

Adult Learner Responsive Provision



Leading learning and skills

Cheshire & Warrington

Autumn 2008

Adult Learner Responsive Provision:

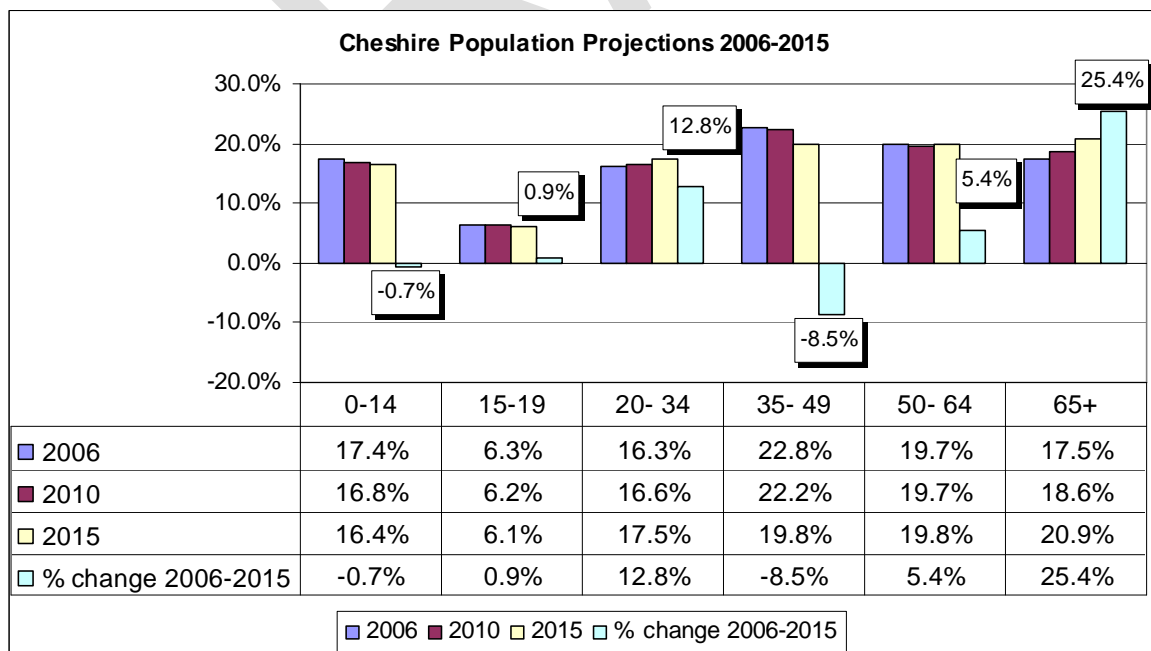
This is the sub-regional report focuses upon the five sub-regions of; Cheshire & Warrington, Cumbria, Lancashire, Greater Manchester and Greater Merseyside. Each report will focus upon the particular spatial issues and implications of Adult Responsive Provision. **A summary of implications for education, training and skills is provided at the end of the report.**

Cheshire and Warrington Learning and Skills Council

Demographics:

- 1 **Cumbria and Cheshire & Warrington**, where the proportion of over 65 year olds in the population is forecast to increase by 28 per cent and 27 per cent respectively over the period 2005-2020.
- 2 The fall in 15-19 year olds will impact on the supply of workers of this age, especially given that staying on rates in education have increased among these groups. This will be more strongly felt in particular parts of the region, for example in Cheshire and Warrington, where on average this group is more likely to stay on in education and go on to higher education.

Figure 1: Cheshire Demographic Trends 2006-2015



Source: Revised 2006-based SNPP Local Authorities and higher areas; population projections by sex and quinary age groups.

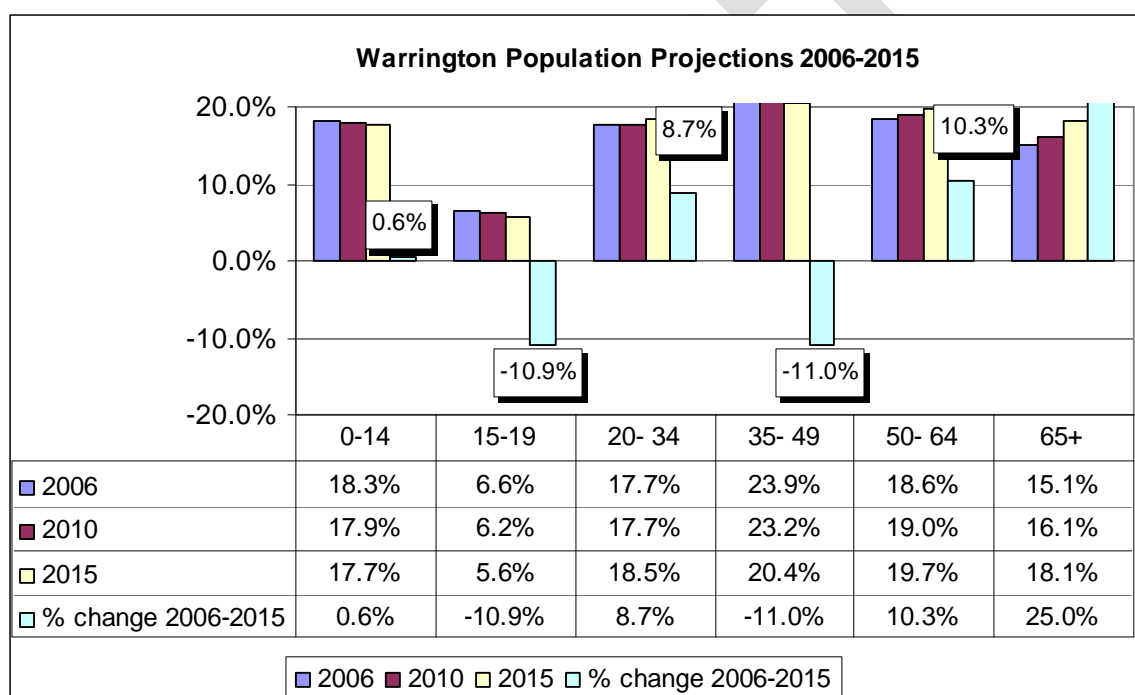
Cheshire

In summary in the period 2006-15, there is expected to be:

- A fall of 0.6 per cent in 0- 14 year olds (800)
- A slight increase in the number of 15- 19 year olds of 400 (0.9%)
- A fall in the number of 35- 49 year olds of 13,300 (11%), which is similar to the increase expected among 20- 34 year olds (14,300, or 8.7%)
- A large increase in the number of people 50-64 by 7,300 or (10.3%) and over 65 years old: 30,000 or 25 %.

- 3 The fall in the 15-19 cohort from 43,000 in 2006 to 43,900 in 2015 provides a 0.9 per cent decline in the cohort. This trend is reflected across the sub-region, with Greater Merseyside experiencing the sharpest fall.
- 4 Equally the 35- 49 age group in Warrington falls from 46,300 in 2006 to 41,200 in 2015 provides a 11.0 per cent decline in the cohort. The shift in the ageing population continues. (Figure 2).

Figure 2: Warrington Demographic Trends 2006-2015



Source: Revised 2006-based SNPP Local Authorities and higher areas; population projections by sex and quinary age groups.

Warrington

In summary in the period 2005-15, there is expected to be:

- A fall of 0.6 per cent in 0- 14 year olds (200)
- A fall in the number of 15- 19 year olds of 1,400 (10.9%)
- A fall in the number of 35- 49 year olds of 5,100 (11.0%), which is higher than the increase expected among 20- 34 year olds (3,000 or 8.7%)
- A large increase in the number of people 50-64 by 3,700 or (10.3%) and over 65 years old: 7,300, or 25%.

- 5 Migration patterns are likely to reinforce these trends, with migrants more likely to be attracted to sub-regions with large urban centres, particularly Manchester and Liverpool.

Working Age Adult Population (19- 59/64)

- 6 Cheshire and Warrington adult working age population has increased marginally by 3,000 from 499,000 to 502,000 from 2006 to 2007.
- 7 The greatest increase of 4,000 was in Ellesmere Port & Neston from 43,000 to 47,000 (8.0% increase). Congleton, Crewe & Nantwich and Macclesfield all declined by 2 per cent (decrease of 2,000).

Figure 3: Cheshire & Warrington Working Age Population 2006- 2007 (19- 59/64)

	2006 Population aged 19- 59/64 (000s)	2007 Population aged 19-59/64 (000s)	Change 2006/ 2007
Chester	64	66	3.2%
Congleton	54	52	-2.3%
Crewe and Nantwich	67	65	-1.9%
Ellesmere Port and Neston	43	47	8.0%
Macclesfield	86	84	-1.9%
Vale Royal	72	73	1.8%
Warrington	114	114	0.1%
Cheshire and Warrington	499	502	0.5%

Source: Annual Population Survey 2006, 2007 (19- 59/64).

Qualification Profile

- 8 The qualifications of the region's workforce are a proxy for their skills. Although the North West has increased its qualification profile, in comparative terms it has not managed to close the gap with the England.
- 9 Cheshire & Warrington perform comparatively well to the regional and England qualification profile, specifically at Level 4, 3 and 2.

Figure 4: Cheshire and Warrington Qualification Profile

	Population aged 19-59/64 (000s)	level 4 (%)	level 3 (%)	level 2 (%)	lower than level 2 (%)	without a qualification (%)
England	29,519	30.2%	49.0%	68.9%	18.6%	12.5%
North West	3,932	27.1%	46.8%	67.7%	17.8%	14.5%
Cheshire/Warrington	502	35.6%	52.7%	72.9%	17.6%	9.4%
Cumbria	276	26.9%	47.8%	72.7%	18.1%	9.7%
Greater Manchester	1,501	27.1%	46.9%	66.9%	17.8%	15.3%
Lancashire	822	26.0%	47.6%	68.4%	17.8%	13.7%
Merseyside/Halton	832	23.3%	42.0%	63.8%	17.7%	18.5%

Source: APS07 Highest qualification held by population aged 19-59/64.

- 10 Analysis of the qualification profile at district level provides a distinct contrast to the Cheshire and Warrington profile. Congleton and Macclesfield have a higher qualification profile than the local office average, particularly at Level 4.
- 11 Areas such as Crewe & Nantwich, Ellesmere Port & Neston and Vale Royal have over 20 per cent of the working age population with a qualification lower than a level 2.

Figure 5: Cheshire and Warrington Qualification Profile (District)

	Population aged 19-59/64 (000s)	level 4 (%)	level 3 (%)	level 2 (%)	lower than level 2 (%)	without a qualification (%)
Chester	66	39.7%	57.5%	72.6%	15.3%	12.1%
Congleton	52	42.5%	57.0%	77.8%	17.1%	5.2%
Crewe and Nantwich	65	23.1%	41.0%	67.5%	23.4%	9.0%
Ellesmere Port and Neston	47	28.3%	47.7%	67.7%	21.9%	10.5%
Macclesfield	84	43.4%	60.4%	80.4%	10.3%	9.3%
Vale Royal	73	36.1%	49.4%	71.4%	21.9%	6.7%
Warrington	114	34.1%	53.1%	71.7%	16.8%	11.5%
Cheshire and Warrington	502	35.6%	52.7%	72.9%	17.6%	9.4%

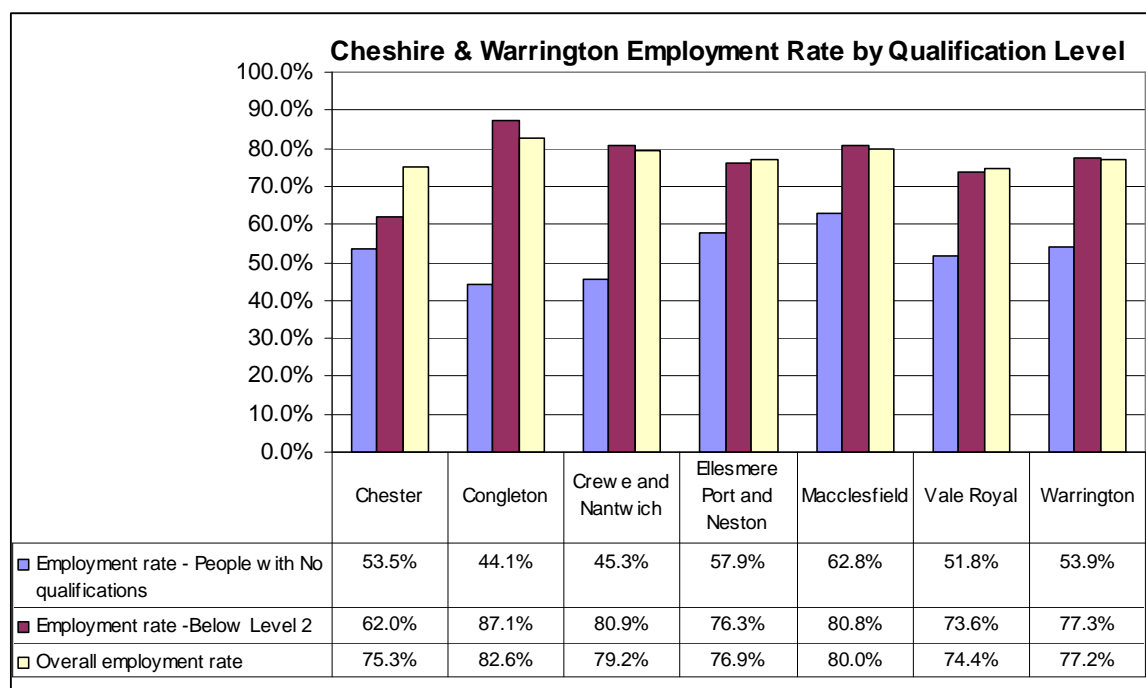
Source: Annual Population Survey 2007 (19- 59/64).

