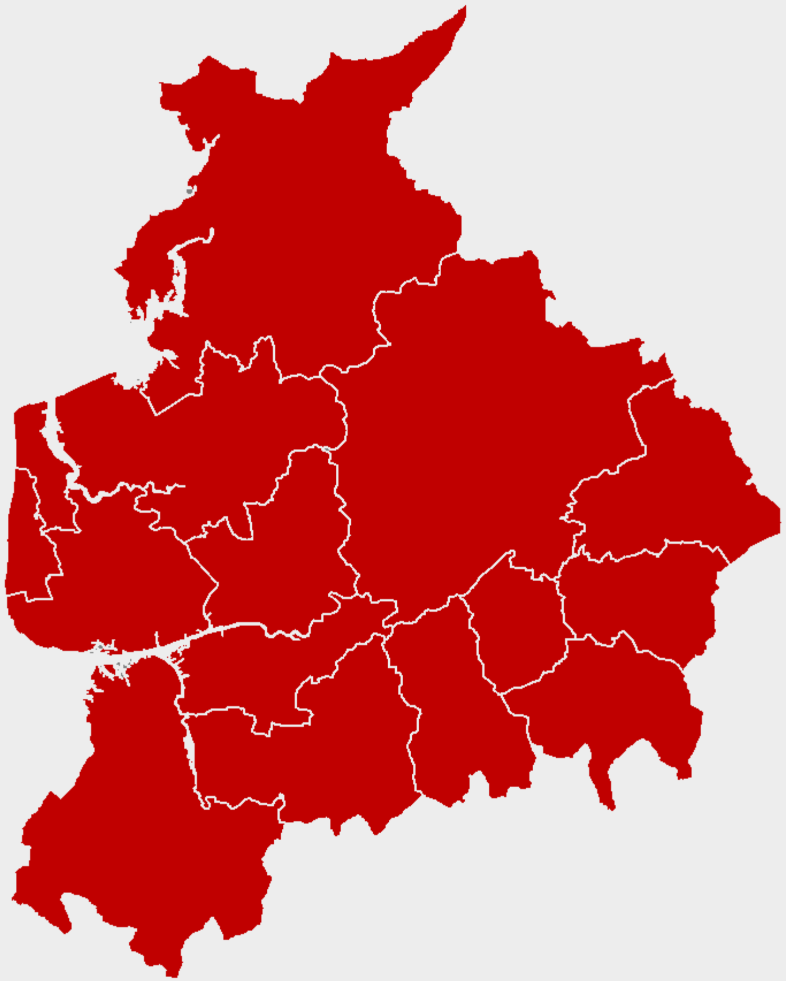
Lancashire
Enterprise Partnership

The Lancashire Labour Market Intelligence Report



Part of the 2019 Lancashire Labour Market Intelligence Toolkit

European Union
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Investing in jobs and skills

The Lancashire Labour Market Toolkit and Report Overview

This report is the **Lancashire Labour Market report**, part of the **2019 Lancashire Labour Market Intelligence (LMI) Toolkit.** It updates the information provided in the 2018 Toolkit and aligns with the Department for Education's (DfE's) Skills Advisory Panel (SAP) toolkit for local skills analysis.

Labour Market Intelligence is the term used to describe the wide range of information that helps inform decisions about work and training, covering topics such as jobs, salaries and employers, as well as education and skills. The toolkit contains three parts:

- **LMI reports -** of which this document is one - covering **six Travel to work Areas (TTWA's[1]) in Lancashire[2]**, alongside a stand-alone report covering **Lancashire**. The six TTWA's are:
    - Blackburn with Darwen, Hyndburn, Ribble Valley and Rossendale
    - Blackpool, Fylde and Wyre
    - Burnley and Pendle
    - Lancaster and Morecambe
    - Preston, Chorley and South Ribble
    - West Lancashire
- **A data matrix** that contains all of the underpinning data which has been analysed to inform the reports and the fact sheets. This includes time series data (typically for up to 10 years) and data for Local Authorities, the six TTWAs, Lancashire, the North West and the national average[3]. The Matrix includes Local Authority and TTWA summary sheets which allow users to access summary charts and tables for their selected area; and
- **Presentations** for each area, providing key labour market facts and figures for those who need them.

The report covers the four themes set out in the table below. Each theme includes a series of summary sheets, which provide key facts and figures, followed by more detailed analysis and commentary. An overview and key messages are also provided.

REPORT COVERAGE	
Executive Summary	Executive Summary and Key Messages.
Residents in Lancashire	This section provides data on the residents who live in Lancashire – their employment, occupations, skills and earnings. It also provides information on unemployment and inactivity. It covers the overall resident base including those who work within and outside the TTWA. *The underpinning data is available in the Residents Matrix which can be accessed on the Lancashire Skills Hub website.*
The Economy in Lancashire	This section provides data on the jobs available at employers located in Lancashire. This includes jobs that are filled by residents from within and outside TTWA. *The underpinning data is available in the Economy and Business Matrix which is located on the Lancashire Skills Hub website.*
Economic Forecasts for Lancashire to 2028	This section provides forecasts of the jobs expected to be available at businesses located in Lancashire in the 2018-2028 period. This includes jobs that could be filled by residents from within and outside the TTWA. *The underpinning data is available in the Economic Forecasts Matrix which can be accessed on the Lancashire Skills Hub website.*
The Skills and Education System in Lancashire	This section provides data on provision, participation and attainment levels throughout the education system in Lancashire – from Key Stage 1 through to Higher Education. *The underpinning data is available in the Skills and Education System Matrix which can be accessed on the Lancashire Skills Hub website.*

[1] TTWAs represent labour markets in which the residents of each local area are most likely to work. Not all residents work in the TTWA in which they live.
[2] Throughout this report, the term 'Lancashire' is used to refer to the Lancashire Local Enterprise Partnership (LEP) area.
[3] England excluding London is used as the national comparator, to remove the distorting effects of the London economy (which differs markedly from the rest of England) from the comparison.

Report Contents

Executive Summary and Key Messages for Lancashire

Introduction

The Skills and Employment Strategic Framework sets out four strategic themes for Lancashire:

1. **Future Workforce** - Lancashire's continued prosperity depends upon having a workforce that is fit for the future. A group of highly employable young people with the right experience, attitudes and capabilities to take the Local Enterprise Partnership (LEP) area's forward.
2. **Skilled and Productive Workforce** - The LEP area's diverse industries all require skilled employees, so as a LEP area Lancashire needs to invest heavily in developing people's skills.
3. **Inclusive Workforce** - For Lancashire's economy to succeed, and for the LEP area's businesses to be able to grow, we need to ensure that there are adequate opportunities for all people who live in Lancashire who are unemployed, not in education or training.
4. **An Informed Approach** - It is vital that we understand the different skills needs and priorities of Lancashire's industries when making strategic plans or future investment decisions.

This first section of the report provides a summary of the key data, plus key messages for Lancashire.

Overview of Lancashire's Economy and Labour Market

Key Messages

- After a period of fast economic growth, Lancashire's economy grew more slowly in 2017, the latest year for which data is available.
- While productivity per hour has risen faster than the regional and national average between 2014 and 2017, it remains below the national (England) level.
- Lancashire's population of just under 1.5m has grown by 3% (+47,000) over the past ten years (2007/08 to 2017/18), a much slower rate of growth than seen regionally or nationally.
- The working age population in Lancashire has fallen over this 10 year period to 61.1%, while growing regionally and nationally.

The 2019 Toolkit has been produced in the context of considerable uncertainty affecting the UK economy. Whilst the economy has continued to grow, the rate of growth has slowed significantly, with global trade tensions and uncertainty surrounding Brexit causing many larger businesses to delay major investment decisions, with knock-on effects for their supply chains and the smaller businesses which depend on them.

In Lancashire, the economy grew strongly, out-pacing national and regional growth, in 2015 and 2016 but growth rates fell back in 2017. Lancashire's economic output is now £32.7bn per annum. In the LEP area, economic performance varies considerably. Output has increased by over half between 2005 and 2017 in Preston, Chorley and South Ribble, but by less than one fifth in Burnley and Pendle.

Between 2014 and 2017, Lancashire closed the gap in output per hour compared to the regional average (89.9% of the regional average in 2014 compared to 99.9% in 2017), and narrowed the gap with the national average (82.8% in 2014 compared to 92.1% in 2017). However, productivity levels measured in terms of output per hour are still only 92% of the England level (£28.79 compared to £31.26 in 2017).

Lancashire's population rose to 1.498m in 2018, up by 47,000 since 2008. Population growth has been below both the regional and national average over this ten year period (+3%, compared to +5% regionally and +7% nationally). A smaller proportion of the Lancashire population is of working age (61.1%) than is the case regionally (62.3%) or nationally (61.7%), using the latest available statistics for 2018. In 2018, the working age population was some 915,000 people, but this number fell by 12,600 in Lancashire over the previous ten years, whilst growing regionally and nationally.

The total number of jobs in Lancashire-based businesses (including working proprietors but not self-employed, government trainees or armed forces) is now 660,000 (2018). This is an increase of 14,000 jobs (2%) since 2015. This level of growth is slower than the growth seen in the North West (+5%) and nationally (+3%). Over this period, jobs growth has been fastest in Burnley & Pendle (+6%) and slowest in Lancaster & Morecambe (no change).

Lancashire's Residents: Employment, Skills and Earnings

Key Messages

- Over the past ten years (2007/08 to 2017/18), economic activity and employment rates have risen in Lancashire and unemployment has fallen.
- The profile of occupations held by Lancashire's residents continues to shift towards higher skilled occupations and those in the service sector, with a fall in the number working in Skilled Trades roles.
- The overall qualification profile is improving, with more people of working age holding qualifications at Level 4+ and fewer people with no qualifications.
- Data for 2018 shows earnings in Lancashire workplaces are below the national average and the gap has widened slightly over the past year.

Data for 2017/18 shows nearly 675,000 Lancashire residents are in employment, 74.8% of the working age population. The employment rate[1] has increased by 5.1 percentage points since 2010, and is higher than is seen regionally. There is considerable variation in Lancashire, with Preston, Chorley and South Ribble having the highest employment rate - 82.8% - and West Lancashire the lowest - 68.4%.

Economic activity rates have also risen significantly over time, with 78.2% of the working age population economically active in 2018, up from 74.4% ten years before. The increase in economic activity has added 20,000 to the Lancashire workforce – more than offsetting the decline in the working age population. Again, there are big variations in Lancashire with economic activity ranging from 85.4% in Preston, Chorley and South Ribble to 72.1% in West Lancashire.

Nearly three-quarters of employed Lancashire residents work full-time, and there has been a big fall in the number of people working fewer than ten hours per week (from 29,300 when the last Toolkit was produced in 2018 to

*[1] The employment rate is the proportion of residents who are in active employment compared to the total working age population (16-64). The economic activity rate is the proportion of the the working age population that are employed **or** unemployed and are actively seeking work.*

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19,900 in September 2019). Concern has been expressed nationally, despite very high levels of employment, about the number of people in insecure employment, and 5.4% of employed Lancashire residents are in 'non-permanent' roles (in 2017/18), compared to 4.6% regionally and 4.7% nationally, although there has been no significant change in this level over a number of years. Non-permanent roles are most common in Lancaster and Morecambe, and Preston, Chorley and South Ribble (both 7.1%).

The largest occupational group in Lancashire is Professional Occupations, with over 121,000 employed in these roles (2017/18). However, this is only 17.3% of total employment, compared to 19.3% working in these roles nationally and 19.0% regionally. In contrast, Lancashire has an above average share of employment in Caring and Leisure, Sales and Customer Service and Process and Machine Operative roles. The number of people working in Skilled Trades Occupations has fallen since the last Toolkit was produced, from 83,000 (12% of the total) to 68,100 (10%). Some 21,500 people are employed in Digital roles in Lancashire, two-thirds of whom work outside the digital sector.

The number of residents holding high level qualifications (NVQ4+) has risen from 259,600 in 2013 to 313,500 in 2018, now equating to 34.9% of the working age population. This increase has narrowed the gap in the proportion of the working age population holding high level skills between Lancashire and the national average, but the proportion of highly skilled residents remains slightly lower than the regional (35.5%) and national totals (36.1%).

There are significant variations in skills levels in Lancashire. In the Lancaster & Morecambe and Preston, Chorley and South Ribble TTWAs, over 40% of working age residents have qualifications at level 4+, compared to just 26.1% in Burnley and Pendle. There has also been a reduction in the number of working age people in Lancashire with no qualifications and again, the gap with the national average has narrowed.

The average full-time worker in Lancashire earned £26,200 in 2018, 12% lower than the England average. The gap between Lancashire earnings and the national average has widened slightly over the past year, with workers in Lancashire workplaces earning on average 87.5% of the England average. Average resident earnings were slightly higher, indicating that those who live in Lancashire but work elsewhere have higher earnings than those who work locally.

Lancashire Residents: Inclusion and Communities

Key Messages

- Unemployment is highest amongst young people in Lancashire with 20.4% unemployment amongst residents aged 16-19 and 10.3% aged 20-24, both of which are higher than regional (17.7% and 9.2%) and national (16.6% and 9.1%) averages .
- Unemployment rates are very high for the Pakistani and Bangladeshi communities (16.6%), exceeding both the regional (11.6%) and national (10.0%) levels.
- One in five neighbourhoods in Lancashire are within the 10% most deprived in England.

The unemployment rate in Lancashire has fallen from a high of 8.0% in 2014 to 4.4% in 2018, but is now back slightly above the national average. Rates vary considerably by group, with those aged 16-24 and the Pakistani / Bangladeshi community most affected.

Economic inactivity has fallen to 21.8% of the working age population in 2017/18, with most of those who are economically inactive either studying (25%), suffering from long-term illness (25%) or looking after the family or home (22%).

Unemployment has fluctuated over the past 10 years (2007/08 – 2017/18), from a high of 8% in 2011/12 and 2013/14 to a low of 4.1% in 2015/16, although it has remained consistent over the past two years around at 4.4%, suggesting a more stable position than seen in previous years. Unemployment in Lancashire's TTWAs varies, with the lowest rate in Preston, Chorley and South Ribble (3.2%), while Burnley and Pendle has the highest rate (6.2%).

Between 2016/17 and 2017/18, unemployment has risen for young people in Lancashire but fallen for those aged 35+. The 16-19 age group has the highest unemployment rate (20.4%), similar to the picture in the North West (17.7%) and nationwide (16.6%). In terms of ethnicity, the unemployment rate is higher in the ethnic minority (9.7%) and Pakistani / Bangladeshi groups (16.6%), than in the North West (7.8% and 11.6% respectively) and nationally (6.9% and 10.0% respectively).

The Index of Multiple Deprivation (IMD) is the most commonly used measure of deprivation. IMD covers the following seven domains: income; employment; health deprivation and disability; education skills and training; barriers to housing and services; living environment; and crime.

IMD data for 2019 shows that In Lancashire 20% of neighbourhoods, or Lower Layer Super Output Areas (LSOAs – see page 22 for definition), are in the top 10% most deprived in the country in 2019, up from 17% in 2015.

The most deprived TTWA is Burnley and Pendle with 35% of LSOA's in the top 10% most deprived respectively. When data is considered at the local authority level, Blackpool is the most deprived area in England. The least deprived TTWAs are West Lancashire and Preston, South Ribble and Chorley, with 8% and 10% of LSOA's in the top 10% most deprived respectively.

The Lancashire Economy

Key Messages

- Jobs growth in Lancashire has not kept pace with the growth seen regionally or nationally between 2015 and 2018.
- Lancashire has a diverse economy with employment in a wide range of sectors. Four sectors - Health and Social Care, Finance and Professional Services, Retail and Advanced Manufacturing account for over half of all jobs in 2018.
- Lancashire has identified a number of priority sectors which will drive economic growth in future years. Five of these sectors have experienced employment growth since 2015, while three have seen employment fall.

Lancashire-based businesses and organisations provide 660,000 jobs in 2019, a figure which has increased by 2.2% since 2015. Jobs growth has not kept pace with regional (+5.1%) or national (+3.4%) growth over the past three years. Half of all the jobs in Lancashire are located in the two largest TTWAs - 186,000 in Preston, Chorley and South Ribble and 153,000 in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley. Burnley and Pendle has seen the greatest proportion increase in jobs since 2015 (+4,000).

Four sectors account for over half of all jobs in Lancashire in 2018: Health and Social Care (94,000), Finance and Professional Services (88,000), retail (84,000) and Advanced Manufacturing (80,000). Lancashire has identified a number of priority sectors which will drive economic growth in future years. Of these sectors, five have experienced employment growth since 2015 - Logistics, Construction, Advanced Manufacturing, Finance and Professional Services and Energy and Environmental Technologies (note that because of overlaps in the sector definitions, the individual sector increases cannot be summed together).

Three priority sectors have seen employment fall since 2015 - Health and Social Care (5,000 jobs lost), Creative and Digital (-2,000 jobs) and the Visitor Economy (-1,000). The decline in the Creative and Digital sector is driven by significant losses in Computer Consultancy activities (-1,000 jobs).

There are over 53,000 businesses in Lancashire (including private, public sector and voluntary and community sector organisations) in 2019. The vast majority are microbusinesses, employing fewer than ten people (88%). The largest number of businesses are in the Wholesale and Retail sector (9,470), with nearly 7,000 in both the Professional, Scientific and Technical and Construction sectors.

Employer Skills Requirements

Key Messages

- Nearly half of Lancashire employers say they have staff who are over-qualified for their role, and more than one in three Lancashire employers have under-utilised staff.
- At the same time, skills gaps are reported by 16% of employers in Lancashire suggesting a misalignment of skills supply and demand.
- Lancashire's employers are more likely to provide training to staff in high skill occupations than those in less-skilled positions.
- Lancashire employers are less likely to provide training in new technology than employers regionally or nationally.

Twenty per cent of Lancashire employers report vacancies in 2017, up from 17% since 2015. Almost a third (32%) of vacancies are in 'service intensive' roles (Sales, Customer service, Caring, Leisure and other Services), compared to 25% nationally.

There is some evidence of mismatches within the labour market. Skills gaps (when an individual is not fully proficient in their current job role) affect 16% of employers in Lancashire in 2017, a slight fall from 17% in 2015. More employers In Lancashire than in the North West (15%) or England minus London (14%) say that there are skills gaps within their workforce. The main causes of skills gaps are temporary – staff new to the role (65%), or training being only partially complete (61%). However, Lancashire employers are more likely to say skills gaps are due to being unable to retain staff (21% compared to 14% in the North West and 13% nationally).

Data for 2017 shows nearly half of Lancashire employers say they have staff who are over-qualified for their role (45% compared to 42% nationally), and more than one in three Lancashire employers have under-utilised staff (37% compared to 34% nationally), indicating that the skills of Lancashire's workforce are not being put to best use.

Eight per cent of employers in Lancashire have hard-to-fill vacancies in 2017, compared to 7% in 2015, and 5% have Skills Shortage Vacancies (SSVs), the same as in 2015. One-third of SSVs are in Skilled Trades Occupations, considerably higher than the regional and national averages. Only one in five SSVs are in Professional / Associate Professional Roles, compared to one in three nationally.

The skill that employers most commonly identified as needing to be developed in Lancashire is 'adapting to new equipment or materials'. There is a greater need for this skill in Lancashire than regionally or nationally.

Lancashire's employers are slightly more likely to provide training than the national average (68% compared to 66%). They are more likely to provide on-the-job than off-the-job training, and the types of training most commonly provided include job-specific, health & safety / first aid, and induction training. Lancashire employers are less likely to provide training in new technology than employers regionally or nationally.

Businesses are most likely to provide training to those in high skill occupations (68% of business providing training, compared to 50% training middle-skilled occupations, and 33% training those in labour intensive roles). The most common barriers to training identified by Lancashire employers are a lack of time to spare staff for training, and lack of funds.

Forecasts for the Lancashire Economy

Key Points

- In employment terms, the fastest growing sectors over the ten years from 2018 to 2028 will be Administration and Support, Professional, Scientific and Technical, and Construction.
- Taking into account replacement demand, the largest number of job opportunities will continue to arise in the largest sectors – Wholesale and Retail, Health and Social Work, Accommodation and Food, and Manufacturing.
- Most employment opportunities are expected at the higher end of the labour market - Professional Occupations, Managers and Directors - or the lower end - Caring, Leisure and other Service Occupations, Elementary Occupations.
- Growth in demand is expected over the ten year period for highly skilled workers and those with apprenticeship qualifications (and with Level 3). Demand for workers with qualifications at Level 2 and below or no qualifications is expected to fall.
- Employment growth is expected to be strongest in the TTWAs which are already Lancashire's best performers.

Skills are a derived demand – demand for skills depends on the demand for the goods and services which the skills will be used to produce. As demand for goods and services changes, the skills required to produce them also changes. There is considerable uncertainty about the future shape of the labour market – the pace of change is increasing and new occupations, and skills needs, are emerging. Transferable and flexible skills are needed, as well as an adaptable approach.

Changing demand for skills is being driven by automation, connectivity and new technologies, with increasingly complex tasks now being automated, and the development of technologies such as autonomous vehicles bringing the impact of automation to a wider range of jobs. However, some jobs characterised by non-routine tasks will remain resistant to automation, at both ends of the labour market, e.g. caring roles.

As digital technologies become embedded in many activities, basic digital skills are becoming an entry requirement for more occupations.

Over the ten years from 2018 to 2028, the fastest growing sectors in Lancashire are expected to be Administration and Support, Professional, Scientific and Technical, and Construction. However, taking into account both employment growth and the replacement demand that will arise as existing workers leave the labour market, the largest number of job opportunities will continue to arise in the largest sectors – Wholesale and Retail; Health and Social Work; Accommodation and Food; Administrative and Support Services; and Manufacturing.

