



<b>Skills &amp; Employment Committee</b>	Agenda Item
<b>5 July 2023</b>	<b>5</b>

Title:	District and Unitary Employment and Skills Profiles
Report of:	Parminder Singh Garcha, Senior Responsible Officer – Adult Education
Lead Member:	Cllr Lucy Nethsingha, Lead Member for Skills
Public Report:	Yes
Key Decision:	No
Voting Arrangements:	No vote required

<b>Recommendations:</b>	
A	To note the District and Unitary Council Employment and Skills Profiles that have been compiled to inform strategy, policy, and strategic commissioning.
B	To note a summary of CA commissioning and its alignment to addressing local need.
C	Members to consider how well district and unitary council initiatives contribute to the wider Employment and Skills Strategy that all constituent councils have approved.

<b>Strategic Objective(s):</b>	
The proposals within this report fit under the following strategic objective(s):	
✓	Achieving ambitious skills and employment opportunities
✓	Achieving good growth
	Increased connectivity
✓	Enabling resilient communities

The Combined Authority's devolution agreement and commissioning of skills programmes contributes to the above strategic objectives, aligned to the pillars within the Employment and Skills Strategy (2022):	
<ul style="list-style-type: none"><li>• <b>Pre-work learning and formal education:</b> improving learning and experiences of work, including quality careers information, advice, and guidance, during formal education; providing a strong foundation for labour market entry and future working lives.</li><li>• <b>Employer access to talent:</b> developing priority skills that support sustainable growth, improving employers' engagement with education and improving job quality</li><li>• <b>Life-wide and lifelong learning:</b> improving access to life wide careers guidance and a rich learning and skills offer to upskill and reskill residents through their life-course</li><li>• <b>Support into and between work:</b> Supporting the unemployed residents to transition into training and then employment and support to disadvantaged groups to access the labour market.</li></ul>	

## 1. Purpose

1.1	Members are requested to note the six local authority profiles which are provided as Appendices to this report, which aim to support members understanding of the high-level data available, to inform the Employment and Skills strategy in the sub-region.
1.2	<p>Section 2.2 of this report provides a high-level summary aligning the interventions commissioned by the Combined Authority in response to the district and unitary council profiles.</p> <p>Members are requested to:</p> <ul style="list-style-type: none"><li>• note and discuss the profiles and analysis</li><li>• consider how constituent councils are supporting the implementation of the shared Employment and Skills Strategy in their respective areas and identify opportunities for better alignment, and barriers, to deliver strategic change faster.</li></ul>

## 2. Proposal

2.1	<p><b>District and Unitary Council Employment and Skills profiles</b></p> <p>Data from various sources including published government data, Office for National Statistics and Lightcast, has been used to compile the profiles. The key data sets in the profiles are:</p> <ul style="list-style-type: none"><li>• Total population, gender, age profile and trend</li><li>• Skills profile of the 16+ population and economic activity</li><li>• Employment and unemployment profile</li><li>• Top ten employment sectors and sectors with most vacancies</li><li>• Wages and wage growth</li><li>• Income deprivation affecting children</li><li>• Further education and Apprenticeship participation</li></ul> <p>Note that 16-18 participation and NEET data will be shared in a separate report. The main headlines pertaining to Employment and Skills are summarised in section 2.2 to 2.7 below.</p>
2.2	<p><b>Cambridge</b> – has a much higher proportion of residents qualified at level 4+ than the national and Combined Authority average:</p> <ul style="list-style-type: none"><li>• 10% of residents have no qualification which is lower than the national benchmark</li><li>• Employment rates are higher than the national average and economic inactivity is skewed by the high student population</li><li>• Vacancies were buoyant, particularly in IT sector</li><li>• Wages are 16% higher than the England average</li></ul>
2.3	<p><b>East Cambridgeshire</b> - profile of skills levels is broadly in line with the Combined Authority and England average.</p> <ul style="list-style-type: none"><li>• 17% of residents have no qualifications and 35% are qualified at level 4 or above</li><li>• Retirement is the main reason for economic inactivity and is reflected in the older population profile - 66% compared to 55% in England.</li><li>• Participation of residents in FE and Skills provision continues to decrease</li></ul>
2.4	<p><b>Fenland</b> – has the lowest qualified population of Cambridgeshire residents, particularly those with no qualifications compared to both the national and Combined Authority average:</p> <ul style="list-style-type: none"><li>• 26% of residents aged 16 plus have no qualifications compared to 18% nationally</li><li>• 35% of residents are qualified to level 3 or above (national average is 56%)</li><li>• Wages were 11% lower than the Combined Authority average</li><li>• Participation in FE and Skills was 8% higher in 2021/22 compared to 2020/21</li><li>• Fenland is in the 30% of relatively most deprived local authorities in England when considering income deprivation affecting children</li><li>• Attainment 8 score of key stage 4 pupils is below the England average.</li></ul>