- 12 The **Employer Responsive report outlines the proportion of the working age population who are qualified to at least a Level 2 and Level 3 at district level.** This analysis also includes projections of Level 2 and 3 up to 2011, this has been based upon current performance and the anticipated gap with the national average.

Trends in Employment Rate

- 13 The Government has the target of **80 per cent working age population in employment** and this requires the strategic alignment of organisations and agencies on this agenda.
- 14 The employment rate in the North West sub-regions varies significantly and can be largely attributable to the industrial structure of the area.
- 15 The employment rate of those with no qualifications is strong within the Cheshire and Warrington sub-region, in particular this is notable for Macclesfield with 62.8 per cent. Congleton and Crewe & Nantwich that have much lower rates of employment at 44.1 per cent and 45.3 per cent, although still above the regional average (43.1%). (Figure 6).
- 16 Employment rates are over 70 per cent for those whose highest qualification is a level 2, this rise to over 80 per cent for those who hold a Level 3 and above.
- 17 Providing the opportunity for people to gain a qualification up to Level 2 is expected to improve their employability and provide a platform for progression into the workplace. (See Employer Responsive section on the Train to Gain programme).

Figure 6: Employment Rate below Level 2



Source: Annual Population Survey 2007.

Employability & Worklessness

How to support workless people into sustainable jobs (focusing on priority groups)

National Strategy

- 18 The Government has made a clear commitment to integrate its employment and skills strategies into a truly seamless employment and skills system which **not only helps people into work but helps break the cycle of low skills, short-term jobs and low wages**. The joint DWP/DIUS publication **Work Skills** (June 08) and the subsequent **welfare reform green paper** (July 08) outline the plans to overhaul the welfare and training system and improve skills.

“Our vision is a welfare state where no one is written off and everyone is expected to contribute. We want to do more to prevent people from drifting into long-term unemployment or inactivity and becoming detached from the labour market.” (No one written off: reforming welfare to reward responsibility, DWP July 2008).

- 19 The LSC with partners will support individuals through skills development from worklessness into sustainable employment, through the delivery of PSA targets of the LSC (Skills for Life & Level 2) and those of other agencies.

Overview of Workless People

- 20 Sub-regions and districts which have in recent years experienced strong job creation have generally seen a stronger rise in resident employment rates and a fall in claimant worklessness.
- 21 **Manchester and Liverpool in particular have seen large absolute changes in jobs created and falling benefit claimant rates.** By comparison, an area like Blackpool with severe economic weaknesses, has seen little job growth and little reduction in the numbers claiming benefits. Some areas have seen a greater reduction in claimant worklessness than others with a similar level of job growth. Job creation in Barrow and Blackburn with Darwen has been at approximately the same

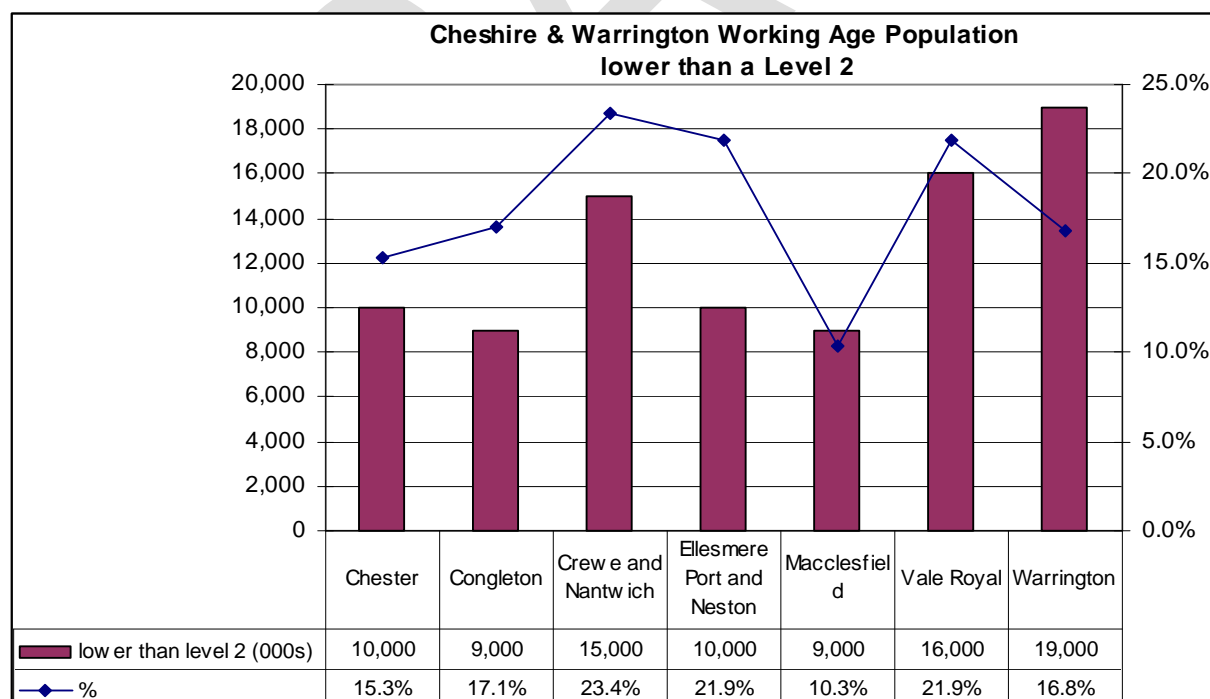
modest level between 1999 and 2006, but Barrow has seen some fall in claimant count while the effect in Blackburn with Darwen has been neutral.

- 22 There may be **a number of factors at play in explaining these trends**: for those districts where there are large numbers of in-commuters, jobs created may not feed through to increases in resident employment.
- 23 In the urban districts with higher levels of in-migration of foreign workers, there may be less of a reduction in claimants; in districts such as Liverpool and Knowsley where claimant counts were highest at the start of this period, new jobs are more likely to be filled by those formerly claiming benefits; finally, the figures may demonstrate the impact of an additional policy focus and funding for worklessness in these areas.
- 24 The true effect of the economic down turn is yet to be measured, but it is largely recognised that this will have significant implications for government policies and PSA agreements.

Working Age with a qualification lower than level 2

- 25 A significant proportion of those lacking a Level 2 are workless. In 2007, 17.8 per cent of the adult working age population¹ in the North West had a qualification **lower than a level 2**, this is equivalent to 699,000. This compares to 18.6 per cent for the England average.
- 26 Cheshire and Warrington has 17.6 per cent (88,000) of the working age population lower than a level 2, figure 6 provides a district summary. Crewe & Nantwich and Ellesmere Port & Neston have the largest share of the working age population qualified below Level 2 at 23.4 per cent and 21.9 per cent.

Figure 7: Adult Working Age Population without a Level 2 (19- 59/64)

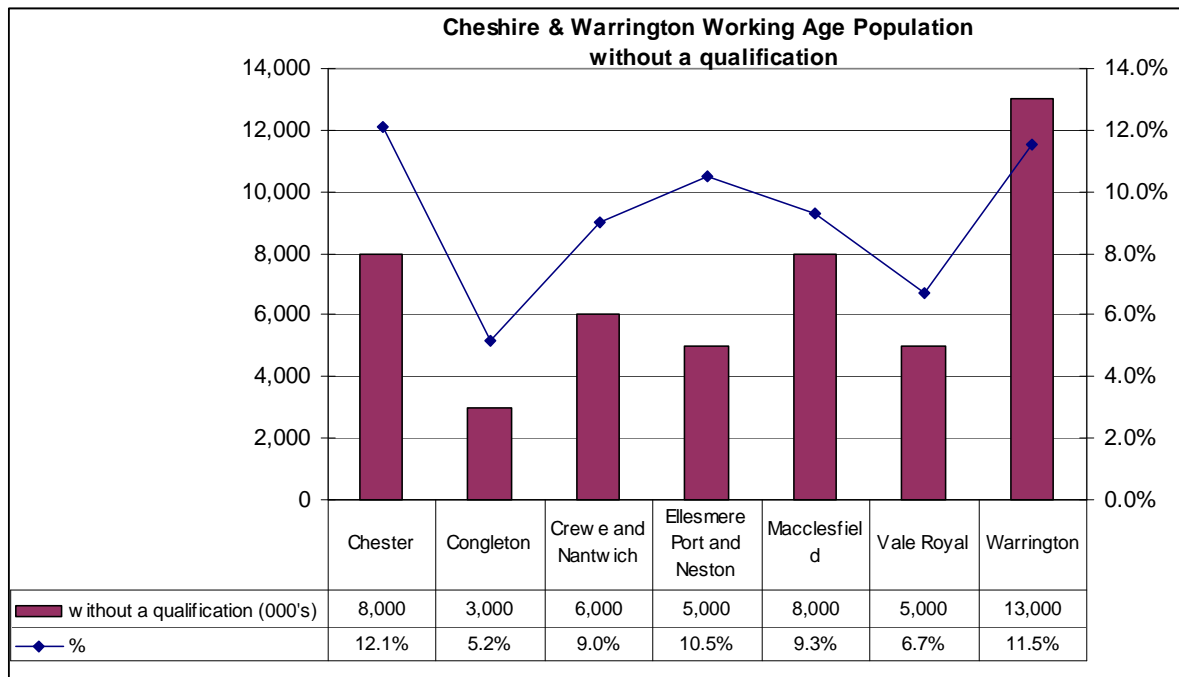


Source: Annual Population Survey 2005-2007 (19-59/64).

- 27 In the region over 14 per cent of the working age population have no qualifications which is equivalent to (570,000). Further breakdown is provided in figure 7.

¹ Age19-59/64.