Most future employment opportunities in Lancashire are expected at the top end of the labour market (in Professional Occupations, Managers and Directors) or at the lower end, in Caring, Leisure and other Service Occupations, and Elementary Occupations. When employment growth figures are considered alone, growth is expected in demand for highly skilled workers and those with apprenticeship qualifications.

Demand for workers with qualifications at Level 2 and below, or no qualifications at all, is expected to fall. Growth rates are expected to vary in Lancashire, with the strongest growth expected in areas which are already Lancashire's best performers economically. For example, the Preston, Chorley and South Ribble TTWA (Lancashire's main employment centre) is forecast to experience 5% employment growth between 2018 and 2028, compared to 2.6% growth being forecast for Lancashire.

The Education and Skills System

Key Points

- While educational attainment by young people in Lancashire is close to or above the national average, there are some young people ill-equipped to progress into further learning or employment, and the number of young people Not in Education, Employment or Training (NEET) is above the national average.
- The average Attainment 8 score in Lancashire in 2017/18 is 45.8, a decline of 3.5 since 2015/16, reflecting the more challenging nature of the new GCSE curriculum. The latest score is slightly above the regional average (45.7) and above the national (excluding London) average (43.7). Within Lancashire, each TTWA has seen a decline in average Attainment 8 scores, with the latest figures ranging from 41.9 for Burnley and Pendle to 49.3 in Preston, Chorley and South Ribble.
- Based on data for Further Education (FE) providers in Lancashire for 2018/19, there just over 87,390 students participating (number of people starting, continuing and achieving) in FE. Just less than two thirds of these students attended General FE Colleges (64%).
- In 2018/19, a total of 100,060 Lancashire residents were participating in FE. The proportion of resident learners undertaking Level 3 and Full Level 3 courses was higher than both North West and national profiles. The age profile of resident learners in 2018/19 was consistent with regional and national profiles.
- In 2018/19, 13,080 Lancashire residents started an apprenticeship, an increase of 8.6% since 2017/18. The most popular subjects were Business, Administration and Law; Health, Public Services, and Care; Engineering and Manufacturing Technologies; Retail and Commercial Enterprise; and Construction, Planning, and the Built Environment.

Lancashire's young people perform relatively well on average, but for many education-related indicators, the average disguises big differences in Lancashire. The average GCSE Attainment 8 score in Lancashire in 2017/18 is 45.8, slightly above the regional (45.7) and much higher than the national average (43.7). However, average scores range from 41.9 in Burnley and Pendle to 49.3 in Preston, Chorley and South Ribble.

By the age of 19, attainment levels are higher than the national average, with 82% of young people in Lancashire having achieved a Level 2 qualification, and 72% having achieved Level 2 including English and Maths, giving them the foundations to progress in the labour market. Just under 60% achieve Level 3 by the age of 19. Nineteen out of twenty leavers from Key Stage 4 (GCSE) go into sustained education / employment / training destinations, as do nearly 16 out of 20 leavers from Key Stage 5. In Lancashire, children on Free School Meals have slightly better destinations than the national average. However, the number of young people Not in Education, Employment or Training (NEET) is higher in Lancashire than the national average and has risen between 2016/17 and 2017/18.

There has been an increase in the number of apprenticeship starts in Lancashire. In 2018/19, there were 13,080 apprenticeship starts by Lancashire residents, up from 12,040 the previous year (8.6%) compared to a fall regionally (-1.2%) and a smaller increase nationally (4.2%). Under 19s account for a decreasing proportion of apprenticeship starts (28%, down from 32% in 2016/17), and more are being undertaken at higher level (18%, up from 13%), both in line with regional and national trends.

Two subject areas - Business, Administration and Law, and Health, Public Services and Care - continue to account for nearly 60% of resident apprenticeship starts.

In addition to those on apprenticeships in 2018/19, over 100,000 Lancashire residents were participating in Further Education (FE) with Lancashire based providers.

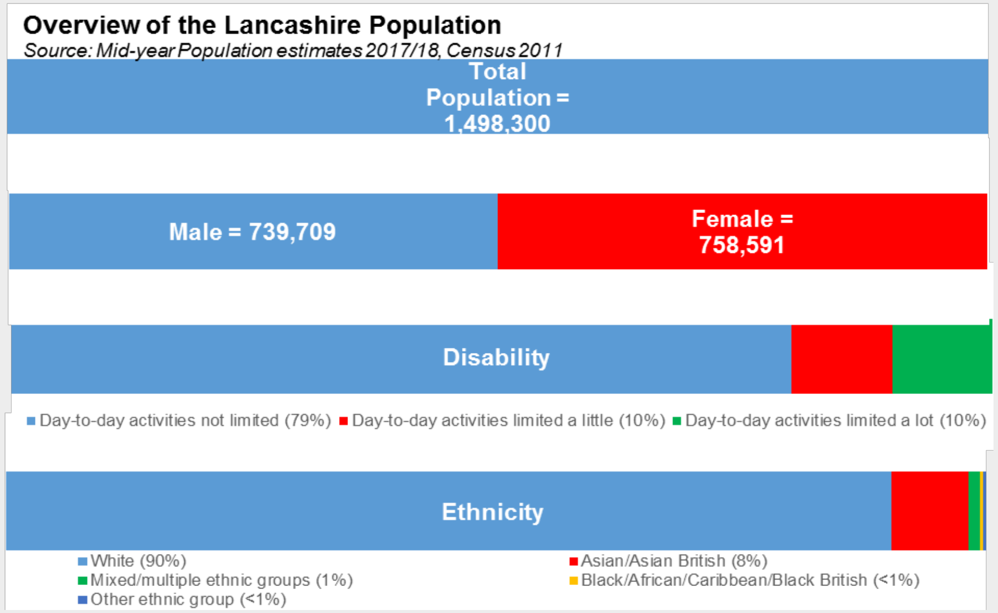
T-Levels for 16 to 19 year olds are being introduced from September 2020, and four of Lancashire's colleges (Cardinal Newman College in Preston; Runshaw College in Leyland; Blackpool and the Fylde College; and Nelson and Colne College) are amongst the early adopters for the first three routeways; Digital, Construction and Education and Childcare. A further two Lancashire Colleges – Burnley College and Preston College – will offer T-Levels from 2021.

There were 56,450 full-time equivalent Higher Education (HE) students at Lancashire institutions in 2016/17, of which 49,000 were studying at Higher Education Institutions (HEIs) (87%). In 2016/17, over 7,000 people studied in Lancashire's FE Colleges (13%), making FE Colleges important providers of HE[3].

In 2017/18, Lancashire's HEIs had a higher proportion of students studying Subjects Allied to Medicine (20% compared to 12% nationally) and fewer studying engineering and technology (3% compared to 7% nationally) – although many HE students in FE study Engineering and Technology.

[3] Due to changes in data availability, there are no up to date figures for the number of Further Education Institutions providing Higher Education or a subject breakdown.

The Population in Lancashire – Who Lives in the Area?



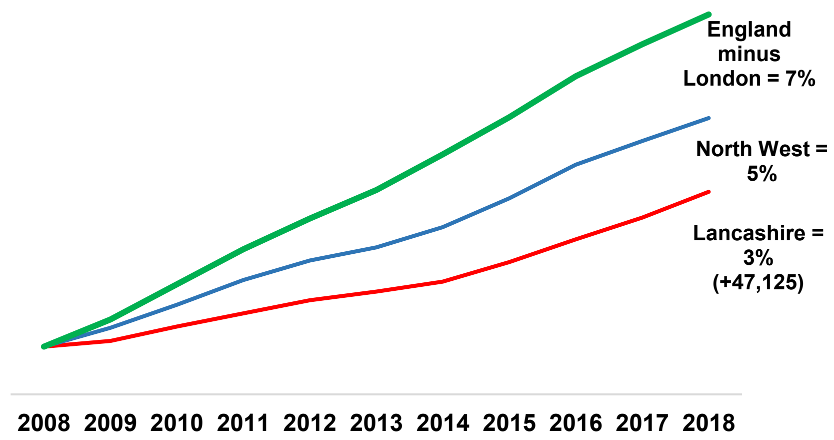
Population by Age Band, 2018

	Lancashire		North West	England minus London
0-14	267,300	18%	18%	18%
15-19	85,500	6%	6%	6%
20-24	93,200	6%	6%	6%
25-34	183,100	12%	13%	13%
35-44	170,600	11%	12%	12%
45-54	210,400	14%	14%	14%
55-64	189,600	13%	12%	12%
65+	298,500	20%	19%	19%

Source: Mid-Year population estimates

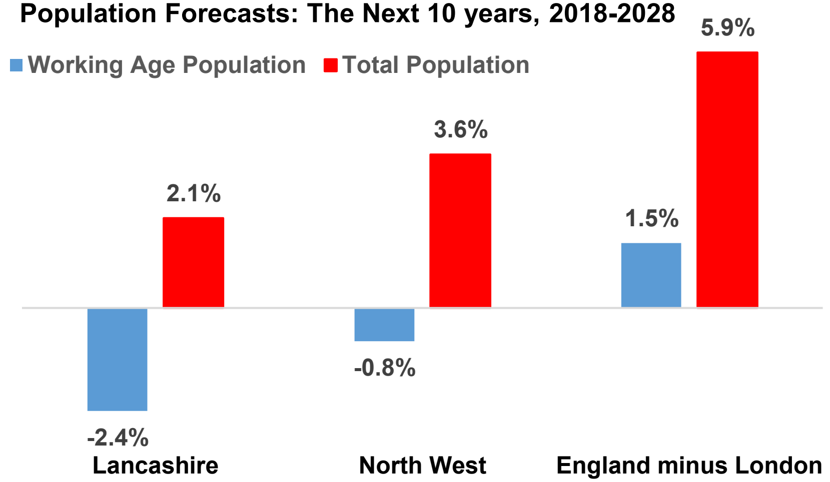
In 2018, 915,900 Lancashire residents (61.1%) are of working age (16-64), slightly lower than the share in the North West (62.3%) and nationally (61.7%). This proportion of the population in Lancashire aged 16-64 has fallen by 1.4% over the past 10 years (2008-2018).

Population Growth: The past 10 years, 2008-2018



Source: Mid-Year Population Estimates 2017/18

Population Forecasts: The Next 10 years, 2018-2028



Source: Mid-Year population Projections

While the population is expected to grow by almost 31,100 residents between 2018 and 2028, the working population is expected to get smaller. By 2028, there will be almost 21,700 fewer residents of working age living in the area.

Total Population

The Lancashire Local Enterprise Partnership (LEP) area has a population of 1,498,300 people in 2018, just over a fifth of the North West total (20.5%). The most populated Travel to Work Areas (TTWAs) within Lancashire are Preston, Chorley and South Ribble (369,166), Blackburn with Darwen, Hyndburn, Ribble Valley, Rossendale (340,709) and Blackpool, Fylde and Wyre (330,298). The smaller TTWAs by population are Burnley and Pendle (179,932), Lancaster and Morecambe (144,246) and West Lancashire (113,949).

The population of Lancashire has grown by 3.2% over the past ten years (2008-2018), equating to an additional 47,125 residents. However, this rate of growth is below the population growth seen in the North West (+4.8%) and is half of the strong rate of growth seen nationally over the same period (+7.0%).

In 2018, long-term international migration resulted in a net increase of 5,216 Lancashire residents. This equated to a 0.35% increase over the year, compared to 0.23% regionally and 0.30% nationally excluding London.

Gender and Ethnic Make-Up of the Population

The population of Lancashire is split almost evenly between males and females, with a slightly higher proportion of females at 50.6% in 2018. Just over 90% of the population in the area is of white ethnicity, with Asian / Asian British people accounting for a further 8%. However, there are significant differences within Lancashire. The share of the population of white ethnicity ranges from 83% in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, to 98% in West Lancashire. A large share of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley's (16%) and Burnley and Pendle's (15%) population are Asian / Asian British, compared to less than 1% in West Lancashire.

Population Demographics

The age profile is very similar to that of the North West and nationally, although the proportion of the Lancashire population in the older age groups is very slightly higher. The over 65 age group accounts for 20% of the total population in 2018, compared to 19% in the North West and nationally. Only 12% are aged 25-34 years, compared to 13% in the North West and nationally.

Working Age Population

There are 915,900 people of working age (aged 16-64) in Lancashire in 2018, equating to 61.1% of the total population and just over one fifth (20.2%) of the North West working age population. Again, this varies somewhat by TTWA. Blackpool, Fylde and Wyre have a lower share of their population within the working age range at 58.6%, whilst Lancaster and Morecambe, at 63.3%, is above the Lancashire average.

The working age population has declined in Lancashire over the past ten years, despite a growth in the population as a whole. Between 2008 and 2018, the working age population fell by 12,600 people, or 1.4%, while the population as a whole grew by over 47,100 people, or 3.2%. This fall in the proportion of working age Lancashire residents is in contrast to growth in the North West (0.7%) and nationally (2.5%) over the same period.

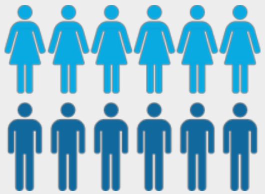
Population Projections

The population of Lancashire is expected to continue to grow over the ten years from 2018 to 2028, with the Office for National Statistics forecasting an additional 31,052 residents (+2.1%). This lags behind the slightly faster rate of growth expected for the North West (+3.6%) and the strong growth nationally (+5.9%). Within Lancashire, Lancaster and Morecambe (+4.1%) and Preston, Chorley and South Ribble (+3.6%) are expected to have the fastest rate of growth.

In contrast, the working age population within Lancashire is expected to continue to fall over this period, by 21,683 people, or -2.4%. A decline is also expected in the North West (-0.8%), but there is expected to be growth at the national level (1.5%). A decline in the working age population is expected in all six TTWAs, and is expected to be steepest in West Lancashire (-4.0%) and Blackpool, Fylde and Wyre (-3.5%).

Sources: Mid-Year Population Estimates, Census 2011, Mid-Year Population Projections

Labour Market Overview – What do residents in Lancashire do?

	**Employment** *Residents who have a job or are self-employed (either within or outside Lancashire)*	**Unemployment** *Residents without a job, who have been actively seeking work within the last four weeks.*	**Inactivity** *Residents who are not in work and have not sought work in the last four weeks (e.g. looking after family/home, studying, long-term sick and retired)*
What is happening in Lancashire?	**674,800 people, 74.8%** of the resident working-age population (16-64) are in employment in 2018, a 5.1 percentage point increase from 2010.	**30,800 people, 4.4%** of economically active residents are unemployed in 2017/18[1].	**196,300 people, 21.8%** of the working-age population are economically inactive in 2017/18. This is a slight reduction since last year.
How does this compare to what is happening in the North West and nationally?	Higher than the North West **(73.4%)** but lower than National rates **(75.4%) (2017/18).**	Now (2017/18) higher than North West **(4.2%)** and national rates **(4.1%)** which have dropped since last year.	Lower than the North West rate **(23.3%)** but slightly higher than the national rate **(21.4%) in 2017/18.**
What is happening at the Travel to Work Area level?	Preston, Chorley and South Ribble has the highest employment rate of the TTWAs at **82.8%** (an increase of 5.6 percentage points between 2017 and 2018) and is the only area above the Lancashire average. West Lancashire now has the lowest rate (68.4%).	The rate is highest (and has risen) in Burnley and Pendle **(6.2%)** and lowest in Preston, Chorley and South Ribble **(3.1%)**, where it has fallen.	West Lancashire has the highest rate at **27.9%** The lowest rate is **14.6%** in Preston, Chorley and South Ribble.

This means that in Lancashire:

- 30,800 residents are unemployed and looking for work.
- 196,300 residents are economically inactive - 35,600 of these residents (18%) would like to work.

The primary reasons for being economically inactive are: studying (25%), being long-term sick (25%), looking after family/home (23%), and being retired (17%). These proportions are similar to the regional profile, with Lancashire having a higher proportion of inactive residents who are long-term sick and retired compared to the national average (23% and 14% respectively).

Sources: Annual Population Survey July 2017 – June 2018

[1] *The employment rate is the proportion of residents who are in active employment compared to the total working age population (16-64). The economic activity rate is the proportion of the the working age population that are employed **or** unemployed and actively seeking work.*

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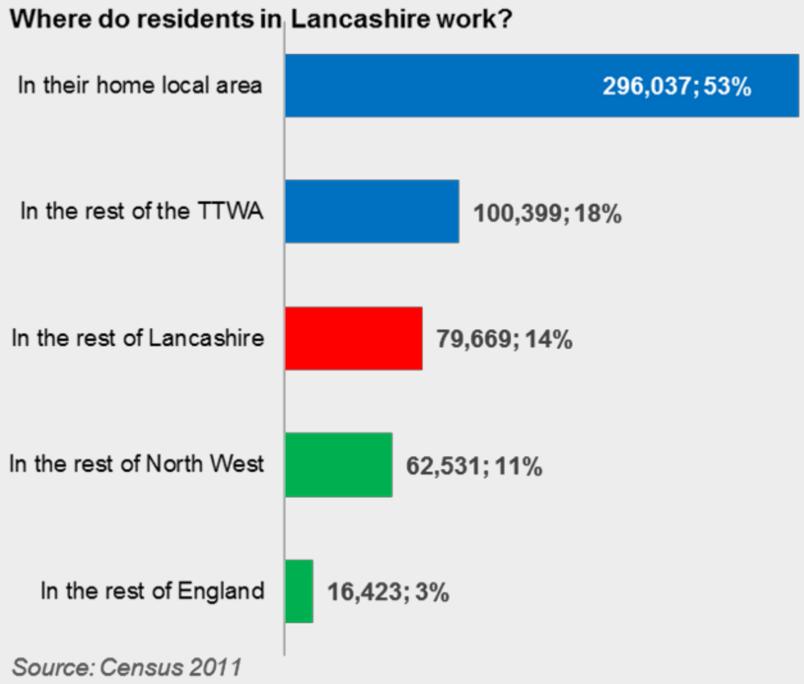
Local Residents in Employment – Who is working in Lancashire?

Employment Patterns, 2017/18

Residents who work…	Lancashire		North West	England minus London
	No.	%		
In self-employment	83,800	12.4%	12.6%	13.7%
Full-time	503,800	74.7%	75.8%	74.0%
Part-time	169,500	25.1%	24.0%	25.8%
Under 10 hours weekly	19,900	3.0%	2.8%	3.5%
10-34 hours weekly	192,500	28.6%	27.4%	28.1%
35-44 hours weekly	314,200	46.6%	48.8%	45.2%
45 hours or more weekly	147,200	21.8%	21.0%	23.2%
In non-permanent employment	37,800	5.4%	4.6%	4.7%

Source: Annual Population Survey, 2017/18



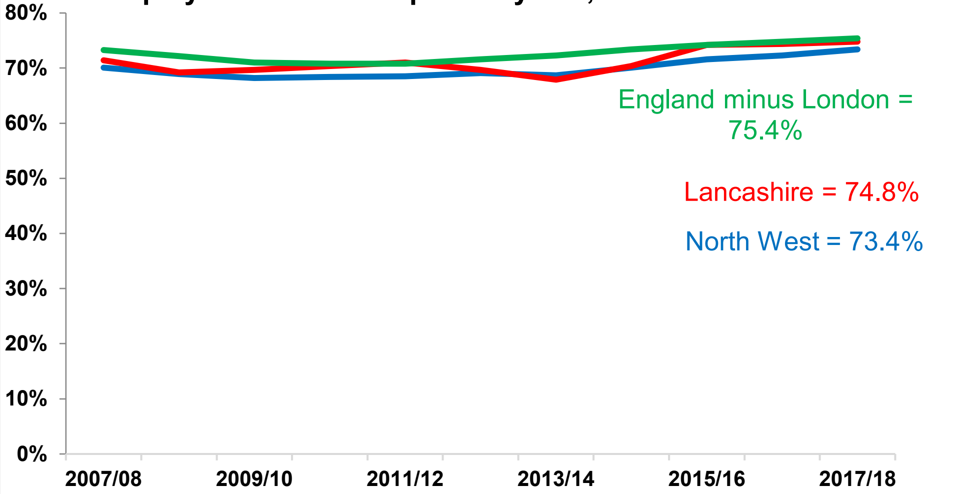
Median resident-based earnings (earnings of those who *live* in the area) are £26,500 in Lancashire, compared to £27,500 in the North West and £29,900 nationally (2018).

Median workplace-based earnings (earnings of those who *work* in the area) are marginally lower in Lancashire (£26,200), and in the North West (£27,300) indicating that some residents commute to better-paid jobs outside the area.

The ratio of median house price to resident earnings in Lancashire is 5.48 in 2018.

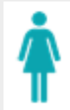
House prices are very slightly more affordable than in the North West, where the ratio is 5.82, and considerably more affordable than the England average ratio of 8.0.

Employment Rate: The past 10 years, 2007/08 - 2017/18



Source: Annual Population Survey, 2007/08 - 2017/18

Employment Rate by Gender, 2017/18

	Lancashire	North West	England minus London
	**71%**	**69%**	**71%**
	**79%**	**78%**	**80%**

Source: Annual Population Survey 2017/18

The employment rate grew by 5.1 percentage points over the 10 years from 2007/08 to 2017/18, similar growth to in the North West (5.2 percentage points) but greater than nationally (4.4 percentage points). Employment rates for both males and females are similar to the national rates.