2.5	<p><b>Huntingdonshire</b> - the residents' skills profile is in line with the Combined Authority and England average.</p> <ul style="list-style-type: none"> <li>• 16% of residents aged 16 plus have no qualifications (national average is 18%)</li> <li>• 33% of residents are qualified at degree level (level 4+ and the national average is 34%)</li> <li>• A higher proportion of economically inactive residents are retired – 66% compared to 55% in England.</li> </ul>
2.6	<p><b>Peterborough</b> - has a much lower qualified population compared to the national and Combined Authority average:</p> <ul style="list-style-type: none"> <li>• 22% of residents aged 16 plus have no qualifications (national av. is 18%)</li> <li>• 47% of residents are qualified to level 3 or above (national av. is 56%)</li> <li>• 26% of residents are qualified at degree level (level 4+ and the national av. is 34%)</li> <li>• 37% of economically inactive have no qualifications</li> <li>• Participation in FE and Skills was 10% higher in 2021/22 than 2020/21</li> </ul>
2.7	<p><b>South Cambridgeshire</b> – has a higher proportion of residents qualified at level 4 + (48%) compared to England (34%) and the Combined Authority (37%)</p> <ul style="list-style-type: none"> <li>• 12% of residents aged 16 plus have no qualifications (national av. is 18%)</li> <li>• 65% of economically inactive residents are retired compared to 55% nationally in line with the older population profile</li> <li>• Unemployment rates are low at 1.8%</li> <li>• In 2022, wages in South Cambridgeshire were +16% higher than the regional average and +19% higher than the national average</li> <li>• FE and Skills participation has remained steady</li> </ul>
2.8	<p>This section highlights how the Combined Authority strategic commissioning helps address the disparities identified within the local authority profiles.</p> <ul style="list-style-type: none"> <li>• <b>Employment Support</b></li> </ul> <p>Overall, unemployment rates in Cambridgeshire and Peterborough were 2.9% (Source: Annual Population Survey, 2022) which is below the national average of 3.7%. However, unemployment was highest in Peterborough at 4.8%.</p> <p>DWP are responsible for delivering and commissioning support for unemployed residents to access work. This is delivered directly through Job Coaches in Job Centres and commissioned services with welfare-to-work providers. The Combined Authority works collaboratively with DWP to influence and inform employment support and ensure DWP clients have access to skills support programmes. As can be seen in all the area profiles, Preparation for Life and Work is collectively the biggest subject area funded by AEB. In the full 2022/23 academic year, there were 7,500 enrolments (45%). Within our main AEB programme, over 50% of learners are unemployed and of those who were unemployed when they started learning over 800 were recorded as having secured work within six months of the course end. Further work to improve the capture and recording of destination is an area of focus and a review of Preparation for Work and Life..</p> <ul style="list-style-type: none"> <li>• <b>Levelling Up in Peterborough and Fenland and areas of deprivation across Cambridgeshire</b></li> </ul> <p>The data reiterates the north/south divide with the lower levels of skill in Peterborough and Fenland. Since devolution, the data shows that participation in learning is increasing in these areas. The Combined Authority has focussed commissioning and investment into the north, with most of the area covered by the local disadvantage uplift.</p>

Capital investment to improve educational facilities has been made in Fenland (March Community Centre, North Cambridge Training Centre and College of West Anglia) and in Peterborough (ARU, City College Peterborough and Peterborough Regional College).

Through ITP commissioning, six providers have been secured with training centres in Peterborough (Back 2 Work Training, Steadfast Training, Shaw Trust, Portland Training, People Plus and TCHC).

In Fenland, Seetec, MPCT and Portland Training have been directed to enhance the provision offering led by Cambridgeshire Skills (March), College of West Anglia (Wisbech) and West Suffolk College (Chatteris).

