals are employed in these areas, they may be disproportionately employed in sectors with a low proportion of Level 4+ roles. Areas like this should be considered for proactive outreach by providers of classroom-based learning.



8.5 HIGHER EDUCATION: PARTICIPATION

In addition to Level 4+ qualifications being delivered by apprenticeships and colleges, Cheshire and Warrington LEP also hosts a Higher Education Institution – the University of Chester. The graph below details the subject areas of the programmes of study being followed by students at the University. The University has a reasonably broad spread of courses. In 2018/19, there were over 1,000 students in Education (1,530), Business and Administrative Studies (2,090), Social Studies (1,300), Biological Sciences (1,620), and Subjects Allied to Medicine (3,485).

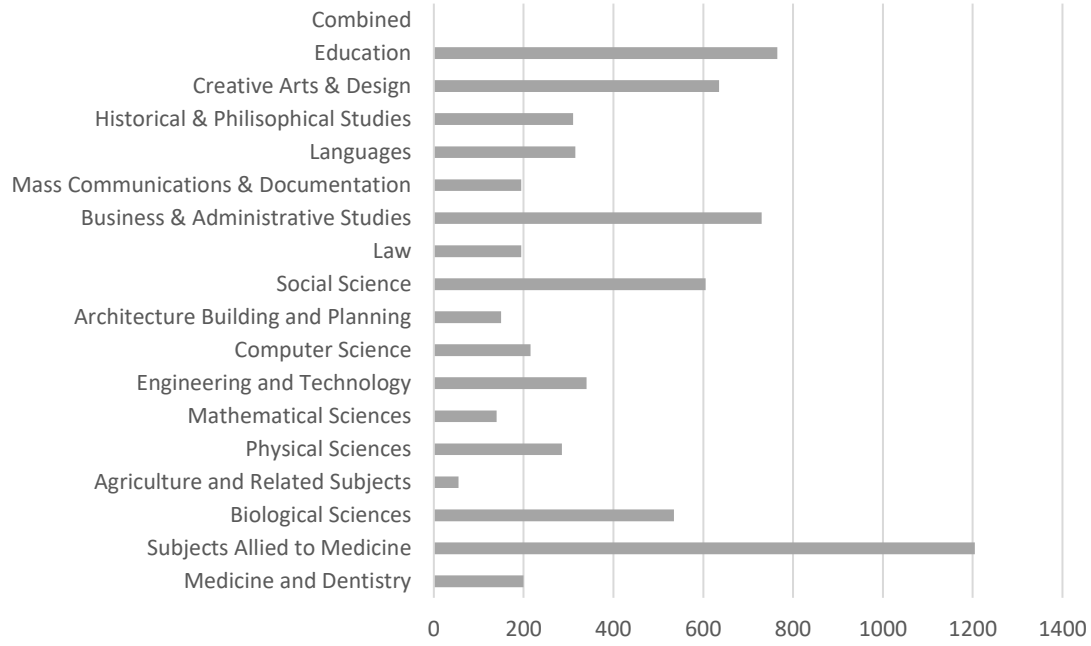


Source: Higher Education Statistics Agency (HESA)

8.6 HIGHER EDUCATION: ACHIEVEMENT

The Higher Education Statistics Agency (HESA) has provided Cheshire and Warrington LEP with data on the achievements of residents with Higher Education Institutions in 2018/19. In total there were 6,875 such achievements. Their distribution across subject area is shown in the graph below. The subject areas with the highest number of achievements by residents of Cheshire and Warrington were Education (765), Creative Art and Design (635), Business and Administrative Studies (730), Social Sciences (605), Biological Sciences (535) and Subjects Allied to Medicine (1205).

Cheshire and Warrington Residents Gaining Higher Qualifications 2018/19



Source: EMSI/HESA

ACRONYM GLOSSARY

AEB/ABS	Adult Education Budget (formerly Adult Skills Budget) is allocated by Government to colleges and other providers. The budget supports adult (19+) learning, mostly below Level 3.
APS	Annual Population Survey. Survey of the population by Government which collects labour market data. Linked to LFS (see below)
BRES	The Business Register and Employment Survey from Government provides annual employee and employment estimates.
CWLEP	Cheshire and Warrington Local Enterprise Partnership
DfE	Department for Education
ESOL	English for Speakers of Other Languages
ESF	The European Social Fund is a European Union budget to support training and employment programmes
ESFA	The Education and Skills Funding agency the government agency that funds all post 16 learning (excluding Higher Education)
FE	Further Education
GB	Great Britain
HE	Higher Education
HEI	Higher Education Institution
HEFCE	Higher Education Funding Council for England
HESA	Higher Education Statistics Agency
GIS	Geographic Information System
IMD2019	Index of Multiple Deprivation published in 2019
LA	Local Authority
LEP	Local Enterprise Partnership
LFS	The Labour Force Survey is a quarterly survey undertaken by Government to collect labour market data.
LSOA	A Lower-layer Super Output Area is a small community normally of about 1,500 people
NARTS	The National Achievement Rate Tables provides performance data for apprenticeships and FE
NISRA	Northern Ireland Statistics and Research Agency
OfS	Office for Students

ONS	Office of National Statistics
OS	Ordnance Survey
QCF	Qualifications and Credit Framework
QGIS	Open source GIS software
SIC	Standard Industrial Classification
SOC	Standard Occupational Classification System