Strategic Analysis
Greater Manchester

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EKOS CONSULTING

Contents

Executive Summary

EKOS Consulting was commissioned by the North West Regional Skills Partnership (RSP) in August 2006 to develop a NW Statement of Skills Priorities to cover the period 2007/08 to 2009/10. The purpose of the Statement of Skills Priorities is to provide the region with a sound basis and rationale to guide the planning and purchasing of skills provision to meet the needs of employers and the economy in general. The Statement also articulates how the RSP will support the delivery of the Regional Economic Strategy.

The Regional Strategic Analysis report is the quantitative evidence base that underlies the North West Statement of Skills Priorities. It also acts as the evidence base for European social Fund (ESF) prioritisation and supports the Learning and Skills Council (LSC) planning and commissioning cycle. This sub-regional Strategic analysis report is designed to look at some key data on a district basis (where available) and to summarise some of the key data for the sub-region. It should be read in conjunction with the Regional report.

Key issues for Greater Manchester are as follows:

1) Economic activity is below the England average: 76.2% in Greater Manchester, compared to 78.5% in England. Activity is low, compared to comparable England figures, in a number of groups of people (figures in brackets show rate of economic activity in Greater Manchester and England)

- People in the Indian ethnic group (65.9% v 74.7%).
- People who are registered disabled (46.7% v 55%).
- People who are aged 50 to retirement age 967.8% to 73.3%).

For the relative economic performance of the sub-region to improve, this economic activity rate gap needs to be narrowed.

2) Moreover, the employment rate for people in Greater Manchester with no qualifications lags behind the comparable rate for England (43.3% v 48.8% - a 5.5% point gap). Across all levels of qualifications, the employment rate gap is 2.6%. There is a need to get a higher proportion of low skilled people into employment.

3) Attainment of Level 2 at age 19 is 67%, 3% points below the England average of 70%.

4) The proportion of young people in Greater Manchester who remain in full-time education after leaving school (aged 16) being 71.8%, below the England average of 74.2%. Within some districts, post 16 participation rates are very low – Salford (62.8%), Wigan (68.8%), and Rochdale (69.7%). The Salford figure is the lowest of all districts in the region.

5) Part of the reason for the Level 2 attainment gap is the relatively low success rate in Work Based Learning for level 2 qualifications – 48% in Greater Manchester compared to 54% in England (full framework). However, for young people in FE, the full Level 2 success rate in Greater Manchester is 66% - 2% points above the England average.

6) A significant issue for Greater Manchester is the high proportion of young people in the NEET group – 11.4% currently, versus 8.6% for England.

7) The proportion of the workforce qualified to level 4 or above is 23% in Greater Manchester, compared to 26% in England. This relatively low supply of highly qualified people is reflected in an occupational profile which relative to England, has less high skilled jobs.

8) Greater Manchester partners have identified six priority “sector accelerators” for the City Region:

- Manchester Airport;
- Financial and Professional Services;
- Life Science Industries;
- Creative / Digital / New Media;
- Manufacturing; and
- ICT Digital / Communications.

Four of the sector accelerators: Financial and Professional Services; ICT Digital / Communications; Life Science Industries; and Creative / Digital / New Media, have been chosen because they offer significant potential to deliver GVA growth and are driven by the private sector. In addition, they represent priorities in terms of creating a modern knowledge driven economy in the Manchester City Region. Manufacturing has been chosen because it has the second highest current level of total GVA output and GVA per employee of any sector within the City Region. It is also a significant employer and has a number of high value sub-sectors which form a sound basis upon which to build future high value activity within the sector.

For all these sectors, industry trends indicate a need for higher skilled employees in future, driven by rapid technological change and globalisation. A major challenge for Greater Manchester is to accelerate progress in upskilling its existing workforce to Level 3 and above.

1 Introduction and Context

1.1 Background and Purpose of the Sub Regional Strategic Analysis

EKOS Consulting (UK) Ltd, was commissioned by the North West Regional Skills Partnership in August 2006 to develop a NW Statement of Skills Priorities to cover the period 2007/08 to 2009/10. The purpose of the Statement of Skills Priorities is to provide the region with a sound basis and rationale to guide the planning and purchasing of skills provision to meet the needs of employers and the economy in general. The Statement also articulates how the RSP will support the delivery of the Regional Economic Strategy.

As part of the work, we have produced a Regional Strategic Analysis, which is the quantitative evidence base that underlies the NW Statement of Skills Priorities. It also acts as the evidence base for ESF prioritisation and supports the LSC planning cycle and the regional strategic commissioning document, which is due for completion in November 2006.

This report presents a sub-regional Strategic Analysis or evidence base for the Greater Manchester sub-region. It is primarily a quantitative report, with analysis conducted at the sub-regional and district level, where appropriate. Its purpose is to highlight the issues which are of particular importance for Greater Manchester.

1.2 Policy Background

City / Sub-regional Context

The North West Development Agency's Regional Economic Strategy (RES) 2006 sets out a vision for the region which seeks to build a sustainable and internationally competitive economy based on knowledge and advanced technology, and to improve the quality of life for all its residents. This is discussed in detail in the Regional Strategic Analysis.

The RES is influenced and supported at sub-regional level by the Greater Manchester Economic Development Plan (GM EDP), which provides the overarching strategic framework for action in Greater Manchester. The Greater Manchester Skills Priorities Statement 2006 (agreed by all partners) identifies priorities for improving the supply of skills (in terms of young people and those currently outside the workforce) and the development of the skills of the existing workforce.

The Greater Manchester Implementation Plan is a ten year action plan designed to set out those actions needed locally to deliver the strategic priorities of the RES, the GM EDP and the 2006 GM Skills Priorities Statement with an emphasis on accelerating the growth of the Greater Manchester economy and contributing to regional and national productivity and output targets. The Implementation Plan has been used to identify high level priorities for action (including skills) shown in the Manchester City Region Development Programme 2006 and shorter term priorities shown in the Greater Manchester RES 3 Year Action Plan (2006-2009).

1.3 Greater Manchester skills priorities

In addition to working towards national Learning and skills council (LSC) priorities, each Local LSC produces an Annual Plan that focuses on issues that are specific to their areas. For Greater Manchester, the latest version of the plan (2006/07) highlights a number of targets and challenges as follows:

- Increasing Level 2 attainment aged 19;
- Increasing adult Level 2 attainment;
- Continued focus on Skills for Life achievement, with 17,016 learners planned to achieve Skills for Life qualifications that count towards national targets in 2006/07;
- Increase the number of apprenticeship completions;
- Work with partners to
    - Increase the proportion of young people and adults achieving a Level 3 qualification; and
    - Reduce the proportion of young people not in education, employment or training by two percentage points by 2010.

Main Priorities from the 2006 GM Skills Priorities Statement

The 2006 Greater Manchester Skills Priorities Statement provides a number of main priorities based on an analysis of supply and demand and consultation with key partners, employers and sector networks.

Overall priorities are:

- Continuing to encourage and support employers to identify and address the current and future skills requirements of their workforces, as a key contributor to business and broader economic development.
- Making the most effective use of Train to Gain (formerly the Employer Training Pilot), with the associated brokerage network, and the Level 3 Trial, to address GM skills issues.

- Matching other skills provision (including Centres of Vocational Excellence and Skills Academies) more closely to the needs of the economy, especially at Levels 3 and 4.
- Prioritising on a needs basis with the HE and FE sectors the development of Foundation Degrees (part and full-time) for occupations with the highest priority.
- Refocusing general non occupationally-specific FE provision on priority areas.
- Reviewing the mode and mix of provision relating to specific sectors and occupations to ensure it is better geared to employer needs.
- Developing arrangements to better track progression from FE courses to ensure that scarce training resources are used as effectively as possible to meet the needs of the economy

Priorities for young People are:

- Continuing to improve educational attainment levels.
- Increasing the numbers qualifying in Maths, Sciences and Foreign Languages.
- Addressing gender stereotyping at all levels.
- Improving Skills for Life, first steps learning and generic employability skills.
- Developing enterprise and entrepreneurial skills.
- Helping young people to fulfil their potential and make a successful transition to work through more and better vocational experiences from an earlier age, and through better careers education and guidance.
- Enabling more young people (including graduates) to progress into Level 3/4 occupations.
- Retaining in the sub-region more of the universities' graduates.
- Engaging more effectively with employers to support this agenda.

Priorities for adults are:

- Continuing to promote and drive achievement of generic employability skills, Skills for Life qualifications, and first steps learning experiences.
- Enabling more of the economically inactive (including the over 50s) to play a part in the economy.
- Targeting such activity (e.g. in relation to Incapacity Benefit claimants) on concentrations of incidence.
- Helping people to develop transferable and new skills to take up jobs in skills shortage areas.

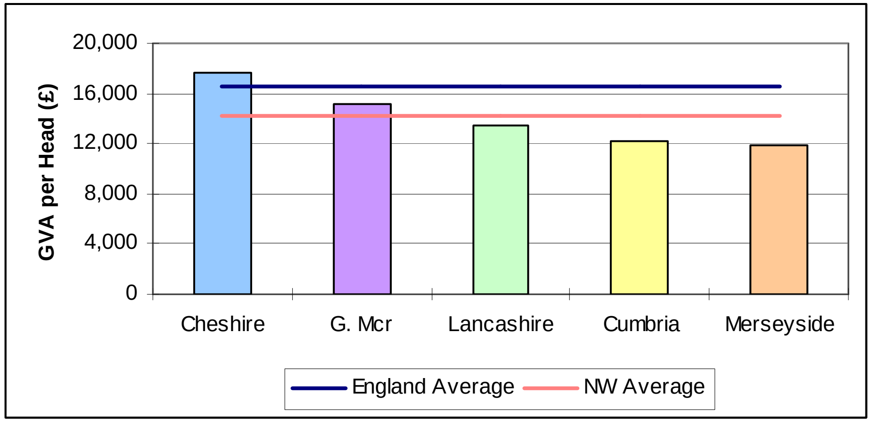
2 Economic Context

2.1 Productivity

Productivity in the economy is measured in terms of Gross Value Added (GVA) per capita – the value of the output produced per head. GVA per head in the North West has increased substantially over the past six years, but there remains a significant gap (13%) when compared to the England average. If levels of GVA per head could be raised to the England average, residents of the North West would be, on average, £2,280 better off.

The graph below shows GVA per head across the North West sub-regions. Greater Manchester is above the regional average, but below the national average – the productivity gap with England is 8%.

Gross Value Added per Head in the North West, 2003



Source: ONS GVA

GVA per head is determined by a number of factors, including:

- The industrial base.
- The relative size of the working age population compared to the dependent population.
- Activity levels within the working age population.
- The skills levels of those in employment.
- The number of hours worked by those in employment.

Greater Manchester compares unfavourably to the England average in terms of levels of economic activity and the skills base of the workforce:

- Economic activity is below the England average: 76.2% in Greater Manchester, compared to 78.5% in England; and
- The proportion of the workforce qualified to level 4 or above is 23% in Greater Manchester, compared to 26% in England.

2.2 Enterprise

An important determining factor in the economic success of an area is the level of enterprise, or the rate of new business start up. This is typically measured by the rate of new VAT registrations. The table below shows VAT registrations per 10,000 people in the North West. The rate of business start up in Greater Manchester is above the regional average, but below the England average.

New Starts (VAT Business Registrations), 2004

	New Starts		
2004	Total	Per 10,000 adult pop'	Per 10,000 working age pop'
England	158,535	41	52
North West	17,640	33	43
Cheshire	2,875	42	57
Cumbria	1,190	31	41
Lancashire	3,750	33	43
G. Manchester	6,990	36	46
G. Merseyside	2,830	25	31

Source: VAT Registrations; Small Business Service, 2004

2.3 Priority Sectors

Six sectors have been identified by the Greater Manchester LSC as being important to the local economy and needing particular attention for skills development. These are:

- Construction;
- Retail;
- Healthcare;
- Finance and Professional Services;
- Creative Industries; and
- Public Services.

In addition, based on a detailed analysis of all the business sectors making up the City Region economy, the following 6 sectors have been identified by Greater Manchester partners as priority "sector accelerators" for the City Region:

- Manchester Airport;
- Financial and Professional Services;
- Life Science Industries;
- Creative / Digital / New Media;
- Manufacturing; and
- ICT Digital / Communications.

Four of the sector accelerators: Financial and Professional Services; ICT Digital / Communications; Life Science Industries; and Creative / Digital / New Media, have been chosen because they offer significant potential to deliver GVA growth and are driven by the private sector. In addition, they represent priorities in terms of creating a modern knowledge driven economy in the Manchester City Region.

Manufacturing has been chosen because it has the second highest current level of total GVA output and GVA per employee of any sector within the City Region. It is also a significant employer and has a number of high value sub-sectors which form a sound basis upon which to build future high value activity within the sector.

Finally, the Manchester City Region has a unique asset in Manchester Airport – the largest airport outside the Greater South East and the only truly international / intercontinental gateway to the Northern regions. The airport is critical to partners' aspirations of becoming a truly global economy and therefore Manchester Airport has been chosen as the sixth Sector Accelerator.

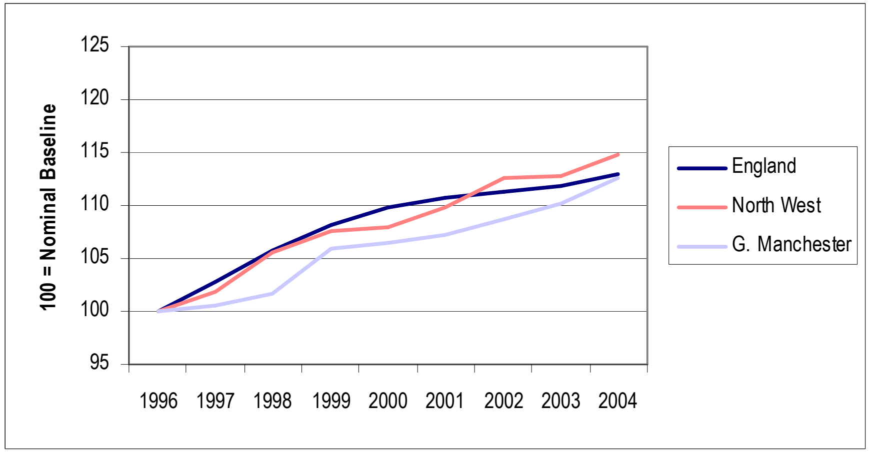
3 The Demand for Skills

3.1 Demand for Labour

Employment

The most recent statistics on employment show that over 1,187,000 people are employed in Greater Manchester, an increase of over 133,000 since 1996. Employment in Greater Manchester increased by 12.7% over the period, the lowest rate of growth of the five sub-regions.

Employment growth in Greater Manchester (1996-2004)



Source: Annual Business Inquiry; NOMIS, 1996, 2004

Employment by sector

The extent of changes in employment across sectors experienced in the sub-region between 1996 and 2004 is shown in the table below. Manufacturing employment declined rapidly during the period, although in 2004, there were still 149,000 people employed in manufacturing, accounting for 12.6% of jobs in the sub-region.

Employment by Industrial Sector, 1996 & 2004

	Greater Manchester				England
	1996	%	2004	%	%
Agriculture, forestry & fishing*	835	0.1	735	0.1	0.2
Mining and utilities	7,736	0.7	1,944	0.2	0.5
Manufacturing	203,879	19.3	149,383	12.6	12.0
Construction	42,469	4.0	64,771	5.5	4.5
Wholesale and retail trade	187,677	17.8	215,862	18.2	18.2
Hotels and restaurants	55,886	5.3	62,666	5.3	6.8
Transport and communication	69,507	6.6	80,423	6.8	6.1
Financial intermediation	38,900	3.7	47,740	4.0	4.1
Real estate and business activities	131,555	12.5	201,554	17.0	16.6
Public admin' and defence	53,611	5.1	56,838	4.8	5.4
Education	81,958	7.8	113,432	9.6	9.2
Health and social work	135,949	12.9	132,079	11.1	11.4
Other community and personal services	48,835	4.2	59,876	5.0	5.1
Total	**1,053,797**	**100**	**1,187,303**	**100**	**100**

Source: Annual Business Inquiry; NOMIS, 1996, 2004
*In-depth DEFRA Agriculture employment figures unavailable

The table below shows the sectors which have experienced the greatest increases in employment since 1996. The number of jobs has increased most significantly in the Other Business Activities, Education, Retail and Repair, and Construction sectors. The growth rates in Other Business Activities and Construction are well above the respective figures for England.

SIC2 Industrial Sectors with the Largest Employment Growth, 1996-2004

	Greater Manchester		England
	Change	% Change	% Change
Other business activities	43,781	41	29
Education	31,475	38	37
Retail and repair, exc' motor vehicles	22,308	20	26
Construction	22,302	53	40
Computer and related activities	12,858	144	75
Real estate activities	10,172	104	54
Recreational, cultural and sport activities	7,420	34	25
Other service activities	7,277	80	23

Source: Annual Business Inquiry; NOMIS, 1996, 2004

The table below shows the sectors that experienced the largest employment decline - the top six are all in the Manufacturing sector. Nearly 11,000 jobs were lost in the manufacture of textiles alone in Greater Manchester.

SIC2 Industrial Sectors with the Largest Employment Decline, 1996-2004

	G. Manchester		England
	Change	% Change	% Change
Manufacture of textiles	-10,843	-49	-51
Manufacture of apparel, dyeing of fur	-7,646	-71	-70
Manufacture of fabricated metal products	-6,193	-30	-27
Manufacture of other machinery	-6,018	-33	-27
Manufacture of paper products	-5,710	-54	-33
Manufacture of other electrical machinery	-5,458	-44	-33
Electricity, gas, steam, hot water supply	-4,263	-75	-26
Health and social work	-3,869	-3	21

Source: Annual Business Inquiry; NOMIS, 1996, 2004

The decline in manufacturing is a trend experienced throughout the country. Greater Manchester also experienced a 3% fall in employment in health and social care employment, which compares to growth in this sector nationally of 21% over the same period.

Occupational Structure

There has been a marked change in the occupational structure of the workforce in Greater Manchester, reflecting the changing nature of the economic base.

The table below shows the number of people employed in different occupations in Greater Manchester in 2005, and compares this to the profile for England. The key difference between the Greater Manchester and England profiles is that Greater Manchester has a lower proportion of employees in higher skilled occupations compared to England. Most notably, the proportion of people in professional occupations in Greater Manchester is 10%, compared to 13% in England. (However, as the subsequent table shows, this is now one of the fastest growing areas of the Greater Manchester economy).

Employment by Occupational Group, 2005

	G. Manchester		England
(SOC 2000)	2005	%	% 2005
Managers & senior officials	159,000	14	15
Professional occupations	118,000	10	13
Associate prof' & technical	159,000	14	14
Administrative & secretarial	161,000	14	13
Skilled trades	130,000	11	11
Personal services	96,000	8	8
Sales & customer services	96,000	8	8
Plant & machine operatives	95,000	8	7
Elementary occupations	131,000	11	12
		100	**100**

Source: Labour Force Survey, Quarterly Averages; NOMIS, 1996, 2005

The Standard Occupational Classifications (SOC) changed in 2001/02, so that comparisons pre and post 2001 have to be undertaken with care. In the table below, we show changes in employment by occupational category between 1996-2001 and 2002-05.

Employment Change by Occupational Group, 1996-2001 & 2002-2005

	G. Manchester		England
Change 1996 - 2001 (SOC 1990)	Change	% Change	% Change
Managers & administrators	26,000	17	8
Professional occupations	16,000	16	12
Assoc. prof' & technical	18,000	19	22
Clerical, secretarial	23,000	14	5
Craft & related occupations	-4,000	-3	-2
Personal, protective	19,000	18	10
Sales	8,000	9	13
Plant & machine operators	-6,000	-5	-4
Other occupations	1,000	1	-3
Change 2002 - 2005 (SOC 2000)	Change	% Change	% Change
Managers & senior officials	25,000	19	10
Professional occupations	-3,000	-2	10
Associate prof' & technical	11,000	7	3
Administrative & secretarial	-7,000	-4	-5
Skilled trades	-6,000	-4	-1
Personal services	9,000	10	8
Sales & customer services	-1,000	-1	3
Plant & machine operatives	-3,000	-3	-9
Elementary occupations	-15,000	-10	-3

Source: Labour Force Survey, Quarterly Averages; NOMIS, 1996-2005
Note: Data unavailable for 2001-02 due to a change in classifications. 1996-2001 & 2002-2005 covers an eight year period which is the same timescale as Employment Change by Industrial Sector.