Employment Rate by Age Band, 2017/18

	Lancashire		North West	England minus London
16-19	24,200	36%	36%	39%
20-24	63,800	70%	67%	68%
25-34	155,300	87%	83%	84%
35-49	230,900	85%	84%	85%
50-64	200,700	69%	68%	72%
65+	25,300	9%	8%	10%
16-64	**674,800**	**75%**	**73%**	**75%**

Source: Annual Population Survey, 2017/18

Employment Rate by Ethnicity, 2017/18

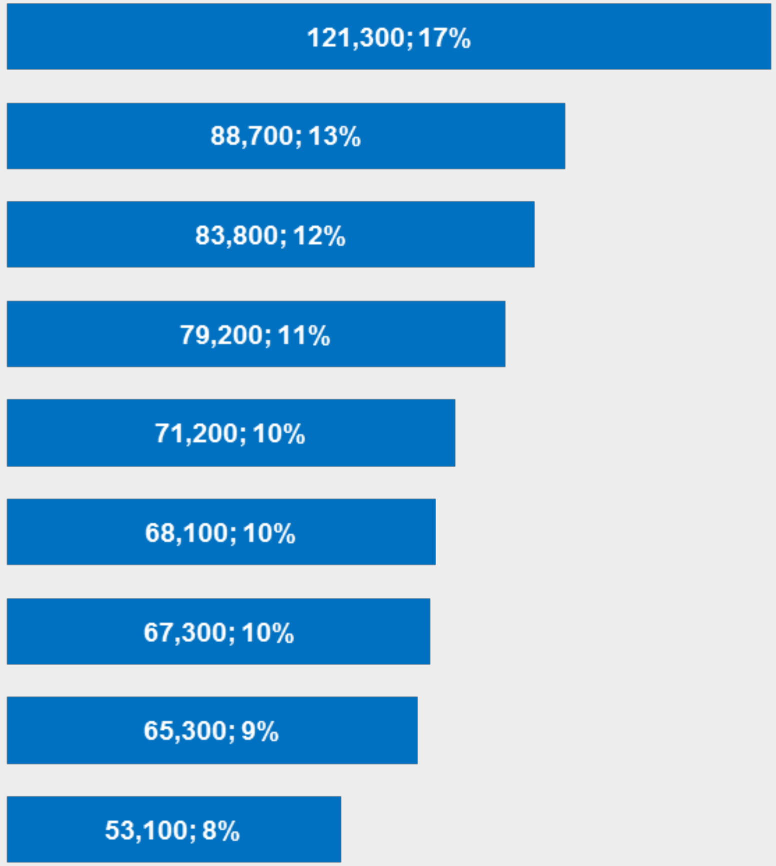
	Lancashire		North West	England minus London
White	619,700	77%	75%	77%
Ethnic Minority	55,000	57%	60%	64%
Mixed Ethnic Group	2,200	52%	62%	68%
Indians	16,300	64%	67%	74%
Pakistanis/Bangladeshis	22,400	49%	55%	55%
Black or Black British	5,300	90%	68%	74%
All Other Ethnic Groups	8,800	60%	55%	62%
16-64	**674,800**	**75%**	**73%**	**75%**

Source: Annual Population Survey, 2017/18

In 2017/18, the employment rate is highest amongst the 25-34 and 35-49 age groups, similar to in the North West and nationwide. The rates for 20-24 year olds (71%) and 25-34 year olds (87%) are higher than in the North West and nationally. It is highest amongst white and Black or Black British ethnic groups. Compared to the regional and national averages, employment rates for most ethnic minority groups are lower in Lancashire.

Occupations of Local Residents – What do people in Lancashire work as?

Number and Proportion of Residents Employed by Occupation, 2017/18



Source: Annual Population Survey 2017/18

Professional Occupations, including teachers, lawyers, doctors, nurses and other medical occupations, engineers, scientists, social workers, architects and surveyors.

Associate Professional and Technical Occupations, including engineering, building and lab technicians, IT technicians, paramedics, police, prison and fire service officers, graphic designers, accounting technicians, health and safety officers.

Administrative and Secretarial Occupations, including admin officers, finance officers, office managers, secretaries, Personal Assistants (PAs) and receptionists.

Caring, Leisure and other Service Occupations, including teaching assistants, nursery workers, care workers, hairdressers, beauticians, caretakers and housekeepers.

Elementary Occupations, including construction labourers, postal workers, cleaners, security staff, catering assistants and waiting / bar staff.

Skilled Trades Occupations, including welders, mechanics, machinists, electricians, plumbers, plasterers, chefs, cooks.

Managers, Directors and Senior Officials, including all types of managers (finance, HR, sales, production etc.) in all types of organisations.

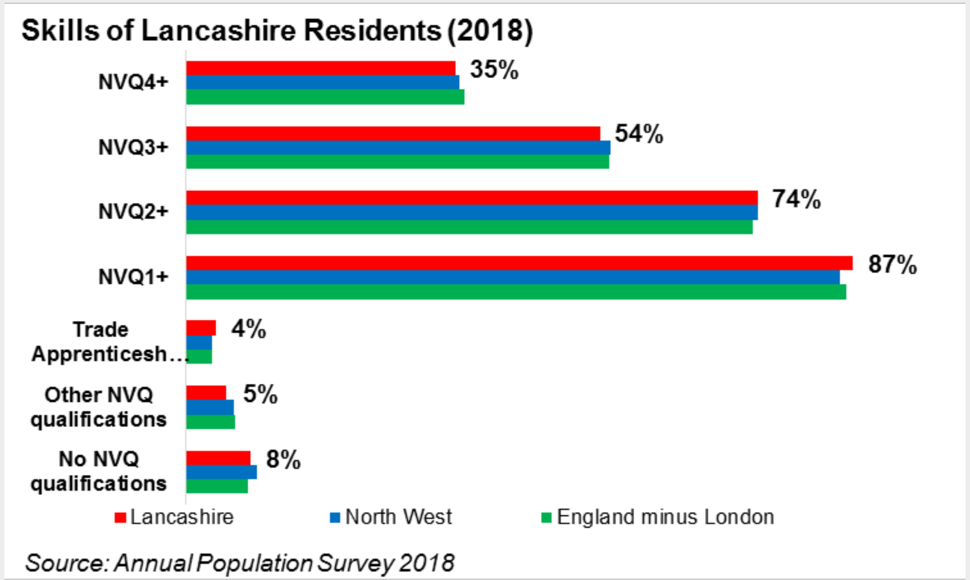
Sales and Customer Service Occupations, including sales assistants and shop workers, telesales and call centre workers and customer service managers.

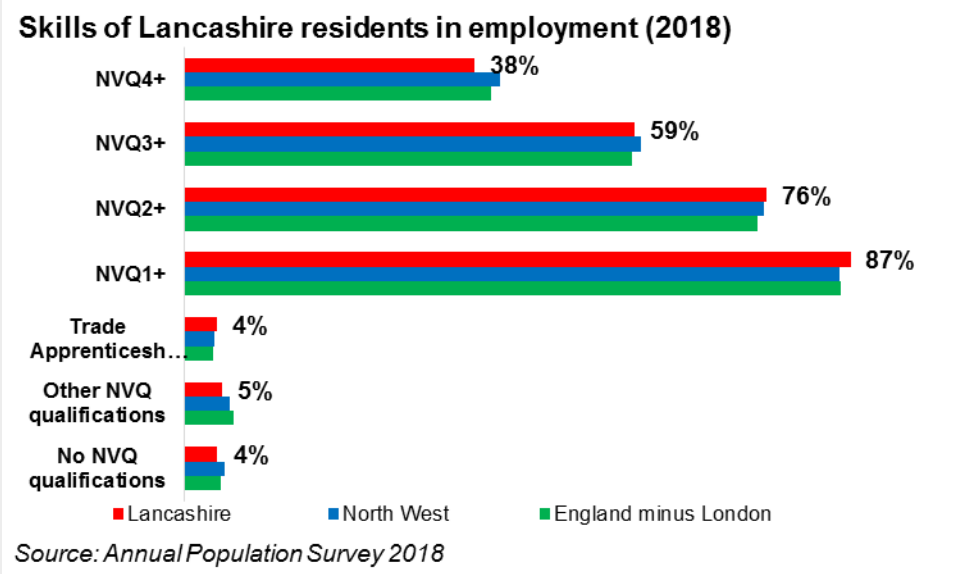
Process, Plant and Machine Operatives, including factory workers, sewing machinists, tyre fitters, scaffolders, road and rail construction workers, lorry, bus and taxi drivers, train drivers and forklift truck drivers.

Lancashire has a lower share of residents in Professional Occupations (17%) than in the North West and nationally (both 19%). This is accounted for by Lancashire having a greater share of residents in Admin and Secretarial (12%), Care, Leisure and other Service Occupations (11%) and Sales and Customer Services (9%) than the North West and nationally. There has been considerable volatility in the data since last year, Skilled Trades have moved from the third most common occupation category to the sixth, with employment falling in four TTWAs and rising in two. Employment has risen in Administrative and Secretarial Occupations.

Digital Occupations are found in all sectors. Some 21,500 people are employed in digital roles in Lancashire, two-thirds of whom work outside the digital sector.

The Skills of Local Residents – How well-qualified are people in Lancashire?





How do the skills of local residents differ by gender?	• In general, females are more highly qualified, as is the picture in the North West and nationally. • 37% of females hold qualifications at NVQ4 or above, greater than 33% for males. • Similarly, 86% of female hold qualifications at NVQ1 or above; 77% for males. • Slightly more males have no qualifications (10%) than is the case for females (9%).
…and by age?	• Lancashire residents are more qualified (at NVQ4 or above) in the 20-29 and 50-64 age groups than in the North West and nationally, but there are less highly qualified residents in the 40-49 age group. • Those aged 25-29 are most highly qualified, which is not dissimilar to the picture in the North West and nationally. • The 20-24 group has the highest rate of qualifications at NVQ2+ (81%), while 13% of those aged 16-19 do not hold any formal qualifications.

In 2018, those in employment are more qualified, on average, than the working age population. A greater share of the resident population have no qualifications (8% v 4%), while a larger share of those in work have qualifications at NVQ4 and above (38% v 35%).

Residents in Employment in Lancashire

Around 674,800 (74.8%) working age residents (aged 16-64) are in employment in 2017/18, some of whom work outside Lancashire. This is a higher employment rate than in the North West (73.4%) but is slightly below the national (75.4%) average.

Currently at its highest, the proportion of residents in employment has increased between 2007/08 and 2017/18 by 5.1 percentage points. In 2016, the gap in the employment rate between Lancashire and the national average was narrowing, reversing the trend seen between 2011 and 2014 when national recovery meant that employment growth outpaced that seen in Lancashire. However, since 2016 the gap has slightly widened again.

The employment rate varies considerably in the Lancashire TTWAs. The lowest employment rate is 68.4% in West Lancashire, the only TTWA to have a lower employment rate than ten years ago. The highest rate is 82.8% in Preston, Chorley and South Ribble, well above the national average and a 13.2 percentage point increase over the past ten years. It is also the only TTWA to have a significant increase in employment rate since 2016 (6.1 percentage points).

For Lancashire to close the gap with the national average, an additional 15,800 working age residents would need to enter employment (equivalent to a 2.3% increase).

Characteristics of those in Employment

As is the case nationally, the employment rate for men (79%) in 2017/18 is higher than the employment rate for women (71%). Similarly to 2016, the difference in the rates aligns with the difference nationally. This does however again mask differences at the TTWA level. In Burnley and Pendle the employment rate for females is the lowest at just 61%, whereas for males the rate is 82% (second to Preston, Chorley and South Ribble where the male employment rate is 85%).

The employment rate varies by age group and is highest amongst those aged 25-49, as is the case in the North West and nationally. However, the employment rate for those aged 25-34 in Lancashire is 87%, higher than the rate nationally which is 84% for this age group. There has been an increase in the employment rate of those aged over 55 in Lancashire, narrowing the gap with the national average.

The employment rate also varies by ethnicity. In Lancashire it is highest amongst White (77%) and Black/Black British (90%) ethnic groups, exceeding the employment rate for these groups in the North West. Within Lancashire there is a particularly low employment rate amongst the Pakistani and Bangladeshi group (49%), and although the same is the case in the North West and nationally, the employment rate for people with Pakistani and Bangladeshi heritage is six percentage points lower in Lancashire.

Employment Hours

Data for 2017/18 shows around one in seven working age residents (12.4%) in Lancashire are self-employed which is slightly lower than the North West and national averages. This is a lower proportion than in 2016.

Within Lancashire, however, the self-employment rate varies widely from 9.0% in Preston, Chorley and South Ribble to 17.1% in Blackpool, Fylde and Wyre[2].

There are also residents who work on a non-permanent basis, including fixed period contracts, agency temping, casual work and seasonal work. This applies to 5.4% of working age residents in Lancashire in 2017/18, compared to 4.7% nationally. While this is in line with the North West-wide average, the rate of non-permanent work varies in TTWAs, from 4.3% in West Lancashire, to 7.1% in Lancaster and Morecambe and in Preston, Chorley and South Ribble.

Sources: Annual Population Survey 2017/2018

[2] One large employer in Blackpool, Fylde and Wyre reporting all their employees as self-employed is believed to skew the TTWA figure.

Occupations

The previous report highlighted that Lancashire had a smaller proportion of residents employed in highly skilled occupations than the North West or national averages. Relatively little has changed since then, with the three most highly-skilled occupational categories accounting for 40% of jobs in 2918 (up slightly from 39% in 2017), compared to 43% in the North West and 44% nationally.

Lancashire has a lower share of residents in Professional Occupations (17%) than in the North West and nationally (both 19%). This is accounted for by Lancashire having a greater share of residents in Admin and Secretarial (12%), Care, Leisure and other Service Occupations (11%) and Sales and Customer Services (9%) than the North West and nationally.

Despite these similarities, there has been considerable volatility in the data since the previous LMI toolkit report. Skilled Trades have moved from the third most common occupation category to the sixth, with employment falling in four TTWAs and rising in two. Employment has risen in Administrative and Secretarial Occupations which has moved from the fifth to the third most common occupational category in Lancashire.

Key points to note at the local level include:

The representation of highly skilled occupations: As noted above, two fifths of residents from Lancashire are employed in highly skilled occupations (Managers, Directors and Senior Officials; Professional Occupations; and Associate Professional and Technical Occupations).

A lower proportion of Burnley and Pendle residents work in highly skilled occupations (37%) compared to Lancashire. Associate Professional & Technical Occupations are particularly underrepresented.

In the remaining occupational groups: West Lancashire has a particularly high proportion of residents (17%) working in ***Administrative and Secretarial Occupations,*** compared to Burnley and Pendle (5%).

Burnley and Pendle has a particularly high proportion of residents (13%) working in ***Skilled Trade Occupations*** when compared to Lancashire, the North West and nationally. However, the proportion in West Lancashire is particularly low (4%).

Lancashire has a higher proportion of residents working in ***Caring, Leisure and Service Occupations*** (11%), than in the North West (10%) and nationally (9%), but this varies in the TTWAs from 8% in West Lancashire to 14% in Burnley and Pendle.

Location of Employment

Over 70% of Lancashire residents live and work within their own TTWA (2018). Just over half of residents in employment work in their home local area, and 18% work within the wider TTWA. Residents who work outside the area travel to other parts of Lancashire (14%) or in the wider North West region (11%), with just 3% of residents travelling outside the North West to work.

Earnings

The median earnings of residents in Lancashire are below the regional and national averages, at approximately £26,500 in 2018 (a slight increase from £25,800 in 2017). This is equivalent to 97% of the North West average (£27,500) and 89% of the average for England (£29,900).

Within Lancashire, the median earnings of Fylde residents is greatest at £32,600 (up from £30,500 last year), while residents of Hyndburn earn the least at £22,600 (down from £23,300 in 2017).

When the median earnings of residents from each local area (i.e. resident-based earnings) are compared to the median earnings of the jobs based in each area (i.e. workplace-based earnings), the data suggests that:

- Residents from Rossendale, Chorley, Burnley and South Ribble typically travel to access higher paid employment, with workplace-based earnings lower than resident based earnings.
- There is a tendency for people to commute to Blackpool, Fylde and Preston for higher paid jobs, with resident based earnings lower than workplace-based earnings in these local areas.

Similar to the residence-based earnings, workplace-based earnings in Lancashire are equivalent to 96% of the North West and 88% of the national averages.

Whilst local data is not available, in the North West 1.7% of those in employment are earning below the minimum wage.

Housing Affordability

Median house prices in Lancashire range from £90,000 in Burnley to £217,300 in Ribble Valley, with a median house price for Lancashire of £150,300 in 2018. This is below the North West median which is £161,000.

The ratio of median house price to resident earnings in Lancashire is 5.48. House prices are very slightly more affordable than in the North West, where the ratio is 5.82, and more affordable than in England where the ratio is 8.0.

At a local level house prices are most affordable in Burnley where housing is cheapest and the median house price to earnings ratio is just 3.61. This is well below the ratio for Ribble Valley (6.78) which has the least affordable housing in Lancashire.

Between 2017 and 2018, house price to earnings ratios have increased in Blackburn with Darwen, Hyndburn, Lancaster and Wyre where earnings have either stagnated or fallen. Chorley and Ribble Valley have seen the biggest decrease in ratio, in line with the increase in median earnings in these areas.

The Skills Profile

As was the case when the last LMI Toolkit report was published, the working age population in Lancashire remains on average slightly less well-qualified than the working age population for the North West and nationally, based on the latest available data for 2018. At the higher skills levels (Level 3+ and Level 4+), Lancashire underperforms when compared to the national average, but this is only by a small proportion. There is also a slightly greater proportion of working age residents that hold no qualifications.

At the TTWA level the profile varies, with higher proportions of residents with Level 4+ qualifications in Preston, Chorley and South Ribble, Lancaster and Morecambe and West Lancashire. These areas typically exceed the national average at all levels. This is a change for West Lancashire since the last LMI toolkit report when only 25% held qualifications at Level 4 or above, this figure is now 38% (this is likely to be affected by the small sample size for the survey which provides the source data in this area, which is the smallest of the TTWAs in population terms).

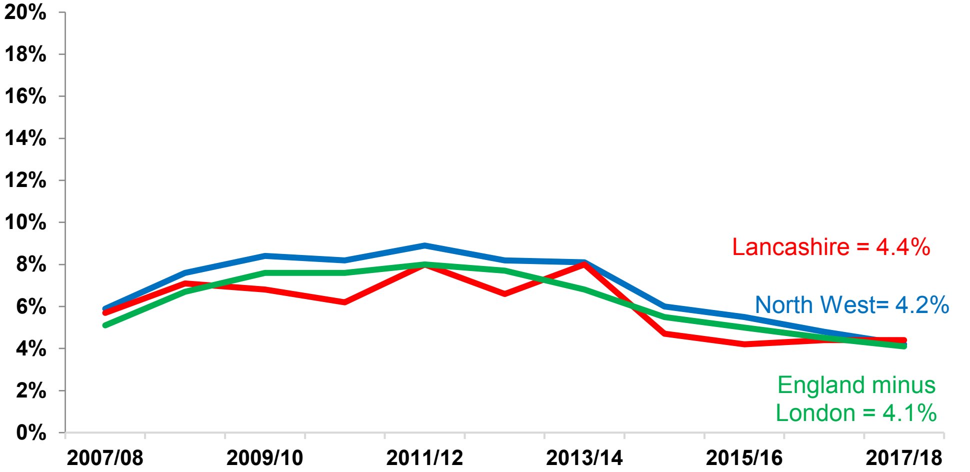
A much higher proportion of residents in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley hold no qualifications (20%) when compared to the Lancashire (9%) and national averages (10%).

Residents who are in employment are, on average, more qualified than the working age population. For example, 58% of those in employment hold qualifications at Level 3 or above compared to 55% of the working age population. The difference is greater as the skills level increases, with 38% of those in employment holding qualifications at Level 4 or above, compared to 35% of the working age population. A greater share of the resident population have no qualifications (8%) compared to those in employment (4%).

Sources: House Price Statistics for Small Areas (HPSSAs) 2018; Annual Survey of Hours and Earnings 2018; Annual Population Survey 2017-2018

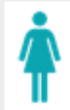
Unemployment – Who is unemployed in Lancashire?

Unemployment Rate: The Past 10 Years, 2007/08-2017/18



Source: Annual Population Survey, 2007/08 - 2017/18

Unemployment Rate by Gender, 2017/18

	Lancashire	North West	England minus London
	**4%**	**4%**	**4%**
	**5%**	**5%**	**4%**

Source: Annual Population Survey 2017/18

Between 2007/08 and 2017/18 the unemployment rate fell by 1.3 percentage points, a slower rate than in the North West (-1.7 percentage points) but a greater fall in unemployment than seen nationally (-1.0 percentage points), although over the past year, the rate has been static in Lancashire but has fallen regionally and nationally. The unemployment rate for females in Lancashire is in line with those for the North West and nationally, while the unemployment rate for males is in line with the North West but above the national rate.

Unemployment Rate by Age Band, 2017/18

	Lancashire		North West	England minus London
16-19	6,200	20%	18%	17%
20-24	7,300	10%	9%	9%
25-34	6,800	4%	4%	4%
35-49	5,600	2%	3%	3%
50-64	4,800	2%	3%	3%
16-64	**30,800**	**4%**	**4%**	**4%**

Source: Annual Population Survey 2017/18
.. data unavailable

There are 2,920 young people who are Not in Education, Employment or Training (NEET) in Lancashire equating to 9.0% of 16-17 years old, compared to 5.7% nationally.
(Department for Education NEET and participation figures, 2018/19).

