

## **Sector Intelligence 2008 – for The Justice Sector**

### **Demand Side Profile for The Justice Sector**

#### **Sector Profile**

- The sector comprises a large number of organisations spread across a range of employment groups, each of which has its own individual identity. All of these organisations are working towards the same overarching purposes, related to the creation of a safe, just and stable society. Partnership working is key to the sector and is encouraged by government and increasingly incorporated into legislation as a statutory requirement.
- In the West Midlands' employment in the Skills for Justice Footprint is somewhere between 32,700 and 37,000.
- A significant feature of the Justice sector is in the size and characteristics of the establishments. In the West Midlands there are small numbers of large units employing well over 90% of all employees.
- There are just over 300 establishments in the sector with 45% employing 1-10 employees compared to 84% of all sectors in the West Midlands economy.
- The Justice Sector has an unequal gender balance with 52% of employees male.
- A higher proportion of the sector's workforce belongs to white ethnic groups (nearly nine in ten people).
- The Justice Sector workforce is largely dominated by those aged 25-44, significantly more so than in the general population as a whole. Younger people are heavily under-represented in the sector and the proportion of the workforce who is aged 45+ is also relatively low.
- Over half of all employees hold a level 3 or above, compared to 45 per cent in all sectors. One in four of the workforce has qualification below Level 2 compared to one in three in the whole of the West Midlands economy.

#### **Future Employment**

- Over the next 10 years there is expected to be a decrease of around 2,000 jobs in the Justice Sector across the region. Replacement demand will account for about 11,000 employees, therefore a net requirement of around 9,000 jobs.
- Employment projection for Skills for Justice indicates that the sector will see decline mainly in administrative, clerical and secretarial occupations. The requirements over the coming years are likely to be concentrated in associated professionals, managers and senior officials and administrative, clerical occupations.

#### **Recruitment, Skills and Training Issues**

- The National Employer Skills Survey 2007 estimated just below 4,000 vacancies (nation wide) in the sector, of these 7% is skills shortage vacancies.
- Vacancies are highest for associate professional staff than any other occupational groups. Senior managers and professionals have the lowest level of vacancies across the board.
- The main causes reported for difficulties in recruitment are:
  - low number of applicants with the required skills;
  - lack of people with the level of qualifications the company demands;

- poor terms and conditions offered;
- management skills;
- technical and practical skills;
- The skills gap for the sector is 5% of the workforce, which is slightly below the average reported for the whole economy. An estimated 26% of Skills for Justice's employers have reported suffering from skill gaps, which is almost 11 percentage points higher than for all sectors. The occupations with the highest level of skills gaps are administration/clerical and skilled trades. These are well above the sector average.
- The vast majority of employers within the sector design and deliver training for their staff. In some strands the focus is at entry level for specialist staff such as police officers and probation officers. The percentage of establishments in the skills for Justice Sector with a training plan and associated budget is well over 70%.
- The skill needs assessment report produced by Skills for Justice identifies the following priority skills gaps:
  - leadership and management;
    - performance and quality management
    - managing change
    - financial and resource management
    - risk management
    - procurement and contracting (this is an area of concern highlighted by Skills for Justice given the ongoing climate change and organisational mergers and re-structures within the sector)
  - IT and computing;
  - multi-agency working (an area of concern cited by Skills for Justice, given the crucial function of working in partnership with agencies to share information and to provide a seamless experience of the Justice system);
  - race and diversity awareness;
- Other skills highlighted were in customer handling, office administration, team working and technical and practical skills.
- The sector is driven by legislation and is subject to continual changes in government policy, each year a number of parliamentary acts are passed which varies in terms of the impact on the sector. Some of the key trends and drivers of change which determine labour demand and skills include economic change, for example, employment and unemployment, the distribution of wealth and the changing demography structure, changes in the patterns of crime with implications for prevention, detection and sentencing. There are also requirements to set and meet targets and improve quality, effectiveness and efficiency with implications for the role of technology and appropriate skills.

## Supply Side Analysis

## FE Enrolments by Local office

LSC	2005/06 (FO5)		2006/07 (FO5)		2007/08 (FO4)		% Change 2005/6 to 2007/08	
	16-18	19+	16-18	19+	16-18	19+	16-18	19+
Birmingham & Solihull	662	2,673	262	1,549	1,233	1,775	86%	-34%
Black Country	52	462	130	359	194	463	273%	0%
Coventry & Warwickshire	#	261	139	872	150	839	3650%	221%
Herefordshire & Worcestershire	#	50	44	65	16	49	433%	-2%
Shropshire	#	84	#	166	18	295	260%	251%
Staffordshire	15	304	665	488	120	277	700%	-9%
<b>West Midlands</b>	<b>741</b>	<b>3,834</b>	<b>1,248</b>	<b>3,499</b>	<b>1,731</b>	<b>3,698</b>	<b>134%</b>	<b>-4%</b>

Note: # less than 10 enrolments

- FE enrolments for 16-18 year olds have had a steady increase over the last two years, with Coventry and Warwickshire having the biggest increase.
- There has been a small decline in 19+; this has been picked up through Train to Gain. Birmingham and Solihull have seen the most significant drop in numbers.

