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# An overview of local labour market challenges

March 2019

# Overview of the dashboard

This dashboard presents labour market data for all combined authorities and Local Enterprise Partnerships in England. It has been developed in consultation with individual areas and a cross-department government working group in order to align it to wider activity, including the analytical toolkit for Skills Advisory Panels produced by the Department for Education. The intention is to provide a comparative analysis of the key labour market challenges across England.

The data is divided into five main categories: jobs and employment profile, employment outcomes, skills profile, skills needs and skills flows. Full metadata for every indicator is listed at the end of this slide deck.

Data for each LEP and CA is presented alongside the national average in brackets. Each indicator is also colour-coded according to which quartile an area falls into relative to other LEPs or CAs (red = high, blue = low).

**Jobs and employment profile:** Indicators in this category are designed to provide a profile of jobs by sector and occupations. The indicators show current occupation profiles by skill levels (including skill levels of new jobs) and the estimated profile of jobs in 2024 by skill level. The future profile of jobs is based on past trends and therefore should be used with caution as major policy changes (e.g. Brexit) will have an impact on future job creation.

**Employment outcomes:** These indicators provide proportions of the local population by various characteristics who are in employment or are inactive.

**Skills profile:** The indicators in this section show overall working age population and their skill levels. It includes an estimation of qualification levels of the working age population in 2030 based L&W estimates using current skill levels by age and population projections by age and local area to 2030.

**Skills needs:** Data in this section are based on the Employer Skills Survey. The data is based on the views of employers and their self-reported estimates of skills gaps and skill shortages within their own business. LEP level estimates should be used with caution due to small sample size.

**Skills flows:** This section profiles participation and achievements at various stages of education: from early year to adult learning. It includes an indication of graduate mobility i.e. whether graduates find employment in their area of study or if they work in an area different to where they studied.

# Combined authority areas

# Cambridgeshire and Peterborough

**Significant variation in the quality of employment.** Over a fifth of people earn below the living wage – given costs of living in the area rates of in-work poverty are likely to be relatively high. There is also a higher proportion of people in non-permanent forms of employment but the extent to which this is driven by individual choice (or lack of) is not clear. Workers in lower wage occupation find it more difficult to progress as employer investment in training is lower for mid-skill and service-intensive occupations.

**Headline figures may mask hidden unemployment.** While rates of inactivity are slightly lower than average, a higher than average proportion want a job. Reasons for inactivity indicate there may be a wide variety of barriers including childcare costs, health and lack of suitable positions.

**Wide variety of skills shortages and gaps.** Reflecting the high skill but diverse nature of the CPCA's economy, there are higher than average skills shortages for professionals and labour-intensive occupations, and skills gaps among associate professionals and labour intensive occupations. High proportion of employers need workers with complex analytical, digital and self-management skills.

**Opportunities to develop skills outside mainstream education may be more limited.** While CPCA has relatively strong skills profile overall, there is significant variation across the combined authority area. Relatively low achievement rates for apprenticeships and adult education courses, coupled with the profile of employer training, suggest that those with lower level qualifications may struggle to upskill or retrain.

**Changes to the immigration system may have a disproportionate impact relative to other areas.** Changes to the immigration system may have a more significant impact in CPCA given the area has a higher than average proportion of migrant workers.



Jobs Profile		Employment Outcomes		Population/skills profile		
<b>1. Sectoral profile</b>		<b>8. Employment rates</b>		<b>13. Population</b>		
KIBS <b>24.3</b> (24.0)	<b>5. Average quals of new recruits</b>	All WA <b>78.9</b> (75.2)	<b>9. Employment rates by qualification</b>	Working age <b>62.7</b> (62.8)		
Public KIBS <b>26.6</b> (25.7)		Males <b>80.8</b> (80.0)		Growth <b>0.2</b> (0.3)		
Other services <b>34.2</b> (35.6)		Females <b>76.9</b> (70.5)		Migrants <b>21.9</b> (20.1)		
Primary <b>2.2</b> (1.8)		Aged 16-24 <b>62.3</b> (53.9)		<b>14. Skills profile</b>		
Manufacturing <b>8.9</b> (8.1)		Aged 25-49 <b>87.0</b> (84.3)		NVQ4+ <b>39.0</b> (38.3)		
Construction <b>3.8</b> (4.8)	Aged 50-64 <b>73.6</b> (71.4)	NVQ3 <b>15.3</b> (17.3)				
<b>2. Occupational profile</b>		White <b>80.1</b> (77.1)	Other quals <b>77.2</b> (74.4)	Trade App <b>2.8</b> (2.9)		
High skill <b>46.2</b> (46.3)	<b>6. 2024 occupational profile*</b>	All EM <b>68.3</b> (65.5)	No quals <b>45.7</b> (44.8)	NVQ2 <b>15.9</b> (16.1)		
Mid skill <b>20.1</b> (20.1)		Indians <b>74.8</b> (75.4)	<b>11. Inactivity by reason</b>			
Low skill <b>33.3</b> (33.2)	High skill <b>43.2</b> (47.5)	Pakistanis/Bangladeshis <b>44.7</b> (55.3)	Student <b>22.1</b> (26.8)	NVQ1 <b>12.4</b> (10.9)		
<b>3. Job quality</b>		Black or black British <b>78.6</b> (67.9)	Look after family <b>25.6</b> (24.9)	Other quals <b>8.0</b> (6.9)		
Low pay* <b>21.8</b> (22.2)	Mid skill <b>18.3</b> (18.8)	Mixed ethnic <b>70.0</b> (67.8)	Temporary sick <b>1.1</b> (2.0)	No quals <b>6.6</b> (7.6)		
Atypical work <b>6.2</b> (4.7)	Low skill <b>38.6</b> (33.7)	Other ethnic <b>69.1</b> (63.4)	Long-term sick <b>24.4</b> (21.5)	<b>15. 2030 skills profile</b>		
<b>4. Employer training*</b>		EA core or work-limiting <b>56.5</b> (53.7)	Retired <b>13.3</b> (12.9)	NVQ4+ <b>44.0</b> (42.9)		
Any <b>68.0</b> (66.0)	<b>7. Jobs Growth</b>	<b>10. Inactivity</b>		NVQ3 <b>16.9</b> (21.2)		
Off-the-job <b>50.0</b> (48.0)		Annual change % <b>2.8</b> (1.3)	All WA <b>18.9</b> (21.4)	NVQ2 <b>13.7</b> (16.0)		
On-the-job <b>57.0</b> (53.0)		High skill <b>23.4</b> (21.9)	Want job <b>26.9</b> (21.8)	Below NVQ2 <b>19.7</b> (14.9)		
<b>5. Skills needs</b>		Mid skill <b>20.2</b> (19.7)	Do not want job <b>73.1</b> (78.2)	No quals <b>5.7</b> (5.0)		
<b>16. Skills needs*</b>		Service intensive <b>22.5</b> (29.3)	<b>12. NEETs</b>			
Complex analytical <b>45.7</b> (43.4)	<b>17. Skills shortages by occupation type*</b>	Labour intensive <b>34.0</b> (29.1)	16-17 NEETs <b>4.2</b> (6.0)	<b>21. Achievement rates</b>		
Operational <b>47.3</b> (52.5)		High skill <b>36.6</b> (35.3)	<b>23. Graduate mobility*</b>			
Digital <b>51.8</b> (48.0)		Mid skill <b>20.8</b> (23.1)	Retention <b>32.6</b> (48.4)			
Management/leadership <b>51.8</b> (52.6)	Service intensive <b>16.2</b> (21.6)	Attraction <b>75.7</b> (60.9)	<b>24. Apprenticeship achievement rates</b>			
Sales & customer <b>44.7</b> (44.3)	Labour intensive <b>24.5</b> (18.0)	<b>25. Adult education achievement rates</b>				
Self-management <b>55.2</b> (51.7)	<b>18. Incidence of skill shortages*</b>		Intermediate <b>64.5</b> (67.2)			
All <b>17.5</b> (12.1)		<b>19. Skills gaps by occupation type*</b>		Advanced <b>63.5</b> (69.3)		
All <b>17.1</b> (13.0)		<b>20. Incidence of skills gaps*</b>		Higher <b>64.4</b> (61.9)		
All <b>17.1</b> (13.0)		All <b>17.1</b> (13.0)		English & maths <b>62.6</b> (65.5)		
				Full level 2 <b>64.1</b> (65.7)		
				Full level 3 <b>51.7</b> (52.9)		

\*Data is based on LEP area definitions and may not align with the CA area definition

# Greater Manchester

**Employment is low particularly for more disadvantaged groups.** Employment rates for ethnic minorities, people with disabilities are lower than average and people with no formal qualifications.

**Health is a major barrier to employment.** Inactivity rates are high for men and the working age population and large proportion of the inactive population are short or long term sick. The disability employment gap is larger than average.

**Low level skills is a barrier for individuals and businesses.** Nearly 10% of residents have no formal qualifications, while less than 5% of new recruits have no qualifications. Projections suggest GMCA will have closed some of the gap by 2030 but will still have lower than average qualifications.

**Gaps in educational attainment are likely to contribute to youth unemployment.** GMCA has a relatively high proportion of young people are NEET. While GCSE attainment is slightly higher than average, achievement and participation rates at other stages are lower than average.

**Skills shortages and gaps across a range of occupations.** Skills shortage are most heavily concentrated among high skills occupation but there are higher than average skills shortages reported in service intensive occupations. Skills gaps are more prevalence among these occupations too.



## Jobs Profile

## 1. Sectoral profile

KIBS	24.3	(24.0)
Public KIBS	25.9	(25.7)
Other services	35.9	(35.6)
Primary	1.3	(1.8)
Manufacturing	8.2	(8.1)
Construction	4.5	(4.8)

## 2. Occupational profile

High skill	42.2	(46.3)
Mid skill	20.6	(20.1)
Low skill	36.7	(33.2)

## 3. Job quality

Low pay*	23.6	(22.2)
Atypical work	4.6	(4.7)

## 4. Employer training\*

Any	70.0	(66.0)
Off-the-job	49.0	(48.0)
On-the-job	59.0	(53.0)

## 5. Average quals of new recruits

NVQ4+	40.4	(39.6)
NVQ3	20.7	(20.5)
Trade App	1.6	(2.4)
NVQ2	17.0	(17.8)
NVQ1	9.0	(9.7)
Other quals	6.5	(5.8)
No quals	4.8	(4.2)

## 6. 2024 occupational profile\*

High skill	42.3	(47.5)
Mid skill	20.5	(18.8)
Low skill	37.2	(33.7)

## 7. Jobs Growth

Annual change %	2.8	(1.3)
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## Employment Outcomes

## 8. Employment rates

All WA	72.8	(75.2)
Males	77.1	(80.0)
Females	68.5	(70.5)
Aged 16-24	53.0	(53.9)
Aged 25-49	82.1	(84.3)
Aged 50-64	67.6	(71.4)
White	75.9	(77.1)
All EM	59.6	(65.5)
Indians	68.3	(75.4)
Pakistanis/Bangladeshis	57.1	(55.3)
Black or black British	67.3	(67.9)
Mixed ethnic	60.0	(67.8)
Other ethnic	50.1	(63.4)
EA core or work-limiting	48.8	(53.7)

## 10. Inactivity

All WA	23.7	(21.4)
Want job	22.9	(21.8)
Do not want job	77.1	(78.2)

## 9. Employment rates by qualification

NVQ4+	84.2	(84.7)
NVQ3	74.5	(75.3)
Trade App	78.7	(84.4)
NVQ2	68.4	(70.0)
NVQ1	64.1	(68.0)
Other quals	69.3	(74.4)
No quals	38.2	(44.8)

## 11. Inactivity by reason

Student	26.8	(26.8)
Look after family	24.7	(24.9)
Temporary sick	2.7	(2.0)
Long-term sick	25.8	(21.5)
Retired	10.2	(12.9)

## 12. NEETs

16-17 NEETs	6.3	(6.0)
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## Population/skills profile

## 13. Population

Working age	63.8	(62.8)
Growth	0.4	(0.3)
Migrants	17.8	(20.1)

## 14. Skills profile

NVQ4+	35.0	(38.3)
NVQ3	18.2	(17.3)
Trade App	3.6	(2.9)
NVQ2	16.0	(16.1)
NVQ1	11.3	(10.9)
Other quals	6.3	(6.9)
No quals	9.6	(7.6)

## 15. 2030 skills profile

NVQ4+	40.5	(42.9)
NVQ3	23.5	(21.2)
NVQ2	15.5	(16.0)
Below NVQ2	14.6	(14.9)
No quals	5.9	(5.0)

## Skills needs

## 16. Skills needs\*

Complex analytical	42.3	(43.4)
Operational	53.4	(52.5)
Digital	47.5	(48.0)
Management/leadership	52.1	(52.6)
Sales & customer	45.5	(44.3)
Self-management	53.7	(51.7)

## 17. Skills shortages by occupation type\*

High skill	35.1	(35.3)
Mid skill	24.0	(23.1)
Service intensive	25.3	(21.6)
Labour intensive	14.7	(18.0)

## 18. Incidence of skill shortages\*

All	11.3	(12.1)
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## 19. Skills gaps by occupation type\*

High skill	24.4	(21.9)
Mid skill	20.2	(19.7)
Service intensive	32.5	(29.3)
Labour intensive	22.9	(29.1)

## 20. Incidence of skills gaps\*

All	14.9	(13.0)
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## Skills flows

## 21. Achievement rates

Early years	68.3	(70.2)
GCSE	61.8	(64.2)
A-levels	15.3	(20.6)
Adult education	71.0	(72.9)
Apprenticeships	67.6	(67.7)

## 22. Participation rates

A-levels	21.9	(25.0)
Adult education	10.3	(8.8)
Apprenticeships	1.9	(1.6)
Higher education	35.5	(37.5)

## 23. Graduate mobility\*

Retention	52.8	(48.4)
Attraction	47.9	(60.9)

## 24. Apprenticeship achievement rates

Intermediate	67.0	(67.2)
Advanced	69.7	(69.3)
Higher	58.1	(61.9)

## 25. Adult education achievement rates

English & maths	67.2	(65.5)
Full level 2	67.1	(65.7)
Full level 3	51.9	(52.9)

\*Data is based on LEP area definitions and may not align with the CA area definition

# Liverpool City Region

**Employment rates are low with high rates of economic inactivity.** The employment rate is lower than average for the majority of demographic groups. There is also a relatively high proportion of economically inactive people who want a job.

**Health is a major barrier to work.** Nearly a third of people who are economically inactive are long term sick.

**Prevalence of low paid work.** Nearly a quarter jobs pay less than the voluntary living wage, although non-permanent forms of employment are less prevalent than in other parts of the country. Despite relatively low levels of demand and high skill work, employers are more likely than average to train their staff.

**Low skills is a significant barrier to employment more generally.** A high proportion of residents have no formal qualifications, yet just over 4% of new recruits have no formal qualifications meaning that employment rates are lower than average for this group. People with no formal qualifications are less than half as likely to be in employment compared to graduates. The gap in skills is likely to persist unless there is a significant change.

**Gaps in educational attainment are likely to contribute to youth unemployment.** LCR has a relatively high proportion of young people are NEET. This is likely to be driven in part by low rates of attainment at all stages of the education system, and all levels of apprenticeships.

**Skills shortage and gaps in a variety of occupations.** Skills shortages are concentrated in mid-skill occupations, while skills gaps are more concentrated in high skill occupations. A higher than average proportion of employers reporting need for operational and digital skills.





**Jobs Profile**

<b>1. Sectoral profile</b>		<b>5. Average quals of new recruits</b>	
KIBS	20.1 (24.0)	NVQ4+	35.3 (39.6)
Public KIBS	33.1 (25.7)	NVQ3	24.3 (20.5)
Other services	33.2 (35.6)	Trade App	1.8 (2.4)
Primary	1.5 (1.8)	NVQ2	21.7 (17.8)
Manufacturing	8.0 (8.1)	NVQ1	8.2 (9.7)
Construction	4.2 (4.8)	Other quals	4.4 (5.8)
<b>2. Occupational profile</b>		<b>6. 2024 occupational profile*</b>	
High skill	41.7 (46.3)	High skill	41.6 (47.5)
Mid skill	20.9 (20.1)	Mid skill	19.8 (18.8)
Low skill	36.9 (33.2)	Low skill	38.6 (33.7)
<b>3. Job quality</b>		<b>7. Jobs Growth</b>	
Low pay*	25.5 (22.2)	Annual change %	1.6 (1.3)
Atypical work	4.1 (4.7)		
<b>4. Employer training*</b>			
Any	69.0 (66.0)		
Off-the-job	52.0 (48.0)		
On-the-job	57.0 (53.0)		

**Employment Outcomes**

<b>8. Employment rates</b>		<b>9. Employment rates by qualification</b>	
All WA	71.2 (75.2)	NVQ4+	83.6 (84.7)
Males	75.0 (80.0)	NVQ3	71.5 (75.3)
Females	67.5 (70.5)	Trade App	84.3 (84.4)
Aged 16-24	51.2 (53.9)	NVQ2	66.9 (70.0)
Aged 25-49	81.7 (84.3)	NVQ1	61.0 (68.0)
Aged 50-64	65.5 (71.4)	Other quals	71.1 (74.4)
White	71.8 (77.1)	No quals	40.7 (44.8)
All EM	60.8 (65.5)	<b>11. Inactivity by reason</b>	
Indians	79.4 (75.4)	Student	23.8 (26.8)
Pakistanis/Bangladeshis	48.3 (55.3)	Look after family	22.2 (24.9)
Black or black British	61.1 (67.9)	Temporary sick	2.3 (2.0)
Mixed ethnic	65.0 (67.8)	Long-term sick	29.7 (21.5)
Other ethnic	58.5 (63.4)	Retired	11.4 (12.9)
EA core or work-limiting	45.1 (53.7)	<b>12. NEETs</b>	
<b>10. Inactivity</b>		16-17 NEETs	7.6 (6.0)
All WA	25.7 (21.4)		
Want job	17.7 (21.8)		
Do not want job	82.3 (78.2)		

**Population/skills profile**

<b>13. Population</b>	
Working age	63.2 (62.8)
Growth	-0.1 (0.3)
Migrants	8.3 (20.1)
<b>14. Skills profile</b>	
NVQ4+	31.3 (38.3)
NVQ3	17.2 (17.3)
Trade App	3.0 (2.9)
NVQ2	20.4 (16.1)
NVQ1	11.4 (10.9)
Other quals	5.5 (6.9)
No quals	11.3 (7.6)
<b>15. 2030 skills profile</b>	
NVQ4+	36.0 (42.9)
NVQ3	20.6 (21.2)
NVQ2	21.9 (16.0)
Below NVQ2	14.7 (14.9)
No quals	6.9 (5.0)

**Skills needs**

<b>16. Skills needs*</b>		<b>17. Skills shortages by occupation type*</b>	
Complex analytical	42.4 (43.4)	High skill	22.9 (35.3)
Operational	57.6 (52.5)	Mid skill	29.0 (23.1)
Digital	52.6 (48.0)	Service intensive	22.4 (21.6)
Management/leadership	51.5 (52.6)	Labour intensive	16.8 (18.0)
Sales & customer	43.7 (44.3)	<b>18. Incidence of skill shortages*</b>	
Self-management	49.1 (51.7)	All	14.7 (12.1)

**Skills gaps by occupation type\***

High skill	25.7 (21.9)
Mid skill	20.4 (19.7)
Service intensive	27.7 (29.3)
Labour intensive	26.2 (29.1)
<b>20. Incidence of skills gaps*</b>	
All	15.6 (13.0)

**Skills flows**

<b>21. Achievement rates</b>		<b>23. Graduate mobility*</b>	
Early years	68.2 (70.2)	Retention	44.8 (48.4)
GCSE	57.6 (64.2)	Attraction	47.0 (60.9)
A-levels	12.3 (20.6)	<b>24. Apprenticeship achievement rates</b>	
Adult education	73.4 (72.9)	Intermediate	65.8 (67.2)
Apprenticeships	66.4 (67.7)	Advanced	68.5 (69.3)
<b>22. Participation rates</b>		Higher	56.1 (61.9)
A-levels	21.5 (25.0)	<b>25. Adult education achievement rates</b>	
Adult education	10.9 (8.8)	English & maths	62.0 (65.5)
Apprenticeships	2.2 (1.6)	Full level 2	66.5 (65.7)
Higher education	33.1 (37.5)	Full level 3	49.0 (52.9)

\*Data is based on LEP area definitions and may not align with the CA area definition

# North East

**Employment is low and remains unevenly distributed.** The employment rate is lower than average, particularly for men, black and 'other' ethnic minorities. People with no qualifications are less than half as likely to be in employment compared to graduates. There is also a relatively high proportion of economically inactive people who want a job. A relatively high proportion of young people are not in employment, education or training (NEET).

**Health and disability are major barriers to work.** The disability employment gap is larger than average with just 47% of those with a core or work-limiting disability in work and inactivity rates are higher than average, with a high incidence of long term sickness.

**Insecure and low wage employment is more prevalent than other parts of the country.** There is a higher proportion of people in non-permanent forms of employment. The extent to which this is driven by individual choice (or lack of) is not clear and these forms of employment tend to be concentrated among professionals, elementary occupations and in public services. There is also a higher than average proportion of workers earning below the living wage, in part reflecting higher than average employment in low productivity sectors. Coupled with low levels of employer training, these trends mean that workers are more likely to get stuck in low paid employment with limited prospects for pay progression.

**Employers report significant skills shortages and gaps.** The majority of hard-to-fill vacancies are in professional and associate professional roles and 90% of these vacancies are hard-to-fill due to skills shortages. Hard-to-fill vacancies in labour-intensive occupations appear to relate to a broader range of factors, such as a low number of applicants and unsociable hours. There is also a higher than average concentration of skills gaps (among the employed workforce) in high skill occupations. A relatively high proportion of employers report the need to develop complex analytical, operational, and management and leadership skills among the workforce. Lack of management skills is likely to have a significant impact on business productivity in the area.

**Opportunities to upskill and retrain may be limited.** As discussed, employer investment in training is lower than average and participation in adult education has fallen. Both have fundamental roles to play in addressing the North East's skills challenges. Employers are most likely to cite expense and lack of time available to organise training as the main reasons for not providing training.

### Jobs Profile

<b>1. Sectoral profile</b>		<b>5. Average quals of new recruits</b>	
<b>KIBS</b> 16.0 (24.0)		<b>NVQ4+</b> 30.7 (39.6)	
<b>Public KIBS</b> 30.5 (25.7)		<b>NVQ3</b> 21.0 (20.5)	
<b>Other services</b> 35.5 (35.6)		<b>Trade App</b> 3.9 (2.4)	
<b>Primary</b> 1.9 (1.8)		<b>NVQ2</b> 22.4 (17.8)	
<b>Manufacturing</b> 11.5 (8.1)		<b>NVQ1</b> 12.0 (9.7)	
<b>Construction</b> 4.5 (4.8)		<b>Other quals</b> 5.1 (5.8)	
<b>2. Occupational profile</b>		<b>6. 2024 occupational profile*</b>	
<b>High skill</b> 39.9 (46.3)		<b>High skill</b> 40.6 (47.5)	
<b>Mid skill</b> 22.3 (20.1)		<b>Mid skill</b> 20.9 (18.8)	
<b>Low skill</b> 37.5 (33.2)		<b>Low skill</b> 38.5 (33.7)	
<b>3. Job quality</b>		<b>7. Jobs Growth</b>	
<b>Low pay*</b> 23.7 (22.2)		<b>Annual change %</b> 2.7 (1.3)	
<b>Atypical work</b> 4.9 (4.7)			
<b>4. Employer training*</b>			
<b>Any</b> 63.0 (66.0)			
<b>Off-the-job</b> 48.0 (48.0)			
<b>On-the-job</b> 51.0 (53.0)			

### Employment Outcomes

<b>8. Employment rates</b>		<b>9. Employment rates by qualification</b>	
<b>All WA</b> 71.3 (75.2)		<b>NVQ4+</b> 84.5 (84.7)	
<b>Males</b> 74.5 (80.0)		<b>NVQ3</b> 72.8 (75.3)	
<b>Females</b> 68.3 (70.5)		<b>Trade App</b> 79.1 (84.4)	
<b>Aged 16-24</b> 54.1 (53.9)		<b>NVQ2</b> 68.5 (70.0)	
<b>Aged 25-49</b> 80.5 (84.3)		<b>NVQ1</b> 61.4 (68.0)	
<b>Aged 50-64</b> 67.1 (71.4)		<b>Other quals</b> 63.7 (74.4)	
<b>White</b> 72.2 (77.1)		<b>No quals</b> 40.1 (44.8)	
<b>All EM</b> 57.0 (65.5)		<b>11. Inactivity by reason</b>	
<b>Indians</b> 76.5 (75.4)		<b>Student</b> 24.9 (26.8)	
<b>Pakistanis/Bangladeshis</b> 67.6 (55.3)		<b>Look after family</b> 22.8 (24.9)	
<b>Black or black British</b> 49.0 (67.9)		<b>Temporary sick</b> 3.2 (2.0)	
<b>Mixed ethnic</b> 61.5 (67.8)		<b>Long-term sick</b> 27.7 (21.5)	
<b>Other ethnic</b> 50.3 (63.4)		<b>Retired</b> 13.0 (12.9)	
<b>EA core or work-limiting</b> 46.9 (53.7)		<b>12. NEETs</b>	
<b>10. Inactivity</b>		<b>16-17 NEETs</b> 6.9 (6.0)	
<b>All WA</b> 24.7 (21.4)			
<b>Want job</b> 22.4 (21.8)			
<b>Do not want job</b> 77.6 (78.2)			

### Population/skills profile

<b>13. Population</b>	
<b>Working age</b> 63.0 (62.8)	
<b>Growth</b> -0.1 (0.3)	
<b>Migrants</b> 8.3 (20.1)	
<b>14. Skills profile</b>	
<b>NVQ4+</b> 32.2 (38.3)	
<b>NVQ3</b> 18.6 (17.3)	
<b>Trade App</b> 4.1 (2.9)	
<b>NVQ2</b> 18.8 (16.1)	
<b>NVQ1</b> 11.5 (10.9)	
<b>Other quals</b> 5.9 (6.9)	
<b>No quals</b> 8.8 (7.6)	
<b>15. 2030 skills profile</b>	
<b>NVQ4+</b> 36.8 (42.9)	
<b>NVQ3</b> 24.7 (21.2)	
<b>NVQ2</b> 18.4 (16.0)	
<b>Below NVQ2</b> 14.9 (14.9)	
<b>No quals</b> 5.3 (5.0)	

### Skills needs

<b>16. Skills needs*</b>		<b>17. Skills shortages by occupation type*</b>	
<b>Complex analytical</b> 45.8 (43.4)		<b>High skill</b> 51.7 (35.3)	
<b>Operational</b> 55.3 (52.5)		<b>Mid skill</b> 20.2 (23.1)	
<b>Digital</b> 48.1 (48.0)		<b>Service intensive</b> 16.9 (21.6)	
<b>Management/leadership</b> 54.8 (52.6)		<b>Labour intensive</b> 10.7 (18.0)	
<b>Sales &amp; customer</b> 45.0 (44.3)		<b>18. Incidence of skill shortages*</b>	
<b>Self-management</b> 51.2 (51.7)		<b>All</b> 11.2 (12.1)	

### Skills gaps by occupation type\*

<b>High skill</b> 14.7 (21.9)	
<b>Mid skill</b> 26.5 (19.7)	
<b>Service intensive</b> 28.0 (29.3)	
<b>Labour intensive</b> 30.8 (29.1)	
<b>20. Incidence of skills gaps*</b>	
<b>All</b> 13.4 (13.0)	

### Skills flows

<b>21. Achievement rates</b>		<b>23. Graduate mobility*</b>	
<b>Early years</b> 72.2 (70.2)		<b>Retention</b> 49.0 (48.4)	
<b>GCSE</b> 61.8 (64.2)		<b>Attraction</b> 26.8 (60.9)	
<b>A-levels</b> 16.8 (20.6)		<b>24. Apprenticeship achievement rates</b>	
<b>Adult education</b> 74.7 (72.9)		<b>Intermediate</b> 71.1 (67.2)	
<b>Apprenticeships</b> 70.4 (67.7)		<b>Advanced</b> 71.1 (69.3)	
<b>22. Participation rates</b>		<b>Higher</b> 56.2 (61.9)	
<b>A-levels</b> 20.0 (25.0)		<b>25. Adult education achievement rates</b>	
<b>Adult education</b> 10.9 (8.8)		<b>English &amp; maths</b> 63.5 (65.5)	
<b>Apprenticeships</b> 2.5 (1.6)		<b>Full level 2</b> 68.3 (65.7)	
<b>Higher education</b> 31.9 (37.5)		<b>Full level 3</b> 56.1 (52.9)	

\*Data is based on LEP area definitions and may not align with the CA area definition

# Sheffield City Region

**Poor health contributes to high levels of inactivity.** Over a quarter of people who are economically inactive are long term sick, and nearly a third of economically inactive want a job.

**Prevalence of atypical and low paid work.** There is a higher than average concentration of low skill occupations in SCR, more than a quarter of jobs pay below the voluntary living wage and a higher than average proportion of jobs are non-permanent. Low levels of demand (with a high share of graduates in non-graduates roles) mean that employment rates are low across the qualifications spectrum. Employment rates suggests that this results in those with no formal qualifications being pushed further from the labour market. Employers less likely to train staff, particularly on-the-job.

**Skills shortages and gaps are more heavily concentrated in lower level occupations.** Reflecting in part the profile of jobs in SCR, there is a high concentration of skills shortages in service intensive occupations. Skills gaps (among existing employees) are more heavily concentrated in labour intensive occupations.

**Participation and achievement rates are lower post-16 onwards.** A low number of young people go on to university, linked to lower than average A-level results. Achievement rates for higher apprenticeships are above average but these still account for a small proportion of apprenticeships overall.