Unemployment Rate by Ethnicity, 2017/18

	Lancashire		North West	England minus London
White	26,300	4%	4%	4%
Ethnic Minority	6,000	10%	8%	7%
Mixed Ethnic Group	..	..	9%	6%
Indians	600	4%	5%	5%
Pakistanis/Bangladeshis	4,500	17%	12%	10%
Black or Black British	..	..	6%	8%
All Other Ethnic Groups	..	4%	6%	6%
16-64	**30,800**	**4%**	**4%**	**4%**

Source: Annual Population Survey 2017/18
.. data unavailable

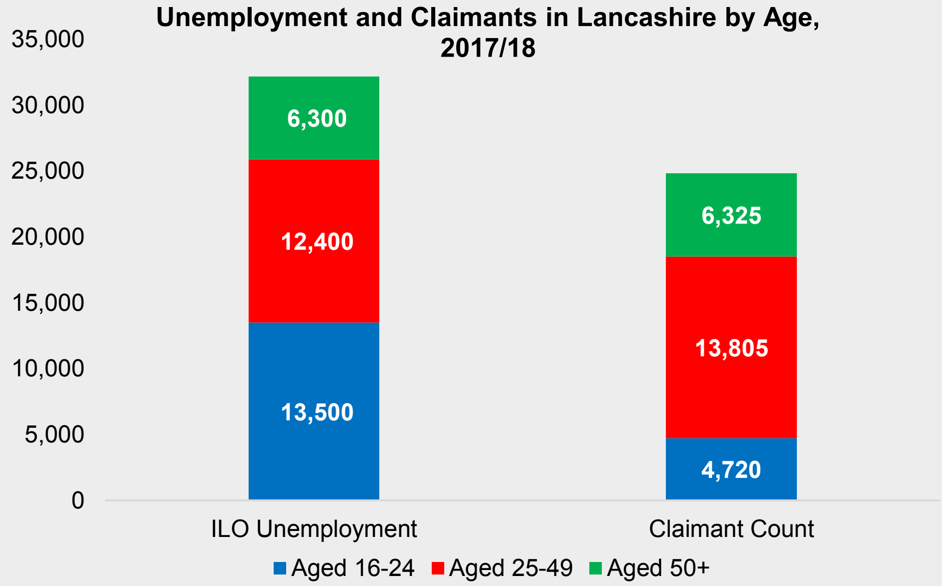
Between 2016/17 and 2017/18, unemployment has risen for young people in Lancashire but fallen for those aged 35+. The 16-19 age group has the highest unemployment rate, similar to the picture in the North West and nationwide. In terms of ethnicity, the unemployment rate is higher in the ethnic minority and Pakistani / Bangladeshi groups, than in the North West and nationally.

'Unemployment' refers to people who are actively seeking and available for work. There are two core measures:

International Labour Organisation (ILO) unemployment – which is measured using an internationally agreed definition and is typically higher than the number of people claiming benefits.

The Claimant Count – which measures the number of people who are receiving benefits principally because they are unemployed, and includes both those who remain on Jobseeker's Allowance (JSA) and those who are claiming the unemployment-related elements of Universal Credit. Not everyone who is unemployed is eligible to claim unemployment-related benefits.

This page compares the number of unemployed in people in Lancashire, with the number who are claiming unemployment-related benefits.



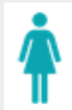
Source:Annual Population Survey, July 2017 – June 2018; Claimant Count, November 2018

Claimant Count Unemployment, 2018			
Residents	**Lancashire**	**North West**	**England minus London**
Claimant Count (no.)	**24,855**	**131,330**	**641,455**
Claimant Count (% of working age population)	**2.7%**	**2.9%**	**2.2%**
Claimants as % of those Unemployed	**81%**	**90%**	**69%**

Source: Annual Population Survey, 2017/18, Claimant Count, November 2018

Young unemployed people (aged 16-24) are less likely to receive unemployment benefits than older age groups in 2017/18, as is the case nationally. Similar to the North West and national position, males are more likely than females to be unemployed and to be claimants in Lancashire.

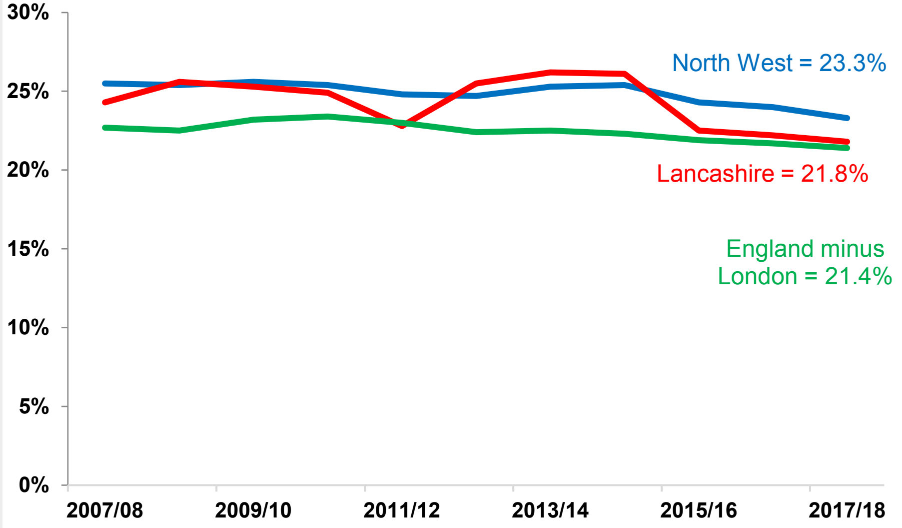
Unemployment and Claimant Count by Gender, 2017/18

Lancashire	Unemployment	Claimant Count	Claimants as a % of Unemployed
	**12,300**	**10,135**	**82%**
	**18,600**	**14,720**	**79%**

Source: Annual Population Survey, 2017/18, Claimant Count, November 2018

Economic Inactivity – Who is economically inactive in Lancashire?

Inactivity Rate: The Past 10 Years, 2007/08 - 2017/18



Source: Annual Population Survey, 2007/08 - 2017/18

Top 3 Reasons for Inactivity, 2017/18

1.Studying (25%)

2. Long-term sick (25%)

3. Looking after family and home (22%)

The top three reasons for economic inactivity in 2017/18, and the share of those inactive for these reasons in Lancashire, is broadly the same as in the North West and nationally. However, Lancashire has a higher proportion inactive due to retirement, 17% compared 14% regionally and nationally.

Inactivity Rate by Age Band, 2017/18				
	Lancashire		North West	England minus London
16-19	37,600	55%	57%	54%
20-24	20,600	23%	26%	26%
25-34	17,200	10%	14%	13%
35-49	34,500	13%	14%	13%
50-64	86,400	30%	30%	26%
65+	257,100	91%	91%	90%
16-64	**196,300**	**22%**	**23%**	**21%**
Source: Annual Population Survey 2017/18				

Aside from the 65 and over group, inactivity rates in 2017/18 are highest in the 16-19 age group, although still below the North West rate. Inactivity rates are highest in Pakistani / Bangladeshi group, greater than in the North West and nationally.

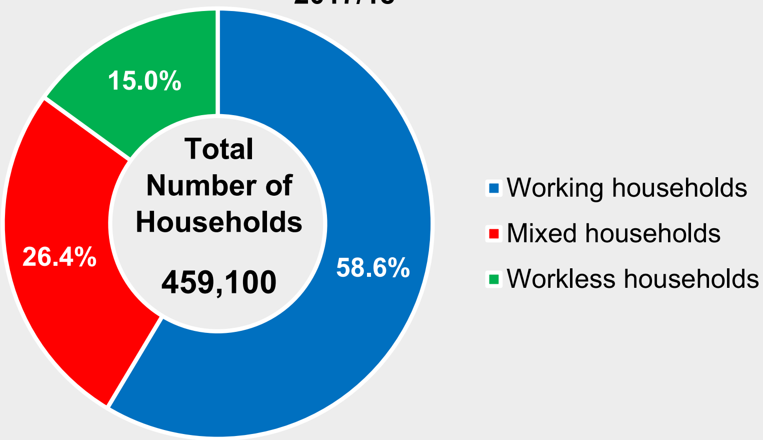
Inactivity Rate by Ethnicity, 2017/18				
	Lancashire		North West	England minus London
White	161,300	20%	22%	20%
Ethnic Minority	35,000	37%	35%	31%
Mixed Ethnic Group	*1,600*	*37%*	*32%*	*28%*
Indians	*8,400*	*33%*	*30%*	*22%*
Pakistanis/Bangladeshis	*18,900*	*41%*	*38%*	*39%*
Black or Black British	*600*	*10%*	*27%*	*27%*
All Other Ethnic Groups	*5,500*	*38%*	*42%*	*34%*
16-64	**196,300**	**22%**	**23%**	**21%**
Inactivity Rate by Gender, 2017/18				
Female	119,500	26%	28%	26%
Male	76,900	17%	19%	17%
Source: Annual Population Survey 2017/18				

Deprivation and Household Economic Inactivity – How many workless households are in Lancashire?

Composition of Households, 2017/18

Workless households, which includes students, are more common in Lancashire (15.0% of households) compared to the national average (14.2%) but less common than in the North West (16.3%). Conversely, the number of working households is in line with the national average (58.6%) and slightly higher than in the North West (57.2%). There is virtually the same share of mixed households – which contain both working and workless members – in Lancashire (26.4%) and in the North West (26.5%), while nationally there is a slightly higher share (27.3%).

The Composition of Households in Lancashire, 2017/18



Source: Annual Population Survey household dataset, July 2017 - June 2018

Index of Multiple Deprivation (IMD) by Lower Super Output Area (LSOA)*, 2019	Lancashire	North West
No. LSOA's in 10% most deprived	186	967
% of LSOA's in 10% most deprived	19.8%	21.5%

Source: Index of Multiple Deprivation, 2019
** lower super output areas are small geographies for data collection and reporting purposes that typically contain a population of approximately 1,500 people.*

Overview of Workless Households, 2017/18

Households where no (16+) member is working **15.0%**

Households where all (16+) members are inactive **12.4%**

0.9% **of households are workless with a mix of unemployment and inactivity**

Households where all (16+) members are unemployed **1.6%**

26,700 **children live in workless households**

Source: Annual Population Survey household dataset, July 2017 – June 2018

The number of children living in workless households has fallen significantly in 2017/18, from 18.3% of children in Lancashire in 2013, to 9.2% in 2018, and is now below the national and regional level.

In Lancashire, 20% of LSOAs are in the top 10% most deprived in 2019, up from 17% in 2015. There is considerable variation in the LEP area. In Burnley and Pendle, 35.0% of LSOAs are amongst the most deprived, compared to 8.2% in West Lancashire. At the local authority level, Blackpool is the most deprived area in the country.

Unemployment in Lancashire

Based on the International Labour Organisation (ILO) definition of unemployment*, there are 30,800 people unemployed in Lancashire, equal to 4.4% of economically active residents. This is marginally higher than the regional and national figures (4.2% and 4.1% respectively).

Unemployment has fluctuated over the past 10 years (2007/08 – 2017/18), from a high of 8% in 2011/12 and 2013/14 to a low of 4.1% in 2015/16, although it has remained consistent over the past two years around at 4.4%, suggesting a more stable position than seen in previous years. Unemployment in Lancashire's TTWAs varies, with the lowest rate in Preston, Chorley and South Ribble (3.2%), while Burnley and Pendle has the highest rate (6.2%).

Characteristics of those who are Unemployed

Although unemployment has remained fairly low and stable over the past few years, there are certain groups who are more likely to be affected by unemployment. There is a marginal difference in the unemployment rate for men (5%) and women (4%) in Lancashire. This is in line with the regional position although nationally, the unemployment 'gap' between men and women has closed.

Young people (aged 16-19) are more likely to be unemployed, with 20% of young people in Lancashire not in work but actively seeking work, above the North West (18%) and national (17%) average. Those aged 20-24 also experience higher than average unemployment at 10%, higher than the regional and national rates (both 9%).

In terms of ethnicity, where data is available, unemployment amongst Pakistani / Bangladeshi and ethnic minority groups is above average. This is in line with national trends, although the position is more pronounced in Lancashire. For example, the unemployment rate for Pakistani / Bangladeshi groups in Lancashire is 17%, compared to 12% in the North West and 10% nationally.

The Claimant Count

The Claimant Count measures the number of people who are receiving benefits principally because they are unemployed, and includes both those who remain on Jobseeker's Allowance (JSA) and those who are claiming the unemployment-related elements of Universal Credit.

There are 24,855 claimants in Lancashire in 2018, 2.7% of the working age population, just below the North West average (2.9%) and above the national average (2.2%). Claimant levels are lowest in Preston, Chorley and South Ribble (2.0%) and highest in Burnley and Pendle (3.6%), as with the unemployment figures.

Not all of those who are unemployed receive or claim benefits, reasons for this are likely to vary significantly between individuals, and may include having other sources of financial support at home; belief that unemployment is to be short term; finding the benefits system too complex or punitive; or the social stigma attached to claiming benefits. Similarly the share of those unemployed claiming unemployment related benefits varies between different geographies. In Lancashire the claimant count makes up 81% of those unemployed in 2017/18, below the North West average (90%) but above the England minus London average (69%). In the different TTWAs this variance also exists with the lowest proportion of unemployed residents receiving benefits in West Lancashire (66%), below the national average, while in Blackburn, Hyndburn, Rossendale and Ribble Valley (94%) and Lancaster and Morecambe (94%) have a much higher share, above the regional and national average.

Young unemployed people, aged 16-24 in 2018, are less likely to receive or claim benefits as is the case nationally, with just 35% of 16-24 year old unemployed people claiming benefits in Lancashire, lower than the regional average (45%) and in line with the national average (35%).

Sources: Annual Population Survey 2017/18; Claimant Count, November 2018
** refers to people who are actively seeking and available for work and is a wider definition than those claiming benefits.*

Economic Inactivity in Lancashire

In Lancashire 196,300 people, 21.8% of the working age population, are economically inactive (2017/18), meaning they are not in work and have not sought work within the last four weeks. This is below the North West rate (23.3%) although remains slightly higher than the national rate (21.4%), although the gap has closed over the recent years. Economic inactivity is at the lowest level recorded between 2015 and 2018, and since 2013/14 it has consistently fallen each year, by almost 41,000 people for this period, helping to increase the size of the labour pool available to Lancashire's employers and offsetting the impact of the decline in the working age population. In the different geographies, levels of inactivity vary. As with unemployment levels, Preston, Chorley and South Ribble have the lowest level of inactivity (14.6%) in Lancashire, well below the national level, while West Lancashire has the highest (27.9%) followed by Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley (25.4%), both of which exceed the national average.

Reasons for Economic Inactivity

Consistent with the North West and national picture, the three main reasons for inactivity in Lancashire in 2017/18 are studying (25%), long-term sickness (25%) and looking after family and home (22%). The next largest reason for being inactive is due to being retired (17%), which represents a larger share of those inactive than seen in the North West (14%) and nationally (14%).

Characteristics of those who are Inactive

A higher proportion of working age females (26%) are inactive compared to males (17%), in line with the national position. At the local level, the disparity in economic inactivity between men and women is most pronounced in Burnley and Pendle, 15% and 32.6% respectively for men and women. In Preston, South Ribble and Chorley, where economic inactivity is lowest, the disparity between genders is less prominent.

In terms of age, aside from those who are of retirement age (over 65s), young people aged 16-19 are the most likely to be economically inactive in Lancashire (55%), a lower rate than seen in the North West (57%) but a higher level than seen in the country (54%). Economic inactivity also varies significantly by ethnicity. In line with national figures, economic inactivity is highest amongst Pakistani / Bangladeshi (41%), mixed ethnic (37%) and ethnic minority (37%) groups, and the levels of inactivity in these groups are higher in Lancashire than the regional and national averages.

Economic Activity by Household

Data for 2017/18 shows there are 296,200 working households in Lancashire, 59% of the total number of households up from 53% in 2013. This is marginally above the regional proportion (57%) but in line with the national rate (59%).

The share of workless households in Lancashire has fallen significantly from 21% in 2013 to 15% in 2018, below the North West level (16%) but above the national share (14%). Mixed households, which includes both working and workless members, account for just over a quarter of households (26%) marginally below the regional (27%) and national (27%) proportion.

Economic activity by household varies significantly within Lancashire. In 2017/18, working households are most prevalent in Preston, Chorley and South Ribble accounting for 68%, while in West Lancashire working households account for just 46% of households. Likewise, workless households are most prevalent in West Lancashire (22%) and least prevalent in Preston, South Ribble and Chorley (10%). TTWA statistics do, however, hide local authority variations with Blackpool recording 25% of households as workless.

There are 26,700 children living in workless houses in Lancashire in 2017/18, a level which has fallen significantly since the last Toolkit was produced and almost halved since 2013. The number of children in workless households has fallen in all TTWA's in Lancashire except West Lancashire. The largest fall was achieved in Blackpool, Fylde and Wyre where there was a decline of over 7,000.

Sources: Annual Population Survey 2017/18; Household Based Annual Population Survey 2017/18; Index of Multiple Deprivation 2019

Deprivation

The Index of Multiple Deprivation (IMD) is the most commonly used measure of deprivation. IMD covers the following seven domains: income; employment; health deprivation and disability; education skills and training; barriers to housing and services; living environment; and crime.

IMD data for 2019 shows that In Lancashire 20% of neighbourhoods, or Lower Layer Super Output Areas (LSOAs – see page 22 for definition), are in the top 10% most deprived in the country in 2019, up from 17% in 2015. The most deprived TTWA is Burnley and Pendle with 35% of LSOA's in the top 10% most deprived respectively. While the least deprived TTWAs are West Lancashire and Preston, South Ribble and Chorley, with 8% and 10% of LSOA's in the top 10% most deprived respectively.

Source: Index of Multiple Deprivation, 2019

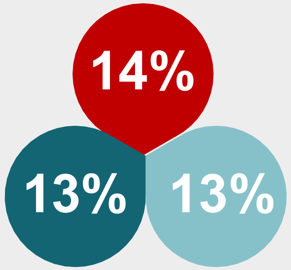
Employment by Sector in Lancashire – What sectors do people work in?

Total Employment (2018)

660,000 JOBS

19% of all jobs in the North West

Three Largest Employment Sectors (2018)



Health and Social Care
Finance and Professional Services
Retail including Motor Trades

Jobs in the Largest Sectors* (2018)

94,000 JOBS
1. Health and Social Care

88,000 JOBS
2. Finance and Professional Services

84,000 JOBS
3. Retail (including Motor Trades)

80,000 JOBS
4. Advanced Manufacturing

59,000 JOBS
5. Logistics

58,000 JOBS
6. Education

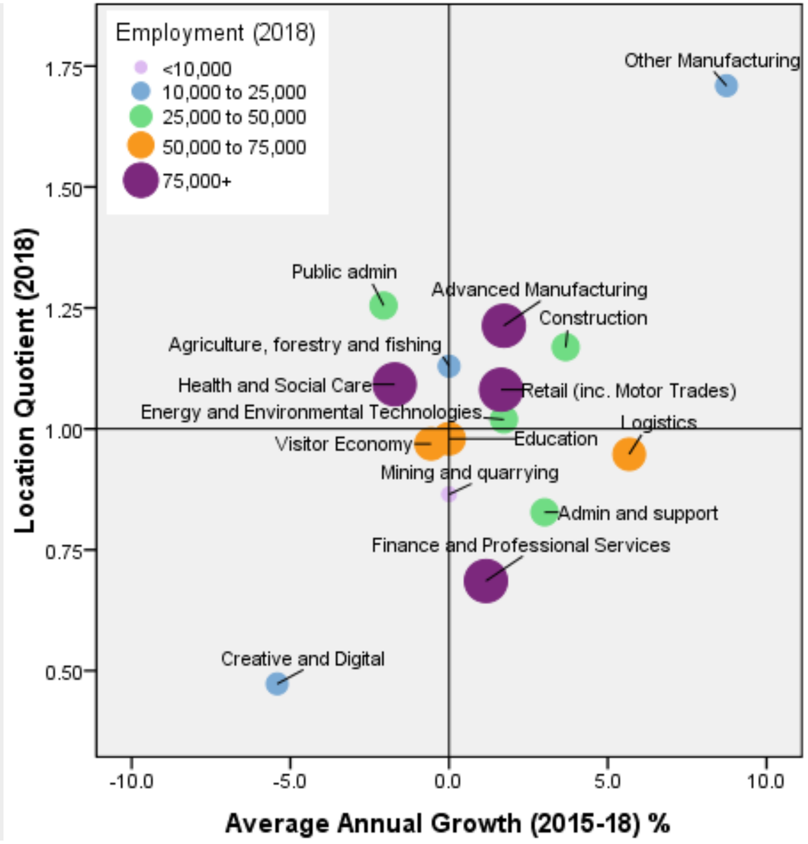
58,000 JOBS
7. Visitor Economy

47,000 JOBS
8. Administration and Support

Employment Growth and Specialisation (2015-2018)

Top left: Sectors that have seen employment fall since 2015, and are more highly represented in the local area than the national average.

Top right: Sectors that have seen employment growth since 2015 and are more highly represented in the local area than the national average.



Bottom left: Sectors that have seen employment fall since 2015 and are less highly concentrated in the local area than the national average.

Bottom right: Sectors that have seen employment growth since 2015 and are less highly concentrated in the local area than the national average.

The Business Base in Lancashire

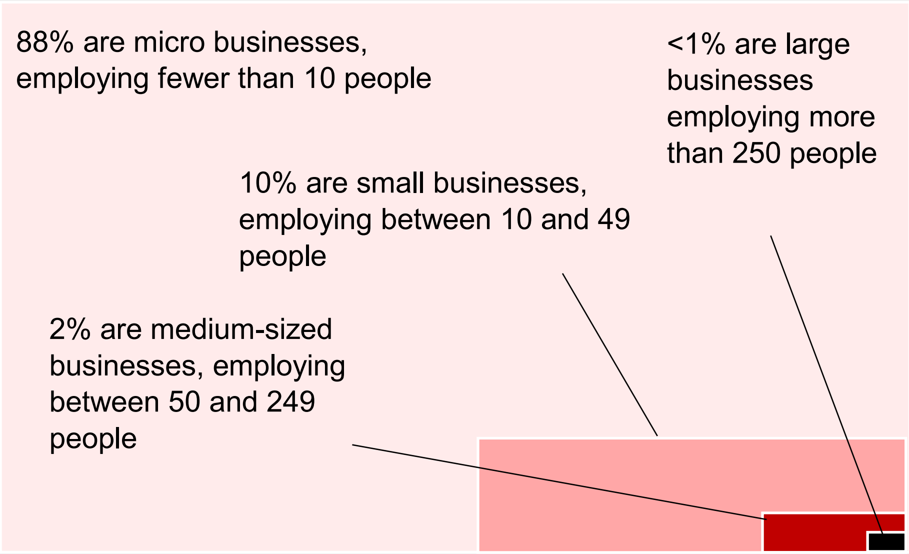
There are 53,095 different businesses in Lancashire in 2019, across a range of employers:

Private Employers

The Public Sector

Charities and Voluntary Organisations

Businesses by Employment Size Band, 2019



Source: UK Business Counts 2019

In 2019, the split by size of businesses is similar to regional and national averages. Micro businesses account for a slightly smaller proportion of the business base than nationally (89%). Fewer than 1% of employers, around 195, in Lancashire are classed as large employers, employing over 250 people.