Focusing on the changes between 2002 and 2005, it is evident that:

- There has been a major expansion in jobs in Manager and Senior Officials occupations;
- Positions in Personal services have witnessed a 10% change; and
- Elementary occupations have faced the most significant decline.

Employment by district

The Greater Manchester sub-region is made up of ten districts, and employment change by sector varies quite significantly between them.

For example:

- Tameside experienced much greater employment growth in the construction sector, 135%, compared with the sub-regional growth of 53%.
- The overall decline in employment in health and social care was solely experienced in Bolton, where employment in that sector reduced by 65% with 24,000 jobs lost.
- The growth in real estate and business activities in the sub-region was experienced at higher levels in Manchester, Oldham and Wigan where growth of 70% occurred, compared to 50% in Greater Manchester.

Examination of employment by occupation at the district level also demonstrates variations across the geographies:

- In contrast to Greater Manchester's growth in employment of managers and senior officials, Bolton, Salford and Trafford each experienced declines over the period, accounting for the loss of 3,000 jobs.
- Contrary to the sub-regional decline in elementary occupations, Manchester, Oldham, Stockport and Trafford all experienced employment growth with 5,000 jobs created.
- The 10% growth in personal services employment opportunities was concentrated in Bury and Manchester who achieved growth exceeding 50% (8,000 jobs): and
- Professional occupations experienced a sub-regional decline but Wigan and Manchester both experienced growth of 30% with 8,000 jobs created over the period.

Full tables of employment change over time by sector and by occupation can be found in Appendix B. In line with the sub-regional figures, district level data is sourced from NOMIS: the Annual Business Inquiry for employment by sector; and the Labour Force Survey for employment change by occupation.

Employment forecasts

The 2006 Working Futures report produced by the Institute of Employment Studies gives some insights into the projected sector and occupational mix of the North West and Greater Manchester economies to 2014. However the economic model which underpins Working Futures is trend based, and so the model will miss significant regeneration or other initiatives underway or planned in specific areas.

The Greater Manchester Forecasting Model (GMFM) is an alternative source. GMFM was developed by Oxford Economic Forecasts in partnership with the Greater Manchester Model Management Group (incorporating partners from the ten Local Authorities, Manchester Enterprises and AGMA, as well as GMPTE and housing departments). We focus on these forecasts, as they have been specifically produced for the sub-region.

Working Futures forecast that employment in Greater Manchester will grow by 3.6% between 2004 and 2014, 0.6% points above the forecast regional growth, and second only to Cheshire and Warrington.

GMFM forecasts that employment will increase by 5.3% over the period, 0.9% points above the forecast regional growth rate (4.4%).

Employment forecasts for the North West sub-regions (GMFM figures shown in brackets)

	Employment 2004 (000)	Employment 2014 (000)	Change (000)	Change (%)
Cheshire & Warrington	537	559	22	4.1%
Cumbria	235	239	4	1.7%
Greater Manchester	1318 (1305)	1365 (1374)	47 (69)	3.6% (5.3%)
Greater Merseyside	602	617	15	2.5%
Lancashire	666	680	14	2.1%
North West	**3358**	**3459**	**101**	**3.0% (4.4%)**

Source: Working Futures 2006, GMFM, Spring 2006

The table below shows reference forecast employment growth in Greater Manchester by sector to 2014. This reference scenario, which is based on recent economic trends and no additional public sector assistance or interventions, forecasts that an additional 69,000 jobs will be created in the period. It is worth noting that an accelerated growth scenario (not discussed in this document) has also been developed for Greater Manchester. This predicts that up to 118,000 jobs could be created by 2014.

Employment Change Forecasts by Industrial Sector, 2004-2014

	Employment (000s)		Change		North West Change (%)
	2004	2014	(000)	(%)	
Primary sector & utilities	4	3	-1	-26.4%	-21.6%
Manufacturing	163	107	-56	-34.3%	-32.4%
Construction	94	100	5	5.7%	10.4%
Distribution, transport etc	386	406	20	5.2%	4.6%
Business & other services	349	414	64	18.5%	17.7%
Non-marketed services	308	344	37	11.9%	11.6%
Total Employment	1305	1374	69	5.3%	4.4%

Source: GMFM, Spring 2006

Decreases in employment, in excess of those predicted regionally are forecast in the primary and manufacturing sectors and will account for the loss of 57,000 jobs. Business and other services sector employment is forecast to increase by 18.5%, creating 64,000 jobs and exceeding the growth rate of the region.

The table below shows forecast employment in the Greater Manchester sub-region by occupation in 2014.

Employment Forecasts by Occupational Group, 2004 - 2014

	Employment (000)		% of Total Employment		% Change (2004 – 2014)	North West % Change (2004 – 2014)
	2004	2014	2004	2014		
Managers & senior officials	194	216	14.8%	15.7%	11.7%	8.9%
Professionals	146	158	11.2%	11.5%	8.3%	14.9%
Associate professionals & technical	167	190	12.8%	13.9%	14.2%	8.7%
Admin, clerical, secretarial	182	179	13.9%	13.0%	-1.9%	0.5%
Skilled trades	144	132	11.0%	9.6%	-8.2%	-8.9%
Personal services	94	115	7.2%	8.4%	22.2%	16.7%
Sales & customer services	110	124	8.4%	9.0%	12.7%	7.9%
Machine & transport operatives	108	98	8.3%	7.1%	-9.3%	-10.8%
Elementary	161	162	12.3%	11.8%	0.7%	1.2%

Source: GMFM, Spring 2006

Key points to note are:

- Growth in employment in the higher skilled occupations (managers, professionals, associate professionals) is forecast with 58,000 jobs expected to be created, higher than the regional forecast (11.5% in Greater Manchester compared with 10.6% in the North West).
- Reductions in employment are forecast in the skilled trades and machine and transport operative occupations, accounting for the loss of 22,000 jobs.
- The net increase in jobs forecast is 69,000.

The table below shows forecast employment in Greater Manchester by gender and employment status (part time, full time, self employed).

Employment Forecasts by Gender, 2004 - 2014

	Employment (000)		Change (2004 – 2014)		North West Change
	2004	2014	(000)	(%)	(%)
Male Full Time employees	516	523	7	1.4%	-0.1%
Male Part Time employees	94	116	22	23.2%	22.2%
Female Full Time employees	302	320	18	6.0%	5.2%
Female Part Time employees	259	282	23	8.8%	8.6%
Self-employed	134	133	-1	-0.5%	-0.8%
Total					
Male employees	610	640	29	4.8%	3.3%
Female employees	561	601	41	7.3%	6.8%
Full Time employees	818	843	25	3.1%	1.8%
Part Time employees	353	398	45	12.6%	11.9%

Source: GMFM, Spring 2006

- Growth in female employee jobs is expected to outstrip growth in male employee jobs (an increase of 41,000 compared with 29,000 or growth of 7.3% versus 4.8%).
- Both male and female part time employment are predicted to grow by at least 22,000 jobs, both of which are above the regional average.
- Self employment is forecast to fall over the period, but at a lesser rate than regionally (-0.5% versus –0.8%).

3.1 Major developments in Greater Manchester

Greater Manchester has a range of economic assets and a number of regeneration projects currently being delivered, or planned to be delivered, in the near future which if realised will help provide the environment to achieve the accelerated growth scenario. These include:

- **Housing Market Renewal**. Two of the four HMR areas in the Northwest are within Greater Manchester (Manchester/Salford and Oldham/Rochdale). The Regional Economic Strategy identifies a number of Strategic Regional Sites including Ashton Moss (Tameside), Kingsway (Rochdale), Barton (Salford), Carrington (Trafford), Davenport Green (Trafford) and Central Park (Manchester). These sites are identified as being the key employment sites of the future.
- **Manchester Airport**: The largest airport outside the South East of England and the only international gateway in the North capable of handling the growth in business based and tourist traffic anticipated in the Northern Way Growth Strategy. The growth potential of the Airport and its surrounding business parks is expected to be large with potentially more than 10,000 jobs estimated to be created during the period from 2004 to 2010.
- **Science City**: The sub-region, (especially the Oxford Road Corridor in Manchester), contains the highest performing research and teaching institutions outside the South of England, both Universities and Hospitals, competing internationally for R&D. Project Unity has seen the merger of the University of Manchester and UMIST to form the largest University in the UK. The Manchester Knowledge Partnership is a driver of growth in high-value added activity in the knowledge economy and is leading on establishing Manchester as the first and one of the most significant Science Cities. The Oxford Road Corridor Strategy involves building on these existing assets to generate substantial additional employment and investment.
- **Regional Media Hub**: Greater Manchester is the North's centre for growth in Creative Industries, acting as home for ITV in the North and the largest BBC broadcasting base outside London. The sub-region is home to the largest and most dynamic independent media sector in the North and the planned relocation of the BBC will serve to transform the sector and reinforce Greater Manchester's position as the premier broadcasting and commissioning centre outside London. The growth expected in the sector will reap economic benefits, providing large scale employment increases within the sub-region.
- **LEGI**: LEGI aims to increase entrepreneurial activity in deprived areas, support sustainable growth of local businesses and attract inward investment into deprived areas.
- **New East Manchester:** Encompassing a 1,900 hectare site, New East Manchester is a regeneration area that has, and is continuing to, build on the opportunities made available by the Commonwealth Games. Substantial physical regeneration projects have taken place and further projects are planned.
- **Middlebrook,** (Bolton): Is one of the largest integrated and sustainable employment, leisure, sports and retail schemes in the country. Housing the Bolton Wanderers' stadium in its centre the scheme provides large scale employment to the local area and further phases of development are due in the future, including Enterprise Park 3 and Futura Park (both office space), which will further increase the employment opportunities available.
- **Kingsway, Rochdale:** Rochdale's largest economic development project, this 170 hectare site will be developed as a business focused mixed used development to be created over a period of 10 – 15 years. Its aim is to change employment prospects for the area and attract new business and investment.

4 The Supply of Skills

4.1 Introduction

This chapter looks at the supply of labour in Greater Manchester, both in terms of the volume of people available for work, and their skills levels.

4.2 Demographics

4.2.1 Population growth and location

The resident population in Greater Manchester declined by 0.7% between 1991 and 2001, compared to a stable population in the region as a whole. Between 2001 and 2005 the population grew by 2.6%, the highest growth rate of any of the sub-regions.

Total Population, 1991 - 2005

	1991	2001	% Change 1991 - 2001	2005	% Change 2001 - 2005
Cheshire & Warrington	832,900	864,864	+3.8%	874,600	+1.1%
Lancashire	1,383,998	1,414,727	+2.2%	1,439,200	+1.7%
Cumbria	483,163	487,609	+0.9%	498,900	+2.3%
Greater Manchester	2,499,441	2,482,328	-0.7%	2,547,600	+2.6%
Greater Merseyside	1,527,358	1,480,229	-3.1%	1,485,900	+0.4%
North West	6,726,860	6,729,764	0%	6,846,200	+1.7%
England	47,055,204	49,138,831	+4.4%	50,431,700	+2.6%

Source: ONS Census 1991, 2001, Mid Year Population Estimates 2005

The table below shows population growth in Manchester, by District between the period 1991 -2005. The largest change during this period can be witnessed in Manchester itself, where there has been a percentage increase of 12.3%. This reflects an influx of people into the city, drawn through employment opportunities and new housing developments. The only district which witnessed a decline in population during this period was Stockport (-1.0%).

Total Population, 1991 – 2005

	1991	2001	% Change 1991 - 2001	2005	% Change 2001 – 2005
Bolton	258,584	261,037	0.9%	265,400	1.7%
Bury	176,760	180,608	2.2%	183,500	1.6%
Manchester	404,861	392,819	-3.0%	441,200	12.3%
Oldham	216,531	217,273	0.3%	219,200	0.9%
Rochdale	202,164	205,357	1.6%	206,400	0.5%
Salford	220,463	216,103	-2.0%	216,400	0.1%
Stockport	284,395	284,528	0.0%	281,600	-1.0%
Tameside	216,431	213,043	-1.6%	214,100	0.5%
Trafford	212,731	210,145	-1.2%	213,200	1.5%
Wigan	306,521	301,415	-1.7%	306,700	1.8%

Source: ONS Census 1991 and 2001, Mid Year Population Estimates 2006

The age profile of the sub-region's working age population relative to the other NW sub-regions is shown in the table below. The age profile of the Greater Manchester working age population is similar to that of the region and England.

Age Profile of Working Age Population (% of Total), 2001

	16-19	20-34	35-49	50-59	60-64	Total
Cheshire & Warrington	7.2	28.3	36.6	21.5	8.4	552,903
Cumbria	7.2	27.1	34.1	22.4	9.2	306,346
Greater Manchester	8.1	32.7	32.6	19.1	7.5	1,585,596
Greater Merseyside	8.8	30.0	33.6	19.4	8.2	930,149
Lancashire	8.2	29.8	33.1	20.7	8.2	886,481
North West	8.1	30.5	33.3	20.1	8.0	4,261,475
England	7.7	31.8	33.3	19.6	7.6	31,429,250

Source: Census 2001

The age profile does differ within the sub-region, as shown in the table below. Most notably, Manchester has a very high proportion (42.5%) of population in the 20-34 age bracket, reflecting the large number of students living in the City and its attractiveness as a centre for younger workers.

Age Profile of Working Age Population (% of Total), 2001

	16 - 19	20 - 34	35 - 49	50 - 59	60 – 64	Total
Bolton	7.9	31.6	32.6	20.2	7.7	165,351
Bury	7.5	29.7	34.4	20.6	7.8	115,000
Manchester	9.5	42.5	28.1	13.9	6.0	258,025
Oldham	8.2	30.9	33.0	20.0	7.9	136,249
Rochdale	8.3	30.7	34.1	19.6	7.3	129,067
Salford	8.5	33.7	31.7	18.5	7.7	136,812
Stockport	7.3	29.0	34.6	20.8	8.3	179,718
Tameside	7.7	30.9	33.5	20.1	7.7	135,644
Trafford	7.5	30.0	35.5	19.4	7.7	133,552
Wigan	7.5	30.7	32.3	21.4	8.1	196,178

Source: Census, 2001

The table below shows population forecasts by district for the years 2005-2020. Manchester is forecast to have the most significant growth at 15.0%. Oldham is the only area forecast to decline. It is forecast that Greater Manchester as a whole will see a population increase of 4.4% by 2020.

Population Forecasts by District, 2005 – 2020

000s	2005	2010	2015	2020	%Change 2005 - 2020
Bolton	265.7	267.5	270.8	274.5	3.3%
Bury	182.5	184.1	186.6	189.2	3.6%
Manchester	442.9	459.9	483.5	509.6	15.0%
Oldham	218.5	218.5	218.7	218.3	-0.1%
Rochdale	206.5	207.5	209.0	210.3	1.8%
Salford	216.6	216.9	218.4	220.7	1.9%
Stockport	282.2	281.9	282.9	284.1	0.7%
Tameside	214.4	216.4	217.9	219.4	2.4%
Trafford	214.0	216.8	218.7	221.2	3.4%
Wigan	306.8	310.4	313.6	316.1	3.0%
Greater Manchester	2,550.1	2,579.9	2,619.9	2,663.3	4.4%

Source: ONS

Projected changes in the age profile by district are shown in the table below. The main points to note are:

- That the Districts show an ageing population by 2020, with the percentage of people aged 65+ growing in all districts except Manchester.
- In Manchester those aged 65+ is forecast to be 11%, a 1% fall and 5% below the Greater Manchester average.
- Population levels within the 0-14 and 15-24 age brackets are forecast to decline in all areas by 2020.

Population Composition by District, 2005 and projected 2020

2005	0-14	15-24	25-34	35-44	45-54	55-64	65+	Total
Bolton	19%	13%	13%	15%	13%	12%	15%	100%
Bury	19%	12%	13%	16%	13%	12%	15%	100%
Manchester	17%	20%	19%	14%	10%	8%	12%	100%
Oldham	21%	13%	12%	15%	13%	11%	14%	100%
Rochdale	20%	13%	13%	15%	13%	11%	14%	100%
Salford	18%	15%	14%	15%	12%	11%	16%	100%
Stockport	18%	12%	12%	16%	14%	12%	17%	100%
Tameside	19%	13%	13%	16%	13%	12%	15%	100%
Trafford	18%	12%	13%	16%	13%	11%	16%	100%
Wigan	18%	13%	13%	16%	13%	13%	15%	100%
Greater Mcr	19%	14%	14%	15%	13%	11%	15%	100%
North West	18%	13%	12%	15%	13%	12%	16%	100%
2020	0-14	15-24	25-34	35-44	45-54	55-64	65+	Total
Bolton	16%	11%	14%	15%	15%	13%	17%	100%
Bury	15%	11%	14%	14%	15%	13%	17%	100%
Manchester	14%	16%	17%	16%	14%	11%	11%	100%
Oldham	17%	12%	13%	13%	14%	13%	17%	100%
Rochdale	16%	11%	14%	14%	14%	14%	17%	100%
Salford	15%	13%	15%	14%	14%	13%	16%	100%
Stockport	14%	10%	14%	15%	15%	14%	18%	100%
Tameside	14%	11%	14%	14%	15%	14%	17%	100%
Trafford	15%	10%	15%	16%	15%	13%	16%	100%
Wigan	15%	11%	14%	14%	15%	14%	18%	100%
Greater Mcr	15%	12%	15%	15%	15%	13%	16%	100%

North West	14%	11%	14%	14%	15%	14%	18%	100%

Source: ONS

Economic Activity

The rate of economic activity (the proportion of working age people in employment or unemployed) in Greater Manchester is 76.3%, below the regional (76.6%) and England average (78.4%). As the table below shows, there is substantial variation across the districts. The rate varies from a low of 65.3% in Manchester to 83.9% in Stockport.

Economic Activity Rate, 2004 – 2005

	2004	2005	% Change
England	78.3	78.4	0.6%
North West	76.2	76.6	0.7%
Bolton	78.6	76.1	-2.9%
Bury	80.5	81.4	1.5%
Manchester	65.3	65.2	0.8%
Oldham	75.6	78.2	3.7%
Rochdale	74.7	76.0	2.2%
Salford	71.8	74.0	3.2%
Stockport	83.9	84.4	0.9%
Tameside	79.1	77.7	-1.4%
Trafford	78.1	79.6	2.3%
Wigan	79.1	77.8	-1.7%
Greater Manchester	76.1	76.3	0.6%

Source: ONS; Labour Force Survey, 2004 and Annual Population Survey, November 2005

The table below shows economic activity by age group in 2005. Key points to note are:

- The low rate of economic activity in the 50+ age group is an issue for the region and the Greater Manchester sub-region.
- In other age brackets, activity rates are only marginally below England averages.
- The low rate of activity in Manchester is apparent in all age brackets, but particularly in the younger brackets. This is likely to reflect the greater number of students resident in Manchester.