Jobs Profile		Employment Outcomes		Population/skills profile	
<b>1. Sectoral profile</b> KIBS <b>19.7</b> (24.0) Public KIBS <b>31.2</b> (25.7) Other services <b>32.6</b> (35.6) Primary <b>1.0</b> (1.8) Manufacturing <b>10.6</b> (8.1) Construction <b>5.0</b> (4.8)		<b>8. Employment rates</b> All WA <b>72.2</b> (75.2) Males <b>76.6</b> (80.0) Females <b>67.7</b> (70.5) Aged 16-24 <b>53.5</b> (53.9) Aged 25-49 <b>81.8</b> (84.3) Aged 50-64 <b>67.9</b> (71.4) White <b>73.7</b> (77.1) All EM <b>60.3</b> (65.5) Indians <b>96.3</b> (75.4) Pakistanis/Bangladeshis <b>55.5</b> (55.3) Black or black British <b>56.4</b> (67.9) Mixed ethnic <b>70.1</b> (67.8) Other ethnic <b>54.2</b> (63.4) EA core or work-limiting <b>51.0</b> (53.7)		<b>13. Population</b> Working age <b>63.5</b> (62.8) Growth <b>0.4</b> (0.3) Migrants <b>13.7</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>39.9</b> (46.3) Mid skill <b>19.6</b> (20.1) Low skill <b>39.8</b> (33.2)		<b>9. Employment rates by qualification</b> NVQ4+ <b>82.8</b> (84.7) NVQ3 <b>77.0</b> (75.3) Trade App <b>84.4</b> (84.4) NVQ2 <b>66.4</b> (70.0) NVQ1 <b>61.6</b> (68.0) Other quals <b>78.8</b> (74.4) No quals <b>36.1</b> (44.8)		<b>14. Skills profile</b> NVQ4+ <b>33.1</b> (38.3) NVQ3 <b>16.3</b> (17.3) Trade App <b>3.7</b> (2.9) NVQ2 <b>17.6</b> (16.1) NVQ1 <b>13.3</b> (10.9) Other quals <b>7.1</b> (6.9) No quals <b>8.8</b> (7.6)	
<b>3. Job quality</b> Low pay* <b>26.4</b> (22.2) Atypical work <b>5.7</b> (4.7)		<b>10. Inactivity</b> All WA <b>23.2</b> (21.4) Want job <b>32.9</b> (21.8) Do not want job <b>67.1</b> (78.2)		<b>15. 2030 skills profile</b> NVQ4+ <b>37.6</b> (42.9) NVQ3 <b>19.1</b> (21.2) NVQ2 <b>17.2</b> (16.0) Below NVQ2 <b>20.8</b> (14.9) No quals <b>5.3</b> (5.0)	
<b>4. Employer training*</b> Any <b>62.0</b> (66.0) Off-the-job <b>47.0</b> (48.0) On-the-job <b>50.0</b> (53.0)		<b>11. Inactivity by reason</b> Student <b>26.5</b> (26.8) Look after family <b>25.7</b> (24.9) Temporary sick <b>1.2</b> (2.0) Long-term sick <b>25.1</b> (21.5) Retired <b>12.8</b> (12.9)		<b>16. Skills needs*</b> Complex analytical <b>38.4</b> (43.4) Operational <b>53.7</b> (52.5) Digital <b>48.1</b> (48.0) Management/leadership <b>51.0</b> (52.6) Sales & customer <b>47.5</b> (44.3) Self-management <b>52.0</b> (51.7)	
<b>5. Average quals of new recruits</b> NVQ4+ <b>32.0</b> (39.6) NVQ3 <b>22.8</b> (20.5) Trade App <b>4.4</b> (2.4) NVQ2 <b>18.1</b> (17.8) NVQ1 <b>11.9</b> (9.7) Other quals <b>5.3</b> (5.8) No quals <b>5.5</b> (4.2)		<b>12. NEETs</b> 16-17 NEETs <b>6.0</b> (6.0)		<b>17. Skills shortages by occupation type*</b> High skill <b>27.2</b> (35.3) Mid skill <b>17.0</b> (23.1) Service intensive <b>33.7</b> (21.6) Labour intensive <b>21.1</b> (18.0)	
<b>6. 2024 occupational profile*</b> High skill <b>41.2</b> (47.5) Mid skill <b>21.1</b> (18.8) Low skill <b>37.7</b> (33.7)		<b>19. Skills gaps by occupation type*</b> High skill <b>11.9</b> (21.9) Mid skill <b>21.8</b> (19.7) Service intensive <b>24.3</b> (29.3) Labour intensive <b>42.0</b> (29.1)		<b>21. Achievement rates</b> Early years <b>71.0</b> (70.2) GCSE <b>59.4</b> (64.2) A-levels <b>15.3</b> (20.6) Adult education <b>71.1</b> (72.9) Apprenticeships <b>67.4</b> (67.7)	
<b>7. Jobs Growth</b> Annual change % <b>0.7</b> (1.3)		<b>20. Incidence of skills gaps*</b> All <b>13.2</b> (13.0)		<b>22. Participation rates</b> A-levels <b>17.5</b> (25.0) Adult education <b>9.7</b> (8.8) Apprenticeships <b>2.1</b> (1.6) Higher education <b>27.6</b> (37.5)	
<b>18. Incidence of skill shortages*</b> All <b>9.6</b> (12.1)		<b>23. Graduate mobility*</b> Retention <b>37.1</b> (48.4) Attraction <b>47.7</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>67.3</b> (67.2) Advanced <b>68.2</b> (69.3) Higher <b>62.9</b> (61.9)	
				<b>25. Adult education achievement rates</b> English & maths <b>65.1</b> (65.5) Full level 2 <b>65.5</b> (65.7) Full level 3 <b>50.2</b> (52.9)	

\*Data is based on LEP area definitions and may not align with the CA area definition

**Employment is low and inactivity is high.** Particularly low for men and those over 50 who may have been displaced from jobs due to industrial change. The employment rate for ethnic minorities is also particularly low. Inactivity is high, driven by sickness and caring responsibilities, but a relatively low proportion of those people want a job.

**Health and disability are significant barriers to work** with low rates of employment among people with disabilities and a high rate of long term sickness among the economically inactive.

**Low pay and potentially limited in-work progression.** While people are less likely to be in non-permanent forms of employment, over a quarter of jobs pay below the voluntary living wage reflecting the high proportion of low skill occupations. Progression opportunities may be limited because the prevalence of low pay and lack of employer investment in training. Training is likely to benefit businesses as well as individuals, given the reported skills gaps in labour intensive occupations in particular.

**Low skills is a significant barrier to employment.** More than 12% of residents have no formal qualifications, yet just 4.5% of new recruits have no formal qualifications. People with no formal qualifications are less than half as likely to be in employment compared to graduates. Demand for graduate level qualifications is lower than average which may mean people with no qualifications are pushed further from the labour market as a result.

**The skills gap is likely to persist unless there is a significant change.** The proportion of people with no qualifications is projected to be twice the national average in 2030. Achievement and participation in academic education is lower than average, although high rates of achievement in apprenticeships and adult education are positive signs of upskilling among the current workforce.

**Skills shortages are concentrated in high skill occupations.** Despite relatively low demand, over half of skills shortages are concentrated in high skill occupations.



Jobs Profile		Employment Outcomes		Population/skills profile	
<b>1. Sectoral profile</b> KIBS <b>18.6</b> (24.0) Public KIBS <b>32.0</b> (25.7) Other services <b>33.1</b> (35.6) Primary <b>2.2</b> (1.8) Manufacturing <b>9.5</b> (8.1) Construction <b>4.6</b> (4.8)		<b>8. Employment rates</b> All WA <b>68.4</b> (75.2) Males <b>70.8</b> (80.0) Females <b>66.0</b> (70.5) Aged 16-24 <b>49.1</b> (53.9) Aged 25-49 <b>78.4</b> (84.3) Aged 50-64 <b>63.9</b> (71.4) White <b>69.2</b> (77.1) All EM <b>55.6</b> (65.5) Indians <b>82.8</b> (75.4) Pakistanis/Bangladeshis <b>49.7</b> (55.3) Black or black British <b>69.7</b> (67.9) Mixed ethnic <b>46.9</b> (67.8) Other ethnic <b>51.9</b> (63.4) EA core or work-limiting <b>43.1</b> (53.7)		<b>13. Population</b> Working age <b>61.8</b> (62.8) Growth <b>-0.3</b> (0.3) Migrants <b>8.2</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>38.2</b> (46.3) Mid skill <b>21.4</b> (20.1) Low skill <b>39.7</b> (33.2)		<b>9. Employment rates by qualification</b> NVQ4+ <b>83.3</b> (84.7) NVQ3 <b>74.6</b> (75.3) Trade App <b>79.2</b> (84.4) NVQ2 <b>62.3</b> (70.0) NVQ1 <b>59.3</b> (68.0) Other quals <b>66.6</b> (74.4) No quals <b>39.7</b> (44.8)		<b>14. Skills profile</b> NVQ4+ <b>30.1</b> (38.3) NVQ3 <b>18.3</b> (17.3) Trade App <b>2.9</b> (2.9) NVQ2 <b>17.8</b> (16.1) NVQ1 <b>11.4</b> (10.9) Other quals <b>7.4</b> (6.9) No quals <b>12.1</b> (7.6)	
<b>3. Job quality</b> Low pay* <b>26.0</b> (22.2) Atypical work <b>4.4</b> (4.7)		<b>10. Inactivity</b> All WA <b>27.0</b> (21.4) Want job <b>16.0</b> (21.8) Do not want job <b>84.0</b> (78.2)		<b>15. 2030 skills profile</b> NVQ4+ <b>32.2</b> (42.9) NVQ3 <b>22.5</b> (21.2) NVQ2 <b>17.8</b> (16.0) Below NVQ2 <b>17.9</b> (14.9) No quals <b>9.6</b> (5.0)	
<b>4. Employer training*</b> Any <b>63.0</b> (66.0) Off-the-job <b>48.0</b> (48.0) On-the-job <b>51.0</b> (53.0)		<b>11. Inactivity by reason</b> Student <b>23.4</b> (26.8) Look after family <b>25.2</b> (24.9) Temporary sick <b>3.8</b> (2.0) Long-term sick <b>25.1</b> (21.5) Retired <b>13.4</b> (12.9)		<b>12. NEETs</b> 16-17 NEETs <b>4.4</b> (6.0)	
<b>5. Average quals of new recruits</b> NVQ4+ <b>28.1</b> (39.6) NVQ3 <b>20.6</b> (20.5) Trade App <b>4.5</b> (2.4) NVQ2 <b>21.5</b> (17.8) NVQ1 <b>14.6</b> (9.7) Other quals <b>6.1</b> (5.8) No quals <b>4.5</b> (4.2)		<b>16. Skills needs*</b> Complex analytical <b>47.0</b> (43.4) Operational <b>60.8</b> (52.5) Digital <b>52.0</b> (48.0) Management/leadership <b>51.3</b> (52.6) Sales & customer <b>43.8</b> (44.3) Self-management <b>50.7</b> (51.7)		<b>17. Skills shortages by occupation type*</b> High skill <b>53.9</b> (35.3) Mid skill <b>14.1</b> (23.1) Service intensive <b>22.5</b> (21.6) Labour intensive <b>9.4</b> (18.0)	
<b>6. 2024 occupational profile*</b> High skill <b>41.3</b> (47.5) Mid skill <b>20.9</b> (18.8) Low skill <b>37.8</b> (33.7)		<b>18. Incidence of skill shortages*</b> All <b>11.6</b> (12.1)		<b>19. Skills gaps by occupation type*</b> High skill <b>22.7</b> (21.9) Mid skill <b>20.7</b> (19.7) Service intensive <b>16.2</b> (29.3) Labour intensive <b>40.3</b> (29.1)	
<b>7. Jobs Growth</b> Annual change % <b>2.3</b> (1.3)		<b>20. Incidence of skills gaps*</b> All <b>14.5</b> (13.0)		<b>21. Achievement rates</b> Early years <b>69.6</b> (70.2) GCSE <b>62.5</b> (64.2) A-levels <b>13.9</b> (20.6) Adult education <b>76.1</b> (72.9) Apprenticeships <b>70.5</b> (67.7)	
<b>22. Participation rates</b> A-levels <b>22.1</b> (25.0) Adult education <b>14.3</b> (8.8) Apprenticeships <b>2.8</b> (1.6) Higher education <b>31.7</b> (37.5)		<b>23. Graduate mobility*</b> Retention <b>53.3</b> (48.4) Attraction <b>41.5</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>69.7</b> (67.2) Advanced <b>73.3</b> (69.3) Higher <b>59.8</b> (61.9)	
<b>25. Adult education achievement rates</b> English & maths <b>66.9</b> (65.5) Full level 2 <b>69.2</b> (65.7) Full level 3 <b>59.5</b> (52.9)					

\*Data is based on LEP area definitions and may not align with the CA area definition

# West Midlands

**Employment is low across all demographic groups.** Employment rates for women and ethnic minorities are particularly low. Graduates are also less likely to be in employment compared to other part of the country. This is likely to reflect low general demand, the relatively low proportion of knowledge-intensive businesses and people working in high skill occupations

**Youth unemployment is high.** The proportion of young people who are NEET is higher than average and the youth employment rate is significantly lower. Low participation and achievement rates (education and apprenticeships) are likely to contribute.

**Changes to the immigration system may have a disproportionate impact relative to other areas.** Changes to the immigration system may have a more significant impact in WMCA given the area has a higher than average proportion of migrant workers.

**Lack of skills is significant barrier to employment.** Despite making up more than 13% of the resident workforce, just 5.6% of new recruits have no qualifications. As a result, those with no quals are almost half as likely to be in employment.

**The skills gap is likely to persist unless there is a significant change.** The proportion of people with no qualifications is projected to be twice the national average in 2030. Achievement and participation in academic education is lower than average, although high rates of achievement in apprenticeships and adult education are positive signs of upskilling among the current workforce. This will impact on business productivity, employment and earnings opportunities.



Jobs Profile		Employment Outcomes		Population/skills profile					
<b>1. Sectoral profile</b> KIBS <b>19.7</b> (24.0) Public KIBS <b>28.5</b> (25.7) Other services <b>36.0</b> (35.6) Primary <b>1.5</b> (1.8) Manufacturing <b>10.5</b> (8.1) Construction <b>3.8</b> (4.8)		<b>5. Average quals of new recruits</b> NVQ4+ <b>37.3</b> (39.6) NVQ3 <b>22.5</b> (20.5) Trade App <b>2.3</b> (2.4) NVQ2 <b>15.8</b> (17.8) NVQ1 <b>9.5</b> (9.7) Other quals <b>7.0</b> (5.8) No quals <b>5.6</b> (4.2)		<b>8. Employment rates</b> All WA <b>67.5</b> (75.2) Males <b>74.6</b> (80.0) Females <b>60.5</b> (70.5) Aged 16-24 <b>40.6</b> (53.9) Aged 25-49 <b>77.8</b> (84.3) Aged 50-64 <b>67.4</b> (71.4) White <b>72.1</b> (77.1) All EM <b>57.8</b> (65.5) Indians <b>70.1</b> (75.4) Pakistanis/Bangladeshis <b>50.4</b> (55.3) Black or black British <b>60.4</b> (67.9) Mixed ethnic <b>57.7</b> (67.8) Other ethnic <b>51.5</b> (63.4) EA core or work-limiting <b>44.5</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>80.5</b> (84.7) NVQ3 <b>68.8</b> (75.3) Trade App <b>84.8</b> (84.4) NVQ2 <b>66.5</b> (70.0) NVQ1 <b>61.0</b> (68.0) Other quals <b>66.8</b> (74.4) No quals <b>40.6</b> (44.8)		<b>13. Population</b> Working age <b>63.1</b> (62.8) Growth <b>0.9</b> (0.3) Migrants <b>24.1</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>39.8</b> (46.3) Mid skill <b>20.6</b> (20.1) Low skill <b>39.1</b> (33.2)		<b>6. 2024 occupational profile*</b> High skill <b>42.6</b> (47.5) Mid skill <b>21.3</b> (18.8) Low skill <b>36.1</b> (33.7)		<b>11. Inactivity by reason</b> Student <b>32.6</b> (26.8) Look after family <b>26.1</b> (24.9) Temporary sick <b>2.1</b> (2.0) Long-term sick <b>20.0</b> (21.5) Retired <b>9.2</b> (12.9)		<b>14. Skills profile</b> NVQ4+ <b>29.6</b> (38.3) NVQ3 <b>16.9</b> (17.3) Trade App <b>1.8</b> (2.9) NVQ2 <b>16.7</b> (16.1) NVQ1 <b>11.5</b> (10.9) Other quals <b>10.3</b> (6.9) No quals <b>13.1</b> (7.6)			
<b>3. Job quality</b> Low pay* <b>24.2</b> (22.2) Atypical work <b>4.5</b> (4.7)		<b>7. Jobs Growth</b> Annual change % <b>2.5</b> (1.3)		<b>12. NEETs</b> 16-17 NEETs <b>7.1</b> (6.0)		<b>15. 2030 skills profile</b> NVQ4+ <b>33.3</b> (42.9) NVQ3 <b>19.9</b> (21.2) NVQ2 <b>16.4</b> (16.0) Below NVQ2 <b>21.2</b> (14.9) No quals <b>9.2</b> (5.0)			
<b>4. Employer training*</b> Any <b>63.0</b> (66.0) Off-the-job <b>47.0</b> (48.0) On-the-job <b>49.0</b> (53.0)		<b>16. Skills needs*</b> Complex analytical <b>43.4</b> (43.4) Operational <b>53.6</b> (52.5) Digital <b>48.2</b> (48.0) Management/leadership <b>50.4</b> (52.6) Sales & customer <b>42.3</b> (44.3) Self-management <b>51.6</b> (51.7)		<b>17. Skills shortages by occupation type*</b> High skill <b>30.1</b> (35.3) Mid skill <b>31.4</b> (23.1) Service intensive <b>16.8</b> (21.6) Labour intensive <b>18.0</b> (18.0)		<b>19. Skills gaps by occupation type*</b> High skill <b>20.6</b> (21.9) Mid skill <b>23.8</b> (19.7) Service intensive <b>21.4</b> (29.3) Labour intensive <b>34.2</b> (29.1)			
<b>18. Incidence of skill shortages*</b> All <b>15.5</b> (12.1)		<b>20. Incidence of skills gaps*</b> All <b>12.3</b> (13.0)		<b>21. Achievement rates</b> Early years <b>68.3</b> (70.2) GCSE <b>58.8</b> (64.2) A-levels <b>13.1</b> (20.6) Adult education <b>75.5</b> (72.9) Apprenticeships <b>64.6</b> (67.7)		<b>23. Graduate mobility*</b> Retention <b>NA</b> (48.4) <span style="color: green;">▲</span> Attraction <b>NA</b> (60.9) <span style="color: green;">▲</span>			
<b>22. Participation rates</b> A-levels <b>21.1</b> (25.0) Adult education <b>10.5</b> (8.8) Apprenticeships <b>2.0</b> (1.6) Higher education <b>34.1</b> (37.5)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>62.2</b> (67.2) Advanced <b>68.1</b> (69.3) Higher <b>69.8</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>68.1</b> (65.5) Full level 2 <b>69.2</b> (65.7) Full level 3 <b>56.3</b> (52.9)					

\*Data is based on LEP area definitions and may not align with the CA area definition

# West of England

**Employment is unevenly distributed.** While people with disabilities are more likely to be in employment than in other parts of the country, ethnic minorities and people with low or no qualifications are less likely to be in work.

**Demand from employers for high level skills.** Large proportion of knowledge intensive businesses and employment in high skill occupations means that there is a significant concentration of skills shortages among high skills occupations. Employers also report needing a range of different skills sets. Skills gaps are more heavily concentrated in low skill occupations, however.

**Higher than average people in atypical forms of work.** While the share of low paid jobs is lower than average, there is a large share of workers in non-permanent employment. The extent to which this is driven by individual choice (or lack of) is not clear.

**Low rates of educational achievement and high number of young people who are NEET.** With the exception of early years, achievement at GCSE level, A-level, adult education and apprenticeships are lower than average. Despite having a large student population, a lower than average proportion of young people from the West of England go on to university. These trends are likely to exacerbate inequalities and may lead to further skills shortages and gaps in the future.

## West of England CA

Compared with other CAs

High



Low

(Average for England)

### Jobs Profile

<b>1. Sectoral profile</b>		<b>5. Average quals of new recruits</b>	
KIBS	26.7 (24.0)	NVQ4+	36.1 (39.6)
Public KIBS	28.3 (25.7)	NVQ3	23.4 (20.5)
Other services	32.7 (35.6)	Trade App	3.2 (2.4)
Primary	1.4 (1.8)	NVQ2	19.2 (17.8)
Manufacturing	5.8 (8.1)	NVQ1	10.1 (9.7)
Construction	5.0 (4.8)	Other quals	4.5 (5.8)
<b>2. Occupational profile</b>		No quals	3.4 (4.2)
High skill	51.6 (46.3)	<b>6. 2024 occupational profile*</b>	
Mid skill	18.2 (20.1)	High skill	47.4 (47.5)
Low skill	30.0 (33.2)	Mid skill	19.3 (18.8)
<b>3. Job quality</b>		Low skill	33.3 (33.7)
Low pay*	17.1 (22.2)	<b>7. Jobs Growth</b>	
Atypical work	5.7 (4.7)	Annual change %	2.5 (1.3)
<b>4. Employer training*</b>			
Any	74.0 (66.0)		
Off-the-job	54.0 (48.0)		
On-the-job	62.0 (53.0)		

### Employment Outcomes

<b>8. Employment rates</b>		<b>9. Employment rates by qualification</b>	
All WA	78.9 (75.2)	NVQ4+	88.8 (84.7)
Males	82.3 (80.0)	NVQ3	67.9 (75.3)
Females	75.4 (70.5)	Trade App	86.8 (84.4)
Aged 16-24	57.6 (53.9)	NVQ2	73.0 (70.0)
Aged 25-49	88.8 (84.3)	NVQ1	70.9 (68.0)
Aged 50-64	73.9 (71.4)	Other quals	67.4 (74.4)
White	80.5 (77.1)	No quals	44.0 (44.8)
All EM	63.0 (65.5)	<b>11. Inactivity by reason</b>	
Indians	75.0 (75.4)	Student	35.8 (26.8)
Pakistanis/Bangladeshis	67.5 (55.3)	Look after family	17.7 (24.9)
Black or black British	63.8 (67.9)	Temporary sick	0.8 (2.0)
Mixed ethnic	64.7 (67.8)	Long-term sick	20.7 (21.5)
Other ethnic	53.5 (63.4)	Retired	13.1 (12.9)
EA core or work-limiting	63.3 (53.7)	<b>12. NEETs</b>	
<b>10. Inactivity</b>		16-17 NEETs	6.8 (6.0)
All WA	18.4 (21.4)		
Want job	18.6 (21.8)		
Do not want job	81.4 (78.2)		

### Population/skills profile

<b>13. Population</b>	
Working age	65.9 (62.8)
Growth	0.8 (0.3)
Migrants	16.6 (20.1)
<b>14. Skills profile</b>	
NVQ4+	49.1 (38.3)
NVQ3	17.7 (17.3)
Trade App	2.4 (2.9)
NVQ2	13.3 (16.1)
NVQ1	9.0 (10.9)
Other quals	4.3 (6.9)
No quals	4.3 (7.6)
<b>15. 2030 skills profile</b>	
NVQ4+	55.6 (42.9)
NVQ3	20.7 (21.2)
NVQ2	13.4 (16.0)
Below NVQ2	9.0 (14.9)
No quals	1.3 (5.0)

### Skills needs

<b>16. Skills needs*</b>		<b>17. Skills shortages by occupation type*</b>	
Complex analytical	46.9 (43.4)	High skill	40.0 (35.3)
Operational	59.3 (52.5)	Mid skill	24.5 (23.1)
Digital	51.9 (48.0)	Service intensive	16.1 (21.6)
Management/leadership	58.2 (52.6)	Labour intensive	14.9 (18.0)
Sales & customer	51.8 (44.3)	<b>18. Incidence of skill shortages*</b>	
Self-management	57.8 (51.7)	All	16.7 (12.1)

### 19. Skills gaps by occupation type\*

High skill	21.2 (21.9)
Mid skill	18.1 (19.7)
Service intensive	25.9 (29.3)
Labour intensive	34.8 (29.1)

### 20. Incidence of skills gaps\*

All	21.5 (13.0)
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### Skills flows

<b>21. Achievement rates</b>		<b>23. Graduate mobility*</b>	
Early years	73.0 (70.2)	Retention	33.2 (48.4)
GCSE	64.0 (64.2)	Attraction	44.5 (60.9)
A-levels	16.3 (20.6)	<b>24. Apprenticeship achievement rates</b>	
Adult education	70.3 (72.9)	Intermediate	66.2 (67.2)
Apprenticeships	67.0 (67.7)	Advanced	68.6 (69.3)
<b>22. Participation rates</b>		Higher	65.7 (61.9)
A-levels	22.8 (25.0)	<b>25. Adult education achievement rates</b>	
Adult education	6.7 (8.8)	English & maths	61.8 (65.5)
Apprenticeships	1.2 (1.6)	Full level 2	61.7 (65.7)
Higher education	34.4 (37.5)	Full level 3	46.9 (52.9)

\*Data is based on LEP area definitions and may not align with the CA area definition

# West Yorkshire

**Employment is low and unevenly distributed.** Ethnic minorities are less likely to be in employment compared to other areas. People with no qualifications are close to half as likely to be in employment compared to graduates.

**Prevalence of low paid work.** Nearly a quarter of jobs pay below the voluntary living wage. There is also a high share of employment in low skill occupation.

**Health is likely to be a significant barrier to work.** Just over half of people with a long-term disability are in employment, while more than 1 in 5 economically inactive are long term sick.

**Skills shortages in high skill occupations.** Reflecting in part the relatively high proportion of employment in KIBS, there is a high concentration of skills shortages in high skill occupations. Skills gaps are more heavily concentrated in labour and service intensive occupations.



## Jobs Profile

## 1. Sectoral profile

KIBS	23.1	(24.0)
Public KIBS	25.8	(25.7)
Other services	34.6	(35.6)
Primary	1.3	(1.8)
Manufacturing	10.6	(8.1)
Construction	4.5	(4.8)

## 2. Occupational profile

High skill	40.6	(46.3)
Mid skill	21.0	(20.1)
Low skill	37.6	(33.2)

## 3. Job quality

Low pay*	24.0	(22.2)
Atypical work	4.5	(4.7)

## 4. Employer training\*

Any	65.0	(66.0)
Off-the-job	49.0	(48.0)
On-the-job	52.0	(53.0)

## 5. Average quals of new recruits

NVQ4+	31.9	(39.6)
NVQ3	21.8	(20.5)
Trade App	2.3	(2.4)
NVQ2	20.0	(17.8)
NVQ1	11.4	(9.7)
Other quals	6.8	(5.8)
No quals	5.8	(4.2)

## 6. 2024 occupational profile\*

High skill	41.9	(47.5)
Mid skill	21.3	(18.8)
Low skill	36.8	(33.7)

## 7. Jobs Growth

Annual change %	2.1	(1.3)
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## Employment Outcomes

## 8. Employment rates

All WA	73.4	(75.2)
Males	78.6	(80.0)
Females	68.2	(70.5)
Aged 16-24	55.0	(53.9)
Aged 25-49	82.0	(84.3)
Aged 50-64	70.1	(71.4)
White	76.7	(77.1)
All EM	58.3	(65.5)
Indians	66.4	(75.4)
Pakistanis/Bangladeshis	50.6	(55.3)
Black or black British	72.6	(67.9)
Mixed ethnic	67.1	(67.8)
Other ethnic	65.5	(63.4)
EA core or work-limiting	52.4	(53.7)

## 10. Inactivity

All WA	23.3	(21.4)
Want job	17.0	(21.8)
Do not want job	83.0	(78.2)

## 9. Employment rates by qualification

NVQ4+	86.4	(84.7)
NVQ3	74.7	(75.3)
Trade App	85.1	(84.4)
NVQ2	66.1	(70.0)
NVQ1	70.2	(68.0)
Other quals	73.9	(74.4)
No quals	44.3	(44.8)

## 11. Inactivity by reason

Student	26.9	(26.8)
Look after family	26.1	(24.9)
Temporary sick	1.4	(2.0)
Long-term sick	23.3	(21.5)
Retired	12.3	(12.9)

## 12. NEETs

16-17 NEETs	5.8	(6.0)
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## Population/skills profile

## 13. Population

Working age	63.1	(62.8)
Growth	0.1	(0.3)
Migrants	15.3	(20.1)

## 14. Skills profile

NVQ4+	32.1	(38.3)
NVQ3	17.6	(17.3)
Trade App	3.3	(2.9)
NVQ2	16.3	(16.1)
NVQ1	12.0	(10.9)
Other quals	6.9	(6.9)
No quals	11.7	(7.6)

## 15. 2030 skills profile

NVQ4+	35.4	(42.9)
NVQ3	21.4	(21.2)
NVQ2	16.6	(16.0)
Below NVQ2	16.2	(14.9)
No quals	10.3	(5.0)

## Skills needs

## 16. Skills needs\*

Complex analytical	48.8	(43.4)
Operational	55.9	(52.5)
Digital	52.3	(48.0)
Management/leadership	57.1	(52.6)
Sales & customer	43.2	(44.3)
Self-management	58.9	(51.7)

## 17. Skills shortages by occupation type\*

High skill	41.4	(35.3)
Mid skill	27.3	(23.1)
Service intensive	14.0	(21.6)
Labour intensive	16.3	(18.0)

## 18. Incidence of skill shortages\*

All	10.3	(12.1)
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## 19. Skills gaps by occupation type\*

High skill	21.3	(21.9)
Mid skill	20.7	(19.7)
Service intensive	27.4	(29.3)
Labour intensive	30.6	(29.1)

## 20. Incidence of skills gaps\*

All	13.6	(13.0)
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## Skills flows

## 21. Achievement rates

Early years	68.2	(70.2)
GCSE	62.2	(64.2)
A-levels	14.9	(20.6)
Adult education	71.5	(72.9)
Apprenticeships	68.9	(67.7)

## 22. Participation rates

A-levels	20.4	(25.0)
Adult education	9.6	(8.8)
Apprenticeships	1.8	(1.6)
Higher education	33.6	(37.5)

## 23. Graduate mobility\*

Retention	46.1	(48.4)
Attraction	39.4	(60.9)

## 24. Apprenticeship achievement rates

Intermediate	68.0	(67.2)
Advanced	70.7	(69.3)
Higher	63.9	(61.9)

## 25. Adult education achievement rates

English & maths	64.8	(65.5)
Full level 2	64.6	(65.7)
Full level 3	52.5	(52.9)

\*Data is based on LEP area definitions and may not align with the CA area definition

# Local enterprise partnership areas

# Black Country

**Employment is low and inactivity is high.** The disability employment gap is relatively large, with people with a long term disability far less likely to be in employment. Nearly a third of the economically inactive have caring responsibilities.