Figure 8: Working Age Population with No qualifications (19- 59/64)



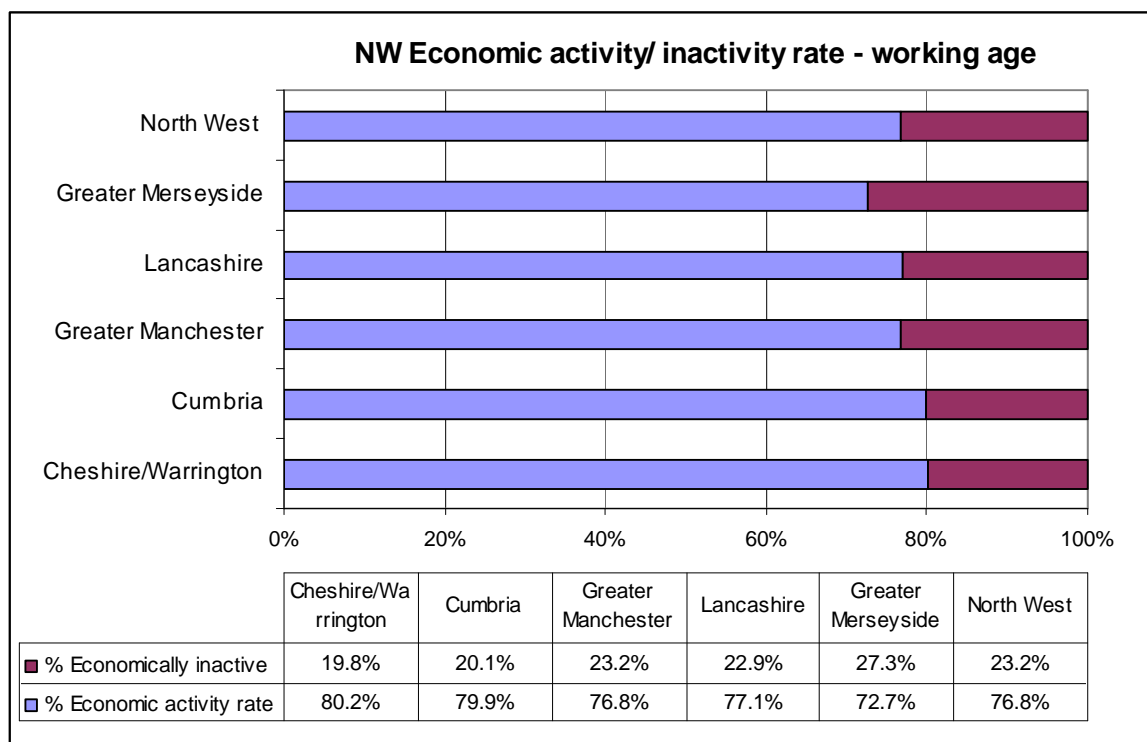
Source: Annual Population Survey 2005-2007 (19-59/64).

Economically Active and Inactive

- 28 **Rates of economic inactivity are typically higher amongst those with no qualifications**, of the economically active² population, 27.8 per cent do not have a Level 2. For the inactive population, the corresponding figure is 49 per cent. The North West still has a gap to close with the national average in the proportion of the working age population without a level 2 qualification.
- 29 The North West working age population is split into those who declare themselves as either economically active or economically inactive which is a 76.8%: 23.2%.

² A person is economically active if they are either employed or unemployed in a particular period - usually the survey reference week.

Figure 9: Working Age Population: Economically Active/ Inactive



Source: Annual Population Survey 2007.

30 Cheshire & Warrington has a comparatively high economically active population, however, district level analysis illustrates the disparities in those who are economically active.

Figure 10: Cheshire and Warrington Economically Active and Inactive

	Economic activity	rate %	Economically inactive	rate %
Chester	56,600	77.5%	16,500	22.5%
Congleton	47,000	83.7%	9,200	16.3%
Crewe and Nantwich	57,700	81.6%	13,000	18.4%
Ellesmere Port and Neston	39,200	79.4%	10,200	20.6%
Macclesfield	75,500	84.5%	13,900	15.5%
Vale Royal	58,900	76.4%	18,200	23.6%
Warrington	95,300	79.3%	24,900	20.7%
Cheshire and Warrington	430,200	80.2%	105,800	19.8%

Source: Annual Population Survey 2007.

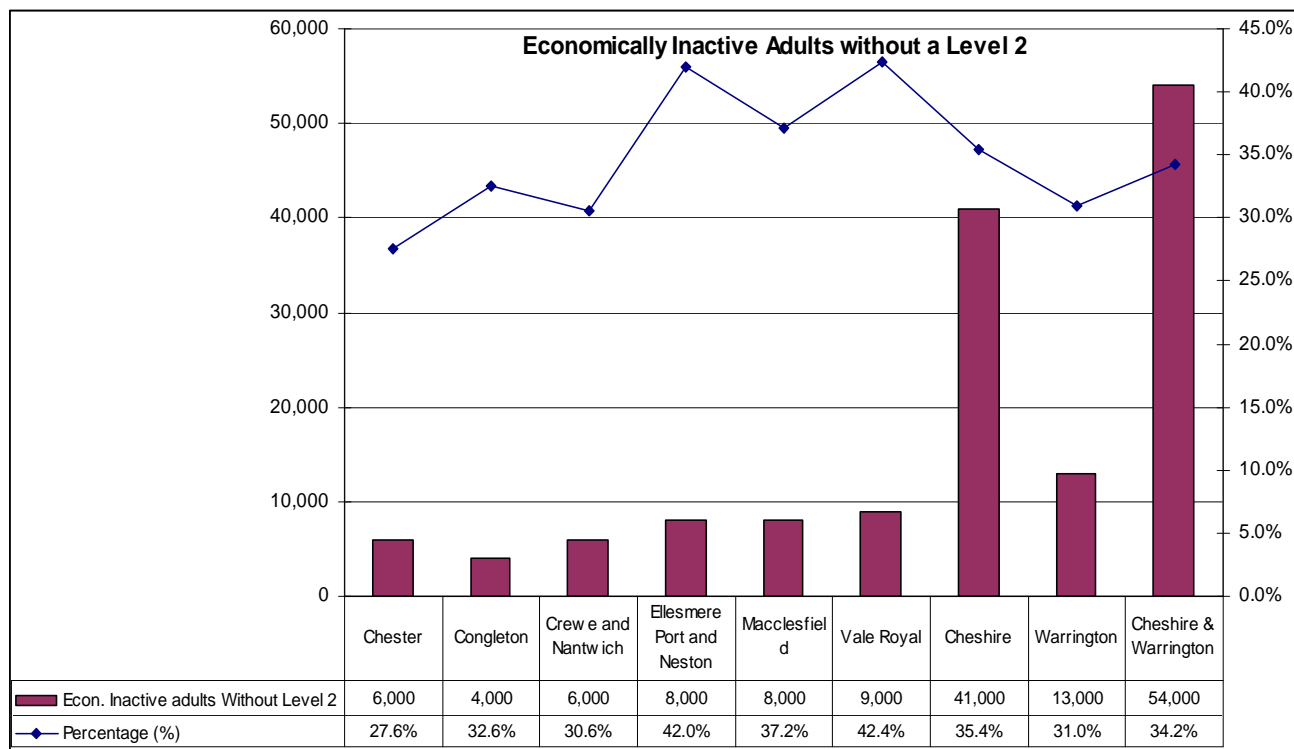
A significant proportion of those lacking a level 2 are workless

Workless People Without a Level 2

- 31 There is also a strong spatial dimension to worklessness. For adults across the region the rate of inactivity is highest in Greater Merseyside at 27.3%, compared to the regional average of 23.3% and the England average of 21.4%. **Cheshire and Warrington and Cumbria have inactivity rates below the England average.**
- 32 Those are 'worklessness' are defined as those either unemployed without a Level 2 and those economically inactive adults without a level 2. For the North West this equates to 600,000 individuals.

- 33 Of the 156,000 adults of working age without a Level 2 qualification in Cheshire and Warrington, 34.2 per cent (54,000) are also economically inactive. A breakdown by district indicates that Vale Royal and Ellesmere Port & Neston have the highest proportions at 42.4 per cent and 42.0 per cent respectively.

Figure 11: Economically Inactive People without a Level 2



Source: Annual Population Survey 2005.(awaiting update from DCSF). Workless figures not available at this level, (Unemployment figures for those without a level 2 are suppressed at this level).

- 34 The North West has the second highest rate of Incapacity Benefit claims across English regions, double the lowest rate found in the South East.

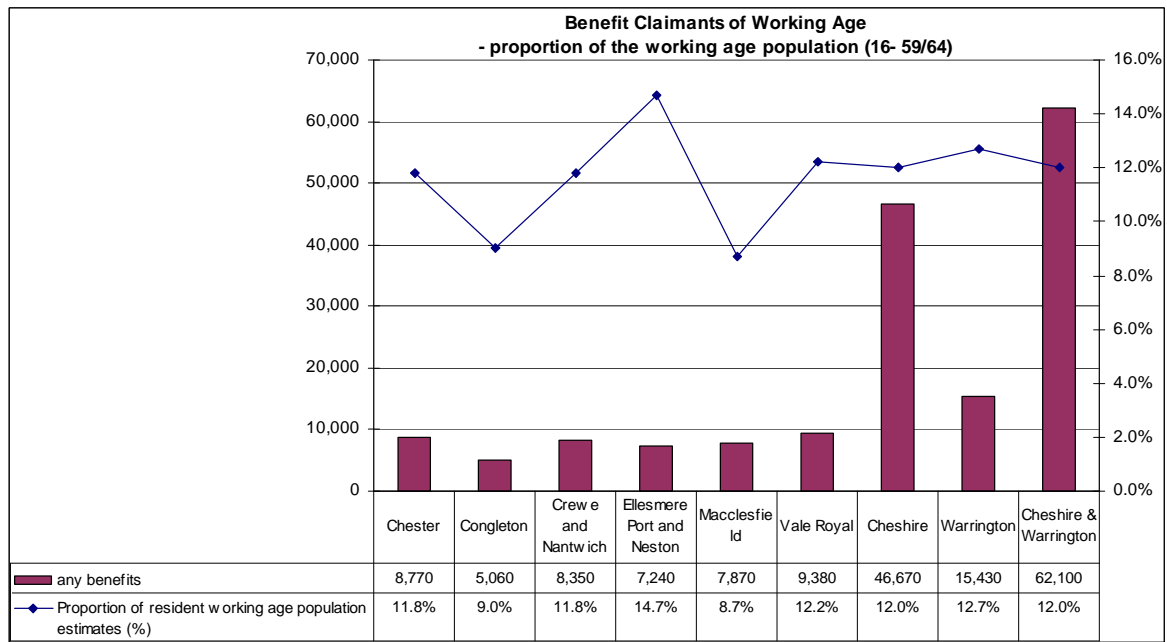
The region has much higher level of claimants, especially of Incapacity Benefit...

- 35 A significant proportion of the working age people within the region who are not in work will be claiming out of work benefits.

The number of people claiming out of work benefits remains very high in the region in general and continues to be highly concentrated amongst certain benefits...

- 36 In 2008 there were around **736,700 people in the region claiming out of work benefits, which is 17.4% of the working age population**, (compared to 13.6% for the UK as a whole). This is around 110,000 more people claiming these benefits than if the region met the UK average. The majority of these were claiming Incapacity Benefit (IB) (398,160 or 9.4% of the working age population).
- 37 **Cheshire & Warrington has a much lower proportion of working age people claiming some type of benefit, in comparison to the regional position (12.0% compared to 17.4%).** This is equivalent to 62,100 were claiming some type of benefit.
- 38 Highest benefit claimants are in Ellesmere Port & Neston, representing 14.7 per cent of the working age population, lowest proportions are in Macclesfield and Congleton.