Economic Activity Rate by Age Group, 2005

	16-19	20-24	25-34	35-49	50-retirement age
England	56.8	75.2	83.5	85.0	73.3
North West	56.0	76.8	83.0	84.4	67.6
Bolton	56.7	77.8	81.4	83.0	68.0
Bury	52.2	86.4	87.1	87.0	76.3
Manchester	40.0	57.1	75.6	76.0	56.9
Oldham	55.9	82.9	85.0	84.0	70.6
Rochdale	46.3	75.1	80.6	84.1	71.2
Salford	61.4	81.7	79.8	80.1	59.6
Stockport	65.4	80.8	91.7	91.0	76.4
Tameside	58.3	84.8	82.1	85.6	66.7
Trafford	64.1	77.3	87.7	86.0	70.2
Wigan	64.0	69.7	86.3	86.5	64.1
Greater Manchester	54.2	74.1	82.9	84.2	67.8

Source: ONS; Annual Population Survey, November 2005

The table below illustrates the economic activity rate by gender in 2004. Greater Manchester as a whole performs well in comparison to the average activity rate for males in the North West, which is 80.7% in both areas. It is however, below the average for England which is 83.7%. The rate for females in Greater Manchester is 71.5% which is below both the North West and England averages. Other points to note include:

- Nationally, the activity rate for males is 10.4% higher than for females.
- In the sub-region, the male-female activity gap is highest in Rochdale at 13%.
- Stockport has the highest percentage of males and females economically active at 86.4% and 82.3% respectively. This rate of female activity is 9% points above the England average.

Economic Activity Rate by Gender, 2004

	Male	Female
England	83.5	73.1
North West	80.7	72.2
Bolton	80.5	71.5
Bury	85.3	77.1
Manchester	70.9	59.3
Oldham	84.2	72.0
Rochdale	82.3	69.5
Salford	79.0	68.4
Stockport	86.4	82.3
Tameside	82.2	72.9
Trafford	81.6	77.5
Wigan	82.4	72.8
Greater Manchester	80.7	71.5

Source: ONS; Annual Population Survey, November 2005

The table below shows the rates of economic activity for all people of working age, and for people of working age who are registered disabled. Nationally, the comparative activity rates are 78.4% and 55.1% - a 23% point gap. In Greater Manchester, the activity rate gap is 30% points - indicating an issue in the sub-region in terms of employment of people who are registered disabled. The economic activity rate of those who are registered disabled is highest in Stockport (at 60.7% and lowest in Manchester at 36.5%).

Economic Activity Rate 2005: all working age and registered disabled (working age)

	All Working Age	Registered Disabled
England	78.4	55.1
North West	76.6	47.5
Bolton	76.1	47.0
Bury	81.4	54.7
Manchester	65.2	36.5
Oldham	78.2	50.8
Rochdale	76.0	53.3
Salford	74.0	35.5
Stockport	84.4	60.7
Tameside	77.7	42.8
Trafford	79.6	50.8
Wigan	77.8	47.7
Greater Manchester	76.3	46.7

Source: ONS; Annual Population Survey, November 2005

Qualifications

It is not just the number of people available for work which affects the supply of and demand for labour in the North West. The quality of the labour, in terms of the skills and expertise available to employers, is also crucial especially so given the occupational profile that is emerging from recent employment growth.

Qualifications are often used as a proxy indicator for the skills of the workforce. The table below shows the qualification profile of the economically active (employed and unemployed) population in England, the North West and the five sub regions. Compared to England, the NW has a lower proportion of people qualified to level 4 or above (29.2% v 30.7%). In Greater Manchester, the figure is 28.2%.

Qualification Profile (%) of the Economically Active Population, 2005

	Level 4	Level 3	Level 2	No Level 2
England	30.7%	19.6%	21.2%	28.5%
North West	29.2%	20.5%	21.6%	28.7%
Cheshire/Warrington	35.7%	19.1%	20.4%	24.8%
Cumbria	26.8%	21.6%	24.2%	27.4%
Lancashire	30.0%	21.3%	20.7%	28.1%
Greater Manchester	**28.2%**	**20.8%**	**21.9%**	**29.1%**
Gtr Merseyside	26.9%	19.4%	22.1%	31.6%

Source: DfES, 2006

The qualification profile of the economically inactive population is shown below. The key point to note is the much lower qualification levels of people who are inactive – in the North West, 54% of this group are not qualified to level 2 (55.7% in Greater Manchester).

Qualification Profile (%) of the Economically Inactive Population, 2004

	Level 4	Level 3	Level 2	No Level 2
England	11.8%	15.5%	23.1%	49.6%
North West	9.3%	14.4%	22.3%	54.0%
Cheshire & Warrington	16.2%	16.7%	21.0%	46.1%
Cumbria	11.2%	9.8%	26.5%	52.4%
Lancashire	9.5%	15.7%	24.2%	50.6%
Greater Manchester	**8.5%**	**14.2%**	**21.6%**	**55.7%**
Gtr Merseyside	6.9%	13.8%	21.0%	58.3%

Source: DfES, 2006 (derived from figures for working age population and economically active population)

Low skills are one factor that is likely to limit employment opportunities. For example, of working age people in Greater Manchester with no qualifications, only 43.5% are in employment. This compares to an average employment rate in Greater Manchester of 72.1%.

Employment Rate by Qualification Attainment, 2005/06

	Level 4	Level 3	Level 2	< Level 2	No Quals	Overall
England	87.1%	78.0%	75.4%	72.7%	48.8%	74.7%
North West	87.9%	78.2%	74.4%	70.2%	45.3%	72.7%
C&W	87.2%	78.4%	78.0%	72.9%	56.8%	77.4%
Cumbria	86.4%	86.5%	78.4%	70.8%	50.8%	76.9%
G. Mcr	88.2%	78.2%	74.5%	70.0%	43.5%	72.1%
Lancashire	88.3%	78.4%	74.0%	70.7%	49.3%	73.9%
Merseyside	88.2%	74.9%	71.1%	68.2%	40.0%	68.3%

Source: Annual Population Survey

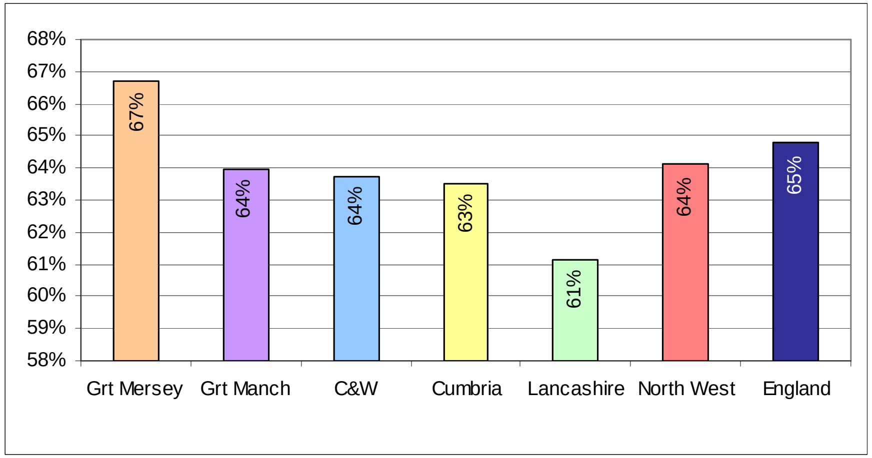
National Employer Skills Survey (NESS)

This section uses data from the National Employer Skills Survey 2005 to describe the training behaviour of employers in Greater Manchester, particularly with regard to the skills gaps they identify in their workforce, and skills related recruitment difficulties they face.

The National Employers Skills Survey 2005 (NESS 2005) was commissioned by the Learning and Skills Council together with the Department for Education and Skills and the Sector Skills Development Agency. Its purpose is to provide a detailed analysis of the extent and nature of skills gaps, recruitment problems and training activity.

The chart below shows the proportion of employers who provided training during the previous twelve months. At 64% of employers, the Greater Manchester figure is in line with the NW figure and just below the England average (65%).

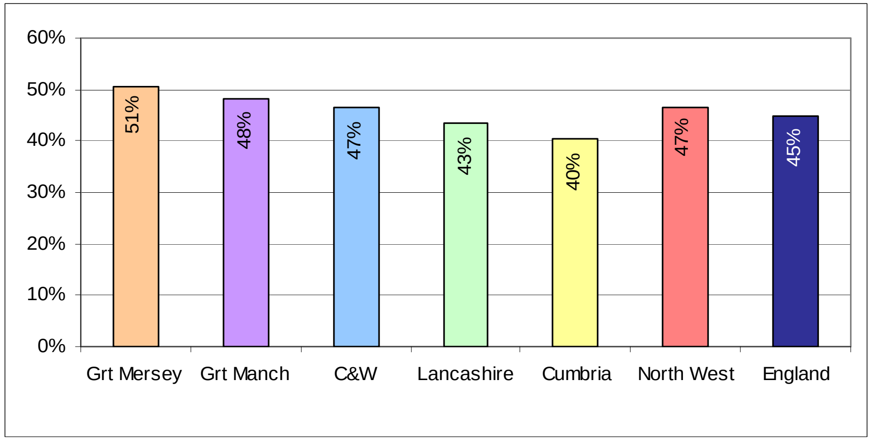
Proportion of Employers providing Training in the past 12 months



Source: NESS 2005

The figure below shows the proportion of employers with a formal training plan – this figure is 48% in Greater Manchester, above the North West and England figures of 47% and 45% respectively.

Proportion of establishments with a formal training plan



Source: NESS 2005

The NESS surveys employers about vacancies that they find difficult to fill due to skills deficits in candidates – skills shortage vacancies. The table below shows the distribution of SSVs by occupation, in Greater Manchester and in the NW.

Distribution of Skills Shortage Vacancies by Occupation, Greater Manchester

	Greater Manchester		North West	
	Number	%	Number	%
Managers	343	3%	947	4%
Professionals	655	5%	1,611	6%
Associate professionals	2,883	23%	5,102	19%
Admin/clerical	733	6%	1,220	5%
Skilled trades	3,526	28%	6,027	23%
Personal service	923	7%	2,130	8%
Sales/customer service	1,553	12%	4,056	15%
Machine operatives	953	7%	2,358	9%
Elementary	1,093	9%	2,550	10%
Unclassified	79	1%	222	1%
Total	12,740	100%	26,223	100%

Source: NESS 2005

At the regional level, and in Greater Manchester, the distribution of skills shortage vacancies (SSVs) is more concentrated for occupations in the associate professional, skilled trade, and sales / customer service categories.

The NESS also asks employers about the incidence of skills gaps in their staff – defined as a lack of proficiency in some elements of their work. The table below shows the distribution of skills gaps by occupation, in Greater Manchester and in the NW.

Distribution of Skills Gaps by Occupation, Greater Manchester

	Greater Manchester		North West	
	Number	%	Number	%
Managers	5,453	9%	14,890	9%
Professionals	2,694	4%	6,156	4%
Assoc. profs	2,635	4%	9,361	6%
Admin/clerical	6,635	11%	17,144	10%
Skilled trades	4,845	8%	16,139	10%
Personal service	5,386	9%	10,817	7%
Sales/cust service	15,420	25%	31,498	19%
Machine operatives	5,744	9%	24,242	15%
Elementary staff	12,744	21%	34,738	21%
Total	61,558	100%	164,984	100%

Source: NESS 2005

The distribution of skills gaps at the regional level demonstrates a larger concentration of skills gaps (i.e. larger concentration of employers reporting staff as being not fully proficient at their job) in managerial, admin / clerical, skilled trades, sales / customer service, machine operative and elementary occupations. In the North West overall the highest levels of skills gaps are reported in elementary and sales / customer service occupations (21% and 19% of employers respectively).

Compared to regional levels, proportionately more employers in Greater Manchester report skills gaps in sales and customer service (25% v 19%), personal service (9% v 7%) and administrative occupations (11% v 10%) . Less employers than nationally report skills gaps in associate professional (4% v 6%), skilled trades (8% v 10%) and machine operative (9% v 15%) occupations.

5 Provision and Participation[1]

5.1 Introduction

This chapter looks at participation in learning/skills development in Greater Manchester, and the quality of provision, as measured by success rates and inspection scores. It concentrates on learners whose main learning aim is a long course (greater than 24 weeks). The focus of this section is on post-compulsory education for young people and adults, excluding higher education which is covered in Chapter 11: Level 4+.

5.2 Young People

Post-16 participation

The proportion of young people in Greater Manchester who remained in full-time education or training after leaving school (aged 16) is 73.8%, which is higher than the North West average of 72.6%, and only slightly below the England average of 74.2%[2]. The table below shows figures for each district within the sub-region.

[1] We have not included an analysis of Adult and Community Learning. ACL is particularly important for addressing worklessness and has an important role to play in re-engaging people into learning.
2 Figures exclude young people in full time employment.

Proportion of School Leavers in Greater Manchester in Full-Time Education, 2005

Area	% in full time education	Gap with England average (% pts)
England	74.2%	
North West	72.6%	-1.6%
Greater Manchester	71.8%	-2.4%
Bolton	70.3%	-3.9%
Bury	72.1%	-2.1%
Manchester	70.7%	-3.5%
Oldham	75.0%	0.8%
Rochdale	69.7%	-4.5%
Salford	62.8%	-11.4%
Stockport	72.9%	-1.3%
Tameside	72.3%	-1.9%
Trafford	81.3%	7.1%
Wigan	68.8%	-5.4%

Source: Connexions

Within Greater Manchester, the proportions of young people in full time education range from 62.8% in Salford to 81.3% in Trafford. These are two of the highest and lowest unitary authority scores in the wider North West region.

Further Education (FE)

FE Participation

The table below shows how participation of young people in the FE sector in Greater Manchester has changed over the last four years.

FE Participation: Number of Learners (16-18 year olds)

FE 16-18	02/3	03/4	04/5	05/6	Change 02/3-05/6
Number of learners					
G. Manchester	45,528	45,773	47,514	48,676	3,148
Bolton	4,066	3,929	4,000	4,105	39
Bury	3,473	3,582	3,674	3,654	181
Manchester	8,368	8,509	8,969	9,017	649
Oldham	4,197	4,265	4,238	4,356	159
Rochdale	3,659	3,698	4,065	4,133	474
Salford	3,914	3,822	4,079	4,148	234
Stockport	5,291	5,272	5,545	5,418	127
Tameside	4,145	4,261	4,287	4,349	204
Trafford	3,081	3,146	3,282	3,389	308
Wigan	5,334	5,289	5,375	6,107	773
% growth					
G. Manchester		1%	4%	2%	7%
Bolton		-3%	2%	3%	1%
Bury		3%	3%	-1%	5%
Manchester		2%	5%	1%	8%
Oldham		2%	-1%	3%	4%
Rochdale		1%	10%	2%	13%
Salford		-2%	7%	2%	6%
Stockport		0%	5%	-2%	2%
Tameside		3%	1%	1%	5%
Trafford		2%	4%	3%	10%
Wigan		-1%	2%	14%	14%

Source: LSC

Overall, the pattern is one of growth, with a wide range of percentage increases over the period 2002-05 – from 1% in Bolton to 14% in Wigan.

FE Success Rates

The success rate is a qualification based measure which calculates the number of qualifications achieved as a proportion of qualifications started. Success rates are generally higher for short courses (less than 24 weeks' duration) than long courses (greater than 24 weeks duration). It is long course success rates that are of greatest interest, since these relate to more substantial qualifications. Success rates for long course qualifications taken by 16-18 year olds in FE institutions in the North West are displayed below.

Young People (16-18): FE Long Course Success Rates by Level, 2004

	Below Level 2	Level 2	Level 3	Level 4+
England	64%	63%	75%	50%
North West	65%	66%	77%	58%
Cheshire & Warrington	66%	64%	81%	!
Cumbria	63%	63%	76%	!
Lancashire	64%	68%	77%	!
G. Manchester	68%	68%	79%	!
G. Merseyside	62%	61%	72%	!

Source: LSC
! = data suppressed due to small sample size

As shown, success rates for qualifications taken by 16-18 year olds in Greater Manchester are above the regional average at all levels of provision.

Within levels, success rates show significant variation according to the sector subject area of the courses taken. In the Appendix , tables A-D show success rates for Greater Manchester and England[3]. Points to note for Greater Manchester are that:

- Below level 2, the 'Preparation for Life and Work' subject accounts for over one third of 16-18 year olds taking below level 2 courses in Greater Manchester. The success rate for this subject is 6 percentage points above the England average. Overall, there are ten subjects that have success rates above their equivalent England averages:
- For Level 2, the three most significant subjects in Greater Manchester by participation numbers are; Retail and Commercial Enterprise; Health, Public Services and Care; and Preparation for Life and Work. Whilst the success rate in Greater Manchester for retail courses is slightly below the equivalent national average, performance for the latter two subjects are 3 and 13 percentage points above the England scores respectively. The majority of subjects in Greater Manchester have rates above the national average: and
- The two most significant subjects in 2005/06, by participation number at Level 3, are: Arts, Media and Publishing; and Science and Mathematics. Success rates for these subjects are 5 and 4 percentage points above the England averages respectively.

[3] All success rates are for long courses.

Work Based Learning (WBL)

WBL Participation

The table below shows how participation of young people in the WBL sector has changed over the last four years in the Greater Manchester districts.

WBL Participation: Number of Learners (16-18 year olds)

WBL 16-18	02/3	03/4	04/5	05/6	Change 02/3-05/6
Number of learners					
G. Manchester	11,123	11,762	11,764	11,436	313
Bolton	1,356	1,408	1,328	1,367	11
Bury	711	762	734	747	36
Manchester	1,309	1,387	1,401	1,313	5
Oldham	987	1,129	1,125	1,146	159
Rochdale	996	1,034	1,006	958	-39
Salford	1,116	1,187	1,175	1,133	17
Stockport	1,143	1,169	1,171	1,197	54
Tameside	1,096	1,183	1,152	1,083	-13
Trafford	627	657	704	646	19
Wigan	1,781	1,845	1,968	1,845	64
% growth					
G. Manchester		6%	0%	-3%	3%
Bolton		4%	-6%	3%	1%
Bury		7%	-4%	2%	5%
Manchester		6%	1%	-6%	0%
Oldham		14%	0%	2%	16%
Rochdale		4%	-3%	-5%	-4%
Salford		6%	-1%	-4%	2%
Stockport		2%	0%	2%	5%
Tameside		8%	-3%	-6%	-1%
Trafford		5%	7%	-8%	3%
Wigan		4%	7%	-6%	4%

Source: LSC

Whilst work based learning participation by 16-18 year olds has risen at a rate of 3% for Greater Manchester overall, rates of change have been significantly higher in Oldham (16%). In contrast, Rochdale and Tameside have experienced declines over the period (-4% and -1% respectively).

WBL Success Rates

WBL success rates are calculated in a similar way to FE success rates. Success rates for qualifications taken by 16-18 year olds in WBL are shown below for level 2 and level 3 qualifications.

Young People (16-18): WBL Success Rates (full framework) by Course Level

	Level 2			Level 3		
	03/04	04/05	05/06	03/04	04/05	05/06
England	31%	41%	54%	36%	41%	56%
North West	30%	40%	53%	37%	42%	59%
Cheshire & Warrington	30%	40%	52%	39%	46%	56%
Cumbria	36%	47%	53%	53%	57%	65%
Lancashire	37%	46%	56%	46%	53%	64%
G. Manchester	N/A	41%	48%	33%	38%	57%
G. Merseyside	23%	37%	47%	N/A	36%	53%

Source: LSC

In all sub-regions, level 2 and 3 WBL success rates have improved significantly between 2003/04 and 2005/06, and this is particularly evident in Greater Manchester at level 3, where there has been a 24% point increase. Compared to other sub regions, Greater Manchester has one of the lowest sets of success rates at both levels 2 and 3.

School Sixth Forms

The table below shows how participation of young people in school sixth forms in Greater Manchester has changed over the last three years.