**Prevalence of low paid work.** Nearly 1 in 3 jobs pay less than the voluntary living wage. People are more likely to get stuck in low wage employment due to the high proportion of low skill occupations, low qualifications and low levels of employer training.

**High proportion with no formal qualifications.** The area's skills profile is skewed towards low and no qualifications and proportion of people with no qualification is over twice the national average. Less than a quarter of residents have graduate level qualifications and a relatively low number of young people go to university (following lower levels of attainment in earlier stages of the education system).

**Skills shortages and gaps in mid level occupations.** Reflecting in part the high share of employment in manufacturing and non-knowledge intensive services, a relatively high proportion of skills shortages and gaps are concentrated in mid level occupations.

**Current trends suggest the skills gaps is likely to persist.** The proportion of people with no qualifications is projected to be more than twice the national average in 2030.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> <b>KIBS 15.1</b> (24.0) Public KIBS <b>26.2</b> (25.7) Other services <b>38.5</b> (35.6) Primary <b>2.1</b> (1.8) Manufacturing <b>13.6</b> (8.1) Construction <b>4.5</b> (4.8)		<b>5. Average quals of new recruits</b> NVQ4+ <b>37.3</b> (39.6) NVQ3 <b>22.5</b> (20.5) Trade App <b>2.3</b> (2.4) NVQ2 <b>15.8</b> (17.8) NVQ1 <b>9.5</b> (9.7) Other quals <b>7.0</b> (5.8) No quals <b>5.6</b> (4.2)		<b>8. Employment rates</b> All WA <b>67.7</b> (75.2) Males <b>74.5</b> (80.0) Females <b>61.0</b> (70.5) Aged 16-24 <b>44.1</b> (53.9) Aged 25-49 <b>76.6</b> (84.3) Aged 50-64 <b>67.0</b> (71.4) White <b>69.5</b> (77.1) All EM <b>62.0</b> (65.5) Indians <b>72.2</b> (75.4) Pakistanis/Bangladeshis <b>52.1</b> (55.3) Black or black British <b>64.4</b> (67.9) Mixed ethnic <b>52.6</b> (67.8) Other ethnic <b>47.6</b> (63.4) EA core or work-limiting <b>43.1</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>85.4</b> (84.7) NVQ3 <b>75.6</b> (75.3) Trade App <b>85.1</b> (84.4) NVQ2 <b>63.6</b> (70.0) NVQ1 <b>62.4</b> (68.0) Other quals <b>65.7</b> (74.4) No quals <b>44.7</b> (44.8)	
<b>2. Occupational profile</b> High skill <b>34.5</b> (46.3) Mid skill <b>25.1</b> (20.1) Low skill <b>39.7</b> (33.2)		<b>6. 2024 occupational profile</b> High skill <b>41.8</b> (47.5) Mid skill <b>21.6</b> (18.8) Low skill <b>36.6</b> (33.7)		<b>11. Inactivity by reason</b> Student <b>25.9</b> (26.8) Look after family <b>29.2</b> (24.9) Temporary sick <b>2.9</b> (2.0) Long-term sick <b>21.8</b> (21.5) Retired <b>9.5</b> (12.9)			
<b>3. Job quality</b> Low pay <b>28.2</b> (22.2) Atypical work <b>3.1</b> (4.7)		<b>7. Jobs Growth</b> Annual change % <b>4.0</b> (1.3)		<b>12. NEETs</b> 16-17 NEETs <b>5.6</b> (6.0)			
<b>4. Employer training</b> Any <b>62.0</b> (66.0) Off-the-job <b>46.0</b> (48.0) On-the-job <b>49.0</b> (53.0)		<b>10. Inactivity</b> All WA <b>27.3</b> (21.4) Want job <b>13.0</b> (21.8) Do not want job <b>87.0</b> (78.2)		<b>13. Population</b> Working age <b>61.5</b> (62.8) Growth <b>0.5</b> (0.3) Migrants <b>18.4</b> (20.1)			
<b>16. Skills needs</b> Complex analytical <b>46.9</b> (43.4) Operational <b>59.1</b> (52.5) Digital <b>54.6</b> (48.0) Management/leadership <b>56.7</b> (52.6) Sales & customer <b>45.9</b> (44.3) Self-management <b>59.1</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>23.3</b> (35.3) Mid skill <b>37.4</b> (23.1) Service intensive <b>15.3</b> (21.6) Labour intensive <b>11.0</b> (18.0)		<b>14. Skills profile</b> NVQ4+ <b>24.5</b> (38.3) NVQ3 <b>15.5</b> (17.3) Trade App <b>1.9</b> (2.9) NVQ2 <b>18.5</b> (16.1) NVQ1 <b>12.6</b> (10.9) Other quals <b>11.4</b> (6.9) No quals <b>15.6</b> (7.6)			
<b>18. Incidence of skill shortages</b> All <b>16.6</b> (12.1)		<b>19. Skills gaps by occupation type</b> High skill <b>18.9</b> (21.9) Mid skill <b>25.9</b> (19.7) Service intensive <b>20.6</b> (29.3) Labour intensive <b>34.6</b> (29.1)		<b>15. 2030 skills profile</b> NVQ4+ <b>28.4</b> (42.9) NVQ3 <b>16.8</b> (21.2) NVQ2 <b>18.8</b> (16.0) Below NVQ2 <b>23.8</b> (14.9) No quals <b>12.1</b> (5.0)			
<b>20. Incidence of skills gaps</b> All <b>14.5</b> (13.0)		<b>21. Achievement rates</b> Early years <b>67.5</b> (70.2) GCSE <b>56.2</b> (64.2) A-levels <b>12.5</b> (20.6) Adult education <b>73.9</b> (72.9) Apprenticeships <b>68.0</b> (67.7)		<b>23. Graduate mobility</b> Retention <b>41.0</b> (48.4) Attraction <b>65.3</b> (60.9)			
<b>22. Participation rates</b> A-levels <b>21.5</b> (25.0) Adult education <b>10.9</b> (8.8) Apprenticeships <b>2.2</b> (1.6) Higher education <b>31.1</b> (37.5)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>67.6</b> (67.2) Advanced <b>68.2</b> (69.3) Higher <b>71.1</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>63.5</b> (65.5) Full level 2 <b>66.9</b> (65.7) Full level 3 <b>55.8</b> (52.9)			



# Buckinghamshire Thames Valley

**Youth employment is low.** Employment rates are generally high with the exception of 16 to 24 year olds. There is also a relatively high proportion of 16 to 17 year olds who are NEET.

**Skills shortages and gaps in mid level occupations.** Reflecting in part the high share of employment in construction and non-knowledge intensive services, a relatively high proportion of skills shortages are concentrated in mid level occupations. Skills gaps are more heavily concentrated in service intensive occupations. Changes to the immigration system may exacerbate these shortages.

**Apprenticeship achievement rates are low.** Apprenticeships can play an important role in widening opportunities, particularly for young people, and reducing inequalities. Yet achievement rates are lower than average for all apprenticeship levels.



Jobs Profile		Employment Outcomes		Population/skills profile	
<b>1. Sectoral profile</b> KIBS <b>22.1</b> (24.0) Public KIBS <b>23.8</b> (25.7) Other services <b>39.7</b> (35.6) Primary <b>1.8</b> (1.8) Manufacturing <b>6.9</b> (8.1) Construction <b>5.6</b> (4.8)		<b>8. Employment rates</b> All WA <b>81.0</b> (75.2) Males <b>85.3</b> (80.0) Females <b>76.7</b> (70.5) Aged 16-24 <b>51.3</b> (53.9) Aged 25-49 <b>89.0</b> (84.3) Aged 50-64 <b>83.1</b> (71.4) White <b>82.2</b> (77.1) All EM <b>74.7</b> (65.5) Indians <b>86.1</b> (75.4) Pakistanis/Bangladeshis <b>55.8</b> (55.3) Black or black British <b>74.2</b> (67.9) Mixed ethnic <b>85.5</b> (67.8) Other ethnic <b>76.5</b> (63.4) EA core or work-limiting <b>73.3</b> (53.7)		<b>13. Population</b> Working age <b>60.9</b> (62.8) Growth <b>0.2</b> (0.3) Migrants <b>16.9</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>56.7</b> (46.3) Mid skill <b>18.4</b> (20.1) Low skill <b>24.6</b> (33.2)		<b>9. Employment rates by qualification</b> NVQ4+ <b>87.5</b> (84.7) NVQ3 <b>79.7</b> (75.3) Trade App <b>92.3</b> (84.4) NVQ2 <b>77.2</b> (70.0) NVQ1 <b>72.7</b> (68.0) Other quals <b>75.0</b> (74.4) No quals <b>62.4</b> (44.8)		<b>14. Skills profile</b> NVQ4+ <b>47.7</b> (38.3) NVQ3 <b>18.7</b> (17.3) Trade App <b>2.0</b> (2.9) NVQ2 <b>14.2</b> (16.1) NVQ1 <b>9.8</b> (10.9) Other quals <b>4.5</b> (6.9) No quals <b>3.1</b> (7.6)	
<b>3. Job quality</b> Low pay <b>16.6</b> (22.2) Atypical work <b>5.2</b> (4.7)		<b>10. Inactivity</b> All WA <b>17.5</b> (21.4) Want job <b>25.1</b> (21.8) Do not want job <b>74.9</b> (78.2)		<b>15. 2030 skills profile</b> NVQ4+ <b>50.9</b> (42.9) NVQ3 <b>21.9</b> (21.2) NVQ2 <b>13.9</b> (16.0) Below NVQ2 <b>11.9</b> (14.9) No quals <b>1.4</b> (5.0)	
<b>4. Employer training</b> Any <b>71.0</b> (66.0) Off-the-job <b>50.0</b> (48.0) On-the-job <b>60.0</b> (53.0)		<b>11. Inactivity by reason</b> Student <b>34.5</b> (26.8) Look after family <b>26.4</b> (24.9) Temporary sick <b>1.6</b> (2.0) Long-term sick <b>8.4</b> (21.5) Retired <b>14.8</b> (12.9)		<b>16. Skills needs</b> Complex analytical <b>36.6</b> (43.4) Operational <b>47.1</b> (52.5) Digital <b>39.8</b> (48.0) Management/leadership <b>46.8</b> (52.6) Sales & customer <b>31.1</b> (44.3) Self-management <b>45.1</b> (51.7)	
<b>5. Average quals of new recruits</b> NVQ4+ <b>37.6</b> (39.6) NVQ3 <b>21.0</b> (20.5) Trade App <b>2.5</b> (2.4) NVQ2 <b>19.0</b> (17.8) NVQ1 <b>10.5</b> (9.7) Other quals <b>5.3</b> (5.8) No quals <b>4.0</b> (4.2)		<b>12. NEETs</b> 16-17 NEETs <b>6.4</b> (6.0)		<b>17. Skills shortages by occupation type</b> High skill <b>12.5</b> (35.3) Mid skill <b>50.5</b> (23.1) Service intensive <b>20.4</b> (21.6) Labour intensive <b>14.7</b> (18.0)	
<b>6. 2024 occupational profile</b> High skill <b>50.5</b> (47.5) Mid skill <b>18.5</b> (18.8) Low skill <b>31.1</b> (33.7)		<b>19. Skills gaps by occupation type</b> High skill <b>18.6</b> (21.9) Mid skill <b>8.1</b> (19.7) Service intensive <b>50.7</b> (29.3) Labour intensive <b>22.6</b> (29.1)		<b>21. Achievement rates</b> Early years <b>73.9</b> (70.2) GCSE <b>76.8</b> (64.2) A-levels <b>31.9</b> (20.6) Adult education <b>72.2</b> (72.9) Apprenticeships <b>65.1</b> (67.7)	
<b>7. Jobs Growth</b> Annual change % <b>-1.7</b> (1.3)		<b>20. Incidence of skills gaps</b> All <b>15.8</b> (13.0)		<b>22. Participation rates</b> A-levels <b>25.6</b> (25.0) Adult education <b>5.7</b> (8.8) Apprenticeships <b>0.9</b> (1.6) Higher education <b>50.5</b> (37.5)	
<b>18. Incidence of skill shortages</b> All <b>8.6</b> (12.1)		<b>23. Graduate mobility</b> Retention <b>23.9</b> (48.4) Attraction <b>83.4</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>66.4</b> (67.2) Advanced <b>64.3</b> (69.3) Higher <b>56.9</b> (61.9)	
				<b>25. Adult education achievement rates</b> English & maths <b>64.9</b> (65.5) Full level 2 <b>65.0</b> (65.7) Full level 3 <b>53.6</b> (52.9)	

# Cheshire and Warrington

**Employment rates are low for older workers.** The employment rate for 50 to 64 year olds is lower than average. This could be driven by early retirement as a large proportion of the economically inactive are retired.

**Skills shortages in high skill occupations.** The area has a high share of KIBS employment and high skill occupations. This reflected in the profile of skills shortages with a high concentration in high skill occupations. Skills gaps among existing employees in these occupations are also reported. Employers reporting needing a range of skills, including operational and self-management skills, to meet the needs of the business or organisation.

**Achievement rates in adult education are low.** Less than two thirds of adults in doing English and Maths, a level 2 or 3 course achieve a qualification.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>27.7</b> (24.0) Public KIBS <b>21.0</b> (25.7) Other services <b>35.7</b> (35.6) Primary <b>2.0</b> (1.8) Manufacturing <b>9.0</b> (8.1) Construction <b>4.6</b> (4.8)		<b>8. Employment rates</b> All WA <b>75.2</b> (75.2) Males <b>80.4</b> (80.0) Females <b>70.0</b> (70.5) Aged 16-24 <b>57.0</b> (53.9) Aged 25-49 <b>85.6</b> (84.3) Aged 50-64 <b>68.2</b> (71.4) White <b>75.4</b> (77.1) All EM <b>67.7</b> (65.5) Indians <b>57.5</b> (75.4) Pakistanis/Bangladeshis <b>83.5</b> (55.3) Black or black British <b>63.7</b> (67.9) Mixed ethnic <b>100.0</b> (67.8) Other ethnic <b>65.7</b> (63.4) EA core or work-limiting <b>59.3</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>84.6</b> (84.7) NVQ3 <b>74.9</b> (75.3) Trade App <b>77.5</b> (84.4) NVQ2 <b>69.4</b> (70.0) NVQ1 <b>66.4</b> (68.0) Other quals <b>76.9</b> (74.4) No quals <b>41.1</b> (44.8)		<b>13. Population</b> Working age <b>60.9</b> (62.8) Growth <b>-0.1</b> (0.3) Migrants <b>9.1</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>52.4</b> (46.3) Mid skill <b>16.6</b> (20.1) Low skill <b>31.1</b> (33.2)		<b>10. Inactivity</b> All WA <b>22.1</b> (21.4) Want job <b>21.0</b> (21.8) Do not want job <b>79.0</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>44.0</b> (38.3) NVQ3 <b>14.4</b> (17.3) Trade App <b>4.0</b> (2.9) NVQ2 <b>18.0</b> (16.1) NVQ1 <b>9.5</b> (10.9) Other quals <b>4.4</b> (6.9) No quals <b>5.9</b> (7.6)			
<b>3. Job quality</b> Low pay <b>22.4</b> (22.2) Atypical work <b>5.1</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>22.7</b> (26.8) Look after family <b>23.7</b> (24.9) Temporary sick <b>1.3</b> (2.0) Long-term sick <b>18.1</b> (21.5) Retired <b>21.0</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>48.0</b> (42.9) NVQ3 <b>18.8</b> (21.2) NVQ2 <b>17.4</b> (16.0) Below NVQ2 <b>9.9</b> (14.9) No quals <b>5.9</b> (5.0)			
<b>4. Employer training</b> Any <b>72.0</b> (66.0) Off-the-job <b>50.0</b> (48.0) On-the-job <b>59.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>2.6</b> (6.0)		<b>16. Skills needs</b> Complex analytical <b>46.5</b> (43.4) Operational <b>59.1</b> (52.5) Digital <b>52.0</b> (48.0) Management/leadership <b>56.0</b> (52.6) Sales & customer <b>53.8</b> (44.3) Self-management <b>63.4</b> (51.7)			
<b>5. Average quals of new recruits</b> NVQ4+ <b>34.5</b> (39.6) NVQ3 <b>21.8</b> (20.5) Trade App <b>1.8</b> (2.4) NVQ2 <b>22.2</b> (17.8) NVQ1 <b>11.6</b> (9.7) Other quals <b>4.6</b> (5.8) No quals <b>3.4</b> (4.2)		<b>17. Skills shortages by occupation type</b> High skill <b>40.0</b> (35.3) Mid skill <b>19.7</b> (23.1) Service intensive <b>19.8</b> (21.6) Labour intensive <b>18.6</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>29.0</b> (21.9) Mid skill <b>17.9</b> (19.7) Service intensive <b>25.1</b> (29.3) Labour intensive <b>28.0</b> (29.1)			
<b>6. 2024 occupational profile</b> High skill <b>41.6</b> (47.5) Mid skill <b>21.1</b> (18.8) Low skill <b>37.3</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>17.1</b> (13.0)		<b>21. Achievement rates</b> Early years <b>72.5</b> (70.2) GCSE <b>66.9</b> (64.2) A-levels <b>16.5</b> (20.6) Adult education <b>71.1</b> (72.9) Apprenticeships <b>70.3</b> (67.7)			
<b>7. Jobs Growth</b> Annual change % <b>0.8</b> (1.3)		<b>22. Participation rates</b> A-levels <b>26.4</b> (25.0) Adult education <b>8.4</b> (8.8) Apprenticeships <b>1.6</b> (1.6) Higher education <b>42.3</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>34.4</b> (48.4) Attraction <b>76.8</b> (60.9)			
<b>18. Incidence of skill shortages</b> All <b>12.0</b> (12.1)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>68.7</b> (67.2) Advanced <b>73.2</b> (69.3) Higher <b>66.8</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>60.6</b> (65.5) Full level 2 <b>63.6</b> (65.7) Full level 3 <b>54.6</b> (52.9)			

# Coast to Capital

**Youth employment is low.** Employment rates are generally high with the exception of 16 to 24 year olds. There is also a relatively high proportion of 16 to 17 year olds who are NEET. There are lower levels of high achievement at A-level. The graduate employment rate is also lower than average.

**Skills shortages may be exacerbated by changes to the immigration system.** With a high proportion of migrant workers, changes to the immigration system may increase skills shortages in mid level and service intensive occupations.

**Apprenticeship achievement rates are low.** Apprenticeships can play an important role in widening opportunities, particularly for young people, and reducing inequalities. Yet achievement rates are lower than average for all apprenticeship levels, particularly at intermediate level.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>23.6</b> (24.0) Public KIBS <b>27.8</b> (25.7) Other services <b>36.5</b> (35.6) Primary <b>2.2</b> (1.8) Manufacturing <b>4.7</b> (8.1) Construction <b>5.2</b> (4.8)		<b>8. Employment rates</b> All WA <b>76.7</b> (75.2) Males <b>81.2</b> (80.0) Females <b>72.2</b> (70.5) Aged 16-24 <b>55.5</b> (53.9) Aged 25-49 <b>85.3</b> (84.3) Aged 50-64 <b>73.7</b> (71.4) White <b>77.9</b> (77.1) All EM <b>70.3</b> (65.5) Indians <b>76.7</b> (75.4) Pakistanis/Bangladeshis <b>73.1</b> (55.3) Black or black British <b>70.3</b> (67.9) Mixed ethnic <b>73.6</b> (67.8) Other ethnic <b>63.5</b> (63.4) EA core or work-limiting <b>59.0</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>83.4</b> (84.7) NVQ3 <b>78.8</b> (75.3) Trade App <b>75.1</b> (84.4) NVQ2 <b>71.3</b> (70.0) NVQ1 <b>73.7</b> (68.0) Other quals <b>79.4</b> (74.4) No quals <b>50.7</b> (44.8)		<b>13. Population</b> Working age <b>62.1</b> (62.8) Growth <b>0.2</b> (0.3) Migrants <b>21.5</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>51.7</b> (46.3) Mid skill <b>19.3</b> (20.1) Low skill <b>28.9</b> (33.2)		<b>10. Inactivity</b> All WA <b>20.2</b> (21.4) Want job <b>29.0</b> (21.8) Do not want job <b>71.0</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>44.3</b> (38.3) NVQ3 <b>17.4</b> (17.3) Trade App <b>2.7</b> (2.9) NVQ2 <b>16.6</b> (16.1) NVQ1 <b>9.3</b> (10.9) Other quals <b>5.3</b> (6.9) No quals <b>4.5</b> (7.6)			
<b>3. Job quality</b> Low pay <b>19.3</b> (22.2) Atypical work <b>5.2</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>25.0</b> (26.8) Look after family <b>24.7</b> (24.9) Temporary sick <b>0.6</b> (2.0) Long-term sick <b>19.5</b> (21.5) Retired <b>14.8</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>49.2</b> (42.9) NVQ3 <b>20.3</b> (21.2) NVQ2 <b>15.5</b> (16.0) Below NVQ2 <b>12.0</b> (14.9) No quals <b>3.1</b> (5.0)			
<b>4. Employer training</b> Any <b>68.0</b> (66.0) Off-the-job <b>47.0</b> (48.0) On-the-job <b>56.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>7.5</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>37.6</b> (39.6) NVQ3 <b>21.0</b> (20.5) Trade App <b>2.5</b> (2.4) NVQ2 <b>19.0</b> (17.8) NVQ1 <b>10.5</b> (9.7) Other quals <b>5.3</b> (5.8) No quals <b>4.0</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>18.7</b> (21.9) Mid skill <b>19.6</b> (19.7) Service intensive <b>38.3</b> (29.3) Labour intensive <b>23.4</b> (29.1)		<b>21. Achievement rates</b> Early years <b>74.0</b> (70.2) GCSE <b>66.9</b> (64.2) A-levels <b>16.8</b> (20.6) Adult education <b>71.2</b> (72.9) Apprenticeships <b>66.5</b> (67.7)			
<b>6. 2024 occupational profile</b> High skill <b>49.7</b> (47.5) Mid skill <b>18.2</b> (18.8) Low skill <b>32.1</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>12.9</b> (13.0)		<b>22. Participation rates</b> A-levels <b>23.3</b> (25.0) Adult education <b>7.1</b> (8.8) Apprenticeships <b>1.0</b> (1.6) Higher education <b>42.0</b> (37.5)			
<b>7. Jobs Growth</b> Annual change % <b>0.4</b> (1.3)		<b>23. Graduate mobility</b> Retention <b>36.1</b> (48.4) Attraction <b>69.3</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>65.4</b> (67.2) Advanced <b>68.9</b> (69.3) Higher <b>60.5</b> (61.9)			
<b>16. Skills needs</b> Complex analytical <b>40.9</b> (43.4) Operational <b>51.7</b> (52.5) Digital <b>46.7</b> (48.0) Management/leadership <b>52.2</b> (52.6) Sales & customer <b>40.6</b> (44.3) Self-management <b>50.7</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>25.6</b> (35.3) Mid skill <b>24.9</b> (23.1) Service intensive <b>34.9</b> (21.6) Labour intensive <b>14.0</b> (18.0)		<b>25. Adult education achievement rates</b> English & maths <b>64.2</b> (65.5) Full level 2 <b>68.2</b> (65.7) Full level 3 <b>53.2</b> (52.9)			
<b>18. Incidence of skill shortages</b> All <b>15.2</b> (12.1)							

# Cornwall and Isles of Scilly

**Employment is low and rates of inactivity are high.** Employment rates are particularly low for 50 to 64 years olds but this may be due to retirement. A relatively high proportion of the economically inactive want a job, however. Nearly a quarter of inactive residents are long term sick.

**Prevalence of low paid work.** Nearly 1 in 3 jobs pay less than the voluntary living wage. People are more likely to get stuck in low wage employment due to the high proportion of low skill occupations and low levels of employer training.

**Skills shortages in service intensive occupations.** Reflecting in part the high share of employment in services like hospitality and retail, the highest concentration of skills shortages is among service intensive occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> <b>KIBS 14.0</b> (24.0) <b>Public KIBS 25.7</b> (25.7) <b>Other services 43.9</b> (35.6) <b>Primary 3.4</b> (1.8) <b>Manufacturing 7.0</b> (8.1) <b>Construction 6.1</b> (4.8)		<b>8. Employment rates</b> <b>All WA 74.1</b> (75.2) <b>Males 79.7</b> (80.0) <b>Females 68.9</b> (70.5) <b>Aged 16-24 56.0</b> (53.9) <b>Aged 25-49 85.5</b> (84.3) <b>Aged 50-64 67.4</b> (71.4) <b>White 74.3</b> (77.1) <b>All EM 63.8</b> (65.5) <b>Indians NA</b> (75.4) <b>Pakistanis/Bangladeshis NA</b> (55.3) <b>Black or black British NA</b> (67.9) <b>Mixed ethnic NA</b> (67.8) <b>Other ethnic 66.6</b> (63.4) <b>EA core or work-limiting 56.8</b> (53.7)		<b>9. Employment rates by qualification</b> <b>NVQ4+ 82.2</b> (84.7) <b>NVQ3 75.1</b> (75.3) <b>Trade App 82.1</b> (84.4) <b>NVQ2 74.3</b> (70.0) <b>NVQ1 67.5</b> (68.0) <b>Other quals 82.8</b> (74.4) <b>No quals 64.7</b> (44.8)		<b>13. Population</b> <b>Working age 58.6</b> (62.8) <b>Growth 0.7</b> (0.3) <b>Migrants 7.5</b> (20.1)	
<b>2. Occupational profile</b> <b>High skill 35.8</b> (46.3) <b>Mid skill 25.1</b> (20.1) <b>Low skill 38.9</b> (33.2)		<b>5. Average quals of new recruits</b> <b>NVQ4+ 36.1</b> (39.6) <b>NVQ3 23.4</b> (20.5) <b>Trade App 3.2</b> (2.4) <b>NVQ2 19.2</b> (17.8) <b>NVQ1 10.1</b> (9.7) <b>Other quals 4.5</b> (5.8) <b>No quals 3.4</b> (4.2)		<b>11. Inactivity by reason</b> <b>Student 21.8</b> (26.8) <b>Look after family 19.6</b> (24.9) <b>Temporary sick 3.0</b> (2.0) <b>Long-term sick 24.3</b> (21.5) <b>Retired 20.3</b> (12.9)		<b>14. Skills profile</b> <b>NVQ4+ 33.9</b> (38.3) <b>NVQ3 21.8</b> (17.3) <b>Trade App 4.1</b> (2.9) <b>NVQ2 19.6</b> (16.1) <b>NVQ1 11.7</b> (10.9) <b>Other quals 3.8</b> (6.9) <b>No quals 5.1</b> (7.6)	
<b>3. Job quality</b> <b>High skill 42.7</b> (47.5) <b>Mid skill 20.5</b> (18.8) <b>Low skill 36.8</b> (33.7)		<b>6. 2024 occupational profile</b> <b>High skill 42.7</b> (47.5) <b>Mid skill 20.5</b> (18.8) <b>Low skill 36.8</b> (33.7)		<b>12. NEETs</b> <b>16-17 NEETs 5.9</b> (6.0)		<b>15. 2030 skills profile</b> <b>NVQ4+ 39.9</b> (42.9) <b>NVQ3 27.6</b> (21.2) <b>NVQ2 22.0</b> (16.0) <b>Below NVQ2 9.6</b> (14.9) <b>No quals 0.9</b> (5.0)	
<b>4. Employer training</b> <b>Any 62.0</b> (66.0) <b>Off-the-job 43.0</b> (48.0) <b>On-the-job 49.0</b> (53.0)		<b>7. Jobs Growth</b> <b>Annual change % 0.5</b> (1.3)		<b>10. Inactivity</b> <b>All WA 23.3</b> (21.4) <b>Want job 22.0</b> (21.8) <b>Do not want job 78.0</b> (78.2)			
<b>16. Skills needs</b> <b>Complex analytical 40.8</b> (43.4) <b>Operational 51.1</b> (52.5) <b>Digital 49.2</b> (48.0) <b>Management/leadership 49.6</b> (52.6) <b>Sales &amp; customer 48.1</b> (44.3) <b>Self-management 49.0</b> (51.7)		<b>17. Skills shortages by occupation type</b> <b>High skill 29.1</b> (35.3) <b>Mid skill 21.6</b> (23.1) <b>Service intensive 33.1</b> (21.6) <b>Labour intensive 13.1</b> (18.0)		<b>19. Skills gaps by occupation type</b> <b>High skill 15.6</b> (21.9) <b>Mid skill 19.0</b> (19.7) <b>Service intensive 30.6</b> (29.3) <b>Labour intensive 34.7</b> (29.1)		<b>21. Achievement rates</b> <b>Early years 80.1</b> (70.2) <b>GCSE 61.3</b> (64.2) <b>A-levels 21.9</b> (20.6) <b>Adult education 76.4</b> (72.9) <b>Apprenticeships 73.4</b> (67.7)	
<b>18. Incidence of skill shortages</b> <b>All 10.6</b> (12.1)		<b>20. Incidence of skills gaps</b> <b>All 15.6</b> (13.0)		<b>22. Participation rates</b> <b>A-levels 19.7</b> (25.0) <b>Adult education 9.5</b> (8.8) <b>Apprenticeships 1.9</b> (1.6) <b>Higher education 33.4</b> (37.5)		<b>23. Graduate mobility</b> <b>Retention 37.3</b> (48.4) <b>Attraction 65.5</b> (60.9)	
				<b>24. Apprenticeship achievement rates</b> <b>Intermediate 72.6</b> (67.2) <b>Advanced 76.1</b> (69.3) <b>Higher 63.0</b> (61.9)		<b>25. Adult education achievement rates</b> <b>English &amp; maths 65.6</b> (65.5) <b>Full level 2 63.3</b> (65.7) <b>Full level 3 66.5</b> (52.9)	



# Coventry and Warwickshire

**Low graduate employment.** Employment rates are generally relatively high in CW but lower than average for residents with level 3 or 4 qualifications.

