The South West Regional Economy

>lsc
Leading learning and skills

September 2008

Information Service

Purpose:	This document forms the 'South West regional economy' section of the South West Strategic Analysis 2008. The Strategic Analysis is the annual 'stock-take' analysis and considers labour market intelligence, performance information and Government policy to develop a full strategic picture of current education and training marketplace. The analysis is supported by national skills research (including Skills in England Report 2007, National Employer Skills Survey and Working Futures). The stock-take provides the intelligence to confirm our strategies and priorities.
Theme:	South West regional economy
Origin:	Faith Graham, Research Team, Learning, Planning and Performance Directorate, South West Regional Office
Issue:	1
Review:	Revision of data to be completed August 2009

Contents

Introduction

The South West is England's largest region by area. It is home to over 5 million people with a working age population of just over 3 million. A fast-growing and dynamic economy, the South West has had the second fastest growth in productivity in the UK during the past five years. In 2006, the South West's economy was estimated to be worth £90 billion, equivalent to 9.3% of English total; a share which has grown since the early 1990s.

Home to some of the country's leading edge companies such as Orange, Honda, GKN and HP Laboratories, the South West performs well relative to most English regions in terms of productivity, economic activity, unemployment, business formation and workforce skills.

However, perhaps one of the most significant underlying themes of this analysis is that the overall positive regional picture disguises considerable intra-regional diversity. Thus, the northern parts of the region have been and continue to be the main drivers of growth, with urban areas – such as Cheltenham and Swindon falling within the top 100 most competitive economies in the UK[1] contrasting with the more peripheral parts of the region predominantly in the rural south and west, such as Torbay and Kerrier which feature amongst the 25 least competitive authority areas out of 434 in the country. These intra-regional imbalances and the stark differences between local economies mean that the sub-regional analyses are an important feature of this research.

The structure of the local economy

The South West economy has a workforce of **2.4 million** which accounts for around 1 in 10 jobs (9.7%) in the country[2].

Its employment is distributed across an industrial structure which is very similar to that of the national economy. Dominated by the service sector, manufacturing nevertheless continues to provide 1 in 8 of all jobs even though the sector's share of employment has declined through time.

In terms of broad industrial sector, the South West's principal sectors of employment are Public administration, education and health (28.8% of jobs), Distribution, hotels and restaurants (24.9%) and Banking, Finance and Insurance and Business Services (18.4%). Between them, these three sectors account for almost **2 out of 3** jobs in the regional economy.

Compared with the national economy, the South West has below average employment in Transport and communications, Other miscellaneous services and Manufacturing, although the differences are not significant:

[1] *Huggins R. Day J. (2006) The UK Competitiveness Index 2006, London , The Work Foundation*
[2] Unless otherwise specified, 'country' refers to England.

Figure 1: The structure of the South West economy and England compared (percent of employment by sector) 2007.

	South West (%	England (%
Agriculture and fishing, Energy and water	1.	1.
Manufacturing	11.	10.
Construction	4.	4.
Distribution, hotels and restaurants	24.	23.
Transport and communications	4.	6.
Banking, finance and insurance/Business services	18.	21.
Public admin. education and health	28.	26.
Other services	5.	6.
% working age in employment who work in - total services	82.	83.

Source: ONS ABI 2006[3]

More detailed analysis by Sector Skills Council (SSC) again underlines the similarity of the regional employment distribution with employment in England and it can be seen that:

- In terms of its share of employment, only Semta and Skillsmart Retail are above the national average by more than 1%.
- A significant proportion of employment (21.0%) does not fall within any SSC definition[4].
- Skillsmart Retail (11.6%), People 1st (8.4%) and Skills for Health (8.3%) are the largest sectors overall and account for more than 1 in 4 jobs in the regional economy.
- The only other sector to account for more than 5% of employment in the South West is ConstructionSkills (5.1%).

[3] Technical note: The ABI is the standard national source of official statistics on workplace estimates of jobs and businesses in the UK. It is based on a survey, but that survey is compulsory for all those selected. ABI statistics allow for comparisons across regions and through different timescales because all data has been collected on a consistent basis. However, it excludes businesses not registered for VAT and/or PAYE, it also excludes farm-based employment. In an economy such as the South West which has above average proportions of micro businesses and self–employment, jobs are likely to be underestimated and figures therefore differ from those derived from the Labour Force Survey.

[4] This includes all sectors not covered by an SSC and is primarily made up of Professional and Business services (recruitment consultancy) together with miscellaneous ‘Other Manufacturing’, Wholesale, air transport and ‘Other Services’ including primary and secondary education, hair and beauty.

Figure 2: Number and percent of jobs in the South West economy and England by SSC 2007. (NB Excluding self-employed)

	Numbers	% South West	% England
Asset Skills	66,600	3.0	3.3
Automotive Skills	52,900	2.4	2.1
Cogent	28,200	1.3	1.7
ConstructionSkills	112,000	5.1	5.0
Creative & Cultural Skills	17,200	0.8	0.9
Energy & Utility Skills	28,600	1.3	1.1
e-skills UK	53,800	2.5	3.2
Financial Services Skills Council	79,000	3.6	4.0
GoSkills	28,400	1.3	1.9
Government Skills	105,000	4.8	3.9
Improve Ltd	38,000	1.7	1.5
Lantra	12,000	0.5	0.4
Lifelong Learning UK	78,100	3.6	3.5
People 1st	183,800	8.4	7.5
Proskills UK	28,700	1.3	1.3
Semta	126,700	5.8	4.5
Skillfast-UK	14,100	0.6	0.8
Skills for Care and Development	104,200	4.8	4.1
Skills for Health	182,000	8.3	7.5
Skills for Justice	25,500	1.2	1.4
Skills for Logistics	57,000	2.6	3.0
SkillsActive	26,900	1.2	1.2
Skillset	8,100	0.4	0.5
Skillsmart Retail	253,300	11.6	10.5
SummitSkills	20,600	0.9	1.1
Non-SSC	459,600	21.0	23.7
TOTAL	**2,190,300**	**100.0**	**100.0**

Source: ONS ABI 2006 (numbers may not add due to rounding)

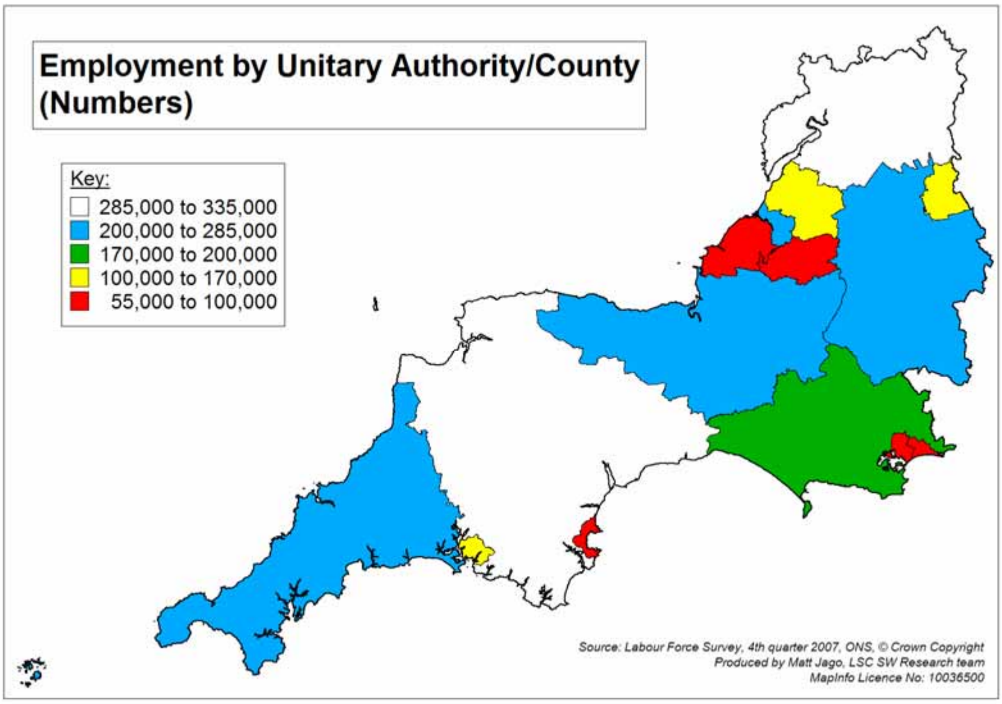
> **For alternative analysis by LFS 2006 which includes self-employment see Annex 1a**

The County of Devon accounts for the largest number of jobs in the region (286,800), followed by Gloucestershire (286,800). The smallest number of jobs is in Torbay which accounts for just 2.3% of the regional total:

Figure 3: Number and percent of jobs in the South West economy by county/Unitary Authority

County/UA	Numbers	%
Bath and North East Somerset	84,500	3.5
Bournemouth	74,700	3.1
Bristol	204,200	8.5
Cornwall and Isles of Scilly	228,200	9.5
Devon	334,100	14.0
Dorset	172,500	7.2
Gloucestershire	286,800	12.0
North Somerset	99,400	4.2
Plymouth	115,900	4.8
Poole	61,400	2.6
Somerset	236,500	9.9
South Gloucestershire	130,600	5.5
Swindon	101,200	4.2
Torbay	55,800	2.3
Wiltshire	208,500	8.7
Column Total	**2,394,300**	100.0

Labour Force Survey, 4th quarter 2007, ONS, © Crown Copyright.



Recent trends

The past decade has witnessed rapid jobs growth within which different industries and occupations have had shifting fortunes. These shifts in demand have had important implications for the structure of local employment and, therefore, for the kinds of skills local employers require of the workforce. In essence, these longer term trends have seen continued growth in marketed services[5] and public administration and further decline in the manufacturing and primary sectors as illustrated below.

The data indicates that:

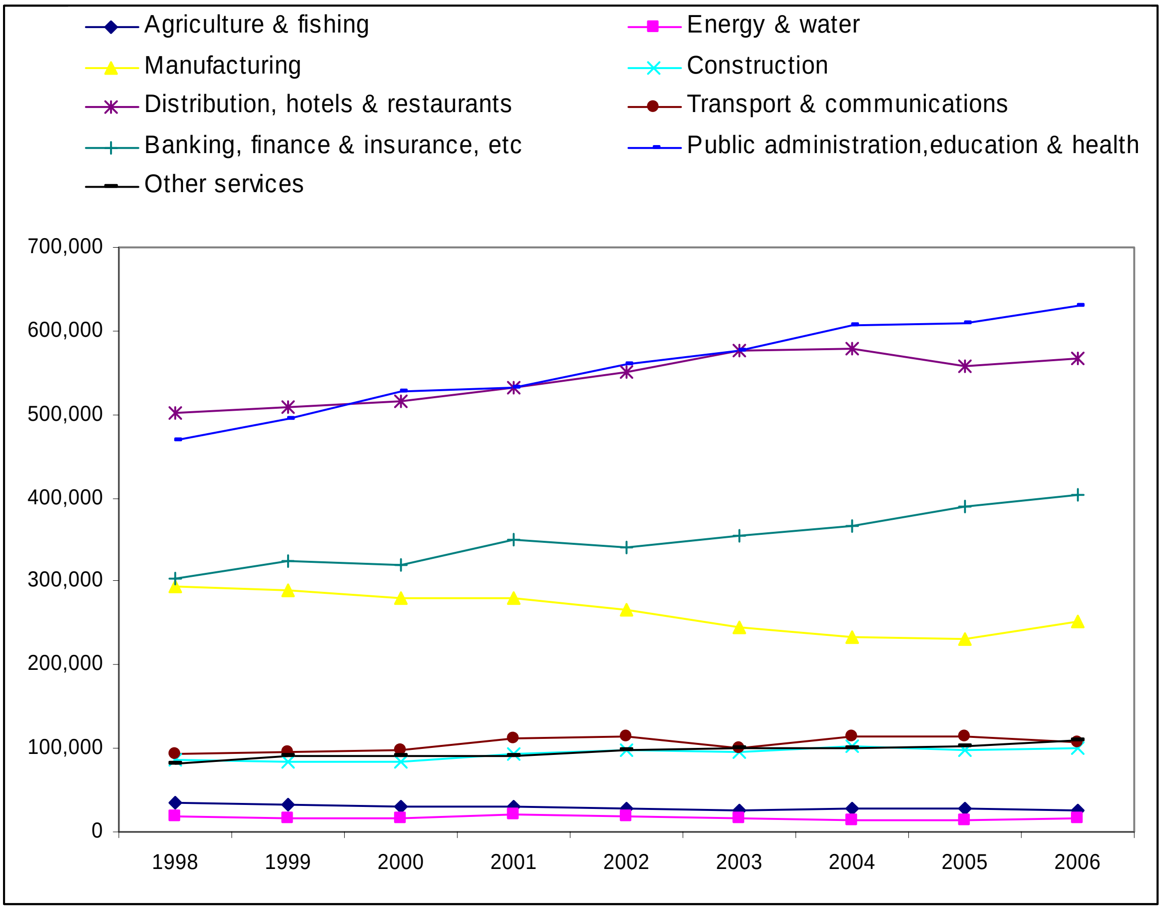
> Public administration, education and health overtook Distribution, hotels and restaurants as the region's major employer in 2003.

> Manufacturing has declined as a source of employment through time, although the trend seems to have bottomed out in the short term with a rise in employment from 2005 - 2006.

> Banking, finance and insurance have become ever more important to the region's employment profile and the sector accounts for the largest share of jobs outside the greater south east (London, South East and Eastern regions). Given the current turmoil in the financial markets, this leaves the region particularly vulnerable to job losses in the industry and the wider economy as the effects of the fallout ripple out.

[5] Marketed services are essentially all services excluding non-marketed government services such as health, education and defence.

Figure 4: Trends in jobs in the South West economy by broad sector 1998-2006



Labour Force Survey, 1998 - 4th quarter 2006, ONS, © Crown Copyright.

Over the shorter term, some of these broader trends appear more volatile, for instance, recent growth in Agriculture and fishing appears to have bucked the longer term downward trend in employment in this sector.

Overall, it can be seen that in the past 3 years the number of working age people in employment has risen by 3.7%, a little above the national rate of increase. Employment has increased in all sectors apart from Manufacturing which has seen a 6.8% decline and Transport and communications where employment has fallen by 2.3%. The most notable increase has been in the Banking, finance and insurance sector which has seen growth of 14.9%, outstripping the national average for the sector. Of course, in the current economic conditions this sector is particularly vulnerable to job losses and it remains to be seen how sustainable the increase will be.

Figure 5: Trends in employment by broad sector 2004-2007

	Numbers 04	Numbers 07	Change 04-07 SW	Change 04-07 England
Agriculture and fishing	36,800	42,100	14.4	15.2
Energy and water	23,700	23,800	0.4	25.7
Manufacturing	311,400	290,100	-6.8	-4.5
Construction	192,600	205,200	6.5	6.5
Distribution, hotels and restaurants	483,200	496,000	2.6	0.2
Transport and communications	133,300	130,300	-2.3	0.7
Banking, finance and insurance	322,800	370,900	14.9	9.8
Public admin. education and health	650,100	689,100	6.0	4.0
Other services	135,700	139,300	2.7	6.9
Total services	1,725,100	1,825,600	5.8	4.2
All	**2,298,700**	**2394300**	**3.7**	**3.4**

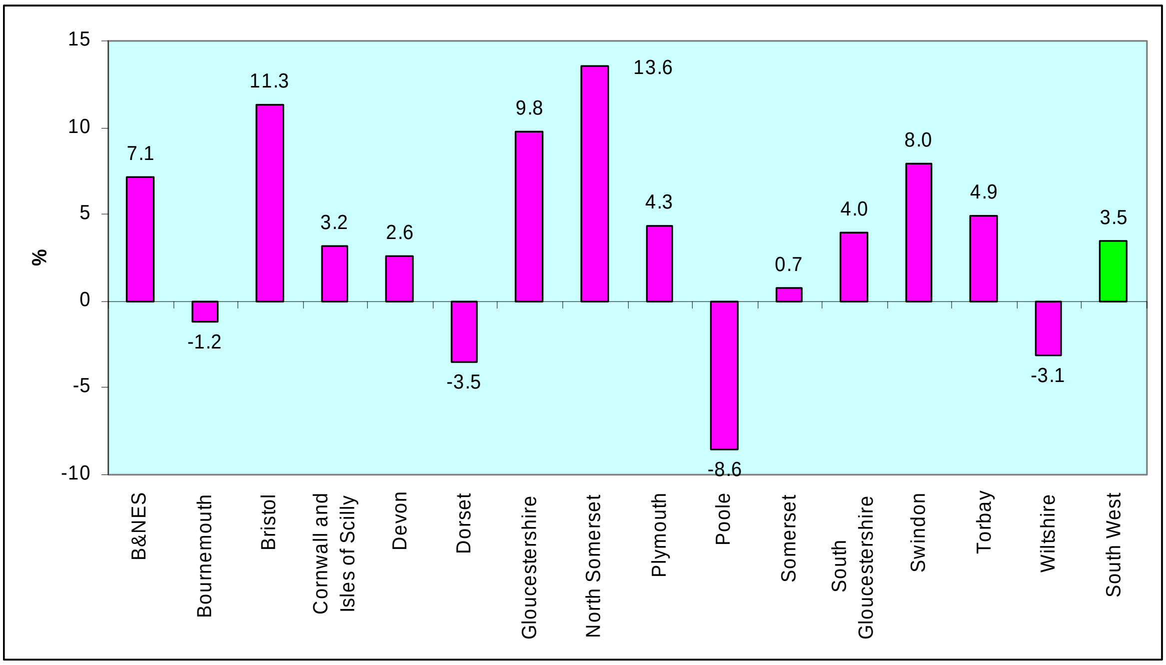
Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

The increase in employment has not been evenly distributed across the region:

> Running counter to the wider trends, employment has declined in Poole, Wiltshire and Dorset, largely because of declines in employment in the Distribution, Hotels and restaurants sector, but also job losses in Banking, finance and insurance in Poole have had an impact.

> Most significant growth has occurred in the urban areas of North Somerset, Bristol and Swindon. In North Somerset, growth has been driven by the building boom and jobs in Construction, Distribution, Hotels and restaurants and Transport and communications have all risen significantly. In Bristol, the growth of the Banking, finance and insurance has been a key factor and in Swindon growth has been positive across virtually the whole economy.

Figure 6: Trends in employment by county/Unitary Authority 2004-2007



Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Future prospects: employment

Detailed projections for employment growth prepared by Warwick Institute for Employment Research and Cambridge Econometrics (Working Futures 3) provide an overview of the future employment prospects of the South West economy. It is important to emphasise that these projections are based solely on secondary data sources and do not incorporate any specific local knowledge or insight. They are intended as a starting point for further analysis and provide a broad indication of the likely long-term direction of the regional economy.

The main drivers of change identified by Working Futures 3 are:

- *technological change* - especially information and communications technology (ICT), which is affecting both the products and services produced as well as the way they are produced, resulting in increased demands for IT skills across a range of sectors and occupations;
- *competition and changing patterns of consumer demand* - which have increased the emphasis on customer handling skills;
- *structural changes* - including globalisation, sub-contracting and extension of supply chains, emphasising the need for high quality managerial skills (across a greater range than previously and at a greater depth) at various levels;
- *working practices* - such as the introduction of team- or cell-based production in engineering, and call centres in financial services, resulting in increased demand for communication and team working skills; while more generally there has been an increase in labour market flexibility; and
- *regulatory changes* - as well as increased concern about environmental issues, which have made important skill demands upon staff for some key sectors, including construction and finance.

The impact of these trends for the South West is that employment is expected to rise by 6.9% over the next 10 years, an increase of 182,000 jobs. Within this overall scenario of growth, different sectors are expected to experience very different employment trends:

- Job losses are expected to be concentrated in the primary and manufacturing sectors, and job gains will be confined to the more labour-intensive service sectors.
- In particular, 'Other business services' which includes property services, leasing, business and recruitment consultancies is expected to see the largest numerical and percentage increase in employment.
- Strong growth is also expected in Hotels and catering, Health and social work and Miscellaneous services[6].

The effect of these projections is that the economy's weighting towards service sector employment will increase.

Figure 7: Projections of employment by broad sector 2007-2014 (000s)

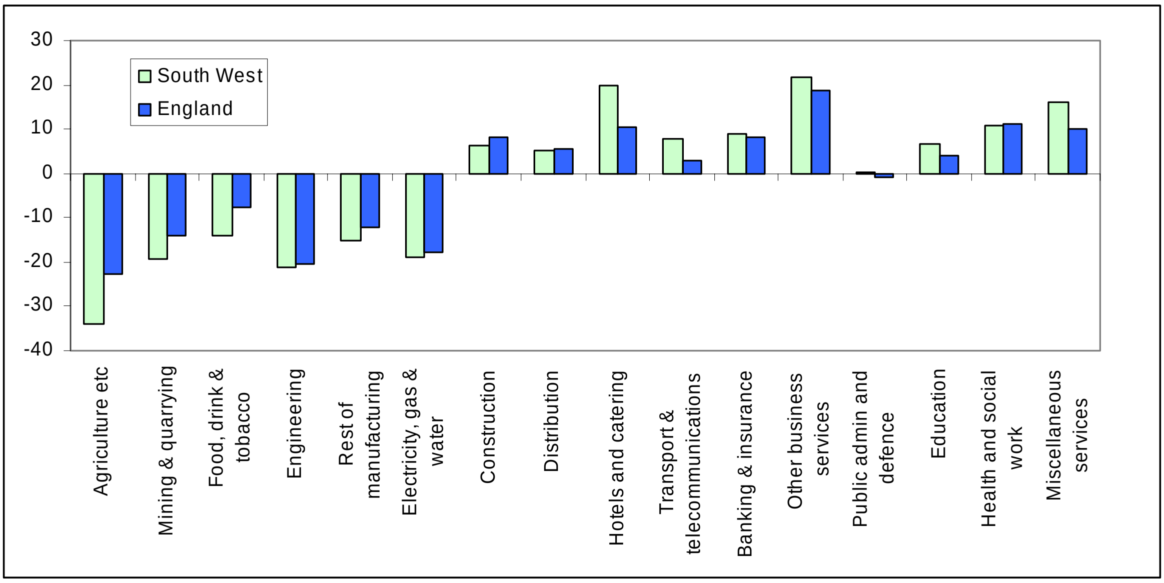
	Levels		Change (Nos.)	Change (%)
	2007	**2017**	**2007-2017**	**2007-2017**
Agriculture, Mining & quarrying	73	49	-24	-32.9
Food, drink & tobacco	37	32	-5	-14.2
Engineering	66	52	-14	-21.1
Rest of manufacturing	172	145	-26	-15.3
Electricity, gas & water	13	10	-2	-18.9
Construction	173	184	11	6.3
Distribution	440	462	23	5.2
Hotels and catering	204	244	40	19.8
Transport & telecommunications	127	137	10	8.0
Banking & insurance	84	92	7	8.8
Other business services	402	489	87	21.7
Public admin and defence	135	136	1	0.4
Education	218	233	14	6.5
Health and social work	322	357	34	10.7
Miscellaneous services	161	187	26	16.2
All industries	2,627	2,810	182	6.9

Source: Working Futures 2007-2017 (2008), LSC/IER/CE, electronic resource.

[6] Miscellaneous services includes Membership Organisations, radio, TV and video production and library services.

The level of jobs growth projected for the South West will be greater than the national projected growth rate of 6.5%. By broad sector, it appears that job losses in the South West in percentage terms may be more severe, but job gains will also be buoyant in most instances:

Figure 8: Projections of employment by broad sector 2007-2014, South West and England compared; percentage change



Source: Working Futures 2007-2017 (2008), LSC/IER/CE, electronic resource.

Economic uncertainty

The 10 year projections for the economy indicate the likely direction of travel over the longer-term, but the short-term outlook is more difficult to predict. This analysis is being written against a fast-moving backdrop of economic uncertainty and unprecedented global financial crisis. One year on from the collapse of Northern Rock, Britain's economy is still very fragile. The past year has seen a rapid loss of momentum and echoing the OECD and the European Commission, the CBI has added its voice to predictions of the first recession since 1992. As well as the downturn in the housing market and rising inflation, consumer confidence is low and the economic slowdown appears to be gathering pace.