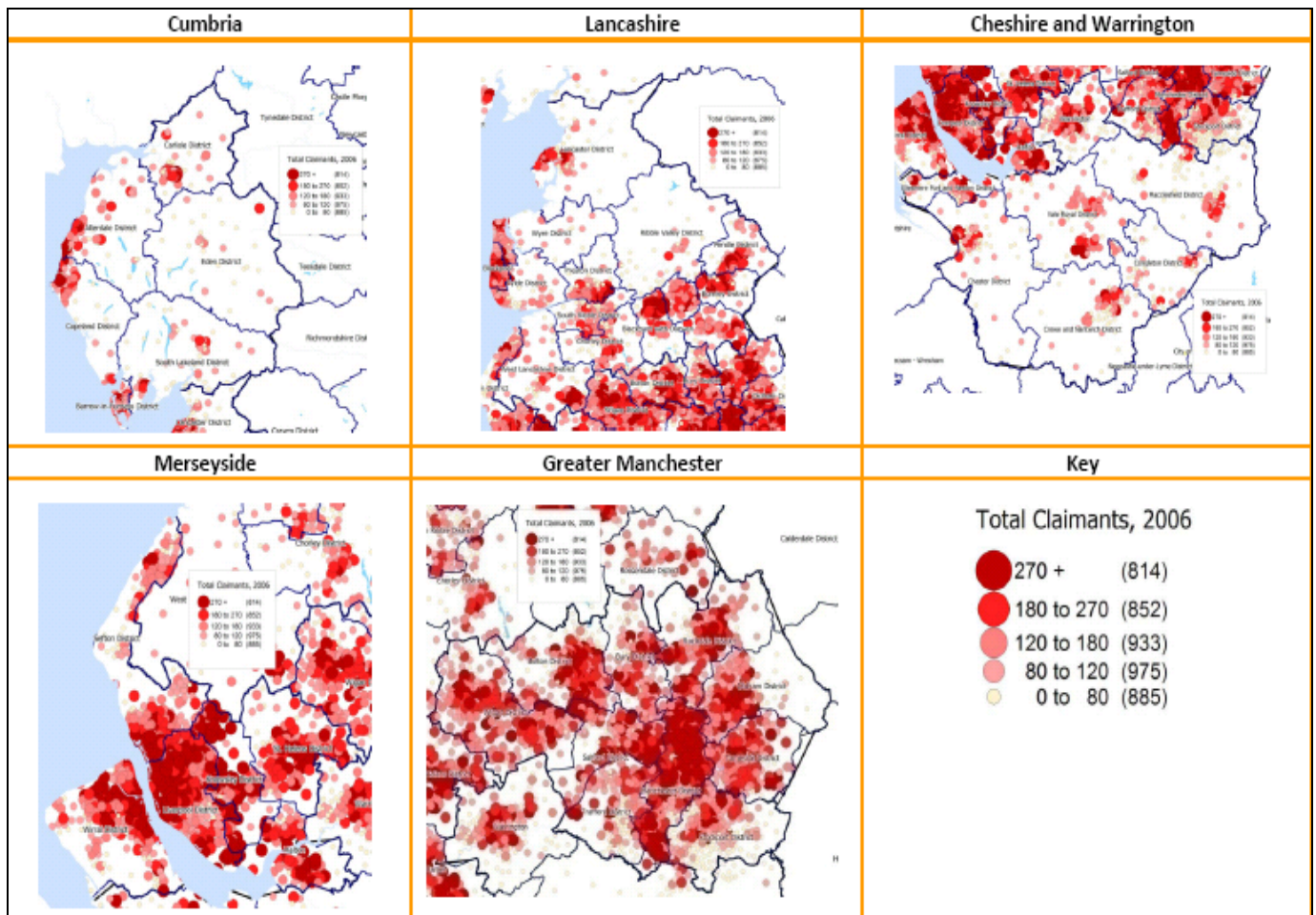
Figure 12: Benefit Claimants as Proportion of the Working Age Population.



Source: Benefit claimant data - DWP via NOMIS, February 2008. Notes benefits include: carers allowance; disability living allowance; incapacity benefit; income support (IS)/pension credit (PC); job seekers allowance; severe disablement allowance; widows benefit and other combinations.

39 The following map provides a summary of the distribution of claimants in the North West, 2006.

Figure 13: Total Claimants by SOA in the North West, by sub-region (districts in blue).



Workless People: how we engaged with our priority groups?

- 40 A key constraint upon the economic performance of the North West, and the key locations within it, is the extent of worklessness³ in the region.
- 41 Despite the steady increase in the region's overall employment rate (closing the gap with England as the rate has risen from 70.5% in 1997 to 72.5% in 2007), **the NWDA's most recent economic analysis suggests the region's lower employment rate accounts for £4bn of the region's current £17bn output gap with England.**
- 42 The numbers of young people and adults that are not engaged in any form of employment, or are unable to work for varying reasons creates significant gaps in the local and regional economy.
- 43 Overall there is a clear pattern of lower attainment of the economically inactive population compared to the active. **72.2 per cent of the working age active population are qualified to level 2 (2.2 million with L2) and only 19.5 per cent of the economically inactive population have the same qualification (202,000 with L2).**

In developing services to tackle worklessness⁴, account needs to be taken of the higher levels of economic activity amongst certain groups in society.

³ The Social Exclusion Unit (2004) describes worklessness as including "people who are unemployed or economically inactive, and who are in receipt of working age benefits."

Characteristics of Key Client Groups

- 44 **Worklessness continues to be heavily concentrated amongst particular groups**....there are a range of socio-economic groups which are recognised as suffering labour market disadvantage in general and this is likely to be reflected in **lower employment rates and higher rates of benefit claiming.**
- 45 The circumstances and characteristics of key client groups: **Offenders; Lone Parents; People from Ethnic Minority Groups (BME); Learners with Learning Difficulties and/or Disabilities (LLDD); People from Deprived Areas and Older Jobseekers (aged 50+)** are outline in the following section.

Offenders

- 46 55 per cent of all ex-offenders are economically inactive in the region. This has huge implications, as often they have multiple barriers to overcome before being available to the labour market.
- 47 Offender Learning and Skills and Employability Skills Programmes will continue to contribute to overall performance of the skills for employability agenda.
- 48 LSC has approved **capital investment of £950,000** in the learning and skills departments of prisons and probation.
- 49 Coming on top of a recent ICT Refresh investment of £1.8 m in North West prisons this is a significant change which will improve delivery of learning and skill to offenders. A further investment of capital in prisons for young offenders and young adult offenders has just commenced.

Lone Parents

- 50 **Cheshire & Warrington and Cumbria have a lower proportion of lone parents. Cheshire & Warrington has (9.3%) 33,293⁵** (5,008 males and 28,285 females), whereas Cumbria has (5.6%) 19,968 (2,869 males and 17,099 females).
- 51 At 38.3 per cent Greater Manchester has the highest proportion of lone parents (compare to other sub-regions)
- 52 Analysis of the Lone Parents statistical group in the region indicates that 94,340 are claiming some type of benefit, over 80 per cent of which are claiming income support (IS)/pension credit (PC) (83,060), this is equivalent to 2.2 per cent of the working age population.
- 53 **Cheshire & Warrington has 7,090 Lone parents are claiming any type of benefit**, the majority of which are claiming income support (IS)/pension credit (PC).

Figure 14: Cheshire & Warrington Lone Parent Benefit Claimants

	Lone Parents Claiming Any Benefit	% of Working Age Population (19- 59/64)
Chester	990	1.5
Congleton	470	0.9
Crewe and Nantwich	1,160	1.8
Ellesmere Port and Neston	930	2.0
Macclesfield	800	1.0

⁴ The Social Exclusion Unit (2004) describes worklessness as including “people who are unemployed or economically inactive, and who are in receipt of working age benefits.”

⁵ 2001 census - standard tables.

	Lone Parents Claiming Any Benefit	% of Working Age Population (19- 59/64)
Vale Royal	1,100	1.5
Cheshire	5,450	1.4
Warrington	1,640	1.4
Cheshire & Warrington	7,090	1.4

Source: Benefit claimant data - DWP via NOMIS. Notes benefits include: carers allowance; disability living allowance; incapacity benefit; income support (IS)/pension credit (PC); job seekers allowance; severe disablement allowance; widows benefit and other combinations.

People from Ethnic Minority Groups

54 Available data* indicates that 13,600 (2.5%) the working age population are from a Black or Ethnic Minority Group.

Figure 15: Cheshire & Warrington % of People from Ethnic Minority Groups

	% of BME - working age	Working Age Population	Proportion (%)
Chester	4,900	73,100	6.7%
Congleton	!	56,200	!
Crewe and Nantwich	900	70,700	1.3%
Ellesmere Port and Neston	!	49,400	!
Macclesfield	3,100	89,300	3.5%
Vale Royal	1,100	77,100	1.4%
Warrington	3,600	120,200	3.0%
Cheshire & Warrington	13,600	536,000	2.5%

Source: Annual Population Survey 2007. (Note ! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2)).

55 The regional employment rate of working age adults from BME communities is 56 per cent, employment rates between sub-regions range from 53.7 per cent (41,800) in Lancashire to 83.1 per cent (4,900) in Cumbria.

56 Cheshire & Warrington has over 8,400* of working age adults from BME communities (65.8%), significantly higher than the regional average (56%).

57 Economic inactive amongst BMEs of working age stands at 37.1 per cent in the region, which is equivalent to 110,400 people. Cheshire & Warrington has 31.1 per cent of economic inactivity amongst BMEs of working age (3,900).

Figure 16: Working Age Employment Rate - BMEs

	working age employment rate - BMEs	Working Age Population	Proportion (%)
Chester	1,900	4,900	38.7
Congleton	1,500	1,700	85.2
Crewe and Nantwich	!	900	!
Ellesmere Port and Neston	!	!	!
Macclesfield	2,300	3,100	72.9
Vale Royal	!	1,100	!
Warrington	2,300	3,600	64.3
Cheshire & Warrington	8,000	15,300	52.3

Source: Annual Population Survey 2007. (Note ! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2)).

Adult Learners with Learning Difficulties and/or Disabilities (including those with Mental Health problems)

- 58 People with disabilities are twice as likely to have no qualifications.
- 59 Nationally, the rate of economic inactivity for people with a disability is significantly higher than for the population average. This is a particular issue in the North West, which has an inactivity rate for people with a disability of 51.9 per cent, 7.3 percentage points above the national average.
- 60 The North West has the second highest rate of people with LDD (23.6%). There are 19,624 adult learners (19+) in Further Education who have declared that they have a learning difficulty and/or disability in the region, this is a decline of 3,429 learners since F05 2006/07 (23,053).
- 61 Declaration of LDD decreased in both Cheshire & Warrington between 2005/06 and 2006/07, which was reflected by the overall fall in the proportion of adult learners on programme. The latest F04 2007/08 information indicates a rise in learners with LDD to 4,408 in Cheshire, which contrasts with the continued decline in Warrington 376 declared a LDD IN f04 2007/08.

Figure 17: Adult Learners (19+) with Learning Difficulties and/or Disabilities

Number of Enrolments			YEAR	SOURCE	
			2005/06	2006/07	2007/08
Partnership Team	Demand Led Category	LLDD	F05	F05	F04
Cheshire	Learner Responsive	Learners with LDD	5,322	4,120	4,408
		Learners without LDD	40,159	24,448	22,201
		No Information Provided	3,595	2,087	1,384
Learner Responsive Total			49,076	30,655	27,993
Cheshire Total			49,076	30,655	27,993
Warrington	Learner Responsive	Learners with LDD	3,216	2,280	376
		Learners without LDD	8,840	6,321	3,872
		No Information Provided	442	224	145
Learner Responsive Total			12,498	8,825	4,393
Warrington Total			12,498	8,825	4,393
Grand Total			61,574	39,480	32,386

Source: LSC FE F05 05/06, 06/07, F04, 2007/08.

People from Deprived Areas (Index of Multiple Deprivation 2007)

- 62 The Index of Deprivation 2007 is calculated by collecting data on seven main topic areas or domains, each measuring a different aspect of deprivation. Areas may be counted as deprived in one or more of the domains depending on the number of types of deprivation that they experience.
- 63 Results from the seven domains are combined to give an overall Index of Multiple Deprivation. The domains do not contribute equally to the overall IMD; the weightings used are Income Deprivation (22.5%), Employment Deprivation (22.5%) Health Deprivation and Disability (13.5%), Education, Skills and Training Deprivation (9.3%), Barriers to Housing and services (9.3%), Living Environment Deprivation (9.3%), Crime (9.3%)
- 64 Northwest Local Authorities feature in the worse performing 50 authorities in England (according to rank). **Liverpool remains the worst performing district nationally, whilst both Manchester and Knowsley feature in the bottom 10 despite improving their position since the IMD 2004.**

65 All districts in Cheshire and Warrington have improved on there rank score from 2004/ 2007 apart from Crewe & Nantwich which has remained unchanged.