**Overall skills profile reflects disparities within the areas.** While there is a relatively high proportion of graduates, there is a relatively high proportion of people with no qualifications. Current trends suggest that there is a still likely to be a higher than average number of people with no formal qualifications in 2030.

**Skills shortages may be exacerbated by changes to the immigration system.** With a high proportion of migrant workers, changes to the immigration system may increase skills shortages.

**High demand for management and leadership skills.** A relatively high proportion of employers state they need to build management and leaderships, alongside operational and self management skills.

**Intermediate apprenticeship achievement rates are low.** A relatively low proportion of intermediate level apprenticeships successfully complete their apprenticeship.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS 22.1 (24.0) Public KIBS 24.3 (25.7) Other services 35.4 (35.6) Primary 3.0 (1.8) Manufacturing 11.6 (8.1) Construction 3.7 (4.8)		<b>8. Employment rates</b> All WA 76.9 (75.2) Males 80.0 (80.0) Females 73.7 (70.5) Aged 16-24 56.4 (53.9) Aged 25-49 87.0 (84.3) Aged 50-64 71.8 (71.4) White 79.2 (77.1) All EM 66.3 (65.5) Indians 75.3 (75.4) Pakistanis/Bangladeshis 65.0 (55.3) Black or black British 63.1 (67.9) Mixed ethnic 67.9 (67.8) Other ethnic 52.8 (63.4) EA core or work-limiting 54.6 (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ 81.4 (84.7) NVQ3 73.9 (75.3) Trade App 90.0 (84.4) NVQ2 78.8 (70.0) NVQ1 68.5 (68.0) Other quals 77.1 (74.4) No quals 52.0 (44.8)		<b>13. Population</b> Working age 63.4 (62.8) Growth 1.4 (0.3) Migrants 23.4 (20.1)	
<b>2. Occupational profile</b> High skill 44.9 (46.3) Mid skill 20.1 (20.1) Low skill 34.4 (33.2)		<b>10. Inactivity</b> All WA 20.5 (21.4) Want job 19.7 (21.8) Do not want job 80.3 (78.2)		<b>14. Skills profile</b> NVQ4+ 38.1 (38.3) NVQ3 16.5 (17.3) Trade App 2.6 (2.9) NVQ2 16.0 (16.1) NVQ1 10.1 (10.9) Other quals 8.3 (6.9) No quals 8.4 (7.6)			
<b>3. Job quality</b> Low pay 20.7 (22.2) Atypical work 5.1 (4.7)		<b>11. Inactivity by reason</b> Student 26.4 (26.8) Look after family 19.1 (24.9) Temporary sick 1.8 (2.0) Long-term sick 20.8 (21.5) Retired 15.6 (12.9)		<b>15. 2030 skills profile</b> NVQ4+ 41.9 (42.9) NVQ3 19.4 (21.2) NVQ2 15.5 (16.0) Below NVQ2 16.4 (14.9) No quals 6.8 (5.0)			
<b>4. Employer training</b> Any 65.0 (66.0) Off-the-job 52.0 (48.0) On-the-job 52.0 (53.0)		<b>12. NEETs</b> 16-17 NEETs 4.4 (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ 35.1 (39.6) NVQ3 21.5 (20.5) Trade App 2.7 (2.4) NVQ2 18.9 (17.8) NVQ1 9.7 (9.7) Other quals 7.0 (5.8) No quals 5.0 (4.2)		<b>19. Skills gaps by occupation type</b> High skill 28.5 (21.9) Mid skill 20.0 (19.7) Service intensive 32.4 (29.3) Labour intensive 19.1 (29.1)		<b>21. Achievement rates</b> Early years 71.6 (70.2) GCSE 67.8 (64.2) A-levels 19.8 (20.6) Adult education 71.6 (72.9) Apprenticeships 65.4 (67.7)			
<b>6. 2024 occupational profile</b> High skill 43.5 (47.5) Mid skill 21.1 (18.8) Low skill 35.4 (33.7)		<b>20. Incidence of skills gaps</b> All 11.5 (13.0)		<b>22. Participation rates</b> A-levels 23.7 (25.0) Adult education 7.4 (8.8) Apprenticeships 1.5 (1.6) Higher education 37.8 (37.5)			
<b>7. Jobs Growth</b> Annual change % 3.2 (1.3)		<b>23. Graduate mobility</b> Retention 24.7 (48.4) Attraction 68.8 (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate 63.0 (67.2) Advanced 69.7 (69.3) Higher 62.5 (61.9)			
<b>16. Skills needs</b> Complex analytical 41.7 (43.4) Operational 55.8 (52.5) Digital 46.7 (48.0) Management/leadership 55.5 (52.6) Sales & customer 42.9 (44.3) Self-management 54.7 (51.7)		<b>17. Skills shortages by occupation type</b> High skill 36.1 (35.3) Mid skill 21.5 (23.1) Service intensive 17.7 (21.6) Labour intensive 20.8 (18.0)		<b>25. Adult education achievement rates</b> English & maths 67.7 (65.5) Full level 2 65.1 (65.7) Full level 3 47.5 (52.9)			
<b>18. Incidence of skill shortages</b> All 15.9 (12.1)							

# Cumbria

**Prevalence of low paid work.** While employment is relatively high, a high share of jobs pay less than the living wage and are in low skill occupations.

**Workers are less likely to upskill.** A relatively low proportion of employers provide training opportunities and achievement rates in adult education are lower than average with less than half on level 3 courses achieving a qualification.

**Skills shortages in high skill occupations.** Despite having lower than average employment in high skill occupations, there is a relatively high concentration of skills shortages in high skill occupations. This may reflect the low proportion of graduates in the area. Skills gaps are more heavily concentrated in labour intensive occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>14.5</b> (24.0) Public KIBS <b>26.1</b> (25.7) Other services <b>34.4</b> (35.6) Primary <b>2.7</b> (1.8) Manufacturing <b>16.6</b> (8.1) Construction <b>5.7</b> (4.8)		<b>8. Employment rates</b> All WA <b>77.6</b> (75.2) Males <b>79.8</b> (80.0) Females <b>75.4</b> (70.5) Aged 16-24 <b>63.0</b> (53.9) Aged 25-49 <b>89.2</b> (84.3) Aged 50-64 <b>68.6</b> (71.4) White <b>77.7</b> (77.1) All EM <b>74.8</b> (65.5) Indians <b>NA</b> (75.4) Pakistanis/Bangladeshis <b>NA</b> (55.3) Black or black British <b>NA</b> (67.9) Mixed ethnic <b>NA</b> (67.8) Other ethnic <b>74.5</b> (63.4) EA core or work-limiting <b>55.9</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>85.4</b> (84.7) NVQ3 <b>84.1</b> (75.3) Trade App <b>78.7</b> (84.4) NVQ2 <b>72.3</b> (70.0) NVQ1 <b>72.1</b> (68.0) Other quals <b>90.1</b> (74.4) No quals <b>45.3</b> (44.8)		<b>13. Population</b> Working age <b>59.7</b> (62.8) Growth <b>-0.6</b> (0.3) Migrants <b>5.0</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>41.3</b> (46.3) Mid skill <b>21.4</b> (20.1) Low skill <b>37.1</b> (33.2)		<b>10. Inactivity</b> All WA <b>20.0</b> (21.4) Want job <b>19.8</b> (21.8) Do not want job <b>80.2</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>31.4</b> (38.3) NVQ3 <b>22.1</b> (17.3) Trade App <b>4.3</b> (2.9) NVQ2 <b>17.1</b> (16.1) NVQ1 <b>12.1</b> (10.9) Other quals <b>5.2</b> (6.9) No quals <b>7.7</b> (7.6)			
<b>3. Job quality</b> Low pay <b>26.4</b> (22.2) Atypical work <b>4.4</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>18.4</b> (26.8) Look after family <b>10.8</b> (24.9) Temporary sick <b>1.6</b> (2.0) Long-term sick <b>31.4</b> (21.5) Retired <b>29.7</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>33.4</b> (42.9) NVQ3 <b>28.5</b> (21.2) NVQ2 <b>18.9</b> (16.0) Below NVQ2 <b>11.0</b> (14.9) No quals <b>8.2</b> (5.0)			
<b>4. Employer training</b> Any <b>61.0</b> (66.0) Off-the-job <b>48.0</b> (48.0) On-the-job <b>48.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>3.9</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>34.5</b> (39.6) NVQ3 <b>21.8</b> (20.5) Trade App <b>1.8</b> (2.4) NVQ2 <b>22.2</b> (17.8) NVQ1 <b>11.6</b> (9.7) Other quals <b>4.6</b> (5.8) No quals <b>3.4</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>19.1</b> (21.9) Mid skill <b>24.9</b> (19.7) Service intensive <b>20.0</b> (29.3) Labour intensive <b>36.0</b> (29.1)					
<b>6. 2024 occupational profile</b> High skill <b>39.3</b> (47.5) Mid skill <b>22.2</b> (18.8) Low skill <b>38.5</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>16.7</b> (13.0)					
<b>7. Jobs Growth</b> Annual change % <b>-2.1</b> (1.3)							
<b>16. Skills needs</b> Complex analytical <b>38.8</b> (43.4) Operational <b>60.4</b> (52.5) Digital <b>48.8</b> (48.0) Management/leadership <b>56.0</b> (52.6) Sales & customer <b>47.4</b> (44.3) Self-management <b>48.9</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>47.6</b> (35.3) Mid skill <b>13.9</b> (23.1) Service intensive <b>17.4</b> (21.6) Labour intensive <b>21.1</b> (18.0)		<b>21. Achievement rates</b> Early years <b>70.0</b> (70.2) GCSE <b>65.0</b> (64.2) A-levels <b>17.2</b> (20.6) Adult education <b>68.6</b> (72.9) Apprenticeships <b>71.9</b> (67.7)			
<b>18. Incidence of skill shortages</b> All <b>11.7</b> (12.1)				<b>22. Participation rates</b> A-levels <b>21.8</b> (25.0) Adult education <b>9.3</b> (8.8) Apprenticeships <b>2.0</b> (1.6) Higher education <b>31.6</b> (37.5)			
				<b>23. Graduate mobility</b> Retention <b>54.7</b> (48.4) Attraction <b>70.2</b> (60.9)			
				<b>24. Apprenticeship achievement rates</b> Intermediate <b>68.8</b> (67.2) Advanced <b>76.2</b> (69.3) Higher <b>70.6</b> (61.9)			
				<b>25. Adult education achievement rates</b> English & maths <b>56.8</b> (65.5) Full level 2 <b>60.6</b> (65.7) Full level 3 <b>46.5</b> (52.9)			

# Derby, Derbyshire, Nottingham and Nottinghamshire

**Employment is low and inactivity high.** Employment rates are low, particularly among ethnic minorities and people with a long term disability. People with no formal qualifications are less half as likely as graduates to be in employment.

**Health is a major barrier to work.** More than a quarter of people who are economically inactive are long term sick.

**Workers are more likely to get stuck in low paid work.** More than a quarter of jobs pay below the voluntary living wage and there is a higher than average share of employment in non-permanent forms of work. There is also a high share of employment in low skill occupations and employers are less likely to provide training. These factors mean that people in D2N2 are more likely to get stuck in it or cycle between low and no pay.

**Skills shortages in high skill occupations.** Despite having lower than average employment in high skill occupations, there is a relatively high concentration of skills shortages in high skill occupations. This may reflect the low proportion of graduates in the area. Skills gaps are more heavily concentrated in service intensive occupations.

**Low rates of achievement in education and training.** Young people are less likely to achieve high grades A-level and go on to university. Achievement rates for intermediate apprenticeships and adult education are also lower than average.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> <b>KIBS 16.7</b> (24.0) Public KIBS <b>27.3</b> (25.7) Other services <b>34.9</b> (35.6) Primary <b>2.2</b> (1.8) Manufacturing <b>14.2</b> (8.1) Construction <b>4.6</b> (4.8)		<b>8. Employment rates</b> All WA <b>74.1</b> (75.2) Males <b>79.0</b> (80.0) Females <b>69.3</b> (70.5) Aged 16-24 <b>55.7</b> (53.9) Aged 25-49 <b>82.9</b> (84.3) Aged 50-64 <b>70.9</b> (71.4) White <b>75.7</b> (77.1) All EM <b>60.2</b> (65.5) Indians <b>75.4</b> (75.4) Pakistanis/Bangladeshis <b>52.0</b> (55.3) Black or black British <b>64.8</b> (67.9) Mixed ethnic <b>68.9</b> (67.8) Other ethnic <b>45.8</b> (63.4) EA core or work-limiting <b>48.8</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>84.5</b> (84.7) NVQ3 <b>76.2</b> (75.3) Trade App <b>80.7</b> (84.4) NVQ2 <b>70.9</b> (70.0) NVQ1 <b>62.7</b> (68.0) Other quals <b>73.6</b> (74.4) No quals <b>41.5</b> (44.8)		<b>13. Population</b> Working age <b>62.9</b> (62.8) Growth <b>0.5</b> (0.3) Migrants <b>13.4</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>40.7</b> (46.3) Mid skill <b>22.1</b> (20.1) Low skill <b>37.1</b> (33.2)		<b>10. Inactivity</b> All WA <b>23.0</b> (21.4) Want job <b>21.7</b> (21.8) Do not want job <b>78.3</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>31.6</b> (38.3) NVQ3 <b>18.3</b> (17.3) Trade App <b>3.7</b> (2.9) NVQ2 <b>17.2</b> (16.1) NVQ1 <b>12.7</b> (10.9) Other quals <b>7.8</b> (6.9) No quals <b>8.6</b> (7.6)			
<b>3. Job quality</b> Low pay <b>25.6</b> (22.2) Atypical work <b>5.2</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>26.1</b> (26.8) Look after family <b>22.3</b> (24.9) Temporary sick <b>1.3</b> (2.0) Long-term sick <b>26.6</b> (21.5) Retired <b>13.5</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>35.4</b> (42.9) NVQ3 <b>22.8</b> (21.2) NVQ2 <b>18.3</b> (16.0) Below NVQ2 <b>18.4</b> (14.9) No quals <b>5.1</b> (5.0)			
<b>4. Employer training</b> Any <b>62.0</b> (66.0) Off-the-job <b>48.0</b> (48.0) On-the-job <b>51.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>5.6</b> (6.0)		<b>16. Skills needs</b> Complex analytical <b>34.1</b> (43.4) Operational <b>48.0</b> (52.5) Digital <b>39.0</b> (48.0) Management/leadership <b>46.7</b> (52.6) Sales & customer <b>41.5</b> (44.3) Self-management <b>44.4</b> (51.7)			
<b>5. Average quals of new recruits</b> NVQ4+ <b>32.7</b> (39.6) NVQ3 <b>20.1</b> (20.5) Trade App <b>3.3</b> (2.4) NVQ2 <b>19.7</b> (17.8) NVQ1 <b>12.3</b> (9.7) Other quals <b>7.0</b> (5.8) No quals <b>4.9</b> (4.2)		<b>17. Skills shortages by occupation type</b> High skill <b>44.3</b> (35.3) Mid skill <b>20.9</b> (23.1) Service intensive <b>19.4</b> (21.6) Labour intensive <b>14.0</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>19.9</b> (21.9) Mid skill <b>17.4</b> (19.7) Service intensive <b>35.2</b> (29.3) Labour intensive <b>27.5</b> (29.1)			
<b>6. 2024 occupational profile</b> High skill <b>42.8</b> (47.5) Mid skill <b>18.3</b> (18.8) Low skill <b>38.9</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>12.9</b> (13.0)		<b>21. Achievement rates</b> Early years <b>70.1</b> (70.2) GCSE <b>64.0</b> (64.2) A-levels <b>17.3</b> (20.6) Adult education <b>70.9</b> (72.9) Apprenticeships <b>67.2</b> (67.7)			
<b>7. Jobs Growth</b> Annual change % <b>0.9</b> (1.3)		<b>22. Participation rates</b> A-levels <b>18.9</b> (25.0) Adult education <b>9.1</b> (8.8) Apprenticeships <b>2.0</b> (1.6) Higher education <b>31.0</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>30.9</b> (48.4) Attraction <b>52.3</b> (60.9)			
<b>18. Incidence of skill shortages</b> All <b>7.8</b> (12.1)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>66.0</b> (67.2) Advanced <b>69.5</b> (69.3) Higher <b>65.0</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>62.7</b> (65.5) Full level 2 <b>63.2</b> (65.7) Full level 3 <b>49.9</b> (52.9)			

# Dorset

**Employment is unevenly distributed.** Ethnic minorities in Dorset are far less likely to be in employment. Employment rates for people with long term disabilities or no formal qualifications are relatively high, however.

**Skills shortages and gaps in lower level occupations.** Skills shortages and gaps are more highly concentrated in labour and service intensive occupations than other areas. Specific skills needs relate to operational and management skills.

**Low proportion of graduates and young people going to university.** While levels of educational attainment are generally good, fewer than average young people go on to University stop achievement rates in higher level apprenticeships are also lower than average.

**Low achievement rates in adult education.** Achievement rates are lower than average for adult education courses in English and Maths and at level 2 and 3.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>20.4</b> (24.0) Public KIBS <b>28.0</b> (25.7) Other services <b>36.0</b> (35.6) Primary <b>1.9</b> (1.8) Manufacturing <b>8.5</b> (8.1) Construction <b>5.2</b> (4.8)		<b>8. Employment rates</b> All WA <b>76.9</b> (75.2) Males <b>81.3</b> (80.0) Females <b>72.5</b> (70.5) Aged 16-24 <b>56.4</b> (53.9) Aged 25-49 <b>85.9</b> (84.3) Aged 50-64 <b>74.0</b> (71.4) White <b>77.8</b> (77.1) All EM <b>62.1</b> (65.5) Indians <b>85.1</b> (75.4) Pakistanis/Bangladeshis <b>NA</b> (55.3) Black or black British <b>43.2</b> (67.9) Mixed ethnic <b>54.2</b> (67.8) Other ethnic <b>61.1</b> (63.4) EA core or work-limiting <b>60.1</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>83.1</b> (84.7) NVQ3 <b>80.5</b> (75.3) Trade App <b>84.6</b> (84.4) NVQ2 <b>68.9</b> (70.0) NVQ1 <b>76.8</b> (68.0) Other quals <b>76.0</b> (74.4) No quals <b>64.4</b> (44.8)		<b>13. Population</b> Working age <b>58.8</b> (62.8) Growth <b>0.0</b> (0.3) Migrants <b>12.9</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>44.9</b> (46.3) Mid skill <b>22.2</b> (20.1) Low skill <b>32.8</b> (33.2)		<b>5. Average quals of new recruits</b> NVQ4+ <b>36.1</b> (39.6) NVQ3 <b>23.4</b> (20.5) Trade App <b>3.2</b> (2.4) NVQ2 <b>19.2</b> (17.8) NVQ1 <b>10.1</b> (9.7) Other quals <b>4.5</b> (5.8) No quals <b>3.4</b> (4.2)		<b>11. Inactivity by reason</b> Student <b>26.8</b> (26.8) Look after family <b>19.1</b> (24.9) Temporary sick <b>1.7</b> (2.0) Long-term sick <b>18.4</b> (21.5) Retired <b>16.5</b> (12.9)		<b>14. Skills profile</b> NVQ4+ <b>34.9</b> (38.3) NVQ3 <b>20.4</b> (17.3) Trade App <b>3.6</b> (2.9) NVQ2 <b>16.7</b> (16.1) NVQ1 <b>12.3</b> (10.9) Other quals <b>5.8</b> (6.9) No quals <b>6.2</b> (7.6)	
<b>3. Job quality</b> Low pay <b>21.7</b> (22.2) Atypical work <b>3.8</b> (4.7)		<b>6. 2024 occupational profile</b> High skill <b>49.4</b> (47.5) Mid skill <b>19.0</b> (18.8) Low skill <b>31.7</b> (33.7)		<b>12. NEETs</b> 16-17 NEETs <b>4.7</b> (6.0)		<b>15. 2030 skills profile</b> NVQ4+ <b>36.8</b> (42.9) NVQ3 <b>25.9</b> (21.2) NVQ2 <b>15.7</b> (16.0) Below NVQ2 <b>15.5</b> (14.9) No quals <b>6.1</b> (5.0)	
<b>4. Employer training</b> Any <b>67.0</b> (66.0) Off-the-job <b>50.0</b> (48.0) On-the-job <b>53.0</b> (53.0)		<b>7. Jobs Growth</b> Annual change % <b>0.9</b> (1.3)		<b>10. Inactivity</b> All WA <b>20.2</b> (21.4) Want job <b>24.1</b> (21.8) Do not want job <b>75.9</b> (78.2)			
<b>16. Skills needs</b> Complex analytical <b>49.5</b> (43.4) Operational <b>61.5</b> (52.5) Digital <b>45.1</b> (48.0) Management/leadership <b>58.4</b> (52.6) Sales & customer <b>45.8</b> (44.3) Self-management <b>49.7</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>32.6</b> (35.3) Mid skill <b>18.2</b> (23.1) Service intensive <b>27.6</b> (21.6) Labour intensive <b>21.6</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>19.2</b> (21.9) Mid skill <b>26.6</b> (19.7) Service intensive <b>27.7</b> (29.3) Labour intensive <b>26.5</b> (29.1)		<b>21. Achievement rates</b> Early years <b>71.5</b> (70.2) GCSE <b>66.9</b> (64.2) A-levels <b>17.8</b> (20.6) Adult education <b>67.5</b> (72.9) Apprenticeships <b>68.6</b> (67.7)	
<b>18. Incidence of skill shortages</b> All <b>15.0</b> (12.1)		<b>20. Incidence of skills gaps</b> All <b>15.9</b> (13.0)		<b>22. Participation rates</b> A-levels <b>23.4</b> (25.0) Adult education <b>7.3</b> (8.8) Apprenticeships <b>2.0</b> (1.6) Higher education <b>34.0</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>23.3</b> (48.4) Attraction <b>64.8</b> (60.9)	
				<b>24. Apprenticeship achievement rates</b> Intermediate <b>68.8</b> (67.2) Advanced <b>69.5</b> (69.3) Higher <b>58.4</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>61.0</b> (65.5) Full level 2 <b>58.2</b> (65.7) Full level 3 <b>46.0</b> (52.9)	



# Enterprise M3

**Changes to the immigration system may have a disproportionate impact relative to other areas.** There is a relatively high proportion of migrant workers in enterprise M 3 and changes to the immigration system may lead to further skills shortages in the area.

**Employer training is low.** Given the profile of the economy in Enterprise M3, the number employers training their workforce is relatively low.

**Achievement rates for level 2 apprenticeships are low.** Apprenticeships play a key role in widening opportunities available to people. The number of apprentices successfully completing level 2 apprenticeships is lower than average.

**Skills shortages in high skills and services intensive occupations.** More than two thirds of skills shortages are concentrated in these occupations. Skills gaps are more heavily concentrated in mid level occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>25.8</b> (24.0) Public KIBS <b>24.5</b> (25.7) Other services <b>36.1</b> (35.6) Primary <b>2.1</b> (1.8) Manufacturing <b>5.6</b> (8.1) Construction <b>5.9</b> (4.8)		<b>8. Employment rates</b> All WA <b>81.1</b> (75.2) Males <b>85.2</b> (80.0) Females <b>77.1</b> (70.5) Aged 16-24 <b>59.2</b> (53.9) Aged 25-49 <b>90.1</b> (84.3) Aged 50-64 <b>77.3</b> (71.4) White <b>81.6</b> (77.1) All EM <b>76.3</b> (65.5) Indians <b>80.7</b> (75.4) Pakistanis/Bangladeshis <b>75.7</b> (55.3) Black or black British <b>93.3</b> (67.9) Mixed ethnic <b>60.4</b> (67.8) Other ethnic <b>75.2</b> (63.4) EA core or work-limiting <b>66.9</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>84.8</b> (84.7) NVQ3 <b>84.3</b> (75.3) Trade App <b>83.0</b> (84.4) NVQ2 <b>77.3</b> (70.0) NVQ1 <b>77.5</b> (68.0) Other quals <b>80.7</b> (74.4) No quals <b>54.4</b> (44.8)		<b>13. Population</b> Working age <b>61.1</b> (62.8) Growth <b>-0.1</b> (0.3) Migrants <b>16.2</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>55.0</b> (46.3) Mid skill <b>19.3</b> (20.1) Low skill <b>25.8</b> (33.2)		<b>10. Inactivity</b> All WA <b>17.1</b> (21.4) Want job <b>23.8</b> (21.8) Do not want job <b>76.2</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>47.1</b> (38.3) NVQ3 <b>16.7</b> (17.3) Trade App <b>2.6</b> (2.9) NVQ2 <b>14.9</b> (16.1) NVQ1 <b>8.9</b> (10.9) Other quals <b>5.6</b> (6.9) No quals <b>4.3</b> (7.6)			
<b>3. Job quality</b> Low pay <b>15.5</b> (22.2) Atypical work <b>4.1</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>30.4</b> (26.8) Look after family <b>22.5</b> (24.9) Temporary sick <b>NA</b> (2.0) Long-term sick <b>13.9</b> (21.5) Retired <b>18.3</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>50.8</b> (42.9) NVQ3 <b>20.5</b> (21.2) NVQ2 <b>14.1</b> (16.0) Below NVQ2 <b>12.0</b> (14.9) No quals <b>2.6</b> (5.0)			
<b>4. Employer training</b> Any <b>67.0</b> (66.0) Off-the-job <b>49.0</b> (48.0) On-the-job <b>53.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>4.6</b> (6.0)		<b>16. Skills needs</b> Complex analytical <b>41.7</b> (43.4) Operational <b>45.5</b> (52.5) Digital <b>46.9</b> (48.0) Management/leadership <b>46.2</b> (52.6) Sales & customer <b>42.9</b> (44.3) Self-management <b>46.6</b> (51.7)			
<b>5. Average quals of new recruits</b> NVQ4+ <b>37.6</b> (39.6) NVQ3 <b>21.0</b> (20.5) Trade App <b>2.5</b> (2.4) NVQ2 <b>19.0</b> (17.8) NVQ1 <b>10.5</b> (9.7) Other quals <b>5.3</b> (5.8) No quals <b>4.0</b> (4.2)		<b>17. Skills shortages by occupation type</b> High skill <b>38.5</b> (35.3) Mid skill <b>13.1</b> (23.1) Service intensive <b>31.3</b> (21.6) Labour intensive <b>15.6</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>17.7</b> (21.9) Mid skill <b>30.9</b> (19.7) Service intensive <b>33.9</b> (29.3) Labour intensive <b>17.5</b> (29.1)			
<b>6. 2024 occupational profile</b> High skill <b>50.9</b> (47.5) Mid skill <b>18.4</b> (18.8) Low skill <b>30.7</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>11.6</b> (13.0)		<b>21. Achievement rates</b> Early years <b>77.6</b> (70.2) GCSE <b>69.1</b> (64.2) A-levels <b>18.8</b> (20.6) Adult education <b>72.1</b> (72.9) Apprenticeships <b>68.0</b> (67.7)			
<b>7. Jobs Growth</b> Annual change % <b>-1.6</b> (1.3)		<b>22. Participation rates</b> A-levels <b>28.1</b> (25.0) Adult education <b>7.7</b> (8.8) Apprenticeships <b>1.3</b> (1.6) Higher education <b>48.9</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>26.3</b> (48.4) Attraction <b>81.0</b> (60.9)			
<b>18. Incidence of skill shortages</b> All <b>10.1</b> (12.1)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>65.5</b> (67.2) Advanced <b>71.0</b> (69.3) Higher <b>68.5</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>65.0</b> (65.5) Full level 2 <b>64.8</b> (65.7) Full level 3 <b>58.4</b> (52.9)			

# Gloucestershire

**Employment is unevenly distributed.** Employment rates are particularly low among those with no formal qualifications. Less than 4% of new recruits in the last five years have had no qualifications. The graduate employment rate is more than two times higher than for those with no formal qualifications.

**Demand for high level skills.** There is a high concentration of skills shortages in high skill occupations reflecting the profile of the economy.