## FE Enrolments by Notional NVQ Level

LSC	2005/06 (FO5)		2006/07 (FO5)		2007/08 (FO4)		% Change 2005/6 to 2007/08	
	16-18	19+	16-18	19+	16-18	19+	16-18	19+
Entry Level	#	#	#	#	#	#	-	-
Level 1	618	1,131	1,067	778	1,475	1,270	139%	12%
Level 2	108	2,561	160	2,591	239	2,324	121%	-9%
Level 3	#	121	#	106	#	74	50%	-39%
Level 4, 5 or higher	#	#	#	#	#	#	-	-
Unknown	13	21	20	22	14	30	8%	43%
<b>Total</b>	<b>741</b>	<b>3,834</b>	<b>1,248</b>	<b>3,499</b>	<b>1,731</b>	<b>3,698</b>	<b>134%</b>	<b>-4%</b>

Note: # less than 10 enrolments

- There have been no enrolments at Entry Level in the justice sector
- Level 1 has seen a steady increase across all age ranges, with Birmingham and Solihull having the biggest increase.
- Level 2 16-18 enrolments have had an increase, with Birmingham and Solihull having the most significant increase and Herefordshire and Worcestershire having the lowest.
- Level 2 19+ has seen a reduction in figures however, this has been offset by the take up of Train to Gain by the sector.

**WBL Enrolments by Local office**

- WBL starts in the sector are very low; this trend urgently needs to be reversed to ensure that the sector takes advantage of the opportunities of Apprenticeships.
- Enrolment across the sub-region is concentrated in the Black Country with less than 10 in the 16-18 age groups across the years.
- 19+ enrolments were more than doubled (from 11 to 26) in 2006/07 and then fell by 75% in 2007/08.

**Train to Gain**

LSC	2006/07 (P15)		2007/08 (P12)	
	16-18	19+	16-18	19+
Birmingham & Solihull	#	26	#	447
<b>West Midlands</b>	#	<b>26</b>	#	<b>447</b>

Note: # less than 10 enrolments

- 2007-08 has seen an increase of Train to Gain numbers which is very positive, this will continue with the development of the Sector Compact for the Justice Sector and the additional flexibilities that may be introduced.
- The 'priority qualifications' identified for full Level 2 repeats v2.2 Sept 2008, the following qualifications can be funded as a second Level 2; S/NVQ in Custodial Care.

**ESF Enrolments by Local office**

LSC	2005/06 (P15)		2006/07 (P15)		2007/08 (P12)	
	16-18	19+	16-18	19+	16-18	19+
Birmingham & Solihull	#	#	10	113	11	229
Black Country	#	#	#	#	#	#
Coventry & Warwickshire	#	#	#	#	#	#
Herefordshire & Worcestershire	15	#	66	#	78	#
Shropshire	#	#	#	#	#	#
Staffordshire	#	#	#	#	#	#
<b>West Midlands</b>	<b>15</b>	#	<b>76</b>	<b>113</b>	<b>89</b>	<b>237</b>

Note: # less than 10 enrolments

- There have been ESF enrolments in Birmingham and Solihull and Herefordshire and Worcestershire. FE and Train to Gain providers need to be aware that these may need to be picked up by other funding streams as contracts came to an end in 2007.

**LLDD Enrolments by Programme for learners who have a disability or learning difficulty**

LSC	2005/06		2006/07		2007/08		% Change 2005/6 to 2007/08	
	16-18	19+	16-18	19+	16-18	19+	16-18	19+
FE	94	133	117	165	155	201	65%	51%
WBL	0	0	0	0	0	0	0%	0%
Train to Gain	0	0	0	#	0	#	0%	100%
ESF	#	0	#	#	#	#	350%	100%
<b>Total</b>	<b>96</b>	<b>133</b>	<b>124</b>	<b>175</b>	<b>164</b>	<b>215</b>	<b>71%</b>	<b>62%</b>

Note: # less than 10 enrolments

- Birmingham and Solihull have the highest number of LLDD learners in the region.

**Success Rates**

- FE Success rates are highest in Shropshire (92.25%) and lowest in Staffordshire (70.30%).
- Success rates on average have improved year on year for the Justice Sector, which is good as numbers of starts have increased also.
- Success rates in WBL are running at 50%

## Key Issues

### Regional

- The Justice Sector is a new focus of work for the LSC in the West Midlands and with around 75% of learning and skills delivered in-house there is scope for the sector to increase the proportion of LSC funds accessed.
- There is a need to link providers and employers more effectively to ensure that Assessor capacity/capability does not restrict the delivery of learning.
- FE and WBL volumes funded by the LSC are very low for this sector. However organisations within the Justice Sector are increasingly moving over to NVQ's – examples include both the Police and the Prison Service. There is a need for providers to engage more effectively with these employers.
- Community and Voluntary organisations are significant contributors to this sector. There is a need to better understand the workforce needs of these organisations. This will require coordinated action by both commissioning organisations and providers.
- Employers need to ensure their needs are reflected in Sector Skills Council priorities to ensure their needs are met and that LSC funding is directed towards the most appropriate qualifications.

### Local

#### **Birmingham & Solihull**

West Midlands Police are very active/engaged in Birmingham and have strong links through the Public Service Compact and with Sutton College.

#### **Coventry & Warwickshire**

Newbold Revel is the major Centre for the Training of Prison Service Staff in the region. The prison service is moving to NVQ's for Prison Officers and is exploring opportunities for accessing LSC funding.

#### **Herefordshire, Worcestershire and Shropshire**

Telford College of Arts and Technology and Kidderminster College are the major providers for this sector in this local area.

#### **Staffordshire**

The Midlands Consortium, the major provider for the delivery of training for the Probation Services across the West Midlands, is located in Litchfield. Funding is currently drawn from outside the LSC but the organisation is looking to establish new alliances with FE/WBL providers.

#### **The Black Country**

Wolverhampton College is the biggest provider of programmes for the Justice Sector in this local area.

This local area has the only West Midlands WBL provision delivering