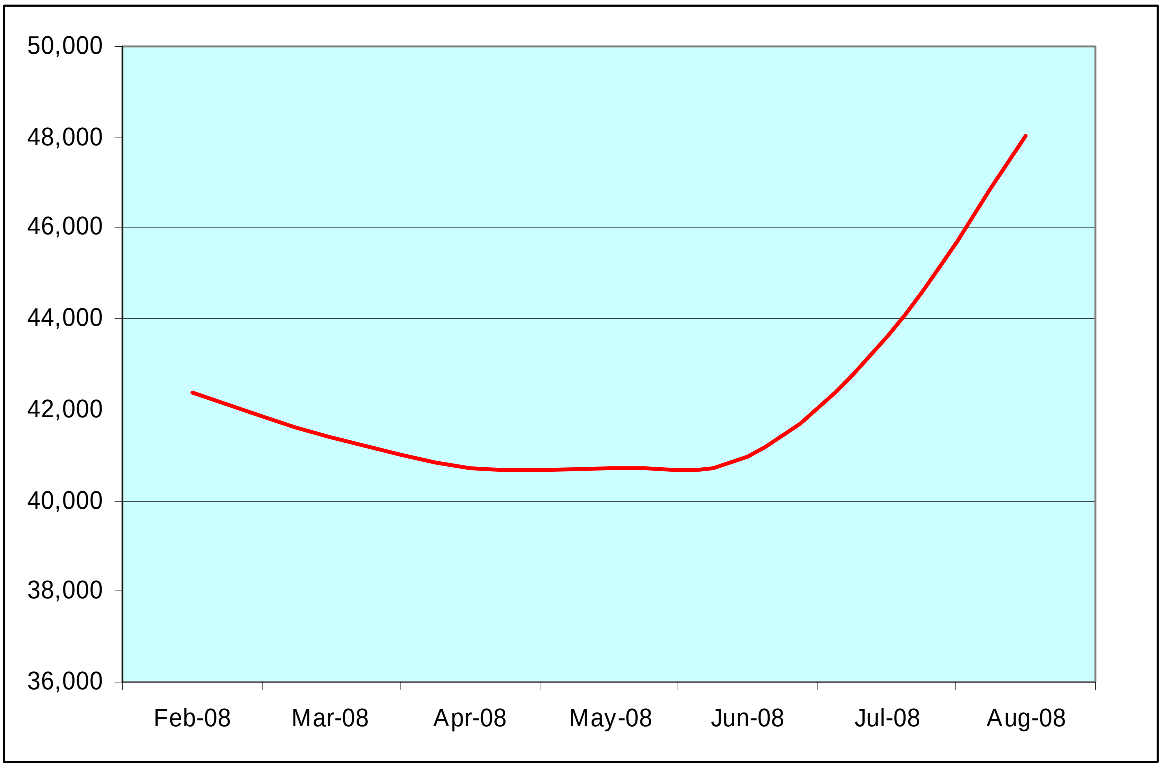
Latest unemployment figures for August 2008 showed that nationally the claimant count has risen by 32,500 in one month, the largest rise since December 1992. Long-term unemployment has risen disproportionately and youth unemployment is also up.

In the South West, the effects are more difficult to discern, no doubt reflecting lags in the impact of economic shocks. Thus, whereas national claimant count figures have been rising since November 2007, in the region the claimant count continued to fall until April 2008. In April to June 2008, the ILO unemployment rate for the South West was 3.8% (seasonally adjusted), up just 0.3% on the same period last year.[7]

[7] ***Claimant count unemployment*** is the narrowest definition of unemployment including only those adults who are claiming Job-Seekers' Allowance (JSA). Claimant count unemployment tends to be

The claimant count figures, which measure just the number of people claiming Jobseekers Allowance, are even lower at 1.6% or 48,000 claimants (August 08), but this total has been rising since April 2008 and has risen steeply by 4,400 in the last quarter:

Figure 9: Recent trends in the Claimant Count, February 08 to August 08



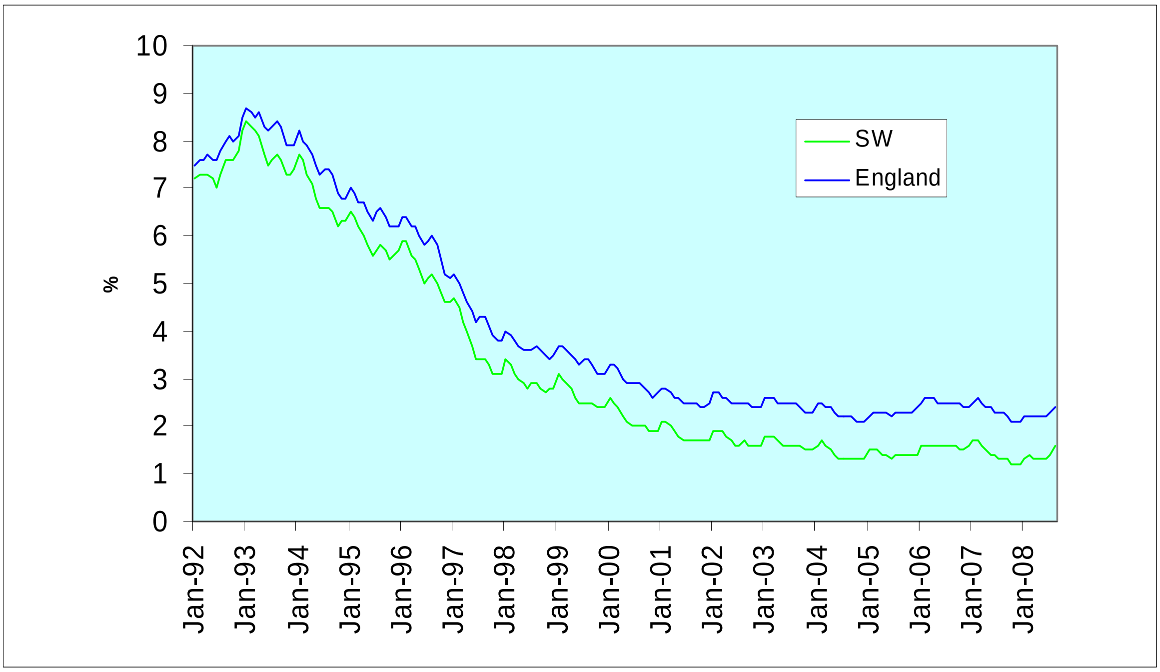
Source: ONS Claimant Count to August 08 (Unadjusted)

used for sub-regional level analysis of unemployment as it provides a more robust measure of unemployment (because the reliability of unemployment data from the LFS begins to break down below regional levels).

ILO unemployment**:** this measure is defined by the International Labour Organisation and is the standard national and international definition of unemployment. It includes all those who are not in work, want a job, have actively sought work in the previous 4 weeks and are available to start work within the next fortnight, or, out of work and have accepted a job which they are waiting to start in the next fortnight.

Despite these rises, on any measure, the numbers unemployed currently remain at very low levels:

Figure 10: Long term trends in the Claimant Count, 1992 - 2008



Source: ONS Claimant Count 1992 - August 08 (Unadjusted)

Insolvencies

As yet, the tightening conditions are not being translated into business failures. Latest statistics from the Government's Insolvency Service show that while the trend in company liquidations has crept up in the first quarter of this year (over half to two-thirds voluntary and the rest compulsory), they remain lower than a year earlier and are running some way below the levels seen in the early 2000s.

Again, it is perhaps too early to judge but clearly, company and individual insolvencies are likely to rise if the region heads into an economic downturn. While business insolvencies have remained fairly stable, personal insolvencies have risen steeply from around 2,300 nationally in 2002 to 13,300 in 2007. This partly reflects changing regulation on personal bankruptcy but it presents a particular problem for the region, which has high levels of indebtedness. Rising unemployment, rises in interest rates (including low fixed term lending rate offers expiring) and higher inflation could put many more households in the region at risk. Individual insolvencies are particularly high in several parts of the region – Plymouth and Torbay rank second and third in England which suggests that some areas are especially vulnerable to increases in unemployment.

As the South West Economic Review notes, the economic picture, then, is 'very mixed by business, by household and by place. Most directly affected to date are financial, property and construction markets and sectors reliant on 'commodity' type products and services. Knowledge or 'bespoke' suppliers are still fairing relatively well, as are, generally speaking, goods exporters and agriculture and some high-value services.

Spatially, the impact of the downturn is most noticeable in places close to (physically or economically) the Greater South East (the Bristol–Swindon zone and the Bournemouth and Poole conurbation). Cuts in government spending growth, especially on military-related equipment, are having or are expected to have particularly negative impacts on some South West locations (such as Plymouth and Yeovil) – offset to some degree by more Ministry of Defence jobs in Bristol. Finally, areas that achieved a lot of their recent growth from the second-home elements of the housing 'boom' - often in the more rural and/or coastal areas of the peninsula - are also slowing down quickly'[8].

Clearly, it will be important for policy-makers to watch labour market and business trends closely to assess the extent to which short-term shocks are impacting on the longer-term projections of growth and structural change.

[8] http://download.southwestrda.org.uk/file.asp?File=/other/quarterly-economic-reports/economicsreview13.pdf

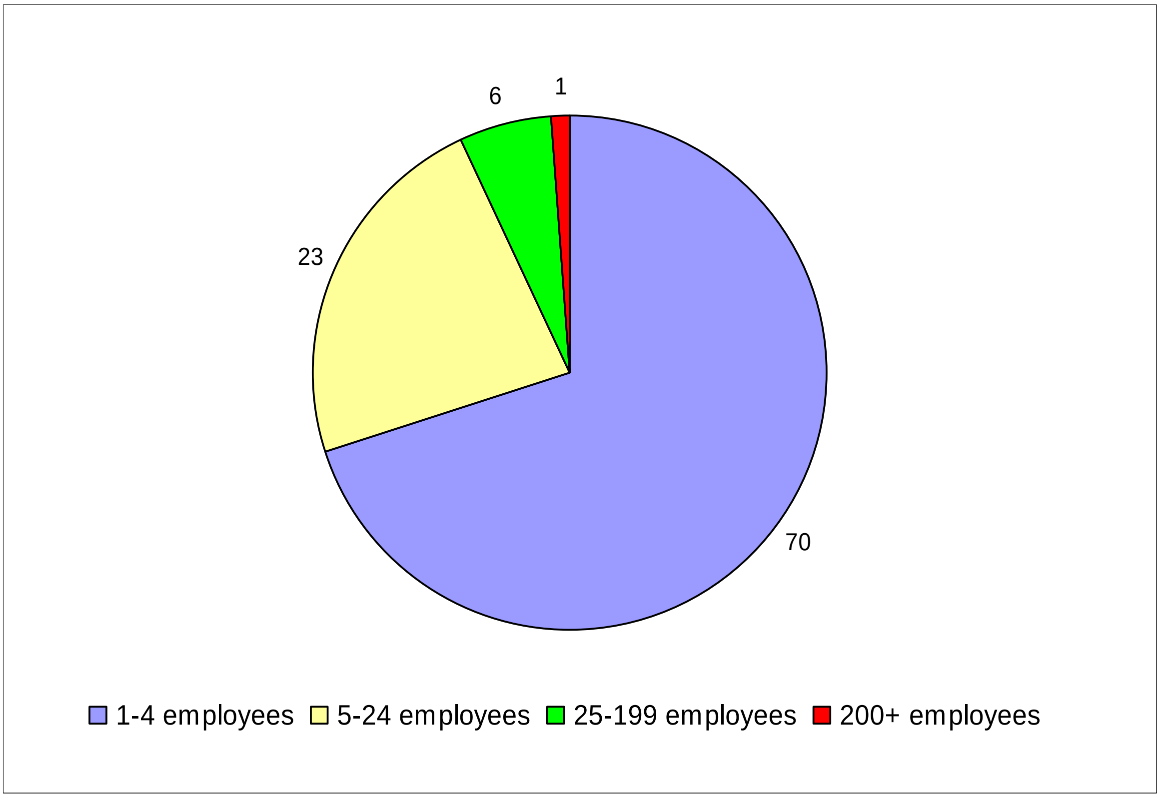
Business and enterprise

The Government has a central overall economic objective to raise the sustainable growth rate of the regions and to ensure that every locality in the UK performs to its full economic potential.

In the South West, the business base is made up of **215,100** establishments. The number of businesses has increased by 5% since 2004, in line with growth in the national economy.

In common with the UK, the economy is heavily dominated by micro workplaces (up to 4 employees) which account for 70% of employers locally (150,900 establishments). Small employers (5-24 employees) account for 23% of workplaces (49,440), medium-sized employers account for 6% of the business base (13,590) and the remaining 1% (1,200 establishments) have over 200 employees:

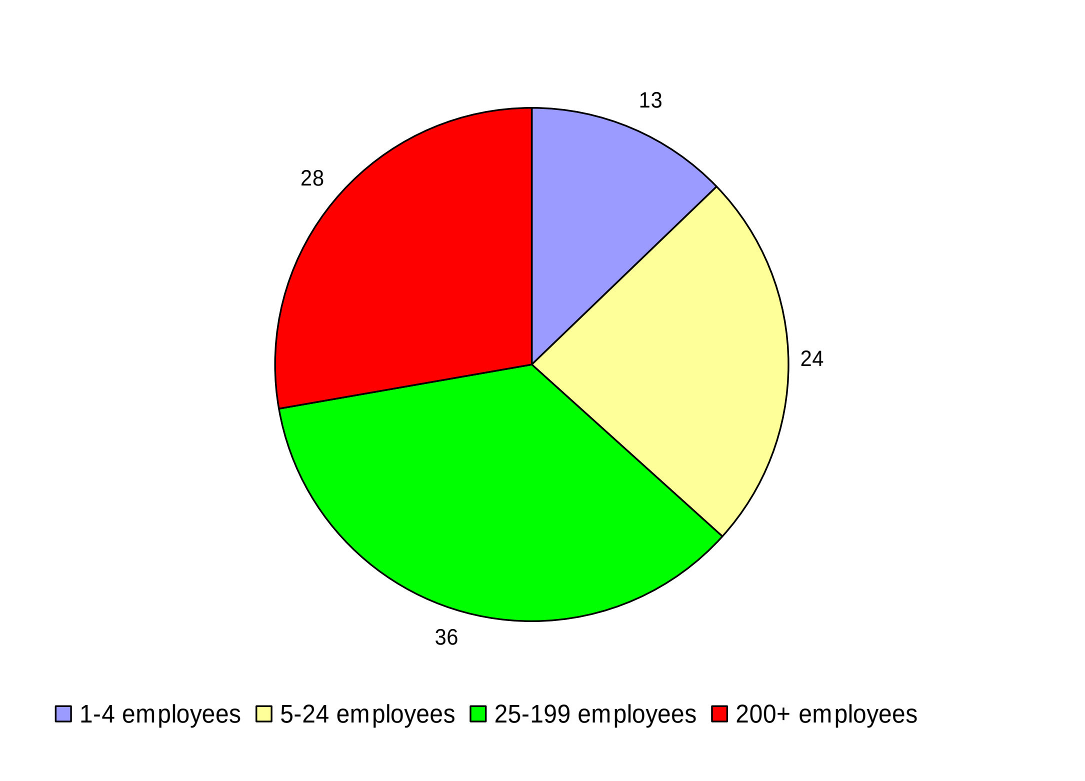
Figure 11: Proportion of employers by size-band in the South West.



Source: ONS ABI 2006

Although micro and small employers predominate in terms of the business base accounting for more than 9 out of 10 workplaces, they employ only 13% and 24% of the workforce respectively. Large employers which account for only 1% of establishments actually employ 28% of the workforce, emphasising the importance of the region's 1,200 major employers to workforce and skills development.

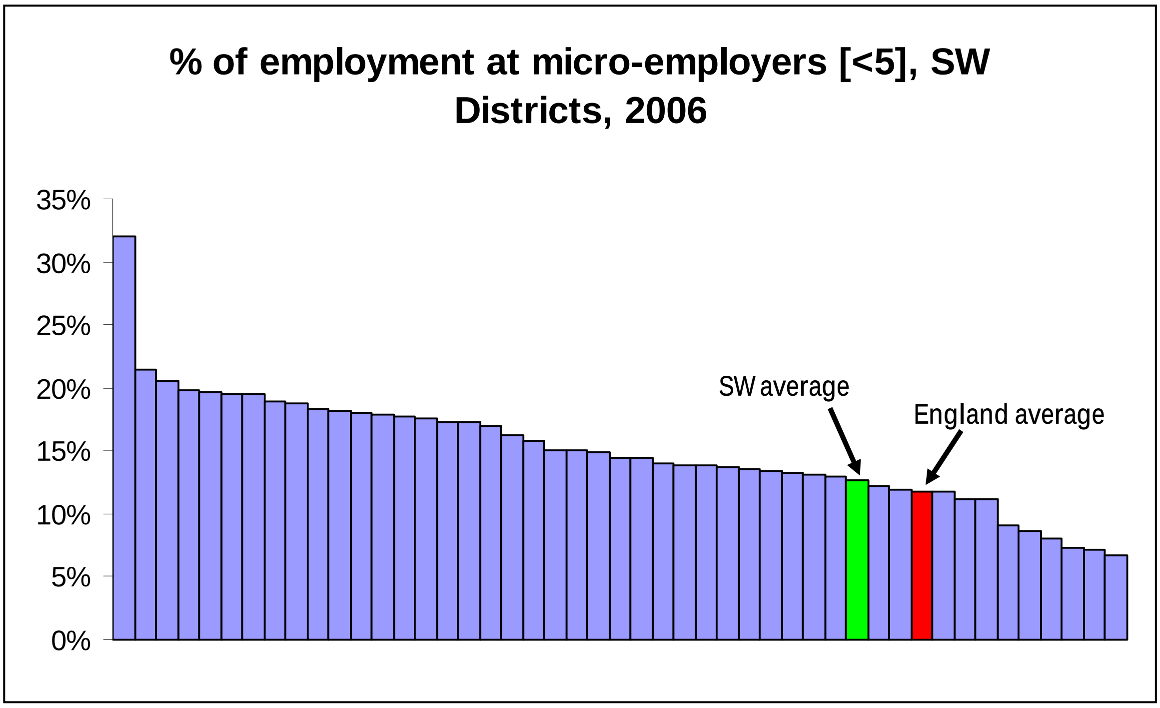
Figure 12: Proportion of employment by size-band in the South West.



Source: ONS ABI 2006

It should be noted however, that micro firms are more prevalent in the South West (13%) than nationally (12%), and within the region the majority of Local Authorities have proportions of micro businesses not just above the national average but also above the regional average. The significance of this is that smallest firms are those least likely to train and develop their staff. National figures from the National Employers Skills Survey 2007 show that 54% of micro employers trained one or more members of their staff in the past 12 months compared with 95% of the largest firms. Moreover, only 25% of micro firms were aware of Train to Gain and 2% involved in it, compared with 59% awareness and 23% involvement among large firms.

Figure 13: Proportion of employment by micro employers in the South West by Local Authority District.



Source: ONS ABI 2006

Note: Each unlabelled bar represents a lower tier Local Authority District in the South West

Rates of business formation

Rates of business formation serve as an indicator of the dynamism and general strength of the local entrepreneurial culture. New businesses are important to any economy, forming the 'seed' from which medium and larger firms can grow, through exploitation of new and expanding markets.

The density of businesses in relation to population is one measure of business dynamism. In 2007, there were 183,420 VAT registered businesses in the South West, a density of 44 businesses per 1000 of the adult population. This is a higher density that the UK average of 40 per 1000 adults and the fourth highest density of any region. In part, this is likely to reflect the industrial make-up of the economy and the relative importance of tourism and agriculture where businesses are smaller but more prevalent.

Regional growth rates in business formation have been increasing at an average rate of 2% per year since a low point in 2002.

The majority of growth has been accounted for by new business in property and business, construction and hotels and restaurants which has counter-balanced declines in the number of manufacturing and agriculture firms.

Since 2002 more than half of the local authority areas in the South West have seen their VAT registered business base grow at below the regional rate with a range of growth from 3% in Kerrier to 16% in Plymouth.[9]

Self employment

Another indication of entrepreneurship is the extent of self-employment in a local economy. Historically, self-employment has been important to the region's economy, particularly in the more rural south and west of the region because of the relatively high levels of self-employment amongst farmers and sub-contractors in the agricultural sector.

At present (2007), self-employment makes up approximately 14% of the workforce (336,300 people). Along with the Eastern region this is the highest rate of self-employment outside London where the rate reaches 15.6%.

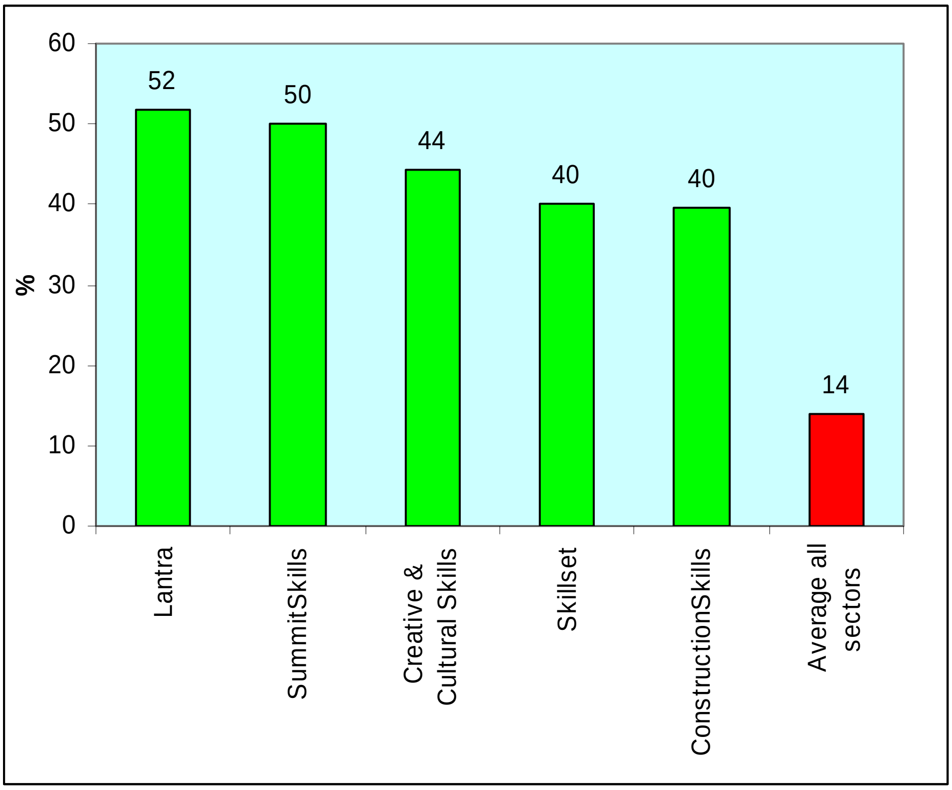
Around 7 out of 10 self-employed people (241,000) are male, equivalent to a male self-employment rate of 18.5%. 95,300 women are self-employed, a self-employment rate of 8.7%.

Trends in self-employment have stayed broadly static in recent years although the longer-term trend, in common with the national picture, is upwards.

Self-employment is a significant feature of some sectors where it accounts for 40% or more jobs:

[9] See: South West Observatory: South West Business Stock – VAT registrations and de-registrations http://www.southwestid.org.uk/download/4149492c16480240011681fe60db256f/VATR&D.pdf

Figure 14: Self- employment by selected sectors in the South West



Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Within the region, there are more than ten percentage points difference between rates of self-employment. In Plymouth (7.9%) the self-employment rate is almost half the regional rate. Low self-employment is also evident in Swindon (9.3%). Highest rates are to be found in Cornwall and the Isles of Scilly (18.7%) and Torbay (17.2%).