**Apprenticeship and adult education achievement rates are low.** Apprenticeship achievement rates are low at intermediate and advanced levels, while achievement rates are low in English and Maths, and level 2 and 3 courses in adult education.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>21.1</b> (24.0) Public KIBS <b>24.2</b> (25.7) Other services <b>34.8</b> (35.6) Primary <b>2.5</b> (1.8) Manufacturing <b>11.8</b> (8.1) Construction <b>5.5</b> (4.8)		<b>5. Average quals of new recruits</b> NVQ4+ <b>36.1</b> (39.6) NVQ3 <b>23.4</b> (20.5) Trade App <b>3.2</b> (2.4) NVQ2 <b>19.2</b> (17.8) NVQ1 <b>10.1</b> (9.7) Other quals <b>4.5</b> (5.8) No quals <b>3.4</b> (4.2)		<b>8. Employment rates</b> All WA <b>81.3</b> (75.2) Males <b>86.8</b> (80.0) Females <b>75.9</b> (70.5) Aged 16-24 <b>65.8</b> (53.9) Aged 25-49 <b>88.6</b> (84.3) Aged 50-64 <b>77.8</b> (71.4) White <b>82.2</b> (77.1) All EM <b>71.0</b> (65.5) Indians <b>65.5</b> (75.4) Pakistanis/Bangladeshis <b>NA</b> (55.3) Black or black British <b>74.3</b> (67.9) Mixed ethnic <b>66.6</b> (67.8) Other ethnic <b>73.6</b> (63.4) EA core or work-limiting <b>61.9</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>88.7</b> (84.7) NVQ3 <b>81.0</b> (75.3) Trade App <b>86.3</b> (84.4) NVQ2 <b>71.3</b> (70.0) NVQ1 <b>77.4</b> (68.0) Other quals <b>86.8</b> (74.4) No quals <b>41.6</b> (44.8)	
<b>2. Occupational profile</b> High skill <b>45.3</b> (46.3) Mid skill <b>20.5</b> (20.1) Low skill <b>33.9</b> (33.2)		<b>6. 2024 occupational profile</b> High skill <b>45.8</b> (47.5) Mid skill <b>20.5</b> (18.8) Low skill <b>33.7</b> (33.7)		<b>11. Inactivity by reason</b> Student <b>25.2</b> (26.8) Look after family <b>24.7</b> (24.9) Temporary sick <b>2.5</b> (2.0) Long-term sick <b>22.1</b> (21.5) Retired <b>16.2</b> (12.9)			
<b>3. Job quality</b> Low pay <b>19.1</b> (22.2) Atypical work <b>4.4</b> (4.7)		<b>7. Jobs Growth</b> Annual change % <b>1.1</b> (1.3)		<b>12. NEETs</b> 16-17 NEETs <b>6.1</b> (6.0)			
<b>4. Employer training</b> Any <b>70.0</b> (66.0) Off-the-job <b>53.0</b> (48.0) On-the-job <b>56.0</b> (53.0)		<b>10. Inactivity</b> All WA <b>16.4</b> (21.4) Want job <b>20.4</b> (21.8) Do not want job <b>79.6</b> (78.2)		<b>13. Population</b> Working age <b>61.0</b> (62.8) Growth <b>0.3</b> (0.3) Migrants <b>13.0</b> (20.1)			
<b>16. Skills needs</b> Complex analytical <b>47.1</b> (43.4) Operational <b>56.5</b> (52.5) Digital <b>48.9</b> (48.0) Management/leadership <b>52.1</b> (52.6) Sales & customer <b>45.9</b> (44.3) Self-management <b>54.2</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>36.4</b> (35.3) Mid skill <b>25.4</b> (23.1) Service intensive <b>15.4</b> (21.6) Labour intensive <b>21.0</b> (18.0)		<b>14. Skills profile</b> NVQ4+ <b>38.6</b> (38.3) NVQ3 <b>19.5</b> (17.3) Trade App <b>2.5</b> (2.9) NVQ2 <b>17.4</b> (16.1) NVQ1 <b>10.7</b> (10.9) Other quals <b>6.2</b> (6.9) No quals <b>5.0</b> (7.6)			
<b>18. Incidence of skill shortages</b> All <b>11.9</b> (12.1)		<b>19. Skills gaps by occupation type</b> High skill <b>23.2</b> (21.9) Mid skill <b>18.9</b> (19.7) Service intensive <b>23.2</b> (29.3) Labour intensive <b>34.7</b> (29.1)		<b>15. 2030 skills profile</b> NVQ4+ <b>40.5</b> (42.9) NVQ3 <b>22.3</b> (21.2) NVQ2 <b>18.7</b> (16.0) Below NVQ2 <b>14.8</b> (14.9) No quals <b>3.7</b> (5.0)			
<b>20. Incidence of skills gaps</b> All <b>16.5</b> (13.0)		<b>21. Achievement rates</b> Early years <b>69.2</b> (70.2) GCSE <b>68.9</b> (64.2) A-levels <b>19.0</b> (20.6) Adult education <b>68.9</b> (72.9) Apprenticeships <b>67.6</b> (67.7)		<b>23. Graduate mobility</b> Retention <b>31.0</b> (48.4) Attraction <b>69.8</b> (60.9)			
<b>22. Participation rates</b> A-levels <b>28.5</b> (25.0) Adult education <b>6.5</b> (8.8) Apprenticeships <b>1.4</b> (1.6) Higher education <b>37.8</b> (37.5)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>66.8</b> (67.2) Advanced <b>68.9</b> (69.3) Higher <b>65.4</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>56.7</b> (65.5) Full level 2 <b>60.9</b> (65.7) Full level 3 <b>47.7</b> (52.9)			

# Greater Birmingham and Solihull

**Employment is low.** The employment rate is low for graduates and people with no formal qualifications relative to the national average, reflecting low demand in the economy. There are also high rates of inactivity, although a relatively large proportion are students.

**Youth unemployment is high.** The proportion of young people who are NEET is higher than average and the youth employment rate is significantly lower. Low participation and achievement rates (education and intermediate apprenticeships) are likely to contribute.

**Prevalence of low pay, low skill work.** A relatively large proportion of jobs pay less than the voluntary living wage and a large proportion of employment is in low skill occupations.

**Changes to the immigration system may have a disproportionate impact relative to other areas.** Changes to the immigration system may have a more significant impact given the area has a higher than average proportion of migrant workers.

**Skills shortages in mid level occupations.** Potentially reflecting relatively high employment in manufacturing with high replacement demands, there is a high concentration of employment in mid level occupations. Skills gaps are more heavily concentrated in lower skills occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS 22.5 (24.0) Public KIBS 26.3 (25.7) Other services 36.3 (35.6) Primary 1.0 (1.8) Manufacturing 9.6 (8.1) Construction 4.2 (4.8)		<b>8. Employment rates</b> All WA 70.8 (75.2) Males 78.1 (80.0) Females 63.5 (70.5) Aged 16-24 43.2 (53.9) Aged 25-49 81.4 (84.3) Aged 50-64 70.3 (71.4) White 76.7 (77.1) All EM 55.8 (65.5) Indians 67.2 (75.4) Pakistanis/Bangladeshis 48.9 (55.3) Black or black British 59.5 (67.9) Mixed ethnic 64.8 (67.8) Other ethnic 59.2 (63.4) EA core or work-limiting 49.5 (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ 80.9 (84.7) NVQ3 70.8 (75.3) Trade App 88.6 (84.4) NVQ2 71.7 (70.0) NVQ1 64.1 (68.0) Other quals 70.4 (74.4) No quals 38.6 (44.8)		<b>13. Population</b> Working age 62.7 (62.8) Growth 0.5 (0.3) Migrants 21.2 (20.1)	
<b>2. Occupational profile</b> High skill 43.8 (46.3) Mid skill 18.8 (20.1) Low skill 37.1 (33.2)		<b>10. Inactivity</b> All WA 25.1 (21.4) Want job 16.2 (21.8) Do not want job 83.8 (78.2)		<b>14. Skills profile</b> NVQ4+ 31.8 (38.3) NVQ3 19.2 (17.3) Trade App 2.2 (2.9) NVQ2 16.3 (16.1) NVQ1 11.2 (10.9) Other quals 9.0 (6.9) No quals 10.4 (7.6)			
<b>3. Job quality</b> Low pay 23.9 (22.2) Atypical work 4.5 (4.7)		<b>11. Inactivity by reason</b> Student 34.6 (26.8) Look after family 24.7 (24.9) Temporary sick 1.8 (2.0) Long-term sick 19.0 (21.5) Retired 10.4 (12.9)		<b>15. 2030 skills profile</b> NVQ4+ 34.7 (42.9) NVQ3 23.8 (21.2) NVQ2 15.8 (16.0) Below NVQ2 19.6 (14.9) No quals 6.2 (5.0)			
<b>4. Employer training</b> Any 65.0 (66.0) Off-the-job 47.0 (48.0) On-the-job 51.0 (53.0)		<b>12. NEETs</b> 16-17 NEETs 7.9 (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ 37.3 (39.6) NVQ3 22.5 (20.5) Trade App 2.3 (2.4) NVQ2 15.8 (17.8) NVQ1 9.5 (9.7) Other quals 7.0 (5.8) No quals 5.6 (4.2)		<b>19. Skills gaps by occupation type</b> High skill 24.6 (21.9) Mid skill 20.6 (19.7) Service intensive 27.4 (29.3) Labour intensive 27.4 (29.1)		<b>21. Achievement rates</b> Early years 72.7 (70.2) GCSE 62.5 (64.2) A-levels 13.3 (20.6) Adult education 74.9 (72.9) Apprenticeships 63.5 (67.7)			
<b>6. 2024 occupational profile</b> High skill 43.2 (47.5) Mid skill 20.9 (18.8) Low skill 35.9 (33.7)		<b>20. Incidence of skills gaps</b> All 13.7 (13.0)		<b>22. Participation rates</b> A-levels 20.5 (25.0) Adult education 10.0 (8.8) Apprenticeships 2.0 (1.6) Higher education 35.5 (37.5)			
<b>7. Jobs Growth</b> Annual change % 2.7 (1.3)		<b>23. Graduate mobility</b> Retention 36.5 (48.4) Attraction 61.1 (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate 59.7 (67.2) Advanced 69.4 (69.3) Higher 67.7 (61.9)			
<b>16. Skills needs</b> Complex analytical 46.2 (43.4) Operational 56.5 (52.5) Digital 48.9 (48.0) Management/leadership 52.9 (52.6) Sales & customer 46.4 (44.3) Self-management 52.2 (51.7)		<b>17. Skills shortages by occupation type</b> High skill 26.2 (35.3) Mid skill 48.4 (23.1) Service intensive 11.1 (21.6) Labour intensive 13.9 (18.0)		<b>25. Adult education achievement rates</b> English & maths 68.5 (65.5) Full level 2 70.0 (65.7) Full level 3 55.7 (52.9)			
<b>18. Incidence of skill shortages</b> All 28.6 (12.1)							

# Greater Lincolnshire

**Health is a significant barrier to work.** Rates of economic activity are higher than average and a higher than average proportion want a job. Nearly a quarter of those economically inactive are long term sick.

**High proportion of low paid jobs.** More than 30% earn less than the voluntary living wage and there is a higher than average prevalence of non-permanent employment. Employers report large skills gaps in labour intensive, lower wage jobs.

**Low graduate level employment and graduates.** There is a lower than average proportion of high skill occupations. Recruitment patterns and employer reports suggest that demand for graduates is relatively low, although the graduate employment rate is high.

**Skills shortages in labour intensive occupations.** There is a high concentration of skills shortages and gaps in labour intensive occupations.

**Young people less likely to go to university.** A lower than average proportion of young people go to university and, while numbers are still relatively low, achievement rates in higher apprenticeships are also relatively low.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>14.6</b> (24.0) Public KIBS <b>25.4</b> (25.7) Other services <b>35.5</b> (35.6) Primary <b>3.9</b> (1.8) Manufacturing <b>15.5</b> (8.1) Construction <b>5.1</b> (4.8)		<b>8. Employment rates</b> All WA <b>74.7</b> (75.2) Males <b>79.3</b> (80.0) Females <b>70.3</b> (70.5) Aged 16-24 <b>59.0</b> (53.9) Aged 25-49 <b>83.3</b> (84.3) Aged 50-64 <b>70.3</b> (71.4) White <b>75.2</b> (77.1) All EM <b>62.5</b> (65.5) Indians <b>71.0</b> (75.4) Pakistanis/Bangladeshis <b>48.4</b> (55.3) Black or black British <b>84.0</b> (67.9) Mixed ethnic <b>63.0</b> (67.8) Other ethnic <b>59.5</b> (63.4) EA core or work-limiting <b>51.5</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>86.3</b> (84.7) NVQ3 <b>75.5</b> (75.3) Trade App <b>81.0</b> (84.4) NVQ2 <b>70.5</b> (70.0) NVQ1 <b>67.7</b> (68.0) Other quals <b>78.2</b> (74.4) No quals <b>46.5</b> (44.8)		<b>13. Population</b> Working age <b>60.0</b> (62.8) Growth <b>0.1</b> (0.3) Migrants <b>11.7</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>38.5</b> (46.3) Mid skill <b>21.3</b> (20.1) Low skill <b>39.5</b> (33.2)		<b>10. Inactivity</b> All WA <b>22.0</b> (21.4) Want job <b>25.8</b> (21.8) Do not want job <b>74.2</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>27.2</b> (38.3) NVQ3 <b>16.4</b> (17.3) Trade App <b>3.2</b> (2.9) NVQ2 <b>19.9</b> (16.1) NVQ1 <b>15.0</b> (10.9) Other quals <b>10.2</b> (6.9) No quals <b>8.1</b> (7.6)			
<b>3. Job quality</b> Low pay <b>30.1</b> (22.2) Atypical work <b>5.7</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>20.2</b> (26.8) Look after family <b>22.9</b> (24.9) Temporary sick <b>1.9</b> (2.0) Long-term sick <b>24.9</b> (21.5) Retired <b>18.0</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>30.0</b> (42.9) NVQ3 <b>19.8</b> (21.2) NVQ2 <b>21.3</b> (16.0) Below NVQ2 <b>22.9</b> (14.9) No quals <b>6.1</b> (5.0)			
<b>4. Employer training</b> Any <b>68.0</b> (66.0) Off-the-job <b>50.0</b> (48.0) On-the-job <b>54.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>6.9</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>32.7</b> (39.6) NVQ3 <b>20.1</b> (20.5) Trade App <b>3.3</b> (2.4) NVQ2 <b>19.7</b> (17.8) NVQ1 <b>12.3</b> (9.7) Other quals <b>7.0</b> (5.8) No quals <b>4.9</b> (4.2)		<b>6. 2024 occupational profile</b> High skill <b>40.6</b> (47.5) Mid skill <b>19.0</b> (18.8) Low skill <b>40.4</b> (33.7)					
<b>7. Jobs Growth</b> Annual change % <b>0.7</b> (1.3)							
Skills needs		Skills flows					
<b>16. Skills needs</b> Complex analytical <b>39.7</b> (43.4) Operational <b>50.7</b> (52.5) Digital <b>40.5</b> (48.0) Management/leadership <b>48.2</b> (52.6) Sales & customer <b>40.5</b> (44.3) Self-management <b>48.3</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>19.0</b> (35.3) Mid skill <b>18.0</b> (23.1) Service intensive <b>18.0</b> (21.6) Labour intensive <b>35.2</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>16.0</b> (21.9) Mid skill <b>21.4</b> (19.7) Service intensive <b>22.4</b> (29.3) Labour intensive <b>40.2</b> (29.1)			
<b>18. Incidence of skill shortages</b> All <b>7.9</b> (12.1)		<b>20. Incidence of skills gaps</b> All <b>14.2</b> (13.0)		<b>21. Achievement rates</b> Early years <b>69.4</b> (70.2) GCSE <b>62.9</b> (64.2) A-levels <b>17.1</b> (20.6) Adult education <b>72.5</b> (72.9) Apprenticeships <b>68.7</b> (67.7)			
				<b>22. Participation rates</b> A-levels <b>22.7</b> (25.0) Adult education <b>9.4</b> (8.8) Apprenticeships <b>1.9</b> (1.6) Higher education <b>30.7</b> (37.5)			
				<b>23. Graduate mobility</b> Retention <b>39.1</b> (48.4) Attraction <b>58.3</b> (60.9)			
				<b>24. Apprenticeship achievement rates</b> Intermediate <b>68.9</b> (67.2) Advanced <b>69.4</b> (69.3) Higher <b>55.5</b> (61.9)			
				<b>25. Adult education achievement rates</b> English & maths <b>64.1</b> (65.5) Full level 2 <b>66.2</b> (65.7) Full level 3 <b>54.8</b> (52.9)			



# Heart of the South West

**Prevalence of low paid work.** While employment is relatively high, more than a quarter of jobs pay less than the living wage and there is a relatively high share of employment in low skill occupations.

**High proportion of young NEETs.** There is a relatively high proportion of young people who are NEET at 16 to 17 years old, marking significant disparities in the area.

**Young people less likely to go to university.** A lower than average proportion of young people go to university and, while numbers are still relatively low, achievement rates in higher apprenticeships are also relatively low.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>16.5</b> (24.0) Public KIBS <b>28.7</b> (25.7) Other services <b>36.9</b> (35.6) Primary <b>3.0</b> (1.8) Manufacturing <b>9.5</b> (8.1) Construction <b>5.4</b> (4.8)		<b>8. Employment rates</b> All WA <b>77.7</b> (75.2) Males <b>81.1</b> (80.0) Females <b>74.5</b> (70.5) Aged 16-24 <b>62.8</b> (53.9) Aged 25-49 <b>86.6</b> (84.3) Aged 50-64 <b>73.6</b> (71.4) White <b>78.1</b> (77.1) All EM <b>68.0</b> (65.5) Indians <b>83.3</b> (75.4) Pakistanis/Bangladeshis <b>74.3</b> (55.3) Black or black British <b>68.1</b> (67.9) Mixed ethnic <b>75.2</b> (67.8) Other ethnic <b>59.4</b> (63.4) EA core or work-limiting <b>57.2</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>84.8</b> (84.7) NVQ3 <b>79.7</b> (75.3) Trade App <b>80.0</b> (84.4) NVQ2 <b>72.8</b> (70.0) NVQ1 <b>71.6</b> (68.0) Other quals <b>76.7</b> (74.4) No quals <b>52.0</b> (44.8)		<b>13. Population</b> Working age <b>59.2</b> (62.8) Growth <b>0.3</b> (0.3) Migrants <b>9.8</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>42.0</b> (46.3) Mid skill <b>21.5</b> (20.1) Low skill <b>36.7</b> (33.2)		<b>10. Inactivity</b> All WA <b>19.7</b> (21.4) Want job <b>26.4</b> (21.8) Do not want job <b>73.6</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>36.2</b> (38.3) NVQ3 <b>20.6</b> (17.3) Trade App <b>4.0</b> (2.9) NVQ2 <b>18.3</b> (16.1) NVQ1 <b>11.8</b> (10.9) Other quals <b>4.3</b> (6.9) No quals <b>4.9</b> (7.6)			
<b>3. Job quality</b> Low pay <b>25.8</b> (22.2) Atypical work <b>4.8</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>24.3</b> (26.8) Look after family <b>19.8</b> (24.9) Temporary sick <b>3.7</b> (2.0) Long-term sick <b>22.7</b> (21.5) Retired <b>15.6</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>39.8</b> (42.9) NVQ3 <b>26.6</b> (21.2) NVQ2 <b>17.3</b> (16.0) Below NVQ2 <b>13.5</b> (14.9) No quals <b>2.8</b> (5.0)			
<b>4. Employer training</b> Any <b>70.0</b> (66.0) Off-the-job <b>49.0</b> (48.0) On-the-job <b>56.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>6.8</b> (6.0)		<b>16. Skills needs</b> Complex analytical <b>45.7</b> (43.4) Operational <b>53.0</b> (52.5) Digital <b>47.8</b> (48.0) Management/leadership <b>52.6</b> (52.6) Sales & customer <b>46.7</b> (44.3) Self-management <b>55.0</b> (51.7)			
<b>5. Average quals of new recruits</b> NVQ4+ <b>36.1</b> (39.6) NVQ3 <b>23.4</b> (20.5) Trade App <b>3.2</b> (2.4) NVQ2 <b>19.2</b> (17.8) NVQ1 <b>10.1</b> (9.7) Other quals <b>4.5</b> (5.8) No quals <b>3.4</b> (4.2)		<b>17. Skills shortages by occupation type</b> High skill <b>19.5</b> (35.3) Mid skill <b>29.6</b> (23.1) Service intensive <b>21.8</b> (21.6) Labour intensive <b>26.8</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>20.8</b> (21.9) Mid skill <b>19.3</b> (19.7) Service intensive <b>24.4</b> (29.3) Labour intensive <b>35.5</b> (29.1)			
<b>6. 2024 occupational profile</b> High skill <b>44.3</b> (47.5) Mid skill <b>20.4</b> (18.8) Low skill <b>35.3</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>16.9</b> (13.0)		<b>21. Achievement rates</b> Early years <b>71.4</b> (70.2) GCSE <b>63.1</b> (64.2) A-levels <b>17.9</b> (20.6) Adult education <b>73.7</b> (72.9) Apprenticeships <b>72.2</b> (67.7)			
<b>7. Jobs Growth</b> Annual change % <b>0.1</b> (1.3)		<b>22. Participation rates</b> A-levels <b>21.2</b> (25.0) Adult education <b>9.1</b> (8.8) Apprenticeships <b>1.8</b> (1.6) Higher education <b>33.1</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>38.2</b> (48.4) Attraction <b>48.5</b> (60.9)			
<b>18. Incidence of skill shortages</b> All <b>12.2</b> (12.1)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>71.9</b> (67.2) Advanced <b>73.9</b> (69.3) Higher <b>60.8</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>62.8</b> (65.5) Full level 2 <b>64.0</b> (65.7) Full level 3 <b>56.4</b> (52.9)			

# Hertfordshire

**Range of skills shortages and skills needs.** While Hertfordshire is a high skill economy with a high proportion of graduates, skills shortages exist in high skill and service intensive occupations. Self-management and sales and customer service skills are among those most frequently reported by employers as being skills they need to build access to.

**Apprenticeship and adult education achievement rates are low.** Apprenticeship achievement rates are low at intermediate and advanced levels, while achievement rates are low in English and Maths, and level 2 courses in adult education. Outcomes in academic education are relatively strong.



Jobs Profile		Employment Outcomes		Population/skills profile	
<b>1. Sectoral profile</b> KIBS <b>25.3</b> (24.0) Public KIBS <b>18.7</b> (25.7) Other services <b>43.2</b> (35.6) Primary <b>1.0</b> (1.8) Manufacturing <b>5.9</b> (8.1) Construction <b>6.0</b> (4.8)		<b>8. Employment rates</b> All WA <b>79.4</b> (75.2) Males <b>84.6</b> (80.0) Females <b>74.2</b> (70.5) Aged 16-24 <b>57.3</b> (53.9) Aged 25-49 <b>86.9</b> (84.3) Aged 50-64 <b>76.5</b> (71.4) White <b>78.9</b> (77.1) All EM <b>82.5</b> (65.5) Indians <b>88.3</b> (75.4) Pakistanis/Bangladeshis <b>78.5</b> (55.3) Black or black British <b>83.8</b> (67.9) Mixed ethnic <b>71.8</b> (67.8) Other ethnic <b>85.7</b> (63.4) EA core or work-limiting <b>59.9</b> (53.7)		<b>13. Population</b> Working age <b>62.7</b> (62.8) Growth <b>0.0</b> (0.3) Migrants <b>17.5</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>53.4</b> (46.3) Mid skill <b>19.5</b> (20.1) Low skill <b>26.8</b> (33.2)		<b>9. Employment rates by qualification</b> NVQ4+ <b>86.2</b> (84.7) NVQ3 <b>77.8</b> (75.3) Trade App <b>85.1</b> (84.4) NVQ2 <b>74.7</b> (70.0) NVQ1 <b>77.9</b> (68.0) Other quals <b>74.3</b> (74.4) No quals <b>54.4</b> (44.8)		<b>14. Skills profile</b> NVQ4+ <b>42.8</b> (38.3) NVQ3 <b>15.3</b> (17.3) Trade App <b>2.3</b> (2.9) NVQ2 <b>19.1</b> (16.1) NVQ1 <b>10.6</b> (10.9) Other quals <b>4.3</b> (6.9) No quals <b>5.5</b> (7.6)	
<b>3. Job quality</b> Low pay <b>17.5</b> (22.2) Atypical work <b>3.3</b> (4.7)		<b>10. Inactivity</b> All WA <b>18.1</b> (21.4) Want job <b>21.4</b> (21.8) Do not want job <b>78.6</b> (78.2)		<b>15. 2030 skills profile</b> NVQ4+ <b>46.3</b> (42.9) NVQ3 <b>16.7</b> (21.2) NVQ2 <b>21.3</b> (16.0) Below NVQ2 <b>11.8</b> (14.9) No quals <b>4.0</b> (5.0)	
<b>4. Employer training</b> Any <b>70.0</b> (66.0) Off-the-job <b>50.0</b> (48.0) On-the-job <b>58.0</b> (53.0)		<b>11. Inactivity by reason</b> Student <b>28.0</b> (26.8) Look after family <b>28.8</b> (24.9) Temporary sick <b>1.2</b> (2.0) Long-term sick <b>17.3</b> (21.5) Retired <b>13.4</b> (12.9)		<b>16. Skills needs</b> Complex analytical <b>44.4</b> (43.4) Operational <b>57.3</b> (52.5) Digital <b>46.0</b> (48.0) Management/leadership <b>53.6</b> (52.6) Sales & customer <b>59.8</b> (44.3) Self-management <b>56.3</b> (51.7)	
<b>5. Average quals of new recruits</b> NVQ4+ <b>37.6</b> (39.6) NVQ3 <b>21.0</b> (20.5) Trade App <b>2.5</b> (2.4) NVQ2 <b>19.0</b> (17.8) NVQ1 <b>10.5</b> (9.7) Other quals <b>5.3</b> (5.8) No quals <b>4.0</b> (4.2)		<b>12. NEETs</b> 16-17 NEETs <b>3.5</b> (6.0)		<b>17. Skills shortages by occupation type</b> High skill <b>34.2</b> (35.3) Mid skill <b>19.2</b> (23.1) Service intensive <b>28.9</b> (21.6) Labour intensive <b>17.3</b> (18.0)	
<b>6. 2024 occupational profile</b> High skill <b>50.0</b> (47.5) Mid skill <b>18.5</b> (18.8) Low skill <b>31.5</b> (33.7)		<b>19. Skills gaps by occupation type</b> High skill <b>16.1</b> (21.9) Mid skill <b>23.7</b> (19.7) Service intensive <b>24.7</b> (29.3) Labour intensive <b>35.4</b> (29.1)		<b>21. Achievement rates</b> Early years <b>72.7</b> (70.2) GCSE <b>73.1</b> (64.2) A-levels <b>23.4</b> (20.6) Adult education <b>68.8</b> (72.9) Apprenticeships <b>67.1</b> (67.7)	
<b>7. Jobs Growth</b> Annual change % <b>4.6</b> (1.3)		<b>20. Incidence of skills gaps</b> All <b>17.6</b> (13.0)		<b>22. Participation rates</b> A-levels <b>27.3</b> (25.0) Adult education <b>5.7</b> (8.8) Apprenticeships <b>1.0</b> (1.6) Higher education <b>46.3</b> (37.5)	
<b>18. Incidence of skill shortages</b> All <b>16.7</b> (12.1)		<b>23. Graduate mobility</b> Retention <b>26.6</b> (48.4) Attraction <b>79.2</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>66.3</b> (67.2) Advanced <b>68.7</b> (69.3) Higher <b>63.5</b> (61.9)	
				<b>25. Adult education achievement rates</b> English & maths <b>57.1</b> (65.5) Full level 2 <b>60.7</b> (65.7) Full level 3 <b>55.5</b> (52.9)	

# Humber

**Employment is low and unevenly distributed.** Employment rates are particularly low for ethnic minorities and people with disabilities.

**Health is a significant barrier to work.** Rates of inactivity are relatively high and more than a quarter of those who are economically inactive are long term sick. Lack of qualifications are also likely to be a barrier.

**Prevalence of low pay, low skill work.** More than 30% of jobs pay below the voluntary living wage and nearly a third of jobs are concentrated in low skill occupations, meaning that people may be more likely to get stuck in low pay relative to other parts of the country.

**Skills gap is likely to persist.** Based on current trends, Humber is projected to have a lower proportion of graduates compared to the national average. This is likely to reflect the nature of jobs available but also the fact that a low proportion of young people in the area go to university.

**Apprenticeship and adult education achievement rates are low.** Apprenticeship achievement rates are low at advanced and higher levels, while achievement rates are low in English and Maths, and level 2 and 3 courses in adult education.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>16.5</b> (24.0) Public KIBS <b>26.9</b> (25.7) Other services <b>32.3</b> (35.6) Primary <b>2.3</b> (1.8) Manufacturing <b>16.7</b> (8.1) Construction <b>5.3</b> (4.8)		<b>8. Employment rates</b> All WA <b>72.8</b> (75.2) Males <b>76.9</b> (80.0) Females <b>68.7</b> (70.5) Aged 16-24 <b>55.6</b> (53.9) Aged 25-49 <b>81.0</b> (84.3) Aged 50-64 <b>69.1</b> (71.4) White <b>73.6</b> (77.1) All EM <b>56.3</b> (65.5) Indians <b>50.4</b> (75.4) Pakistanis/Bangladeshis <b>48.2</b> (55.3) Black or black British <b>53.8</b> (67.9) Mixed ethnic <b>60.9</b> (67.8) Other ethnic <b>59.9</b> (63.4) EA core or work-limiting <b>48.4</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>82.8</b> (84.7) NVQ3 <b>76.1</b> (75.3) Trade App <b>86.5</b> (84.4) NVQ2 <b>71.4</b> (70.0) NVQ1 <b>65.6</b> (68.0) Other quals <b>75.6</b> (74.4) No quals <b>42.0</b> (44.8)		<b>13. Population</b> Working age <b>61.2</b> (62.8) Growth <b>-0.4</b> (0.3) Migrants <b>10.5</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>37.7</b> (46.3) Mid skill <b>22.7</b> (20.1) Low skill <b>39.5</b> (33.2)		<b>10. Inactivity</b> All WA <b>23.2</b> (21.4) Want job <b>22.3</b> (21.8) Do not want job <b>77.7</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>29.8</b> (38.3) NVQ3 <b>17.9</b> (17.3) Trade App <b>4.5</b> (2.9) NVQ2 <b>17.0</b> (16.1) NVQ1 <b>13.5</b> (10.9) Other quals <b>9.3</b> (6.9) No quals <b>8.1</b> (7.6)			
<b>3. Job quality</b> Low pay <b>30.3</b> (22.2) Atypical work <b>5.1</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>20.8</b> (26.8) Look after family <b>24.4</b> (24.9) Temporary sick <b>2.2</b> (2.0) Long-term sick <b>25.4</b> (21.5) Retired <b>15.6</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>33.7</b> (42.9) NVQ3 <b>25.0</b> (21.2) NVQ2 <b>15.9</b> (16.0) Below NVQ2 <b>20.0</b> (14.9) No quals <b>5.3</b> (5.0)			
<b>4. Employer training</b> Any <b>67.0</b> (66.0) Off-the-job <b>52.0</b> (48.0) On-the-job <b>54.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>5.1</b> (6.0)		<b>16. Skills needs</b> Complex analytical <b>44.4</b> (43.4) Operational <b>55.9</b> (52.5) Digital <b>46.3</b> (48.0) Management/leadership <b>50.9</b> (52.6) Sales & customer <b>49.6</b> (44.3) Self-management <b>45.9</b> (51.7)			
<b>5. Average quals of new recruits</b> NVQ4+ <b>28.0</b> (39.6) NVQ3 <b>22.7</b> (20.5) Trade App <b>3.3</b> (2.4) NVQ2 <b>22.1</b> (17.8) NVQ1 <b>12.4</b> (9.7) Other quals <b>6.5</b> (5.8) No quals <b>5.0</b> (4.2)		<b>17. Skills shortages by occupation type</b> High skill <b>40.8</b> (35.3) Mid skill <b>28.6</b> (23.1) Service intensive <b>11.0</b> (21.6) Labour intensive <b>18.8</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>13.0</b> (21.9) Mid skill <b>27.9</b> (19.7) Service intensive <b>18.4</b> (29.3) Labour intensive <b>40.7</b> (29.1)			
<b>6. 2024 occupational profile</b> High skill <b>39.8</b> (47.5) Mid skill <b>22.4</b> (18.8) Low skill <b>37.9</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>13.3</b> (13.0)		<b>21. Achievement rates</b> Early years <b>70.1</b> (70.2) GCSE <b>62.2</b> (64.2) A-levels <b>11.4</b> (20.6) Adult education <b>69.8</b> (72.9) Apprenticeships <b>68.7</b> (67.7)			
<b>7. Jobs Growth</b> Annual change % <b>1.8</b> (1.3)		<b>22. Participation rates</b> A-levels <b>20.0</b> (25.0) Adult education <b>11.3</b> (8.8) Apprenticeships <b>2.3</b> (1.6) Higher education <b>29.5</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>46.7</b> (48.4) Attraction <b>52.6</b> (60.9)			
<b>17. Skills needs</b> Labour intensive <b>18.8</b> (18.0)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>70.9</b> (67.2) Advanced <b>65.3</b> (69.3) Higher <b>62.5</b> (61.9)		<b>25. Adult education achievement rates</b> English & maths <b>62.4</b> (65.5) Full level 2 <b>62.4</b> (65.7) Full level 3 <b>56.4</b> (52.9)			

# Lancashire

**Employment is unevenly distributed.** Ethnic minorities and people with no formal qualifications are less likely to be in employment compared to other areas and demographic groups.