Sixth Form Participation: Number of Learners (16-18 year olds)

School Sixth Form 16-18	02/3	03/4	04/5	Change 02/3-04/5
Number of learners				
G. Manchester	6,944	7,071	6,697	-247
Bolton	1,475	1,490	1,385	-90
Bury	155	181	177	22
Manchester	844	901	773	-71
Oldham	653	656	583	-70
Rochdale	910	929	861	-49
Salford	151	125	104	-47
Stockport	272	247	263	-9
Tameside	328	333	374	46
Trafford	1,575	1,634	1,650	75
Wigan	581	575	527	-54
% growth				
G. Manchester		2%	-5%	-4%
Bolton		1%	-7%	-6%
Bury		17%	-2%	14%
Manchester		7%	-14%	-8%
Oldham		0%	-11%	-11%
Rochdale		2%	-7%	-5%
Salford		-17%	-17%	-31%
Stockport		-9%	6%	-3%
Tameside		2%	12%	14%
Trafford		4%	1%	5%
Wigan		-1%	-8%	-9%

Source: DfES

Overall, Greater Manchester has experienced a slight decline in sixth form participation between 2002/03 and 2004/05, and this compares to a change of 0% at the regional level and +6% for England. Within the sub region, there is greater variation. For example, the district of Salford has experienced a change of -31% whilst participation in both Bury and Tameside has increased by 14% over the same period.

The table below shows the education routes of young people as a proportion of all 16-18 year olds in education in 2004/05.

Education Route: as a Proportion of All Young People (16-18) in Full Time Education, 2004/05

Area	FE	Sixth Form	WBL	All in FT Education
Cumbria	44%	32%	25%	100%
Lancashire	67%	14%	20%	100%
Greater Merseyside	51%	28%	21%	100%
Greater Manchester	72%	10%	18%	100%
Cheshire and Warrington	52%	31%	16%	100%
North West	62%	19%	19%	100%
England	56%	28%	15%	100%

There is considerable variation across the sub regions. In England, 56% of 16-18 year olds are in FE institutions, 28% are in school sixth forms, and 15% are in WBL. In Greater Manchester, the relatively high proportion in FE (72%) is balanced by the relatively low number at sixth forms (10%). The proportion of young people choosing work based learning in Greater Manchester is similar to the regional average and both of these are above the rate for England.

5.3 Adults (19+)

FE Participation

The table below shows how participation of adults in the FE sector has changed over the last four years.

FE Participation: Number of Learners (Adults)

FE 19+	02/3	03/4	04/5	05/6	Change 02/3-05/6
Number of learners					
G. Manchester	178,475	154,943	144,228	115,755	-62,720
Bolton	17,252	14,917	12,404	9,803	-7,449
Bury	12,735	11,960	11,112	9,430	-3,305
Manchester	36,554	29,574	29,552	22,128	-14,426
Oldham	14,901	13,649	13,208	10,478	-4,423

Rochdale	12,971	12,496	11,654	10,473	-2,498
Salford	14,760	14,301	13,506	10,775	-3,985
Stockport	18,652	14,541	13,862	11,059	-7,593
Tameside	15,501	13,639	12,475	9,840	-5,661
Trafford	15,508	13,221	12,334	9,903	-5,605
Wigan	19,641	16,645	14,121	11,866	-7,775
% growth					
G. Manchester		-13%	-7%	-20%	-35%
Bolton		-14%	-17%	-21%	-43%
Bury		-6%	-7%	-15%	-26%
Manchester		-19%	0%	-25%	-39%
Oldham		-8%	-3%	-21%	-30%
Rochdale		-4%	-7%	-10%	-19%
Salford		-3%	-6%	-20%	-27%
Stockport		-22%	-5%	-20%	-41%
Tameside		-12%	-9%	-21%	-37%
Trafford		-15%	-7%	-20%	-36%
Wigan		-15%	-15%	-16%	-40%

Source: LSC

In England, adult participation has fallen in each of the past three years, with a particularly significant drop between 2004/05 and 2005/06, reflecting funding pressures on the adult participation budget. Adult participation in the North West has also fallen, and generally at a faster rate; with the exception of Cheshire & Warrington, the proportion of the reduction in adult learner volumes over the past three years in the North West sub-regions has exceeded the England average.

Greater Manchester has experienced the highest relative reduction in learner numbers over the period at -35%, compared to other sub regions. This equates to 62,720 fewer learners in the Greater Manchester in 2005/06 compared to 2002/03.

FE Success Rates

Success rates for long course qualifications taken by adults in FE are shown below.

Adults (19+): FE Success Rates by Course Level, 2004

	Below Level 2	Level 2	Level 3	Level 4+
England	61%	60%	57%	50%
North West	62%	61%	59%	51%
Cheshire & Warrington	69%	63%	63%	61%
Cumbria	64%	64%	65%	63%
Lancashire	56%	62%	54%	44%
G. Manchester	60%	59%	59%	51%
G. Merseyside	65%	62%	61%	53%

Source: LSC

As is the case for young people, success rates for adults in North West institutions compare favourably to the England average. This is similarly true for Greater Manchester at levels 3 and 4+. The success rates for level 2 and <level 2 are slightly below the national average.

Within different levels, success rates show significant variation according to the sector subject area of the courses. In the Appendix, tables E-H show success rates for Greater Manchester and England[4]. Points to note for Greater Manchester are that:

- Below level 2, there are three subjects that dominate learning provision numbers: Preparation for Life and Work; Languages, Literature and Culture; and ICT. In 2004, ICT had a success rate that was 5 percentage points above the England average. Success rates for the other two subjects fall slightly below national levels:
- At level 2, there are eight subject areas that had participation numbers greater than 1,000 in 2005/06, although Health, Public Services and Care stands out with a figure of 4,591. Success rates for this subject in Greater Manchester are slightly lower than the national equivalent. Similar to sub-level 2, ICT has a high participation number and above average success rate in the sub region:
- At level 3, by far the most significant subject by participation number is; Health, Public Services and Care (4,230 long course participants in 2005/06). The success rate for this subject is 63%, three percentage points above the national average: and
- The three most significant subjects, by participation number, at level 4+ are; Business, Administration and Law; Health Public Services and Care; and Education and Training. Success rates for all three subjects are above their equivalent national averages.

[4] All success rates are for long courses.

WBL Participation

The table below shows how participation of adults in WBL in Greater Manchester has changed over the last three years.

WBL Participation: Number of Learners (Adults), 2003/04 – 2005/06

WBL 19+	03/4	04/5	05/6	Change 03/4-05/6
Number of learners				
G. Manchester	6,587	6,232	5,849	-738
Bolton	781	769	764	-17
Bury	421	416	422	2
Manchester	930	840	717	-212
Oldham	531	508	521	-10
Rochdale	567	540	514	-53
Salford	598	569	521	-76
Stockport	679	672	609	-70
Tameside	611	617	562	-49
Trafford	493	439	393	-100
Wigan	977	864	825	-153
% growth				
G. Manchester		-5%	-6%	-11%
Bolton		-2%	-1%	-2%
Bury		-1%	2%	0%
Manchester		-10%	-15%	-23%
Oldham		-4%	3%	-2%
Rochdale		-5%	-5%	-9%
Salford		-5%	-8%	-13%
Stockport		-1%	-9%	-10%
Tameside		1%	-9%	-8%
Trafford		-11%	-10%	-20%
Wigan		-12%	-5%	-16%

Source: LSC

Between 2003/04 and 2005/06, WBL participation has decreased by 9% in England and by 8% in the North West. The decline in Greater Manchester is somewhat greater at 11%. Manchester has seen the greatest decline in numbers (-23%), whereas in Bury, numbers have remained stable.

WBL Success Rates

WBL success rates are calculated in a similar way to FE success rates. Success rates for qualifications taken by adults in WBL are shown below.

Adults: WBL Success Rates (full framework) by Course Level

	Level 2			Level 3		
	03/04	04/05	05/06	03/04	04/05	05/06
England	29%	40%	53%	30%	35%	50%
North West	29%	38%	54%	27%	30%	47%
Cheshire & Warrington	33%	41%	47%	N/A	36%	50%
Cumbria	33%	44%	53%	36%	40%	58%
Lancashire	N/A	40%	57%	N/A	37%	48%
G. Manchester	26%	35%	51%	27%	28%	44%
G. Merseyside	29%	36%	46%	25%	27%	42%

Source: LSC

The WBL success rates at level 2 and level 3 in Greater Manchester have improved significantly over the past three years. However, they still remain below regional and national averages.

5.4 Participation and Success rates by Learner Characteristics

The purpose of this section is to investigate the extent to which FE and WBL participation and success rates vary by learner characteristics, including gender, ethnic group, and disability.

Chapter 5 of the Regional Strategic Analysis contains a detailed analysis of participation. A number of specific points are evident in Greater Manchester:

- Nationally and regionally, females are more likely to take FE courses at both 16-18 year old and adult levels. This is true at the sub regional level and relative to other sub regions, the imbalance is low in Greater Manchester for both age categories:
- The male: female ratio of those in WBL in Greater Manchester is the same as the regional average (1 male:1.4 females): and

- By ethnicity, participation rates are higher than the national averages for most groups, although the Black/Black British group stands out as being particularly high. In Greater Manchester, the White ethnic group has a participation rate that is slightly below the national average.

Success Rates

For FE, we also have data available to compare success rates of learners with different characteristics. The LSC Data Team provided EKOS with breakdowns of FE long course success rates for 16-18 year olds and adults by level, according to the following characteristics:

- Gender (male and female):
- Ethnicity (white and non-white): and
- Deprivation (entitled to Disadvantage Uplift[5], not entitled)

A summary of the main points from a comparison of success rates for learners with different combinations of characteristics (by age and level) is shown below for Greater Manchester. Detailed data tables for Greater Manchester are in the Appendix (table I onwards).

Analysis of Success Rates (Long Courses) by Disadvantage, Ethnicity and Gender: Summary of Key Points

Age of Learner and Level of Course	Points to note (all relate to 04/5 unless stated)
16-18 Level 1	In 04/5, the success rate on courses taken by Non White Females not entitled to Disadvantage Uplift is 10% points higher than for White Females also not entitled to this allowance. The success rate on courses taken by Non White Females is 7% points above that for Non White Males. Success rates on courses taken by Males and Females are comparable to regional averages although that for Females is 5% points higher than the regional average.
16-18 Level 2	In 04/5, the success rate on courses taken by Non White Females is 8% points higher than for White Females. Similarly, the success rate on courses taken by Non White Males is 6% points above that for White Males.
16-18 Level 3	In 04/5, the success rate on courses taken by White Females entitled to Disadvantage Uplift is 5% points below that for Non White Females entitled to this allowance. The success rate on courses taken by Non White Females is 7% points higher than for Non White Males.
Adult Level 1	The success rate on courses taken in 04/5 by Non White Females not entitled to Disadvantage Uplift is 11% points above that for Non White Males not entitled to this allowance. The success rate on courses taken by White Females is 5% points higher than for Non White Females.
Adult Level 2	In 04/5, the success rate on courses taken by Non White Females is 9% points higher than for Non White Males. The success rate on courses taken by White Females is 5% points above that for White Males. Further, the success rate on courses taken by all Males is 6% points lower than for all Females.
Adult Level 3	The success rate on courses taken in 04/5 by White Females is 6% points higher than for White Males. The success rate on courses taken by Non White Females is 5% points above that for Non White Males. The success rates on courses taken by all Females and all Males are the same as for the region.
Adult Level 4	In 04/5 the success rate on courses taken by Females is 6% points higher than for Males. The success rate for Non White Females is 11% points above that for Non White Males.

Source: EKOS analysis of LSC data. Note: all comparisons relate to 04/05 data.

[5] Disadvantage Uplift is an element of additional funding that can be claimed by institutions if a learner is resident in a post code with low incomes, or is claiming benefit.

5.5 Independent Quality Assessment: Inspection

The regional strategic analysis contains an analysis of FE College inspection scores from the 2001/02 to 2005/06 inspection cycle. Within the 'Leadership and Management' category, colleges in Greater Manchester score better than the North West average score (1.9 against 2.2 – a lower score denotes a better result).

The inspections also grade each curriculum area. For all colleges inspected, the table below shows the number of curriculum areas graded as 'Poor' (4) or 'Unsatisfactory' (5). Greater Manchester has a relatively low incidence of poor or unsatisfactory provision, with only 5 of the 120 curriculum areas scored being graded 4 or 5, equivalent to 4% of provision[6].

Inspection Scores for Curriculum Areas - % Poor or Unsatisfactory, 2001/02 - 2005/06

Area	Total scores awarded	Poor / Unsatisfactory	
		Number	%
Cheshire & Warrington	56	0	0%
Cumbria	27	2	7%
Greater Manchester	120	5	4%
Greater Merseyside	87	9	10%
Lancashire	101	3	3%
North West	**391**	**19**	**5%**

Source: EKOS analysis of OfSTED data provided by the LSC

Work based learning providers are inspected by the Adult Learning Inspectorate. Of the WBL providers in the North West, as well as nationally, a large number required a full re-inspection after an initial poor inspection. In the past two years, the LSC has reduced the number of WBL providers with which it contracts and the quality in the sector has improved, as shown by the significant improvements in success rates.

[6] This does not mean that 4% of learners are in poor or unsatisfactory provision though, since we do not know the number of learners in each college/curriculum area combination graded 4 or 5.

5.5 Conclusions

Post-16 participation in Greater Manchester is only slightly below the England average. Given the projected decline in the young people's cohort, it is still of vital importance to increase participation in Greater Manchester, especially in districts where the participation rate is relatively low – for example in Bolton and Rochdale.

In terms of success rates:

- In FE, success rates for qualifications taken by young people are above regional and national averages at all levels.
- In FE, adult success rates are slightly below the regional and national averages at Level 2 and below Level 2, but slightly above them at Level 3 and Level 4 and above.
- In WBL, success rates for 16-18 year olds at Level 2 are below the regional and national averages (by 5% points and 6% points respectively). The Level 3 success rate in Greater Manchester is 1% point above the England average, but 2% points below the regional average.
- In WBL, adult success rates are below regional and national averages at Level 2 and Level 3.

In terms of increasing post-16 participation, it is quite possible that WBL numbers will expand, given the increasing importance of vocational provision. Relatively poor success rates for young people taking qualifications at Level 2 in WBL is a key issue for Greater Manchester.

6 Matching Supply and Demand

6.1 Introduction

The Regional Strategic Analysis looks in some detail at the demand-supply balance of skills needs and provision for the region as a whole.

It also sets out two separate analyses which seek to understand demand and supply gaps at a different level:

- The first section presents data from the National Employer Skills Survey (NESS) 2005 on skills gaps in the workforce and recruitment difficulties that arise from skills shortages. It gives a feel for the specific skills gaps that employers face, both within their workforce, and when recruiting.
- The second section draws on qualitative sector evidence and highlights some of the major qualification requirements within the regions key sectors.

In Greater Manchester, we are fortunate to have access to some ongoing analysis commissioned by Manchester Enterprises which takes a far more micro level look at skills needs within key sectors in Greater Manchester. The following section summarises some of the key findings from this extensive programme of work.

6.2 Manchester Enterprises Analysis of Skills Needs in Key Sectors

From the analysis undertaken the sector and occupation-specific issues requiring consideration and possible action are as follows (with the most significant issues highlighted in bold)[7]:

a) Instances of Over-Supply
- Plumbers.
- Motor mechanics, auto engineers.
- Vehicle body builders and repairers, spray painters.
- Artists, actors and entertainers, dancers, musicians.
- Product, clothing and related designers.
- General media studies.
- Nursery nurses, playgroup leaders and assistants, childminders and related occupations.
- Hairdressers, barbers.
- Beauticians and related occupations.
- Veterinary nurses and assistants, animal care occupations.

b) Instances of Under-Supply
- Credit controllers.
- Sales and related occupations.
- Call centre agents and operators.
- Electricians and electrical fitters (L3).
- Floorers and wall tilers.
- Maintenance operations.
- Chemists, chemical engineers and chemical and related process operatives.
- Mechanical engineers (L4).
- Butchers and meat cutters.
- Graphic designers (L4/5).
- Photo and audio visual equipment operators (L4).
- Transport and distribution managers, storage and warehouse managers.
- Retail and wholesale managers.
- Hotel and accommodation managers, Restaurant and catering managers.
- Chefs (L3).
- Medical secretaries.
- Housekeepers and related occupations.
- Social workers (L2/3).
- Housing and welfare officers.
- Secondary teaching professionals (re ESOL).
- Educational assistants.

c) Other issues
- Need for more (sector tailored) general business skills training for micro businesses in sectors such as ICT/Digital, Creative etc.
- Evidence of some facilities/provision not being deployed in a way which reflects employers' preferred recruitment and training practices, resulting in wasteful expenditure .
- Emerging Government ESOL funding policy does not appear to give sufficient weight to sub-regional economic priorities.
- LSC funding eligibility rules need to review to consider funding some qualifications currently excluded in GM which are highly relevant to important occupations and which in some cases are funded in other LSC areas.

[7] This section has been provided by Manchester Enterprises.

- LSC, ME and other partners need to review in greater detail the supply and demand for the closely related areas of Sport/Health/Leisure, where there is an apparent oversupply and where Government aspirations re the Olympics and Health/Obesity agendas are in danger of fuelling further unfocussed growth.
- All sector networks will be invited to review the findings from the workshops as part of the continual process of review, but ICT provision would benefit from a particularly close examination by a wider range of people from the sector to provide further reassurance about the appropriateness of the courses offered, including the adequacy of provision aimed at website design and management.

Key challenges by sector are as follows:

ICT & Communications

- Ensuring that there is adequate and up-to-date provision to generate a flow of skilled technicians, including the various specialisms.
- Building on the New Technology Institute as a basis for improving both Skills Supply and Skills Development, perhaps through a Skills Academy bid.
- Developing NVQ Level 4 provision and Foundation Degrees, with progression routes through from lower levels, for both young people and adults.
- Introducing Adult Apprenticeships for job changers.
- Ensuring there is adequate provision of Management training to assist the many start-up and owner–manager business.
- Working with providers to address the particular issue affecting this sector (and some others) of highly-qualified specialist staff lacking important generic skills.

Finance and Professional Services

- Ensuring the successful introduction and growth of the regional Financial Services Skills Academy.
- Ensuring a sufficient flow of Young People with relevant Level 3 skills from the Academy, Apprenticeships and full-time FE.
- Developing Professional Apprenticeships, NVQ Level 4 and Foundation Degree and other HE provision to deliver Level 4 skills.
- Enabling more of the region's HE graduates to move into the sector to fill vacancies, with the help of occupational training at Level 3 / 4.
- Continuing to develop and grow provision for the Legal sector and Architects.

Customer Contact centres

- Ensuring the levels of basic Contact Centre skills (customer service skills, IT skills, verbal skills etc.) are sufficiently high to meet demand.
- Improving the external training available to Contact Centres by making it more accessible to contact centre staff.
- LSC and JC+ continuing to work with other partners to provide bespoke and pre-employment training for significant new developments.
- Formally assessing internal training courses against National Occupational Standards.
- Introducing career frameworks to reduce attrition rates and allow agents to actively manage their career and competency development.
- Encouraging pre-job qualifications, which are an opportunity for potential candidates to begin building relevant Contact Centre skills.
- Working with employers and promoting the resources available to them, which are often under-utilised, for example the E-skills Contact Centre Career and Skills Framework.

Construction

Employer Demand Issues

- Significant skills supply gap in Engineering Construction.
- Skills for Life issues within workforce and ESOL due to EU workers entering UK.
- Most employers are unable to forecast skills demand beyond a 12-month period; whereas procurers of learning provision need to know demand 3, 4 and 5 years hence.
- The voice of demand as enunciated by the Sector Skills Council does not yet adequately reflect the views of the smaller employer. 85% of construction employers are SMEs.
- The current growth in Programme Led Pathways may lead to increased employer engagement and a subsequent increase in job ready learners but it is too early to measure the impact of PLP.
- Demand for apprenticeships from individuals outstrips companies willing or able to offer apprenticeships. There is also an issue around the willingness and capacity of staff and employers to upskill or train.
- Engagement with schools and academies is effective in certain areas but this must become more universal; especially to engage with more able students and encourage them to take up careers in construction.
- Many employers state that the Apprenticeship route is not fit for purpose.
- Problems still exist in recruiting under-represented groups into the industry.
- In addition the sector is currently undergoing major technological developments, which are likely to have an important impact on the skills and training required by employers. These developments include increased use of fabricated construction, growth in use of IT, and increased reliance on multi-skilled operatives.
- There is also a need to work in close collaboration with local authorities and other public agencies in order to increase the level of community benefit delivered by Construction projects, particularly recruitment of local labour.