Productivity and regional competitiveness

Productivity is often used as an indicator of an economy's competitiveness and prosperity. On this measure, the UK lags behind France, Germany and the USA and as a result, Public Service Agreement targets have been set to improve comparative rates of productivity and to narrow the gap between different economies. For the South West this means raising its trend rate of growth measured in terms of Gross Value Added or GVA per head. At its simplest, GVA is the value of goods and services produced, minus the costs of inputs to produce them. It is not an ideal measure since GVA is measured on a workplace basis, but 'heads' are counted by residence which of course, can be affected by migration and commuting. For instance, the South West's relatively rapid population growth (driven largely by inward migration) has diluted the 'per head' measure in recent years despite relatively strong GVA growth.

In 2006, the South West economy was estimated to be worth **£90 billion**, equivalent to 9.3% of England's Gross Value Added (GVA) total and the fifth largest regional economy. Since 2001, output has grown at an annualised rate of 5.7%, somewhat above the national rate (5.4%) and one of the largest rises of any region.

Latest figures for regional productivity in terms of GVA show the South West to generate £17,467 per head. This is 8% below the English average of £19,082 but is the highest regional figure outside London, the South East and Eastern regions. London considerably skews overall national performance and if excluded, the South West's performance improves to within 2% of the national average.

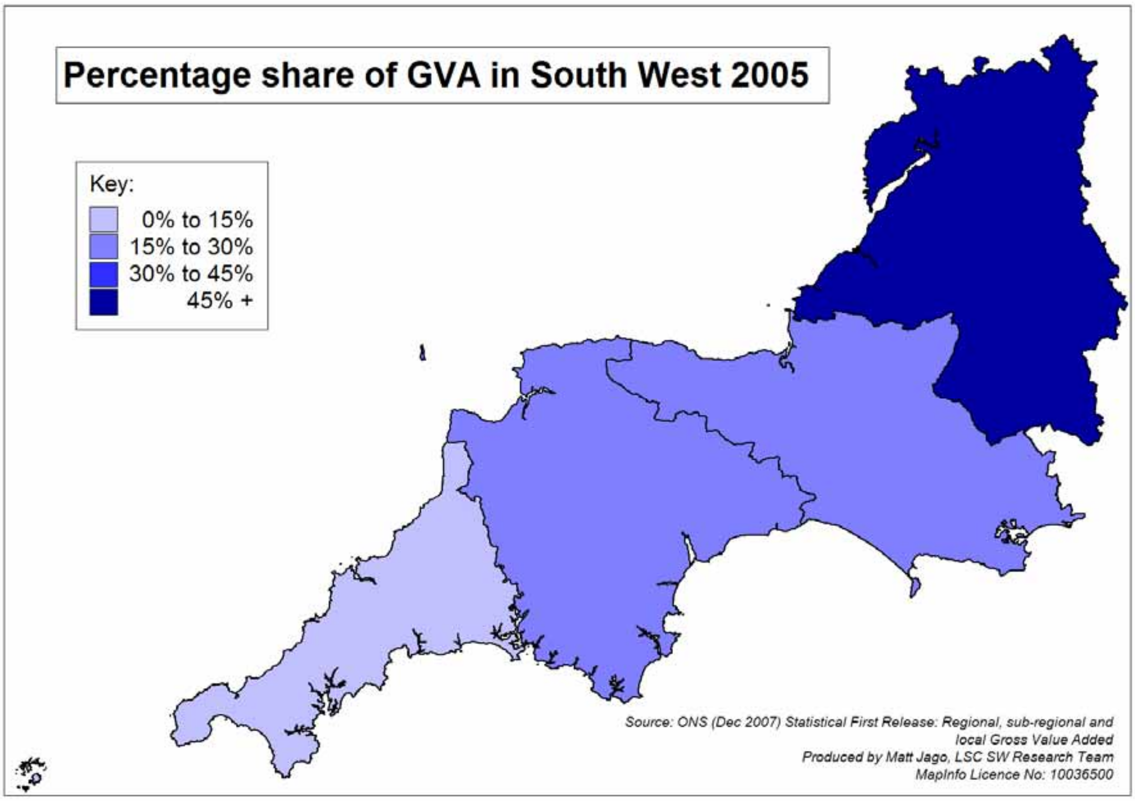
Local data for 2005 highlights the intra-regional disparities in productivity. Within the South West there are just four sub-regions above the English average and of these, Bristol and Swindon are the third and seventh most productive sub-regions in the country. In contrast, Torbay, Cornwall and the Isles of Scilly have the lowest rates of any sub-region, a not unexpected finding associated to a great extent by the effect of commuting from rural to urban areas:

Figure 15: GVA (£) per Head and per Head Index (England = 100) at Current Basic Prices, 2005

	GVA per head (£)	GVA per head index
England	**18,267**	**100**
South West	**16,688**	**91**
Swindon	27,354	150
City of Bristol	23,434	128
North and North East Somerset, South Gloucestershire	19,984	109
Gloucestershire	19,665	108
Bournemouth and Poole	17,378	95
Wiltshire	15,778	86
Plymouth	14,937	82
Somerset	14,826	81
Devon	13,944	76
Dorset	13,059	71
Cornwall and Isles of Scilly	11,510	63
Torbay	11,247	62

Source: South West Observatory: State of the Region South West 2008
http://www.swo.org.uk/SOTSW2008/index.html

The disparity in GVA by sub-region shows more starkly in relation to relative share of GVA, thus the economies of Gloucestershire, Wiltshire and North Somerset account for more than half of the South West's total GVA whereas Cornwall and the Isles of Scilly account for just 7%:



Of course, the divergence in economic prosperity is related to the nature of economic activity at the sub-regional level. The north and east of the region are relatively prosperous with Bristol and Swindon, in particular, attracting high value added industries such as financial and business services and advanced manufacturing. The less prosperous south west peninsula and rural economies are more dependent on tourism, and have suffered from structural decline in agriculture, fisheries, mining and defence.

Research into the productivity gap[10] undertaken on behalf of the Regional Development Agency indicated that the South West's relatively low productivity can largely explained by a combination of:

- Relatively low capital/labour ratios
- Weakness in both basic and high skills development and use
- Time-distance from key economic hubs.

By sector the largest contributors to the regional GVA total are Business services, (£11.3 million), Distribution and Retail (£10.2 million) and property and Retail Estate (£9.5 million). Each of the other sectors contributes less than 10% of the total.

[10] Boddy M, Hudson J, et al Universities of West England and Bath for the South West RDA, Meeting the Productivity Challenge, 2005

A comparison with GVA per full-time equivalent (FTE) worker in Britain is instructive and shows that in the majority of sectors productivity is below the national average. Other points to note are:

> Hotels and catering is the only service sector with above average productivity
> Productivity in the Business Services and Distribution and Retail sectors - the two largest contributors to the South West's GVA total - is 87.9% and 82.3% of the British average respectively
> Productivity is relatively high in the small-scale Textiles sector
> Lowest productivity is in the small scale Extraction and Chemicals and nuclear fuel sectors.

Figure 16: GVA (£)) at Current Basic Prices 2005 and per FTE worker Indexed to 100

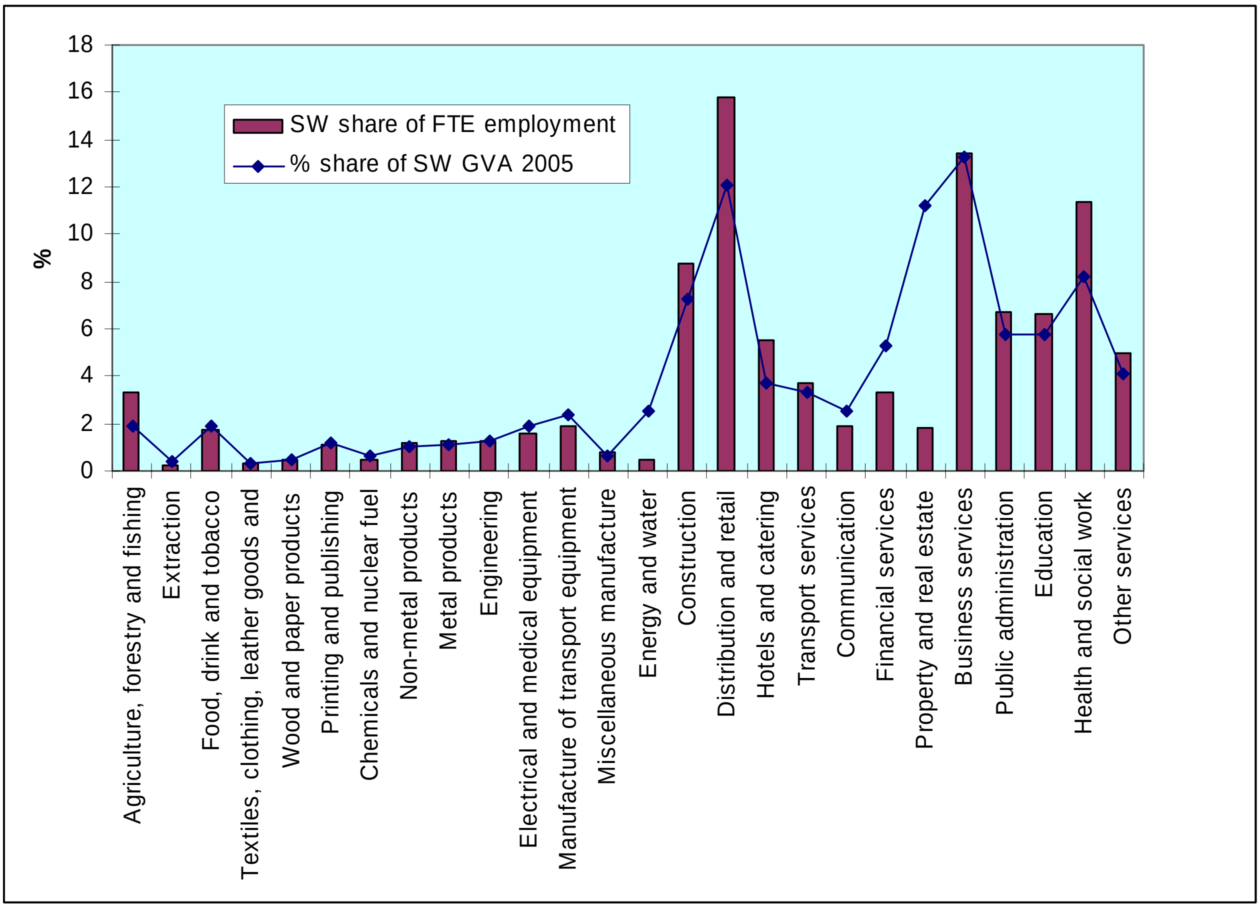
Industry Name	GVA (including FSIM) £m, Current Prices, 2005	% share of SW GVA 2005	SW GVA per FTE worker Index GB=100 (2005)
Agriculture, forestry and fishing	1,576	1.9	108
Extraction	328	0.4	19.9
Food, drink and tobacco	1,628	1.9	94.2
Textiles, clothing, leather goods and footwear	238	0.3	114.6
Wood and paper products	404	0.5	113.9
Printing and publishing	983	1.2	81.3
Chemicals and nuclear fuel	482	0.6	64.3
Non-metal products	848	1	90.9
Metal products	914	1.1	98.1
Engineering	1,069	1.3	106.6
Electrical and medical equipment	1,606	1.9	114.8
Manufacture of transport equipment	2,053	2.4	105.0
Miscellaneous manufacture	522	0.6	99.1
Energy and water	2,089	2.5	107.9
Construction	6,165	7.3	88.1
Distribution and retail	10,220	12.1	82.3
Hotels and catering	3,133	3.7	102
Transport services	2,826	3.3	85.5
Communication	2,098	2.5	76.4
Financial services	4,501	5.3	82.1
Property and real estate	9,463	11.2	98.1
Business services	11,285	13.3	87.9
Public administration	4,913	5.8	91.2
Education	4,879	5.8	91.5
Health and social work	6,932	8.2	98.3
Other services	3,510	4.1	81.1
TOTAL	**84,664**	**100**	**87.4**

Source: Copyright Data Economic Systems Consultancy & Research and the South West Regional Development Agency.

In most cases, the share of GVA is similar to the share of employment with a number of notable exceptions.

> Financial Services, Property and Real Estate (and to a lesser extent Energy and Water and Communications) are small in employment terms but contribute significantly to the region's competitiveness.
> On the other hand, key sectors such as Distribution and Retail and Health and Social Work which are significant in terms of employment are under-represented in their contribution to GVA:

Figure 17: GVA (£) at Current Basic Prices 2005 compared with share of FTE employment by sector



Source: Adapted from Economic Systems Consultancy & Research and the South West Regional Development Agency.

Costs of labour

The cost of labour is another important factor in the make-up of a competitive economy. Median earnings (i.e. the midpoint in the range) are the best indicator for measuring labour cost as they are not skewed so much by extreme values. Latest available figures from Annual Survey of Hours and Earnings 2007 put median gross weekly earnings in the South West at £349.20. This is a mid-range position and below the UK median of £374.90, which of course, is boosted by London salaries.

As in the UK, men earn around 65% more than women.

Full-time workers earn more than part time workers but in the South West part- time median weekly wages are above the national average:

Figure 18: Median gross weekly earnings South West and UK compared

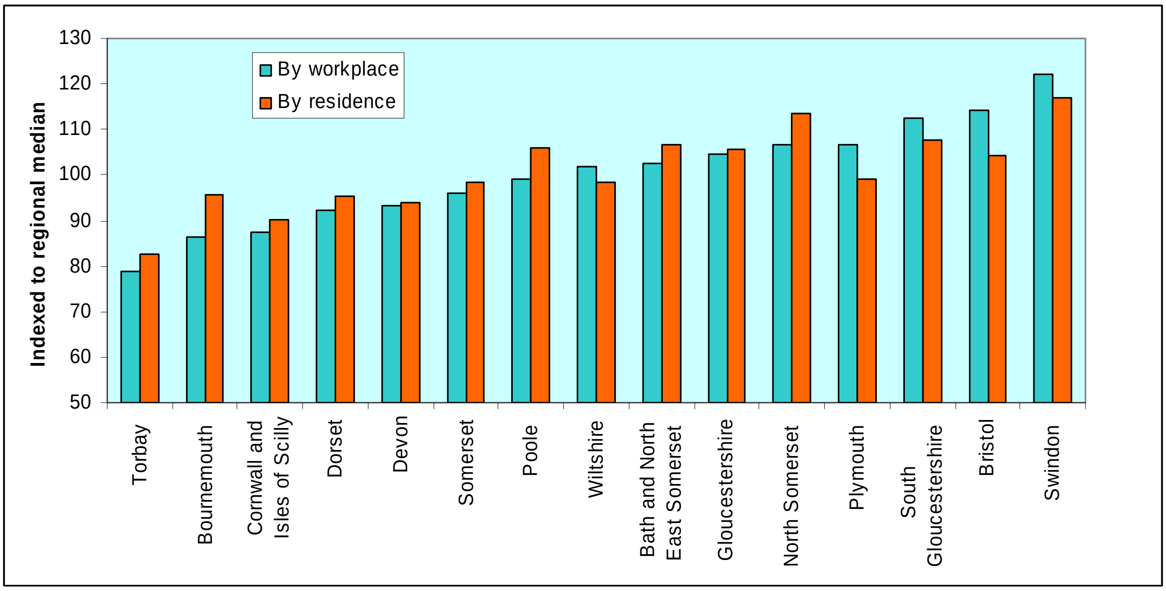
	South West (£)	UK (£)	SW as % of UK
Male	441.4	464.5	95%
Female	267.0	287.5	93%
Full-time	427.8	456.7	94%
Part-time	144.7	143.9	100.6%

Source: ONS Annual Survey of Hours and Earnings 2007

Earnings can be measured by workplace or residence, the difference being that by place of work, wages are highest in the north of the region and in the cities of Swindon, Bristol and Plymouth, whereas Local Authority areas in the south and west such as Torbay, Bournemouth and Cornwall and the Isles of Scilly have lower wages reflecting more seasonal work and the lower availability of higher skilled employment. By residence, wages in the cities tend to fall relatively, with the commuter belts around them, such as Bath and North East Somerset gaining.

Swindon, South Gloucestershire and North Somerset also have some of the highest employment rates in the region and employers are likely to have to compete for labour in those locations which in turn is reflected in higher than average wages:

Figure 19: Median gross weekly earnings by UA/County by place of work and residence indexed to the regional median



Source: ONS Annual Survey of Hours and Earnings 2007

People living and working in some of the more rural and peripheral counties of the region have some of the lowest rates of pay, which coupled with high house prices and second homes means that rural poverty is a real issue. Research published by the Commission for Rural Communities showed that more than half of its eleven ‘high pressure housing’ hotspots were in the South West.

Figure 20: England's 11 high-pressure housing districts – 6 in SW

	% of cash house purchases, 2005	% of households on low incomes [England average = 25%]	% of houses owned as 2nd homes, 2005/6	Average internal migration per 10,000 people, 2001/5	Population change 1981-05, per 10,000 people
South Shropshire	48	29	3	116	2,111
East Devon	44	29	4	157	1,856
East Lindsey	41	35	3	167	2,654
North Cornwall	40	32	10	155	2,578
Torridge	39	34	4	191	2,542
Eden	38	27	6	105	2,024
Tendring	37	33	3	154	2,158
Arun	35	27	2	151	1,947
Caradon	33	28	5	111	1,880
Teignbridge	31	28	2	108	2,587
Restormel	29	33	4	152	2,444

Source: Commission for Rural Communities

By occupation, workers in the South West earn less than the national average in each main occupational category, but the gap is greatest at the higher end of the scale where employers are unable to compete with London in terms of wages offered and where employees are prepared to sacrifice income for the improved quality of life that the region offers. As can be seen for Sales and customer services, Process plant and machine operatives and Elementary occupations the difference is far less significant.

In the past 12 months average earnings in the South West have increased by 3.5% - faster than the UK rate of 3.3%, indicating strong growth and a 'tight' labour market. Above average wage inflation is evident for Sales staff (twice the national average) and Associate professional occupations (4.3% compared to 2.7%). In contrast, the annual change in earnings among those in Skilled trades and Personal service occupations is low.

Figure 21: Median Gross Weekly pay by occupation; South West and UK compared

	SW	UK	Difference (£)	Annual % Change to median 06/07 SW	Annual % Change to median 06/07 England (%)
Managers and senior officials	590.4	647.8	57.4	3.3	3.5
Professional occupations	590.0	618.9	28.9	3.6	2.3
Associate prof & tech occupations	433.0	474.0	41.0	4.3	2.7
Administrative and secretarial occupations	280.8	298.0	17.2	4.0	3.7
Skilled trades occupations	401.9	414.7	12.8	0.5	2.2
Personal service occupations	200.7	224.6	23.9	-0.7	3.0
Sales and customer service occupations	164.0	173.2	9.2	5.5	2.6
Process, plant and machine operatives	372.2	381.5	9.3	3.6	2.8
Elementary occupations	213.1	216.6	3.5	6.7	6.0

Source: ONS Annual Survey of Hours and Earnings 2007

By industry, there is little significant difference in median gross weekly wages between the region and the UK in Agriculture, Manufacturing, Hotels and Restaurants and Public Administration - in the latter case, of course, wages are largely nationally negotiated. The greatest difference is in Financial Intermediation where the strength of the City of London is evident in the national figures. This highlights the difficulty local financial service employers traditionally face in competing for the most highly skilled workers.

Figure 22: Median Gross Weekly pay by industry; South West and UK compared

	SW	UK	Difference (£)
Agriculture	300.0	315.0	15.0
Manufacturing	436.8	443.8	7.0
Electricity, gas and water supply	652.5	547.7	-104.8
Construction	439.1	472.9	33.8
Retail and wholesale	252.6	273.8	21.2
Hotels and restaurants	193.3	198.8	5.5
Transport and communications	416.0	440.8	24.8
Financial intermediation	409.2	488.9	79.7
Real estate, business services	396.1	421.6	25.5
Public administration	449.8	450.6	0.8
Other services	285.6	315.1	29.5

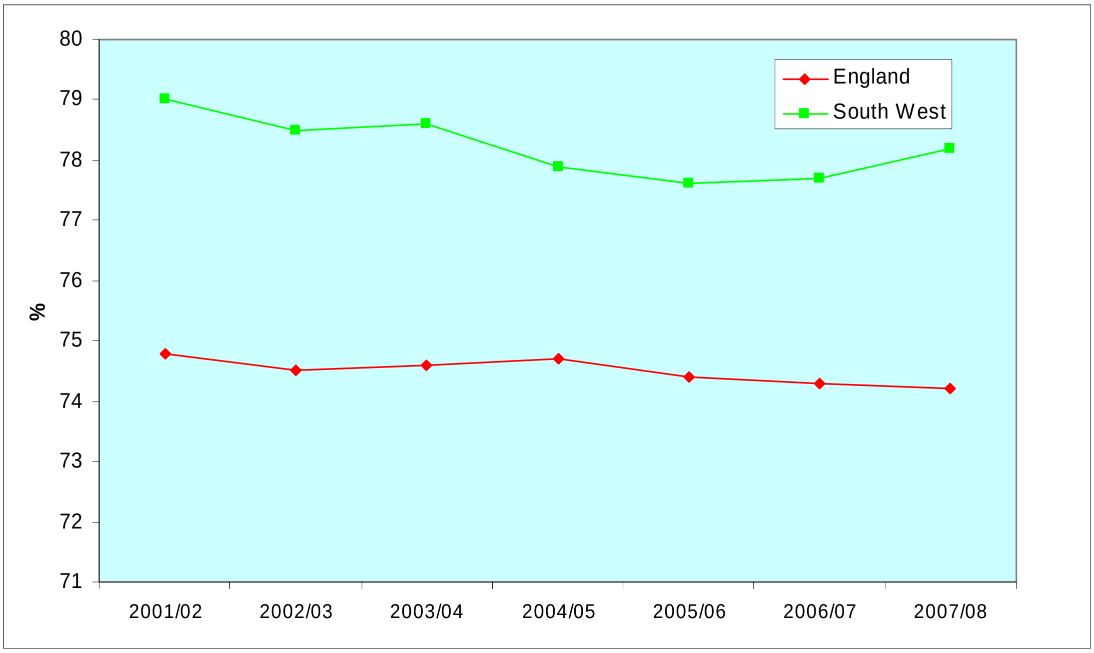
Source: ONS Annual Survey of Hours and Earnings 2007

Labour supply

Currently, **2.4 million** people are in work in the South West region, an employment rate of **78.2%** at December 2007 compared with a national rate of 74.4%.

Since 2000 employment rates have remained at high levels, rising to their highest level in 2001/02 before falling back a little to 2005/06, since when – at least in the region – they have begun to rise again. During this time, the employment rate in the South West has risen faster and fallen further than the national rate but has remained three to four percentage points higher than the England rate throughout the period. Contrary to national trends the employment rate in the South West rose in 2007 by 0.5%.

Figure 23: Trends in the employment rate 2001- 2007: South West and England compared



Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

One of the factors contributing to the South West's high employment rate is the high employment rate of women in the region, which at 74.0% is 4.6% higher than the national average and the highest female employment rate in England. This is likely to reflect the high rates of part time working in the region in comparison with other parts of the country.

Overall, a greater proportion of people work in each age band in the South West than average.

Employment rates vary by age group in a similar fashion to the national pattern, rising with age up to 49 and declining thereafter. With the government committed to achieving an 80% employment rate among the working age population and raising expectations that as people live longer they should expect to work longer, a key focus for action will be the 50 to retirement age group which has an employment rate

10% below that of the 35-49 year olds, largely as a result of early retirement. Far more people from this cohort will need to be encouraged to remain in employment if the 80% target is to be reached.