**Health is a significant barrier to employment.** Nearly a quarter of people who are economically inactive are long term sick and just about half of people with a long term disability are in work.

**Low graduate level employment and graduates.** There is a lower than average proportion of high skill occupations. Recruitment patterns and employer reports suggest that demand for graduates is relatively low, although the graduate employment rate is high.

**Skills shortages and gaps in low skilled occupations.** There is a relatively high concentration of skills shortages and gaps in service and labour intensive occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>15.7</b> (24.0) Public KIBS <b>30.0</b> (25.7) Other services <b>32.9</b> (35.6) Primary <b>2.0</b> (1.8) Manufacturing <b>13.7</b> (8.1) Construction <b>5.7</b> (4.8)		<b>8. Employment rates</b> All WA <b>74.8</b> (75.2) Males <b>78.8</b> (80.0) Females <b>70.9</b> (70.5) Aged 16-24 <b>55.2</b> (53.9) Aged 25-49 <b>85.8</b> (84.3) Aged 50-64 <b>68.7</b> (71.4) White <b>76.9</b> (77.1) All EM <b>57.3</b> (65.5) Indians <b>64.5</b> (75.4) Pakistanis/Bangladeshis <b>49.0</b> (55.3) Black or black British <b>89.8</b> (67.9) Mixed ethnic <b>51.5</b> (67.8) Other ethnic <b>59.5</b> (63.4) EA core or work-limiting <b>53.2</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>85.6</b> (84.7) NVQ3 <b>75.3</b> (75.3) Trade App <b>92.1</b> (84.4) NVQ2 <b>71.4</b> (70.0) NVQ1 <b>70.6</b> (68.0) Other quals <b>71.0</b> (74.4) No quals <b>40.8</b> (44.8)		<b>13. Population</b> Working age <b>61.4</b> (62.8) Growth <b>0.1</b> (0.3) Migrants <b>10.1</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>39.7</b> (46.3) Mid skill <b>21.7</b> (20.1) Low skill <b>38.4</b> (33.2)		<b>10. Inactivity</b> All WA <b>21.7</b> (21.4) Want job <b>18.1</b> (21.8) Do not want job <b>81.9</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>31.8</b> (38.3) NVQ3 <b>18.5</b> (17.3) Trade App <b>5.1</b> (2.9) NVQ2 <b>18.9</b> (16.1) NVQ1 <b>11.9</b> (10.9) Other quals <b>6.3</b> (6.9) No quals <b>7.5</b> (7.6)			
<b>3. Job quality</b> Low pay <b>26.7</b> (22.2) Atypical work <b>5.4</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>24.7</b> (26.8) Look after family <b>22.7</b> (24.9) Temporary sick <b>0.9</b> (2.0) Long-term sick <b>24.5</b> (21.5) Retired <b>16.5</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>34.1</b> (42.9) NVQ3 <b>26.2</b> (21.2) NVQ2 <b>20.5</b> (16.0) Below NVQ2 <b>14.2</b> (14.9) No quals <b>5.1</b> (5.0)			
<b>4. Employer training</b> Any <b>68.0</b> (66.0) Off-the-job <b>49.0</b> (48.0) On-the-job <b>54.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>8.8</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>34.5</b> (39.6) NVQ3 <b>21.8</b> (20.5) Trade App <b>1.8</b> (2.4) NVQ2 <b>22.2</b> (17.8) NVQ1 <b>11.6</b> (9.7) Other quals <b>4.6</b> (5.8) No quals <b>3.4</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>18.4</b> (21.9) Mid skill <b>23.3</b> (19.7) Service intensive <b>26.4</b> (29.3) Labour intensive <b>32.0</b> (29.1)		<b>21. Achievement rates</b> Early years <b>69.2</b> (70.2) GCSE <b>64.3</b> (64.2) A-levels <b>20.8</b> (20.6) Adult education <b>74.9</b> (72.9) Apprenticeships <b>68.7</b> (67.7)			
<b>6. 2024 occupational profile</b> High skill <b>41.0</b> (47.5) Mid skill <b>21.4</b> (18.8) Low skill <b>37.5</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>15.6</b> (13.0)		<b>22. Participation rates</b> A-levels <b>18.8</b> (25.0) Adult education <b>11.7</b> (8.8) Apprenticeships <b>2.0</b> (1.6) Higher education <b>38.4</b> (37.5)			
<b>7. Jobs Growth</b> Annual change % <b>-0.2</b> (1.3)		<b>23. Graduate mobility</b> Retention <b>37.0</b> (48.4) Attraction <b>39.5</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>67.5</b> (67.2) Advanced <b>71.0</b> (69.3) Higher <b>64.3</b> (61.9)			
<b>16. Skills needs</b> Complex analytical <b>41.8</b> (43.4) Operational <b>54.3</b> (52.5) Digital <b>50.0</b> (48.0) Management/leadership <b>55.9</b> (52.6) Sales & customer <b>42.3</b> (44.3) Self-management <b>55.2</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>17.5</b> (35.3) Mid skill <b>21.8</b> (23.1) Service intensive <b>35.2</b> (21.6) Labour intensive <b>24.0</b> (18.0)		<b>25. Adult education achievement rates</b> English & maths <b>66.2</b> (65.5) Full level 2 <b>67.7</b> (65.7) Full level 3 <b>50.7</b> (52.9)			
<b>18. Incidence of skill shortages</b> All <b>10.2</b> (12.1)							



# Leeds City Region

**Employment is low and unevenly distributed.** Ethnic minorities are less likely to be in employment compared to other areas. People with no qualifications are close to half as likely to be in employment compared to graduates.

**Prevalence of low paid work.** While LCR is a relatively diverse economy, nearly a quarter of jobs pay below the voluntary living wage. There is also a high share of employment in low skill occupation.

**Health is likely to be a significant barrier to work.** Just over half of people with a long term disability are in employment, while more than 1 in 5 economically inactive are long term sick.

**Skills shortages in high skill occupations.** Reflecting in part the relatively high proportion of employment in KIBS, there is a high concentration of skills shortages in high skill occupations. Skills gaps are more heavily concentrated in labour and service intensive occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS 22.5 (24.0) Public KIBS 26.0 (25.7) Other services 35.2 (35.6) Primary 1.4 (1.8) Manufacturing 10.3 (8.1) Construction 4.6 (4.8)		<b>8. Employment rates</b> All WA 73.7 (75.2) Males 78.8 (80.0) Females 68.6 (70.5) Aged 16-24 54.7 (53.9) Aged 25-49 82.9 (84.3) Aged 50-64 69.9 (71.4) White 76.2 (77.1) All EM 58.8 (65.5) Indians 66.5 (75.4) Pakistanis/Bangladeshis 50.7 (55.3) Black or black British 72.9 (67.9) Mixed ethnic 68.3 (67.8) Other ethnic 65.1 (63.4) EA core or work-limiting 53.2 (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ 85.4 (84.7) NVQ3 74.5 (75.3) Trade App 84.2 (84.4) NVQ2 66.9 (70.0) NVQ1 70.2 (68.0) Other quals 74.6 (74.4) No quals 44.1 (44.8)		<b>13. Population</b> Working age 62.9 (62.8) Growth 0.1 (0.3) Migrants 13.9 (20.1)	
<b>2. Occupational profile</b> High skill 41.5 (46.3) Mid skill 21.1 (20.1) Low skill 36.9 (33.2)		<b>10. Inactivity</b> All WA 22.9 (21.4) Want job 19.0 (21.8) Do not want job 81.0 (78.2)		<b>14. Skills profile</b> NVQ4+ 33.9 (38.3) NVQ3 17.9 (17.3) Trade App 3.6 (2.9) NVQ2 16.3 (16.1) NVQ1 11.4 (10.9) Other quals 6.5 (6.9) No quals 10.4 (7.6)			
<b>3. Job quality</b> Low pay 23.2 (22.2) Atypical work 4.4 (4.7)		<b>11. Inactivity by reason</b> Student 27.0 (26.8) Look after family 24.7 (24.9) Temporary sick 1.6 (2.0) Long-term sick 22.6 (21.5) Retired 12.9 (12.9)		<b>15. 2030 skills profile</b> NVQ4+ 37.4 (42.9) NVQ3 22.0 (21.2) NVQ2 16.7 (16.0) Below NVQ2 15.0 (14.9) No quals 8.9 (5.0)			
<b>4. Employer training</b> Any 65.0 (66.0) Off-the-job 49.0 (48.0) On-the-job 52.0 (53.0)		<b>12. NEETs</b> 16-17 NEETs 5.7 (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ 31.9 (39.6) NVQ3 21.8 (20.5) Trade App 2.3 (2.4) NVQ2 20.0 (17.8) NVQ1 11.4 (9.7) Other quals 6.8 (5.8) No quals 5.8 (4.2)		<b>19. Skills gaps by occupation type</b> High skill 21.3 (21.9) Mid skill 20.7 (19.7) Service intensive 27.4 (29.3) Labour intensive 30.6 (29.1)		<b>21. Achievement rates</b> Early years 70.3 (70.2) GCSE 64.5 (64.2) A-levels 18.1 (20.6) Adult education 71.2 (72.9) Apprenticeships 69.2 (67.7)			
<b>6. 2024 occupational profile</b> High skill 41.9 (47.5) Mid skill 21.3 (18.8) Low skill 36.8 (33.7)		<b>20. Incidence of skills gaps</b> All 13.6 (13.0)		<b>22. Participation rates</b> A-levels 20.6 (25.0) Adult education 9.2 (8.8) Apprenticeships 1.8 (1.6) Higher education 34.2 (37.5)			
<b>7. Jobs Growth</b> Annual change % 1.8 (1.3)		<b>23. Graduate mobility</b> Retention 46.1 (48.4) Attraction 39.4 (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate 68.3 (67.2) Advanced 71.2 (69.3) Higher 62.8 (61.9)			
<b>16. Skills needs</b> Complex analytical 48.8 (43.4) Operational 55.9 (52.5) Digital 52.3 (48.0) Management/leadership 57.1 (52.6) Sales & customer 43.2 (44.3) Self-management 58.9 (51.7)		<b>17. Skills shortages by occupation type</b> High skill 41.4 (35.3) Mid skill 27.3 (23.1) Service intensive 14.0 (21.6) Labour intensive 16.3 (18.0)		<b>25. Adult education achievement rates</b> English & maths 65.0 (65.5) Full level 2 65.3 (65.7) Full level 3 53.2 (52.9)			
<b>18. Incidence of skill shortages</b> All 10.3 (12.1)							

# Leicester and Leicestershire

**Employment is low and unevenly distributed.** Employment rates are low for all demographic groups and for ethnic minorities in particular. There is also a high rate of economic inactivity.

**Prevalence of low paid, low skill jobs.** More than a quarter of jobs pay less than the living wage and nearly a third of employment is concentrated in low skill occupations.

**Low demand for new skills.** There is relatively low demand for new skills to be developed, which potentially reflects the nature of the business base rather than the resident population. Skills shortages and gaps are more heavily concentrated in service and labour intensive occupations.

**Achievement rates for apprenticeships are low.** While academic attainment rates are relatively high, apprenticeship achievement rates are low for intermediate level apprenticeships.



Jobs Profile		Employment Outcomes		Population/skills profile					
<b>1. Sectoral profile</b> KIBS 21.2 (24.0) Public KIBS 25.0 (25.7) Other services 32.8 (35.6) Primary 3.2 (1.8) Manufacturing 13.9 (8.1) Construction 4.0 (4.8)		<b>5. Average quals of new recruits</b> NVQ4+ 32.7 (39.6) NVQ3 20.1 (20.5) Trade App 3.3 (2.4) NVQ2 19.7 (17.8) NVQ1 12.3 (9.7) Other quals 7.0 (5.8) No quals 4.9 (4.2)		<b>8. Employment rates</b> All WA 72.5 (75.2) Males 78.6 (80.0) Females 66.4 (70.5) Aged 16-24 46.8 (53.9) Aged 25-49 82.8 (84.3) Aged 50-64 71.0 (71.4) White 77.1 (77.1) All EM 59.6 (65.5) Indians 67.4 (75.4) Pakistanis/Bangladeshis 36.9 (55.3) Black or black British 54.5 (67.9) Mixed ethnic 56.2 (67.8) Other ethnic 49.5 (63.4) EA core or work-limiting 53.6 (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ 83.7 (84.7) NVQ3 75.3 (75.3) Trade App 81.9 (84.4) NVQ2 70.3 (70.0) NVQ1 67.6 (68.0) Other quals 72.2 (74.4) No quals 43.1 (44.8)		<b>13. Population</b> Working age 63.6 (62.8) Growth 1.2 (0.3) Migrants 23.3 (20.1)	
<b>2. Occupational profile</b> High skill 42.3 (46.3) Mid skill 21.1 (20.1) Low skill 36.0 (33.2)		<b>6. 2024 occupational profile</b> High skill 43.5 (47.5) Mid skill 18.5 (18.8) Low skill 37.9 (33.7)		<b>11. Inactivity by reason</b> Student 31.4 (26.8) Look after family 24.6 (24.9) Temporary sick 3.2 (2.0) Long-term sick 19.4 (21.5) Retired 11.0 (12.9)		<b>14. Skills profile</b> NVQ4+ 33.2 (38.3) NVQ3 19.6 (17.3) Trade App 2.6 (2.9) NVQ2 15.5 (16.1) NVQ1 13.0 (10.9) Other quals 7.8 (6.9) No quals 8.2 (7.6)			
<b>3. Job quality</b> Low pay 25.2 (22.2) Atypical work 6.2 (4.7)		<b>7. Jobs Growth</b> Annual change % 0.2 (1.3)		<b>12. NEETs</b> 16-17 NEETs 6.0 (6.0)		<b>15. 2030 skills profile</b> NVQ4+ 34.2 (42.9) NVQ3 24.7 (21.2) NVQ2 16.2 (16.0) Below NVQ2 19.4 (14.9) No quals 5.6 (5.0)			
<b>4. Employer training</b> Any 66.0 (66.0) Off-the-job 50.0 (48.0) On-the-job 53.0 (53.0)		<b>10. Inactivity</b> All WA 23.8 (21.4) Want job 18.7 (21.8) Do not want job 81.3 (78.2)		<b>16. Skills needs</b> Complex analytical 36.5 (43.4) Operational 43.9 (52.5) Digital 43.5 (48.0) Management/leadership 42.1 (52.6) Sales & customer 37.1 (44.3) Self-management 44.4 (51.7)		<b>17. Skills shortages by occupation type</b> High skill 21.1 (35.3) Mid skill 18.1 (23.1) Service intensive 25.9 (21.6) Labour intensive 34.4 (18.0)			
<b>18. Incidence of skill shortages</b> All 10.7 (12.1)		<b>19. Skills gaps by occupation type</b> High skill 18.8 (21.9) Mid skill 19.9 (19.7) Service intensive 30.5 (29.3) Labour intensive 30.8 (29.1)		<b>21. Achievement rates</b> Early years 70.3 (70.2) GCSE 65.5 (64.2) A-levels 15.0 (20.6) Adult education 74.0 (72.9) Apprenticeships 66.2 (67.7)		<b>23. Graduate mobility</b> Retention 26.9 (48.4) Attraction 52.9 (60.9)			
<b>20. Incidence of skills gaps</b> All 12.5 (13.0)		<b>22. Participation rates</b> A-levels 21.9 (25.0) Adult education 8.7 (8.8) Apprenticeships 1.6 (1.6) Higher education 38.2 (37.5)		<b>24. Apprenticeship achievement rates</b> Intermediate 64.8 (67.2) Advanced 69.2 (69.3) Higher 62.5 (61.9)		<b>25. Adult education achievement rates</b> English & maths 68.2 (65.5) Full level 2 66.7 (65.7) Full level 3 52.7 (52.9)			

# London

**Employment is low.** Employment rates are low, particularly for those with no formal qualifications or a long term disability. People with no qualifications are half as likely to be in employment compared to graduates – almost 60% of new recruits in the last five years have graduate level qualifications.

**Changes to the immigration system may have a disproportionate impact relative to other areas..** Changes to the immigration system may have a more significant impact in London given the area has a higher than average proportion of migrant workers.

**Skills shortages in high skill and service intensive occupations.** Given the nature of London's economy, skills shortages and gaps are concentrated in high skills and service intensive occupations. Skills gaps are more concentrated in the latter. Management and leadership skills are among the most frequently cited by employers.

**Apprenticeship achievement rates are low.** Achievement rates are particularly low for intermediate level apprenticeships.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>35.7</b> (24.0) Public KIBS <b>22.6</b> (25.7) Other services <b>35.1</b> (35.6) Primary <b>0.6</b> (1.8) Manufacturing <b>2.1</b> (8.1) Construction <b>4.0</b> (4.8)		<b>8. Employment rates</b> All WA <b>74.2</b> (75.2) Males <b>80.0</b> (80.0) Females <b>68.5</b> (70.5) Aged 16-24 <b>45.0</b> (53.9) Aged 25-49 <b>83.1</b> (84.3) Aged 50-64 <b>70.5</b> (71.4) White <b>79.2</b> (77.1) All EM <b>66.8</b> (65.5) Indians <b>76.7</b> (75.4) Pakistanis/Bangladeshis <b>56.8</b> (55.3) Black or black British <b>68.0</b> (67.9) Mixed ethnic <b>67.5</b> (67.8) Other ethnic <b>64.8</b> (63.4) EA core or work-limiting <b>51.2</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>84.5</b> (84.7) NVQ3 <b>67.4</b> (75.3) Trade App <b>73.5</b> (84.4) NVQ2 <b>61.0</b> (70.0) NVQ1 <b>59.8</b> (68.0) Other quals <b>73.6</b> (74.4) No quals <b>42.8</b> (44.8)		<b>13. Population</b> Working age <b>67.7</b> (62.8) Growth <b>0.3</b> (0.3) Migrants <b>45.3</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>55.7</b> (46.3) Mid skill <b>16.6</b> (20.1) Low skill <b>27.1</b> (33.2)		<b>10. Inactivity</b> All WA <b>21.7</b> (21.4) Want job <b>22.0</b> (21.8) Do not want job <b>78.0</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>51.8</b> (38.3) NVQ3 <b>13.7</b> (17.3) Trade App <b>1.1</b> (2.9) NVQ2 <b>10.8</b> (16.1) NVQ1 <b>6.8</b> (10.9) Other quals <b>9.1</b> (6.9) No quals <b>6.8</b> (7.6)			
<b>3. Job quality</b> Low pay <b>19.2</b> (22.2) Atypical work <b>5.2</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>32.0</b> (26.8) Look after family <b>28.8</b> (24.9) Temporary sick <b>2.4</b> (2.0) Long-term sick <b>16.8</b> (21.5) Retired <b>6.5</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>58.5</b> (42.9) NVQ3 <b>15.4</b> (21.2) NVQ2 <b>10.8</b> (16.0) Below NVQ2 <b>10.9</b> (14.9) No quals <b>4.4</b> (5.0)			
<b>4. Employer training</b> Any <b>66.0</b> (66.0) Off-the-job <b>49.0</b> (48.0) On-the-job <b>55.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>5.0</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>58.8</b> (39.6) NVQ3 <b>16.2</b> (20.5) Trade App <b>1.3</b> (2.4) NVQ2 <b>9.8</b> (17.8) NVQ1 <b>5.3</b> (9.7) Other quals <b>5.6</b> (5.8) No quals <b>3.1</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>27.4</b> (21.9) Mid skill <b>15.3</b> (19.7) Service intensive <b>36.6</b> (29.3) Labour intensive <b>20.6</b> (29.1)		<b>21. Achievement rates</b> Early years <b>73.9</b> (70.2) GCSE <b>67.8</b> (64.2) A-levels <b>17.6</b> (20.6) Adult education <b>77.4</b> (72.9) Apprenticeships <b>64.8</b> (67.7)			
<b>6. 2024 occupational profile</b> High skill <b>60.8</b> (47.5) Mid skill <b>14.4</b> (18.8) Low skill <b>24.8</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>10.7</b> (13.0)		<b>22. Participation rates</b> A-levels <b>24.6</b> (25.0) Adult education <b>7.9</b> (8.8) Apprenticeships <b>0.8</b> (1.6) Higher education <b>50.0</b> (37.5)			
<b>7. Jobs Growth</b> Annual change % <b>2.3</b> (1.3)		<b>23. Graduate mobility</b> Retention <b>72.7</b> (48.4) Attraction <b>56.9</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>63.8</b> (67.2) Advanced <b>67.0</b> (69.3) Higher <b>58.6</b> (61.9)			
<b>16. Skills needs</b> Complex analytical <b>45.4</b> (43.4) Operational <b>49.7</b> (52.5) Digital <b>47.4</b> (48.0) Management/leadership <b>56.5</b> (52.6) Sales & customer <b>45.8</b> (44.3) Self-management <b>51.7</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>41.6</b> (35.3) Mid skill <b>17.0</b> (23.1) Service intensive <b>28.3</b> (21.6) Labour intensive <b>12.4</b> (18.0)		<b>25. Adult education achievement rates</b> English & maths <b>72.1</b> (65.5) Full level 2 <b>69.0</b> (65.7) Full level 3 <b>53.6</b> (52.9)			
<b>18. Incidence of skill shortages</b> All <b>10.1</b> (12.1)							

# New Anglia

**Prevalence of low pay, low skill employment.** More than a quarter of jobs pay less than the living wage and nearly a third of employment is concentrated in low skill occupations.

**High youth NEET rate.** A higher than average proportion of 16 to 17 year olds are NEET.

**Skills shortages concentrated in high skill occupations.** The profile of skills shortages more reflect the relatively low proportion of graduates in the area. Skills gaps are more heavily concentrated in labour intensive occupations.

**Achievement rates in education and training are low.** Young people are less likely to achieve high grades at A-level and go on to university. Achievement rates also low for apprenticeships (with the exception of higher level apprenticeships) and for English and Maths and level 2 courses in adult education.



Jobs Profile		Employment Outcomes		Population/skills profile	
<b>1. Sectoral profile</b> KIBS <b>19.7</b> (24.0) Public KIBS <b>26.4</b> (25.7) Other services <b>35.8</b> (35.6) Primary <b>3.3</b> (1.8) Manufacturing <b>9.8</b> (8.1) Construction <b>5.1</b> (4.8)		<b>8. Employment rates</b> All WA <b>76.6</b> (75.2) Males <b>81.5</b> (80.0) Females <b>71.9</b> (70.5) Aged 16-24 <b>59.2</b> (53.9) Aged 25-49 <b>85.0</b> (84.3) Aged 50-64 <b>72.6</b> (71.4) White <b>77.2</b> (77.1) All EM <b>66.6</b> (65.5) Indians <b>68.0</b> (75.4) Pakistanis/Bangladeshis <b>47.9</b> (55.3) Black or black British <b>71.7</b> (67.9) Mixed ethnic <b>70.7</b> (67.8) Other ethnic <b>67.9</b> (63.4) EA core or work-limiting <b>55.7</b> (53.7)		<b>13. Population</b> Working age <b>59.1</b> (62.8) Growth <b>0.3</b> (0.3) Migrants <b>13.0</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>40.8</b> (46.3) Mid skill <b>22.7</b> (20.1) Low skill <b>36.5</b> (33.2)		<b>9. Employment rates by qualification</b> NVQ4+ <b>83.2</b> (84.7) NVQ3 <b>81.5</b> (75.3) Trade App <b>87.6</b> (84.4) NVQ2 <b>75.0</b> (70.0) NVQ1 <b>72.0</b> (68.0) Other quals <b>73.6</b> (74.4) No quals <b>45.5</b> (44.8)		<b>14. Skills profile</b> NVQ4+ <b>30.9</b> (38.3) NVQ3 <b>20.2</b> (17.3) Trade App <b>3.7</b> (2.9) NVQ2 <b>17.1</b> (16.1) NVQ1 <b>13.7</b> (10.9) Other quals <b>6.2</b> (6.9) No quals <b>8.1</b> (7.6)	
<b>3. Job quality</b> Low pay <b>26.2</b> (22.2) Atypical work <b>4.1</b> (4.7)		<b>10. Inactivity</b> All WA <b>19.9</b> (21.4) Want job <b>21.0</b> (21.8) Do not want job <b>79.0</b> (78.2)		<b>15. 2030 skills profile</b> NVQ4+ <b>32.1</b> (42.9) NVQ3 <b>27.4</b> (21.2) NVQ2 <b>17.9</b> (16.0) Below NVQ2 <b>17.5</b> (14.9) No quals <b>5.1</b> (5.0)	
<b>4. Employer training</b> Any <b>68.0</b> (66.0) Off-the-job <b>49.0</b> (48.0) On-the-job <b>54.0</b> (53.0)		<b>11. Inactivity by reason</b> Student <b>18.6</b> (26.8) Look after family <b>24.4</b> (24.9) Temporary sick <b>2.3</b> (2.0) Long-term sick <b>23.1</b> (21.5) Retired <b>16.9</b> (12.9)		<b>12. NEETs</b> 16-17 NEETs <b>6.1</b> (6.0)	
<b>5. Average quals of new recruits</b> NVQ4+ <b>32.9</b> (39.6) NVQ3 <b>18.3</b> (20.5) Trade App <b>2.8</b> (2.4) NVQ2 <b>19.8</b> (17.8) NVQ1 <b>13.2</b> (9.7) Other quals <b>7.5</b> (5.8) No quals <b>5.4</b> (4.2)		<b>16. Skills needs</b> Complex analytical <b>43.6</b> (43.4) Operational <b>52.2</b> (52.5) Digital <b>46.6</b> (48.0) Management/leadership <b>50.5</b> (52.6) Sales & customer <b>40.0</b> (44.3) Self-management <b>55.0</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>34.9</b> (35.3) Mid skill <b>27.4</b> (23.1) Service intensive <b>19.5</b> (21.6) Labour intensive <b>17.7</b> (18.0)	
<b>6. 2024 occupational profile</b> High skill <b>44.7</b> (47.5) Mid skill <b>19.4</b> (18.8) Low skill <b>35.9</b> (33.7)		<b>19. Skills gaps by occupation type</b> High skill <b>20.0</b> (21.9) Mid skill <b>19.8</b> (19.7) Service intensive <b>21.4</b> (29.3) Labour intensive <b>38.8</b> (29.1)		<b>21. Achievement rates</b> Early years <b>71.6</b> (70.2) GCSE <b>62.9</b> (64.2) A-levels <b>14.9</b> (20.6) Adult education <b>69.4</b> (72.9) Apprenticeships <b>66.6</b> (67.7)	
<b>7. Jobs Growth</b> Annual change % <b>1.2</b> (1.3)		<b>20. Incidence of skills gaps</b> All <b>16.8</b> (13.0)		<b>22. Participation rates</b> A-levels <b>19.5</b> (25.0) Adult education <b>7.5</b> (8.8) Apprenticeships <b>1.6</b> (1.6) Higher education <b>31.6</b> (37.5)	
<b>18. Incidence of skill shortages</b> All <b>14.0</b> (12.1)		<b>23. Graduate mobility</b> Retention <b>54.8</b> (48.4) Attraction <b>56.0</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>65.0</b> (67.2) Advanced <b>68.0</b> (69.3) Higher <b>73.9</b> (61.9)	
				<b>25. Adult education achievement rates</b> English & maths <b>61.5</b> (65.5) Full level 2 <b>63.1</b> (65.7) Full level 3 <b>55.1</b> (52.9)	



# Oxfordshire

**High youth NEET rate.** A higher than average proportion of 16 to 17 year olds are NEET. Levels of achievement at A-level are also lower than average.

**Atypical employment is more prevalent than other parts of the country.** There is a higher proportion of people in non-permanent forms of employment, although the extent to which this is driven by individual choice (or lack of) is not clear.

**Changes to the immigration system may have a disproportionate impact relative to other areas.** Changes to the immigration system may have a more significant impact in Oxford given the area has a higher than average proportion of migrant workers.

**Skills shortages in labour intensive occupations.** There is a high concentration of skills shortages and skills gaps in labour intensive occupations.