Figure 18: IMD 2007 – Full North West District Ranking (change 2004/ 2007)

LA Name	2004 Score	2004 Rank	2007 Score	2007 Rank	Score Difference	Rank Difference
Liverpool	49.78	1	46.97	1	-2.81	0
Manchester	48.91	2	44.5	4	-4.41	2
Knowsley	46.57	3	43.2	5	-3.37	2
Blackpool	33.91	24	37.66	12	3.75	-12
Salford	38.19	12	36.51	15	-1.68	3
Blackburn with Darwin	32.28	34	35.83	17	3.55	-17
Burnley	31.83	37	34.61	21	2.78	-16
Rochdale	33.69	25	33.89	25	0.2	0
Barrow-in-Furness	32.98	29	32.69	29	-0.29	0
Halton	34.29	21	32.61	30	-1.68	9
Hynburn	28.53	58	30.91	40	2.38	-18
Oldham	30.73	43	30.82	42	0.09	-1
Pendle	27.59	71	30.24	44	2.65	-27
St.Helens	31.95	36	29.82	47	-2.13	11
Preston	28.47	59	29.78	48	1.31	-11
Bolton	29.41	50	29.67	51	0.26	1
Tameside	29.81	49	28.78	56	-1.03	7
Wirral	30.06	48	27.9	60	-2.16	12
Wigan	29.26	53	26.91	67	-2.35	14
Copeland	25.67	84	25.73	78	0.06	-6
Sefton	26.12	78	25.13	83	-0.99	5
Rossendale	24.05	92	24.23	92	0.18	0
Carlisle	22.2	108	22.7	110	0.5	2
Lancaster	22.25	107	21.94	117	-0.31	10
Allerdale	22.92	105	21.63	119	-1.29	14
Bury	23.53	97	21.42	122	-2.11	25
West Lancashire	21.07	127	20.4	141	-0.67	14
Ellesmere Port & Neston	19.8	141	19.92	147	0.12	6
Stockport	18.06	159	18.06	161	0	2
Warrington	19.39	147	17.89	165	-1.5	18
Wyre	17.77	161	17.7	170	-0.07	9
Crewe & Nantwich	17.09	174	17.45	174	0.36	0
Trafford	20.15	136	17.33	178	-2.82	42
Chester	17.03	178	16.86	184	-0.17	6
Chorley	17.15	172	16.56	188	-0.59	16
Vale Royal	17.06	176	16.18	196	-0.88	20
Eden	15.7	200	14.64	221	-1.06	21
South Ribble	13.95	229	14.1	233	0.15	4
Fylde	13.06	240	12.86	251	-0.2	11

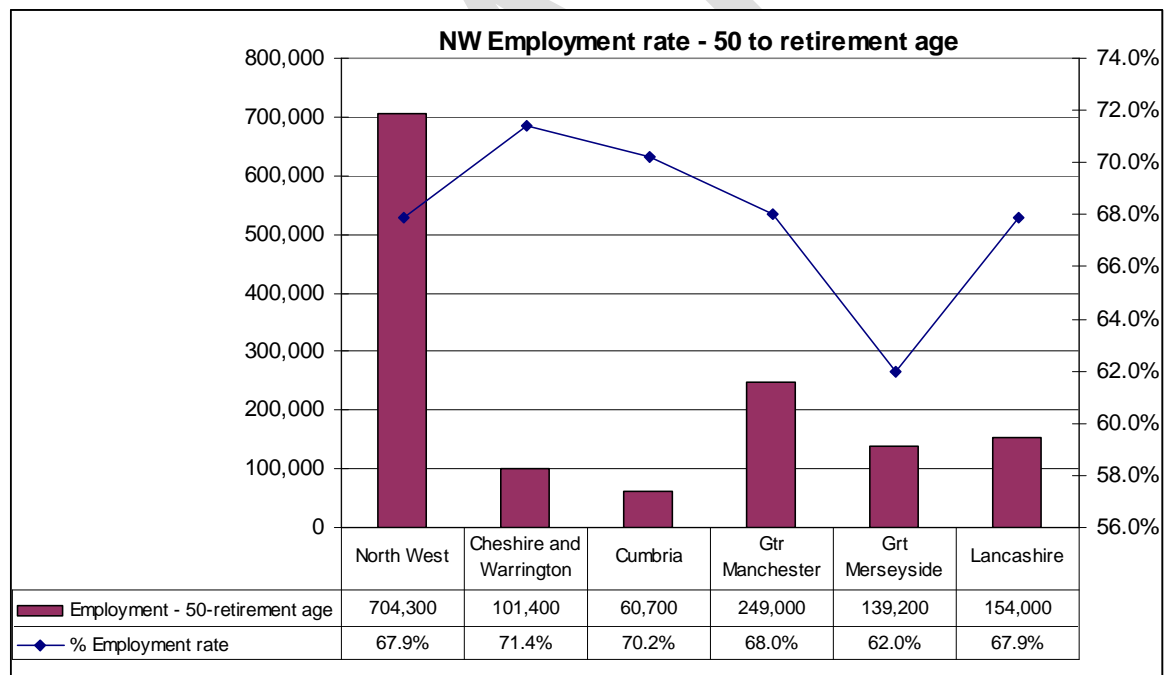
LA Name	2004 Score	2004 Rank	2007 Score	2007 Rank	Score Difference	Rank Difference
South Lakeland	12.01	258	11.67	267	-0.34	9
Macclesfield	11.13	276	10.67	290	-0.46	14
Ribble Valley	10.34	288	10.07	302	-0.27	14
Congleton	9.51	305	9.86	303	0.35	-2

Source: IMD 2004/ 2007.

Older Jobseekers (50-retirement)

- 66 The employment rate is 72.4 per cent for the region, which is lower than the national trend of 74.4 per cent.
- 67 **For adults in the 50 to retirement age, the North West rate is 67.9 per cent, well below the England average of 71.4 per cent.**
- 68 Overall Greater Merseyside has the lowest employment rate for 50+ at 62 per cent and Cheshire & Warrington the highest at 71.4 per cent. The employment rate varies in the sub-regions from Knowsley at 57.4 per cent to 74.7 per cent in Stockport.
- 69 The ability to retain these older workers in the labour force will depend on the strength of labour demand, but also on increasing awareness of the opportunities amongst workers and employers.

Figure 19: Regional Employment Rate: 50 to retirement age

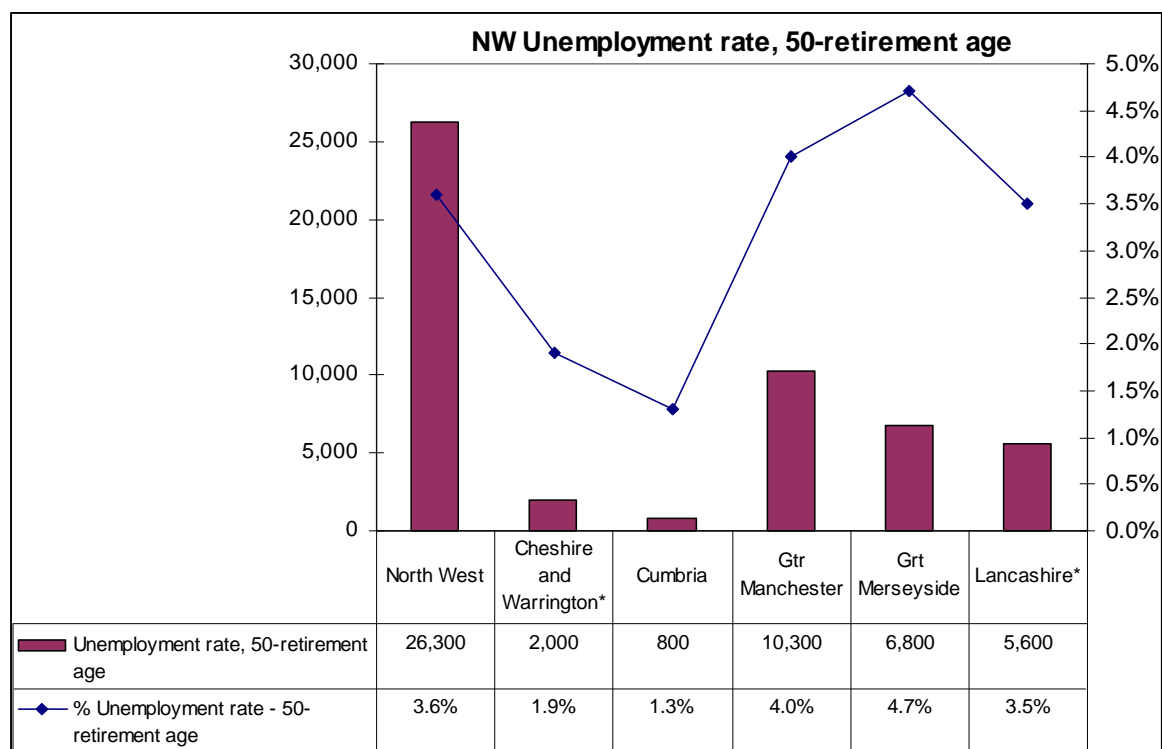


Source: Annual Population Survey 2007.

- 70 The North West rate of economic inactivity for people ages 50 to retirement age is above the England average.
- 71 The number of people aged over 50 with no qualification is relatively high at 25% and make up around a third of the total (250,000).
- 72 The unemployment rate for 50-retirement stood at 3.6 per cent or 26,300 people, Figure 20 for more detail.

- 73 While the lack of skills will be a barrier to employment amongst this group, it overlaps with other issues which limit employment (e.g. including mental and behavioural difficulties, record of offending etc).
- 74 It is also likely that over time, an **increasing number of people will remain in employment post retirement age**. It is likely that some retraining of these older groups will be needed to meet skills needs and this has implications for the future pattern of training delivery, with lower demand for full time provision, and increased demand for flexible part-time or work based provision.

Figure 20: NW Unemployment rate - 50-retirement age



Source: Annual Population Survey 2007.(note* Estimate is less than 500; Blackpool, Warrington,).

Over 50 to retirement Age - Attitudes towards learning⁶

- 75 Of the differences noted among particular groups of customers, age was the factor that most clearly differentiated the views of Jobcentre Plus customers towards the Leitch recommendations. This is partly due to the variations in the type of programmes and the access to training that are currently available to younger customers, but attitudes to training also vary with age. **'As people move towards retirement, they see less value in investing in training than younger people'**.

Key messages: Tackling Worklessness focusing on priority groups

1. economically inactive population and those with no qualifications	<ul style="list-style-type: none"> • Key challenge of enabling workless people back into sustained employment.
2. Lone parents	<ul style="list-style-type: none"> • Lone parents significant variation in the sub-region
2. Offenders 3. Ex-offenders	<ul style="list-style-type: none"> • Lack of information available on this client group, making it difficult to quantify the multiple barriers faced by offenders.

⁶ NW Skills for Employability Study 2008.

Key messages: Tackling Worklessness focusing on priority groups

4. BME Community	<ul style="list-style-type: none"> Multiple barrier; lower employment rates and economic inactivity rates
5. Older Job Seekers	<ul style="list-style-type: none"> * Adult Advancement & Careers Service – link to the challenges that this new services will face given different client groups (i.e. as above older worker least flexible and less open to change).
7. Learners with Learning Difficulties and/or Disabilities	<ul style="list-style-type: none"> the North West, which has an inactivity rate for people with a disability of 51.9 per cent, 7.3 percentage points above the national average.