Lancashire Business Counts by Sector 2019

Source: UK Business Counts 2019

In 2017, the number of business deaths was higher than business births, resulting in a net rate of business creation of -1%.

Location of Employment – Where do people work in Lancashire?

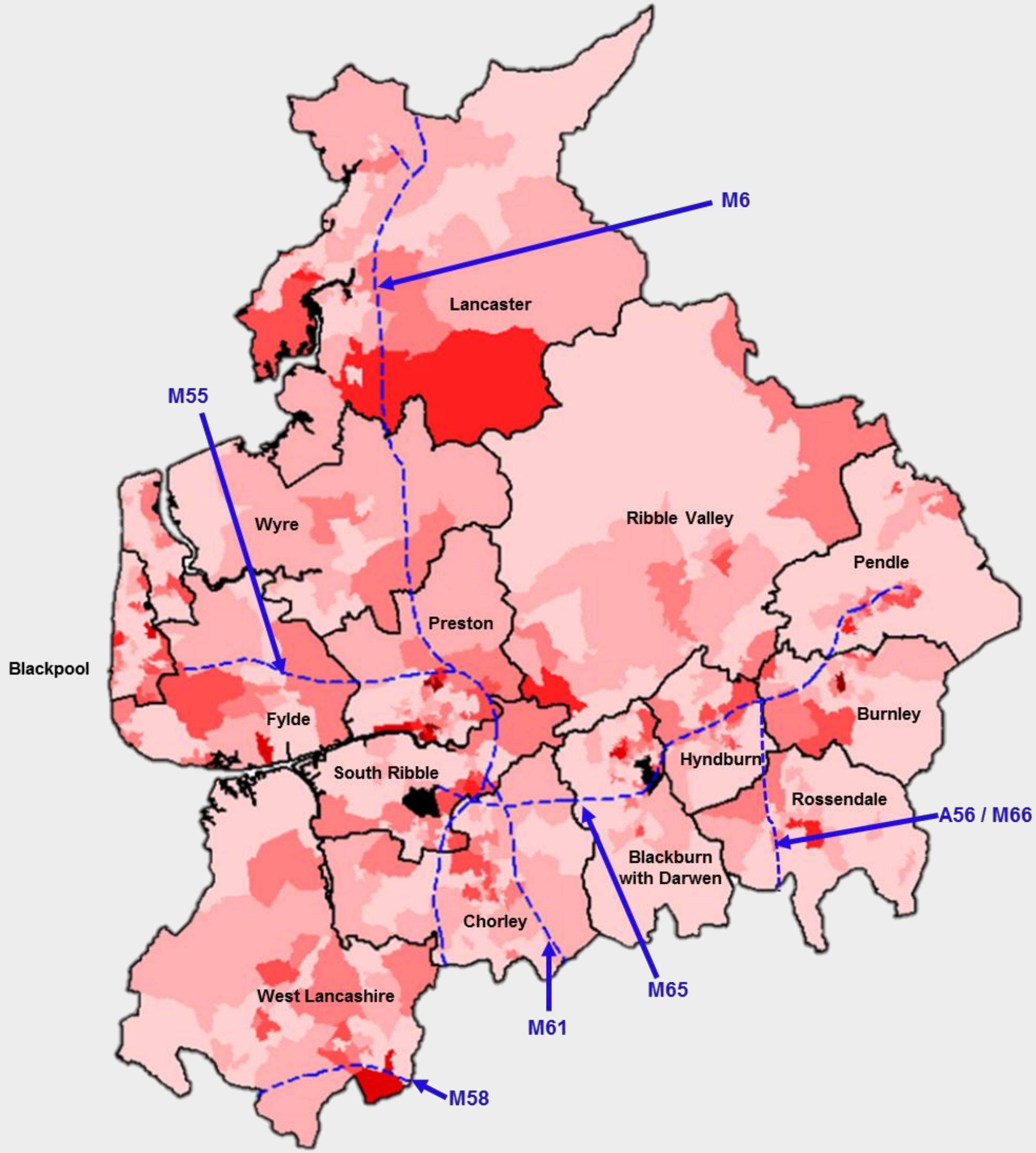
This map shows where employment is concentrated in Lancashire in 2018. Darker regions correspond to higher numbers of jobs.

This map highlights the key employment sites and locations, including motorways which run through the LEP (blue dotted lines) – in each Travel to Work Area report an equivalent map also highlights each area's key employers.

Employment continues to be concentrated within the 'arc of prosperity' identified in the Strategic Economic Plan: along the coast, through the central area and along Lancashire's strategic transport corridors.

The Enterprise Zone sites at Samlesbury and Warton, Blackpool Airport and Hillhouse International on the Wyre coast are important sites for future employment growth, along with Lancashire's many business parks and urban centres.

As the map shows, employment is found in all parts of the LEP area, including the more rural locations, where the Visitor Economy and heritage assets have an important employment role to play.



The ***UK Employer Skills Survey*** provides a comprehensive source of information on employer skills needs. For both the 2015 and 2017 editions approximately 1,900 businesses in Lancashire were surveyed. The sample size means that data is only available at Lancashire level rather than by TTWA. (Change since 2015 shown in brackets)

Skills Gaps within the current workforce

16% (-1 percentage point 2015 to 2017)
of employers in Lancashire report **skills gaps**, a greater proportion than the North West's 15% and 14% nationally.

The top ten reasons reported by employers for employee skills gaps (2017):

1. They are new to the role 65% (-1 percentage point).
2. Their training is currently only partially completed 61% (-8 percentage points).
3. Staff lack motivation 30% (+6 percentage points).
4. They have not received the appropriate training 28% (no change).
5. Unable to recruit staff with the required skills 28% (+11 percentage points).
6. They have been on training but their performance has not improved sufficiently 27% (+5 percentage points).
7. Problems retaining staff 21% (+15 percentage points).
8. The introduction of new working practices 19% (-2 percentage points).
9. The development of new products and services 16% (+3 percentage points).
10. The introduction of new technology 16% (+2 percentage points).

Skills Shortages – a lack of suitably skilled people when trying to recruit new workers

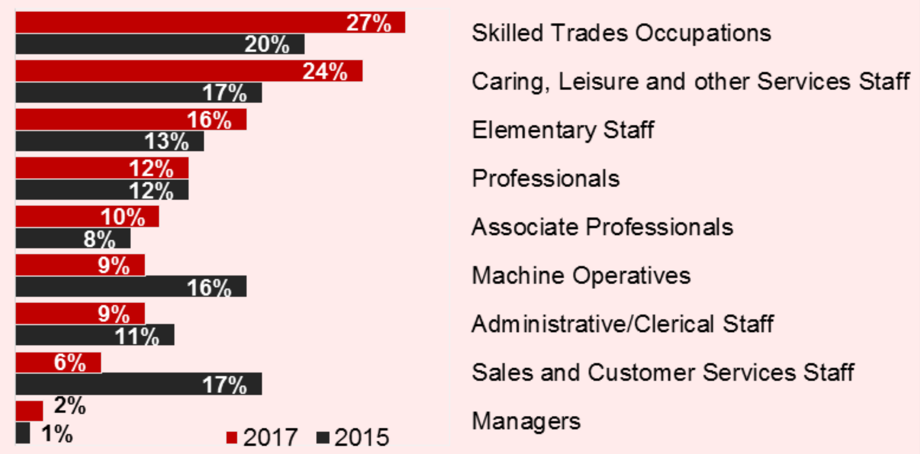
20% (+3 percentage points 2015 to 2017)
of employers reported **at least one vacancy**, in line with the North West and national average

In both 2015 and 2017, Lancashire employers reported a higher proportion of hard to fill vacancies than the North West and national averages in:

Administrative and Clerical Occupations; Caring, Leisure and other Services Staff; and **Machine Operatives.** In 2017 this was also the case for **Skilled Trades** and **Elementary Roles.**

They also reported above regional and national average skills shortages in both years in **Skilled Trades**, and in 2017 for **Caring, Leisure and other Services; Machine Operatives** and **Elementary Roles.**

In 2017, **8% of** Lancashire employers said they had **hard to fill vacancies**, compared to 8% in England. **Hard to Fill Vacancies** in Lancashire, by occupation:



Source: Employer Skills Survey

In 2017, **5%** of Lancashire employers said they had vacancies due to **skills shortages,** compared to 6% nationally. **Skills shortage vacancies** in Lancashire by occupation:

Source: Employer Skills Survey

Future training needs within the current workforce

Skills most needing development in the workforce according to employers (% of those anticipating the need for new skills in the next 12 months) – Top ten (2017):

1. Adapting to new equipment 48%
2. Role specific skills or knowledge 48%
3. Organisation specific knowledge of goods and services 46%
4. Complex problem solving 35%
5. Knowledge of the organisation 35%
6. Basic IT and computer skills 34%
7. Advanced IT skills 29%
8. Writing reports etc. 29%
9. Comprehension of guidelines and reports 27%
10. Complex numerical and statistical skills 19%

Skills surpluses

In 2017,
45%

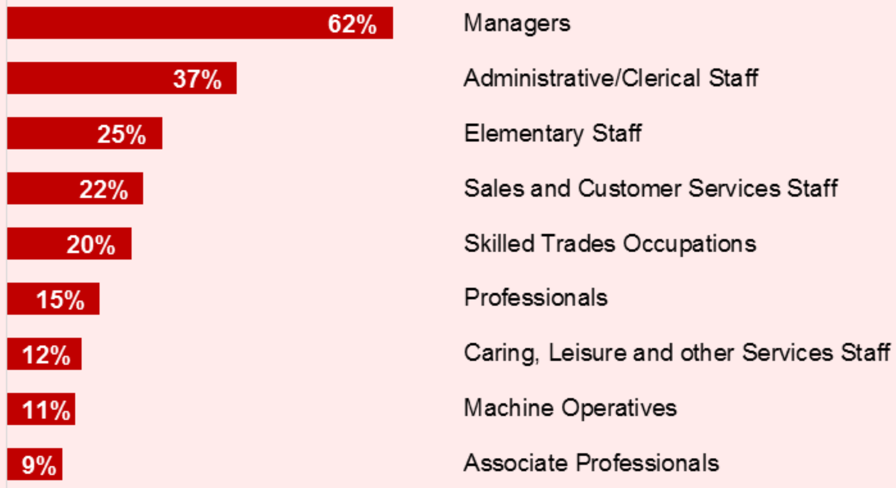
of employers in Lancashire report having staff who are **over-qualified in their current role**, the same as in the North West and above the national average (42%).

In 2017,
37%

of employers in Lancashire report having **staff who are under-utilised (over-qualified and with more advanced skills) in their current role,** above the North West (36%) and national averages (34%).

Training provided to staff–

Occupations provided training in the last twelve months (% employers providing training in last 12 months, 2017)



Source: Employer Skills Survey 2017

3.6 days
is the **average training in a year provided per member of staff** in Lancashire employers providing training, compared to 3.8 regionally and 4.0 nationally (2017).

68%
of employers in Lancashire **report funding or arranging training for staff in the past 12 months**, the same proportion in the North West and slightly above the national figure of 66% (2017).

Employment Numbers and Trends

In 2018, the 660,000 jobs in Lancashire account for 19.2% of the total in the North West, a proportion that has fallen slightly since the previous Toolkit report was produced. This is despite an increase of 14,000 jobs in Lancashire since 2015, and reflects strong regional employment growth. More precisely, there has been a 2.2% increase in employment in Lancashire compared to 5.1% in the North West between 2015 and 2018. The employment growth in Lancashire since 2015 is more in line with the England minus London average (3.4%), but still comparably underperforms. Over the past year, employment growth in Lancashire has marginally exceeded national levels, growing by 0.9%, 0.2 of a percentage point more than in England minus London.

Just over half the jobs in Lancashire are within two TTWAs. Preston, Chorley and South Ribble is the largest in employment terms, with 186,000 jobs (28% of the Lancashire total) and there are 153,000 jobs in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley (23% of the Lancashire total). Blackpool, Fylde and Wyre is the other of the TTWAs where over 100,000 people are employed, with 137,000 jobs (21% of the Lancashire total). Burnley and Pendle has experienced the greatest proportionate increase in employment since 2015 gaining around 4,000 additional jobs (6% increase), whilst Lancaster and Morecambe has been the only TTWA that has not seen job growth. In the past year there has been a sharp increase in employment in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley (+7,000 jobs), whereas Lancaster and Morecambe has 1,000 fewer (the only TTWA where employment has fallen).

Sectoral Employment[1]

Four sectors – Health and Social Care, Finance and Professional Services, Retail (including Motor Trades) and Advanced Manufacturing – account for at least 80,000 jobs each in Lancashire in 2018. ***Health and Social Care*** is the largest employment sector in Lancashire employing 94,000 people (14.2% of total employment), a larger proportion than typical for England minus London (13.0%). Although the ***Finance and Professional Services*** sector employs 88,000 people in Lancashire it is poorly represented relative to national levels, comprising 13.3% of employment compared with 19.4% in England minus London.

- ***Retail (including Motor Trades)*** is the third largest sector in Lancashire, with 13% of all workers employed in the sector, amounting to 84,000 jobs. Its share of employment is greater than is the case nationally (12%).
- ***Advanced Manufacturing*** is well represented in Lancashire employing 80,000 people, building on the area's historical strengths. This employment represents 12% of employment compared to 10% in the North West and England minus London. A further 18,000 are employed in other Manufacturing sectors that are not included in Lancashire's Advanced Manufacturing definition.
- ***Logistics*** is an increasingly important employer for Lancashire (59,000 jobs) and the region, with employment growing by 18% in Lancashire and 19% in the North West since 2015, far greater than the national average (8%). As a result of this recent growth, the sector now employs the same share of workers in Lancashire as is the case nationally (both 9%).
- ***Education*** employs 48,000 people in Lancashire, an equivalent share to in England minus London (9%) and slightly above the regional average (8%).
- ***The Visitor Economy*** also employs some 48,000 people in Lancashire, approximately the same share (9%) of total employment as regionally and nationally, however this share varies significantly between local authorities with a much greater concentration of employment in areas such as Blackpool.

Sources: Business Register and Employment Survey, 2015- 2018

[1] The analysis of employment by sector in the 2019 Toolkit report uses Lancashire's priority sector definitions. These are different to the definitions used in the 2018 Toolkit report. The data matrix contains time series data for both definitions

Sectoral Trends

Between 2015[2] and 2018 employment in five of Lancashire's priority sectors increased:

- Logistics: +9,000 (+18%).
- Construction: +4,000 (+11%).
- Advanced Manufacturing: +4,000 (+5%).
- Finance and Professional Services: +3,000 (+4%).
- Energy and Environmental Technologies +2,000 (+5%)

Of these sectors, only Logistics and Construction have grown at a faster rate than the national average. In other sectors, the number of people employed in other ("non-advanced") Manufacturing in Lancashire has increased by almost 30% with an additional 4,000 roles added between 2015 and 2018. The Administration and Support services sector also grew by 4,000 jobs, equivalent to a 9% increase for the sector.

Over the same period, employment in the remaining three priority sectors has decreased:

- Health and Social Care: -5,000 (-5%).
- Creative and Digital: -2,000 (-15%).
- Visitor Economy: -1,000 (-2%).

The reduction in Creative and Digital sector employment is in large part due to a decline in Computer Consultancy activities (-1,000 jobs). Public Administration is the other sector where the number of jobs has fallen in Lancashire, with 2,000 fewer jobs than in 2015, a 6% fall.

Travel to Work Area Sectoral Employment

Two TTWAs - **Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley** and **Burnley and Pendle** - have particular specialisms in Advanced Manufacturing. In these two areas, 18,000 and 14,000 people are employed in the sector respectively (13% and 19% of all employment respectively) in 2018.

The sectoral employment composition of **Preston, Chorley and South Ribble** is close to that of Lancashire, although there is a particular concentration of Construction employment (10%, compared to 6% in Lancashire). The TTWA has the most Finance and Professional Services roles, which provide 16% of jobs compared with 13% in Lancashire. However, the area has fewer Advanced Manufacturing jobs, which account for 8% of employment, in comparison to 12% in Lancashire.

Owing to geography and history, there is a concentration of jobs in the Visitor Economy in **Blackpool, Fylde and Wyre**. The sector employs around 19,000 people in the area, or 14% of all employment, significantly higher than the sector's 9% share of total employment in Lancashire.

In terms of priority sectors, **Lancaster and Morecambe** has a slight employment specialism in the Health and Social Care, Visitor Economy and Finance and Professional Services sectors. Education is particularly prominent providing 16% of employment in contrast to 9% in Lancashire.

Both the Logistics and Advanced Manufacturing sectors employ a greater proportion of people in **West Lancashire** than in Lancashire and nationally.

Employer Skill Requirements

The UK Employer Skills Survey 2017 provides a comprehensive source of information on employer skills needs. Data is available for Lancashire based on responses from 1,900 businesses.

The data from the survey covers both the current workforce (skills gaps, training provided) and experience of recruitment (vacancies, hard to fill and skills shortage vacancies, recruitment methods) and asks employers about the skills they will need in future.

Sources: Business Register and Employment Survey 2015-2018; Employer Skills Survey, 2017; UK Commission for Employment and Skills 2015

[2] The 2015-2018 period is used to provide longer-term trend data as consistent data is available for these years

Skills Gaps

Considering the current workforce, 16% of Lancashire employers said that at least some of their workers had skills gaps (i.e. they were not fully proficient in their current role). This is a slight fall from 17% in 2015, but remains higher than the regional (15%) and national averages (14%).

The main reasons for skills gaps within the workforce reported by Lancashire employers in the 2017 survey are:

- They are new to the role (65% of employers).
- Employee training is currently only partially complete (reported by 61%).
- Staff lack motivation (30%).
- They have not received the appropriate training (28%).
- Unable to recruit staff with the required skills (28%).
- They have been on training but their performance has not improved sufficiently (27%).

Employers in Lancashire were much more likely to cite problems retaining skilled staff as a cause of skills gaps (20%) than those in the North West (14%) or nationally (13%).

Over-Qualification

In addition to skills gaps, employers also identified staff within their workforce who were over-qualified for their current role, or under-utilised within the role (i.e. both over-qualified and have skills which are more advanced than are needed in their role). Forty-five percent of Lancashire employers said they had at least one employee who was over-qualified for their role, the same as the regional proportion and higher than the number saying the same nationally (42%).

Thirty-seven per cent said they had under-utilised staff, slightly higher than the regional (36%) and national shares (34%).

Employer-Provided Training

Sixty-eight per cent of employers in Lancashire said they provide training to their staff, with 54% providing on-the-job training and 49% providing off-the-job training. On average, Lancashire employers provided 3.6 days of training per trainee, compared to 3.8 days per trainee on average in the North West and 4.0 days nationally.

The most commonly provided types of training are job specific training (85% of employers), health and safety / first aid training (73%) and induction training when staff first start in their role (67%). Lancashire employers are less likely than the regional and national average to provide training in new technology (44% of employers, compare to 49% regionally and 47% nationally).

Different occupations benefit from different levels of training. Managers and Directors are the occupational group most likely to receive training - with 62% of Lancashire employers providing training to this group. Associate Professionals are the group least likely to be trained (9% of employers said they train this group). Employers in Lancashire are more likely to say they train workers in Elementary jobs (25% of employers) than is the case regionally (21%) or nationally (18%).

Two main barriers were identified by Lancashire employers which prevent them from offering more training to staff - being unable to spare the time for staff to go on training (53%) and the expense / cost of training (47%). Very few employers identified a lack of provision (2%) or a lack of good quality provision (3%) as barriers to providing training.

Skills in need of development, identified by Lancashire employers, including adapting to new equipment, role-specific skills and organisation-specific knowledge. Over one-third of Lancashire employers said basic IT and computer skills would need development, slightly higher than the national level (34% compared to 31%) and 29% said advanced IT skills would be required (compared to 30% nationally).

Recruitment and Recruitment Difficulties

One in five Lancashire employers surveyed said that they had at least one vacancy in 2017, the same proportion as regionally and nationally, but up from 17% in 2015. Eight per cent said that at least one vacancy was hard to fill, with 5% saying that they had a skill shortage vacancy, i.e. a vacancy which is hard to fill due to skills shortages amongst potential applicants. The most commonly used recruitment methods were via social media or the company's website. Employers in Lancashire are much more likely to use a government recruitment service or scheme than is the case nationally (29% compared to 22%).

Lancashire employers most commonly reported hard to fill vacancies in Skilled Trades (27%), and Caring, Leisure and other Services (24%) and Elementary Occupations (16%). All of these occupations accounted for a higher proportion of hard to fill vacancies in 2017 than in 2015. Skills shortage vacancies were also most common in these occupations, with one-third linked to Skilled Trades Occupations. Employers in the Transport and Storage and Construction sectors were most likely to report skill shortage vacancies. The skills most difficult to obtain from applicants were specialist skills and knowledge (stated by 24% of employers) and the ability to manage their own time (13% of employers).