**Achievement rates for higher apprenticeships are lower than average.** Despite the high skilled nature of Oxfordshire economy, achievement rates for higher level apprenticeships is lower than average.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS 22.9 (24.0) Public KIBS 30.5 (25.7) Other services 32.1 (35.6) Primary 1.8 (1.8) Manufacturing 6.9 (8.1) Construction 5.8 (4.8)		<b>8. Employment rates</b> All WA 81.6 (75.2) Males 86.5 (80.0) Females 76.8 (70.5) Aged 16-24 64.3 (53.9) Aged 25-49 86.8 (84.3) Aged 50-64 81.4 (71.4) White 83.1 (77.1) All EM 70.7 (65.5) Indians 81.3 (75.4) Pakistanis/Bangladeshi 71.6 (55.3) Black or black British 71.9 (67.9) Mixed ethnic 62.9 (67.8) Other ethnic 63.9 (63.4) EA core or work-limiting 63.0 (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ 88.9 (84.7) NVQ3 79.1 (75.3) Trade App 84.3 (84.4) NVQ2 70.9 (70.0) NVQ1 73.2 (68.0) Other quals 81.0 (74.4) No quals 49.1 (44.8)		<b>13. Population</b> Working age 63.2 (62.8) Growth 0.2 (0.3) Migrants 24.3 (20.1)	
<b>2. Occupational profile</b> High skill 59.9 (46.3) Mid skill 15.0 (20.1) Low skill 25.2 (33.2)		<b>10. Inactivity</b> All WA 15.8 (21.4) Want job 15.9 (21.8) Do not want job 84.1 (78.2)		<b>14. Skills profile</b> NVQ4+ 50.7 (38.3) NVQ3 16.9 (17.3) Trade App 2.1 (2.9) NVQ2 13.2 (16.1) NVQ1 8.9 (10.9) Other quals 4.4 (6.9) No quals 3.8 (7.6)			
<b>3. Job quality</b> Low pay 13.4 (22.2) Atypical work 7.3 (4.7)		<b>11. Inactivity by reason</b> Student 32.2 (26.8) Look after family 26.5 (24.9) Temporary sick NA (2.0) Long-term sick 15.4 (21.5) Retired 16.3 (12.9)		<b>15. 2030 skills profile</b> NVQ4+ 53.9 (42.9) NVQ3 16.4 (21.2) NVQ2 17.1 (16.0) Below NVQ2 10.7 (14.9) No quals 1.8 (5.0)			
<b>4. Employer training</b> Any 71.0 (66.0) Off-the-job 57.0 (48.0) On-the-job 55.0 (53.0)		<b>12. NEETs</b> 16-17 NEETs 7.8 (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ 37.6 (39.6) NVQ3 21.0 (20.5) Trade App 2.5 (2.4) NVQ2 19.0 (17.8) NVQ1 10.5 (9.7) Other quals 5.3 (5.8) No quals 4.0 (4.2)		<b>19. Skills gaps by occupation type</b> High skill 26.9 (21.9) Mid skill 19.1 (19.7) Service intensive 21.3 (29.3) Labour intensive 32.6 (29.1)		<b>21. Achievement rates</b> Early years 73.5 (70.2) GCSE 66.5 (64.2) A-levels 15.7 (20.6) Adult education 74.1 (72.9) Apprenticeships 69.3 (67.7)			
<b>6. 2024 occupational profile</b> High skill 51.3 (47.5) Mid skill 17.4 (18.8) Low skill 31.2 (33.7)		<b>20. Incidence of skills gaps</b> All 12.0 (13.0)		<b>22. Participation rates</b> A-levels 22.7 (25.0) Adult education 5.9 (8.8) Apprenticeships 1.0 (1.6) Higher education 44.7 (37.5)			
<b>7. Jobs Growth</b> Annual change % -1.1 (1.3)		<b>23. Graduate mobility</b> Retention 23.1 (48.4) Attraction 72.3 (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate 69.0 (67.2) Advanced 70.9 (69.3) Higher 58.3 (61.9)			
<b>16. Skills needs</b> Complex analytical 40.2 (43.4) Operational 46.9 (52.5) Digital 41.6 (48.0) Management/leadership 52.3 (52.6) Sales & customer 42.9 (44.3) Self-management 47.9 (51.7)		<b>17. Skills shortages by occupation type</b> High skill 20.4 (35.3) Mid skill 24.2 (23.1) Service intensive 8.1 (21.6) Labour intensive 45.5 (18.0)		<b>25. Adult education achievement rates</b> English & maths 65.7 (65.5) Full level 2 66.4 (65.7) Full level 3 49.6 (52.9)			
<b>18. Incidence of skill shortages</b> All 16.2 (12.1)							

# Solent

**Health is a significant barrier to employment.** While rates of economic activity are slightly lower than average, a relatively high proportion of those people want a job. Nearly one in four economically inactive are either short or long term sick.

**Shortages are in mid level and service intensive occupations.** Skills gaps are also prevalent in these occupations. A relatively high proportion of employers cite the need to improve management and leadership skills in the organisation.

**Changes to the immigration system may have a disproportionate impact relative to other areas..** Changes to the immigration system may have a more significant impact in Oxford given the area has a higher than average proportion of migrant workers.

**Shortages may become more prevalent in high skill occupations.** Over the longer term, if demand increases as predicted in high skill occupations, then skills shortages may become more prevalent in these occupations in the future. This will be impacted by graduate mobility and number of young people going on to university (which is currently lower than average).



Jobs Profile		Employment Outcomes		Population/skills profile					
<b>1. Sectoral profile</b> KIBS 20.7 (24.0) Public KIBS 28.4 (25.7) Other services 36.2 (35.6) Primary 1.5 (1.8) Manufacturing 7.9 (8.1) Construction 5.4 (4.8)		<b>5. Average quals of new recruits</b> NVQ4+ 37.6 (39.6) NVQ3 21.0 (20.5) Trade App 2.5 (2.4) NVQ2 19.0 (17.8) NVQ1 10.5 (9.7) Other quals 5.3 (5.8) No quals 4.0 (4.2)		<b>8. Employment rates</b> All WA 76.5 (75.2) Males 81.6 (80.0) Females 71.3 (70.5) Aged 16-24 59.6 (53.9) Aged 25-49 85.9 (84.3) Aged 50-64 71.3 (71.4) White 77.4 (77.1) All EM 67.9 (65.5) Indians 76.3 (75.4) Pakistanis/Bangladeshis 55.0 (55.3) Black or black British 74.7 (67.9) Mixed ethnic 69.5 (67.8) Other ethnic 61.8 (63.4) EA core or work-limiting 58.2 (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ 84.0 (84.7) NVQ3 77.2 (75.3) Trade App 86.9 (84.4) NVQ2 72.3 (70.0) NVQ1 74.1 (68.0) Other quals 77.1 (74.4) No quals 48.7 (44.8)		<b>13. Population</b> Working age 63.4 (62.8) Growth 0.4 (0.3) Migrants 15.5 (20.1)	
<b>2. Occupational profile</b> High skill 42.1 (46.3) Mid skill 20.7 (20.1) Low skill 36.9 (33.2)		<b>6. 2024 occupational profile</b> High skill 49.2 (47.5) Mid skill 18.4 (18.8) Low skill 32.4 (33.7)		<b>10. Inactivity</b> All WA 19.6 (21.4) Want job 27.6 (21.8) Do not want job 72.4 (78.2)		<b>11. Inactivity by reason</b> Student 23.7 (26.8) Look after family 23.6 (24.9) Temporary sick 2.2 (2.0) Long-term sick 22.4 (21.5) Retired 15.7 (12.9)		<b>14. Skills profile</b> NVQ4+ 34.4 (38.3) NVQ3 21.7 (17.3) Trade App 4.3 (2.9) NVQ2 16.4 (16.1) NVQ1 12.0 (10.9) Other quals 5.5 (6.9) No quals 5.6 (7.6)	
<b>3. Job quality</b> Low pay 20.2 (22.2) Atypical work 4.7 (4.7)		<b>7. Jobs Growth</b> Annual change % -0.6 (1.3)		<b>12. NEETs</b> 16-17 NEETs 4.9 (6.0)		<b>15. 2030 skills profile</b> NVQ4+ 38.9 (42.9) NVQ3 28.4 (21.2) NVQ2 16.6 (16.0) Below NVQ2 13.4 (14.9) No quals 2.7 (5.0)			
<b>4. Employer training</b> Any 78.0 (66.0) Off-the-job 56.0 (48.0) On-the-job 64.0 (53.0)		<b>16. Skills needs</b> Complex analytical 40.7 (43.4) Operational 47.8 (52.5) Digital 48.3 (48.0) Management/leadership 53.8 (52.6) Sales & customer 46.2 (44.3) Self-management 49.8 (51.7)		<b>17. Skills shortages by occupation type</b> High skill 23.0 (35.3) Mid skill 29.3 (23.1) Service intensive 36.1 (21.6) Labour intensive 11.5 (18.0)		<b>19. Skills gaps by occupation type</b> High skill 24.9 (21.9) Mid skill 19.8 (19.7) Service intensive 35.8 (29.3) Labour intensive 19.5 (29.1)		<b>21. Achievement rates</b> Early years 75.3 (70.2) GCSE 63.6 (64.2) A-levels 14.5 (20.6) Adult education 71.5 (72.9) Apprenticeships 71.1 (67.7)	
<b>18. Incidence of skill shortages</b> All 12.9 (12.1)		<b>20. Incidence of skills gaps</b> All 17.1 (13.0)		<b>22. Participation rates</b> A-levels 25.4 (25.0) Adult education 13.5 (8.8) Apprenticeships 2.3 (1.6) Higher education 33.8 (37.5)		<b>23. Graduate mobility</b> Retention 29.2 (48.4) Attraction 46.7 (60.9)			
<b>24. Apprenticeship achievement rates</b> Intermediate 71.8 (67.2) Advanced 70.8 (69.3) Higher 64.8 (61.9)		<b>25. Adult education achievement rates</b> English & maths 64.5 (65.5) Full level 2 63.5 (65.7) Full level 3 54.1 (52.9)							

## South East

**Health is a significant barrier to employment.** While rates of economic activity are slightly lower than average, nearly a quarter of those people want a job and more than one in five economically inactive are either short or long term sick.

**Prevalence of low pay.** There is a relatively high proportion of jobs that pay less than the voluntary living wage. Given the relatively high cost of living in the South, levels of in-work poverty are likely to be relatively high.

**Skills shortages in service intensive occupations.** In part a reflection of the profile of employment, skills shortages are more heavily concentrated in service intensive occupations compared to other areas. There is also a high concentrated of employment in labour intensive occupations.

**Apprenticeship achievement rates are low.** Achievement rates are particularly low for apprenticeships at all levels. Achievement rates are also relatively low for English and Maths and level 3 adult education courses.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>20.3</b> (24.0) Public KIBS <b>27.5</b> (25.7) Other services <b>36.7</b> (35.6) Primary <b>2.2</b> (1.8) Manufacturing <b>6.6</b> (8.1) Construction <b>6.7</b> (4.8)		<b>8. Employment rates</b> All WA <b>76.8</b> (75.2) Males <b>81.6</b> (80.0) Females <b>72.1</b> (70.5) Aged 16-24 <b>57.3</b> (53.9) Aged 25-49 <b>85.1</b> (84.3) Aged 50-64 <b>73.4</b> (71.4) White <b>76.8</b> (77.1) All EM <b>77.1</b> (65.5) Indians <b>86.7</b> (75.4) Pakistanis/Bangladeshis <b>51.8</b> (55.3) Black or black British <b>75.6</b> (67.9) Mixed ethnic <b>80.3</b> (67.8) Other ethnic <b>75.7</b> (63.4) EA core or work-limiting <b>55.4</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>84.5</b> (84.7) NVQ3 <b>77.3</b> (75.3) Trade App <b>92.8</b> (84.4) NVQ2 <b>74.9</b> (70.0) NVQ1 <b>71.2</b> (68.0) Other quals <b>79.1</b> (74.4) No quals <b>51.8</b> (44.8)		<b>13. Population</b> Working age <b>60.7</b> (62.8) Growth <b>0.4</b> (0.3) Migrants <b>12.1</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>45.1</b> (46.3) Mid skill <b>23.0</b> (20.1) Low skill <b>31.6</b> (33.2)		<b>10. Inactivity</b> All WA <b>19.7</b> (21.4) Want job <b>24.1</b> (21.8) Do not want job <b>75.9</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>32.6</b> (38.3) NVQ3 <b>18.2</b> (17.3) Trade App <b>3.6</b> (2.9) NVQ2 <b>18.6</b> (16.1) NVQ1 <b>14.3</b> (10.9) Other quals <b>5.8</b> (6.9) No quals <b>7.0</b> (7.6)			
<b>3. Job quality</b> Low pay <b>23.3</b> (22.2) Atypical work <b>3.4</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>22.5</b> (26.8) Look after family <b>27.4</b> (24.9) Temporary sick <b>1.5</b> (2.0) Long-term sick <b>22.4</b> (21.5) Retired <b>14.2</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>35.5</b> (42.9) NVQ3 <b>24.1</b> (21.2) NVQ2 <b>18.8</b> (16.0) Below NVQ2 <b>17.0</b> (14.9) No quals <b>4.6</b> (5.0)			
<b>4. Employer training</b> Any <b>67.0</b> (66.0) Off-the-job <b>47.0</b> (48.0) On-the-job <b>56.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>6.1</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>37.6</b> (39.6) NVQ3 <b>21.0</b> (20.5) Trade App <b>2.5</b> (2.4) NVQ2 <b>19.0</b> (17.8) NVQ1 <b>10.5</b> (9.7) Other quals <b>5.3</b> (5.8) No quals <b>4.0</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>18.0</b> (21.9) Mid skill <b>18.3</b> (19.7) Service intensive <b>29.4</b> (29.3) Labour intensive <b>34.3</b> (29.1)		<b>21. Achievement rates</b> Early years <b>74.7</b> (70.2) GCSE <b>63.2</b> (64.2) A-levels <b>17.7</b> (20.6) Adult education <b>72.5</b> (72.9) Apprenticeships <b>65.8</b> (67.7)			
<b>6. 2024 occupational profile</b> High skill <b>48.0</b> (47.5) Mid skill <b>19.1</b> (18.8) Low skill <b>32.9</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>13.6</b> (13.0)		<b>22. Participation rates</b> A-levels <b>21.5</b> (25.0) Adult education <b>7.7</b> (8.8) Apprenticeships <b>1.4</b> (1.6) Higher education <b>33.5</b> (37.5)			
<b>7. Jobs Growth</b> Annual change % <b>0.3</b> (1.3)		<b>23. Graduate mobility</b> Retention <b>46.5</b> (48.4) Attraction <b>59.9</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>65.6</b> (67.2) Advanced <b>67.0</b> (69.3) Higher <b>58.5</b> (61.9)			
<b>16. Skills needs</b> Complex analytical <b>44.0</b> (43.4) Operational <b>52.8</b> (52.5) Digital <b>46.8</b> (48.0) Management/leadership <b>51.8</b> (52.6) Sales & customer <b>43.0</b> (44.3) Self-management <b>51.7</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>30.9</b> (35.3) Mid skill <b>22.1</b> (23.1) Service intensive <b>30.3</b> (21.6) Labour intensive <b>16.0</b> (18.0)		<b>25. Adult education achievement rates</b> English & maths <b>61.5</b> (65.5) Full level 2 <b>65.6</b> (65.7) Full level 3 <b>52.6</b> (52.9)			
<b>18. Incidence of skill shortages</b> All <b>11.1</b> (12.1)							

## South East Midlands

**Employment is unevenly distributed.** While employment rates are generally quite high compared to other areas, there is still a significant disability employment gaps and people with no formal qualifications are far less likely to be in employment compared to people with graduate level qualifications.

**High youth NEET rate.** A higher than average proportion of 16 to 17 year olds are NEET. Levels of achievement at A-level are also lower than average.

**Apprenticeship achievement rates are low.** Apprenticeships can play an important role in widening opportunities, particularly for young people, and reducing inequalities. Yet achievement rates are lower than average for all apprenticeship levels, particularly at intermediate level.

**Skills shortages in high and mid level occupations.** Reflecting high employment in KIBS and high skill occupations, skills shortages are concentrated among higher level occupations. Skills gaps, in contrast, are more heavily concentrated in lower level occupations, particularly service intensive ones.

**Changes to the immigration system may have a disproportionate impact relative to other areas.** Changes to the immigration system may have a more significant impact in SEMLEP given the area has a higher than average proportion of migrant workers.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>23.8</b> (24.0) Public KIBS <b>23.3</b> (25.7) Other services <b>37.6</b> (35.6) Primary <b>1.4</b> (1.8) Manufacturing <b>9.7</b> (8.1) Construction <b>4.2</b> (4.8)		<b>8. Employment rates</b> All WA <b>78.6</b> (75.2) Males <b>83.4</b> (80.0) Females <b>73.9</b> (70.5) Aged 16-24 <b>61.4</b> (53.9) Aged 25-49 <b>86.1</b> (84.3) Aged 50-64 <b>75.3</b> (71.4) White <b>80.1</b> (77.1) All EM <b>70.9</b> (65.5) Indians <b>85.0</b> (75.4) Pakistanis/Bangladeshis <b>57.5</b> (55.3) Black or black British <b>72.3</b> (67.9) Mixed ethnic <b>81.9</b> (67.8) Other ethnic <b>71.1</b> (63.4) EA core or work-limiting <b>60.2</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>86.5</b> (84.7) NVQ3 <b>81.0</b> (75.3) Trade App <b>89.1</b> (84.4) NVQ2 <b>72.3</b> (70.0) NVQ1 <b>71.8</b> (68.0) Other quals <b>80.4</b> (74.4) No quals <b>48.7</b> (44.8)		<b>13. Population</b> Working age <b>62.5</b> (62.8) Growth <b>0.4</b> (0.3) Migrants <b>21.2</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>45.2</b> (46.3) Mid skill <b>20.7</b> (20.1) Low skill <b>33.5</b> (33.2)		<b>10. Inactivity</b> All WA <b>18.2</b> (21.4) Want job <b>22.9</b> (21.8) Do not want job <b>77.1</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>36.7</b> (38.3) NVQ3 <b>17.7</b> (17.3) Trade App <b>3.4</b> (2.9) NVQ2 <b>15.8</b> (16.1) NVQ1 <b>11.7</b> (10.9) Other quals <b>7.1</b> (6.9) No quals <b>7.6</b> (7.6)			
<b>3. Job quality</b> Low pay <b>20.4</b> (22.2) Atypical work <b>4.5</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>26.4</b> (26.8) Look after family <b>27.1</b> (24.9) Temporary sick <b>2.0</b> (2.0) Long-term sick <b>20.0</b> (21.5) Retired <b>15.4</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>41.2</b> (42.9) NVQ3 <b>23.1</b> (21.2) NVQ2 <b>15.7</b> (16.0) Below NVQ2 <b>15.7</b> (14.9) No quals <b>4.3</b> (5.0)			
<b>4. Employer training</b> Any <b>67.0</b> (66.0) Off-the-job <b>50.0</b> (48.0) On-the-job <b>54.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>6.1</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>32.7</b> (39.6) NVQ3 <b>20.1</b> (20.5) Trade App <b>3.3</b> (2.4) NVQ2 <b>19.7</b> (17.8) NVQ1 <b>12.3</b> (9.7) Other quals <b>7.0</b> (5.8) No quals <b>4.9</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>22.3</b> (21.9) Mid skill <b>19.6</b> (19.7) Service intensive <b>34.0</b> (29.3) Labour intensive <b>24.1</b> (29.1)					
<b>6. 2024 occupational profile</b> High skill <b>43.0</b> (47.5) Mid skill <b>18.2</b> (18.8) Low skill <b>38.8</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>15.9</b> (13.0)					
<b>7. Jobs Growth</b> Annual change % <b>1.3</b> (1.3)							
<b>16. Skills needs</b> Complex analytical <b>39.3</b> (43.4) Operational <b>50.4</b> (52.5) Digital <b>41.7</b> (48.0) Management/leadership <b>47.8</b> (52.6) Sales & customer <b>39.5</b> (44.3) Self-management <b>44.2</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>38.9</b> (35.3) Mid skill <b>31.6</b> (23.1) Service intensive <b>13.2</b> (21.6) Labour intensive <b>14.6</b> (18.0)		<b>21. Achievement rates</b> Early years <b>71.7</b> (70.2) GCSE <b>63.4</b> (64.2) A-levels <b>15.3</b> (20.6) Adult education <b>72.0</b> (72.9) Apprenticeships <b>63.5</b> (67.7)			
<b>18. Incidence of skill shortages</b> All <b>12.0</b> (12.1)		<b>22. Participation rates</b> A-levels <b>22.3</b> (25.0) Adult education <b>7.1</b> (8.8) Apprenticeships <b>1.2</b> (1.6) Higher education <b>37.7</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>49.5</b> (48.4) Attraction <b>68.9</b> (60.9)			
				<b>24. Apprenticeship achievement rates</b> Intermediate <b>63.6</b> (67.2) Advanced <b>64.0</b> (69.3) Higher <b>60.0</b> (61.9)			
				<b>25. Adult education achievement rates</b> English & maths <b>67.4</b> (65.5) Full level 2 <b>66.0</b> (65.7) Full level 3 <b>48.6</b> (52.9)			



# Stoke-on-Trent and Staffordshire

**Employment is unevenly distributed.** While the overall employment rate is higher than average, it is far lower for ethnic minorities and people with a long term disability.

**Health is a significant barrier to employment.** While rates of economic activity are slightly lower than average, more than a quarter of people economically inactive are long term sick. This is much higher than the national average.

**Workers are more likely to get stuck in low paid work.** More than a quarter of jobs pay below the voluntary living wage and there is a high share of employment in low skill occupations. Employers are also less likely to provide training.

**High youth NEET rate.** A higher than average proportion of 16 to 17 year olds are NEET. Levels of achievement at A-level are also lower than average, with relatively few young people going to university.

**Skills shortages in mid level occupations.** With relatively high employment in manufacturing and non-knowledge intensive services, there is a high concentration of skills shortages and gaps in mid level occupations. Operational skills are most frequently cited as needed by employers.

**Achievement rates in English and Maths are lower than average.** Fewer than average people successfully complete adult education courses in English and Maths.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>19.9</b> (24.0) Public KIBS <b>24.4</b> (25.7) Other services <b>35.8</b> (35.6) Primary <b>2.1</b> (1.8) Manufacturing <b>12.6</b> (8.1) Construction <b>5.1</b> (4.8)		<b>8. Employment rates</b> All WA <b>77.2</b> (75.2) Males <b>82.7</b> (80.0) Females <b>71.7</b> (70.5) Aged 16-24 <b>62.3</b> (53.9) Aged 25-49 <b>85.7</b> (84.3) Aged 50-64 <b>71.8</b> (71.4) White <b>77.8</b> (77.1) All EM <b>67.8</b> (65.5) Indians <b>80.0</b> (75.4) Pakistanis/Bangladeshis <b>60.8</b> (55.3) Black or black British <b>57.5</b> (67.9) Mixed ethnic <b>62.2</b> (67.8) Other ethnic <b>76.2</b> (63.4) EA core or work-limiting <b>53.8</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>86.6</b> (84.7) NVQ3 <b>78.0</b> (75.3) Trade App <b>90.0</b> (84.4) NVQ2 <b>74.4</b> (70.0) NVQ1 <b>74.0</b> (68.0) Other quals <b>73.2</b> (74.4) No quals <b>45.5</b> (44.8)		<b>13. Population</b> Working age <b>61.7</b> (62.8) Growth <b>0.2</b> (0.3) Migrants <b>10.7</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>39.8</b> (46.3) Mid skill <b>22.4</b> (20.1) Low skill <b>37.4</b> (33.2)		<b>10. Inactivity</b> All WA <b>19.8</b> (21.4) Want job <b>17.6</b> (21.8) Do not want job <b>82.4</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>30.6</b> (38.3) NVQ3 <b>18.8</b> (17.3) Trade App <b>4.4</b> (2.9) NVQ2 <b>18.3</b> (16.1) NVQ1 <b>12.6</b> (10.9) Other quals <b>8.2</b> (6.9) No quals <b>7.0</b> (7.6)			
<b>3. Job quality</b> Low pay <b>27.7</b> (22.2) Atypical work <b>4.1</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>19.9</b> (26.8) Look after family <b>21.5</b> (24.9) Temporary sick <b>2.3</b> (2.0) Long-term sick <b>27.4</b> (21.5) Retired <b>18.4</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>32.8</b> (42.9) NVQ3 <b>27.1</b> (21.2) NVQ2 <b>18.9</b> (16.0) Below NVQ2 <b>18.1</b> (14.9) No quals <b>3.2</b> (5.0)			
<b>4. Employer training</b> Any <b>65.0</b> (66.0) Off-the-job <b>51.0</b> (48.0) On-the-job <b>53.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>6.1</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>33.1</b> (39.6) NVQ3 <b>20.5</b> (20.5) Trade App <b>3.2</b> (2.4) NVQ2 <b>21.8</b> (17.8) NVQ1 <b>9.9</b> (9.7) Other quals <b>7.1</b> (5.8) No quals <b>4.4</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>27.0</b> (21.9) Mid skill <b>24.5</b> (19.7) Service intensive <b>20.8</b> (29.3) Labour intensive <b>27.7</b> (29.1)		<b>21. Achievement rates</b> Early years <b>74.0</b> (70.2) GCSE <b>59.6</b> (64.2) A-levels <b>12.7</b> (20.6) Adult education <b>70.3</b> (72.9) Apprenticeships <b>69.1</b> (67.7)			
<b>6. 2024 occupational profile</b> High skill <b>41.3</b> (47.5) Mid skill <b>21.3</b> (18.8) Low skill <b>37.3</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>17.4</b> (13.0)		<b>22. Participation rates</b> A-levels <b>17.2</b> (25.0) Adult education <b>8.3</b> (8.8) Apprenticeships <b>2.0</b> (1.6) Higher education <b>32.5</b> (37.5)			
<b>7. Jobs Growth</b> Annual change % <b>2.0</b> (1.3)		<b>23. Graduate mobility</b> Retention <b>38.1</b> (48.4) Attraction <b>65.5</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>67.8</b> (67.2) Advanced <b>71.3</b> (69.3) Higher <b>67.3</b> (61.9)			
<b>16. Skills needs</b> Complex analytical <b>40.5</b> (43.4) Operational <b>57.6</b> (52.5) Digital <b>49.9</b> (48.0) Management/leadership <b>41.4</b> (52.6) Sales & customer <b>36.1</b> (44.3) Self-management <b>42.2</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>22.6</b> (35.3) Mid skill <b>33.2</b> (23.1) Service intensive <b>21.0</b> (21.6) Labour intensive <b>22.7</b> (18.0)		<b>25. Adult education achievement rates</b> English & maths <b>62.2</b> (65.5) Full level 2 <b>65.5</b> (65.7) Full level 3 <b>52.4</b> (52.9)			
<b>18. Incidence of skill shortages</b> All <b>13.5</b> (12.1)							

# Swindon and Wiltshire

**High youth NEET rate.** A higher than average proportion of 16 to 17 year olds are NEET. Levels of achievement at A-level are also lower than average.

**Shortage of management/leadership and digital skills.** While the area has a strong qualifications profile, management/leadership and digital were heavily cited as needed by employers. Perhaps linked to this, there is a relatively high concentration of skills gaps in high skills occupations.

**Adult education achievement rates are low.** Achievement rates are relatively low for English and Maths and level 2 and 3 adult education courses.

**Skills shortages in labour intensive occupations.** Skills gaps and shortages are most heavily concentrated in labour intensive occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS 22.7 (24.0) Public KIBS 23.7 (25.7) Other services 37.6 (35.6) Primary 2.2 (1.8) Manufacturing 9.0 (8.1) Construction 4.8 (4.8)		<b>8. Employment rates</b> All WA 80.4 (75.2) Males 85.7 (80.0) Females 75.2 (70.5) Aged 16-24 61.6 (53.9) Aged 25-49 88.7 (84.3) Aged 50-64 75.7 (71.4) White 80.6 (77.1) All EM 77.9 (65.5) Indians 79.3 (75.4) Pakistanis/Bangladeshis 47.4 (55.3) Black or black British 92.1 (67.9) Mixed ethnic 73.2 (67.8) Other ethnic 78.9 (63.4) EA core or work-limiting 63.3 (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ 88.9 (84.7) NVQ3 81.2 (75.3) Trade App 88.1 (84.4) NVQ2 78.5 (70.0) NVQ1 73.7 (68.0) Other quals 77.0 (74.4) No quals 51.6 (44.8)		<b>13. Population</b> Working age 61.3 (62.8) Growth 0.4 (0.3) Migrants 15.3 (20.1)	
<b>2. Occupational profile</b> High skill 47.8 (46.3) Mid skill 19.7 (20.1) Low skill 32.4 (33.2)		<b>10. Inactivity</b> All WA 16.5 (21.4) Want job 24.6 (21.8) Do not want job 75.4 (78.2)		<b>14. Skills profile</b> NVQ4+ 39.5 (38.3) NVQ3 17.6 (17.3) Trade App 3.1 (2.9) NVQ2 17.0 (16.1) NVQ1 11.5 (10.9) Other quals 6.1 (6.9) No quals 5.2 (7.6)			
<b>3. Job quality</b> Low pay 19.8 (22.2) Atypical work 4.8 (4.7)		<b>11. Inactivity by reason</b> Student 20.4 (26.8) Look after family 26.2 (24.9) Temporary sick 1.7 (2.0) Long-term sick 21.4 (21.5) Retired 14.9 (12.9)		<b>15. 2030 skills profile</b> NVQ4+ 42.4 (42.9) NVQ3 21.2 (21.2) NVQ2 18.6 (16.0) Below NVQ2 14.3 (14.9) No quals 3.5 (5.0)			
<b>4. Employer training</b> Any 74.0 (66.0) Off-the-job 57.0 (48.0) On-the-job 59.0 (53.0)		<b>12. NEETs</b> 16-17 NEETs 9.8 (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ 36.1 (39.6) NVQ3 23.4 (20.5) Trade App 3.2 (2.4) NVQ2 19.2 (17.8) NVQ1 10.1 (9.7) Other quals 4.5 (5.8) No quals 3.4 (4.2)		<b>19. Skills gaps by occupation type</b> High skill 28.4 (21.9) Mid skill 15.6 (19.7) Service intensive 26.1 (29.3) Labour intensive 29.9 (29.1)		<b>21. Achievement rates</b> Early years 71.5 (70.2) GCSE 64.5 (64.2) A-levels 13.4 (20.6) Adult education 66.6 (72.9) Apprenticeships 69.7 (67.7)			
<b>6. 2024 occupational profile</b> High skill 46.1 (47.5) Mid skill 20.3 (18.8) Low skill 33.6 (33.7)		<b>20. Incidence of skills gaps</b> All 18.9 (13.0)		<b>22. Participation rates</b> A-levels 21.2 (25.0) Adult education 8.0 (8.8) Apprenticeships 1.7 (1.6) Higher education 35.7 (37.5)			
<b>7. Jobs Growth</b> Annual change % -3.7 (1.3)		<b>23. Graduate mobility</b> Retention 51.3 (48.4) Attraction 93.0 (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate 70.8 (67.2) Advanced 68.7 (69.3) Higher 61.5 (61.9)			
<b>16. Skills needs</b> Complex analytical 45.9 (43.4) Operational 53.4 (52.5) Digital 61.1 (48.0) Management/leadership 60.1 (52.6) Sales & customer 42.0 (44.3) Self-management 55.7 (51.7)		<b>17. Skills shortages by occupation type</b> High skill 13.1 (35.3) Mid skill 32.1 (23.1) Service intensive 12.0 (21.6) Labour intensive 42.9 (18.0)		<b>25. Adult education achievement rates</b> English & maths 62.5 (65.5) Full level 2 60.7 (65.7) Full level 3 47.4 (52.9)			
<b>18. Incidence of skill shortages</b> All 24.8 (12.1)							

# Thames Valley Berkshire

**Skills shortages in high skill occupations.** Reflecting the nature of the economy, over half of skills shortages are concentrated in high level occupations, as well as a higher than average concentration of skills gaps in these occupations.