Figure 24: The employment rate by age-band: South West and England compared

	South West No.	South West %	England %
Employment rate - 16-19	144,400	54.6	42.9
Employment rate - 20-24	221,300	71.4	68.1
Employment rate - 25-34	479,100	84.3	80.0
Employment rate - 35-49	931,200	85.2	82.1
Employment rate - 50-retirement age	618,400	74.9	71.9
Employment rate - over retirement age	130,500	11.9	11.4

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

For both men and women, the most striking feature of comparisons with the national average are the high proportion of 16-19 year olds who are in employment which is more than 10 percentage points high than nationally. It might be speculated that this reflects the availability of part-time jobs which are accessed by the student population.

At present around 1 in 8 of the workforce works beyond their official retirement age, a proportion which is likely to rise in the future as new legislation to outlaw age discrimination comes in to effect.

Figure 25: The employment rate by age-band and gender: South West and England compared

Males	**South West Nos.**	**South West %**	**England %**
16-19	74,200	54.4	41.6
20-24	118,500	74.0	71.8
25-34	259,900	91.0	88.4
35-49	480,100	90.0	88.9
50 to retirement age	368,100	75.6	73.1
Over retirement age	45,200	11.0	10.0
Females			
16-19	70,100	54.9	44.4
20-24	102,800	68.6	64.3
25-34	219,200	77.4	71.7
35-49	451,100	80.7	75.4
50 to retirement age	250,300	73.8	70.0
Over retirement age	85,200	12.5	12.2

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright

Occupational structure

As may be expected from the broad similarity of the industrial structure to that of England's, the occupational distribution of jobs is very close to the national average.

Over 4 out of 10 jobs (43%) are in the higher skilled categories of Managers, Professionals and Associate professionals. 1 in 8 jobs is in unskilled elementary work.

Figure 26: Occupational structure of the workforce; South West and England compared

	Numbers SW	SW %	England %
Managers	378,239	15.9	15.8
Professional occupations	284,493	12.0	13.2
Associate Professional and Technical	346,690	14.6	14.9
Administrative and Secretarial	271,627	11.4	11.3
Skilled Trades Occupations	293,343	12.3	10.8
Personal Service Occupations	196,623	8.3	7.8
Sales and Customer Service Occupations	182,389	7.7	7.6
Process, Plant and Machine Operatives	145,527	6.1	7.2
Elementary Occupations	278,879	11.7	11.5
Total	**2,377,810**	**100**	**100**

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Trends in workforce composition

The changing industrial structure continues to impact on the occupational mix of the workforce and trends show increases in high-level occupations while skilled trades, operatives and elementary jobs have made up a declining share of the total. As a consequence, detailed assessments of the skills required to undertake most jobs suggest that more jobs now need more training and more learning time as well as higher levels of formal qualifications and generic skills.

Such trends are apparent even in the short-term and data for the region show that jobs growth has been most significant at the higher skilled end of the occupational spectrum – particularly Associate professionals, Professionals and Managers[11]. Falls have been confined to Sales and customer service occupations, semi skilled work in plant and machine operative jobs, (typically drivers, fork lift truck operators and assembly line work), with a more modest fall in Administrative occupations:

11 Managers include Chief Executives and owner managers; Professionals normally hold a professional qualification in e.g. engineering, law, teaching, medicine, architecture etc; Associate professionals include Laboratory technicians, nurses, journalists, legal associates and IT technicians. See also: *www.ons.gov.uk/about-statistics/classifications/current/SOC2000/about-soc2000/index.html* -

Figure 27: Trends in employment by occupation 2004-2007

	Numbers	Numbers	Change 04-07 (Nos)	Change 04-07 (%)
Managers and senior officials	358,900	393,600	34,700	9.7
Professional occupations	283,800	314,700	30,900	10.9
Associate prof & tech occupations	310,600	369,900	59,300	19.1
Administrative and secretarial occupations	295,000	292,800	-2,200	-0.7
Skilled trades occupations	299,600	302,400	2,800	0.9
Personal service occupations	202,200	209,800	7,600	3.8
Sales and customer service occupations	202,100	185,200	-16,900	-8.4
Process, plant and machine operatives	167,800	163,000	-4,800	-2.9
Elementary occupations	287,600	287,900	300	0.1

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

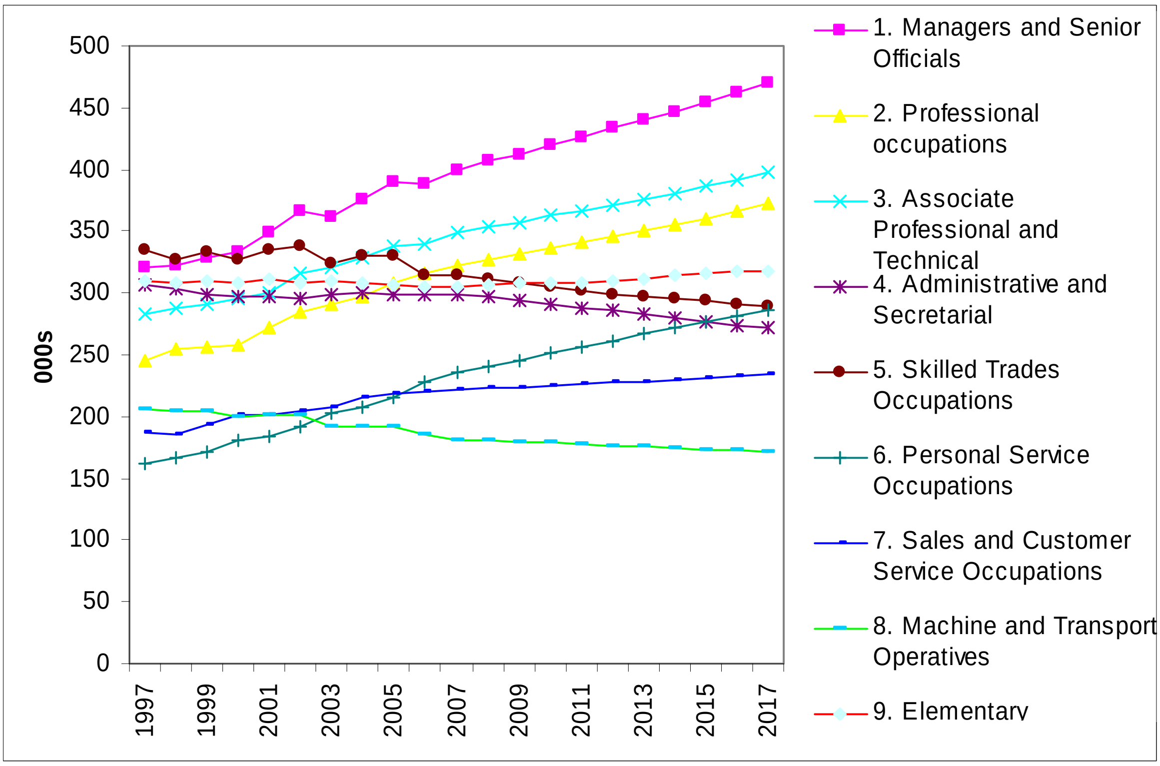
Occupational structure: looking ahead

Employment projections prepared by Warwick Institute for Employment Research and Cambridge Econometrics (Working Futures 3) indicate that jobs are likely to grow by 6.5% to 2017, but with gains and losses in different occupations.

Broadly, a continuation of long-term trends means continued growth in Managerial, Professional and Associate Professional roles and a decline in demand for Administrative and Secretarial staff and Skilled trades. Not all growth will be confined to higher level occupations and significant growth is expected in Personal service occupations (containing jobs such as security guards, nursery nurses, and hairdressers).

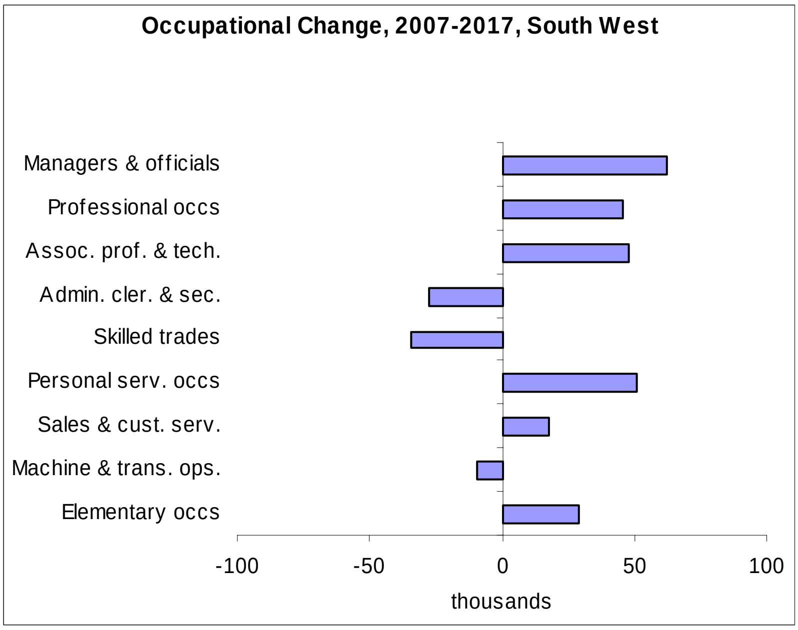
Trends from 1997 together with projections for the next 10 years show this graphically:

Figure 28: Trends and forecasts of the occupational structure of the workforce 1997-2017



Source: Working Futures 2007-2017 (2008), LSC/IER/CE, electronic resource.

Figure 29: Projections of occupational change 2007 - 2017



Source: Working Futures 2007-2017 (2008), LSC/IER/CE, electronic resource.

Notwithstanding these projections of growth and decline, most recruitment is carried out to replace leavers (leaving through retirement, job change etc) rather than to increase the size of the workforce. Therefore, **replacement** demand is much greater than that caused by occupational expansion. It is important to understand that because of this, there will be still be a demand for manual jobs at the skilled and intermediate level, requiring a flow of qualified labour over the next decade. This will be the case even if – as in the case of skilled trades – absolute numbers in an occupation are declining:

Figure 30: Projections of occupational change and the impact of replacement demand 2007 - 2017

	2007	2017	Net Change	Replacement	Total Requirement
1. Managers and Senior Officials	399.0	469.4	**70.4**	146.1	**216.4**
2. Professional occupations	322.3	372.4	**50.1**	120.2	**170.3**
3. Associate Professional and Technical	348.9	397.4	**48.5**	121.4	**170.0**
4. Administrative and Secretarial	299.3	271.4	**-27.8**	124.7	**96.9**
5. Skilled Trades Occupations	315.0	289.0	**-26.0**	103.5	**77.5**
6. Personal Service Occupations	235.5	286.7	**51.2**	95.1	**146.3**
7. Sales and Customer Service Occupations	221.5	233.7	**12.3**	78.6	**90.8**
8. Machine and Transport Operatives	180.8	171.4	**-9.4**	64.5	**55.0**
9. Elementary Occupations	304.9	318.1	**13.2**	112.8	**126.1**
	2627.1	2809.5	**182.4**	966.9	**1149.3**

Source: Working Futures 2007-2017 (2008), LSC/IER/CE, electronic resource.

Male/female employment

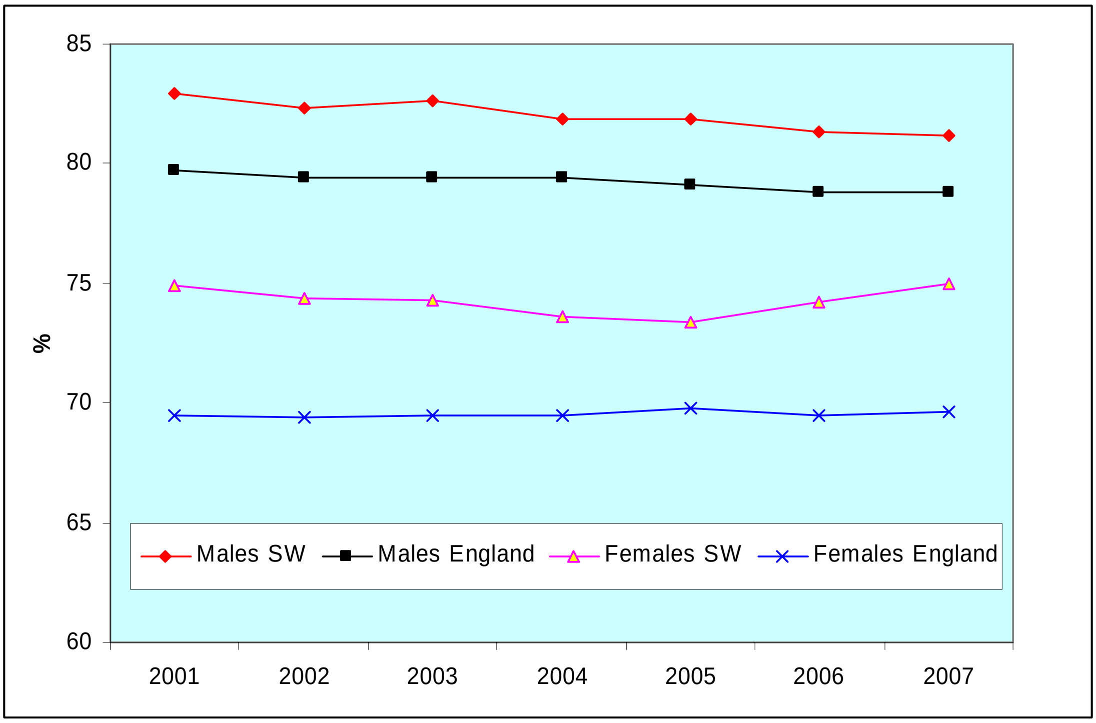
At present there are an estimated 1.4 million working men (53%) and 1.2 million working women (47%) in the region.

The impact of job gains and losses in different industries has had very different impacts on the employment of men and women through time. Since the early 1980s, and adjusting for the economic cycle, the female rate has continued its longer-term upward trend, while the male rate has at best arrested it longer term downward trend. These different participation rates are in part explained by changing participation (female economic activity has been on a broadly upward trend while the male activity rate has been falling), but also by lower unemployment rates for women, especially since 1990. Other factors include the continued relative decline of manufacturing (which disproportionately employs men) and the expansion of the service sector, an increase in flexible working and improved female educational attainment.

The South West is no exception to these broader trends and the employment of women in the workforce has been rising steadily through time. Currently the region has the highest female employment rate in England which at 74.0% is 4.6% higher than the national average.

Moreover, while the male rate of employment in the region has fallen by 0.7% in the last three years the female rate has held up and is now 1.6% higher than it was in 2005.

Figure 31: Trends in the employment rates of men and women: South West and England compared



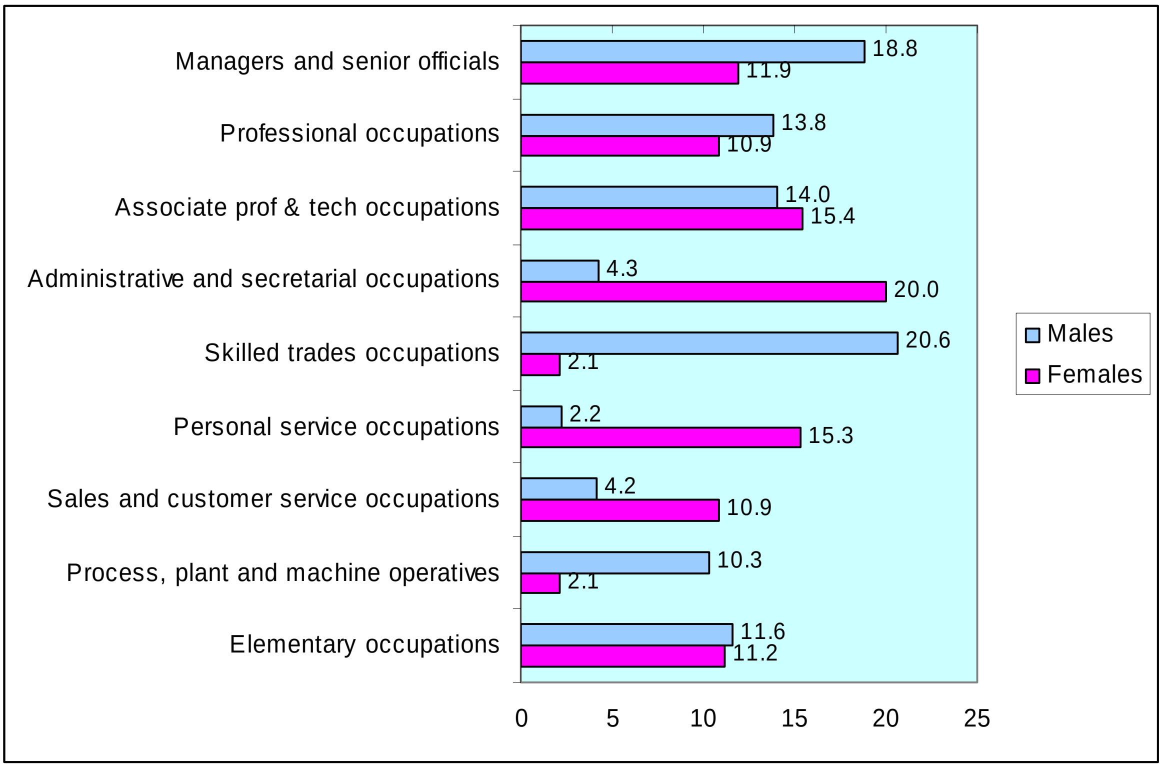
Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

By sector there are wide variations in the type of industry in which men and women are employed:

- ConstructionSkills is the most male-dominated and men make up 90% of its workforce. Others with especially high proportions include Energy and Utility Skills (83%), Semta (82%) Proskills UK (77%) and Skills for Logistics (77%)
- In contrast, all the service sector SSCs have predominantly female workforces.
- SSCs where women particularly pre-dominate include Skills for Care and Development (86%), Skills for Health (80%) and Skillsmart Retail (62%).
- Numerically, the largest numbers of men (216,872) are employed by employers covered by Construction Skills which accounts for 17% of all men's jobs. This is followed by Semta which employs 125,368 men, making up a further 10% of all male employment.
- 23% of women are employed in sectors not covered by any Sector Skills Council. Of the jobs covered by Sector Skills Councils, Skillsmart Retail accounts for the greatest number of women's jobs (156,891 or 14%) with health-related work accounting for a further 12% in Skills for Health (133,602 jobs) and 9% in Skills for Care and Development (97,533).

Men and women also have very different occupational structures reflecting the traditional associations between gender and type of work. Men dominate the Managerial, Professional, Skilled trades and Process, plant and machinery occupational categories. Women on the other hand, are most likely to be employed in Administrative and secretarial jobs, Personal Service occupations, Associate professional jobs and Sales and customer service occupations.

Figure 32: Occupational structure of men and women in the workforce.



Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Forecasts of gains and losses in different occupational categories affect the genders differently but the overall impact of the employment projections is for an increase in male jobs of 7% (98,000) to 2017 and an increase in female jobs of 6.5%.

Full time and part time employment

As might be expected from the high employment rate of women in the South West, part-time work is more prevalent in the region (28% of all jobs) than nationally (24%). The flexibility offered by part-time work and its prevalence are considered to be factors in the high employment rates of the region. On the downside, it has been cited as contributory factor in the regions' productivity gap with London and the Greater South East.[12]

Although part-time working has been on a long-term rising trend, more recent figures since the turn of the century show the rate to have remained broadly stable, fluctuating between 26% and 28% in the last seven years.

Most part time jobs are taken by women and whereas 47% of women work part time in the region only 11% of men do so:

[12] South West Observatory (2008) State of the South West 2008 available at http://www.swo.org.uk/observatory/links-1/state/state-of-the-south-w-1.shtm

Figure 33: Full and part-time employment

Employment status	Numbers	% of employment
Male full-time	1,153,200	89%
Male part-time	147,700	11%
All males	**1,300,900**	**100%**
Female full-time	577,500	53%
Female part-time	515,500	47%
All females	**1,093,000**	**100%**
All full-time	1,730,700	72%
All part-time	663,200	28%
All employment	**2,393,900**	**100%**

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Within the region, the split between full and part-time employment is perhaps less significant than might be expected. Swindon has the highest proportion of full time work (78.2%) followed by Bristol (75.2%). Part time working is most prevalent in Torbay where it accounts for 32.1% of jobs and in Dorset where 30.5% of jobs are part time.

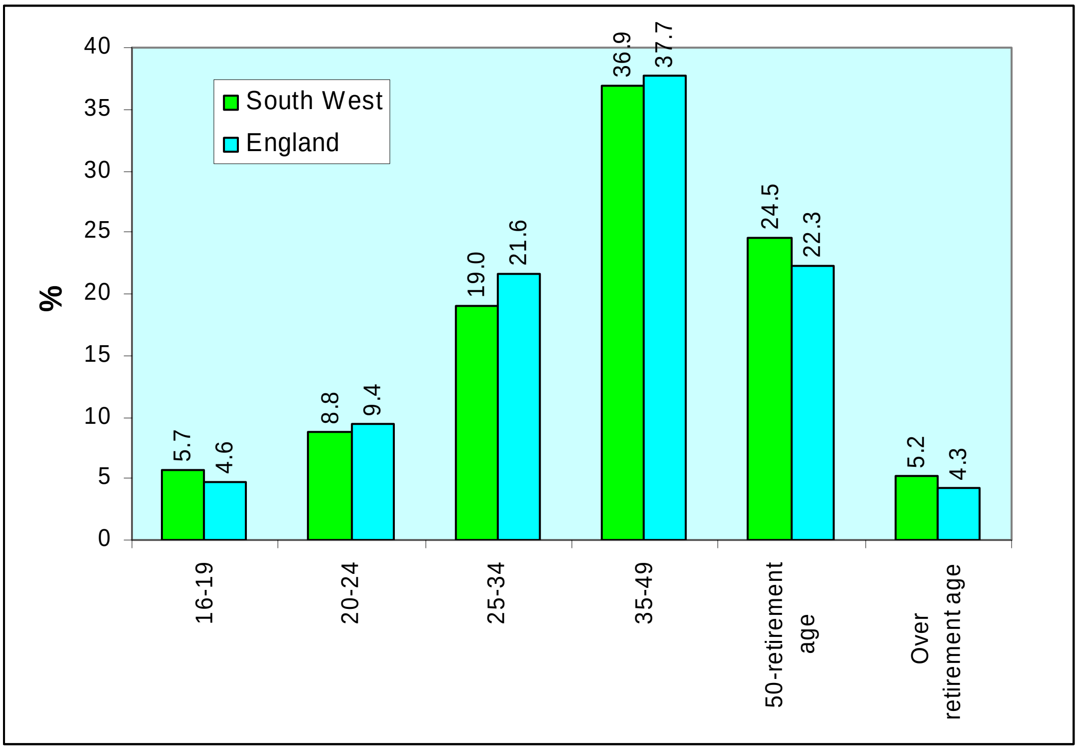
By sector, fewest opportunities for part-time work are in Energy and utility skills (5%) Cogent (7%) Semta (7%) and Skills for Logistics (9%). In each of these sectors men account for 2 out of 3 of the workforce.

Part-time work is most common in the health, care and tourism sectors where it accounts for 47% of jobs in Skills for Care and Development, 45% in People 1st and 42% in Skills for Health.