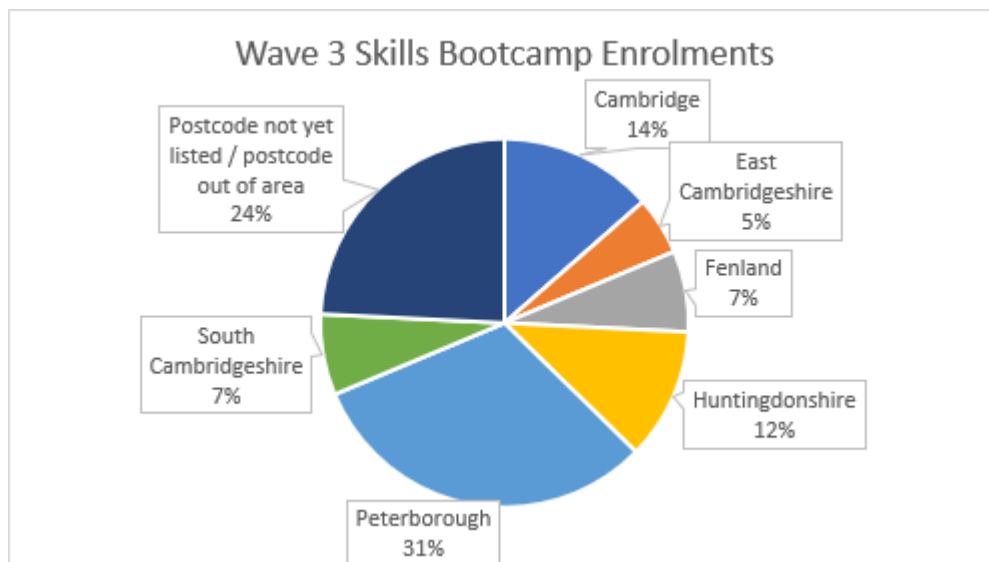
The table below shows the data for the full academic year 2021/22 for AEB, participation by local authority, showing an 8% increase in participation overall: a 15% increase in Fenland and a 22% increase in Peterborough.

## Learners by Local Authority of Residence

Local Authority of Learner Residence	Adult Skills and Community Learning			Adult Skills		Community Learning	
	All Learners	% of Learners in CPCA	Change with 2020/21	Number of Learners	% of Learners in Local Authority	Number of Learners	% of Learners in Local Authority
Cambridge	1,407	14%	0%	1,072	76%	461	33%
East Cambridgeshire	608	6%	-18%	508	84%	124	20%
Fenland	1,318	14%	+15%	1,001	76%	369	28%
Huntingdonshire	1,379	14%	-5%	1,187	86%	277	20%
Peterborough	3,695	38%	+22%	3,518	95%	413	11%
South Cambridgeshire	1,305	13%	+2%	989	76%	412	32%
Unknown	5	<1%	-44%	2	40%	3	60%
<b>Cambridgeshire and Peterborough</b>	<b>9,709</b>		<b>+8%</b>	<b>8,269</b>	<b>85%</b>	<b>2,059</b>	<b>21%</b>

Because a learner can enrol in multiple qualifications throughout a year under both funding models and whilst moving between local authorities, the total number of learners will not necessarily match the sum of an individual set of categories  
Includes all active learning in the 2021/22 academic year

The Chart below shows participation in Wave Skills Bootcamps by local authority:



To note, there are 24% of enrolments listed as 'out of area' and the reason for this is as follows:

109 learners who do not live in CPCA postcode area, or the learner's postcode is not currently picked up due to living on new estate/new home; 81 out of the 106 were co-funded by Combined Authority based employers and an additional 9 of the 106 are self-employed who undertake contract work in the area, providing the local employers with the opportunity to upskill their staff, close skills gaps and drive productivity for the business in our region