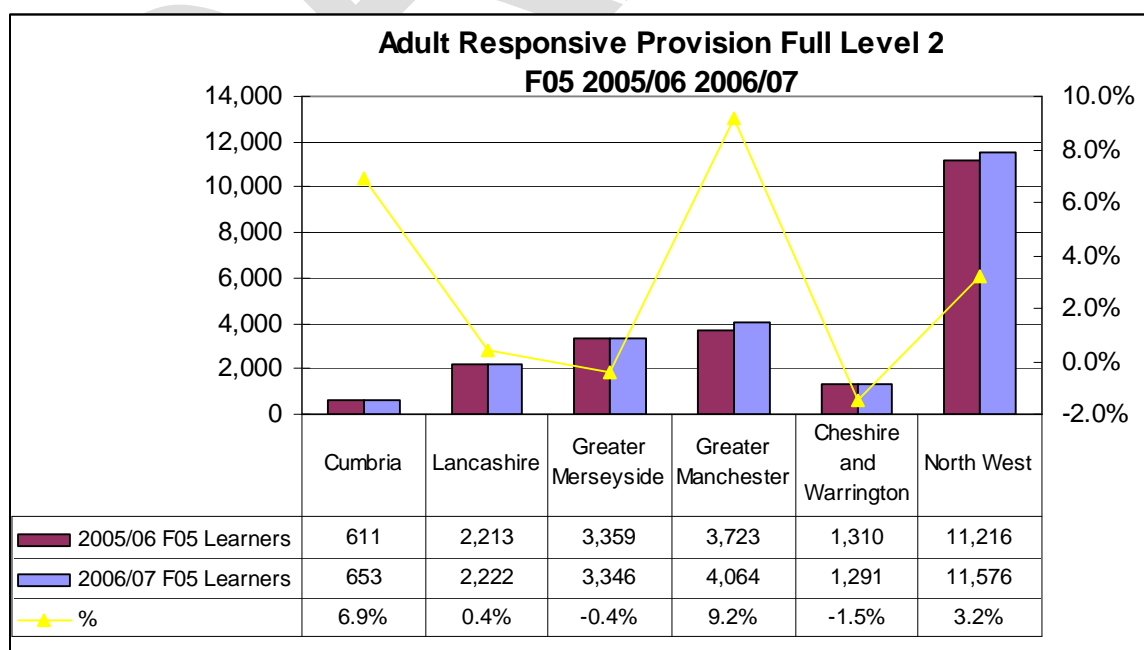
**Adult Learner Responsive Provision
Learner Volumes**

Adult Responsive Full Level 2

PSA Indicator 2: By 2011 we should be aiming for 79 per cent of adults qualified to at least Full Level 2

- 76 The latest figures from the Annual Population Survey indicates that 67.7 per cent of the region’s working age population⁷ has a Level 2 qualification: similar to the national level of 68.9 per cent.
- 77 This analysis will review learner volumes with regard to Adult Learner Responsive Provision: **Adult Level 2, Adult Level 2, Skills for Life, OLASS, Adult Safeguarded Learning, Developmental Learning and IAG.**
- 78 Trends in adult responsive provision indicate that just over 26,082 learners continue to study a full level 2 qualification in 2007/08.
- 79 Adult responsive provision has continued to fall and this is reflected by the continued growth in employer responsive provision.

Figure 21: NW Adults Responsive Full Level 2 Provision



⁷ qualification held by population aged 19-59/64.

Source: 19+ Learner Responsive provision within FE, F05 2005/06, 2006/07.

80 The split for Cheshire and Warrington provides the latest position split by Cheshire (822) and Warrington (431).

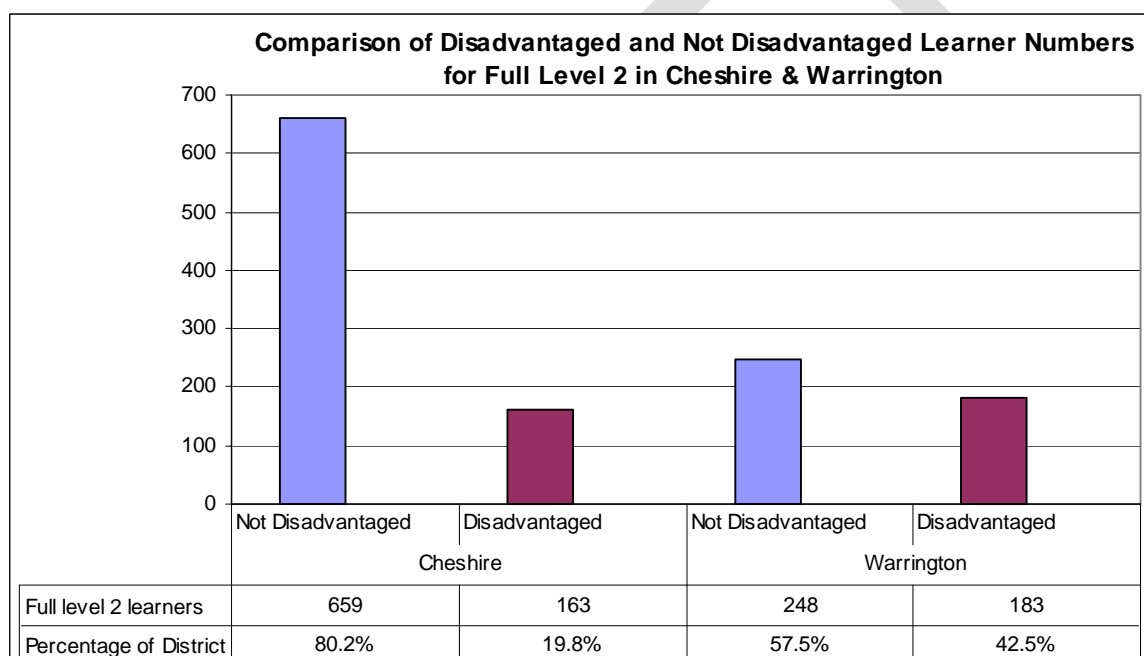
Figure 22: Cheshire & Warrington Adult Responsive Full Level 2

	Number of Learners	FL2 Learners	%
Cheshire	14,148	822	5%
Warrington	2,683	431	16%
Grand Total	16,831	1,253	13.4%

Source: 19+ Learner Responsive provision within FE, 2007/08 F04.

81 The 1,253 adult responsive learners in the region have been divided into learners who are disadvantaged/not disadvantaged in the area. The proportional difference in Cheshire appears to be more severe than Warrington – figure 23. Full Level 3 analysis in Figure 26.

Figure 23: Adult Responsive Full Level 2 by Disadvantage



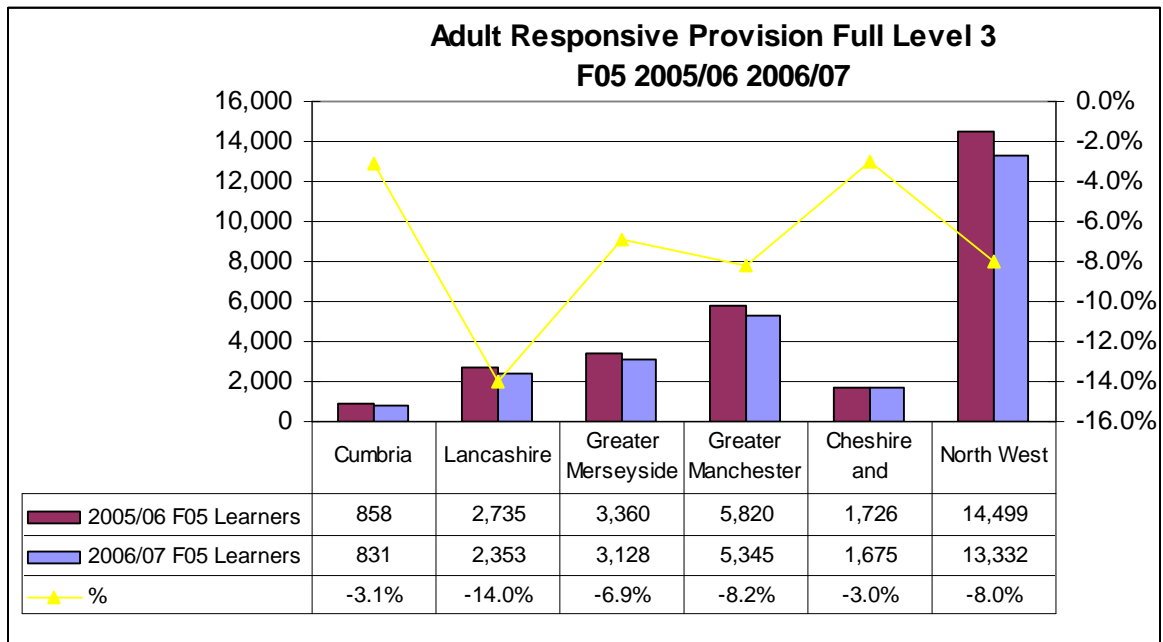
Adult Level 3

PSA Indicator 3: By 2011 we should be aiming for 56 per cent of adults qualified to at least Full Level 3

82 The latest figures from the Labour Force Survey indicates that 46.8 per cent of the region's working age population had a Level 3 qualification: slightly below the national position of 49.0 per cent.

83 Adult Learner Responsive provision at Full Level 3 indicates that over 13,332 learners continued to study for a Full Level 3 (a fall of 8 percentage points from 2005/06). In 2005/06 this stood at 14,449 learners.

Figure 24: NW Adults Responsive Full Level 3 Provision



Source: 19+ Learner Responsive provision within FE, F05 2005/06, 2006/07.

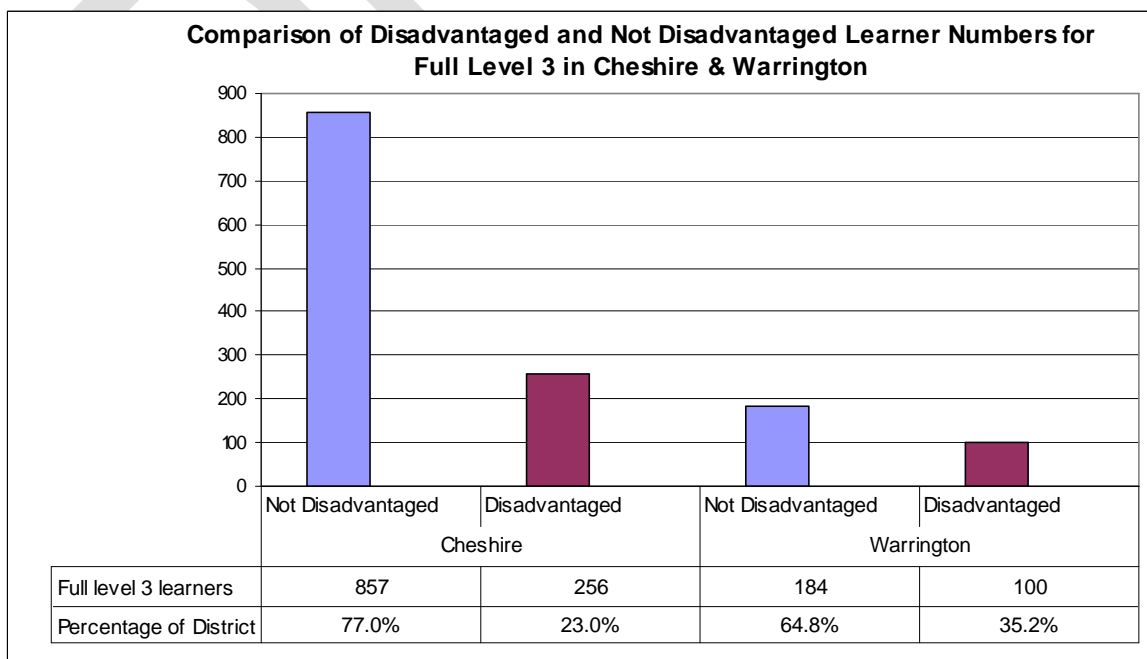
84 The split for Cheshire and Warrington provides the latest position (F04) split by Cheshire (1,113) and Warrington (284).

Figure 25: NW Adults Responsive Full Level 3 Provision

	Number of Learners	FL3 Learners	%
Cheshire	14,148	1,113	7%
Warrington	2,683	284	10%
Grand Total	16,831	1,397	8%

Source: 19+ Learner Responsive provision within FE, 2007/08 F04.

Figure 26: Adult Responsive Full Level 3 by Disadvantage



How to achieve the PSA Skills for Life ambition?