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Supply Issues

- Continually reviewing the nature and volumes of current provision to ensure that there is adequate capacity of the right kind to address the particular current skills shortages across the sub-region.
- Using procurement to encourage and, where possible, drive, recruitment of apprentices (where demand for apprenticeships currently outstrips companies willing or able to offer apprenticeships).
- There is a general concern about the need to improve the levels of attainment in Construction provision, and about the levels of progression into the sector and the high volumes of Level 1 and general vocational provision which appear to be absorbing scarce college capacity which could beneficially be re-allocated to more occupationally-specific courses.
- The significant full time Further Education provision means that many learners who achieve are still a long way from being occupationally competent and job ready.
- It also seems likely that hobby/leisure-oriented provision may be absorbing substantial useful capacity, arguing for a re-prioritisation by colleges and higher levels of cost recovery.
- In plumbing, despite a high overall volume of starts (mainly short courses), there appears to be insufficient supply of qualified plumbers at Level 3.There is a similar under-supply of heating and ventilation and refrigeration and air conditioning engineers at Level 3.
- Level 2 provision for onsite assessment and training (OSAT) and the Construction Skills Certificate of Safety (CSCS) is very limited. The issue is not that OSAT provision is limited through funding streams, but that providers may not have the capacity or expertise to engage with employers in onsite assessment activities.
- Assessor recruitment difficulties compound NVQ delivery problems.
- Frequency of external testing for Building Services Technical Certificates (up to 12 external tests) can provide a significant barrier to achievement.

Progression Issues

- Colleges currently offer a considerable amount of Level 1 provision – in particular the Foundation Construction Award as a bridging programme onto Level 2 provision. While Level 1 may not be what the industry requires, colleges feel that it is necessary as it reduces dropout for students referred by schools and careers for construction provision who are not ready for Level 2.
- Progression routes need to be more robust and communicated more effectively to key partners including schools and referral agencies.
- Poor progression into Higher Education – low take up of Foundation Degrees offered by FE across Greater Manchester.
- More work needed to make a career in construction more attractive to students and ensure that schools and referral agencies understand industry entry requirements.
- Apprenticeship success rates are still only at about 30%; NVQ-only closer to 50%.

Engineering and Manufacturing (Overall)

- Job turnover and replacement demand within the sector is expected to be high. There is therefore a need to ensure that provision is adapted continually to the changing needs of the sector, e.g. to support companies in adapting to changing technologies and techniques and moving into the higher value-added areas, and the need to develop e-business skills and integrated production intelligence (between remote design and manufacture centres.
- A shortage of experienced engineers has emerged in relation to the introduction of new materials, processes and working practices - compounded by retirements, 'leakage', and falling numbers of new entrants to the sector.
- There appears to be substantial under-supply of provision aimed at Business Improvement Techniques and at production works and maintenance engineering occupations.
- In the Food and Drink and Textiles sub-sectors particularly, there is a growing need for flexibly-delivered ESOL training to address the needs of migrant workers.
- The need for the sector, GM Connexions, Education Business Partnerships (EBPs) and others to work together with the sector to address the negative image of the sector (in the eyes of many teachers, young people and their parents).
- The need to encourage more young people to enter Apprenticeships in the sector
- The need for improved Management and Leadership skills (to implement 'change management' to allow the adoption of new processes).
- Level 2 NVQ training for people working in the sector, many of whom have no previous Level 2 qualification.
- Skills for Life is also a continuing issue within the sector, and this may mean that Train to Gain (formerly ETP)[8] and Sub-level 2 activity will need to continue to be targeted.

Automotive

- A more in-depth approach to vocational training, including promoting the attractiveness of the sector to retain engineers and encourage new entrants.
- Helping to address the sector's management, leadership, supervisory and quality management skills issues.
- There appears to be an over-supply of motor mechanics/auto engineers against forecast demand.

[8] An ETP pilot has been running in Greater Manchester for some time.

- Ensuring that both Skills for Life and Level 2 skills issues can be addressed through Train to Gain and arrangements for rollout of the Level 2 entitlement.

Food and Drink

- Helping to address the sector's Management and Supervisory skills issues as part of a broader initiative relating to those issues.
- Ensuring that Basic and Level 2 skills issues can be addressed through Train to Gain and arrangements for roll-out of the Level 2 entitlement.

Textiles

- to continue to address Basic and Level 2 skills within the workforce.

Aviation

- Attract new entrants into the industry, particularly from the unemployed and economically inactive in areas local to the Airport.
- Support future job growth, which is likely to be largely in Level 2 occupations.
- Ensure cabin crew have transferable skills and can work for various airlines.
- Extend multi-skilling within the aviation industry to ensure sustainability within the workforce.
- Consider the establishment of an Aviation Academy to address skills and productivity issues in the cluster.

Creative, Cultural and Media Industries

- The need to ensure that the provider base is responding to the emerging challenges/opportunities.
- As part of this, creating a Skills Academy to address the skills needs of the Digital Media sector, linking with relevant local HE provision.
- Helping to ensure that maximum local benefit is derived from the planned redeployment by the BBC, and the opportunities which this will create across its supply chain and more generally, in terms of its stimulus to the sector within GM.
- The need to establish Apprenticeships at Levels 3 and 4, using an employment agency approach to overcome the problems of a largely freelance sector.
- A need for continuing development of the freelance workforce.
- A need for more focus on convergence/cross-platform training.
- Ensuring provision meets the specific vocational needs of employers to address the emerging skill shortages within the sector.
- The need for gradual replacement of traditional generalists by people with more specialised skills as firms grow.
- In parallel a need to support smaller companies in developing their managerial, business and technical skills.
- Negative views on the quality of Media graduate output - particularly about students' lack of practical experience and employability skills.
- This sector is a clear instance of where there are very substantial volumes of general non-occupationally-specific provision, e.g. in media studies, but apparent under-supply in more specialist areas, and where there is also a need to explore whether the traditional full time mode of delivery is best-suited to meet employers' needs.
- There appears to be substantial over-supply in product clothing and related design, perhaps reflecting a substantial leisure/hobby-oriented component.

Logistics

- Building on the current CoVE and developing overall training capacity and a culture of workforce development for this sector in the sub-region.
- Using this to help to address Management and Supervisory skills.
- Tackling the issue of LGV driver shortages (via both the employed and unemployed/inactive)
- Helping to address poor levels of Skills for Life within the sector's existing workforce.

Retail

- To review the adequacy of provision aimed at this area, both for young people and adults, building on the existing Retail work at MMU and on the development work being undertaken by Skillsmart and others supporting the establishment of a regional retail CoVE.
- To address the lack of publicly-funded provision to support the development of Retail and Wholesale Managers.
- The qualifications structure for Retail, where retailers have raised concerns, both nationally and locally, about the appropriateness of current provision and qualifications.

Hospitality and Tourism

- Assisting employers to address the lack of Management/Supervisory skills. This issue is central to the future development of the sector, including whether or not skills and labour issues at lower levels are to be addressed effectively. This could be achieved by expanding related FE provision, by the development of Apprenticeships (including Professional Apprenticeships), and by the introduction of Adult Apprenticeships, particularly for job-changers.
- Qualified chefs remain in short supply and there is likely to be sustained growth in Manchester city centre. The development of the sub-region as an international centre provides a basis to support a potential Academy to supplement the Centre of Vocational Excellence.
- Addressing the sector's labour shortage through employability and other initiatives focused on older people, thereby also helping to address the demographic challenge.

Sport

- Develop the volunteer workforce – encourage professionalism and increase the number of volunteers working towards recognised qualifications.
- Enhance professionalism within the current workforce. Of crucial importance will be creating career pathways to keep people within the sector (it is estimated that 30% of the current workforce will need to be replaced by 2011 due to the high attrition rate).
- Increase the number of young people participating in Apprenticeships (leading to a NVQ Level 3) and FE in areas relevant to the industry (for instance, operational services, coaching, outdoor education physical education etc.).
- Ensure that there is a flow of graduates coming into the industry from the HE sector with appropriate qualifications, such as sport science and physical education, as well as with more targeted sectoral qualifications such as sports development and recreation management.
- Engage the sector in this process. Historically this has been difficult due to the diversity and lack of cohesion within the sector.

Public Services

- The national problem of Skills for Life and Level 2 skills deficiencies within Public Services.
- Potential for development of additional FE provision targeted at Public Services and for additional Apprenticeships to address replacement demand, particularly in Management/Supervisory roles.
- Similarly, the potential for development of Apprenticeships at Level ¾ in associate professional roles, e.g. social service and care occupations, and elsewhere in the Public Services.
- In all these cases (and others, e.g. to promote use of local labour) there is scope for collaborative initiatives engaging multiple local authorities and other public agencies.

Health

- Confirmation of the need to continue to promote the teaching of Sciences.
- The need to collaborate closely with the NHS, both to help it recruit new staff and to address the skills (including Skills for Life) issues of its existing workforce, and with the Higher Education (HE) sector to ensure that its provision is geared to current needs.
- As part of this, there is scope for expansion of Apprenticeships, including Adult Apprenticeships, but mainly programme-led.
- It will also be important to:
    - ensure that the new collaborative Health Centre of Vocational Excellence (CoVE) meets the needs and aspirations of both the private and the public sector
    - roll-out and implement effectively the new Health Care Awards
    - develop the Strategic Partnership between the Strategic Health Authority (SHA), the Sector Skills Council (SSC), the CoVE and the LSC

Social Care

- Ensuring a sufficient flow of candidates with NVQ Level 2 and 3 skills from Apprenticeships and full-time education (approximately 50% of jobs in the sector require qualifications at NVQ Level 2 and 3).
- Ensuring there is sufficient supply of places on short courses for mandatory qualifications for Childcare workers (for example Health and Safety Risk Assessment, First Aid).
- Reducing the attrition rates of staff in the industry; creating clear career development routes and training opportunities will go some way to achieving this.

Education

- The need to ensure that staff across the sector have a better understanding of the current requirements of the workplace and can develop people's generic skills.
- Using the emerging Employer Sector Networks and other means to help to update continually the knowledge of teachers/lecturers/trainers of the changing nature of employment and the specific requirements of employers within the sectors.
- Ensuring that there are adequate numbers of skilled staff to address areas such as ESOL, Skills for Life, Maths and Science, as well as to deliver the increasingly important vocational and enterprise curricula.
- Developing sufficient competent occupational trainer/assessors.
- Developing teaching assistants to meet the growing need for these staff.
- Working with local authorities, schools and other providers, especially in difficult environments, to develop Management and Leadership skills, and to help to recruit, develop and retain key staff, including teaching assistants and support staff.
- Supporting the FE sector and independent providers in addressing the challenges posed by the enhanced Government emphasis on employer engagement and fee-charging.

7 Employability & Worklessness

Employment, unemployment and economic activity

Of the working age population in the North West:

- 72.6% are in employment;
- 4.0% are unemployed; and
- 23.4% are economically inactive.

Whereas, of the working age population in Greater Manchester:

- 72.0% are in employment;
- 4.2% are unemployed; and
- 23.7% are economically inactive.

The table below shows the employment, unemployment and economic inactivity rates for England, the North West and each of the sub regions.

Employment Status of Working Age Population (by %), 2005

	Economically Active		Economically Inactive	Working Age Population
	Employed	Unemployed		
England	74.6%	3.9%	21.6%	100%
North West	72.6%	4.0%	23.4%	100%
Cheshire & Warrington	77.7%	2.7%	19.6%	100%
Cumbria	76.2%	3.1%	20.7%	100%
Lancashire	73.5%	3.7%	22.8%	100%
G. Manchester	72.0%	4.2%	23.7%	100%
G. Merseyside	68.4%	5.0%	26.6%	100%

Source: Annual Population Survey, December 2005

Greater Manchester has an employment rate of 72%, the second lowest of the North West sub-regions after Greater Merseyside. This is similarly the case for rates of unemployment and of economic inactivity which are second highest in the region. When shown as population numbers, the table below shows that 1,109,500 people are in employment, 65,000 are unemployed and 365,600 are economically inactive in Greater Manchester.

Employment Status of Working Age Population (by number), 2005

	Economically Active		Economically Inactive	Working Age Population
	Employed	Unemployed		
England	22,776,000	1,177,400	6,582,100	30,535,500
North West	2,975,300	164,500	959,800	4,099,600
Cheshire & Warrington	412,400	14,300	104,000	530,700
Cumbria	220,900	9,000	60,100	290,000
Lancashire	628,700	31,900	195,000	855,600
G. Manchester	1,109,500	65,000	365,600	1,540,100
G. Merseyside	603,800	44,200	235,100	883,100

Source: Annual Population Survey, December 2005

To improve its economic performance, the North West needs to increase the proportion of working age people in employment, especially those who are currently economically inactive. To enable effective targeting of individuals and to ensure they get the support they need to enter employment, it is important to understand the key characteristics of the unemployed and inactive groups. The following sections examine the characteristics of these groups in detail.

The Unemployed

The unemployment figure for the North West is 164,500 and of this, Greater Manchester accounts for 65,000 people. Detailed analysis of the unemployed can be found in the regional version of the strategic analysis for this report, the section below highlights the key points for Greater Manchester.

- By gender, unemployment rates are consistently higher for males than for females across regions. In England, the rate is 5.3% for males and 4.5% for females (as the percentage of the economically active). This compares to 5.8% and 4.5% respectively for the North West. At the sub regional level the figures for Greater Manchester are higher than the England average with unemployment rates of 5.9% for males and 5.0% for females. The rate for females in the sub region is particularly high, compared to the North West and England averages:
- Compared to the overall population, those who are disabled have consistently higher unemployment rates. In the North West, the unemployment rate for all disabled people is 7.5% which is just below the England average of 7.6%. In Greater Manchester, the rate is 8.1%, one of the highest sub regional figures in the North West: and

- By ethnicity, the unemployment rates for those of Black/Black British, Pakistani/Bangladeshi and Other ethnicities are all lower for Greater Manchester than they are for the North West and England averages (8.7% and 9.5% respectively). The rate for the white ethnic group in Greater Manchester is relatively high compared to other sub regions.

Analysis of unemployment claimant count data (those claiming Job Seeker's Allowance (JSA)), shows that only 4% of the unemployed (4,700 people) in the region have been unemployed for over two years. In Greater Manchester, the figure is even lower at 2.8% and this indicates that, unlike the situation in the 1980s and 1990s, long-term unemployment (strictly defined) is no longer a major issue. However, it should be noted that the majority of incapacity benefit recipients are long-term claimants and this is still a major issue for the sub region.

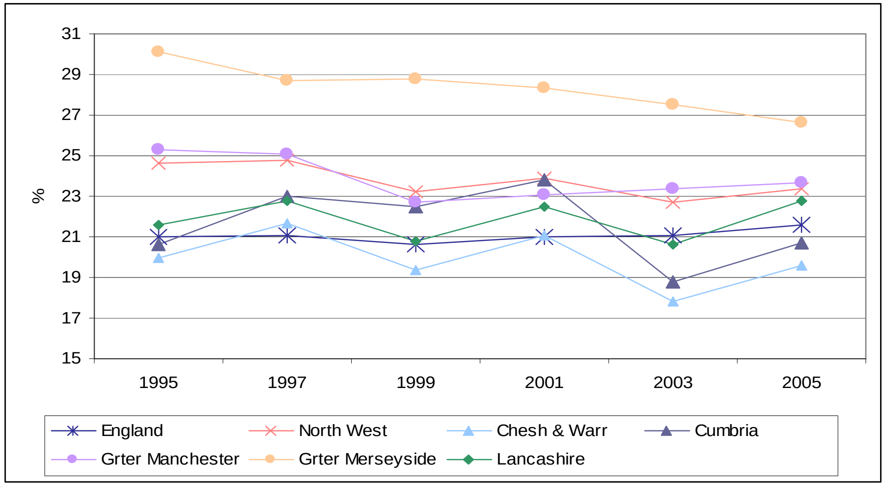
Economically Inactive

Context

Of the 1,124,300 people in the North West who are not in work, and excluding those who are classified as unemployed, 959,800 people are economically inactive. This figure equates to nearly a quarter of the working age population in the North West at 23.4%. In comparison, the economic inactivity rate for England is 21.6%, whilst the figure for Greater Manchester is higher than both averages at 23.7%.

As shown in the chart below, this gap with England has been a consistent feature of the past ten years. The rate of economic inactivity in Greater Manchester dropped significantly between 1997 and 1999, and this allowed it to fall below the regional average. However, it has since risen slightly, albeit at a slower rate than other North West sub regions, and is now above the regional average.

Economic Inactivity as a Proportion of the Working Age Population, 1995-2005



Source: ONS; LFS – Quarter Averages and Annual Population Survey, 1995-2005

As shown in the table below, the Annual Population Survey gives us an estimate of the proportion of the economically inactive who wish to work. In Greater Manchester, this figure is 21.2% or the equivalent of 77,600 people.

Profile of Economically Inactive Population, 2005

% of economically inactive	DO NOT want a job	DO want a job	DO want a job (Breakdown)			
			Long-term sick	Looking after family/home	Students	Other reason
England	76.1%	23.9%	6.6%	6.8%	3.0%	4.3%
North West	80.1%	19.9%	6.6%	5.2%	2.1%	3.4%
Cheshire & Warrington	84.2%	15.8%	4.2%	4.7%	1.5%	2.2%
Cumbria	76.2%	23.8%	7.9%	6.2%	2.4%	5.0%
Lancashire	80.2%	19.8%	5.7%	5.7%	2.3%	3.3%
G. Manchester	78.8%	21.2%	7.9%	5.2%	2.0%	3.9%
G. Merseyside	81.3%	18.7%	6.3%	4.9%	2.2%	2.7%

Source: Annual Population Survey, December 2005

Across the region, there is a high level of variation in economic inactivity rates. In total, there are 42 Districts in the North West and of these, Manchester has the highest inactivity rate at 34.8% of the working age population. The next highest district from Greater Manchester is Salford at eighth place (26%). Stockport has the second lowest rate in the region at 15.6%.

Economic Inactivity by gender

Nationally, the rate of economic inactivity is higher for females than for males - 26.9% in comparison 16.5%. In the North West, the rate of inactivity for males is notably higher than the national average (by 2.8%), indicating that economic inactivity amongst males is a particular issue for the region. Greater Manchester has a rate of male inactivity which is the same as the regional average (at 22.3%). However, the female inactivity rate in Greater Manchester is higher than both the regional and national average (at 28.5%).

Economic Inactivity Rate (of Working Age Population) by Gender, 2005

	Male		Female		Total	
	%	Number	%	Number	%	Number
England	16.5	2,591,200	26.9	3,990,900	21.6	6,582,100
North West	19.3	406,800	27.8	553,000	23.4	959,800
Cheshire & Warrington	16.3	44,800	23.2	59,200	19.6	104,000
Cumbria	17.7	26,800	24.0	33,300	20.7	60,100
Lancashire	18.8	82,900	27.1	112,100	22.8	195,000
G. Manchester	19.3	152,700	28.5	212,900	23.7	365,600
G. Merseyside	22.3	99,600	31.1	135,500	26.6	235,100

Source: Annual Population Survey, December 2005

Economic Inactivity by disability

Across all areas, the rate of economic inactivity for people with a disability is significantly higher than the rate for the overall population. This is particularly true for the North West, which has an inactivity rate for people with a disability of 52.5%, 7.6% points above the national average. Furthermore, Greater Manchester has an even higher rate at 53.3%, with only Greater Merseyside having a higher rate in the North West.

Economic Inactivity by ethnicity

Nationally, the highest rate of inactivity exists for people in the Pakistani/Bangladeshi ethnic group, whereas the lowest rate exists for people in the White ethnic group. In Greater Manchester, this pattern is repeated and the inactivity rates of ethnic groups are aligned quite closely to the regional figures. The major exception is the Indian ethnic group which has a much higher inactivity rate than the England average (34.1% v 25.3%).