Groups within the labour force: The age of the workforce

The South West's workforce is older than average and in comparison with the country as a whole, the workforce in the South West is made up of smaller proportions of people in the prime working age categories of 24-49 and has more people over 50:

Figure 34: Age of the South West / England workforce



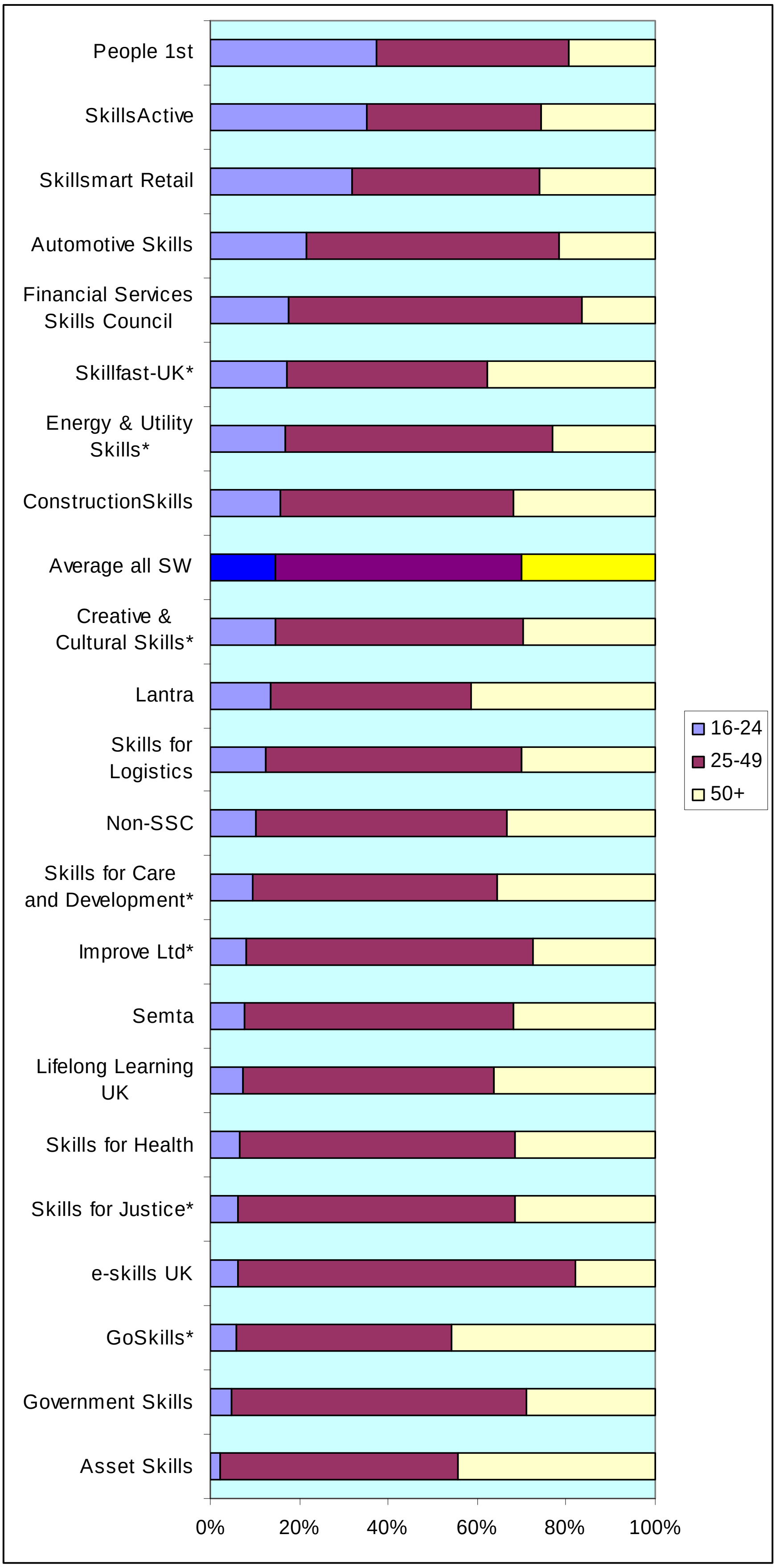
Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Looking ahead, forecasts suggest that the population in the South West will increase by 1.1% per annum between 2006-2016, largely driven by inward migration. The overall effect of these forecasts will be an increase of 548,000 people. However, within this overall picture of growth there will be considerable projected change in the age profile of the workforce with significant implications for employers' skills needs. Broadly, the workforce is ageing, with a reduction in the number of available younger workers (who are projected to be down by 22,900 or 7% over the next 10 years) and a rise in the proportion of the population who are of retirement age (up 263,500 or 24%). From the perspective of the local labour market, the significance of these forecasts is that to an increasing extent, employers will need to meet their recruitment needs from older workers.

By sector this will be especially important in People 1st, SkillsActive and Skillsmart Retail where young people make up around one third of the workforce.

At the other end of the spectrum, some sectors will face particular issues in attracting sufficient young people to replace the large numbers of employees heading for retirement. In Asset Skills (44.5%), GoSkills (45.7%) and Lantra (41.5%) more than 4 in 10 employees are aged over 50:

Figure 35: Age of the South West workforce by Sector



* Sample bases below 100: Note: some sectors with < 50 sample bases excluded

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Groups within the labour force: migrant workers

Evidence from research conducted by the South West Regional Observatory[13] shows that the proportion of the region's working age population who are not UK nationals is rising quickly, but at 3.8% of the total, remains one of the lowest in England. In 2006 there were around 85,700 non-UK nationals working in the South West, an increase of 35% from two years earlier.

There were nearly 42,000 new National Insurance Number (NINo) registrations in the region in 2006/07, almost double the number of two years before. Within the region, Bristol is the most popular location for new migrants, accounting for 17.6% of all new NINo (National Insurance Number) registrations.

The expansion of the EU has played a significant role in the growth of migrant workers, with numbers of registrants from the A8 countries accounting for 55% of the total in 2006/07, up from 29% in 2004/05.

With 45% of migrant workers to the South West coming from outside the EU, local employers are likely not just to be affected by a fall in the number of young people coming through, but to experience a further squeeze on recruitment from the shake-up of the immigration system and the introduction of a new points based system later this year. The new system is designed to secure skilled immigration rather than unskilled labour and to fill vacancies where occupations are currently experiencing shortages and there is little prospect of eliminating the shortages in the near future. The recommended shortage occupation list will see the number of individual positions open to migrants from outside the EU reduced by 30%. Currently, the majority of migrant workers in the region tend to be found in low-paid and low-skilled occupations, most commonly as process operatives, kitchen and catering assistants, cleaners, care assistants and farm workers none of which occupations feature on the list of proposed 'approved occupations'. The report from the Migration Advisory Committee[14] recommends that sectors should develop training strategies and look beyond migration for new recruits, to support workforce upskilling and ensure that Britain remains a global leader in skills.

Groups within the labour force: ethnicity

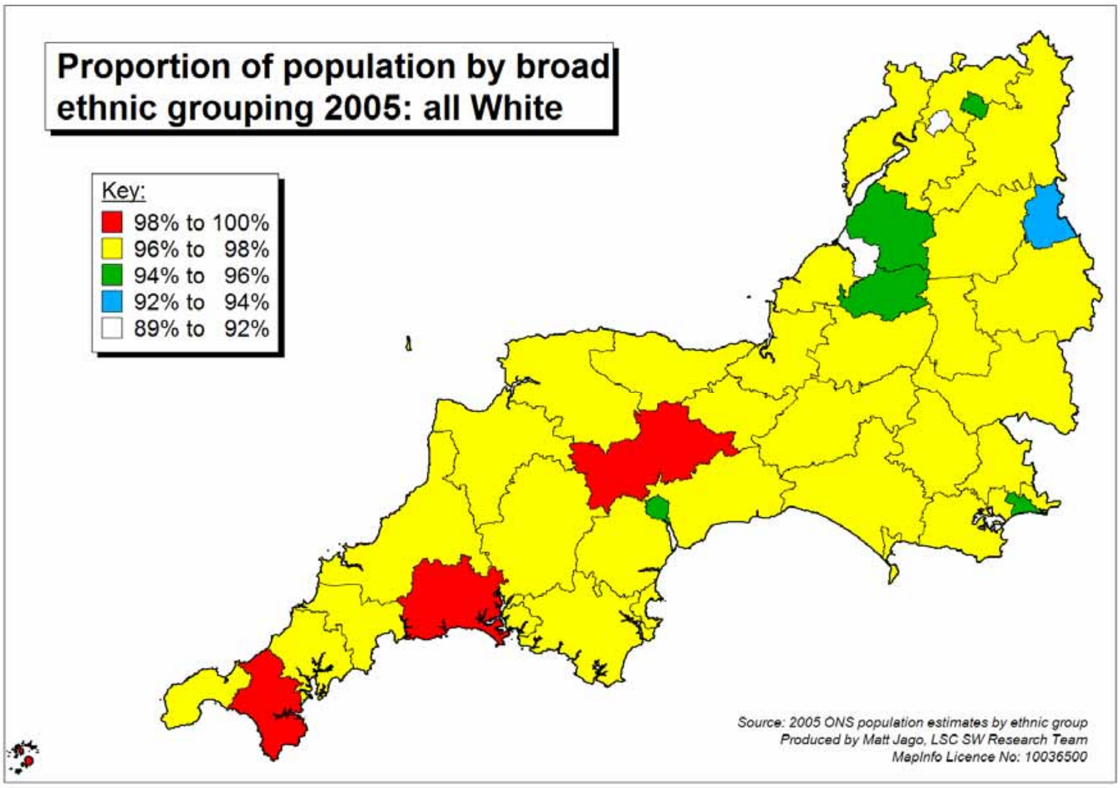
The South West has one of the least ethnically diverse populations in England with just 4% of the population from non-white ethnic minority groups (198,100 people). This statistic disguises the numbers of non-White British population which is the most numerous ethnic minority group, accounting for 348,800 people or 1 in 3 of the non-White British population. Increases have largely been driven by inward migration from the A8 countries.

[13] http://www.swslim.org.uk/downloads/sl2561.pdf

[14] http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/workingwithus/mac/macreportsummary

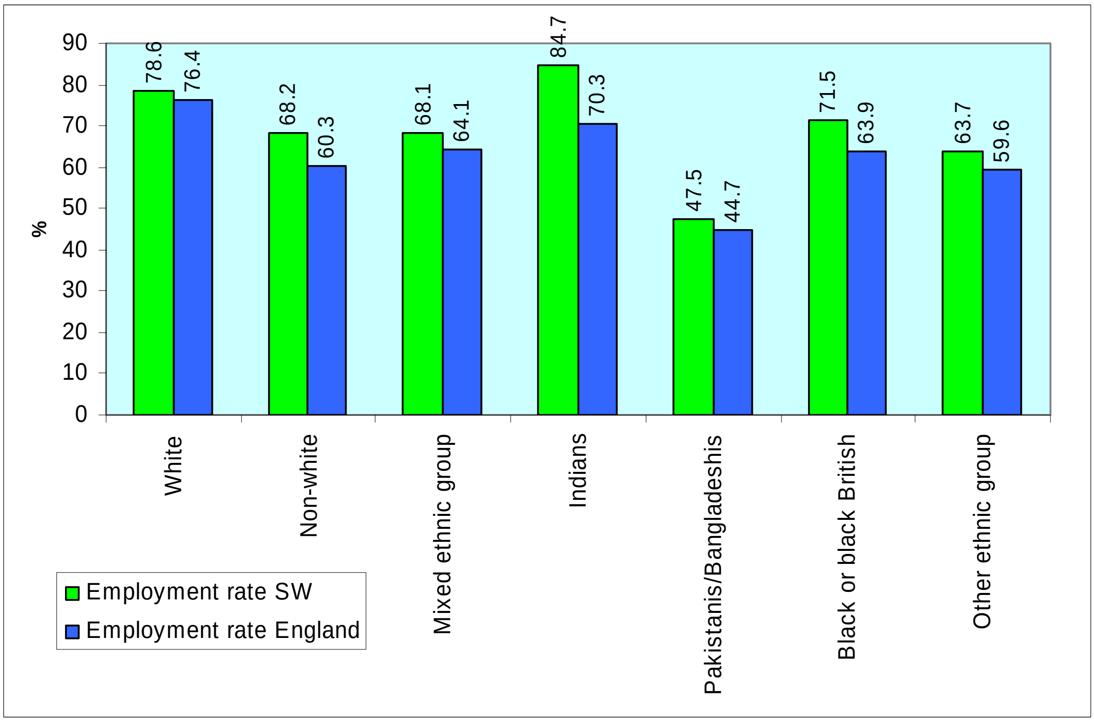
Analysis by sub-region shows the greatest concentration of ethnic minority groups to be in Bristol and other urban areas within the South West. Bristol has the largest ethnic minority population with more than twice the regional average of Non-'White British' people (14.7% compared with 6.5%).

Over 1 in 4 of the Black population lives in Bristol, whereas the Asian and White Other population are far more widely dispersed.



The White population has a higher employment rate (78.6%) than the non-white population (68.2%), but there is a wide variation in employment rates amongst the different non-White groups. The Indian ethnic minority group has the highest employment rate and Pakistanis and Bangladeshis the least. All groups have higher employment rates in the South West than they do in England.

Figure 36: Employment rates by broad ethnic group



Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

As is well known, falling birth rates mean that the population of young people across the country is **declining** and this is as true of the South West as elsewhere. Estimates of the youngest age group (Under 16s) show that in the past four years there has been a decline in the numbers of young people by **11,700** in the region, equivalent to a fall in the cohort of 1.2%. This decline is wholly attributable to the falling numbers of White British young people who have declined by 29,300 or 3.3%[15].

The downturn in White British young people has been largely counterbalanced by a rise in the numbers of all other ethnic groups with largest rises amongst the Other White (up 3,500), Indian (up 2,200) and Black African (up 2,200) populations. Clearly as these population groups age the South West workforce will become more diverse through time.

Groups within the labour force: disability

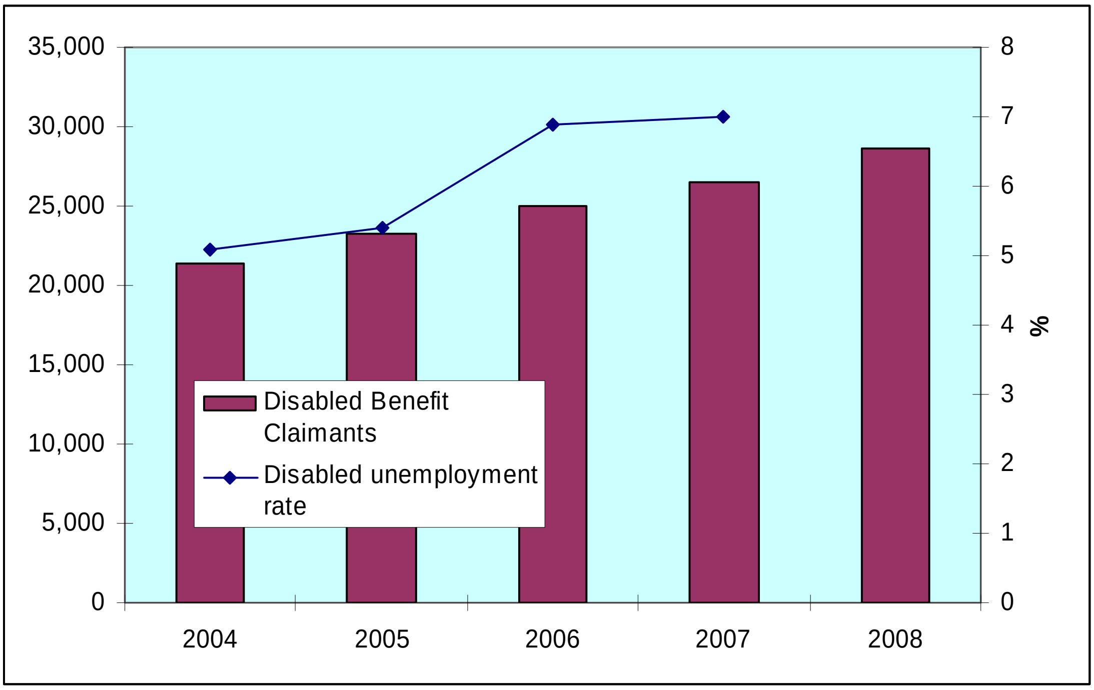
People with a disability account for 18.3% of the working age population in the South West, a little above the national average of 17.9%. (The official definitions are complex, but in this instance the term disabled is used to include people who are work-limiting disabled (i.e. people who have a long term disability which affects the kind of work or amount they do) and DDA disabled which include people who have a long term disability which substantially limits their day-to day activities.) Of the estimated 560,300 working age people with a disability in the South West, 299,300 (53%) are men and 260,900 (47%) are women.

[15] Source: ONS Population Estimates by Ethnic Group (Experimental).

Only around half of the disabled people of working age (55% or 308,300 people) are in work in the South West compared with 83% of non-disabled people of working age. However, the overall employment rate of disabled people can be misleading as it encourages the assumption that there is little variation in prospects between disabled people. Regional figures are not available but nationally, disabled people with mental health problems have lowest employment rates of all impairment categories at only 21%. The employment rate for people with learning disabilities is 26%.

Although numbers in the workforce classed as unemployed have been falling in recent years, this has not been the case for people with a disability. At the same time, there have been growing numbers of people claiming work-related disability benefits despite a period of economic growth.

Figure 37: Unemployment rates of disabled people and disabled benefit claimant trends



Source: ONS Benefit claimants, Working Age Client Group Feb04-Feb 08/APSDec 04 – Dec 07

Workforce qualifications

Skills are one of the drivers of competitiveness and productivity and on this measure the South West is relatively well placed. It has one of the most highly qualified workforces in the country, after London and the South East. 1 in 3 of its workforce is qualified to degree level and at the other end of the spectrum the region has the lowest proportion of workers with no qualifications of any region:

Figure 38: Qualifications of the workforce by region

Qualifications[16]	L4	L3	L2	< L2	No qualifications	All
Eastern	29.3	19.0	22.0	20.6	9.1	100.0
E. Midlands	29.3	19.9	21.9	19.7	9.3	100.0
London	45.4	14.3	16.4	16.2	7.7	100.0
North East	29.6	21.7	24.3	16.4	8.0	100.0
North West	30.6	20.7	22.4	17.3	8.9	100.0
South East	34.5	19.7	21.0	17.8	7.0	100.0
South West	**32.4**	**21.2**	**21.9**	**18.4**	**6.1**	**100.0**
West Midlands	29.4	19.4	22.1	18.2	10.9	100.0
Yorks & Humbs	28.2	20.6	22.6	19.6	8.9	100.0
England	**33.0**	**19.3**	**21.2**	**18.2**	**8.3**	**100.0**

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

Even though proportions with no qualifications are low, the proportion of the workforce qualified to below Level 2 is above average and together these two groups account for 1 in 4 of the working age population. This suggests that 586,440 **people** of working age in the South West qualify for their entitlement to their first full Level 2 qualification:

Figure 39: Qualifications of the workforce in the South West; numbers

Highest qualification	Numbers
L4 +	775,500
L3	508780
L2	523580
<L2	440,640
No qualifications	145,800
	2,394,300

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

By gender, women are better qualified than men with 33.7% qualified to Level 4 and above compared with 31.3% of men. Far fewer proportions possess no qualifications than average but at degree level (L4) both genders are a little below the national picture:

Figure 40: Qualifications of the men and women in the workforce; South West and England compared

	Men SW (Nos.)	Men SW (%)	Men England (%)	Women SW (Nos.)	Women SW (%)	Women England (%)
Level 4 +	**406,800**	31.3	31.5	**368,700**	33.7	34.9
Level 3	**310810**	23.9	21.2	**197,970**	18.1	16.9
Level 2	**264160**	20.2	20.4	**259,420**	23.7	22.2
<Level 2	**238530**	18.3	18.0	**202,110**	18.5	18.5
No qualifications	**80,500**	6.2	9.0	**65,200**	6.0	7.5
Total	**1,300,800**	**100.0**	**100.0**	**1,093,400**	**100.0**	**100.0**

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

[16] See explanation of NVQ equivalents at Annex 4

The proportion of the workforce qualified to below Level 2 does not vary greatly across the region. Residents in Gloucestershire (20%) and Bath and North East Somerset (21%) have lowest proportions of the workforce qualified to below Level 2 and Swindon with 30% has the most:

Figure 41: Proportions in the workforce qualified to below Level 2 by Unitary Authority/County

Bath and North East Somerset	21.1
Bournemouth	25.5
Bristol	22.4
Cornwall and Isles of Scilly	25.0
Devon	23.3
Dorset	22.6
Gloucestershire	20.0
North Somerset	23.8
Plymouth	26.6
Poole	29.6
Somerset	26.6
South Gloucestershire	27.8
Swindon	30.4
Torbay	28.0
Wiltshire	26.1

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

However, the very different size of the base populations mean that in absolute terms the differences are more marked and Devon has the largest number of people eligible for a first Level 2 qualification (77,715 or 13% of the regional total), followed by Somerset with 62,805 residents or 11% of the total:

Figure 42: Numbers in the workforce qualified to below Level 2 by Unitary Authority/County

	Nos. qualified to below L2 or with no quals.	**% of regional total**
Bath and North East Somerset	17,840	3.0
Bournemouth	19,045	3.2
Bristol	45,770	7.8
Cornwall and Isles of Scilly	57,065	9.7
Devon	77,715	13.3
Dorset	39,055	6.7
Gloucestershire	57,370	9.8
North Somerset	23,685	4.0
Plymouth	30,870	5.3
Poole	18,145	3.1
Somerset	62,805	10.7
South Gloucestershire	36,365	6.2
Swindon	30,810	5.3
Torbay	15,605	2.7
Wiltshire	54,395	9.3
South West	**586,440**	**100.0**

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS , © Crown Copyright.

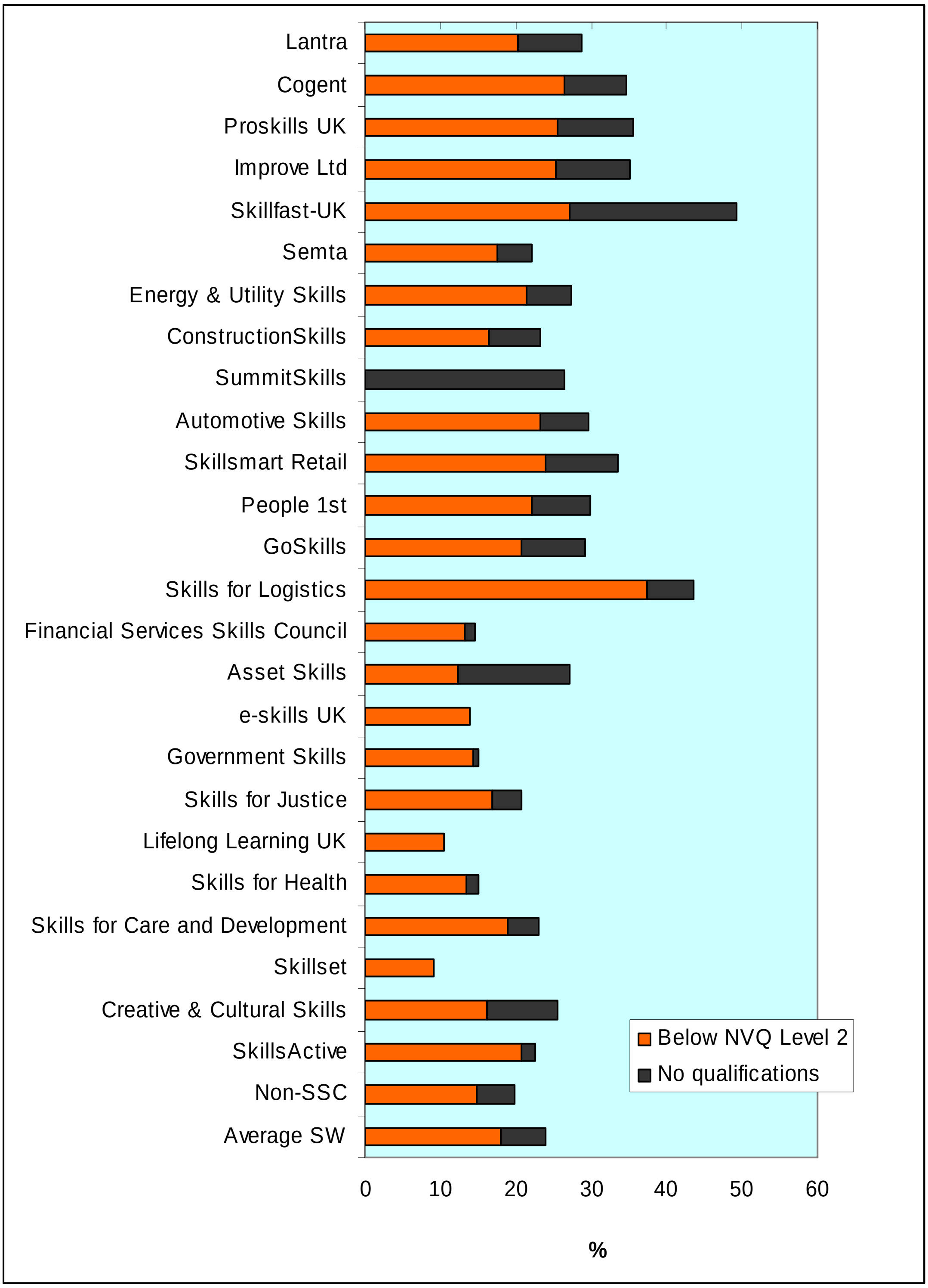
By sector, as may be expected, highest qualifications are to be found in those industries where professionals form a significant part of the workforce. This is predominantly in public sector organisations including Lifelong Learning UK (61.1%), Skills for Health (58.1%) and Government Skills (47.8%). In the private sector e-skills UK (50.4%) and Creative and Cultural Skills (57.7%) both have majorities of their workforce qualified to at least degree level.