Skills for Life

- 85 The national Skills Strategy in April 2001 outlined the challenge “to improve the basic skills levels of 2.25 million adults (aged 16 and over) between 2001 and 2010”.
- 86 The region has made significant progress on this target and achieved the 2007 milestone by 200 per cent (2,276,000 by July 2008), but there is no room for complacency, given the challenges of the new Skills for Life target.
- 87 From August 2008, the LSC adopted the Leitch PSA target for Skills for Life. This target is that by 2020: **95 per cent of adults should have basic functional literacy and numeracy skills**”. (Functional Skills are defined as entry 3 for numeracy and level 1 for literacy/ ESOL). Current baselines⁸ would suggest that in the North West the actual figure of **adults operating at these levels is 83% for literacy/ ESOL at level 1 and 75% for numeracy at entry level 3**.
- 88 To support this challenging target the LSC grant letter confirmed that the total funding for Skills for Life will increase from £946m currently to £1,018m by 2010/11 with most of this targeted at individual rather than employer based training. It also confirmed total potential numbers of adult learners in England for Skills for Life as rising from 1,147,000 in 2007/8 to 1,227,000 in 2010/11.

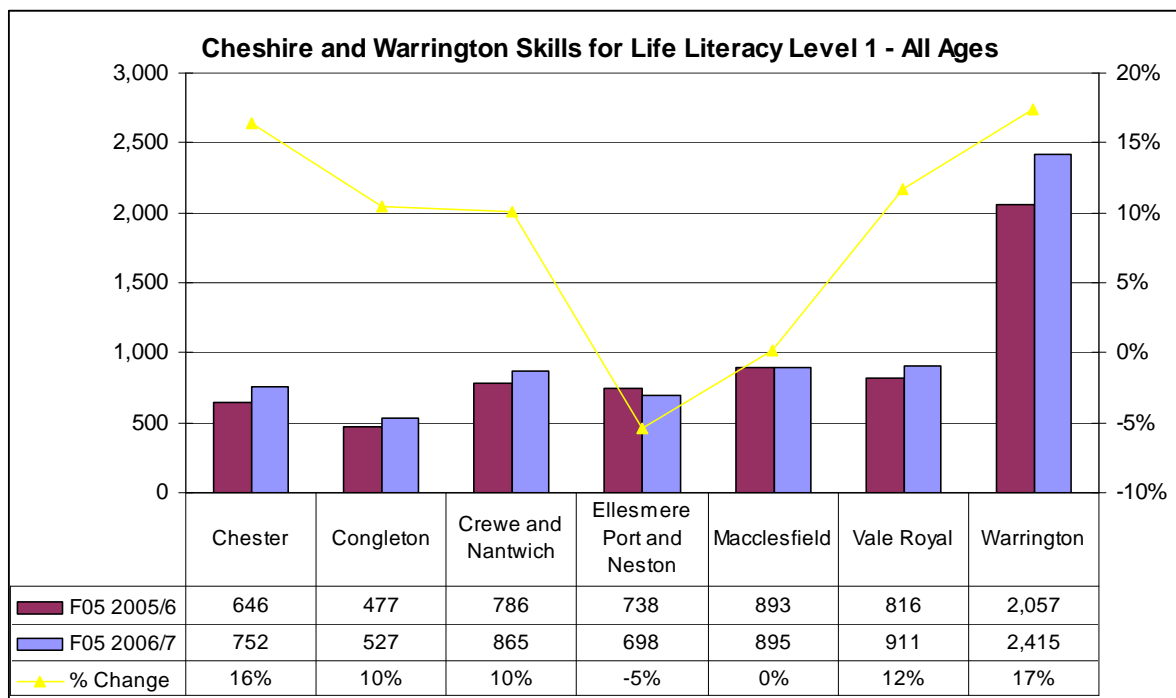
Regional Skills for Life Breakdown

The Skills for Life PSA target is based upon all ages (16-18 and 19+), the following charts also provide a position statement for the region as a whole for Literacy Level 1, ESOL, Level 1 and Numeracy Entry Level.

⁸ Only baseline data available (DfES 2003 Survey).

89 The proportion of Skills for Life Literacy Level 1 has increased from 6,415 to 7,064 (10% increase). Significant growth was in Warrington (17%) and Chester (16%).

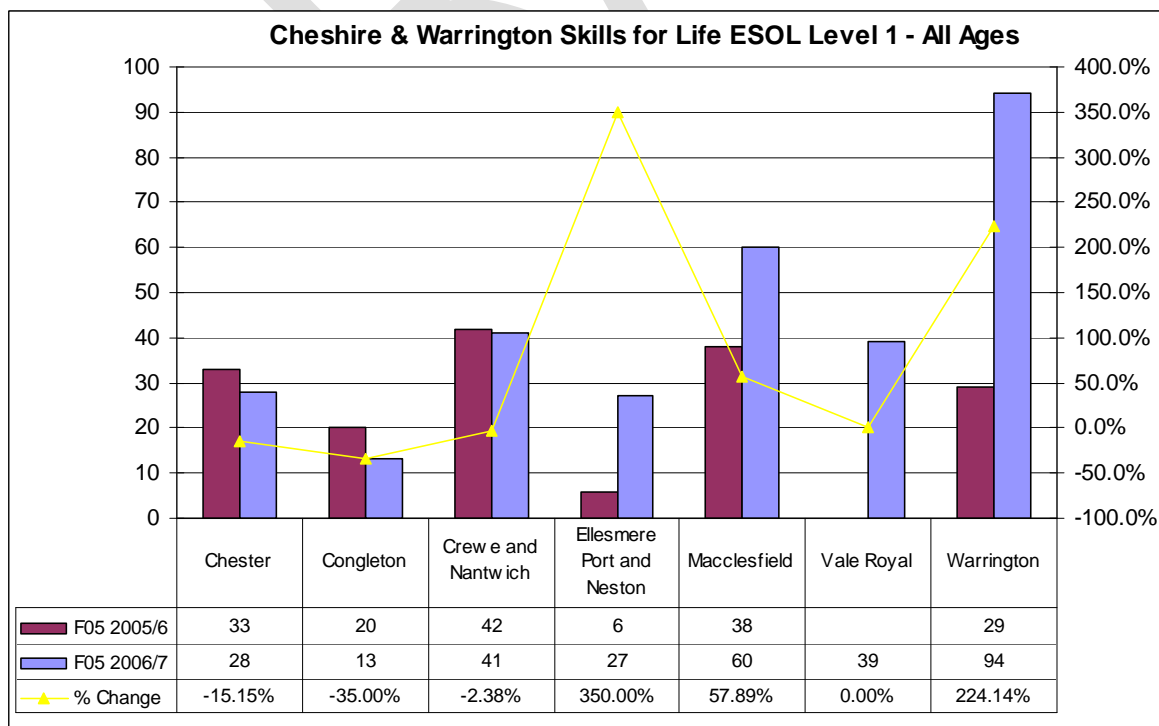
Figure 27: Skills for Life Literacy Level 1 (Skills for Life Target) all ages (enrolments)



Source: Residency, All Programmes, F05 2005/06, 2006/07.

90 A subset of Literacy is ESOL, Cheshire and Warrington had a significant increase of 80 per cent from 168 in 2005/06 to 302 in 2006/07.

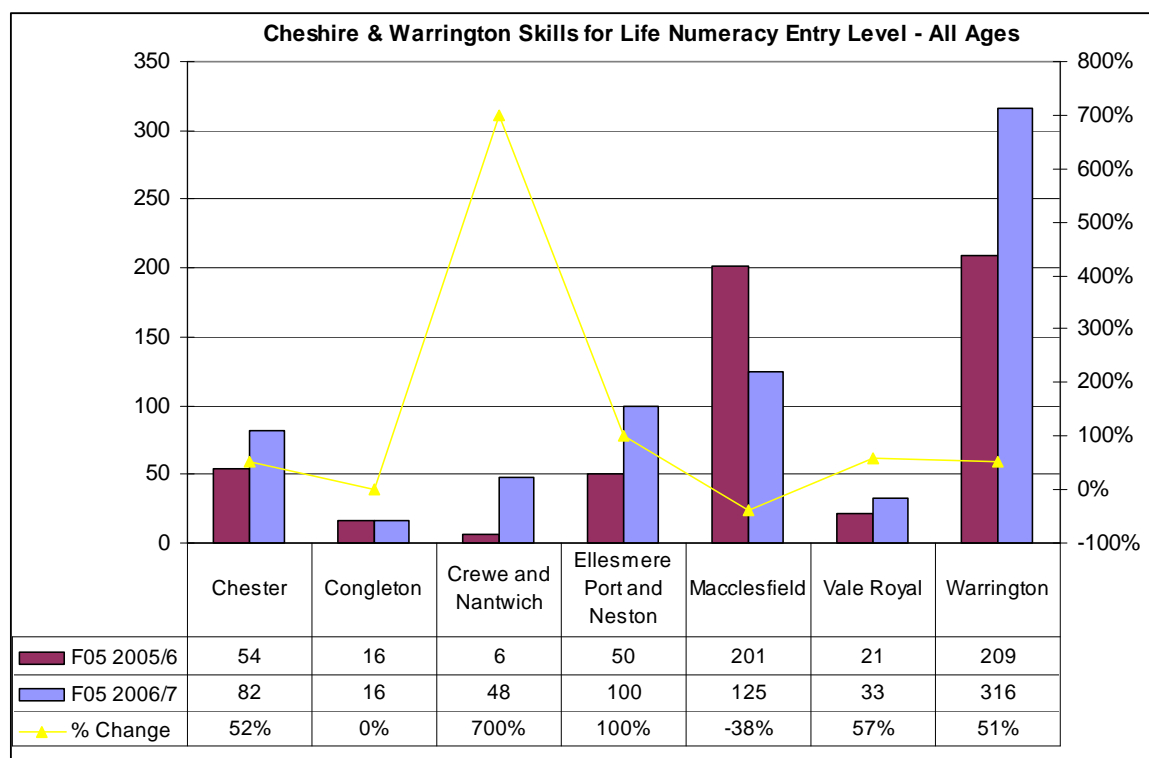
Figure 28: Skills for Life ESOL Level 1 (subset of SfL Literacy L1 learners) all ages



Source: Residency, All Programmes, F05 2005/06, 2006/07.

- 91 Cheshire & Warrington Numeracy Provision increased significantly from 557 in 2005/06 to 720 in 2006/07, an increase of 29 per cent. This represents the strongest growth across the local LSC areas in the North West.

Figure 29: Skills for Life Numeracy Entry Level (subset of S4L target) all ages



Source: Residency, All Programmes, F05 2005/06, 2006/07.

Skills for Life - Priorities for the Region

- 92 The National Audit Office (NAO) published; "Skills for Life: Progress in Improving Adult Literacy and Numeracy" on the 6th June 2008.
- 93 This document made a number of recommendations for the future focus for Skills for Life, the key areas of activity of which have been used as the framework for the **North West Skills for Life Implementation Plan**: (Full Plan [here](#)). The focus will be upon the following activity:
- 1. The need to deliver more numeracy provision.**
 - 2. Monitor the potential impact of other agendas including functional skills** (set to replace Skills for Life adult qualifications in 2013) and **the foundation learning tier,**
 - 3. Improve participation and achievement on Skills for Life programmes**
 - 4. Improve participation on Skills for Life programmes from priority groups,** including Jobcentre Plus clients and offenders,
 - 5. More support to encourage employers to invest in Skills for Life development** for their employees (including better use of Train to Gain)
 - 6. Increased engagement with the Third Sector** (voluntary and community organisations)
 - 7. Continue to invest in professional development of teaching staff.**
- 94 **Those with numeracy skills at Level 3 and above attract up to 13 per cent more earnings compared to those with lower skills levels.**
- 95 in response to this nationally, the National Centre for Excellence in the Teaching of Mathematics (NCETM) has been commissioned by the Department for Innovation,

Universities and Skills (DIUS), to work with key partners to develop a National Numeracy for Employability Strategy.

Why is there a need to focus on numeracy?