Sources: UK Commission for Employment and Skills 2015; Employer Skills Survey, 2017

Employment Forecasts 2018-2028 – Which Sectors will employ people in Lancashire in the Future?

Forecast 10-Year Employment Change, 2018-2028				
	Lancashire		North West	UK
2018-2028	18,500	2.6%	4.3%	5.2%

Top 5 Sectors requiring employees due to sector growth (expansion demand)

- **Administrative and Support Services** *(+600 new jobs each year)*
- **Construction** *(+420 new jobs each year)*
- **Professional, Scientific and Technical Activities** *(+420 new jobs each year)*
- **Wholesale and Retail Trade** *(+350 new jobs each year)*
- **Information and Communication** *(+150 new jobs each year)*

Top 5 Sectors requiring employees to fill jobs to replace people leaving or changing jobs (replacement demand)

- **Wholesale and Retail Trade** *(11,900 jobs each year)*
- **Health and Social Work** *(8,730 jobs each year)*
- **Accommodation and Food Services** *(7,700 jobs each year)*
- **Administrative and Support Service Activities** *(6,590 jobs each year)*
- **Manufacturing** *(6,370 jobs each Year)*

Total Employment Requirement In all Sectors 2018-2028
To meet sector growth and replace people leaving or changing jobs

Sector	Part of Priority Sector?	Average Annual Requirement	Total Requirement
Wholesale and Retail Trade		12,250	134,760
Human Health and Social Work Activities	*Health and Social Care*	8,860	97,470
Accommodation and Food Service Activities	*Visitor Economy*	7,830	86,130
Administrative and Support Service Activities	*Finance and Professional Services*	7,200	79,160
Manufacturing	*Advanced Manufacturing Creative and Digital Energy and Environmental Tech*	5,340	58,700
Education		4,980	54,740
Professional, Scientific and Technical Activities	*Finance and Professional Services*	4,100	45,110
Construction	*Construction Energy and Environmental Tech*	3,860	42,420
Arts, Entertainment and Recreation	*Creative and Digital Visitor Economy*	3,260	35,810
Information and Communication	*Creative and Digital*	2,850	31,400
Transportation and Storage	*Visitor Economy*	2,760	30,320
Public Administration and Defence		2,240	24,640
Other Service Activities		2,140	23,530
Real Estate Activities	*Finance and Professional Services*	780	8,580
Agriculture, Forestry and Fishing		730	8,040
Financial and Insurance Activities	*Finance and Professional Services*	670	7,330
Water Supply; Sewerage etc.	*- Energy and Environmental Tech*	420	4,660
Electricity, Gas, Steam and Air Conditioning Supply	*- Energy and Environmental Tech*	180	1,950
Mining and Quarrying	*- Energy and Environmental Tech*	<50	180

Sources: Oxford Economics, 2018

Employment Forecasts 2018-2028 – Future occupations in Lancashire

Forecast 10-Year Employment Change, 2018-2028				
	Lancashire		North West	UK
2018-2028	18,500	2.6%	4.3%	5.2%

Top 5 Occupations requiring employees due to sector growth (expansion demand)

- **Caring, Leisure and other Service Occupations** *(+225 jobs each year.)*
- **Professional Occupations** *(+180 jobs each year).*
- **Managers, Directors and Senior Officials** *(+180 jobs each year).*
- **Elementary Occupations** *(+140 jobs each year).*
- **Sales and Customer Service Occupations** *(+120 jobs each year).*

Top 5 Occupations requiring employees to fill jobs to replace people leaving or changing jobs (replacement demand)

- **Professional Occupations** *(11,390 jobs each year).*
- **Caring, Leisure and other Service Occupations** *(10,050 jobs each year).*
- **Elementary Occupations** *(9,550 jobs each year).*
- **Managers, Directors and Senior Officials** *(8,190 jobs each year).*
- **Administrative and Secretarial Occupations (***7,570 jobs each year).*

Total Employment Requirement In all Occupations 2018-2028
To meet occupational growth and replace people leaving or changing jobs

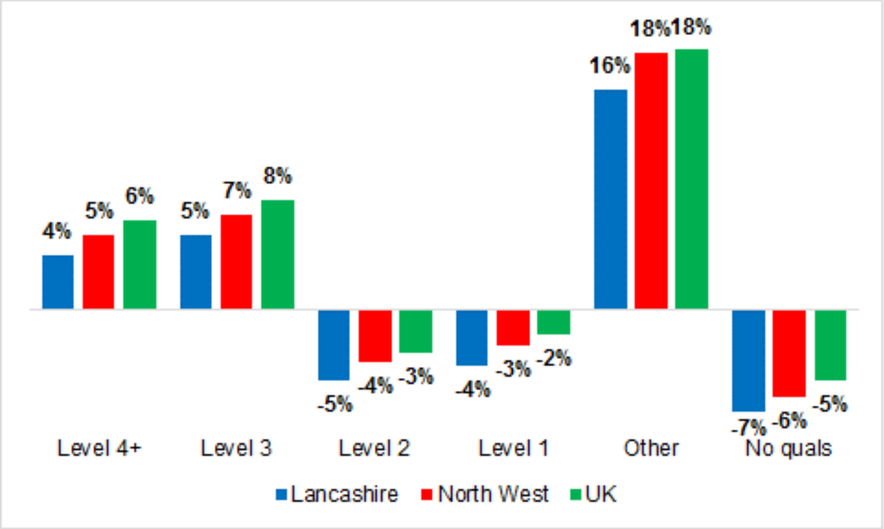
Occupation*	Average Annual Requirement	Total Requirement
Professional Occupations	11,570	127,310
Caring, Leisure and other Service Occupations	10,280	113,070
Elementary Occupations	9,690	106,540
Managers, Directors and Senior Officials	8,360	91,960
Administrative and Secretarial Occupations	7,470	82,120
Associate Professional & Tech Occupations	7,250	79,780
Sales and Customer Service Occupations	6,500	71,470
Skilled Trades Occupations	5,060	55,680
Process, Plant and Machine Operatives	4,270	47,000

Sources: Oxford Economics, 2018
** details of the occupational categories can be found at https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_hierarchy_view.html*

Skills Forecasts 2018-2028 – How will skills needs change in Lancashire?

Forecast 10-Year Employment Change by Highest Qualification Level, 2018-2028			
Qualification Level	**2018**	**2028**	**Change**
Level 4+	220,261	228,623	+8,362
Level 3	127,086	133,759	+6,673
Level 2	111,915	106,256	-5,659
Level 1	92,128	88,458	-3,670
Other*	63,962	73,894	+9,932
No Qualifications	69,356	64,290	-5,066

Forecast 10-Year Employment Change by Highest Qualification Level, 2018-2028



In line with forecast trends in the region and country, the typical qualifications held by people employed in Lancashire are expected to shift upwards. The Lancashire economy is anticipated to employ over 15,000 more people with Level 3 or higher by 2028, whilst the total employment of people with qualifications lower than Level 2 is set fall over the next ten years.

At a Lancashire level, there is forecast to be a particular rise in Level 3 and 4 qualified workers in Administrative and Secretarial Occupations, and Caring, Leisure and other Service Occupations.

There will be a growing demand for other qualifications* (including apprenticeships) in Skilled Trade Occupations and Sales and Customer Service Occupations.

Source: Oxford Economics, 2018

** This category includes Apprenticeships and Other vocational/Work-related Qualifications, Qualifications gained outside the UK*

Employment Forecasts – Total Employment

Between 2018 and 2028, over 18,500 new jobs will be created in Lancashire, representing a 2.6% increase in total employment. This lags behind the growth forecast for the North West (4.3%) and the national average (5.2%). Over the same period, the working age population is expected to fall by 21,700.

Job Opportunities

There will be a wide range of job opportunities available between 2018 and 2028, with recruitment in all sectors and occupations, including in each of Lancashire's priority sectors and in sectors which have recently experienced employment decline in recent years, such as Manufacturing, Accommodation and Food and Arts, Entertainment and Recreation. This will include recruitment for new jobs created through sector growth (expansion demand) and jobs that become available as people leave or change jobs (replacement demand).

Typically in all sectors and occupations, replacement demand will be much greater than expansion demand, meaning that people are more likely to enter existing rather than newly created jobs. The high levels of replacement demand reflect factors such as the ageing population with many current workers due to leave the workforce to retire.

Job Opportunities by Sector

Wholesale and Retail Trade and ***Human Health and Social Work*** will provide the highest number of opportunities in Lancashire – requiring over 134,000 and 97,000 people respectively to fill jobs between 2018 and 2028. On average, this will equate to 12,300 and 8,900 people being recruited to these sectors each year.

This is followed by ***Accommodation and Food Services***, where there is a total requirement for over 86,000 people between 2018 and 2028 – or approximately 7,800 people per annum on average, and ***Administrative and Support Services***, which will have opportunities for over 79,000 people (or 7,200 per annum).

Other sectors offering opportunities for over 320,000 people between 2018 and 2028 include:

- Manufacturing (5,300 per annum).
- Education (5,000 per annum).
- Professional, Scientific and Technical Services (4,100 per annum).
- Construction (3,900 per annum).
- Arts, Entertainment and Recreation (3,300 per annum).
- Information and Communication (2,900 per annum).
- Transport and Storage (2,800 per annum).
- Public Administration (2,200 per annum).

Job Opportunities by Occupation

In the sectors, a range of occupations will be available. There will be opportunities for at least 45,000 people within each occupational group (equivalent to at least 4,300 or annum) between 2018 and 2028. Requirements will be highest for ***Professional Occupations***, with opportunities for over 127,000 people (11,600 per annum), followed by ***Caring, Leisure and other Service Occupations*** with opportunities for over 113,000 people (10,300 per annum) and ***Elementary Occupations*** for over 106,000 people (9,700 per annum). There will also be opportunities for over 106,000 people in; ***Manager, Director and Senior Official***; ***Administrative and Secretarial***; and ***Associate Professional and Technical Roles***. Job opportunities will therefore be concentrated at high and low skills levels, with fewer opportunities for those holding mid-level qualifications.

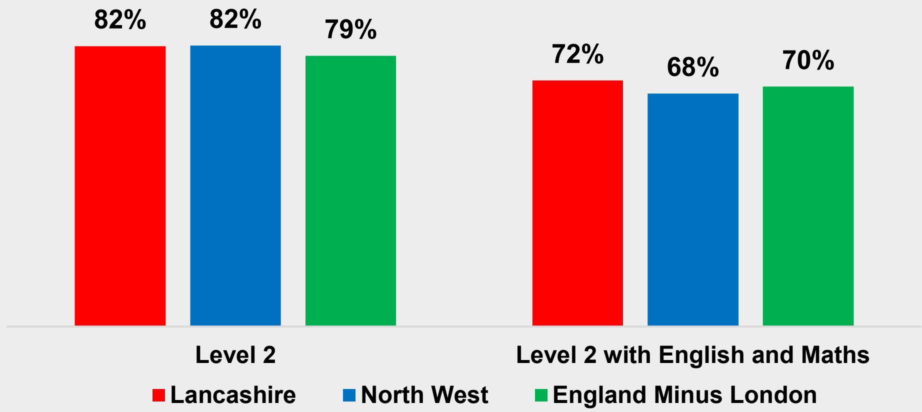
Skills Requirements

In line with trends forecast for the North West and nationally, demand for higher level skills is expected to increase, as reflected by an upwards shift in the skills profile of the workforce. By 2028, a higher number of people employed in the Lancashire economy will hold qualifications at Level 3 and above, while the number in employment with qualifications at Level 2 or below or no qualifications will fall. The number of people in employment with other qualifications, such as apprenticeships, is also expected to increase. This trend typically applies in all occupations.

Age Group	Performance Measure	What is happening in Lancashire? (2017/18)	National comparison
Key Stage 1 (KS1) ***5-7 years***	% of pupils who meet the required standard of 'phonic decoding': using knowledge of phonics to accurately read words.	Year 1 – **84%-86%** meet the standard. Year 2 – **91%** meet the standard.	Year 1: 81% Year 2: 91%
Key Stage 2 (KS2) ***8-11 years***	% of pupils who meet the required standards in reading, writing and mathematics.	**63%** (**+10 percentage points since 2016**) of pupils in Lancashire meet the standard, ranging from 56% in Burnley and Pendle, to 67% in Blackpool, Fylde and Wyre.	North West: 64% England excluding London: 64%
Key Stage 4 (KS4) ***14-16 years*** ***(Recent changes to the GCSE system mean there are three separate performance measures)***	***Average Attainment 8 score***: A measure of attainment – a pupil's average score in a set of eight subjects including English and maths.	**45.8** (**-3.5 since 2015/16**)**,** ranging from 41.9 in Burnley and Pendle to 49.3 in West Lancashire. By local authority, this ranges from 39.8 in Blackpool to 53.6 in Ribble Valley.	North West: 45.7 England excluding London: 43.7
	Average Progress 8 score: A measure of relative progress - the comparison of pupils' Attainment 8 score with the average Attainment 8 score of all pupils nationally who had a similar KS2 results (0.0 = the national average).	**-0.12** (**-0.01 since 2015/16**) Ranges from -0.42 in Blackpool, Fylde & Wyre to -0.09 in Preston, Chorley and South Ribble. By local authority, these range from -0.60 in Blackpool to 0.22 in Ribble Valley.	North West: -0.16 England excluding London: -0.06
	% achieving English Baccalaureate: grade 5 or above in English and maths GCSE, plus C or above in science, a language and history or geography.	**13%** (**-8 percentage points since 2015/16**) achieve the EBacc, ranging from 9% in Blackpool, Fylde and Wyre to 18% in Preston Chorley and South Ribble.	North West: 15% England excluding London: 14%
Destinations at age 16	Percentage of pupils in overall sustained education and / or employment / training destination.	**95%** (**+1 percentage points since 2014/15**) in Lancashire.	North West: 95% England excluding London: 95%

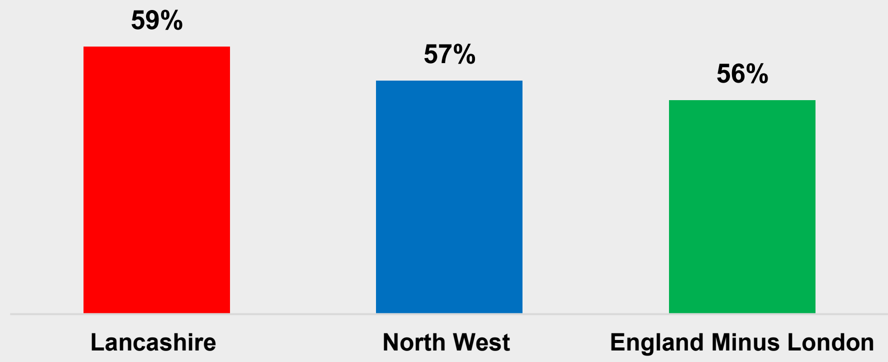
Sources: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18; Percentages of overall pupil destinations after completing key stage 4 / key stage 5 2014/15 - 2016/17 destinations for the 2013/14 cohort

Level 2 attainment by age 19 (2017/18)



Source: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18

Level 3 attainment by age 19 (2017/18)



Source: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18

KS5 Destinations 2016/17

Attainment levels for 19 year olds are slightly above the national average in Lancashire in 2017/18 for both Level 2 and 3, although four out of ten have not achieved Level 3 (equivalent to A-Levels) by this age. The destinations of 19 year olds are very similar to the national average, with a lower proportion of students going onto higher education (44% compared to 50%), which has fallen by seven percentage points since 2015/16.

Level 2 attainment for Free School Meal (FSM) eligible students in Lancashire was 33%, some two percentage points higher than the national (minus London) average but one percentage point behind the regional average. The picture is similar at Level 3, where FSM student attainment in Lancashire (33%) is above the national average (31%) and equal to the regional average.

83% (-7 percentage points since 2015/16*)
of students in Lancashire enter sustained education or employment after KS5

61% (-7 percentage points)
enter sustained education

22% (+2 percentage points)
enter sustained employment

44% (-10 percentage points)
Higher education institutions

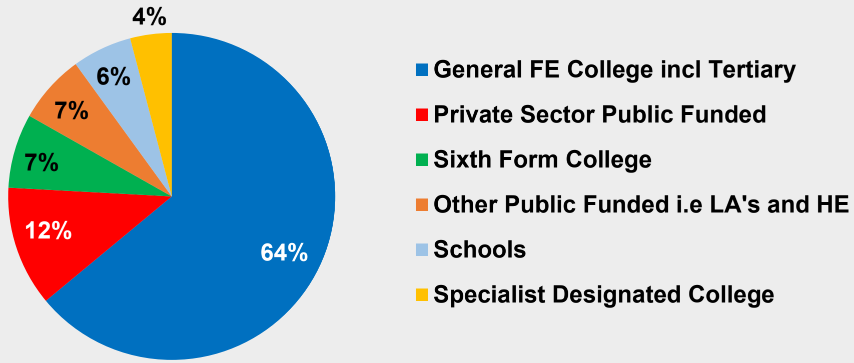
15% (+4 percentage points)
Further education institutions

1%
other

Of which: 9% (+1 percentage point)
Apprenticeships

Providers in Lancashire accounted for 87,390 students participating^ in Further Education in 2018/19.

Share of Further Education (FE) provision (% of Participants) in Lancashire by Provider Type, 2018/19



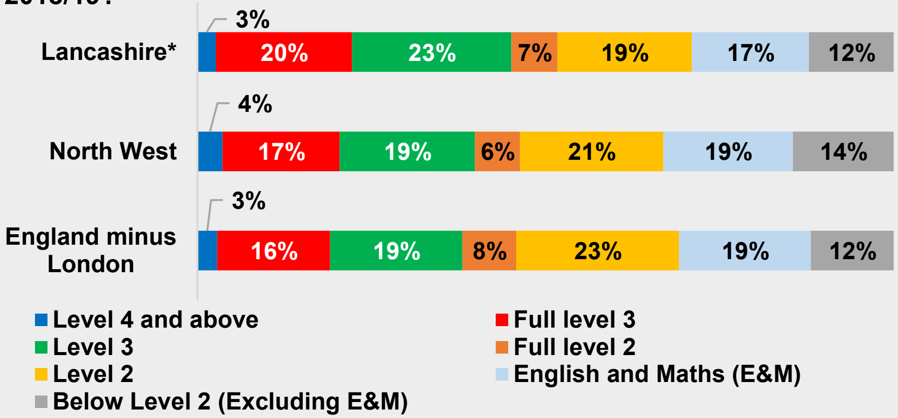
Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019 (Key Stage 5 Years 12 - 14)
** figures exclude West Lancashire College, which reports as part of Newcastle College Group*

Based on the latest 2018/19 data, General FE Colleges account for just under two-thirds (64%) of FE students at providers based in Lancashire, equal to just over 55,900 students. This proportion is higher than both regional (52%) and national levels (51%). Participation levels in Private Sector Public Funded institutions (at 12% the next most common form of provider), is equal to just less than 10,400 students, although the proportion is below regional (22%) and national levels (24%).

Where data is available, the age profile of students studying at Lancashire based FE providers is younger than the regional and national profiles[1]. Just under two-fifths (39%) of students were under the age of 19, higher than regional and national levels (both 31%). Ethnic minority groups (accounting for 18% of participants) are under-represented relative to regional levels (21%) but consistent with the national profile (18%).

Providers based in Lancashire cater for a higher proportion of students studying Full Level 3 (20%) and Level 3 (23%) compared to the North West (17% and 19%) and the national profile (16% and 19%)[1]. In contrast, there is a lower proportion studying below Level 2 (12%) compared to the North West (14%) but consistent with national levels.

What level are FE students studying with providers in Lancashire, 2018/19?[1]



Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19
** figures exclude West Lancashire College, which reports as part of Newcastle College Group*
Figures may not sum due to rounding.

FE Learner Characteristics by Provider Location, 2018/19[1]

	Lancashire*	North West	England minus London
Age			
Under 19	39%	31%	31%
19-24	14%	17%	17%
25+	47%	51%	51%
Gender			
Female	54%	52%	55%
Male	46%	48%	45%
Ethnicity			
Black, Asian or Minority	18%	21%	18%
White	82%	79%	82%

Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19
** Lancashire figures exclude West Lancashire College, which reports as part of Newcastle College Group*
Figures may not sum due to rounding.

Sources: Department for Education FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019
^ All figures on this page relate to participation – a count of the number of people starting, continuing and achieving in FE in that year.
[1] Due to data limitations, the analysis of the level of provision and learner characteristics relates to FE provision that is ESFA-funded and captured in Individualised Learner Record returns only. This excludes an element of school sixth form provision which accounts for 5,150 learners.