Since one of the main aims of Train to Gain is to enable workers to gain either their first or approved 'additional' Level 2 or 3 qualifications[17] it is useful to explore the scale of the eligible populations by SSC:

> In Skillsfast, around 1 in 2 of the workforce is qualified to below Level 2 (around 7000 people).
> Skills for Logistics has fewer staff with no qualifications but nevertheless, 44% or (76,000 people) are qualified to below Level 2.
> Skillset (9.1%) and Lifelong Learning UK (10.4%) have the lowest proportions of people with low skills, nevertheless because of its large workforce there are still more than 8000 people in Lifelong Learning Uk qualified to below Level 2.
> By far the largest numbers of people with low skills by sector are to be found in Skillsmart Retail where a quarter of a million staff do not possess skills above Level 2 and in Construction Skills (242,000 staff). Between them these two sectors account for 1 in 4 of all the low skilled workers to be found in the region.

[17] Note: New flexibilities introduced in August 2008 include some relaxation on 'first' Level 2 qualifications and targets fro provision at Level 3,4 and above again have a relaxation on 'firstness' subject to the qualifications being approved by the SSC.

Figure 43: Proportions in the workforce qualified to below Level 2 by Sector



Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS , © Crown Copyright.

Analysis of the numbers involved is instructive, and shows that 1 in 4 of all low skilled workers are employed in just two sectors – Skillsmart Retail (15% of total) and ConstructionSkills (10% of total):

Figure 44: Numbers in the workforce qualified to below Level 2 by Sector

SSC	Nos. with below Level 2	%
Lantra	14,114	2.5
Cogent	8,231	1.5
Proskills UK	8,243	1.5
Improve Ltd	10,326	1.8
Skillfast-UK	7,022	1.3
Semta	33,719	6.0
Energy & Utility Skills	7,516	1.3
ConstructionSkills	56,210	10.0
SummitSkills	515	0.1
Automotive Skills	17,572	3.1
Skillsmart Retail	84,828	15.1
People 1st	41,494	7.4
GoSkills	11,854	2.1
Skills for Logistics	33,002	5.9
Financial Services Skills Council	15,819	2.8
Asset Skills	13,575	2.4
e-skills UK	8,033	1.4
Government Skills	19,954	3.6
Skills for Justice	5,721	1.0
Lifelong Learning UK	8,394	1.5
Skills for Health	25,306	4.5
Skills for Care and Development	26,142	4.7
Skillset	899	0.2
Creative & Cultural Skills	7,688	1.4
SkillsActive	6,119	1.1
Non-SSC	88,017	15.7
All	**560,312**	**100.0**

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS , © Crown Copyright.

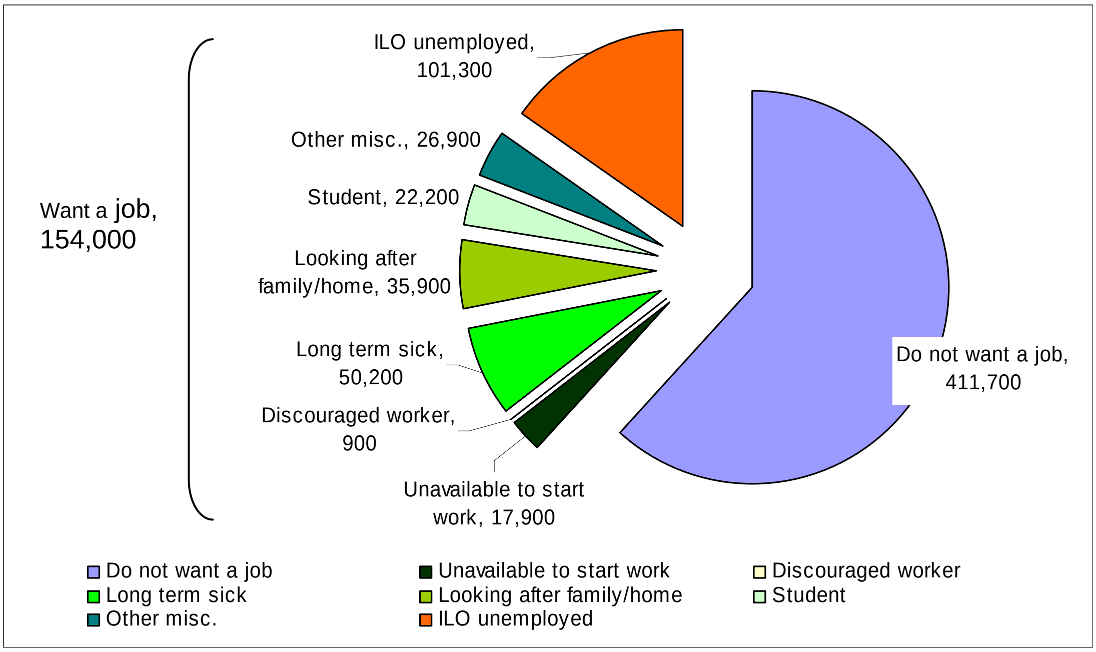
Worklessness

In the South West an estimated 667,000 people of working age were classed as workless[18] at December 2007, equivalent to 21.8% of the working age population. The total is made up largely of the economically inactive population (565,700 people, Dec 2007) plus the ILO unemployed (101,300 people, Dec 2007).

The economically inactive population can be further classified as to whether they wish to work. Many people are out of the labour market through choice (e.g. early retired) or circumstance (disability) and it is crucial to note that not all the inactive can or want to work. In the South West, people who do not want a job account for the majority of the inactive (411,700 people or 73% of the inactive). The remaining 27% or 154,000 people would like to work but are not actively seeking work because of their particular circumstances, for example, they may be studying (22,200), looking after the home or family (35,900) or be classed as long term sick (50, 200):

[18] Worklessness defined here to include the economically inactive plus the ILO unemployed.

Figure 45: Composition of the workless population in the South West



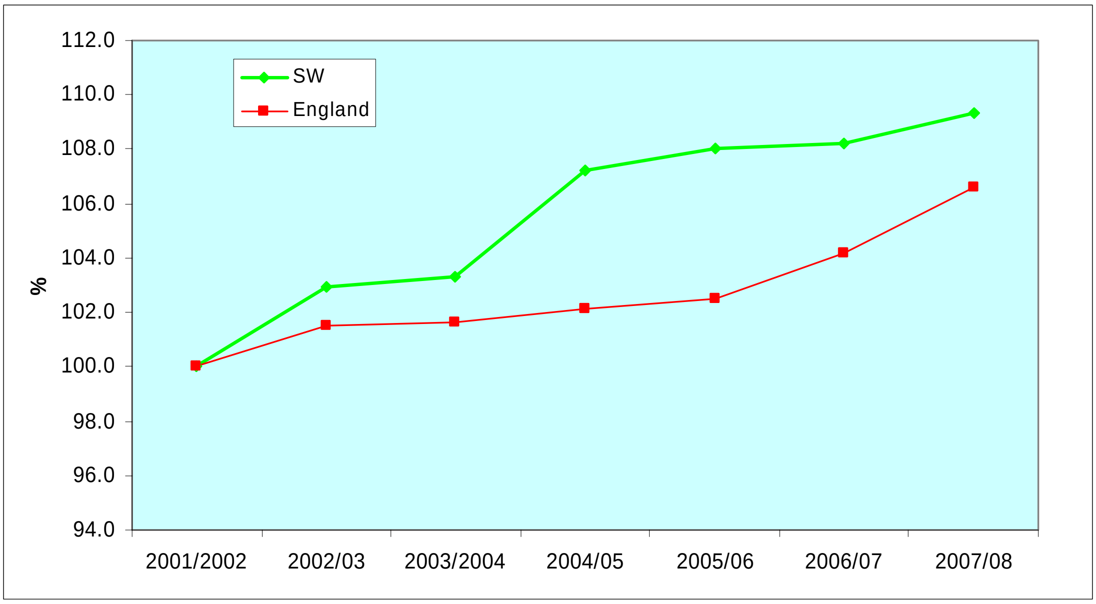
Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS, © Crown Copyright.

The corollary of a high employment rate is that the South West region has one of the lowest numbers and proportions of workless people in the country. Broadly in line with the South East, the worklessness rate of 21.8% is much less than the national average of 25.6% and almost 10% less than the London rate, the region with the highest worklessness rate nationally.

Changing patterns of worklessness in the past decade

Since 2001, numbers of workless people have risen year on year and the total now stands at 667,000 or 21.8% of the working age population. Although trends have been more volatile than nationally, the overall result is the same – workless numbers are higher than at any time in the past 10 years:

Figure 46: Worklessness rates; South West and England compared (Indexed to 100)



Source: ONS APS 2001 - Dec. 2007
Note: Data has been indexed to 100

The underlying complexity of the picture is evident from the data which shows that although worklessness has been rising since 2001/02, in the past year so too has the employment rate. The reason for this is that the population has grown and there has been a rise in the number of people who are looking for work which has driven up the unemployment rate. As a result, the workless total has been made up of an increasing proportion of the unemployed and the unemployed now account for the largest share of the worklessness total since 2001.

More detailed analysis shows:

- The distribution of worklessness varies by age and is typically higher at both ends of the working age spectrum, largely because young people are classed as economically inactive due to full-time education and older people are more likely to have taken early retirement or be classed as long-term sick.
- Women are more likely to be classed as workless than men, principally because of their greater likelihood of being out of work through care responsibilities.
- Worklessness among Non-White ethnic groups is considerably greater (31.8%) than White groups (21.4%). People of Indian ethnic origin in the region have the lowest workless rate (15.3%) and Pakistani/Bangladeshis have the highest at 52.5%.

- Low skills and qualifications exclude people from the labour market and the workless are almost twice as likely to have low or no skills (41%) as those in work (24%).
- Intra-regional differences in worklessness are significant, with more than ten percentage points difference between different UA/County areas. Highest workless rates are to be found in the more rural parts of the region - Cornwall, and parts of Devon and Somerset:
- Lowest rates are in the north of the region and in the commuter belts around Bristol, Bath, Salisbury, Bournemouth and Poole

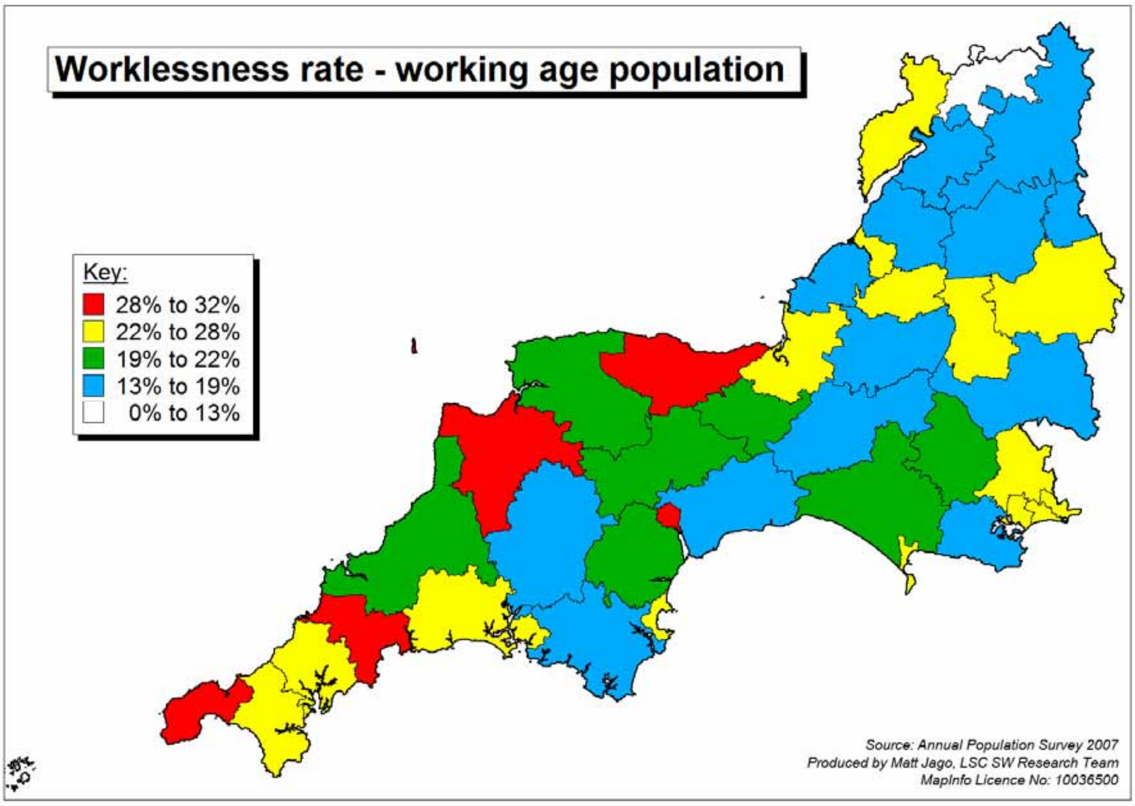


Figure 47: Trends in worklessness

	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
South West unemp. (000s)	91	90	84	82.5	83.5	92.7	101.3
South West ec. inactive (000s)	519	538	546.3	571.5	575.5	567.3	565.7
Workless	**610**	**628**	**630.3**	**654**	**659**	**660**	**667**
SW Unemployed as % of all workless	14.90%	14.30%	13.30%	12.60%	12.70%	14.00%	15.20%

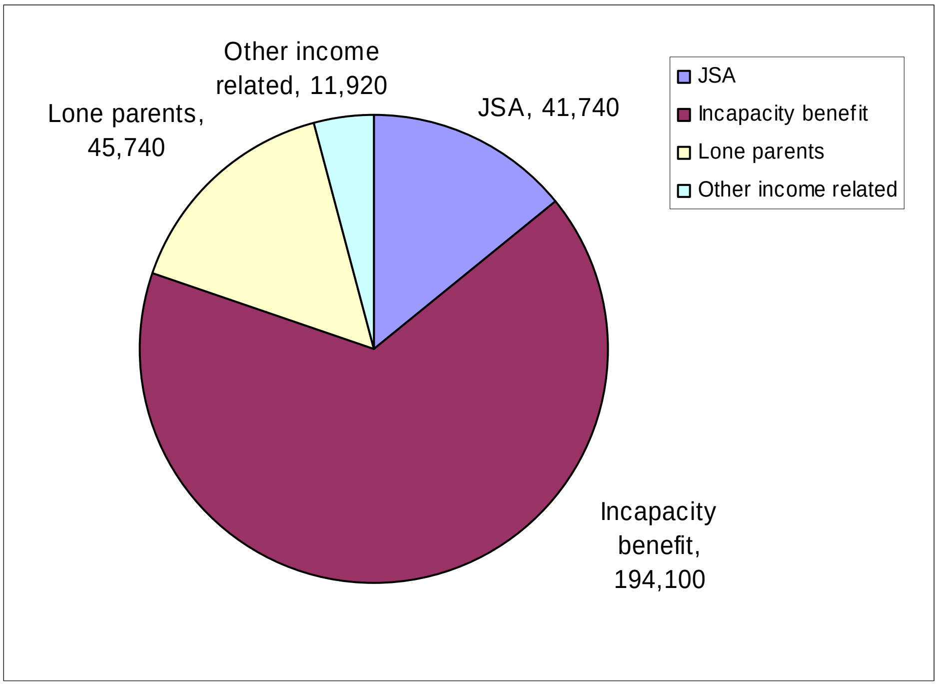
Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS , © Crown Copyright.

People claiming work-related benefits

An alternative definition of worklessness excludes the economically inactive unless they are claiming work-related benefits. In the South West, there are 293,500 people on work-related benefits, equivalent to 1 in 10 (9.6%) of the working age population; a smaller proportion than nationally (11.8%).

Two out of three people in this group (194,100) are on Incapacity Benefit:

Figure 48: Composition of those claiming work-related benefits

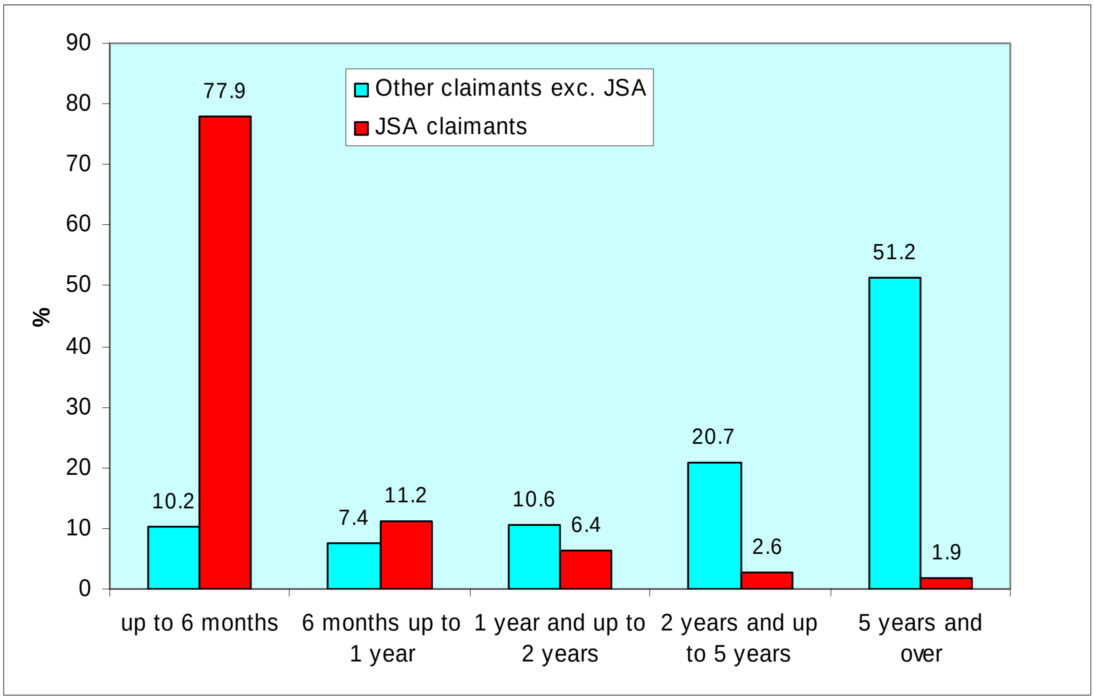


Source: ONS WACG Feb 2008

Although the number of working age benefit claimants has fallen since 2001 by 5%, the numbers on Incapacity Benefit have risen significantly over the same period.

A comparison of people on job seekers allowance with those on other working age benefits shows that whereas those on JSA are largely transitory (out of work for up to 6 months), most of the remainder have been out of work for more than five years, suggesting that they will need considerable skills development to meet employers current day skills needs.

Figure 49: Duration of those on work-related benefits in the South West – JSA and other work-related benefit claimants compared



Source: ONS WACG Feb 2008

Annex

Annex 1 – SSC definitions

Sectors covered by licensed SSCs are listed below.

ASSET SKILLS

Asset Skills is the Sector Skills Council for property, housing, cleaning services and facilities management (www.assetskills.org)

SIC 2003: 70, 74.7

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	66,600		2,190,300	
Share of regional employment	3.0			
Number of businesses	12,600		215,100	
Share of regional business base	5.9			
Average no. of employees	5		10	
Workforce characteristics				APS 2006
% Male	46		54	
% Female	54		46	
% of working age who are self-employed	30		15	
Full time	59		72	
Part time	41		28	
Occupational breakdown				APS 2006
Managers and senior officials	16,865	34	16	
Professionals	2,649	5	12	
Associate professionals	4,775	10	15	
Administrative and secretarial occupations	6,306	13	11	
Skilled trades occupations	1,024	2	12	
Personal service occupations	511	1	8	
Sales and customer service occupations	1,928	4	8	
Process, plant and machine operatives	472	1	6	
Elementary occupations	15,273	31	12	
All	49,803	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	16,588	33.3	31.8	
Level 3	9,653	19.4	22.8	
Level 2	9,987	20.1	21.8	
None or below Level 2	13,575	27.2	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	1,883		58,534	
Total number of hard to fill vacancies	543		20,453	
Hard to fill vacancies as % of all vacancies	33		35	
Hard to fill vacancies as % of employment	1.3		0.9	
Skill shortage vacancies	162		12,734	
% of vacancies that are SSVs	9		22	
Skill shortage vacancies per 1,000 employees	2		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	12		16	
Number of employees not fully proficient	4,032		137,036	
% of staff reported as having skills gaps	6		6	

Training				NESS 2007
Proportion of employers providing training within past 12 months	75		68	
Trainees as % of workforce	65		65	
Average days training per head of workforce	7		8	
Awareness of Train to Gain	25		27	
Involvement with Train to Gain	3		4	

AUTOMOTIVE SKILLS				
is the Sector Skills Council for the retail motor industry (www.automotiveskills.org.uk)				
SIC 2003: 50.1-50.4, 71.1. NOTE: APS analysis includes 50.5 as not possible to isolate from others.				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	52,900		2,190,300	
Share of regional employment	2.4			
Number of businesses	8,400		215,100	
Share of regional business base	3.9			
Average no. of employees	6		10	
Workforce characteristics				APS 2006
% Male	81		54	
% Female	19		46	
% of working age who are self-employed	14		15	
Full time	84		72	
Part time	16		28	
Occupational breakdown				APS 2006
Managers and senior officials	9,471	16	16	
Professionals	0	0	12	
Associate professionals	2,691	5	15	
Administrative and secretarial occupations	7,335	12	11	
Skilled trades occupations	24,035	41	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	6,826	12	8	
Process, plant and machine operatives	6,427	11	6	
Elementary occupations	2,297	4	12	
All	59,082	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	2,820	4.8	31.8	
Level 3	24,154	40.9	22.8	
Level 2	14,536	24.6	21.8	
None or below Level 2	17,572	29.7	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	1,740		58,534	
Total number of hard to fill vacancies	600		20,453	
Hard to fill vacancies as % of all vacancies	34		35	
Hard to fill vacancies as % of employment	1.1		0.9	
Skill shortage vacancies	483		12,734	
% of vacancies that are SSVs	28		22	
Skill shortage vacancies per 1,000 employees	9		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	18		16	
Number of employees not fully proficient	3,126		137,036	
% of staff reported as having skills gaps	6		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	63		68	
Trainees as % of workforce	53		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	19		27	
Involvement with Train to Gain	2		4	

COGENT

Cogent is the Sector Skills Council for the chemical, nuclear, oil and gas, petroleum and polymer industries (www.cogent-SSC.com)

SIC 2003: 11, 23-25 (excluding 24.3, 24.64, 24.7, 25.11, 25.12), 50.5 (Note: 50.5 is not included in APS)