Economic Inactivity Rate (of Working Age Population) by Ethnicity, 2005

	White	Indian	Pakistani/Bangladeshi	Black/Black British	Other Ethnic
England	20.0	25.3	49.4	28.5	34.9
North West	22.3	35.8	50.7	28.8	32.2
Cheshire & Warrington	19.3	!	!	!	23.9
Cumbria	20.8	!	!	!	!
Lancashire	21.1	43.1	51.9	24.5	39.0
G. Manchester	21.7	34.1	50.8	28.6	37.5
G. Merseyside	26.6	21.9	30.1	31.8	20.2

Source: Annual Population Survey, December 2005
! = Data is suppressed due to small sample size

Incapacity Benefit (IB) and Severe Disablement Allowance (SDA)

Context

A high proportion of workless people are in receipt of Incapacity Benefit, and this is a key target group for efforts to reduce worklessness. There is a reasonable level of data on IB/SDA claimants, which is summarised in the following paragraphs. This gives an indication of the types of barriers to employment which exist for IB/SDA claimants.

IB/SDA Claimants by Number and as a Proportion of the Working Age Population by Benefit Type, 2006

	Incapacity Benefit		Severe Disablement Allowance		IB + SDA	
	%	Number	%	Number	%	Number
England	6.1	1,882,900	0.7	229,300	6.8	2,112,200
North West	8.9	372,600	0.9	37,400	9.8	410,000
G. Manchester	9.4	149,000	0.8	12,000	10.1	161,000
Bolton	8.4	13,700	0.7	1,100	9.1	14,800
Bury	8.2	9,200	0.6	700	8.8	9,900
Manchester	11.7	34,100	0.9	2,500	12.5	36,600
Oldham	9.5	12,500	0.8	1,000	10.2	13,500
Rochdale	10.6	13,400	0.8	1,000	11.3	14,400
Salford	11.0	14,800	0.8	1,100	11.8	15,900
Stockport	6.1	10,500	0.6	1,000	6.7	11,500
Tameside	9.9	13,100	1.0	1,300	10.9	14,400
Trafford	6.5	8,500	0.7	900	7.2	9,400
Wigan	9.9	19,000	0.7	1,400	10.6	20,400

Source: ONS; DWP Benefits Data, February 2006
Note: Claimants and working age population are based on location of residence

Greater Manchester has a high rate of incapacity benefit claimants, with 9.4% of the working age population in receipt of the benefit, which is higher than the regional figure of 8.9%. Within Greater Manchester, there are some significant differences. As can be seen above, the IB rate in Stockport is the same as the national average, whilst the figure for Manchester is one of the higher rates in the region.

The IB data allows us to look at some of the principal reasons for economic inactivity in the population and the table below shows the most common conditions of those claiming IB/SDA. By far the most common condition of claimants in England, the North West and Greater Manchester relates to the mental/behavioural disorder category, with 42.9% of recipients in Greater Manchester having either or both of these disorders.

IB/SDA Claimants by (6 most common) Conditions, 2006

% of all IB/SDA claimants	Mental / behavioural	Nervous system	Circulatory system	Musculo-skeletal	Abnormal clinical findings	Injury	All Other
England	39.8	6.4	5.7	18.5	11.5	5.3	12.7
North West	40.6	5.7	6.2	18.7	11.3	5.3	12.3
Cheshire & Warrington	38.3	6.3	6.9	18.9	10.8	5.7	13.2
Cumbria	35.7	6.4	6.8	20.9	11.1	6.8	12.3
Lancashire	38.6	6.0	6.4	19.4	11.8	5.4	12.3
G. Manchester	42.9	5.5	6.0	17.6	11.2	5.2	11.7
G. Merseyside	40.4	5.3	5.9	19.2	11.2	5.0	13.1

Source: ONS; DWP Benefits Data, February 2006

Considering IB/SDA by duration of claiming, unlike unemployment benefit, a very high proportion of IB/SDA claimants have been in receipt of benefit for more than two years – 78% of recipients in the region, compared to 76% nationally. In Greater Manchester, the figure is 77.4%.

Demand for training

Potential demand for training from within the workless group

We have undertaken analysis to understand the potential demand for training by people who are unemployed or economically inactive in the North West.

We derived these estimates on the assumption that all unemployed people and approximately 20% of the economically inactive are potentially in the market for training. The economically inactive figure of 20% is based on the proportion of IB recipients who stated that they wanted to work, and does vary somewhat across sub-region. We used the sub-regional figures to derive these estimates.

We have applied these proportions to the unemployed and inactive populations for the region and sub-region, to derive estimates of the potential demand for training from workless people by level of qualification. The level breakdown is based on applying the qualification profile of the economically inactive population to our total need estimates. The qualification profile of the economically inactive is derived from a comparison of qualification attainment profiles for the working age and economically active populations.

The qualification profiles of the economically active and inactive populations in the North West (and each sub-region) are shown in the table below; the qualification profile of the inactive population is heavily skewed towards lower levels of qualification, when compared to the profile for the economically active.

Qualification Profile (%) of the Economically Active Population, 2005

	Level 4	Level 3	Level 2	No Level 2
England	30.7	19.6	21.2	28.5
North West	29.2	20.5	21.6	28.7
Cheshire & Warrington	35.7	19.1	20.4	24.8
Cumbria	26.8	21.6	24.2	27.4
Lancashire	30.0	21.3	20.7	28.1
G. Manchester	28.2	20.8	21.9	29.1
G. Merseyside	26.9	19.4	22.1	31.6

Source: DfES, 2006

Qualification Profile (%) of the Economically Inactive Population, 2005

	Level 4	Level 3	Level 2	No Level 2
England	11.8	27.3	50.4	49.6
North West	9.3	23.7	46.0	54.0
Cheshire & Warrington	16.2	32.9	53.9	46.1
Cumbria	11.2	21.1	47.6	52.4
Lancashire	9.5	25.2	49.4	50.6
G. Manchester	8.5	22.7	44.3	55.7
G. Merseyside	6.9	20.7	41.7	58.3

Source: DfES, 2006

Our estimates of the potential demand for training by workless people are shown in the table below. These are by their nature of calculation only indicative, but they give some feel for the potential scale of demand. Given the high proportion of economically inactive people with a low level of educational attainment, the figures indicate that the greatest potential demand is for learning/training opportunities below level 2. In Greater Manchester, we estimate that 77,000 workless people potentially demand support at this level.

Potential Training Demand by Workless Adults

	Level 4+	Level 3+	Level 2+	Below Level 2 Quals	Total
Cheshire & Warrington	2,865	4,426	6,832	16,577	30,700
Cumbria	2,175	3,359	543	12,581	18,657
Lancashire	6,580	10,164	1,208	38,067	56,018
Greater Manchester	13,308	20,558	7,077	76,998	117,942
Merseyside	8,222	12,701	7,201	47,570	75,694
North West	33,169	51,237	79,093	191,902	355,400

Source: ONS; Annual Population Survey

Not in Education, Employment or Training (NEET)

Worklessness is an issue that primarily affects the adult population. For young people, the key yardstick for worklessness is the NEET category. The group includes 16-18 year olds who are not in education, employment or training. NEET numbers for the North West and each sub-region are shown in the table below.

Percentage of 16 – 18 year olds in NEET, June 2006 and June 2005

	Jun-05	Jun-06	Number
England	8.6%	**8.6%**	94,163
North West	9.9%	**10.5%**	19,905
Greater Merseyside	12.0%	**12.2%**	5,442
Greater Manchester	10.0%	**11.4%**	6,514
Lancashire*	8.9%	**8.9%**	5,287 *
Cumbria	7.7%	**7.7%**	1,028
Cheshire & Warrington	6.9%	**6.8%**	1,634

Source: Connexions
* Lancashire figure inferred from March 06 rate and 05/06 16-18 cohort size

The North West has a high proportion of 16-18 year olds classed as NEET compared to England (10.5% against 8.6%). Within the North West, Greater Manchester has one of the highest proportions of young people classified as NEET (11.4%) out of any of the five sub-regions.

The NEET problem is spatially concentrated and there are a number of districts in Greater Manchester with a high NEET proportion. These include Manchester (15.4%), Rochdale, (15.2%) and Bolton (12.5%). The figure is lowest in Tameside at 6.8%.

Supply (provision)

Many people who are unemployed or economically inactive will access learning opportunities through LSC mainstream provision. Most people in the workless group would be entitled to complete fee remission, and would not therefore need to pay for learning provided in a college setting. Many people who are workless do face barriers to participating in learning, such as medical conditions, lone parenthood or carer responsibilities.

There is provision available specifically for the workless group. The LSC provides training through the 'Entry to Employment Programme' (E2E) for young people in the NEET group (a small number of adults also participate in the programme) who require significant support to enable progression to employment or onto more substantial learning programmes.

JobCentrePlus funds (and contracts) a substantial amount of learning provision under the New Deal, which is available to a range of benefit recipients, including the unemployed, lone parents, and target groups with specific characteristics – for example, unemployed disabled people. Details of the Entry to Employment and JobCentrePlus funded programmes are given below.

The ESF programme which was funded under the 2000-2006 funding round also funded provision that was primarily targeted at workless groups. We estimate that of £26m of funds committed in the North West, just over half the total was targeted at people outside the workforce – approximately £1.5m per annum on average (funding under the 2000-06 programme can be spent up to 2008).

***Entry to Employment: Greater Manchester*[9]**

Entry to Employment is an LSC programme which focuses on the needs of relatively low skilled young people. It aims to provide the skills necessary for young people to either secure employment, or to progress to a more substantial learning programme.

Levels of participation in the Entry to Employment programme in Greater Manchester reflect the scheme's aim to target those aged 16–18, with almost all participants falling into this age bracket. Referring to the table below, levels of participation fell significantly between 2003 and 2006. This equates to a fall of 17.8% for the 16–18 year old age group, whilst the relative decline is even higher for those aged 19+.

[9] The data in this section reflects mainstream provision. Other funds, such as ESF, have been used to address this issue.

Entry to Employment Starts, 2003 - 2006

	2003/04	2004/5	2005/6
16 - 18	3,469	3,197	2,944
19+	63	56	34
Total	**3,532**	**3,253**	**2,978**

Source: LSC

The volume of Entry to Employment provision is indicated by the number of people in learning by November of the respective years of their course. The table below shows a significant decline in the volume of provision in the Greater Manchester sub region (37.9%). Again, this decline is highest for those participants aged 19+ (although the absolute numbers are small), whereas the rate of decrease is 23.7% for 16-18 year olds. This compares to a decrease of 30.5% for 16–18 year olds at the regional level.

Entry to Employment Occupancy, 2003 - 2006

	2003/04	2004/5	2005/6
16-18	1,645	1,620	1,255
19+	36	27	21
Total	**1,681**	**1,647**	**1,276**

Source: LSC

As shown below, the average length of stay in learning in Greater Manchester has averaged around 19-21 weeks over the past three years, this is consistent with national and regional durations of stay. The exception to this was a peak of 23 weeks in 2004/05.

Average Length of Stay (Weeks)

	2003/04	2004/5	2005/6
16-18	19	23	20
19+	23	25	23
All leavers	**19**	**23**	**20**

Source: LSC

The table below shows the destination of participants on the Entry to Employment programme in Greater Manchester. This provides an indication of the success of the programme in the sub region. Figures suggest an upward trend in positive destination for participants with 50% of 16–18 year olds continuing into further education, work-based learning or employment with or without training in 2005/06. This is slightly higher than the regional average of 49% and national average of 46%.

Leavers into Positive Destinations (%)

	2003/04	2004/5	2005/6
16-18	36%	22%	50%
19+	28%	21%	59%
All leavers	**36%**	**22%**	**50%**

Source: LSC

In 2005/06, of those going on to a positive destination, 21% went on to further education; 22% on to work based learning; 10% to employment with training and 47% into employment without training. This distribution of destinations broadly reflects regional and national trends. However, slightly fewer participants continue into further education than is the case regionally and nationally (21% in the sub region compared to 28% nationally and 25% regionally). Furthermore, fewer [MORE??] participants continue into employment without training than is the case regionally and nationally (47% in the sub region compared to 38% nationally and 40% regionally).

Destinations of Leavers with Positive Destinations (%)

	2003/4		2004/5		2005/6	
	Number	Proportion (%)	Number	Proportion (%)	Number	Proportion (%)
Further education	223	19	316	47	340	21
Work based learning	281	24	360	53	347	22
Employment with training	650	56	0	0	166	10
Employment without training	0	0	0	0	755	47
Total	**1154**	**100**	**676**	**100**	**1608**	**100**

Source: LSC

Entry to Employment: Sub-regional figures

The table below shows the sub-regional figures for E2E starts and proportion of leavers into positive destinations in 2005/06. There is substantial variation in the proportion of leavers progressing to a positive destination, with a high of 58% in Cheshire and Warrington and a low of 40% in Cumbria. Greater Manchester has a positive destination rate just above the regional average, at 50%.

E2E Starts and Outcomes by Sub Region, 2005/06

Sub-region	E2E Starts 05/6	% positive destination
C&W	528	58%
Cumbria	701	40%
G Manchester	2,944	50%
G Merseyside	2,874	47%
Lancashire	1,778	50%
North West	**8,825**	**49%**

Source: LSC

JobCentrePlus Provision

The current programme of JobCentrePlus provision in the North West, (most of which is delivered under the New Deal programme), represents a £24m investment in the period mid-2006 to mid- 2008 (approx £12m per annum). The table below shows the provision that is currently contracted as part of this programme across Greater Manchester.

JobCentrePlus Training Provision in Greater Manchester

Jobcentre Plus District	Service provided	Location of provision	End date
G. MANCHESTER CENTRAL	ETF,VS,FTET, IAP,FTETBS, ESOL, BET	Manchester/Salford/Trafford	6/30/2008
G. MANCHESTER WEST & EAST	GTW, Gateway & Fthru	Bolton/Bury/Stockport/Tameside/Wigan/Oldham & Rochdale	6/30/2008
G. MANCHESTER WEST & EAST	ETF,VS,FTET, IAP,FTETBS, ESOL, BET	Bolton/Bury/Stockport/Tameside/Wigan/Oldham & Rochdale	6/30/2008
G. MANCHESTER CENTRAL	GTW, Gateway & Fthru	Manchester/Salford/Trafford	6/30/2008
NW & YH	SELF EMPLOYMENT	NW	6/30/2008

Source: JobCentrePlus

The codes in the second column refer to the type of service provided. Brief descriptions are as follows:

GtW Gateway to Work (2 week mandatory intensive Jobsearch programme):
Gateway 16 week voluntary Jobsearch programme:
ETF 13 weeks Environmental Task Force provision - NDYP - 18-24:

VS	13 weeks Voluntary Sector provision - NDYP - 18-24
FTET	Full Time Education & Training - NDYP – 18-24
IAP	Intensive Activity Programme - Mandatory for 25+ clients
BS	Basic Skills (FTETBS)[10]
BET	Basic Employability Training
Fthru	Follow-Through programme following New Deal Options

Matching Demand and Supply

Young people

By comparing current NEET numbers (as of June 2006) and E2E starts for 2006 (16-18 year olds only), we can derive a ratio for the region and each sub region. The ratio shows E2E starts against the number of young people in the NEET group. As shown in the table below, there is considerable variation across the region in the extent to which the E2E programme is taken up against those in NEET need – the ratio varies from 1:3.1 in Cheshire and Warrington to 1:1.5 in Cumbria. In Cheshire and Warrington it is possible that some harder to reach young people are not engaged in the E2E programme – this is evident by the relatively high ratio and relative high rate of positive destinations.

Greater Manchester has an E2E ratio that is comparable to the regional average at 1:2.2 and this suggests that a high number of young people who could potentially be NEET are in fact taking part in E2E. However, compared to Greater Merseyside, which had a similar number of E2E starts in 2005/06, the overall ratio is even lower in Greater Merseyside.

E2E penetration into the NEET group

Sub-region	E2E Starts 05/6	NEET number	E2E : NEET Ratio	% Positive Destination
Cheshire & Warrington	528	1,634	1 : 3.1	58%
Cumbria	701	1,028	1 : 1.5	40%
G. Manchester	2,944	6,514	1 : 2.2	50%
G. Merseyside	2,874	5,442	1 : 1.9	47%
Lancashire	1,778	5,287	1 : 3.0	42%
North West	**8,825**	**19,905**	**1 : 2.3**	**49%**

Source: Connexions

Adults

We have derived some indicative estimates (see explanation above) of the potential demand for learning opportunities from within the workless population – this indicates substantial potential demand for below level 2 learning, with an estimated 77,000 people with a need at this level in Greater Manchester.

Workless adults are able to access general learning opportunities in community based providers and FE colleges, and tailored programmes funded by JobCentrePlus and the European Social Fund. It is not possible to identify how many workless adults currently take up learning opportunities in the North West.

Many workless adults face barriers to employment, including health problems and child and adult care responsibilities. Worklessness is more common in older adults, and many adults in the workless group are likely to have been out of formal education for some time. Combined, these factors suggest a need for tailored packages of support to individuals, with training linked to job opportunities, and progression in learning as a key objective.

[10] Skills for Life funding has now been passed to the LSC

8 Lower Level Skills, Including Basic Skills

8.1 Context

Below level 2 qualifications, the focus is on providing individuals with the skills they need to participate in the labour market, including literacy and numeracy skills. The focus is as much about getting people onto the 'skills ladder' as meeting the needs of employers. However, the underpinning skills of literacy, language and numeracy are vital to ensure the region has a workforce which is able to support a move to higher productivity levels. Provision for those lower level skills, is delivered under the umbrella of the national 'Skills for Life' programme.

The North West Skills for Life Strategy (July 2006) is the region's response to developments at a national level and shows how the region intends to implement the policy. This is summarised in the Regional Strategic Analysis report.

8.2 Scale of need

The Regional Strategic Analysis report explores the scale of need for Skills for Life provision in the region. Over 1.4m adults of working age in the North West do not hold qualifications at level 2 or above (35.1% compared to 33.5% in England) – the minimum considered necessary for productive participation in the modern labour market. In Greater Manchester, there are 552,000 adults below level 2.

Across the region only 70.2% of those without a Level 2 qualification are employed, compared to 87.9% of those qualified to Level 4 – this equates to nearly 250,000 fewer people in work than would be the case if the employment rates were in line with the national average. For those with no qualifications at all, the employment rate is just 45.3%. Many people without any qualifications are also likely to have basic skills needs. Therefore, Skills for Life provision should be targeted at those who are currently unemployed, inactive, or in low-skilled employment but vulnerable to redundancy.

Basic skills gaps are causing North West employers recruitment difficulties. Based on the results of the 2005 National Employer Skills Survey, employers in the North West are more likely than employers anywhere else in the country to cite written communication, literacy, and numeracy skills as lacking amongst applicants for skills shortage vacancies. Of employers reporting skills shortage vacancies, 38% noted that written communication skills were lacking amongst applicants, 31% noted literacy skills as lacking, and 30% numeracy skills. In all cases, these were the highest responses of the nine English regions.

8.3 Targets

The region's PSA target is to support 109,670 adults to improve their literacy, language or numeracy skills between 2004-2007. The October 2006 data shows an achievement figure of 128,063 (non-discounted). This means that the region has already over achieved its Skills for Life PSA target for 2007 by 117%, with further achievements due for 2006-7.

Not all Skills for Life achievements can be counted towards the target. There is a national benchmark set which encourages providers to work towards the balance and mix of 80% of Skills for Life provision to be target or approved provision, and the remaining 20% to be non-accredited provision. Current performance in the North West and Greater Manchester is shown in the table below. The table shows for 16-18 year olds and adults separately, the proportion of basic skills achievements which count towards the target (in 04/5 and 05/6). The last two columns show how achievements split between young people and adults.

In 2005/06, in the North West, 89% of Skills For Life achievements by young people count towards the target - this is to be expected, as a large proportion of under 19 learners will be following key skills programme or re-taking GCSEs, which also contribute towards the target. In Greater Manchester, the proportion is slightly higher, at 90%.