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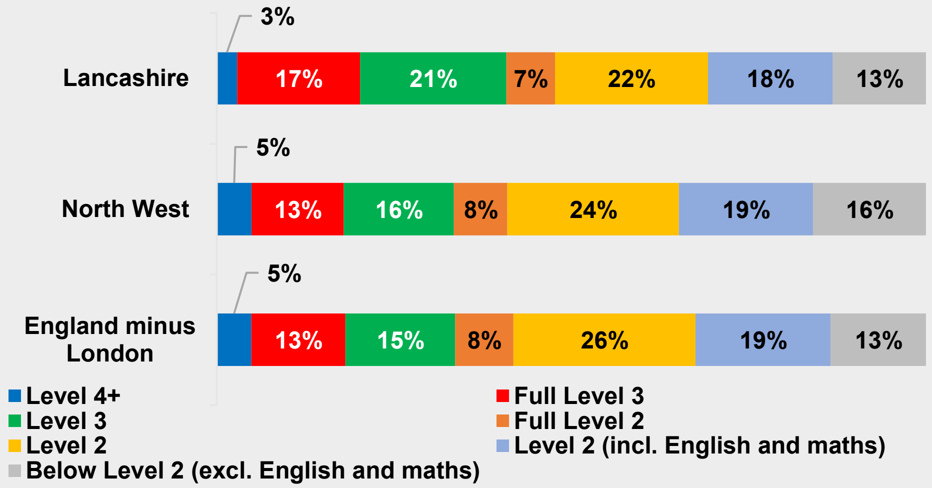
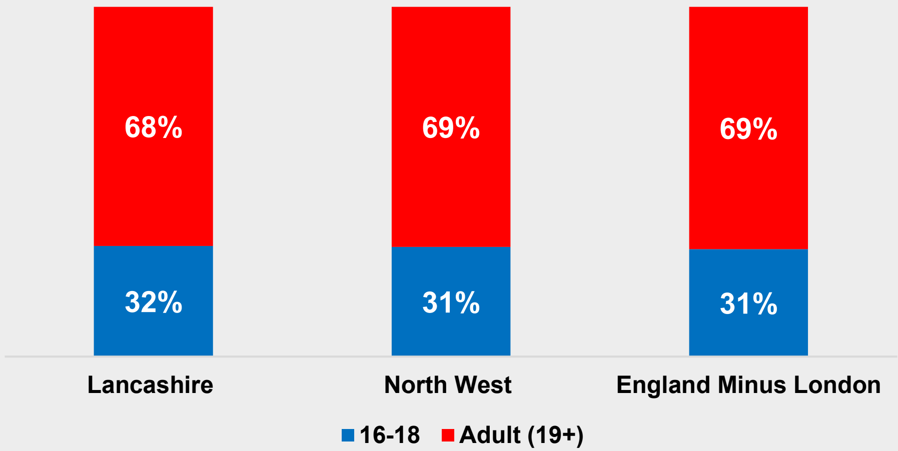
In 2018/19, there were a total of 100,060 Lancashire residents participating^ in Further Education (FE)

Level of study by FE learners living in Lancashire, 2018/19



Source: Department for Education: Further Education and Skills Geography 2014/15 to 2018/19. Figures represent the learner aims by level due to students being able to study mutliple level courses. Figures also do not include aims where there is no level assigned. Figures may not sum due to rounding.

Age profile of FE learners living in Lancashire, 2018/19



Source: Department for Education: Further Education and Skills Geography 2014/15 to 2018/19. Figures represent the learner aims by level due to students being able to study mutliple level courses. Figures also do not include aims where there is no level assigned.

In 2018/19, there were over 100,000 Lancashire residents participating in Further Education (FE), equal to 23% of learners in the North West.

In Lancashire, the proportion of learner aims that are at a Level 4 (3%) are lower than regional and national levels (both 5%). However, there is a larger proportion of learner aims that are at Level 3 (21%) and Full Level 3 (17%) compared to regional (16% and 13% respectively) and national levels (15% and 13% respectively). The proportion of learner aims below Level 2 (13%) is lower than the regional profile (16%) but consistent with the national profile.

Just less than one-third of Lancashire residents participating in FE are aged between 16 and 18, slightly higher than both regional and national, excluding London, profiles (both 31%).

Sources: Department for Education: Further education and skills geography tool: 2014/15 to 2018/19
^ All figures on this page relate to participation – a count of the number of people starting, continuing and achieving in FE in that year

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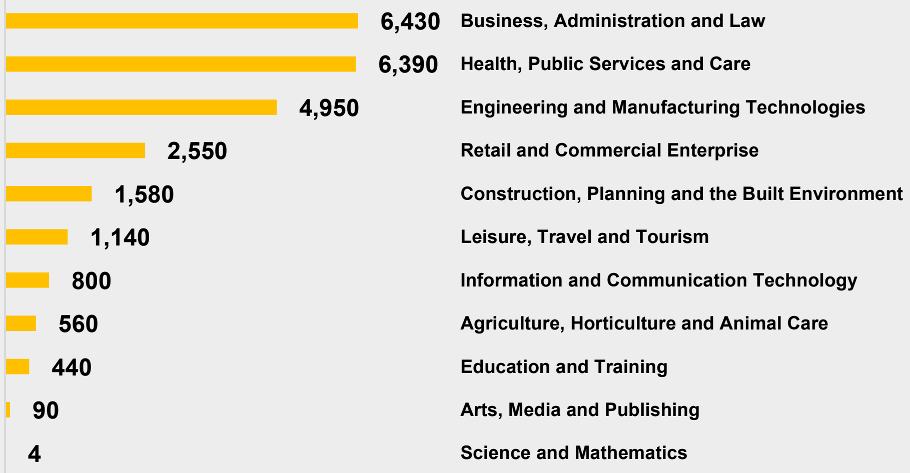
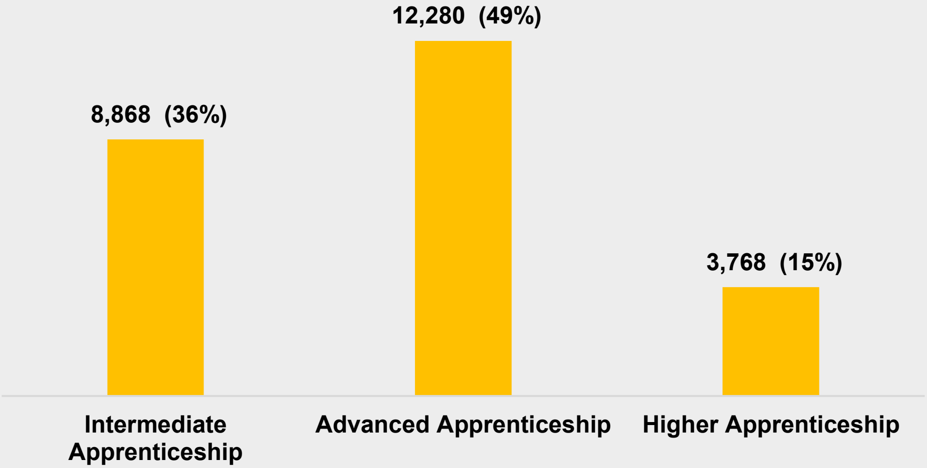
In 2018/19, Lancashire based providers* recorded 24,916 learners participating^ in apprenticeships

Apprenticeships in Lancashire based providers by subject, 2018/19



Source: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19
Figures may not sum due to rounding

Apprenticeships in Lancashire based providers by level, 2018/19



Source: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19

Based on the latest 2018/19 data, Lancashire based providers account for approximately 24,916 learners participating in apprenticeships – equal to 22% of apprentices in the North West.

Just over one-quarter of apprentices registered with providers in the Lancashire* are completing Business Administration and Law training (26%). This is followed by Health, Public Services and Care (26%); Engineering and Manufacturing Technologies (20%); and Retail and Commercial Enterprise (10%), which together account for over four-fifths of all apprenticeship provision.

In 2018/19, over one-third of apprentices registered with providers in Lancashire were participating in intermediate level apprenticeships, equal to just less than 8,870 learners. This is consistent with the North West profile but below national (excluding London) levels (38%).

Approximately two-thirds (64%) of apprentices registered with providers in the TTWA were participating in advanced or higher level apprenticeship courses. This is consistent with regional levels and higher than national, excluding London, (62%) averages.

Sources: Department for Education Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19
** reflecting the local authority district delivery location stated in the Individual Learner Record (ILR).*
^ All figures on this page relate to participation – a count of the number of people starting, continuing and achieving in that year

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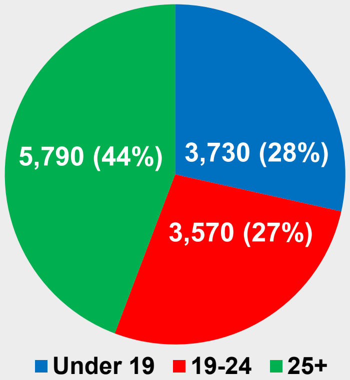
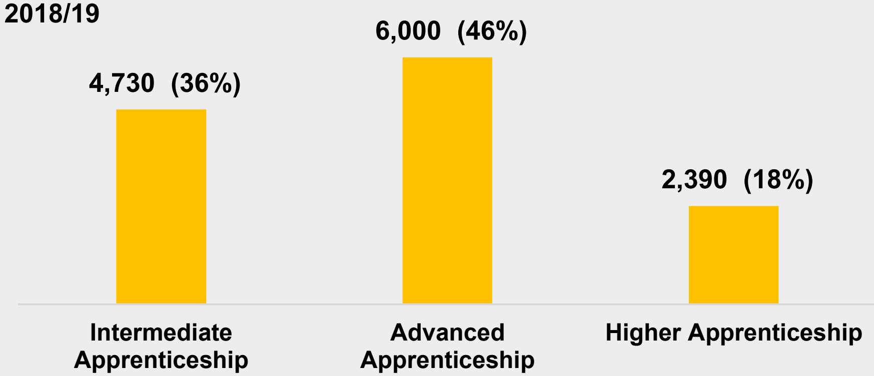
A total of 13,080 Lancashire based residents started apprenticeships in 2018/19 – an increase of 8.6% on 2017/18 levels.

Apprenticeship starts* by Lancashire residents by age, 2018/19



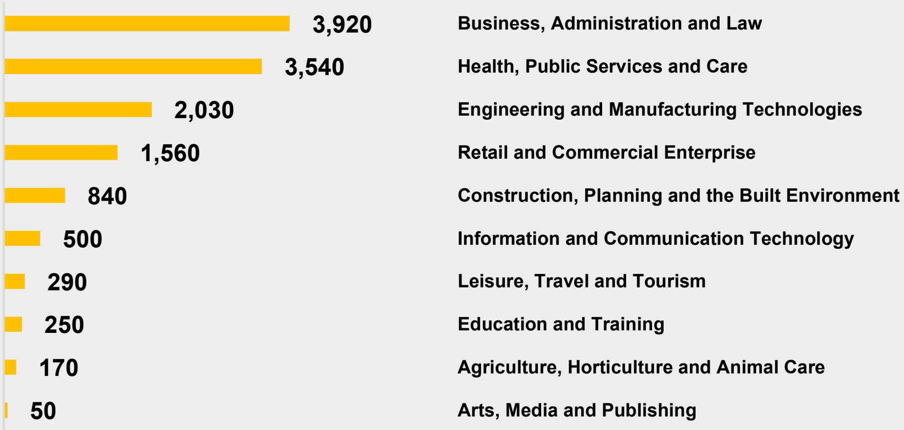
Source: DfE: Apprenticeships geography and sector subject area PivotTable tool: starts and achievements 2018 to 2019

Apprenticeship starts by Lancashire residents by level, 2018/19



Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements 2018 to 2019

Apprenticeship starts by Lancashire residents by subject, 2018/19



Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements 2018 to 2019

The age profile of Lancashire resident apprentices in 2018/19 shows:

- There was a higher proportion of younger learners under the age of 19 (28%) compared to regional and national levels (26% each).
- The proportion of apprentice starts over the age of 25 (44%) was lower than regional (47%) and national levels (46%).

Lancashire residents are more commonly starting advanced and higher apprenticeships (64%) than in England (excluding London) (63%) but are consistent with regional levels.

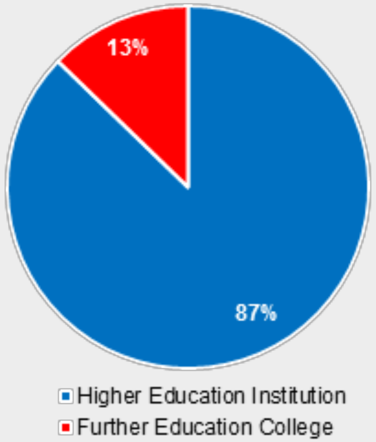
The profile of subjects studied is fairly consistent with the national and regional profiles, with the main differences including:

- A slightly lower proportion of starts in ***Business, Administration and Law*** (30%) compared to the North West (31%) but consistent with the national profile.
- A slightly higher proportion of starts in ***Health, Public Services and Care*** (27%) than nationally (25%), but consistent with regional levels.
- A slightly lower proportion of starts in ***Retail and Commercial Enterprise*** (12%) compared to national profiles (13%), but consistent with regional levels.

Sources: Department for Education: Apprenticeships geography and sector subject area PivotTable tool: starts and achievements, 2018 to 2019
** note, due to data limitations, all figures in this section refer to starts rather than participation, as reported in previous sections*

In 2017/18 there are 56,460 (+5% since 2016/17) students studying with 16 different Higher Education (HE) providers in Lancashire (including Further Education (FE) and alternative providers).

Location of provision for HE Students in Lancashire, 2017/18



Source: Higher education full time equivalent (FTE) 2017/18 calculated using HESA student, HESA AP student or ILR data.

FE colleges are an important part of HE provision and teach a significant proportion of HE students in Lancashire - around 13% in 2017/18. Unfortunately, the data which used to be available on HE students in FE Colleges (from HEFCE) is no longer produced. The remainder of this section therefore provides data on HE students studying in Lancashire's HE institutions.

Nearly three quarters of students at Lancashire's Higher Education Institutions (HEI's) are from the North West. Leeds City Region is the Local Enterprise Partnership (LEP) area outside the North West from which the greatest proportion of HEI students come from (4%).

The proportion of International HEI students (13%) is seven percentage points below the national average (20%).

Domicile of HEI students studying in Lancashire, 2016/17

	Lancashire	North West	England
Total UK	87%	83%	80%
Other EU	4%	4%	6%
Non-EU	9%	13%	14%

HESA Destination of Leavers from Higher Education 2016/17

Where did Lancashire's HE students come from in 2016/17?

1. **Lancashire (32%)**
2. **Greater Manchester (18%)**
3. **Liverpool City Region (16%)**
4. **Cheshire and Warrington (4%)**
5. **Cumbria (4%)**

Sources: Higher education full time equivalent (FTE) 2017/18 calculated using HESA student, HESA AP student and ILR Data. HESA Destination of Leavers from Higher Education, 2016/17

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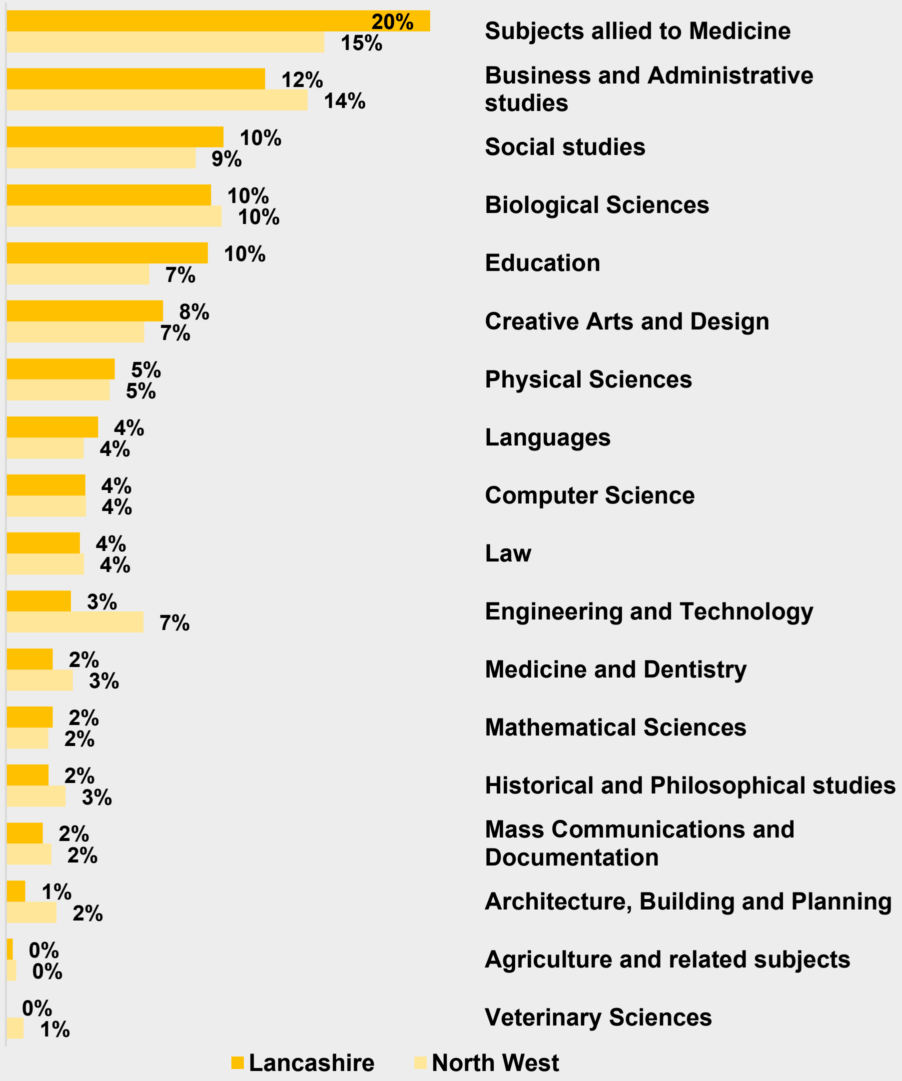
Higher Education students by subject in Lancashire, 2017/18



Source: HESA, 2019. HE student enrolments By HE Provider and Subject of Study, 2017/18

Higher Education Providers in Lancashire

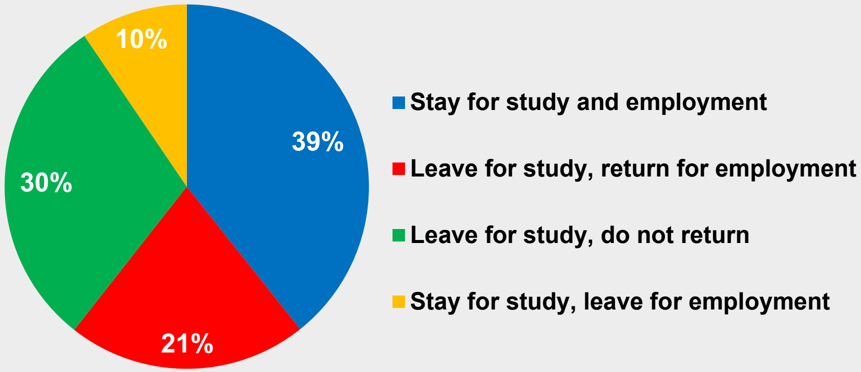
- University of Central Lancashire
- Lancaster University
- Edge Hill University
- University of Cumbria

A number of Further Education providers are recognised to deliver Higher Education courses in Lancashire but no data is available to quantify the scale of this provision.

In Lancashire's Higher Education Institutions (HEIs) in 2017/18, 20% of students are studying Subjects Allied to Medicine, compared to 15% regionally and 12% nationally. In contrast, only 3% of students at HEIs in Lancashire study Engineering and Technology, compared to 7% regionally and nationally.

There is a higher proportion of students at Lancashire based HEIs studying education subjects compared to the North West (7%) and nationally (6%).

Lancashire Residents Participating in Higher Education (HE), 2014/15*



Source: Higher Education Funding Council for England (HEFCE), Student Geographical Mobility, 2014/15

The most recently available data shows, just over three-fifths (61%) of Lancashire residents who participate in HE go into employment in Lancashire. This proportion is similar to the national average for a LEP area (60%).

A higher proportion stay to study and then work locally than the national LEP average (29%), while the proportion who leave to study outside Lancashire and then return to work locally is lower than the national LEP average (30%).

Where do Lancashire's students go to work, 2016/17?

The top 5 LEP area destinations:

1. **Lancashire (32%)**
2. **Greater Manchester (18%)**
3. **Liverpool City Region (15%)**
4. **London (4%)**
5. **Cheshire and Warrington (4%)**

Source: HESA Destinations of Leavers Survey and Student Record, 2016/17

Outcomes achieved by students of Lancashire's Higher Education Institutions:

One year

After one year, 69% of graduates from Lancashire's Higher Education Institutions are in sustained employment. 7% of graduates have no sustained destination (decreased by 3 percentage points since 2015/16), slightly lower than the average for all institutions in the North West where the figure is 8%.

Three years

After three years, the proportion in sustained employment rises to 72%, and 11% have no sustained destination, higher than the North West figure (6%).

Five years

After five years, the proportion in sustained employment increased to 77%. The number with no sustained destination falls to 6%, equal to the regional average.

Sources: HESA Destinations of Leavers Survey and Student Record 2016/17; Higher Education Funding Council for England (HEFCE), Student Geographical Mobility 2014/15; ONS Longitudinal Education Outcomes data 2005/06 to 2016/17.
** Data has not been updated due to previously produced HEFCE data not being available through HESA.*

The Education and Skills System

Data is available for all levels of the education and skills system, from Key Stage (KS) 1 through to Higher Education (HE). The data through to KS5 shows how well education, skills and training providers and residents in the Travel to Work Area (TTWA) are performing, as well as providing an indication of the choices that residents make after leaving school.

Data for HE is available at the Lancashire level. Unfortunately, the most detailed data is now only available for students studying at Lancashire's HE institutions, and not those studying HE courses in Further Education (FE) colleges, which it is believed accounts for a significant share of HE in Lancashire. The data covers students that study in Lancashire, regardless of where they come from, unless otherwise stated.

Key Stage 1 and 2

In Lancashire more than eight out of ten year 1 pupils met the required standard of phonic decoding (81%) in 2017/18, in line with the North West and national averages. This increases to 91% by year 2, also in line with regional and national averages.

By the end of KS2, 63% of pupils in Lancashire were meeting the required standards in reading, writing and mathematics in 2017/18, an increase of 10 percentage points since 2016 but one percentage point less than regional and national averages (each 64%). Within the TTWAs, this ranges from 56% in Burnley and Pendle to 67% in Blackpool, Fylde and Wyre, with all areas witnessing an increase in students meeting the expected standard.

Key Stage 4 (GCSE)

The Department for Education (DfE) implemented a new secondary school accountability system in 2016, using Attainment 8 and Progress 8 measures.