**Improvements in digital skills required.** Employers are more likely to cite digital skills as priorities for future skills development.

**Achievement rates for apprenticeships are low.** Achievement rates are lower than average for intermediate and higher level apprenticeships.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>33.0</b> (24.0) Public KIBS <b>19.9</b> (25.7) Other services <b>35.6</b> (35.6) Primary <b>2.1</b> (1.8) Manufacturing <b>5.2</b> (8.1) Construction <b>4.2</b> (4.8)		<b>8. Employment rates</b> All WA <b>80.2</b> (75.2) Males <b>86.2</b> (80.0) Females <b>74.2</b> (70.5) Aged 16-24 <b>57.8</b> (53.9) Aged 25-49 <b>88.0</b> (84.3) Aged 50-64 <b>76.8</b> (71.4) White <b>81.5</b> (77.1) All EM <b>75.3</b> (65.5) Indians <b>80.5</b> (75.4) Pakistanis/Bangladeshis <b>67.9</b> (55.3) Black or black British <b>79.3</b> (67.9) Mixed ethnic <b>65.5</b> (67.8) Other ethnic <b>76.2</b> (63.4) EA core or work-limiting <b>62.2</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>86.5</b> (84.7) NVQ3 <b>79.4</b> (75.3) Trade App <b>92.5</b> (84.4) NVQ2 <b>71.7</b> (70.0) NVQ1 <b>70.6</b> (68.0) Other quals <b>77.7</b> (74.4) No quals <b>54.1</b> (44.8)		<b>13. Population</b> Working age <b>63.4</b> (62.8) Growth <b>0.0</b> (0.3) Migrants <b>26.0</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>54.5</b> (46.3) Mid skill <b>18.1</b> (20.1) Low skill <b>27.1</b> (33.2)		<b>10. Inactivity</b> All WA <b>17.4</b> (21.4) Want job <b>19.5</b> (21.8) Do not want job <b>80.5</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>46.7</b> (38.3) NVQ3 <b>15.9</b> (17.3) Trade App <b>2.4</b> (2.9) NVQ2 <b>14.3</b> (16.1) NVQ1 <b>9.2</b> (10.9) Other quals <b>7.1</b> (6.9) No quals <b>4.5</b> (7.6)			
<b>3. Job quality</b> Low pay <b>14.2</b> (22.2) Atypical work <b>3.5</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>27.8</b> (26.8) Look after family <b>28.2</b> (24.9) Temporary sick <b>2.0</b> (2.0) Long-term sick <b>14.8</b> (21.5) Retired <b>12.6</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>52.0</b> (42.9) NVQ3 <b>18.6</b> (21.2) NVQ2 <b>13.8</b> (16.0) Below NVQ2 <b>13.4</b> (14.9) No quals <b>2.3</b> (5.0)			
<b>4. Employer training</b> Any <b>71.0</b> (66.0) Off-the-job <b>55.0</b> (48.0) On-the-job <b>64.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>9.0</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>37.6</b> (39.6) NVQ3 <b>21.0</b> (20.5) Trade App <b>2.5</b> (2.4) NVQ2 <b>19.0</b> (17.8) NVQ1 <b>10.5</b> (9.7) Other quals <b>5.3</b> (5.8) No quals <b>4.0</b> (4.2)		<b>16. Skills needs</b> Complex analytical <b>36.7</b> (43.4) Operational <b>44.0</b> (52.5) Digital <b>49.3</b> (48.0) Management/leadership <b>42.9</b> (52.6) Sales & customer <b>33.4</b> (44.3) Self-management <b>44.2</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>50.2</b> (35.3) Mid skill <b>15.7</b> (23.1) Service intensive <b>20.6</b> (21.6) Labour intensive <b>9.3</b> (18.0)			
<b>6. 2024 occupational profile</b> High skill <b>53.8</b> (47.5) Mid skill <b>17.0</b> (18.8) Low skill <b>29.2</b> (33.7)		<b>18. Incidence of skill shortages</b> All <b>14.6</b> (12.1)		<b>19. Skills gaps by occupation type</b> High skill <b>23.6</b> (21.9) Mid skill <b>26.6</b> (19.7) Service intensive <b>33.5</b> (29.3) Labour intensive <b>16.3</b> (29.1)			
<b>7. Jobs Growth</b> Annual change % <b>-2.3</b> (1.3)		<b>20. Incidence of skills gaps</b> All <b>11.3</b> (13.0)		<b>21. Achievement rates</b> Early years <b>73.9</b> (70.2) GCSE <b>70.2</b> (64.2) A-levels <b>22.4</b> (20.6) Adult education <b>74.9</b> (72.9) Apprenticeships <b>66.0</b> (67.7)			
		<b>22. Participation rates</b> A-levels <b>24.5</b> (25.0) Adult education <b>7.1</b> (8.8) Apprenticeships <b>1.1</b> (1.6) Higher education <b>44.9</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>24.3</b> (48.4) Attraction <b>89.7</b> (60.9)			
				<b>24. Apprenticeship achievement rates</b> Intermediate <b>62.6</b> (67.2) Advanced <b>70.3</b> (69.3) Higher <b>58.5</b> (61.9)			
				<b>25. Adult education achievement rates</b> English & maths <b>69.8</b> (65.5) Full level 2 <b>66.6</b> (65.7) Full level 3 <b>50.0</b> (52.9)			

# The Marches

**Health is a significant barrier to employment.** While rates of economic activity are slightly lower than average, more than a fifth of people economically inactive are long term sick.

**Workers are more likely to get stuck in low paid work.** More than a quarter of jobs pay below the voluntary living wage. Employers are also less likely to provide training and achievement rates in adult education are lower than average.

**Skills shortages in labour intensive occupations.** Reflecting the concentration of employment in primary and manufacturing industries, there is a concentration of skills shortages and gaps in labour intensive occupations.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> <b>KIBS 15.5</b> (24.0) Public KIBS <b>26.1</b> (25.7) Other services <b>35.8</b> (35.6) Primary <b>4.7</b> (1.8) Manufacturing <b>13.1</b> (8.1) Construction <b>4.8</b> (4.8)		<b>8. Employment rates</b> All WA <b>77.4</b> (75.2) Males <b>80.9</b> (80.0) Females <b>73.9</b> (70.5) Aged 16-24 <b>56.6</b> (53.9) Aged 25-49 <b>88.6</b> (84.3) Aged 50-64 <b>70.3</b> (71.4) White <b>77.6</b> (77.1) All EM <b>73.1</b> (65.5) Indians <b>84.0</b> (75.4) Pakistanis/Bangladeshis <b>62.8</b> (55.3) Black or black British <b>72.8</b> (67.9) Mixed ethnic <b>73.0</b> (67.8) Other ethnic <b>69.9</b> (63.4) EA core or work-limiting <b>53.4</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>83.7</b> (84.7) NVQ3 <b>82.1</b> (75.3) Trade App <b>86.2</b> (84.4) NVQ2 <b>70.8</b> (70.0) NVQ1 <b>71.7</b> (68.0) Other quals <b>75.4</b> (74.4) No quals <b>51.9</b> (44.8)		<b>13. Population</b> Working age <b>60.3</b> (62.8) Growth <b>0.5</b> (0.3) Migrants <b>9.7</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>42.1</b> (46.3) Mid skill <b>22.9</b> (20.1) Low skill <b>34.9</b> (33.2)		<b>10. Inactivity</b> All WA <b>19.4</b> (21.4) Want job <b>27.0</b> (21.8) Do not want job <b>73.0</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>32.5</b> (38.3) NVQ3 <b>19.9</b> (17.3) Trade App <b>3.1</b> (2.9) NVQ2 <b>18.3</b> (16.1) NVQ1 <b>12.0</b> (10.9) Other quals <b>6.8</b> (6.9) No quals <b>7.4</b> (7.6)			
<b>3. Job quality</b> Low pay <b>30.6</b> (22.2) Atypical work <b>4.3</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>19.0</b> (26.8) Look after family <b>22.3</b> (24.9) Temporary sick <b>2.6</b> (2.0) Long-term sick <b>22.7</b> (21.5) Retired <b>17.3</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>33.2</b> (42.9) NVQ3 <b>25.9</b> (21.2) NVQ2 <b>18.8</b> (16.0) Below NVQ2 <b>16.2</b> (14.9) No quals <b>5.9</b> (5.0)			
<b>4. Employer training</b> Any <b>62.0</b> (66.0) Off-the-job <b>49.0</b> (48.0) On-the-job <b>47.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>6.8</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>33.1</b> (39.6) NVQ3 <b>20.5</b> (20.5) Trade App <b>3.2</b> (2.4) NVQ2 <b>21.8</b> (17.8) NVQ1 <b>9.9</b> (9.7) Other quals <b>7.1</b> (5.8) No quals <b>4.4</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>19.7</b> (21.9) Mid skill <b>21.6</b> (19.7) Service intensive <b>24.0</b> (29.3) Labour intensive <b>34.6</b> (29.1)					
<b>6. 2024 occupational profile</b> High skill <b>41.5</b> (47.5) Mid skill <b>22.2</b> (18.8) Low skill <b>36.3</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>11.0</b> (13.0)					
<b>7. Jobs Growth</b> Annual change % <b>2.1</b> (1.3)							
<b>16. Skills needs</b> Complex analytical <b>42.2</b> (43.4) Operational <b>45.5</b> (52.5) Digital <b>38.4</b> (48.0) Management/leadership <b>39.2</b> (52.6) Sales & customer <b>34.1</b> (44.3) Self-management <b>47.0</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>27.6</b> (35.3) Mid skill <b>22.1</b> (23.1) Service intensive <b>21.8</b> (21.6) Labour intensive <b>28.4</b> (18.0)		<b>21. Achievement rates</b> Early years <b>71.6</b> (70.2) GCSE <b>62.3</b> (64.2) A-levels <b>17.4</b> (20.6) Adult education <b>68.1</b> (72.9) Apprenticeships <b>68.6</b> (67.7)			
<b>18. Incidence of skill shortages</b> All <b>7.1</b> (12.1)		<b>22. Participation rates</b> A-levels <b>23.7</b> (25.0) Adult education <b>9.2</b> (8.8) Apprenticeships <b>2.0</b> (1.6) Higher education <b>35.9</b> (37.5)		<b>23. Graduate mobility</b> Retention <b>26.3</b> (48.4) Attraction <b>92.0</b> (60.9)			
				<b>24. Apprenticeship achievement rates</b> Intermediate <b>68.7</b> (67.2) Advanced <b>68.9</b> (69.3) Higher <b>64.6</b> (61.9)			
				<b>25. Adult education achievement rates</b> English & maths <b>61.1</b> (65.5) Full level 2 <b>64.0</b> (65.7) Full level 3 <b>49.9</b> (52.9)			



# Worcestershire

**Employment is unevenly distributed.** Employment rates for 16 to 24 year olds is relatively low and the disability employment gaps is relatively large.

**Prevalence of low paid work.** More than a quarter of jobs pay below the voluntary living wage. Employers are also less likely to provide training and achievement rates in adult education are lower than average. This perhaps reflects high employment in non-knowledge intensive services and manufacturing, despite a relatively high concentration of employment in high skill occupations.

**Skills shortages in labour intensive occupations.** Reflecting the concentration of employment in these industries, there is a concentration of skills shortages and gaps in labour intensive occupations.

**Achievement rates for apprenticeships and adult education are low.** Achievement rates are low for apprenticeships and for English and Maths and level 2 and 3 courses in adult education.



Jobs Profile		Employment Outcomes		Population/skills profile			
<b>1. Sectoral profile</b> KIBS <b>20.3</b> (24.0) Public KIBS <b>24.0</b> (25.7) Other services <b>36.0</b> (35.6) Primary <b>2.4</b> (1.8) Manufacturing <b>12.4</b> (8.1) Construction <b>4.9</b> (4.8)		<b>8. Employment rates</b> All WA <b>78.3</b> (75.2) Males <b>81.1</b> (80.0) Females <b>75.5</b> (70.5) Aged 16-24 <b>53.3</b> (53.9) Aged 25-49 <b>88.0</b> (84.3) Aged 50-64 <b>74.3</b> (71.4) White <b>78.2</b> (77.1) All EM <b>81.1</b> (65.5) Indians <b>75.5</b> (75.4) Pakistanis/Bangladeshis <b>58.8</b> (55.3) Black or black British <b>84.5</b> (67.9) Mixed ethnic <b>90.6</b> (67.8) Other ethnic <b>90.6</b> (63.4) EA core or work-limiting <b>53.4</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>84.3</b> (84.7) NVQ3 <b>79.1</b> (75.3) Trade App <b>79.8</b> (84.4) NVQ2 <b>72.0</b> (70.0) NVQ1 <b>68.7</b> (68.0) Other quals <b>81.8</b> (74.4) No quals <b>54.8</b> (44.8)		<b>13. Population</b> Working age <b>60.1</b> (62.8) Growth <b>0.3</b> (0.3) Migrants <b>9.5</b> (20.1)	
<b>2. Occupational profile</b> High skill <b>49.2</b> (46.3) Mid skill <b>17.5</b> (20.1) Low skill <b>33.0</b> (33.2)		<b>10. Inactivity</b> All WA <b>18.9</b> (21.4) Want job <b>22.7</b> (21.8) Do not want job <b>77.3</b> (78.2)		<b>14. Skills profile</b> NVQ4+ <b>36.5</b> (38.3) NVQ3 <b>18.5</b> (17.3) Trade App <b>2.8</b> (2.9) NVQ2 <b>18.1</b> (16.1) NVQ1 <b>7.5</b> (10.9) Other quals <b>7.0</b> (6.9) No quals <b>9.6</b> (7.6)			
<b>3. Job quality</b> Low pay <b>28.1</b> (22.2) Atypical work <b>3.1</b> (4.7)		<b>11. Inactivity by reason</b> Student <b>24.8</b> (26.8) Look after family <b>25.6</b> (24.9) Temporary sick <b>NA</b> (2.0) Long-term sick <b>17.0</b> (21.5) Retired <b>21.1</b> (12.9)		<b>15. 2030 skills profile</b> NVQ4+ <b>39.9</b> (42.9) NVQ3 <b>24.5</b> (21.2) NVQ2 <b>18.3</b> (16.0) Below NVQ2 <b>10.5</b> (14.9) No quals <b>6.8</b> (5.0)			
<b>4. Employer training</b> Any <b>64.0</b> (66.0) Off-the-job <b>51.0</b> (48.0) On-the-job <b>47.0</b> (53.0)		<b>12. NEETs</b> 16-17 NEETs <b>5.1</b> (6.0)					
<b>5. Average quals of new recruits</b> NVQ4+ <b>33.1</b> (39.6) NVQ3 <b>20.5</b> (20.5) Trade App <b>3.2</b> (2.4) NVQ2 <b>21.8</b> (17.8) NVQ1 <b>9.9</b> (9.7) Other quals <b>7.1</b> (5.8) No quals <b>4.4</b> (4.2)		<b>19. Skills gaps by occupation type</b> High skill <b>14.4</b> (21.9) Mid skill <b>41.8</b> (19.7) Service intensive <b>15.2</b> (29.3) Labour intensive <b>28.6</b> (29.1)		<b>21. Achievement rates</b> Early years <b>71.2</b> (70.2) GCSE <b>64.6</b> (64.2) A-levels <b>12.1</b> (20.6) Adult education <b>68.7</b> (72.9) Apprenticeships <b>66.1</b> (67.7)			
<b>6. 2024 occupational profile</b> High skill <b>42.4</b> (47.5) Mid skill <b>21.9</b> (18.8) Low skill <b>35.8</b> (33.7)		<b>20. Incidence of skills gaps</b> All <b>12.9</b> (13.0)		<b>22. Participation rates</b> A-levels <b>20.5</b> (25.0) Adult education <b>7.3</b> (8.8) Apprenticeships <b>1.7</b> (1.6) Higher education <b>38.9</b> (37.5)			
<b>7. Jobs Growth</b> Annual change % <b>6.9</b> (1.3)		<b>23. Graduate mobility</b> Retention <b>35.7</b> (48.4) Attraction <b>68.6</b> (60.9)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>65.2</b> (67.2) Advanced <b>68.3</b> (69.3) Higher <b>59.4</b> (61.9)			
<b>16. Skills needs</b> Complex analytical <b>38.8</b> (43.4) Operational <b>42.4</b> (52.5) Digital <b>47.6</b> (48.0) Management/leadership <b>43.7</b> (52.6) Sales & customer <b>38.1</b> (44.3) Self-management <b>48.0</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>29.7</b> (35.3) Mid skill <b>25.8</b> (23.1) Service intensive <b>18.7</b> (21.6) Labour intensive <b>25.6</b> (18.0)		<b>25. Adult education achievement rates</b> English & maths <b>59.8</b> (65.5) Full level 2 <b>62.7</b> (65.7) Full level 3 <b>55.7</b> (52.9)			
<b>18. Incidence of skill shortages</b> All <b>14.0</b> (12.1)							

# York, North Yorkshire and East Riding

**Prevalence of low paid work.** More than a quarter of jobs pay below the voluntary living wage. This perhaps reflects high employment in non-knowledge intensive services, manufacturing and primary industries.

**Low demand for graduates.** A relatively high proportion of residents have degree level qualifications, although the graduate employment rate is lower than average. Estimates suggest a relatively low proportion of new recruits over the last five years were graduates.

**Skills shortages in high skill occupations.** There are significant skills shortages among high skills occupations. Employers also report needing a range of different skills sets. Skills gaps are more heavily concentrated in low skill occupations, however.

**Achievement rates in adult education are low.** Achievement rates are low for level 2 courses in adult education.



Jobs Profile		Employment Outcomes		Population/skills profile					
<b>1. Sectoral profile</b> KIBS <b>19.2</b> (24.0) Public KIBS <b>25.9</b> (25.7) Other services <b>36.5</b> (35.6) Primary <b>3.0</b> (1.8) Manufacturing <b>10.7</b> (8.1) Construction <b>4.7</b> (4.8)		<b>8. Employment rates</b> All WA <b>76.8</b> (75.2) Males <b>81.2</b> (80.0) Females <b>72.4</b> (70.5) Aged 16-24 <b>60.6</b> (53.9) Aged 25-49 <b>87.3</b> (84.3) Aged 50-64 <b>70.1</b> (71.4) White <b>76.8</b> (77.1) All EM <b>75.7</b> (65.5) Indians <b>73.8</b> (75.4) Pakistanis/Bangladeshis <b>60.3</b> (55.3) Black or black British <b>84.6</b> (67.9) Mixed ethnic <b>75.5</b> (67.8) Other ethnic <b>76.9</b> (63.4) EA core or work-limiting <b>56.2</b> (53.7)		<b>9. Employment rates by qualification</b> NVQ4+ <b>83.5</b> (84.7) NVQ3 <b>76.7</b> (75.3) Trade App <b>84.9</b> (84.4) NVQ2 <b>74.8</b> (70.0) NVQ1 <b>72.7</b> (68.0) Other quals <b>76.3</b> (74.4) No quals <b>49.9</b> (44.8)		<b>13. Population</b> Working age <b>60.2</b> (62.8) Growth <b>-0.2</b> (0.3) Migrants <b>8.5</b> (20.1)			
<b>2. Occupational profile</b> High skill <b>45.6</b> (46.3) Mid skill <b>21.6</b> (20.1) Low skill <b>32.7</b> (33.2)		<b>5. Average quals of new recruits</b> NVQ4+ <b>28.0</b> (39.6) NVQ3 <b>22.7</b> (20.5) Trade App <b>3.3</b> (2.4) NVQ2 <b>22.1</b> (17.8) NVQ1 <b>12.4</b> (9.7) Other quals <b>6.5</b> (5.8) No quals <b>5.0</b> (4.2)		<b>11. Inactivity by reason</b> Student <b>24.8</b> (26.8) Look after family <b>18.4</b> (24.9) Temporary sick <b>2.2</b> (2.0) Long-term sick <b>19.6</b> (21.5) Retired <b>19.3</b> (12.9)		<b>14. Skills profile</b> NVQ4+ <b>38.6</b> (38.3) NVQ3 <b>18.6</b> (17.3) Trade App <b>4.2</b> (2.9) NVQ2 <b>16.4</b> (16.1) NVQ1 <b>10.5</b> (10.9) Other quals <b>5.7</b> (6.9) No quals <b>6.0</b> (7.6)			
<b>3. Job quality</b> Low pay <b>26.0</b> (22.2) Atypical work <b>4.6</b> (4.7)		<b>6. 2024 occupational profile</b> High skill <b>40.6</b> (47.5) Mid skill <b>22.2</b> (18.8) Low skill <b>37.3</b> (33.7)		<b>12. NEETs</b> 16-17 NEETs <b>5.3</b> (6.0)		<b>15. 2030 skills profile</b> NVQ4+ <b>40.1</b> (42.9) NVQ3 <b>24.7</b> (21.2) NVQ2 <b>16.8</b> (16.0) Below NVQ2 <b>14.1</b> (14.9) No quals <b>4.4</b> (5.0)			
<b>4. Employer training</b> Any <b>64.0</b> (66.0) Off-the-job <b>49.0</b> (48.0) On-the-job <b>47.0</b> (53.0)		<b>7. Jobs Growth</b> Annual change % <b>0.8</b> (1.3)		<b>10. Inactivity</b> All WA <b>20.4</b> (21.4) Want job <b>19.6</b> (21.8) Do not want job <b>80.4</b> (78.2)					
Skills needs		Skills gaps		Skills flows					
<b>16. Skills needs</b> Complex analytical <b>50.6</b> (43.4) Operational <b>61.3</b> (52.5) Digital <b>55.3</b> (48.0) Management/leadership <b>58.4</b> (52.6) Sales & customer <b>52.2</b> (44.3) Self-management <b>55.1</b> (51.7)		<b>17. Skills shortages by occupation type</b> High skill <b>35.7</b> (35.3) Mid skill <b>28.6</b> (23.1) Service intensive <b>11.1</b> (21.6) Labour intensive <b>23.4</b> (18.0)		<b>19. Skills gaps by occupation type</b> High skill <b>14.6</b> (21.9) Mid skill <b>26.5</b> (19.7) Service intensive <b>22.3</b> (29.3) Labour intensive <b>36.6</b> (29.1)		<b>21. Achievement rates</b> Early years <b>72.9</b> (70.2) GCSE <b>68.3</b> (64.2) A-levels <b>21.5</b> (20.6) Adult education <b>67.2</b> (72.9) Apprenticeships <b>72.3</b> (67.7)		<b>23. Graduate mobility</b> Retention <b>32.2</b> (48.4) Attraction <b>68.9</b> (60.9)	
<b>18. Incidence of skill shortages</b> All <b>9.5</b> (12.1)		<b>20. Incidence of skills gaps</b> All <b>13.6</b> (13.0)		<b>22. Participation rates</b> A-levels <b>21.6</b> (25.0) Adult education <b>8.9</b> (8.8) Apprenticeships <b>4.7</b> (1.6) Higher education <b>40.4</b> (37.5)		<b>24. Apprenticeship achievement rates</b> Intermediate <b>75.6</b> (67.2) Advanced <b>70.4</b> (69.3) Higher <b>57.9</b> (61.9)			
				<b>25. Adult education achievement rates</b> English & maths <b>65.7</b> (65.5) Full level 2 <b>58.8</b> (65.7) Full level 3 <b>56.3</b> (52.9)					

# Metadata

1. Description: Number of jobs in a sector as a proportion of total jobs within an area. Source: UK Business Register and Employment Survey (BRES) 2017, ONS [Link](#)
2. Description: Number in employment by occupation as a proportion of total in employment within an area. High skill occupations include Managers (1), Professionals (2) and Associate professionals (3); mid skill occupations include Administrative and Secretarial Occupations (4) and Skills Trades Occupations (5); low skill occupations include Caring, Leisure and Other Service Occupations (6), Sales and Customer Service Occupations (7), Process, Plant and Machine Operatives (8), and Elementary Occupations (9). Source: Annual Population Survey 2017-18, ONS [Link](#)
3. Description: Percentage earning below Living Wage Foundation rates and percentage of all in employment in non-permanent employment. Source: Annual Survey of Hours and Earnings 2017, ONS [Link](#) and Annual Population Survey 2017-18, ONS [Link](#)
4. Description: Whether establishment has funded or arranged training for staff over the past 12 months. Source: Employer Skills Survey 2017, DfE [Link](#)
5. Description: Average qualification levels of those starting a job. Data is available for metropolitan counties and surrounding regions and has been matched according to best fit with MCA and LEP geographies. Source: Quarterly Labour Force Survey (5 year average to 3<sup>rd</sup> qtr 2018), ONS [Link](#)
6. Description: Projected number in employment by occupation as a proportion of total in employment within an area. High skill occupations include Managers (1), Professionals (2) and Associate professionals (3); mid skill occupations include Administrative and Secretarial Occupations (4) and Skills Trades Occupations (5); low skill occupations include Caring, Leisure and Other Service Occupations (6), Sales and Customer Service Occupations (7), Process, Plant and Machine Operatives (8), and Elementary Occupations (9). Source: Working Futures, 2014-2024 – LEP level by special request: [email](#)
7. Description: Growth in number of jobs 2016 to 2017. Source: UK Business Register and Employment Survey (BRES) 2016 and 2017, ONS [Link](#)
8. Description: In employment as a proportion of working age population by characteristic. Source: Annual Population Survey 2017-18, ONS [Link](#)
9. Description: In employment as a proportion of working age population by highest qualification level. Source: Annual Population Survey 2017-18, ONS [Link](#)
10. Description: Inactive as a proportion of working age population. Source: Annual Population Survey 2017-18, ONS [Link](#)
11. Description: Inactive as a proportion of working age population by reason. Source: Annual Population Survey 2017-18, ONS [Link](#)
12. Description: Proportion of 16-17 year olds not in education or employment. Source: NCCIS 2017-18, ONS [Link](#) – aggregated to LEP areas from local authority data.
13. Description: Working age population and change since previous year. Proportion of working age population not born in the UK. Source: Annual Population Survey 2017-18, ONS [Link](#)
14. Description: Population by highest qualification level as a proportion of total working age population. Source: Annual Population Survey 2017, ONS [Link](#)
15. Description: Estimated population by highest qualification level as a proportion of total working age population in 2030. Source: Population projections at 2017, ONS [Link](#) and Annual Population Survey 2017-18, ONS [Link](#) and Learning and Work estimates

# Metadata

16. Description: Skills that will need developing among workforce. Source: Employer Skills Survey 2017, DfE [Link](#)
17. Description: Skill shortage vacancies by occupation. High skill occupations include Managers (1), Professionals (2) and Associate Professionals (3); mid skill occupations include Administrative and Secretarial Occupations (4) and Skills Trades Occupations (5); service intensive occupations include Caring, Leisure and Other Service Occupations (6) and Sales and Customer Service Occupations (7); labour intensive occupations include Process, Plant and Machine Operatives (8) and Elementary Occupations (9). Source: Employer Skills Survey 2017, DfE [Link](#)
18. Description: Incidence of skill shortage vacancies. Source: Employer Skills Survey 2017, DfE [Link](#)
19. Description: Proportion of staff that are not fully proficient (skill gaps) by occupation. High skill occupations include Managers (1), Professionals (2) and Associate Professionals (3); mid skill occupations include Administrative and Secretarial Occupations (4) and Skills Trades Occupations (5); service intensive occupations include Caring, Leisure and Other Service Occupations (6) and Sales and Customer Service Occupations (7); labour intensive occupations include Process, Plant and Machine Operatives (8) and Elementary Occupations (9). Source: Employer Skills Survey 2017, DfE [Link](#)
20. Description: Incidence of staff that are not fully proficient (skill gaps). Source: Employer Skills Survey 2017, DfE [Link](#)
21. Description: Early Years = % achieving at least expected level across all early learning goals. GCSE = % of pupils who achieved a 9-4 pass. A levels = Grades AAB or better at A level. Adult Education = achievement as a proportion of participation. Apprenticeships = achievers as a proportion of overall cohort. Source: Earl Years [Link](#) GCSE [Link](#) A levels [Link](#) Adult Education [Link](#) Apprenticeships [Link](#)
22. Description: A level participation = % of population aged 16-17. Adult Education participation = % of working age population. Apprenticeships participation = % of working age population. HE participation = proportion of young cohort that has entered higher education by age 19. Source: A levels [Link](#) Adult Education [Link](#) Apprenticeships [Link](#) HE [Link](#)
23. Description: Graduate attraction = % of graduates employed in area that studied elsewhere. Graduate retention = % graduates who studied in an area who are employed in the area. Source: HESA 2017 [Link](#)
24. Description: Apprenticeship achievers as a proportion of overall cohort by level. Source: Department for Education 2016-17 [Link](#)
25. Description: Adult education achievement as a proportion of participation by level and subject. Source: Department for Education 2017-18 [Link](#)