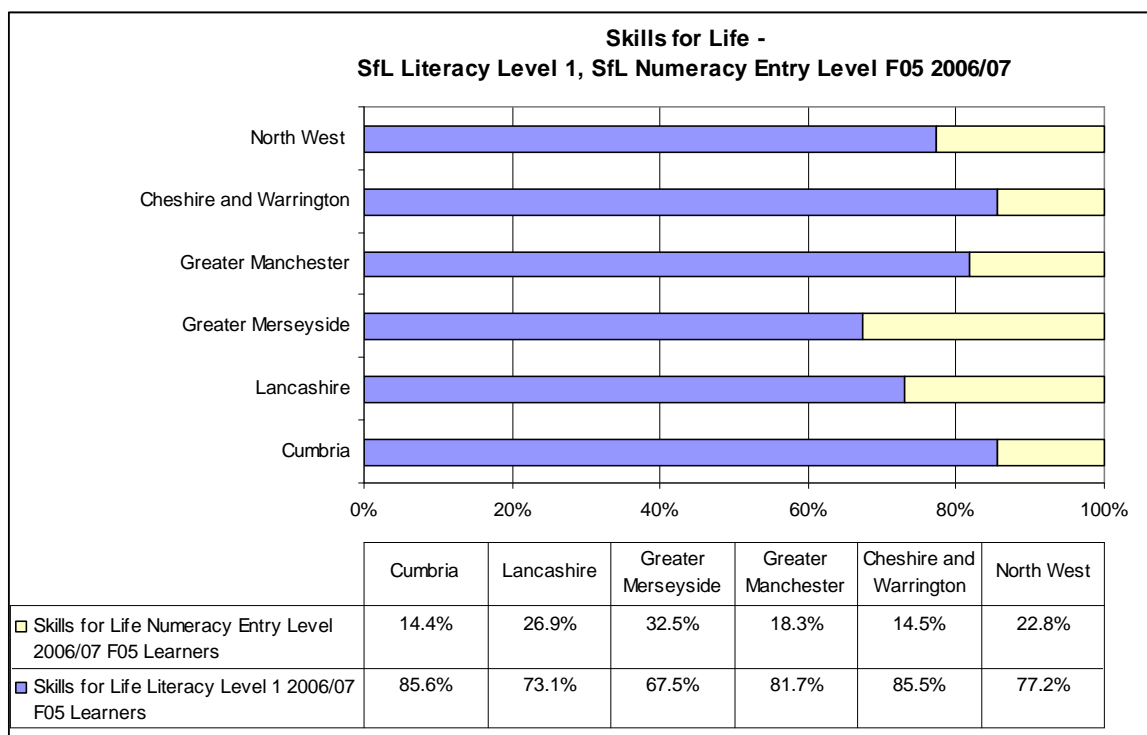
Evidence suggests:

- Men aged 16- 37 with numeracy skills at Entry Level 3 are up to 8 per cent more likely to be economically active than men with lower skills. (Four Years On: Findings and messages for policy & practice, NRDC, 2006).
- For women the NRDC study showed that “while the impact of low level literacy and low numeracy is substantial, low numeracy has a greater negative effect.
- Employers’ surveys/ job requirements across a range of sectors and SSDA supported work on basic employability skills, all demonstrate the importance of good numeracy skills across a wide range of jobs and learning programmes.
- More than 6 in 10 of those in routine or semi-routine work had Entry Level 3 or lower numeracy skills.

Skills for Life Regional Performance

- 96 North West providers have also achieved the aspirational benchmark of 80:20 – approved/target: non approved provision. In 2006-7 the balance and mix for the region was 82: 20. However this move may have affected the success rates for Skills for Life provision as approved qualifications are more difficult to achieve.
- 97 Success rate for the region indicates that all Skills for Life provision (all subjects, all levels, and all funding streams) is **53%**. This is **below the national average of 57% and significantly below the DIUS aspiration of 70% to be achieved by 2010.**
- 98 Further support for providers will be needed to be put in place to ensure this position improves. In particular there needs to be an increased focus in *numeracy provision*, which historically has been in the shadow of literacy programmes.
- 99 In the North West there has been significant progress. The region achieved 108% of its 2001- 2004 Public Service Agreement (PSA) target.
- 100 The 2004-07 regional target for learner achievement was 109,670 and by August 2007 the North West had achieved 244, 329 (223%). The region has achieved a further 12,106 learner achievements in the first term of 2007-8.
- 101 A key issue is that the majority of this provision **was delivered at levels 1 and 2 and therefore more needs to be done to improve achievement of entry level provision**, especially as this is the functional level identified for numeracy.
- 102 It is estimated that a significant amount of achievements at levels higher than the functional levels identified by Leitch are “first” achievements and therefore will need to capture when monitoring progress.
- 103 Current benchmarks suggest that 30% of level 2 achievements in literacy and ESOL are learners achieving for the first time and 50% of level 1 and level 2 achievements in numeracy are from learners achieving for the first time, and thus will be included as counting towards Leitch aspirations.
- 104 2006/07 the balance between learner volumes for literacy and numeracy is available below.

Figure 30: Skills for Life Balance 2006/07



Key messages: Progress in Improving Adult Literacy and Numeracy - the challenge of the PSA targets...

Issue:

Implication:

1. Numeracy is one of the biggest challenges. An estimated 6.8 million adults have numeracy skill levels below Entry Level (national).	<ul style="list-style-type: none"> there is a large national interest in increasing the level of numeracy provision, the North West is developing a Numeracy Implementation Plan which will support the increase in numeracy achievements.
2. increase the volumes of adult functional skills – as the majority of provision is currently delivered at levels 1 and 2.	<ul style="list-style-type: none"> more needs to be done at entry level – as this is the functional level which has been identified for numeracy.
3. encourage employers to invest in Skills for Life development for their employees.	<ul style="list-style-type: none"> We need to continue to ensure that employers promote the importance of good numeracy skills across a wide range of jobs and learning programmes – by promoting the end benefits to their company.
4. continue to invest in professional development of teaching staff.	<ul style="list-style-type: none"> As demand for tutors increases more need to train to achieve the delivery target. We need to build the capacity required to support this learning.

Summary of Implications for education, training and skills:

1. The Policy Challenge: the contribution of the PSA target:

The qualifications of the region's workforce are a proxy for their skills. Although the region has increased its qualification profile, it has not managed to close the gap with England.

- Level 2: In Cheshire & Warrington **progress** has been made in terms of young people and adults⁹ in obtaining this qualification (**71.8 per cent in 2005 to 72.9 per cent in 2007**), an increase of 1.1 per cent.
- Level 3: In 2007 Cheshire & Warrington (**52.7%**) performs significantly stronger than the North West (46.8%), by 5.9 percentage points. This remains unchanged from 2005 and is a reduction of 0.7 percentage point from the 2006 figure (53.4%). (Projections on Adult Level 2 and Level 3 see Employer Responsive report).

2. The Challenge of the PSA Skills for Life ambition

Regional analysis suggests that without any growth, the North West would achieve the Literacy/ ESOL Leitch PSA targets, however **the region would be 5,081¹⁰ achievements short for numeracy Leitch PSA targets.**

To encourage growth the learning and skills sector will need to encourage employers to invest in Skills for Life development for their employees.

- Skills for Life Literacy Level 1¹¹: Overall volumes in FE for the region were 64,387 in 2006/07, of which Cheshire & Warrington delivered 7,064. Modelled achievement counting towards First Level 1 or above in literacy in 2007/08 indicates that the region would have **to achieve 32,655 to maintain progress towards the projected 2011 PSA target for Skills for Life.** Cheshire & Warrington made strong progress with an increase of 649 enrolments to 7064 in 2006/07.
- ESOL (sub-set of the Skills for Life) literacy level 1: **Although Cheshire & Warrington has a small proportion of the working age population from BME Groups (2.5%),** overall numbers increased by 80.0 per cent from 168 in 2005/06 to 302 in 2006/07.
- Skills for Life First Entry Level 3 Numeracy: Overall volumes in FE for the region were 10,277 in 2006/07, of which Cheshire & Warrington delivered 720 (7% of the regional total). Modelled achievement counting towards First Entry Level 3 numeracy in 2007/08 indicates that the region would have **to achieve 12,629 to maintain progress towards the projected 2011 PSA target for Skills for Life.**

To support this PSA ambition an increase in the **volumes of adult functional skills is required, as the majority of provision is currently delivered at levels 1 and 2.**

3. How to support workless people and move them into sustainable jobs (specifically focusing on priority groups)

The LSC has a leading role to play in delivering the new integrated objective of sustainable employment and progression, working with the DWP and Jobcentre Plus.

Workless People: For the future prosperity of the region, there is a need to **get people who are currently economically inactive back into employment**, and particularly into jobs with **level 2 and above skills requirements.**

- In Cheshire & Warrington, 34.6 per cent (54,000) of the economically inactive are without a Level 2. For Vale Royal and Ellesmere Port and Neston city this rises to 42.4 and 40.0 per cent respectively.¹²
- In 2008, 12.4 of the working age population in Cheshire & Warrington were claiming benefits (62,100 people). The North West position is significantly higher at 17.4 per

⁹ Working Age Population (19-59/64)

¹⁰ (Per year), modelling based upon Comprehensive Spending Review and a 14.5% share of the national target.

¹¹ Ages 16-18 and 19+

¹² Annual Population Survey 2005 (awaiting update from DCSF).

cent (736, 700 people). For Ellesmere Port & Neston the proportion is 14.7 per cent (7,240).

- For Cheshire & Warrington, the key groups that are likely to suffer disadvantages in the labour market **include: lone parents; offenders; older workers and some ethnic groups.**
- **The economic downturn and 'likely' recession will bring with it a number of challenges**, as inevitably there will be an increase in the number of JSA claimants, so partners will need to **shift focus on the short/ medium term jobless alongside the longer term unemployed.**

4. Offender Learning and Skills Service (OLASS) contribution to the PSA agenda
The challenge is to continue to improve participation on Skills for Life programmes from priority groups (such as offenders and ex-offenders), given the challenging PSA targets. This becomes an even greater challenge as 'easier to reach' learners may be engaged and suggests that **more innovative and flexible ways of delivering programmes may be required to those 'hardest to reach'** but with the most need – especially offenders in the community.

- **Based on national data, 50 per cent of offenders are below level 1 and over half do not have any qualifications.**
- **800 offenders are released in the NW every quarter (approximately 75% will be workless on release).**

In response to this challenge, providers need to review current policies, recruitment practices and modes of delivery to provide opportunities for all- in partnership with the learning and skills sector.

5. Trends in Adult Learner Responsive Provision: Adult Level 2 & 3; Skills for Life and Adult Safeguarded Learning

Impact of Demographic Trends: The fall in 15- 19 year olds in the North West will impact on the supply of workers of this age, especially given that staying on rates in education have increased among these groups. For Warrington the proportions of the 15- 19 and 35-49 age groups are set decrease by just over 12 per cent (2006-15). This will have implications for those sectors and occupations which traditionally rely on these people for employment. **It may also increase the requirement for Level 2 qualified adults.**

As demand for level 2 increases from employers as the nature of the employment structure changes we need to continue to up skill the adult workforce.

Increase in the number of older people will be a key issue for the region and the ability of employers to meet their skill needs. In Cheshire & Warrington **the proportion of 65+ people is set to increase by 20.0 per cent** in the period 2006-2015. The main implication of the ageing population in certain parts of the region is that **increased targeting** is needed on those aged 50+, both to **retain those already in work** and to **encourage and enable** those who are **currently not in the workforce to return to employment.**

Adult Full Level 2: The contribution of the learning and skills sector to the Adult Full Level 2 PSA target is crucial if we are to meet the expected future demand for skills. Based upon modelling the target, the growth required in Adult Full Level 2 provision is a real challenge. In Cheshire & Warrington, the combined number of learners participating on employer responsive (1,196) and adult responsive (1,253) provision reached 2,449¹³ Full Level 2 learners in 2007/08. Despite this growth in learners,

¹³ ILRF04 return 2007/08.

modelling would suggest that 5,329 achievements are required in 2007/08 to maintain growth toward the PSA 2011 target.¹⁴

Adult Full Level 3: The combined number of learners participating on employer responsive (1,129) and adult responsive (1397) provision reached 2,526¹⁵ learners in 2007/08. Modelling for Cheshire & Warrington would suggest that 1,950 achievements are required in 2007/08 to maintain growth toward the PSA 2011 target of the regional total of 15,000.¹⁶

DRAFT

¹⁴ Based on 13% share of regional target.

¹⁵ ILRF04 return 2007/08.

¹⁶ Based on 13% share of regional target.