Attainment 8 measures the average achievement of pupils in up to 8 qualifications including English (double weighted if the combined English qualification, or both language and literature are taken), maths (double weighted), three further qualifications that count in the English Baccalaureate (EBacc) and three further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.

Progress 8 aims to capture the progress a pupil makes from the end of KS2 to the end of KS4. It compares pupils' achievement – their Attainment 8 score – with the average Attainment 8 score of all pupils nationally who had a similar starting point (or 'prior attainment'), calculated using assessment results from the end of primary school. Progress 8 is a relative measure, therefore the national average Progress 8 score for mainstream schools is zero.

In Lancashire, the results for 2017/18 show:

- The **average Attainment 8 score** is 45.8, a decline of 3.5 since 2015/16, reflecting the more challenging nature of the new GCSE curriculum. This is in line with the North West average (45.7) and above the national (excluding London) average (43.7). Within Lancashire, each TTWA has seen a decline in average Attainment 8 scores, which range from 41.9 for Burnley and Pendle to 49.3 in Preston, Chorley and South Ribble. At a local authority level, scores range from a low of 39.8 in Blackpool to a high of 53.6 in Ribble Valley.
- On average, pupils in Lancashire make greater progress from the end of KS2 to the end of KS4 when compared to the North West average, but less progress than the national average (excluding London). **The average Progress 8 score** in Lancashire is -0.12 (compared to -0.16 for the North West and -0.06 for England minus London). Progress 8 scores vary in the six TTWAs. The only positive average Progress 8 scores (indicating that pupils make more progress than the national average) are in Preston, Chorley and South Ribble (0.09) although Blackburn, Hyndburn, Ribble

Sources: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18

Valley and Rossendale outperforms the England minus London average (-0.04 compared to -0.06). The lowest Progress 8 score is in Blackpool, Fylde and Wyre (-0.42) and has fallen by 0.15 since 2015/16, indicating a worsening of performance compared to the national rate of progress. At a local authority level, Progress 8 scores range from -0.60 in Blackpool to 0.22 in Ribble Valley.

Approximately 13% of students in Lancashire **achieved the English Baccalaureate** (a set of subjects at GCSE including English and maths, a science, a language, and geography or history) in 2017/18 and this has fallen by 8 percentage points since 2015/16. This is below the North West average (15%) and the average nationally (England excluding London 14%).

Levels of achievement range in the LEP from 9% in Blackpool, Fylde and Wyre to 18% in Preston, Chorley, and South Ribble, which, along with West Lancashire (15%), outperforms the national average. Upon completion of KS4, 95% of leavers remain in sustained education and/or an employment / training destination, equal to regional and national averages. This remains fairly consistent in each of the Travel to Work Areas, with only Burnley and Pendle (92%) falling below the Lancashire average. On the other hand, the number of Free School Meals (FSM) students who remain in sustained education and/or employment / training has increased by eight percentage points between 2014/15 and 2017/18 to 87%, higher than the North West average (85%) and equal to the national average.

Young People aged 16-19

Despite below average progress between KS2 and GCSE, Lancashire does better with regard to the attainment of its 19 year olds, although performance is not as strong as in recent years. In Lancashire, by the age of 19, data for 2017/18 shows:

- 82% have **achieved Level 2** and 72% have **achieved Level 2 with English and maths**, outperforming the North West (82% and 68%) and national averages (79% and 70%) despite attainment falling in the LEP since the last Toolkit was produced. Lancashire's high attainment is driven by students in West Lancashire (85%); Preston, Chorley and South Ribble; and Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley (84% each). Burnley and Pendle (72%) is the only TTWA which is below the national average. Attainment has fallen since 2015/16 in every TTWA except West Lancashire.
- **Attainment at Level 3** has remained consistent since 2015/16 at 59%, again outperforming the North West (57%) and national averages (56%) which have also remained the same. Similar to attainment at Level 2, Preston, Chorley and South Ribble (63%) and Blackburn with Darwen, Hyndburn, Ribble Valley and Rossendale (60%) are the strong performing areas. Only Lancaster and Morecambe (56%) and Burnley and Pendle (50%) are below regional and national averages.

The latest available data for 2017/18 shows, upon completion of KS5, 83% of leavers enter sustained education or employment, falling by 5 percentage points since 2014/15 but above the regional average (82%) and equal to the national average. There is relatively little variation in the TTWA's, ranging from 81% in Blackburn with Darwen, Hyndburn, Ribble Valley and Rossendale to 85% in Blackpool, Fylde and Wyre.

The split between education (61%) and employment (22%) destinations is similar to the splits in the North West (63% and 19%) and the national profile (60% and 23%).

The large majority of the 61% who enter sustained education go to Higher Education Institutions, while one quarter (15%) attend further education institutions. Compared to national levels, a lower percentage of KS5 leavers in Lancashire moved onto higher education institutions (44% compared to 50%), but there was more students in Lancashire attending further education colleges (15% compared to 7%).

Just under one in ten students start an apprenticeship upon completion of KS5, slightly above the North West (8%) and national average (7%).

Sources: Department for Education Attainment/Progress Data by age 19 and by disadvantaged pupils, 2017/18; Percentages of overall pupil destinations after completing key stage 4 / key stage 5 2014/15 - 2016/17 destinations for the 2013/14 cohort

For students who are classed as **disadvantaged pupils**, 78% in Lancashire either entered sustained employment or education, in line with North West and national averages. These levels varied in the TTWA's, with highs of 84% in Burnley and Pendle and lows of 70% in Lancaster and Morecambe.

Further Education and Apprenticeship Provision in Lancashire Based Providers^

This section considers provision being delivered by providers based in Lancashire (a provider perspective) before the patterns of Lancashire residents are explored in the section that follows (learner perspective).

It is important to note that Further Education statistics for providers in Lancashire do not include West Lancashire College. This is due to the College joining the Newcastle College Group, and figures have been aggregated into a college group total.

Further Education

The latest (2018/19) data for Further Education (FE) providers[$] based in Lancashire shows there were a total of 87,390 students participating (defined as all learners who are starting, continuing or achieving within the year) in FE courses delivered within Lancashire* – equal to one-fifth of FE participation in the North West.

The Burnley and Pendle Travel to Work Area (TTWA) accounts for the largest proportion of FE learners (26%) with approximately 22,926 learners. This is closely followed by Preston, Chorley and South Ribble (22,917; 26%) and Blackburn with Darwen, Hyndburn, Ribble Valley and Rossendale (19,550; 22%) as the top three TTWAs on a measure of participation.

General FE College(s) account for just under two-thirds (64%) of FE participants registered with providers based in Lancashire, equal to just over 55,900 students. This proportion is 12 percentage points higher than regional (52%) levels and 13 percentage points higher than national levels (51%). Private Sector Public Funded Institutions also play an important role in Lancashire, accounting for nearly one-eighth (12%) of participants, but this is below regional (22%) and national (24%) levels.

The remaining quarter of students participate in FE at Sixth Form Colleges (7%) (which is higher than the North West (6%) and national averages (5%)), Other Public Funded Institutions (7%) (which is nine percentage points below the North West average (16%)); Schools (KS5 Years 12 – 14) (6%) (higher than both regional (2%) and national (1%) figures); and Specialist Designated Colleges (4%) (compared to 2% in the North West).

Where data is available[$], the age profile of students participating in FE at providers in Lancashire is younger than regional and national profiles in 2018/19. Just under two-fifths (39%) of students were under the age of 19, eight percentage points higher than both regional and national levels (both 31%). Likewise, there is a lower proportion of learners over the age of 25 (47%) compared to regional and national profiles (both 51%).

Providers in the TTWA[$] record a higher proportion of students studying at Full Level 3 (21%) and Level 3 (23%) compared to the North West (17% and 19%) and the national profile (16% and 19%). In contrast, there is a lower proportion studying below Level 2 (12%) compared to the North West (14%) but this is consistent with national levels. There is also a lower proportion of students studying at Level 2 (19%) compared to the North West (21%) and national averages (23%).

Sources: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; provider, framework/standard, local authority district: 2014/15 to 2018/19; School, Pupils, and their Characteristics, January 2019
** West Lancashire College data is not captured in Lancashire wide figures due to inclusion in Newcastle College Group wide returns.*
^ All figures in this section relate to participation – a count of the number of people starting, continuing and achieving in that year.
[$] Due to data limitations, the analysis of the level of provision and learner characteristics relates to FE provision that is ESFA-funded and captured in Individualised Learner Record returns only. This excludes an element of school sixth form provision which accounts for 5,150 learners.

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Apprenticeships

Based on the latest 2018/19 data, there were approximately 24,916 apprentices participating (starting, carrying out or achieving) in apprenticeships with Lancashire based providers (see the definition on page 41). In the TTWAs, Preston, Chorley and South Ribble has the largest proportion of apprentices (31% of all apprentice starts in Lancashire compared to 25% of the population) followed by Blackpool, Fylde and Wyre (20%, against 22%); Blackburn with Darwen, Hyndburn, Ribble Valley and Rossendale (18%, against 24%); Burnley and Pendle (18%, against 12%); Lancaster and Morecambe (8%, against 10%); and West Lancashire (5%, against 8%).

There are three main levels of apprenticeships:

- **Intermediate apprenticeship:** This is classed as Level 2 and equivalent to 5 good GCSEs.
- **Advanced apprenticeship:** This is classed as Level 3 and equivalent to 2 A-Levels.
- **Higher apprenticeship:** This can cover Level 4, 5, 6 and 7 and is equivalent to foundation degrees and above.

In 2018/19, there were fewer apprentices in Lancashire based providers participating in lower level apprenticeships than the national profile. Over on-third (36%) of learners in the TTWA were participating in intermediate level apprenticeships, equal to 8,670 apprentices. This is two percentage points lower than national levels (38%), but is consistent with the regional profile.

The remaining two-thirds (64%) of provision was offered through advanced (49%) or higher (15%) level apprenticeship courses. This proportion is above the national level (62%) and consistent with the regional level. The difference in the proportion of apprentices undertaking advanced and higher level apprenticeships remains somewhat consistent with regional (47% and 16%) and national (47% and 15%) profiles.

Subject coverage of apprenticeships offered by Lancashire based providers is fairly consistent with regional and national trends. Differences include:

- Just over one-quarter (26%) of apprentices at providers in Lancashire participate in ***Business Administration and Law***, equal to nearly 6,240 learners. This is lower than regional (29%) and national excluding London levels (27%).
- There are more apprentices participating in ***Health, Public Services and Care*** (26%); compared to regional (25%) and national excluding London levels (24%).
- ***Engineering and Manufacturing Technologies*** (20%) participation in Lancashire is higher than regional (19%) but lower than national levels excluding London (21%).
- ***Retail and Commerical Enterprise*** (10%) participation in Lancashire is lower than regional (11%) and national levels (12%).
- ***Leisure, Travel and Tourism*** (5%) participation in Lancashire is higher than regional and national levels (both 2%).

Lancashire Residents Undertaking FE and Apprenticeships

This section considers FE and apprenticeships being undertaken by people who live in the LEP area, based on the home postcode of learners. Not all learners will undertake courses in the location they live in meaning that there are variations between the figures reported from a provider and learner perspective.

Further Education^

In 2018/19, 100,060 students participating in FE were residing in Lancashire, equal to 23% of the learners in the North West. Preston, Chorley and South Ribble (25%) has the largest proportion of resident learners, closely followed by Blackburn with Darwen, Ribble Valley and Rossendale (25%); then Blackpool, Fylde and Wyre (21%); Burnley and Pendle (14%); Lancaster and Morecambe (8%); and West Lancashire (7%).

The provision being undertaken by Lancashire residents split by level shows a lower proportion are studying at Level 4 (3%) than regional and national levels (both 5%). On the other hand, there is a higher proportion of learner aims at Level 3 (21%) and Full Level 3 (17%) than both regional (16% and 13% respectively) national, excluding London, (15% and 13% respectively) levels.

Sources: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19; DfE: Further education and skills geography tool: 2014/15 to 2018/19.

^ Figures in this section relate to participation – a count of the number of people starting, continuing and achieving in FE in that year.

The age profile of Lancashire resident FE learners is somewhat consistent when compared to regional and national profiles. Learners in Lancashire are however slightly more commonly aged 16 to 18, accounting for nearly one-third (32%) of FE participants, compared to 31% both regionally and nationally, excluding London.

Consideration of the FE participation statistics for Lancashire area residents relative to those for local providers, suggest that a significant number of residents travel outside the LEP to access FE provision, although the absence of provider based statistics for West Lancashire College is noted.

Apprenticeships

Based on the latest learner data for 2018/19, Lancashire residents accounted for approximately 13,080 apprenticeship starts (note that the apprenticeship data for Lancashire resident's reports on starts rather than participation, comparison between provider and learner statistics is therefore not possible).

Preston, Chorley and South Ribble (27%) accounted for the largest proportion of resident apprentices, closely followed by Blackburn with Darwen, Hyndburn, Ribble Valley and Rossendale (26%).

The age profile of Lancashire resident apprentices in 2018/19 shows:

- There was a higher proportion of apprentices under the age of 19 (28%) – two percentage points higher than regional and national levels (26% each).
- The proportion of apprentice starts over the age of 25 (44%) was lower than in the North West (47%) and England excluding London (46%).

Nearly two-thirds (64%) of apprenticeship starts by Lancashire residents were at an advanced or higher level. This is consistent with the North West profile and one percentage point above the England minus London (63%) profile.

The profile of subjects studied is fairly consistent with the national and regional profiles, with the main differences including:

- A slightly lower proportion of starts in ***Business, Administration and Law*** (30%) compared to the North West (31%) but consistent with the national profile.
- A slightly higher proportion of starts in ***Health, Public Services and Care*** (27%) than nationally (25%), but consistent with regional levels.
- A slightly lower proportion of starts in ***Retail and Commercial Enterprise*** (12%) compared to national profiles (13%), but consistent with regional levels.

Higher Education in Lancashire

Overall, there were 56,460 students studying at 16 different Higher Education (HE) providers in Lancashire in 2016/17, an increase of 5.1% since the previous Toolkit report was produced. The large majority (87%) are based at the four Higher Education Institutions (HEIs) – Lancaster University, the University of Central Lancashire (which has its main campus based in Preston), Edge Hill University and the University of Cumbria (which has a major campus in Lancaster). A further 13% are based in FE colleges in Lancashire.

Compared to the North West region (93%), there is a smaller proportion of students studying at HEIs. While the proportion of students studying at FE colleges in Lancashire is higher than the wider North West region (13% compared to 7%).

The large majority of HE students in Lancashire are from the UK, accounting for some 87% of students and higher than the regional (83%) and national (80%) averages. In contrast, there is a smaller proportion of non-EU students studying at HEIs in Lancashire (9%) compared to the North West (13%) and England (14%).

Sources: Department for Education: Apprenticeships geography and sector subject area PivotTable tool: starts and achievements, 2018 to 2019; HESA 2019; ONS Longitudinal Education Outcomes data 2016/17; HESA Destinations of Leavers Survey and Student Record 2016/17; Higher Education Funding Council for England (HEFCE), Student Geographical Mobility

The HEIs and FE colleges have a strong regional draw. Approximately three quarters of students at Lancashire's HEI are from the North West. Overall, four out of ten students residing in Lancashire choose to stay and study in Lancashire for HE. Other LEP areas from which students are attracted include Greater Manchester, Liverpool City Region, Cheshire and Warrington and Cumbria. International students account for between 13% (at HEIs) of HE students in Lancashire, below the national average (20%).

In Lancashire, there are a wide range of subjects available to students, covering all sectors and priority sectors. In Lancashire's HEIs, the most popular courses are Subjects Allied to Medicine (accounting for 20% of students), followed by Business and Administrative Studies (12%), Biological Sciences, Social Studies, and Education (10% each). Compared to regional and national proportions, key differences are:

- A much higher proportion of students studying Subjects Allied to Medicine in Lancashire (20% compared to 15% regionally and 12% nationally).
- A higher proportion of students studying Education in Lancashire (10% compared to 7% regionally and 6% nationally).
- A lower proportion of students studying Engineering and Technology (3% compared to 7% regionally and nationally).

Higher Education Destinations

Following changes to the availability of graduate destination data following the closure of the Higher Education Funding Council for England (HEFCE), data on graduate destinations is available for graduates who studied in Lancashire's HEIs, from the Higher Education Statistics Agency (HESA). This shows that almost one third of leavers from Lancashire's HEIs in 2016/17 entering employment did so in Lancashire, and a further 41% in the North West.

ONS Longitudinal Education Outcomes data for 2016/17 reveals that, one year after graduation, 69% of leavers from Lancashire's HEIs are in sustained employment, whilst 20% enter sustained education. In comparison, on average in the North West, 66% entered employment and 22% further study. After five years, the proportion of leavers recorded as in further study, sustained employment or both is 87% compared to 86% in the North West.

Sources: Higher Education Funding Council for England (HEFCE), Student Geographical Mobility; ONS Longitudinal Education Outcomes data 2016/17

Appendix: Sectors, Occupations and Educational Routes

The table below shows (in broad terms) the relationship between sectors (including Lancashire's priority sectors), occupations and the emerging Technical Education Routes which will provide a pathway into many skilled occupations in future. There is a large degree of overlap between occupations and sectors, with many occupations found in a large number of sectors, e.g. management roles, administrative occupations and support roles such as IT, human resources, etc. The allocation of a Technical Education route to a specific sector therefore is somewhat simplistic – many routes will be relevant to a number of sectors.

It is also important to note that many occupations require similar underlying skills and qualifications, including numeracy, literacy and IT skills. Technical education is only one route into employment – many people will progress into Higher Education, where the link between subject studied and occupation subsequently taken up can be less direct.

Sectors, Occupations and Education Routeways

Sector	Relationship to Lancashire's Priority Sectors	Occupations*	Technical Education Routes**
Agriculture, Forestry and Fishing	n/a	Vast majority of jobs are in Skilled Trades and Elementary Occupations, e.g. farmers, groundsmen, farm workers etc, plus a small number of higher level occupations e.g. managers, veterinarians, environmental professionals.	Agriculture, Environmental and Animal Care
Mining and Quarrying	Some elements are part of Energy and Environmental Technologies	One-third work in higher level occupations, including engineers, production managers, health and safety officers etc. 20% are Process, Plant and Machine Operatives, e.g. plant workers. Relatively high proportion of Administrative and Secretarial Occupations.	Construction Engineering and Manufacturing
Electricity, Gas, Steam and Air Conditioning Supply	Energy and Environmental Technologies		
Water Supply, Sewerage, Waste Management and Remediation	Some elements are part of Energy and Environmental Technologies		

Manufacturing	Some elements are part of Advanced Manufacturing Some elements are part of Energy and Environmental Technologies Some elements are part of Creative and Digital Industries	30% of workers are in Professional or Technical roles, e.g. production managers, engineers. One quarter are in Skilled Trades (e.g. welding, machining etc). 20% are in less skilled processing and packing roles.	Engineering and Manufacturing
Construction	Construction Some elements are part of Energy and Environmental Technologies	Over half of workers are in Skilled Trades jobs such as bricklayers, plumbers, carpenters etc. 1 in 10 are in Professional occupations, including engineers, surveyors etc.	Construction
Wholesale and Retail, Repair of Motor Vehicles	n/a	As well as Sales and Customer service jobs, people work as Managers, in finance roles, and as cleaners and security staff.	Sales, Marketing and Procurement
Transportation and storage	Some elements are part of Visitor Economy	One third work in Plant and Machine Operative Roles, including bus, train, van, truck and taxi drivers.	Transport and Logistics
Accommodation and Food service Activities	Visitor Economy	Jobs include chefs, kitchen and catering assistants, waiters and waitresses, bar staff and cleaners. Some people work as Managers, but there are very few Professional roles in this sector.	Catering and Hospitality
Information and Communication	Some elements are part of Creative and Digital Industries Some elements are part of Finance and Professional Services	A large proportion of workers are in Elementary Occupations – largely postal workers. Professional and Associate Professional Occupations include IT professionals and IT technician roles.	Digital

Financial and Insurance Activities	Part of Finance and Professional Services	44% of roles are in Professional and Associate Professional Occupations, including legal roles such as solicitors and barristers, accountancy, advertising etc. 13% work as Managers and Senior Officials. 1 in 5 work in Administrative and Secretarial roles, including as finance clerks.	Legal, Financial and Accounting
Real Estate Activities	Part of Finance and Professional Services		Legal, Financial and Accounting
Professional, Scientific and Technical activities	Some elements are part of Finance and Professional Services Some elements are part of Advanced Manufacturing Some elements are part of Energy and Environmental Technologies Some elements are part of Creative and Digital Industries		Legal, Financial and Accounting
Administrative and Support Service Activities	Some elements are part of Finance and Professional Services Some elements are part of Visitor Economy		Business and Administration
Public Administration and Defence	n/a	One third of occupations are in Professional roles, including medical personnel, social work, teaching roles etc. 12% are in Associate Professional roles such as paramedics. 1 in 4 are in Caring occupations such as carers, nursery nurses etc.	Business and Administration Protective Services
Education	Some elements are part of Creative and Digital Industries		Education and Childcare
Human Health and Social Work Activities	Health and Social Care		Health and Science Care Services

Arts, Entertainment and Recreation	Parts included in Visitor Economy; parts included in Creative and Digital	Relatively few people are employed in Professional roles. One-third of people work in Caring, Leisure and other Service occupations, such as hairdressing and beauty therapy. Associate Professional occupations include artistic occupations such as artists, authors, actors, dancers, musicians, photographers..	Creative and Design
Other Service Activities	n/a		Hair and Beauty

Source: BRES, Annual Population Survey
** Occupations data based on broad sector definitions and applied to SIC sections.*
*** Technical education routes will prepare people for occupations which may be found within a number of sectors.*
n/a Not applicable to priority sectors