- **Devolved funding flexibilities**

	<p>Various funding flexibilities have been implemented to accelerate progress towards addressing skills challenges including funding uplifts for areas of deprivation and a higher threshold for the low wage scheme, rising to £22,500 in 2023/24.</p> <p>A focus on Essential Skills for residents with no qualifications and on sectors that generate vacancies such as construction, education and social care have been a focus of AEB. Skills Bootcamps have focussed on the digital and IT, construction and retrofit.</p> <ul style="list-style-type: none"> <li>• <b>Rates of economic inactivity</b></li> </ul> <p>A report was tabled at the June Skills Committee setting-out our approach to lever further external funding from the lottery and DWP to add value to tackle this policy area. Our Community Learning offer and Third Sector Commission will also support this.</p> <ul style="list-style-type: none"> <li>• <b>Aligning skills provision with employer and labour market</b></li> </ul> <p>The Combined Authority has made progress in better aligning the course offer across all learning organisations to meet needs as previously highlighted in Evaluations of AEB. The 3 Year Impact Evaluation will elucidate this further. Bootcamps are aligned to vacancies and focus on priority and growth sectors including Digital, Retrofit and Construction to address labour market shortages.</p> <ul style="list-style-type: none"> <li>• <b>Next Steps:</b></li> </ul> <p>The outputs and outcomes of devolved skills funding programmes are reported regularly throughout the committee cycle for member over-view. Evaluations are undertaken to provide qualitative and quantitative analysis of impact and to inform future policy and interventions and will be shared with members as they are completed.</p> <p>To further progress the improvement of Combined Authority commissioned programmes, their outcomes and impact for residents and businesses, the following pieces of work are proposed:</p> <ol style="list-style-type: none"> <li>1) Improvements to data quality, including the capture and consistent recording of learner destinations</li> <li>2) A review of Preparation for Work and Life to improve Essential Skills and employability programmes</li> <li>3) Development of the Regional Curriculum.</li> </ol>
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3. Background	
3.1	<p>At the Combined Authority Board meeting of November 2022, Leaders requested that local authority level data and intelligence on Employment and Skills be provided to support informed decision-making.</p> <p>This works builds on the SWOT analysis contained within the Employment and Skills Strategy, approved by Board in March 2022. This highlighted the key interventions for each local authority area, where delivery is underway and a separate report on progress has been provided.</p>
3.2	<p>Cambridgeshire Insights have produced the profiles on behalf of the Combined Authority. A prototype report for East Cambridgeshire was produced to get feedback and test the usability of the format. A data-analysis tool has been released on the Cambridgeshire Insights website to allow the public to access local data, including the Employment and Skills data sets.</p>
3.3	<p><b>Responsibilities and Funding</b></p> <p>Members are reminded that the full suite of responsibilities and funding for Employment and Skills within the sub-region were <b>not</b> included with the Combined Authorities' Devolution Agreement. Under orders made from the Local Democracy, Economic Development and Construction Act 2009, adult</p>

	<p>education functions from the Apprenticeships, Skills, Children and Learning Act 2009 were transferred from the Secretary of State for Education from August 2019. A recurrent budget of c£12m is devolved each year to discharge these duties and to ensure local learning and skills needs are better addressed and aligned to local strategy.</p> <p>In addition, funding is delegated for Free Courses for Jobs, Multiply, Skills Bootcamps, Shared Prosperity Fund, and the Careers Hub. Thus, the art of cohering these disparate 'pots' of funding and leveraging 'soft' powers through convening, is how the Combined Authority (on behalf of Constituent Councils) influences delivery. So, the focus of advisory boards such as the Employment and Skills Board and the proposed Education Advisory Group are key in advancing the policy areas below:</p> <p>Therefore, the Combined Authority <b>does not</b> have direct responsibility or powers for:</p> <ul style="list-style-type: none"> <li>• Statutory Education</li> <li>• Funding and policy for 16-18 education and training (both academic and technical routes)</li> <li>• Funding for support for young people aged 16-18 who are Not in Education, Employment or Training (NEET)</li> <li>• Apprenticeships</li> <li>• Higher Education</li> <li>• Employment Support</li> <li>• Adult careers information, advice, and guidance.</li> </ul>
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4. Appendices	
4.1	<p>Appendix 1 – Area Profile Cambridge</p> <p>Appendix 2 – Area Profile East Cambridgeshire</p> <p>Appendix 3 – Area Profile Fenland</p> <p>Appendix 4 – Area Profile Huntingdonshire</p> <p>Appendix 5 – Area Profile Peterborough</p> <p>Appendix 6 – Area Profile South Cambridgeshire</p>

5. Implications	
Financial Implications	
5.1	The recommendations in this report are for noting and so there are no financial implications.
Legal Implications	
6.1	The recommendations in this report are for noting and so there are no legal implications.
Public Health Implications	
7.1	The recommendations in this report are for noting and so there are no Public Health implications.
Environmental & Climate Change Implications	
8.1	The recommendations in this report are for noting and so there are no Environmental and Climate Change implications.
Other Significant Implications	
9.1	The recommendations in this report are for noting and so there are no Other Significant implications.
Background Papers	
10.1	<a href="#">Employment and Skills Strategy 2022</a>