Most adults follow discrete Skills for Life programmes, which are less substantial in terms of guided learning hours. For adults in the NW, only 35% of achievements count towards the target. The Greater Manchester figure is lower at 33%. The challenge is to increase the number of adults on basic skills courses that count towards the target, and this challenge is likely to increase over time if school performance continues to improve, as this will have the affect that fewer 16-18 year olds require Skills for Life provision.

Skills for Life Achievements (Target / Non-Target)

	Age	% count towards target	% achievements
Greater Manchester	16-18	90%	29%
	19+	33%	71%
	All ages	50%	
North West	16-18	89%	29%
	19+	35%	71%
	All ages	51%	

Source: LSC

8.4 Demand

The Survey

The Regional Strategic Analysis report describes the results of the 2002 Skills for Life (SfL) Survey commissioned by DfES in 2002. Section 8.4 of the Regional report sets out estimated literacy, numeracy, ESOL and ICT needs in the region and sub-regions based on the survey proportions. In this report, we show the analysis at the district level, to get a picture of the areas with the greatest basic skills needs.

Literacy

The tables below show the proportion and number of people (adults aged 16-65) in each district with literacy skills at each of the three levels. There is a significant basic skills needs across Greater Manchester, with 13% of people at Entry Level and 46% at Level 1. In total, 60% of 16-65 year olds in Greater Manchester have literacy skills which are below level 2; this compares to 56% for England and 60% for the region. There are about 934,000 adults in Greater Manchester with literacy skills below level 2, indicating a significant requirement for provision to address this need.

Within Greater Manchester, a number of districts have particularly high skills needs at different levels. For examples; Manchester at all Levels; Wigan and Tameside at Level 1; and Tameside at Level 2+.

Adults (16-65): Distribution of Literacy Skills by Level of Need

	Entry Level	Level 1	Level 2 or higher
Bolton	16%	43%	41%
Bury	9%	46%	44%
Manchester	19%	43%	38%
Oldham	15%	47%	38%
Rochdale	16%	46%	38%
Salford	13%	48%	39%
Stockport	8%	45%	47%
Tameside	18%	50%	31%
Trafford	9%	41%	50%
Wigan	10%	51%	39%
Grt Manchester	**13%**	**46%**	**40%**
North West	13%	47%	40%
England	16%	40%	44%

Source: SfL Survey 2002/3, DfES

Number of Adults by Literacy Skill Level of Need

	Entry Level	Level 1	Below L2	L2 or higher
Bolton	25,780	71,430	97,210	67,380
Bury	10,620	52,790	63,410	50,750
Manchester	47,020	105,100	152,120	93,550
Oldham	20,440	64,010	84,450	51,570
Rochdale	20,270	59,190	79,460	48,850
Salford	17,830	36,380	54,210	51,210
Stockport	13,710	80,820	94,530	84,740
Tameside	24,920	67,850	92,770	42,610
Trafford	11,740	54,700	66,440	66,810
Wigan	20,140	99,810	119,950	75,600
Grt Manchester	**208,800**	**725,200**	**934,000**	**630,600**
North West	536,760	1,991,600	2,528,360	1,674,800
England	5,021,930	12,232,620	17,254,550	13,682,015

Source: SfL Survey 2002/3, DfES

Numeracy

The table below shows the proportion of people (adults aged 16-65) in each district of Greater Manchester with numeracy skills at each of the three levels. At the regional level, there is a significant basic skills need, with 53% of people at Entry Level and 30% at Level 1. In total, 83% of 16-65 year olds have numeracy skills which are below level 2, and this compares to 75% for England.

There is some variation across the sub-regions; Greater Merseyside has the highest proportion of adults with less than Level 2 numeracy skills, at 87%, and Cheshire and Warrington has the lowest, at 79%. All sub-regions have a higher proportion of adults with numeracy skills below level 2 than the England average.

For Greater Manchester, the distribution of skills needs is similar to the regional average. However, within the sub region, a number of districts have skills needs that are higher than the Greater Manchester average. For example; Manchester and Tameside at Entry Level; Trafford, Bury and Oldham at Level 1; and Manchester at Level 2+.

Adults (16-65): Distribution of Numeracy Skills by Level of Need

	Entry Level	Level 1	Level 2 or higher
Bolton	50%	33%	17%
Bury	45%	34%	21%
Manchester	65%	24%	12%
Oldham	48%	34%	17%
Rochdale	56%	29%	15%
Salford	60%	27%	13%
Stockport	45%	33%	23%
Tameside	63%	25%	13%
Trafford	36%	37%	27%
Wigan	57%	29%	13%
Grt Manchester	**53%**	**31%**	**16%**
North West	53%	30%	17%
England	47%	28%	25%

Source: SfL Survey 2002/3, DfES

There is a substantial need for basic skills training in numeracy across the North West. The table below shows the number of adults with numeracy skills at the different levels. There are about 3.5 million adults in the region with numeracy below level 2, indicating a significant requirement for provision to address this need. Of these, Greater Manchester accounts for just over 1.3 million adults in need below level 2. Manchester and Wigan are two districts that have particularly high numbers of adults in need.

Number of Adults by Numeracy Skill Level of Need

	Entry Level	Level 1	Level 2 or higher
Bolton	82,510	53,680	28,390
Bury	51,730	38,260	24,170
Manchester	159,300	57,820	28,520
Oldham	65,730	46,490	23,800
Rochdale	71,970	37,270	19,060
Salford	79,570	36,080	17,070
Stockport	80,410	58,350	40,510
Tameside	84,710	33,190	17,470
Trafford	48,560	49,310	35,370
Wigan	112,000	57,500	26,020
Grt Manchester	**834,600**	**479,900**	**250,400**
North West	2,229,200	1,264,300	710,220
England	14,499,395	8,553,945	7,883,225

Source: SfL Survey 2002/3, DfES

ICT

The table below shows the results of the ICT assessment. In total, 63% of adults in Greater Manchester are classified as having ICT skills at Entry Level; this equates to 993,500 adults with a basic skills need in ICT. The proportion at Entry level is well above the England average of 53%. There are 2.5 million people in the region with ICT skills below Level 1.

Again there is some variation by District; Tameside has the highest proportion of adults at Entry Level (68%), and Trafford the lowest (44%).

Number of Adults by ICT Skills Level (and as % total)

	Number		Proportion (%)	
	Entry Level	Level 1	Entry Level	Level 1
Bolton	97,850	66,735	59%	41%
Bury	59,250	54,910	52%	48%
Manchester	165,800	79,825	68%	32%
Oldham	86,160	49,865	63%	37%
Rochdale	81,740	46,570	64%	36%
Salford	82,850	49,875	62%	38%
Stockport	95,280	83,990	53%	47%
Tameside	93,150	42,230	69%	31%
Trafford	58,200	75,045	44%	56%
Wigan	131,200	64,355	67%	33%
Grt Manchester	**993,500**	**571,375**	**63%**	**37%**
North West	2,462,100	1,741,530	59%	41%
England	16,538,095	14,398,470	53%	47%

Source: SfL Survey 2002/3, DfES

ESOL

As noted earlier, the survey provides an estimate of the number of people who may require ESOL training. The numbers for the North West are shown in the table below.

By far the greatest potential need for ESOL training is in Greater Manchester, with over 100,000 people in the ESOL group. The North West Skills for Life Strategy notes that there is now higher demand for ESOL in the region. This is not reflected in the 2003 Survey. This is a result of an inflow of migrants with ESOL needs. The North West has established an ESOL task group to identify the scale of demand and suggest ways to plan and address the increase in demand.

Adults in the ESOL group

	ESOL (number)	ESOL (%)
Bolton	15,515	9%
Bury	4,970	4%
Manchester	31,590	13%
Oldham	14,755	11%
Rochdale	12,145	9%
Salford	4,205	3%
Stockport	5,520	3%
Tameside	5,980	4%
Trafford	6,590	5%
Wigan	1,510	1%
Grt Manchester	**102,780**	**7%**
North West	173,915	4%
England	2,358,060	8%

Source: SfL Survey 2002/03, DfES

8.5 Matching Supply and Demand

The table below shows the total basic skills needs in each sub-region (based on a summation of the numeracy, literacy, ESOL and ICT needs derived from the DfES SfL survey discussed above. The provision figures relate to achievements of all basic skills qualifications.

Basic skills: need versus provision

	Need (no.)	Provision (no.)	Provision as % of need
Cheshire & Warrington	1,275,105	61,030	4.8%
Cumbria	731,140	10,359	1.4%
Greater Manchester	3,876,650	80,115	2.1%
Greater Merseyside	2,228,765	146,935	6.6%
Lancashire	2,103,875	134,143	6.4%
North West	10,215,535	432,582	4.2%

Source: EKOS analysis of LSC and DfES data

The table indicates that annual provision meets only a small proportion of need (2.1% in Greater Manchester – which is below the regional average of 4.2%). This is partly a result of the nature of the survey, which across England results in very high proportions of people identified with basic skills needs. However, it does suggest that there is a need for sustained action to tackle the basic skills requirements of the North West population.

Figures by district are shown below.

	Need (no.)	Provision (no.)	Provision as % of need
Bolton	413,500	7,408	1.8%
Bury	272,530	4,602	1.7%
Manchester	646,455	20,052	3.1%
Oldham	347,450	8,085	2.3%
Rochdale	329,155	6,363	1.9%
Salford	306,790	8,480	2.8%
Stockport	418,080	6,269	1.5%
Tameside	352,030	5,268	1.5%
Trafford	304,145	5,322	1.7%
Wigan	486,515	8,266	1.7%
Grt Manchester	3,876,650	80115	2.1%
North West	10,215,535	432582	4.2%

Source: EKOS analysis of LSC and DfES data

8.6 Issues and Conclusions

There is a major need identified in the region in terms of basic skills requirements and it is clearly an issue for employers. People without qualifications (a proxy for basic skills needs) are significantly more likely than those who have qualifications to be excluded from the labour market. Given the importance of addressing basic skills needs – both for employers and individuals - the issue arises of whether sufficient resources are being directed to meeting adult basic skills needs. On current volumes, only a small proportion of the region's basic skills needs are being addressed each year.

The challenges for Greater Manchester include how to convert need into demand – and in particular, how to make provision more accessible – and finally ensuring that providers have the capacity and capability to deliver.

9 Level 2

9.1 Context

National focus on level 2

The Regional strategic analysis explains in some detail the reasons for the national focus on level 2. The importance placed on level 2 attainment reflects a belief that this level is the minimum a person requires for employability. Attainment of level 2 is also a platform for progression to developing intermediate and higher level skills. The DfES has PSA targets that relate to level 2 attainment by young people and adults.

Level 2 attainment – young people

Population forecasts indicate that young people will become an increasingly scarce resource in future. Set against this, future forecasts of employment by occupational category indicate significant replacement demand at Level 2 in a number of occupational categories which have traditionally been major employers of young people, in particular, Sales and Customer Services, and Personal Services.

Looking at the cohort of young people in the North West who reached age 19 in 2005, 48% had attained Level 2 at age 16, rising to 68% age 19. The performance of the North West is somewhat below the England average, with comparable figures of 50% and 70%. Greater Manchester performs slightly below both the regional and England averages, with level 2 attainment rates of 47% for 16 year olds and 67% for 19 year olds. This is shown in the table below.

Level 2 attainment of young people by sub-region

Cohort: Reaching age 19 in 2005	Eng.	NW	Cum	Lanc	G Mer	**G Man**	C&W
Level 2 at 16	50%	48%	53%	48%	45%	**47%**	57%
Level 2 at 19	70%	68%	72%	67%	65%	**67%**	76%
% cohort achieving Level 2 post 16	19%	20%	19%	19%	20%	**20%**	19%
L2 at 16 including GCSE Maths and English	43%	41%	45%	42%	37%	**41%**	50%
L2 at 19 including GCSE Maths and English	45%	44%	47%	44%	39%	**43%**	51%
% achieving L2 (inc Maths/English) post 16	2%	2%	2%	2%	2%	**2%**	2%

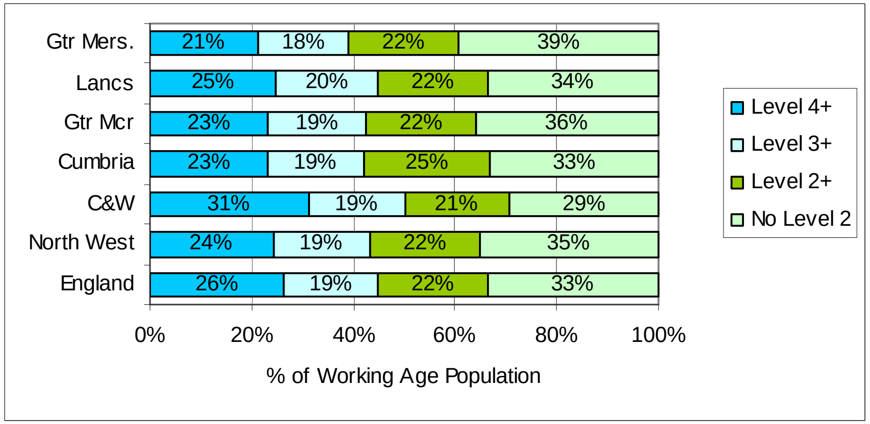
Source: LSC

Concerns that many young people lack basic numeracy and literacy skills have led to an increased focus nationally on the number of young people attaining Level 2 including good GCSE passes (A*-C) in Maths and English. Of the cohort of young people in Greater Manchester who reached age 19 in 2005, 41% had attained Level 2 including GCSE Maths and English at age 16. By age 19, the figure was little changed, at 43%. Between age 16 and 19, an additional 20% of the 2005 cohort attained level 2, but only an additional 2% attained level 2 including Maths and English GCSE.

Level 2 attainment – Adults

Of the working age population in Greater Manchester, 36% have not attained level 2 (England = 33%, NW =26%). This is shown in the graph below. A far higher proportion of the economically inactive in Greater Manchester lack a level 2 (56%), compared to the economically active (29%).

Qualification Profile of the Working Age Population, 2005/06



Source: DfES, 2006

9.2 Targets

Reflecting the high profile given to Level 2, the North West has its own regional trajectories for Level 2 attainment at 19 and for adults. The trajectories show the number of full Level 2 achievements to be delivered in 2007/08 and include 2 components:

- FE - full Level 2 achievements[11]
- WBL – Apprenticeship achievements at Level 2.

The targets for young people appear achievable on current volumes of provision and success rates. The adult Level 2 trajectory appears to be within striking distance; to meet the FE trajectory of 18,701 achievements in 2007/08, requires an additional 950 completions on the 2004/05 total.

Taking as our base line the learner volume in 2005/06 and the 2004/05 success rate, this would require an additional 1,523 learners (on top of the 28,451 2005/06 baseline volume). The distribution of learner numbers by region would be as shown below, if we assumed an equal proportionate increase in each sub-region, adjusted for differences in success rates. In all sub-regions, FE learner volume would need to increase by 5%.

Estimates of additional Full L2 adult learners to meet target

Sub-region	Baseline volume	Baseline success rate %	Baseline estimated completions	07/8 completions needed	Volume to meet completions needed	Increase in volume on baseline
C&W	3,097	73%	2,261	2,382	3,263	5%
Cumbria	1,631	68%	1,106	1,165	1,718	5%
G Man.	10,358	59%	6,150	6,479	10,912	5%
G Mer.	6,698	61%	4,076	4,294	7,057	5%
Lancs	6,667	62%	4,158	4,380	7,024	5%
NW	**28,451**		**17,751**	**18,701**	**29,974**	**5%**

Source: EKOS estimates

[11] A full level 2 qualification, is a qualification that if successfully completed, would on its own, result in the learner attaining the Level 2 threshold – that is equivalent to 5 GCSE passes at grades A*-C – independent of their prior attainment.

If the trajectory was to be met by adjusting for need – that is, recruiting more full Level 2 adult learners in Greater Manchester and Greater Merseyside, where the proportion of adults without Level 2 is relatively high – then a greater volume increase would be needed in these areas. This is shown in the table below. The last column shows the revised volume increases needed on baseline. Under this scenario, the increase in learner volume required in Greater Manchester is 8%.

Estimates of additional Full L2 adult learners to meet target (need adjusted)

Sub-region	Baseline volume	Baseline success rate %	Baseline estimated completions	07/8 completions needed	Volume to meet completions needed	Increase in volume on baseline
C&W	3,097	73%	2,261	1,996	2,734	-12%
Cumbria	1,631	68%	1,106	1,102	1,626	0%
G Man.	10,358	59%	6,150	6,618	11,146	8%
G Mer.	6,698	61%	4,076	4,796	7,880	18%
Lancs	6,667	62%	4,158	4,204	6,741	1%
NW	**28,451**		**17,751**	**18,701**	**29,974**	**5%**

Source: EKOS estimates

9.3 Demand

In the Regional Strategic Analysis, we derive estimates of the region-wide demand for people with level 2 qualifications by sector – both expansion and replacement demand.

In the North West as a whole, the greatest potential demands for level 2 qualified people by sector are as follows:

- Retail – additional 7,547 level 2 employees per annum;
- Health and Social Care – additional 7,151 level 2 employees per annum;
- Financial Services – additional 5,139 level 2 employees per annum;
- Logistics - additional 4,362 level 2 employees per annum; and
- Education - additional 3,515 level 2 employees per annum.

In some sectors, there are likely to be additional demands for level 2 qualifications, as employers need to upskill a large proportion of their existing workforce. In some sectors such as construction, new regulations mean that all employees must attain level 2. Other sectors with a substantial potential demand for upskilling of the existing workforce are: retail; logistics; and hospitality, leisure and tourism).

9.4 Supply

Young people

The number of young people studying for a full level 2 qualification in the FE sector in 2005/06 by sector subject area and sub-region (residency) is shown in the table below. In Greater Manchester, there were 8,939 people studying towards a full level 2.

Full Level 2 learners in FE by SSA (2005/06)

Subject area	C&W	Cumbria	G Man	G Mer	Lancs	NW
Agriculture	80	25	145	109	132	492
Arts, media & publ.	197	52	647	352	254	1,502
Business, admin and law	116	86	533	196	302	1,232
Construction	170	169	685	421	286	1,731
Education and Training	2	4	0	4	0	11
Eng. & man. Tech	181	164	800	524	430	2,099
Health	314	174	1,436	549	709	3,183
History, Philosophy and Theology	1	0	18	2	10	31
ICT	128	61	561	237	235	1,223
Languages, Lit. and Culture	19	14	127	36	84	280
Leisure, travel, tourism	196	55	667	346	345	1,608
Preparation for Life and Work	221	137	999	516	413	2,286
Retail	447	272	1,488	1,017	753	3,976
Science & Maths	35	8	219	74	120	456
Social Sciences	2	3	6	4	13	29
Unknown	67	16	610	185	394	1,273
All subject areas	**2,176**	**1,242**	**8,939**	**4,573**	**4,480**	**21,410**

Source: LSC

Success rates for 16-18 year olds on full level 2 courses in FE by sub-region are shown below. The latest data available is for 2004/05. The Greater Manchester success rate of 66% is above the regional and England averages.

Success rate: 16-18 year olds on full level 2 courses

Sub-region	Success rate % (04/5)
C&W	66%
Cumbria	67%
G Man	**66%**
G Mer	59%
Lancs	66%
North West	**64%**
England	63%

Source: LSC

Note: success rates by sub-region relate to the location of the institution, not the learner

The number of young people studying for a level 2 apprenticeship in the WBL sector in 2005/06 by sector subject area and sub-region is shown in the table below. In Greater Manchester, there were 6,423 people studying towards a full level 2, representing 36% of the regional total.