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	28,200		2,190,300	
Share of regional employment	1.3			
Number of businesses	1,600		215,100	
Share of regional business base	0.8			
Average no. of employees	17		10	
Workforce characteristics				APS 2006
% Male	67		54	Caution: Findings based on sub-samples < 100
% Female	33		46	
% of working age who are self-employed	0		15	
Full time	93		72	
Part time	7		28	
Occupational breakdown				APS 2006
Managers and senior officials	4,876	21	16	Caution: Findings based on sub-samples < 100
Professionals	455	2	12	
Associate professionals	2,923	12	15	
Administrative and secretarial occupations	915	4	11	
Skilled trades occupations	2,480	10	12	
Personal service occupations	526	2	8	
Sales and customer service occupations	0	0	8	
Process, plant and machine operatives	6,341	27	6	
Elementary occupations	5,183	22	12	
All	23,699	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	5,673	23.9	31.8	
Level 3	4,098	17.3	22.8	
Level 2	5,697	24.0	21.8	
None or below Level 2	8,231	34.8	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	1086		58,534	
Total number of hard to fill vacancies	348		20,453	
Hard to fill vacancies as % of all vacancies	32		35	
Hard to fill vacancies as % of employment	1.5		0.9	
Skill shortage vacancies	225		12,734	
% of vacancies that are SSVs	21		22	
Skill shortage vacancies per 1,000 employees	7		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	20		16	
Number of employees not fully proficient	2,107		137,036	
% of staff reported as having skills gaps	7		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	69		68	
Trainees as % of workforce	46		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	26		27	
Involvement with Train to Gain	2		4	

CONSTRUCTIONSKILLS				
ConstructionSkills is the Sector Skills Council for the construction industry (www.cskills.org)				
SIC 2003: 45.1, 45.2, 45.32, 45.34, 45.4, 45.5, 74.2 NOTE: 45.11-45.40 also included in APS analysis				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	112,000*		2,190,300	Note: ABI excludes self-employed
Share of regional employment	5.1			
Number of businesses	24,400*		215,100	
Share of regional business base	11.3			
Average no. of employees	5		10	
Workforce characteristics				APS 2006
% Male	90		54	
% Female	10		46	
% of working age who are self-employed	40		15	
Full time	92		72	
Part time	8		28	
Occupational breakdown				APS 2006
Managers and senior officials	31,435	13	16	
Professionals	29,083	12	12	
Associate professionals	12,035	5	15	
Administrative and secretarial occupations	15,431	6	11	
Skilled trades occupations	117,739	49	12	
Personal service occupations	536	0	8	
Sales and customer service occupations	990	0	8	
Process, plant and machine operatives	13,474	6	6	
Elementary occupations	21,033	9	12	
All	241,756	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	58,120	24.0	31.8	
Level 3	77,580	32.1	22.8	
Level 2	49,846	20.6	21.8	
None or below Level 2	56,210	23.2	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	3724		58,534	
Total number of hard to fill vacancies	1912		20,453	
Hard to fill vacancies as % of all vacancies	51		35	
Hard to fill vacancies as % of employment	1.7		0.9	
Skill shortage vacancies	1542		12,734	
% of vacancies that are SSVs	41		22	
Skill shortage vacancies per 1,000 employees	14		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	15		16	
Number of employees not fully proficient	6,806		137,036	
% of staff reported as having skills gaps	6		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	63		68	
Trainees as % of workforce	58		65	
Average days training per head of workforce	8		8	
Awareness of Train to Gain	29		27	
Involvement with Train to Gain	3		4	

CREATIVE AND CULTURAL SKILLS

Creative and Cultural Skills is the Sector Skills Council for Advertising, crafts, cultural heritage, design, music, performing, literary and visual arts (www.ccskills.org)

SIC 2003: 22.14, 22.31, 36.22, 36.3, 74.4, 92.31, 92.32, 92.34, 92.4, 92.52

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	17,200		2,190,300	Note: ABI excludes self-employed
Share of regional employment	0.8			
Number of businesses	3,800		215,100	
Share of regional business base	1.8			
Average no. of employees	4		10	
Workforce characteristics				APS 2006
% Male	53		54	Caution: Findings based on sub-samples < 100
% Female	47		46	
% of working age who are self-employed	44		15	
Full time	62		72	
Part time	38		28	
Occupational breakdown				APS 2006
Managers and senior officials	4,387	15	16	Caution: Findings based on sub-samples < 100
Professionals	989	3	12	
Associate professionals	12,889	43	15	
Administrative and secretarial occupations	1,510	5	11	
Skilled trades occupations	6,010	20	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	606	2	8	
Process, plant and machine operatives	0	0	6	
Elementary occupations	3,614	12	12	
All	30,005	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	17,303	57.7	31.8	
Level 3	1,617	5.4	22.8	
Level 2	3,397	11.3	21.8	
None or below Level 2	7,688	25.6	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	798		58,534	
Total number of hard to fill vacancies	363		20,453	
Hard to fill vacancies as % of all vacancies	45		35	
Hard to fill vacancies as % of employment	2.0		0.9	
Skill shortage vacancies	219		12,734	
% of vacancies that are SSVs	27		22	
Skill shortage vacancies per 1,000 employees	12		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	12		16	
Number of employees not fully proficient	1,026		137,036	
% of staff reported as having skills gaps	6		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	59		68	
Trainees as % of workforce	51		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	26		27	
Involvement with Train to Gain	3		4	

ENERGY AND UTILITY SKILLS				
Energy and Utility Skills is the Sector Skills Council for the electricity, gas, waste management and water industries (www.euskills.co.uk)				
SIC 2003: 37, 40.1, 40.2, 41, 60.3, 90.01, 90.02 (NOTE: APS analysis includes 90.03)				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	28,600		2,190,300	
Share of regional employment	1.3			
Number of businesses	1,600		215,100	
Share of regional business base	0.7			
Average no. of employees	18		10	
Workforce characteristics				APS 2006
% Male	83		54	
% Female	17		46	
% of working age who are self-employed	0		15	
Full time	95		72	
Part time	5		28	
Occupational breakdown				APS 2006
Managers and senior officials	4,913	18	16	
Professionals	4,282	16	12	
Associate professionals	2,622	10	15	
Administrative and secretarial occupations	1,540	6	11	
Skilled trades occupations	486	2	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	2,306	8	8	
Process, plant and machine operatives	5,455	20	6	
Elementary occupations	5,873	21	12	
All	27,477	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	7,513	27.3	31.8	
Level 3	4,877	17.7	22.8	
Level 2	7,571	27.6	21.8	
None or below Level 2	7,516	27.4	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	339		58,534	Note: NESS findings based on fewer than 100 cases
Total number of hard to fill vacancies	115		20,453	
Hard to fill vacancies as % of all vacancies	34		35	
Hard to fill vacancies as % of employment	0.4		0.9	
Skill shortage vacancies	69		12,734	
% of vacancies that are SSVs	20		22	
Skill shortage vacancies per 1,000 employees	3		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	15		16	
Number of employees not fully proficient	590		137,036	
% of staff reported as having skills gaps	2		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	75		68	
Trainees as % of workforce	44		65	
Average days training per head of workforce	4		8	
Awareness of Train to Gain	15		27	
Involvement with Train to Gain	0		4	

E-SKILLS UK

e-skills is the Sector Skills Council for Information technology and telecommunications and the lead body for contact centres (www.e-skills.com)

SIC 2003: 22.33, 64.2, 72, 74.86 (NOTE: 74.86 is not included in APS data – none on file) .

	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	53,800		2,190,300	
Share of regional employment	2.5			
Number of businesses	10,500		215,100	
Share of regional business base	4.9			
Average no. of employees	5		10	
Workforce characteristics				APS 2006
% Male	74		54	
% Female	26		46	
% of working age who are self-employed	10		15	
Full time	87		72	
Part time	13		28	
Occupational breakdown				APS 2006
Managers and senior officials	19,117	33	16	
Professionals	18,202	32	12	
Associate professionals	8,259	14	15	
Administrative and secretarial occupations	4,146	7	11	
Skilled trades occupations	4,292	7	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	3,712	5	8	
Process, plant and machine operatives	0	0	6	
Elementary occupations	0	0	12	
All	57,728	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	29,103	50.4	31.8	
Level 3	12,087	20.9	22.8	
Level 2	8,508	14.7	21.8	
None or below Level 2	8,033	13.9	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	2009		58,534	
Total number of hard to fill vacancies	656		20,453	
Hard to fill vacancies as % of all vacancies	33		35	
Hard to fill vacancies as % of employment	1.3		0.9	
Skill shortage vacancies	511		12,734	
% of vacancies that are SSVs	25		22	
Skill shortage vacancies per 1,000 employees	10		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	11		16	
Number of employees not fully proficient	6870		137,036	
% of staff reported as having skills gaps	14		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	69		68	
Trainees as % of workforce	71		65	
Average days training per head of workforce	9		8	
Awareness of Train to Gain	29		27	
Involvement with Train to Gain	6		4	

FINANCIAL SERVICES SKILLS COUNCIL				
Financial Services Skills Council is the Sector Skills Council for the financial services industry (www.fssc.org.uk)				
SIC 2003: 65-67				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	79,000		2,190,300	
Share of regional employment	3.6			
Number of businesses	4,500		215,100	
Share of regional business base	2.1			
Average no. of employees	18		10	
Workforce characteristics				APS 2006
% Male	48		54	
% Female	52		46	
% of working age who are self-employed	6		15	
Full time	81		72	
Part time	19		28	
Occupational breakdown				APS 2006
Managers and senior officials	24,707	23	16	
Professionals	11,734	11	12	
Associate professionals	25,734	24	15	
Administrative and secretarial occupations	36,383	34	11	
Skilled trades occupations	0	0	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	7,474	7	8	
Process, plant and machine operatives	0	0	6	
Elementary occupations	1,996	2	12	
All	108,028	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	33,179	30.7	31.8	
Level 3	36,091	33.4	22.8	
Level 2	22,940	21.2	21.8	
None or below Level 2	15,819	14.7	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	1,629		58,534	
Total number of hard to fill vacancies	538		20,453	
Hard to fill vacancies as % of all vacancies	33		35	
Hard to fill vacancies as % of employment	0.7		0.9	
Skill shortage vacancies	361		12,734	
% of vacancies that are SSVs	22		22	
Skill shortage vacancies per 1,000 employees	5		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	17		16	
Number of employees not fully proficient	3,081		137,036	
% of staff reported as having skills gaps	4		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	83		68	
Trainees as % of workforce	53		65	
Average days training per head of workforce	8		8	
Awareness of Train to Gain	27		27	
Involvement with Train to Gain	3		4	

GoSkills

GoSkills is the Sector Skills Council for passenger transport (www.goskills.org)

SIC 2003: 60.1, 60.21, 60.22, 60.23, 61.1, 61.2, 62.1, 62.2, 63.21, 63.22, 63.23, 80.41

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	28,400		2,190,300	
Share of regional employment	1.3			
Number of businesses	2,100		215,100	
Share of regional business base	1.0			
Average no. of employees	13		10	
Workforce characteristics				APS 2006
% Male	80		54	Caution: Findings based on sub-samples < 100
% Female	20		46	
% of working age who are self-employed	26		15	
Full time	88		72	
Part time	12		28	
Occupational breakdown				APS 2006
Managers and senior officials	4,211	10	16	Caution: Findings based on sub-samples < 100
Professionals	487	1	12	
Associate professionals	6,504	16	15	
Administrative and secretarial occupations	4,808	12	11	
Skilled trades occupations	1,004	2	12	
Personal service occupations	3,131	8	8	
Sales and customer service occupations	0	0	8	
Process, plant and machine operatives	18,952	47	6	
Elementary occupations	1,459	4	12	
All	40,556	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	8,491	20.9	31.8	
Level 3	7,994	19.7	22.8	
Level 2	12,217	30.1	21.8	
None or below Level 2	11,854	20.8	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	1,031		58,534	
Total number of hard to fill vacancies	498		20,453	
Hard to fill vacancies as % of all vacancies	48		35	
Hard to fill vacancies as % of employment	1.7		0.9	
Skill shortage vacancies	351		12,734	
% of vacancies that are SSVs	34		22	
Skill shortage vacancies per 1,000 employees	12		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	13		16	
Number of employees not fully proficient	1,072		137,036	
% of staff reported as having skills gaps	4		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	60		68	
Trainees as % of workforce	51		65	
Average days training per head of workforce	4		8	
Awareness of Train to Gain	33		27	
Involvement with Train to Gain	5		4	

GOVERNMENT SKILLS				
Government Skills is the Sector Skills Council for central government (www.government-skills.gov.uk)				
SIC 2003: 75.1, 75.21, 75.22, 75.3				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	105,000		2,190,300	
Share of regional employment	4.8			
Number of businesses	1,900		215,100	
Share of regional business base	0.9			
Average no. of employees	55		10	
Workforce characteristics				APS 2006
% Male	56		54	
% Female	44		46	
% of working age who are self-employed	1		15	
Full time	84		72	
Part time	16		28	
Occupational breakdown				APS 2006
Managers and senior officials	22,592	17	16	
Professionals	17,598	13	12	
Associate professionals	40,087	30	15	
Administrative and secretarial occupations	38,076	29	11	
Skilled trades occupations	4,613	3	12	
Personal service occupations	2,513	2	8	
Sales and customer service occupations	2,213	2	8	
Process, plant and machine operatives	1,469	1	6	
Elementary occupations	3,115	2	12	
All	132,276	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	63,239	47.8	31.8	
Level 3	28,136	21.3	22.8	
Level 2	20,948	15.8	21.8	
None or below Level 2	19,954	15.1	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	587		58,534	Note: NESS findings based on fewer than 100 cases
Total number of hard to fill vacancies	336		20,453	
Hard to fill vacancies as % of all vacancies	57		35	
Hard to fill vacancies as % of employment	0.8		0.9	
Skill shortage vacancies	32		12,734	
% of vacancies that are SSVs	5		22	
Skill shortage vacancies per 1,000 employees	1		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	34		16	
Number of employees not fully proficient	2,670		137,036	
% of staff reported as having skills gaps	6		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	90		68	
Trainees as % of workforce	66		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	30		27	
Involvement with Train to Gain	12		4	

IMPROVE LTD				
Improve Ltd is the Sector Skills Council for food and drink manufacturing and processing (www.improveltd.co.uk)				
SIC 2003: 15, 51.38 (NOTE: 51.38 not included in APS analysis as data not available at this level)				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	38,000		2,190,300	
Share of regional employment	0.5			
Number of businesses	1,200		215,100	
Share of regional business base	0.5			
Average no. of employees	33		10	
Workforce characteristics				APS 2006
% Male	65		54	Caution: Findings based on sub-samples < 100
% Female	35		46	
% of working age who are self-employed	3		15	
Full time	90		72	
Part time	10		28	
Occupational breakdown				APS 2006
Managers and senior officials	5,725	20	16	Caution: Findings based on sub-samples < 100
Professionals	1,028	4	12	
Associate professionals	1,245	4	15	
Administrative and secretarial occupations	1,510	5	11	
Skilled trades occupations	3,898	13	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	838	3	8	
Process, plant and machine operatives	8,832	30	6	
Elementary occupations	6,256	21	12	
All	29,332	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	5,390	18.4	31.8	
Level 3	4,435	15.1	22.8	
Level 2	9,181	31.3	21.8	
None or below Level 2	10,326	35.2	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	786		58,534	
Total number of hard to fill vacancies			20,453	
Hard to fill vacancies as % of all vacancies			35	
Hard to fill vacancies as % of employment			0.9	
Skill shortage vacancies	46		12,734	
% of vacancies that are SSVs	6		22	
Skill shortage vacancies per 1,000 employees	1		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	21		16	
Number of employees not fully proficient	1,234		137,036	
% of staff reported as having skills gaps	3		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	66		68	
Trainees as % of workforce	58		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	33		27	
Involvement with Train to Gain	9		4	

LANTRA				
Lantra is the Sector Skills Council for the environmental and land based sector. (www.lantra.co.uk)				
SIC 2003: 1, 2, 5.02, 20.1, 29.3, 85.2 and 92.53.				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	12,000*		2,190,300	
Share of regional employment	0.5			
Number of businesses	1,600*		215,100	
Share of regional business base	0.8			
Average no. of employees	7		10	
Workforce characteristics				APS 2006
% Male	73		54	
% Female	27		46	
% of working age who are self-employed	52		15	
Full time	78		72	
Part time	22		28	
Occupational breakdown				APS 2006
Managers and senior officials	4,834	10	16	
Professionals	2,167	4	12	
Associate professionals	1,554	3	15	
Administrative and secretarial occupations	2,963	6	11	
Skilled trades occupations	19,899	40	12	
Personal service occupations	6,402	13	8	
Sales and customer service occupations	0	0	8	
Process, plant and machine operatives	1,883	4	6	
Elementary occupations	9,443	19	12	
All	**49,145**	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	15,001	30.5	31.8	
Level 3	10,065	20.5	22.8	
Level 2	9,965	20.3	21.8	
None or below Level 2	14,114	28.7	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	1,485		58,534	
Total number of hard to fill vacancies	825		20,453	
Hard to fill vacancies as % of all vacancies	56		35	
Hard to fill vacancies as % of employment	1.5		0.9	
Skill shortage vacancies	577		12,734	
% of vacancies that are SSVs	39		22	
Skill shortage vacancies per 1,000 employees	11		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	12		16	
Number of employees not fully proficient	3,114		137,036	
% of staff reported as having skills gaps	6		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	48		68	
Trainees as % of workforce	43		65	
Average days training per head of workforce	4		8	
Awareness of Train to Gain	18		27	
Involvement with Train to Gain	2		4	

- Note: ABI data excludes farm-based employment and self-employment.

LIFELONG LEARNING UK				
Lifelong Learning UK is the Sector Skills Council for employers who deliver and/or support the delivery of lifelong learning including library and information services (www.lifelonglearninguk.org)				
SIC 2003: 80.22, 80.3, 80.42, 92.51				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	78,100		2,190,300	
Share of regional employment	3.6			
Number of businesses	3,000		215,100	
Share of regional business base	1.4			
Average no. of employees	26		10	
Workforce characteristics				APS 2006
% Male	39		54	
% Female	61		46	
% of working age who are self-employed	13		15	
Full time	61		72	
Part time	39		28	
Occupational breakdown				APS 2006
Managers and senior officials	3,644	5	16	
Professionals	35,334	44	12	
Associate professionals	15,927	20	15	
Administrative and secretarial occupations	12,255	15	11	
Skilled trades occupations	580	1	12	
Personal service occupations	9,377	12	8	
Sales and customer service occupations	694	1	8	
Process, plant and machine operatives	537	1	6	
Elementary occupations	2,459	3	12	
All	80,807	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	49,343	61.1	31.8	
Level 3	12,462	15.4	22.8	
Level 2	10,609	13.1	21.8	
None or below Level 2	8,394	10.4	24.0	
Skills shortages				NESS 2007
Total no. of vacancies	1,745		58,534	
Total number of hard to fill vacancies	353		20,453	
Hard to fill vacancies as % of all vacancies	20		35	
Hard to fill vacancies as % of employment	0.5		0.9	
Skill shortage vacancies	228		12,734	
% of vacancies that are SSVs	13		22	
Skill shortage vacancies per 1,000 employees	3		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	17		16	
Number of employees not fully proficient	4,131		137,036	
% of staff reported as having skills gaps	5		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	84		68	
Trainees as % of workforce	81		65	
Average days training per head of workforce	7		8	
Awareness of Train to Gain	57		27	
Involvement with Train to Gain	21		4	

PEOPLE 1st

People 1st is the Sector Skills Council for the hospitality, leisure, travel and tourism industries (www.people1st.co.uk)

SIC 2003: 55.1, 55.21, 55.23, 55.3-55.5, 63.3, 92.33, 92.71

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	183,800		2,190,300	
Share of regional employment	8.4			
Number of businesses	18,400		215,100	
Share of regional business base	8.6			
Average no. of employees	10		10	
Workforce characteristics				APS 2006
% Male	46		54	
% Female	54		46	
% of working age who are self-employed	12		15	
Full time	55		72	
Part time	45		28	
Occupational breakdown				APS 2006
Managers and senior officials	35,702	26	16	
Professionals	0	0	12	
Associate professionals	1,609	1	15	
Administrative and secretarial occupations	5,144	4	11	
Skilled trades occupations	18,184	13	12	
Personal service occupations	7,870	6	8	
Sales and customer service occupations	6,734	5	8	
Process, plant and machine operatives	2,902	2	6	
Elementary occupations	60,272	44	12	
All	138,417	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	18,827	13.6	31.8	
Level 3	43,034	31.1	22.8	
Level 2	35,063	25.3	21.8	
Below Level 2	41,494	30.0	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	6,562		58,534	
Total number of hard to fill vacancies	2664		20,453	
Hard to fill vacancies as % of all vacancies	41		35	
Hard to fill vacancies as % of employment	1.5		0.9	
SSVs	1,332		12,734	
% of vacancies that are SSVs	20		22	
Skill shortage vacancies per 1,000 employees	8		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	22		16	
Number of employees not fully proficient	25,508		137,036	
% of staff reported as having skills gaps	15		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	70		68	
Trainees as % of workforce	63		65	
Average days training per head of workforce	8		8	
Awareness of Train to Gain	25		27	
Involvement with Train to Gain	5		4	

PROSKILLS UK				
Proskills is the Sector Skills Council for process and manufacturing industries (www.proskills.co.uk)				
SIC 2003: 10, 12-14, 21.24, 22.2, 24.3, 26.1, 26.26, 26.4, 26.5, 26.6, 26.7, 26.8				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	28,700		2,190,300	
Share of regional employment	1.3			
Number of businesses	2,600		215,100	
Share of regional business base	1.2			
Average no. of employees	11		10	
Workforce characteristics				APS 2006
% Male	77		54	Caution: Findings based on sub-samples < 100
% Female	23		46	
% of working age who are self-employed	6		15	
Full time	90		72	
Part time	10		28	
Occupational breakdown				APS 2006
Managers and senior officials	3,339	15	16	Caution: Findings based on sub-samples < 100
Professionals	504	2	12	
Associate professionals	2,304	10	15	
Administrative and secretarial occupations	2,302	10	11	
Skilled trades occupations	4,819	21	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	946	4	8	
Process, plant and machine operatives	5,985	26	6	
Elementary occupations	2,487	11	12	
All	22,686	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	5,426	23.5	31.8	
Level 3	6,025	26.1	22.8	
Level 2	3,414	14.8	21.8	
Below Level 2	8,243	35.7	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	498		58,534	
Total number of hard to fill vacancies	193		20,453	
Hard to fill vacancies as % of all vacancies	39		35	
Hard to fill vacancies as % of employment	0.7		0.9	
SSVs	111		12,734	
% of vacancies that are SSVs	22		22	
Skill shortage vacancies per 1,000 employees	4		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	19		16	
Number of employees not fully proficient	1,977		137,036	
% of staff reported as having skills gaps	7		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	66		68	
Trainees as % of workforce	58		65	
Average days training per head of workforce	6		8	
Awareness of Train to Gain	27		27	
Involvement with Train to Gain	3		4	