Number of Young People (16-18) in WBL, 2005/06

Sector Subject Area	C&W	Cum	G. Man	G. Mer	Lancs	NW
Agriculture	73	47	94	74	108	396
Arts, Media and Publishing	0	0	15	0	3	18
Business, Admin and Law	294	217	1037	590	500	2638
Construction	393	493	1719	1076	1033	4715
Education and Training	0	1	0	0	0	1
Eng. and Man Tech.	285	239	1202	646	720	3092
Health, Public Serv.& Care	258	116	706	658	292	2030
ICT	13	11	49	55	16	144
Leisure, Travel and Tourism	17	19	83	147	47	313
Preparation for Life and Work	0	0	0	0	0	0
Retail	571	292	1519	1106	850	4337
Science & Maths	0	0	0	1	0	1
Total	**1904**	**1435**	**6423**	**4353**	**3570**	**17685**

Source: LSC (average in learning)

For Greater Manchester, the success rate in WBL at level 2 across all sectors is currently 48% (full framework).

Adults

The number of adults studying for a full level 2 qualification in the FE sector in 2005/06 by sector subject area and sub-region is shown in the table below. In Greater Manchester, there were 6,991 people studying towards a full level 2, representing 36% of the regional total.

Number of Adult Learners in FE: Full Level 2, 2005/06

Subject area	C&W	Cumbria	G Man	G Mer	Lancs	NW
Agriculture	88	35	286	234	159	802
Arts, media & publ.	51	6	93	88	40	278
Business, admin and law	550	335	1,360	896	1,115	4,256
Construction	402	167	1,644	919	900	4,033
Education and Training	68	20	68	162	93	411
Eng. & man. Tech	386	232	1,173	861	613	3,265
Health	504	356	2,538	1,217	1,732	6,346
History, Philosophy and Theology	0	1	1	1	3	7
ICT	150	21	315	400	157	1,044
Languages, Literature and Culture	3	3	16	10	7	39
Leisure, travel, tourism	94	120	515	246	307	1,282
Preparation for Life and Work	61	45	254	184	169	713
Retail	728	286	1,995	1,423	1,275	5,707
Science & Maths	2	2	50	21	8	85
Social Sciences	0	0	4	3	2	10
Unknown	9	2	45	33	86	174
All subject areas	**3,097**	**1,631**	**10,358**	**6,698**	**6,667**	**28,451**

Source: LSC

Success rates for adults on full level 2 courses in FE by sub-region are shown below. The latest data available is for 2004/05. The Greater Manchester success rate of 59% is below the regional and England averages.

Success rate: Full Level 2 courses taken by Adults

Sub-region	Success rate 04/05 %
C&W	73%
Cumbria	68%
G Man	59%
G Mer	61%
Lancs	62%
North West	**62%**
England	60%

Source: LSC

The number of adults studying for a level 2 apprenticeship in the WBL sector in 2005/06 by sector subject area and sub-regions is shown in the table below. In Greater Manchester, there were 2,965 people studying towards a full level 2, representing 37% of the regional total.

Number of Adults (19+) in WBL, 200506

Sector Subject Area	C&W	Cum	G. Man	G. Mer	Lans	NW
Agriculture	29	13	56	38	46	182
Arts, Media and Publishing	0	0	3	0	1	4
Business, Admin and Law	277	134	834	622	380	2247
Construction	103	84	476	274	194	1132
Education and Training	0	0	2	3	0	5
Eng. and Man Tech.	92	50	330	123	230	826
Health, Public Serv.& Care	155	71	423	403	248	1300
ICT	49	5	51	67	22	194
Leisure, Travel and Tourism	29	12	81	50	55	227
Preparation for Life and Work	0	0	0	0	0	0
Retail	251	174	711	365	300	1800
Science & Maths	0	0	0	2	0	2
Total	**985**	**544**	**2965**	**1949**	**1476**	**7920**

Source: LSC (average in learning)

For Greater Manchester, the success rate in WBL at level 2 across all sectors is currently 51%.

9.5 Conclusion

In general, participation at Level 2 appears to be in subjects which are well aligned to major employment sectors in the economy. The one exception is Education, where regionally, annual demand for new employees at level 2 is expected to be 3,515 per annum.

10 Level 3

10.1 Context

There is a growing body of evidence (including the ongoing Leitch review) that highlights the increasing importance of level 3. For example, the interim Leitch report notes that evidence of spillover effects, where lower skilled workers become more productive as a result of working with higher skilled colleagues, is only present for level 3 and above qualifications. Strong earnings returns to level 3 qualifications are also seen, indicating an impact on productivity.

It is also important to note that level 3 attainment is the platform for progression to HE and higher level skills, and the additional earnings and productivity benefits that this brings. These issues are discussed in further detail in the regional strategic analysis.

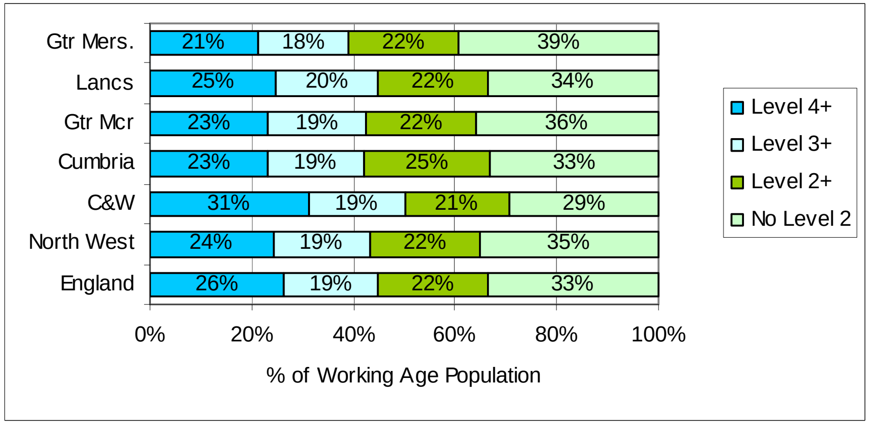
Level 3 attainment – young people

Looking at the cohort of young people in the NW who reached age 19 in 2005, 43% of this group had achieved level 3. This compares to 46% of the national cohort. We have been unable to source level 3 data by sub region.

Level 3 attainment – Adults

Of the working age population in Greater Manchester, 58% have not attained level 3 (England = 55%, NW = 57%). This is shown in the graph below. A far higher proportion of the economically inactive in Greater Manchester lack a level 3 (78%) compared to the economically active (51%).
I

Qualification Profile of the Working Age Population, 2005/06



Source: DfES, 2006

10.2 Demand

In the Regional Strategic Analysis, we derive estimates of the region-wide demand for people with level 3 qualifications by sector – both expansion and replacement demand[12].

In the North West as a whole, the greatest potential demands for level 3 qualified people by sector are as follows:

- Health & Social Care – additional 3,131 level 3 employees per annum;
- Retail – additional 2,746 level 3 employees per annum;
- Construction – additional 2,115 level 3 employees per annum;
- Financial Services - additional 1,578 level 3 employees per annum; and
- Education - additional 1,190 level 3 employees per annum.

[12] Based on Working Futures forecasts of future demand by occupation, and LFS analysis of sector occupational mix.

For Construction and Retail, these additional numbers equate to a large proportion of their existing workforce. Furthermore, in some sectors, there are likely to be additional demands for level 3 qualifications, as employers need to upskill a large proportion of their existing workforce.

10.3 Supply

Young people

The numbers of young people studying for a full level 3 qualification in the FE sector in 2005/06 by sector subject area (SSA) are shown in the table below. In Greater Manchester, there were 20,315 people studying towards a full level 3, representing 42% of the North West total.

Number of 16-18 year olds in FE on Full Level 3 course by SSA (North West), 2005/06

Subject area	C&W	Cumbria	G Man	G Mer	Lancs	NW
Agriculture	186	28	192	135	283	823
Arts, media & publ.	1,185	217	3,427	1,609	1,959	8,398
Business, admin and law	366	86	1,452	394	943	3,241
Construction	70	38	224	109	150	592
Education and Training	3	3	1	3	3	13
Eng. & man. Tech	170	69	466	177	369	1,250
Health	652	264	2,267	943	1,658	5,784
History, Philosophy and Theology	176	38	1,008	292	563	2,077
ICT	325	119	1,215	506	696	2,862
Languages, Literature and Culture	302	79	1,340	519	805	3,045
Leisure, travel, tourism	545	158	1,198	691	1,093	3,685
Preparation for Life and Work	373	163	1,145	502	627	2,809
Retail	156	79	514	274	346	1,370
Science & Maths	698	134	3,024	1,046	1,839	6,742
Social Sciences	202	31	859	278	564	1,934
Unknown	361	51	1,984	470	1,234	4,101
All subject areas	**5,769**	**1,559**	**20,315**	**7,948**	**13,133**	**48,724**

Source: LSC

Success rates for 16-18 year olds in the North West on full level 3 courses in FE are shown below by SSA.

FE Success Rate (%): North West Full Level 3

	Success Rate %
Agriculture, Horticulture and Animal Care	56%
Arts, Media and Publishing	66%
Business, Administration and Law	56%
Construction, Planning and the Built Environment	56%
Education and Training	30%
Engineering and Manufacturing Technologies	53%
Health, Public Services and Care	58%
Information and Communication Technology	57%
Languages, Literature and Culture	50%
Leisure, Travel and Tourism	60%
Preparation for Life and Work	42%
Retail and Commercial Enterprise	67%
Science and Mathematics	59%

Source: LSC

The number of young people studying for a level 3 apprenticeship in the WBL sector in 2005/06 by sector subject area and sub region is shown in the table below. In Greater Manchester, there were 3,011 people studying towards a full level 3, representing 32% of the regional total.

Number of 16-18 year olds on Full Level 3 Courses in WBL by SSA (North West), 2005/06

Sector Subject Area	C&W	Cumbria	G. Man	G. Mer	Lancs	NW
Agriculture	8	18	5	8	28	67
Arts, Media and Publishing	16	10	20	7	11	64
Business, Admin and Law	69	42	224	105	210	650
Construction	167	185	696	325	539	1,913
Education and Training	-	0	0	1	0	1
Eng. and Man Tech.	605	833	1,350	809	1,189	4,786
Health, Public Serv.& Care	102	113	345	233	217	1,010
ICT	15	14	39	25	33	126
Leisure, Travel and Tourism	30	22	168	115	84	419
Preparation for Life and Work	-	0	1	2	3	6
Retail	66	22	159	162	73	482
Science & Maths	4	10	3	2	0	18
Total	**1,082**	**1,269**	**3,011**	**1,794**	**2,387**	**9,543**

Source: LSC

For Greater Manchester, the success rate in WBL at level 3 across all sectors is currently 57% (full framework). In comparison, the North West has a success rate of 59%.

Adults

The number of adults studying for a full level 3 qualification in the FE sector in 2005/06 by sector subject area is shown in the table below. In Greater Manchester, there were 9,225 people studying towards a full level 3, representing 39% of the regional total.

Number of 19+ year olds on Full Level 3 courses in FE by SSA (North West), 2005/06

Subject area	C&W	Cumbria	G Man	G Mer	Lancs	NW
Agriculture	47	20	102	72	111	351
Arts, media & publ.	185	48	566	353	228	1,380
Business, admin and law	367	212	1,062	663	566	2,870
Construction	160	145	427	260	354	1,346
Education and Training	145	179	319	318	328	1,289
Eng. & man. Tech	118	117	322	191	193	941
Health	623	458	3,314	1,537	2,187	8,119
History, Philosophy and Theology	4	98	262	22	70	457
ICT	50	38	226	115	112	541
Languages, Literature and Culture	37	11	74	62	30	214
Leisure, travel, tourism	62	18	117	88	64	349
Preparation for Life and Work	499	36	1,405	1,051	196	3,187
Retail	206	83	633	382	365	1,670
Science & Maths	34	8	235	100	111	487
Social Sciences	6	19	63	44	97	229
Unknown	11	8	100	36	69	225
All subject areas	**2,554**	**1,498**	**9,225**	**5,295**	**5,083**	**23,655**

Source: LSC

Regional success rates for 19+ year olds on full level 3 courses by SSA are shown below.

FE Success Rate (%): North West Full Level 3

	Success Rate %
Agriculture, Horticulture and Animal Care	35%
Arts, Media and Publishing	61%
Business, Administration and Law	61%
Construction, Planning and the Built Environment	59%
Education and Training	58%
Engineering and Manufacturing Technologies	52%
Health, Public Services and Care	58%
Information and Communication Technology	48%
Languages, Literature and Culture	51%
Leisure, Travel and Tourism	47%
Preparation for Life and Work	48%
Retail and Commercial Enterprise	66%
Science and Mathematics	66%

Source: LSC

The number of adults studying for a level 3 apprenticeship in the WBL sector in 2005/06 by sector subject area and sub regions is shown in the table below. In Greater Manchester, there were 2,502 people studying towards a full level 3 representing 34% of the regional total.

Number of 19+ year olds on Full Level 3 Courses in WBL by SSA (North West), 2005/06

	C&W	Cumbria	G. Man	G. Mer	Lancs	NW
Agriculture	26	2	33	32	22	115
Arts, Media and Publishing	3	3	20	3	10	39
Business, Admin and Law	272	110	606	463	288	1,740
Construction	112	75	297	191	225	900
Education and Training	0	0	3	1	1	5
Eng. and Man Tech.	167	154	418	353	295	1,388
Health, Public Serv.& Care	242	46	619	462	242	1,612
ICT	42	8	89	33	36	208
Leisure, Travel and Tourism	19	8	76	70	32	205
Preparation for Life and Work	10	0	5	30	6	51
Retail	184	66	332	222	180	984
Science & Maths	2	1	3	3	0	9
Total	**1,081**	**473**	**2,502**	**1,864**	**1,337**	**7,257**

Source: LSC

For Greater Manchester, the success rate in WBL at level 3 across all sectors is currently 44%. The success rate for the North West region is slightly higher at 45%.

10.4 Conclusion

In general, participation at Level 3 appears to be in subjects which are well aligned to major employment sectors in the economy. The large number of 16-18 year olds in Greater Manchester taking full Level 3 qualifications ins Science and Maths is particularly encouraging, given the importance of this subject area for the economy.

11 Higher Level Skills (Level 4+)

11.1 Context

Higher level skills at level 4 and above are vitally important for ensuring that the North West is able to improve its regional competitiveness. The Leitch review is highlighting the importance of intermediate and higher level skills to support international competitiveness and productivity, in increasingly open global markets. Sector level evidence often points to intermediate and higher level skills needs.

In the North West, recent growth in new jobs has been concentrated in occupations requiring intermediate and higher level skills. Employment forecasts by occupational category suggest significant demand for Level 3 or higher qualifications, particularly in the Associate Professional and Professional occupational categories.

Currently, the North West has a deficit in intermediate and high level skills when compared to England. If the qualification profile of the North West working age population was in-line with the England average, the region would currently have an additional 80,000 people with higher level qualifications.

The National Employer Skills Survey 2005 indicates that recruitment difficulties in the North West are most prevalent in Skilled Trades and Associate Professional occupations, where intermediate (level 3) and high level skills will typically be required. Sector level qualitative evidence tends to highlight skills gaps at intermediate and higher levels. This reflects the forward looking nature of these studies and the projected expansion in jobs that require higher skills levels, to support value-added corporate strategies in an increasingly competitive global market place.

There is a strong sector dimension to intermediate and higher skills needs, with significant demand from the regions high growth sectors. Specific examples taken from the RES include: Energy and Environmental Technologies - deliver the National Nuclear Skills Academy; Advanced Engineering & Materials - extend “Grow Your Future Workforce” which delivers more science and engineering skills; Digital and Creative Industries - digital content development skills to support the Media Enterprise Zone, linked to the BBC relocation; and Business and Professional Services - support the development of the regional arm of the Financial Services National Skills Academy.

11.2 Demand

In the Regional Strategic Analysis, we derive estimates of the region-wide demand for people with level 4 qualifications by sector – both expansion and replacement demand.

In the North West as a whole, the greatest potential demands for level 4 qualified people by sector are as follows:

- Health & Social Care – additional 7,309 level 4 employees per annum;
- Financial Services - additional 9,011 level 4 employees per annum; and
- Education - additional 8,652 level 4 employees per annum.

As well as needing to recruit people with level 4 attainment, these and other sectors will need to source training at level 4 – often Continuous Professional Development for professional staff.

11.3 Supply

We are interested in the extent to which provision is available at level 4 for adults.

The LSC funds a number of learners to study level 4 learning aims within FE, but volumes are generally small. The table below shows that the number of Level 4+ courses broadly accounts for a similar proportion of total course uptake across the separate districts:

Participation in FE at Level 4 (Adults and Young People, Short and Long Courses)

	All Levels	Level 4+ only	% of all courses that are Level 4+
Bolton	6,665	176	2.6%
Bury	5,681	148	2.6%
Manchester	15,389	482	3.1%
Oldham	6,521	189	2.9%
Rochdale	5,360	131	2.4%
Salford	6,414	153	2.4%
Stockport	8,989	243	2.7%
Tameside	6,985	175	2.5%
Trafford	6,532	204	3.1%
Wigan	9,496	198	2.1%

Source: LSC

As shown in the table below, the success rate of those undertaking level 4 study through long and short courses (55%) is the same as the national average. The most notable success rate for Greater Manchester is in Arts, Media and Publishing with an 82% success rate. This compares to a sector success rate 59% at the national level.

Success Rates of Those Taking Level 4+ Courses (long and short), 2004

	Attainment		% Point Change
Sector Subject area	England 2004	G. Mcr 2004	G. Mcr 2002-04
Arts, Media and Publishing	59%	82%	12
Business, Administration and Law	46%	47%	11
Construction, Planning and the Built Environment	47%	15%	-15
Education and Training	66%	72%	10
Engineering and Manufacturing Technologies	69%	0%	-3
Health, Public Services and Care	48%	54%	7
Information and Communication Technology	83%	70%	5
Languages, Literature and Culture	30%	27%	-30
Retail and Commercial Enterprise	74%	0%	-40
Science and Mathematics	100%	0%	-95
Unknown	62%	0%	-29
Total	55%	55%	12

Source: Learning & Skills Council (LSC) – Greater Manchester

Many larger employers will have their own in-house training courses for level 4 provision, focusing on higher level technical, leadership, and management skills. For smaller employers, there is a need to access relevant provision within public or private providers.

As can be seen in the table below, the two largest universities in the region by student numbers are based in Greater Manchester. This is true when looking at all students and for those that are part time. Similarly, the University of Manchester and Manchester Metropolitan University receive the highest amounts of funding from HEFC compared to the other universities in the region (see Regional Strategic Analysis).

North West: All Full Time and Part Time HE Provision by Institution, 2004/05

	First Degree		Other Undergraduate		Post graduate		All Students
	Full Time	Part time	Full Time	Part time	Full Time	Part time	
The University of Manchester	22,300	850	1,785	4,025	6,155	4,870	39,985
The Manchester Metropolitan University	20,810	1,895	1,040	2,260	2,330	3,885	32,215
The University of Central Lancashire	11,975	1,890	3,500	6,295	1,035	2,030	26,725
Liverpool John Moores University	12,795	2,405	1,635	2,265	1,325	2,530	22,955
The University of Liverpool	13,245	660	120	2,885	1,860	2,440	21,210
The University of Salford	10,000	995	2,855	1,990	1,415	2,850	20,100
The University of Lancaster	8,120	30	70	5,570	1,760	1,785	17,340
Edge Hill College of Higher Education	3,975	600	1,500	4,185	640	3,720	14,620
University of Chester	4,625	815	1,980	2,630	445	2,015	12,510
St Martin's College	3,630	645	885	3,840	725	2,625	12,355
Liverpool Hope University	4,080	905	240	585	775	1,085	7,670
The University of Bolton	2,570	1,150	765	1,480	595	915	7,475
Cumbria Institute of the Arts	945	25	25	15	0	40	1,045
Royal Northern College of Music	375	0	30	0	150	0	555

Source: North West Universities Association

11.4 Conclusion

We have included some available on Level 4 and above provision to give a picture of available provision in Greater Manchester and the region. We do not have data available to really analyse the extent to which universities in the region and sub-regions are providing courses/training which meets employer needs. We also have very limited information about graduate attainment (described in the Regional Strategic Analysis).