SEMTA				
SEMTA is the Sector Skills Council for science, engineering and manufacturing technologies (www.semta.org.uk)				
SIC 2003: 25.11, 25.12, 27-35, 51.52, 51.57, 73.10 (NOTE: 51.52 not in APS analysis, none on file)				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	126,700		2,190,300	
Share of regional employment	5.8			
Number of businesses	6,100		215,100	
Share of regional business base	2.8			
Average no. of employees	21		10	
Workforce characteristics				APS 2006
% Male	82		54	
% Female	18		46	
% of working age who are self-employed	4		15	
Full time	93		72	
Part time	7		28	
Occupational breakdown				APS 2006
Managers and senior officials	31,728	21	16	
Professionals	24,209	16	12	
Associate professionals	17,657	12	15	
Administrative and secretarial occupations	10,064	7	11	
Skilled trades occupations	35,141	23	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	1,443	1	8	
Process, plant and machine operatives	24,639	16	6	
Elementary occupations	7,199	5	12	
All	152,080	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	52,717	34.6	31.8	
Level 3	37,618	24.7	22.8	
Level 2	28,453	18.7	21.8	
Below Level 2	33,719	22.1	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	2,147		58,534	
Total number of hard to fill vacancies	859		20,453	
Hard to fill vacancies as % of all vacancies	40		35	
Hard to fill vacancies as % of employment	0.7		0.9	
SSVs	723		12,734	
% of vacancies that are SSVs	34		22	
Skill shortage vacancies per 1,000 employees	6		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	19		16	
Number of employees not fully proficient	10,983		137,036	
% of staff reported as having skills gaps	8		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	67		68	
Trainees as % of workforce	56		65	
Average days training per head of workforce	6		8	
Awareness of Train to Gain	32		27	
Involvement with Train to Gain	6		4	

SKILLFAST-UK				
Skillfast-UK is the Sector Skills Council for apparel, footwear and textiles and related businesses (www.skillfast-uk.org)				
SIC 2003: 17-19, 24.7, 51.16, 51.24, 51.41, 51.42, 52.71, 93.01 (NOTE: 51.16, 51.24, 51.41, 51.42 not included in APS analysis as data not available at this level of detail)				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	14,100		2,190,300	
Share of regional employment	0.6			
Number of businesses	1,600		215,100	
Share of regional business base	0.7			
Average no. of employees	9		10	
Workforce characteristics				APS 2006
% Male	65		54	Caution: Findings based on sub-samples < 100
% Female	35		46	
% of working age who are self-employed	13		15	
Full time	86		72	
Part time	14		28	
Occupational breakdown				APS 2006
Managers and senior officials	3,071	22	16	Caution: Findings based on sub-samples < 100
Professionals	0	0	12	
Associate professionals	530	4	15	
Administrative and secretarial occupations	459	3	11	
Skilled trades occupations	2,472	17	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	1,137	8	8	
Process, plant and machine operatives	4,242	30	6	
Elementary occupations	2,359	17	12	
All	14,270	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	993	7.0	31.8	
Level 3	2,648	18.6	22.8	
Level 2	3,607	25.3	21.8	
Below Level 2	7,022	49.2	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	341		58,534	
Total number of hard to fill vacancies	129		20,453	
Hard to fill vacancies as % of all vacancies	38		35	
Hard to fill vacancies as % of employment	0.9		0.9	
SSVs	93		12,734	
% of vacancies that are SSVs	27		22	
Skill shortage vacancies per 1,000 employees	6		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	15		16	
Number of employees not fully proficient	715		137,036	
% of staff reported as having skills gaps	5		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	54		68	
Trainees as % of workforce	40		65	
Average days training per head of workforce	4		8	
Awareness of Train to Gain	31		27	
Involvement with Train to Gain	6		4	

SKILLS FOR CARE AND DEVELOPMENT				
Skills for Care and Development is the Sector Skills Council for social care, children and young people (www.skillsforcareanddevelopment.org.uk)				
SIC 2003: 85.3				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	104,200		2,190,300	
Share of regional employment	4.8			
Number of businesses	6,800		215,100	
Average no. of employees	15		10	
Share of regional business base	3.1			
Workforce characteristics				APS 2006
% Male	14		54	Caution: Findings based on sub-samples < 100
% Female	86		46	
% of working age who are self-employed	10		15	
Full time	53		72	
Part time	47		28	
Occupational breakdown				APS 2006
Managers and senior officials	9,845	9	16	Caution: Findings based on sub-samples < 100
Professionals	9,036	8	12	
Associate professionals	19,870	17	15	
Administrative and secretarial occupations	9,621	8	11	
Skilled trades occupations	2,468	2	12	
Personal service occupations	54,217	48	8	
Sales and customer service occupations	0	0	8	
Process, plant and machine operatives	1,371	1	6	
Elementary occupations	7,201	6	12	
All	113,629	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	33,108	29.1	31.8	
Level 3	25,977	22.9	22.8	
Level 2	28,402	25.0	21.8	
Below Level 2	26,142	23.0	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	3,342		58,534	
Total number of hard to fill vacancies	1,026		20,453	
Hard to fill vacancies as % of all vacancies	1.1		35	
Hard to fill vacancies as % of employment	31		0.9	
SSVs	594		12,734	
% of vacancies that are SSVs	18		22	
Skill shortage vacancies per 1,000 employees	6		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	19		16	
Number of employees not fully proficient	6,080		137,036	
% of staff reported as having skills gaps	6		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	91		68	
Trainees as % of workforce	91		65	
Average days training per head of workforce	15		8	
Awareness of Train to Gain	44		27	
Involvement with Train to Gain	17		4	

SKILLS FOR HEALTH

Skills for Health is the Sector Skills Council for the health sector across the UK (www.skillsforhealth.org.uk)

SIC 2003: 85.1

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	182,000		2,190,300	
Share of regional employment	8.3			
Number of businesses	5,300		215,100	
Share of regional business base	2.4			
Average no. of employees	35		10	
Workforce characteristics				APS 2006
% Male	20		54	
% Female	80		46	
% of working age who are self-employed	8		15	
Full time	58		72	
Part time	42		28	
Occupational breakdown				APS 2006
Managers and senior officials	11,056	7	16	
Professionals	24,305	15	12	
Associate professionals	65,572	39	15	
Administrative and secretarial occupations	18,301	11	11	
Skilled trades occupations	1,929	1	12	
Personal service occupations	34,969	21	8	
Sales and customer service occupations	1,348	1	8	
Process, plant and machine operatives	459	0	6	
Elementary occupations	9,166	5	12	
All	167,105	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	97,035	58.1	31.8	
Level 3	18,223	10.9	22.8	
Level 2	26,541	15.9	21.8	
Below Level 2	25,306	15.2	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	3,825		58,534	
Total number of hard to fill vacancies	1,760		20,453	
Hard to fill vacancies as % of all vacancies	46		35	
Hard to fill vacancies as % of employment	1.0		0.9	
SSVs	706		12,734	
% of vacancies that are SSVs	18		22	
Skill shortage vacancies per 1,000 employees	4		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	20		16	
Number of employees not fully proficient	5,563		137,036	
% of staff reported as having skills gaps	3		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	89		68	
Trainees as % of workforce	100		65	
Average days training per head of workforce	12		8	
Awareness of Train to Gain	40		27	
Involvement with Train to Gain	18		4	

SKILLS FOR JUSTICE

Skills for Justice is the Sector Skills Council for custodial care, community justice, court and prosecution services, policing and law enforcement (www.skillsforjustice.com)

SIC 2003: 75.23, 75.24

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	25,500		2,190,300	
Share of regional employment	1.2			
Number of businesses	300		215,100	
Average no. of employees	79		10	
Share of regional business base	0.1			
Workforce characteristics				APS 2006
% Male	69		54	Caution: Findings based on sub-samples < 100
% Female	31		46	
% of working age who are self-employed	0		15	
Full time	86		72	
Part time	14		28	
Occupational breakdown				APS 2006
Managers and senior officials	2,362	9	16	Caution: Findings based on sub-samples < 100
Professionals	1,589	6	12	
Associate professionals	16,330	59	15	
Administrative and secretarial occupations	4,817	17	11	
Skilled trades occupations	0	0	12	
Personal service occupations	956	3	8	
Sales and customer service occupations	0	0	8	
Process, plant and machine operatives	0	0	6	
Elementary occupations	1,495	5	12	
All	27,549	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	7,716	28.0	31.8	
Level 3	6,121	22.2	22.8	
Level 2	7,992	29.0	21.8	
Below Level 2	5,721	20.7	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	325		58,534	Note: NESS findings based on fewer than 100 cases
Total number of hard to fill vacancies	20		20,453	
Hard to fill vacancies as % of all vacancies	0.1		35	
Hard to fill vacancies as % of employment	6		0.9	
SSVs	8		12,734	
% of vacancies that are SSVs	2		22	
Skill shortage vacancies per 1,000 employees	0		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	20		16	
Number of employees not fully proficient	528		137,036	
% of staff reported as having skills gaps	2		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	100		68	
Trainees as % of workforce	71		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	27		27	
Involvement with Train to Gain	5		4	

SKILLS FOR LOGISTICS				
Skills for Logistics is the Sector Skills Council for the freight logistics industry (www.skillsforlogistics.org)				
SIC 2003: 60.24, 63.1, 63.4, 64.1				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	57,000		2,190,300	
Share of regional employment	2.6			
Number of businesses	5,400		215,100	
Share of regional business base	2.5			
Average no. of employees	11		10	
Workforce characteristics				APS 2006
% Male	77		54	
% Female	23		46	
% of working age who are self-employed	6		15	
Full time	91		72	
Part time	9		28	
Occupational breakdown				APS 2006
Managers and senior officials	9,013	12	16	
Professionals	0	0	12	
Associate professionals	1,944	3	15	
Administrative and secretarial occupations	7,961	11	11	
Skilled trades occupations	1,520	2	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	1,439	2	8	
Process, plant and machine operatives	19,203	25	6	
Elementary occupations	34,767	46	12	
All	75,867	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	5,410	7.1	31.8	
Level 3	15,660	20.6	22.8	
Level 2	21,795	28.7	21.8	
Below Level 2	33,002	43.5	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	1,398		58,534	
Total number of hard to fill vacancies	321		20,453	
Hard to fill vacancies as % of all vacancies	23		35	
Hard to fill vacancies as % of employment	0.6		0.9	
SSVs	117		12,734	
% of vacancies that are SSVs	8		22	
Skill shortage vacancies per 1,000 employees	2		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	14		16	
Number of employees not fully proficient	2,943		137,036	
% of staff reported as having skills gaps	5		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	64		68	
Trainees as % of workforce	73		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	29		27	
Involvement with Train to Gain	5		4	

SKILLSACTIVE				
SkillsActive is the Sector Skills Council for leisure and learning (www.skillsactive.com)				
SIC 2003: 55.22, 92.6, 93.04				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	26,900		2,190,300	
Share of regional employment	1.2			
Number of businesses	2,800		215,100	
Average no. of employees	10		10	
Share of regional business base	1.3			
Workforce characteristics				APS 2006
% Male	53		54	
% Female	47		46	
% of working age who are self-employed	17		15	
Full time	65		72	
Part time	35		28	
Occupational breakdown				APS 2006
Managers and senior officials	3,780	14	16	
Professionals	0	0	12	
Associate professionals	12,104	45	15	
Administrative and secretarial occupations	2,430	9	11	
Skilled trades occupations	2,615	10	12	
Personal service occupations	4,291	16	8	
Sales and customer service occupations	380	1	8	
Process, plant and machine operatives	0	0	6	
Elementary occupations	1,439	5	12	
All	27,039	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	7,836	29.0	31.8	
Level 3	3,715	13.7	22.8	
Level 2	9,369	34.7	21.8	
Below Level 2	6,119	22.6	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	861		58,534	
Total number of hard to fill vacancies	230		20,453	
Hard to fill vacancies as % of all vacancies	27		35	
Hard to fill vacancies as % of employment	0.8		0.9	
SSVs	125		12,734	
% of vacancies that are SSVs	15		22	
Skill shortage vacancies per 1,000 employees	4		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	16		16	
Number of employees not fully proficient	2,360		137,036	
% of staff reported as having skills gaps	8		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	75		68	
Trainees as % of workforce	64		65	
Average days training per head of workforce	8		8	
Awareness of Train to Gain	23		27	
Involvement with Train to Gain	5		4	

SKILLSET				
Skillset is the Sector Skills Council for the Audio visual industries (www.skillset.org)				
SIC 2003: 22.32, 24.64, 74.81, 92.1, 92.2 NOTE: it is not possible to isolate photo imaging. Self employed people are excluded from NESS07/ABI but represent most of the sector in areas such as film production and independent production. As a result, the data should be used with caution)				
	Number	**%**	**SW Total**	**Source**
Employment				ABI 2006
Employment	8,100		2,190,300	
Share of regional employment	0.4			
Number of businesses	1,600		215,100	
Share of regional business base	0.8			
Average no. of employees	5		10	
Workforce characteristics				APS 2006
% Male	72		54	
% Female	28		46	
% of working age who are self-employed	40		15	
Full time	70		72	
Part time	30		28	
Occupational breakdown				APS 2006
Managers and senior officials	442	4	16	
Professionals	0	0	12	
Associate professionals	6,296	63	15	
Administrative and secretarial occupations	1,097	11	11	
Skilled trades occupations	0	0	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	963	10	8	
Process, plant and machine operatives	0	0	6	
Elementary occupations	1,119	11	12	
All	9,917	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	2,992	30.2	31.8	
Level 3	2,981	30.1	22.8	
Level 2	3,045	30.7	21.8	
Below Level 2	899	9.1	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	121		58,534	
Total number of hard to fill vacancies	54		20,453	
Hard to fill vacancies as % of all vacancies	45		35	
Hard to fill vacancies as % of employment	0.6		0.9	
SSVs	48		12,734	
% of vacancies that are SSVs	40		22	
Skill shortage vacancies per 1,000 employees	6		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	13		16	
Number of employees not fully proficient	277		137,036	
% of staff reported as having skills gaps	3		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	59		68	
Trainees as % of workforce	57		65	
Average days training per head of workforce	5		8	
Awareness of Train to Gain	21		27	
Involvement with Train to Gain	1		4	

SKILLSMART RETAIL				
Skillsmart Retail is the Sector Skills Council for the retail sector (www.skillsmartretail.com)				
SIC 2003: 52.1-52.6				
	Number	**%**	**South West Total**	**Source**
Employment				ABI 2006
Employment	253,300		2,190,300	
Share of regional employment	11.6			
Number of businesses	26,200		215,100	
Share of regional business base	12.2			
Average no. of employees	10		10	
Workforce characteristics				APS 2006
% Male	38		54	
% Female	62		46	
% of working age who are self-employed	7		15	
Full time	49		72	
Part time	51		28	
Occupational breakdown				APS 2006
Managers and senior officials	53,822	21	16	
Professionals	5,269	2	12	
Associate professionals	10,954	4	15	
Administrative and secretarial occupations	14,215	6	11	
Skilled trades occupations	7,940	3	12	
Personal service occupations	427	0	8	
Sales and customer service occupations	128,728	51	8	
Process, plant and machine operatives	6,229	2	6	
Elementary occupations	25,469	10	12	
All	253,053	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				
Level 4 and above	31,230	12.3	31.8	
Level 3	62,397	24.7	22.8	
Level 2	74,599	29.5	21.8	
Below Level 2	84,828	23.9	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	6,646		58,534	
Total number of hard to fill vacancies	1,455		20,453	
Hard to fill vacancies as % of all vacancies	22		35	
Hard to fill vacancies as % of employment	0.6		0.9	
SSVs	790		12,734	
% of vacancies that are SSVs	12		22	
Skill shortage vacancies per 1,000 employees	3		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	20		16	
Number of employees not fully proficient	19,829		137,036	
% of staff reported as having skills gaps	8		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	63		68	
Trainees as % of workforce	59		65	
Average days training per head of workforce	10		8	
Awareness of Train to Gain	25		27	
Involvement with Train to Gain	3		4	

SUMMITSKILLS

Summit Skills is the Sector Skills Council for the building engineering industry (www.summitskills.org.uk)

SIC 2003: 45.31, 45.33, 31.1; 31.62; 33.3; 52.72 (NOTE: 45.31, 45.33 not included in APS analysis as data not available at this level)

	Number	%	South West Total	Source
Employment				ABI 2006
Employment	20,600		2,190,300	
Share of regional employment	0.9			
Number of businesses	5,700		215,100	
Share of regional business base	2.7			
Average no. of employees	4		10	
Workforce characteristics				APS 2006
% Male	74		54	Caution: Findings based on sub-samples < 100
% Female	26		46	
% of working age who are self-employed	50		15	
Full time	74		72	
Part time	26		28	
Occupational breakdown				APS 2006
Managers and senior officials	496	25	16	Caution: Findings based on sub-samples < 100
Professionals	479	25	12	
Associate professionals	0	0	15	
Administrative and secretarial occupations	515	26	11	
Skilled trades occupations	456	23	12	
Personal service occupations	0	0	8	
Sales and customer service occupations	0	0	8	
Process, plant and machine operatives	0	0	6	
Elementary occupations	0	0	12	
All	1,946	100	100	
Workforce qualifications				APS 2006
% Staff qualified to:				Caution: Findings based on sub-samples < 100
Level 4 and above	0	0	31.8	
Level 3	1192	61.2	22.8	
Level 2	240	12.3	21.8	
Below Level 2	515	26.5	18.0	
Skills shortages				NESS 2007
Total no. of vacancies	439		58,534	
Total number of hard to fill vacancies	224		20,453	
Hard to fill vacancies as % of all vacancies	51		35	
Hard to fill vacancies as % of employment	1.2		0.9	
SSVs	160		12,734	
% of vacancies that are SSVs	36		22	
Skill shortage vacancies per 1,000 employees	9		6	
Skills Gaps				NESS 2007
% of employers with skills gaps	21		16	
Number of employees not fully proficient	1,537		137,036	
% of staff reported as having skills gaps	8		6	
Training				NESS 2007
Proportion of employers providing training within past 12 months	68		68	
Trainees as % of workforce	44		65	
Average days training per head of workforce	8		8	
Awareness of Train to Gain	24		27	
Involvement with Train to Gain	2		4	

Annex 2 – Self employment by SSC in SW (%)

% self employed by SSC	self-employed: 1 self-employed	self-employed: 2 not self-employed	Total
1 Lantra	52	48	100
2 Cogent	0	100	100
3 Proskills UK	6	94	100
4 Improve Ltd	3	97	100
5 Skillfast-UK	13	87	100
6 Semta	4	96	100
7 Energy & Utility Skills	0	100	100
8 ConstructionSkills	40	60	100
9 SummitSkills	50	50	100
10 Automotive Skills	14	86	100
11 Skillsmart Retail	7	93	100
12 People 1st	12	88	100
13 GoSkills	26	74	100
14 Skills for Logistics	6	94	100
15 Financial Services Skills Council	6	94	100
16 Asset Skills	30	70	100
17 e-skills UK	10	90	100
18 Government Skills	1	99	100
19 Skills for Justice	0	100	100
20 Lifelong Learning UK	13	87	100
21 Skills for Health	8	92	100
22 Skills for Care and Development	10	90	100
23 Skillset	40	60	100
24 Creative & Cultural Skills	44	56	100
25 SkillsActive	17	83	100
26 Non-SSC	16	84	100
Row %	15	85	100

Source: Adapted from Economic Systems Consultancy & Research and the South West Regional Development Agency.

Annex 3: Share of employment and share of GVA compared by SSC

Industry Name	SW share of FTE employment	% share of SW GVA 2005
Agriculture, forestry and fishing	3.3	1.9
Extraction	0.2	0.4
Food, drink and tobacco	1.7	1.9
Textiles, clothing, leather goods and footwear	0.3	0.3
Wood and paper products	0.5	0.5
Printing and publishing	1.1	1.2
Chemicals and nuclear fuel	0.5	0.6
Non-metal products	1.2	1
Metal products	1.3	1.1
Engineering	1.3	1.3
Electrical and medical equipment	1.6	1.9
Manufacture of transport equipment	1.9	2.4
Miscellaneous manufacture	0.8	0.6
Energy and water	0.5	2.5
Construction	8.8	7.3
Distribution and retail	15.8	12.1
Hotels and catering	5.5	3.7
Transport services	3.7	3.3
Communication	1.9	2.5
Financial services	3.3	5.3
Property and real estate	1.8	11.2
Business services	13.4	13.3
Public administration	6.7	5.8
Education	6.6	5.8
Health and social work	11.4	8.2
Other services	5	4.1
TOTAL	100	**100**

Source: Labour Force Survey, 4th quarter 2004 to 2007, ONS , © Crown Copyright

Annex 4: NVQ equivalents

This table maps out the various qualifications accepted as equivalent of NVQs

Level	Academic NVQ Qualification Name	Vocational Qualification Name
Level 1	GCSE/SCE/O-level grades below C (or fewer than 5 at grades A-C) CSE grades below 1 1 AS level	BTEC/SCOTBTEC/SQA-First Certificate BEC/SCOTBEC – General Certificate / Diploma City & Guilds – Operative Awards CPVE- Year 1 (Technician) LCCI/RSA/PEI – Elementary/ First Level RSA- Vocational Certificate Foundation GNVQ/GSVQ NVQ/SVQ Level 1
Level 2	5 or more GCSE/SCE/O-level grades at A – C CSE grade 1 1 A level pass 2 or 3 AS levels	BTEC/SCOTVEC/SQA-First Diploma BEC/SCOTBEC/BTEC/SCOTVEC/SQA – General Certificate / Diploma with credit City & Guilds – Higher Operative / craft LCCI – Certificate / Second Level PEI – Stage 2 Pitmans – Intermediate Level 2 Diploma Certificate RSA- Diploma Intermediate GNVQ/GSVQ NVQ/SVQ Level 2
Level 3	2 or more A level passes 4 or more AS levels	BEC/SCOTBEC BTEC/SCOTVEC/SQA – National OND TEC/SCOTEC – Certificate / Diploma City & Guilds – Advanced Craft LCCI – Third level Diploma Pitmans – Level 3 Advanced Higher Certificate RSA- Stage 3 Advanced Diploma Advanced GNVQ/GSVQ Access to Higher Education Courses Advanced awards in ESOL and foreign languages NVQ/SVQ Level 3
Level 4	Teaching qualifications (including PGCE) First degree	BEC/SCOTBEC BTEC/SCOTVEC/SQA – HND / HNC TEC/SCOTEC – Higher Certificate / Diploma LCCI – Advanced level RSA - Advanced Certificate/ Higher Diploma Diploma in Higher Education Nursing (SRN) Certificate in Higher Education NVQ/SVQ Level 4
Level 5	Higher degree	Continuing Education Diploma Other high level professional qualification

Annex 5: Trends in size of the Under 16 population by ethnic group, 2001 to 2005

Young people 0-15	2001	2005	Change (Numbers)	% change
All Groups	938.9	927.2	**-11.7**	**-1.2**
White: British	892.3	863	**-29.3**	**-3.3**
White: Irish	1.5	1.6	**0.1**	**6.7**
White: Other White	10.4	13.9	**3.5**	**33.7**
Mixed: White and Black Caribbean	7.7	8.8	**1.1**	**14.3**
Mixed: White and Black African	2	2.7	**0.7**	**35.0**
Mixed: White and Asian	5.2	6.6	**1.4**	**26.9**
Mixed: Other Mixed	3.9	4.8	**0.9**	**23.1**
Asian or Asian British: Indian	3.5	5.7	**2.2**	**62.9**
Asian or Asian British: Pakistani	2	3.9	**1.9**	**95.0**
Asian or Asian British: Bangladeshi	1.6	2.3	**0.7**	**43.8**
Asian or Asian British: Other Asian	0.9	1.7	**0.8**	**88.9**
Black or Black British: Black Caribbean	1.9	2.5	**0.6**	**31.6**
Black or Black British: Black African	1.4	3.6	**2.2**	**157.1**
Black or Black British: Other Black	0.6	0.9	**0.3**	**50.0**
Chinese or Other Ethnic Group: Chinese	2.6	3.1	**0.5**	**19.2**
Chinese or Other Ethnic Group: Other	1.5	2.3	**0.8**	**53.3**

Source: ONS Population Estimates by Ethnic Group

Creator	Faith Graham
Job title	Research Team
Email	matt.jago@lsc.gov.uk
Phone	0117 372 6428
Date created	29 September 2008
Document ref.	G:\Shared\Research\strategic analysis 08\LLDD\Strategic Analysis 2008 - employment report-29sept2008.doc
LSC office	**LSC South West Region**
	Regional Office
	St Lawrence House 29-31 Broad Street Bristol BS1 2HF
	T 0117 372 6401 **F** 0117 372 6433 **www.lsc.gov.uk**