LLEP Skills Advisory Panel

Skills Evidence Base Summary
January 2020

Introduction

Skills Advisory Panels (SAPs) aim to bring together local employers and skills providers to pool knowledge on skills and labour market needs, and to work together to understand and address key local challenges. This includes both immediate needs and challenges and looking at what is required to help local areas adapt to future labour market changes and to grasp future opportunities. This will help colleges, universities and other providers deliver the skills required by employers, now and in the future.[1]

To support the work of the SAPs, each Local Enterprise Partnership (LEP) is expected to produce an evidence base to understand the local skills and labour market. This will allow SAPs to:

- understand local skills and labour markets to understand the local position
- discuss and agree local skills needs priorities in the short-term and more longer-term
- consider how these will be met through local provision over time

The following report contains a wide range of information and data including but not restricted to: published government data from the Department for Education and Office for National Statistics (e.g. Education outcomes and participation; Business Register and Employment Survey); third party analysis (e.g. work by consultants to apply statistical modelling to published data); Local Authority datasets (e.g. detailed apprenticeship and Further Education data); literature review of current and future trends; local knowledge of stakeholders.

The report had been structured according to the guidance provided to include:

- Local Landscape
- Skills Demand
- Skills Supply
- Analysis of Supply and Demand

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[1] Department for Education Skills Advisory Panel guidance

Local Landscape

Population

Exceeds national averages for:

- **Working age population[2]**

  63.6% (compared to 62.8% nationally)

- **Rate of growth**

  1.2% (compared to 0.3% nationally)

- **Population not born in the UK (migrants)**

  23.1% which is 3.2% above the national average.

1,043,800 people live in the LLEP area
Leicester: **34%**
Leicestershire: **66%**

Life expectancy
Males: **80** years
Females: **84** years

In 2018 those **over 65** made up **17.3% of the total population** (184,000 residents)

By **2030** the numbers of residents aged over 65 will **increase by 55,000 or 30%**

The LLEP area has a **larger** than average **working age population** of 664,200 or **63.6%** of total population

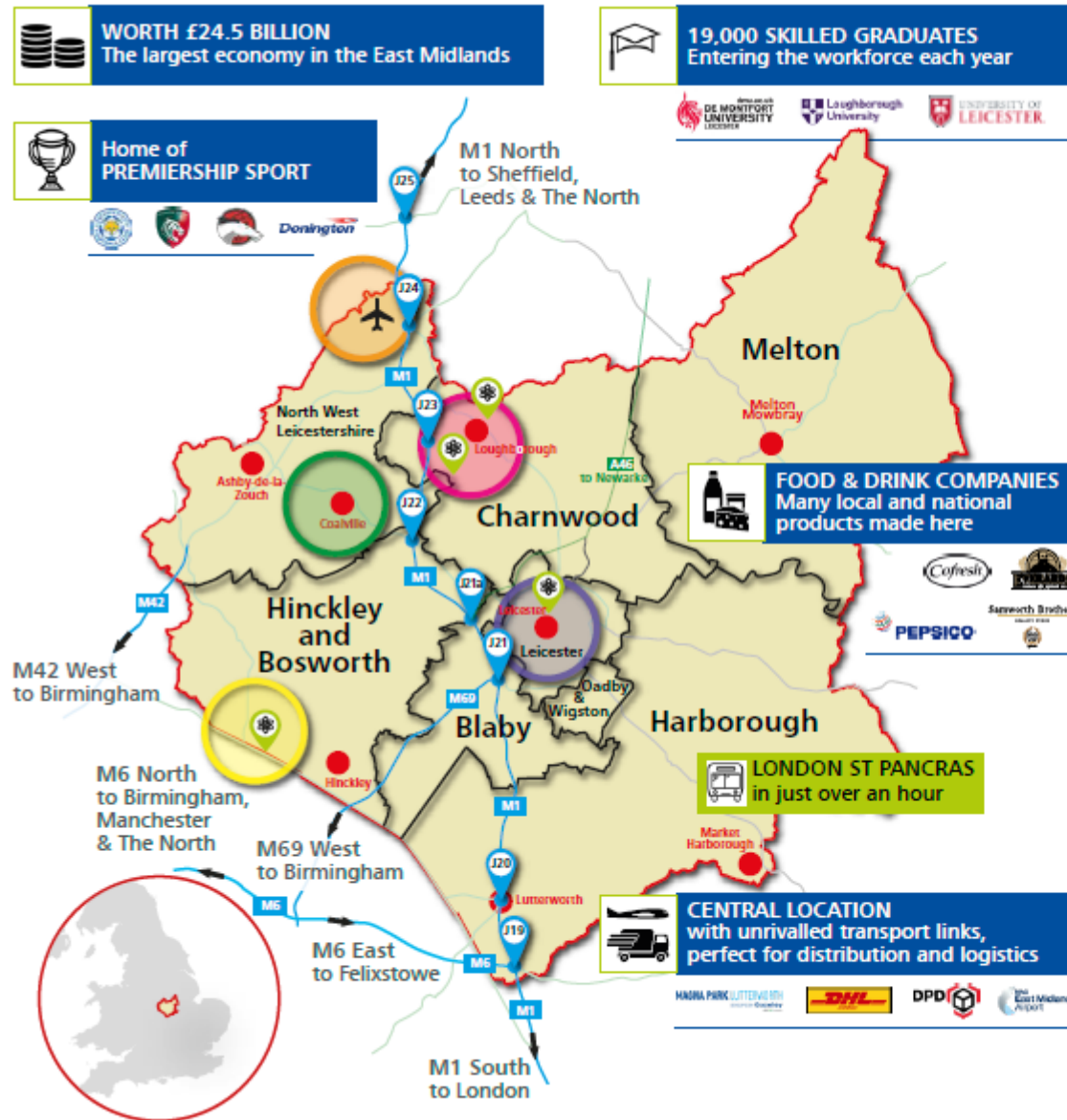This share is expected to fall in line with the national average by 2030

The population of **Leicester** is younger than average
9.1% are aged 15-19 (England average 5.6%)
14.6% are aged 18-24 (England average 8.7%)

Population growth is expected to slow in between 2018 and 2030, largely as a result of a slowdown in migration

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[2] All population data sourced from ONS

The LLEP Area

WORTH £24.5 BILLION
The largest economy in the East Midlands

19,000 SKILLED GRADUATES
Entering the workforce each year

DE MONTFORT UNIVERSITY LEICESTER · Loughborough University · UNIVERSITY OF LEICESTER

Home of PREMIERSHIP SPORT

Donington

SEVERAL RETAIL HEAD OFFICES are based here

next · Dunelm · Shoe Zone · Joules

PROFESSIONAL & FINANCIAL SERVICES
Companies choose Leicester

Santander · IBM · Hastings DIRECT · HK

STRONG ADVANCED MANUFACTURING & ENGINEERING SECTOR

MIRA · TRIUMPH · CATERPILLAR · JJ Churchill Ltd

M1 North to Sheffield, Leeds & The North

Melton

North West Leicestershire

Ashby-de-la-Zouch

Coalville

Charnwood

Loughborough

Melton Mowbray

A46 to Newark

FOOD & DRINK COMPANIES
Many local and national products made here

Cofresh · EVERARDS · Samworth Brothers · PEPSICO

M42 West to Birmingham

Hinckley and Bosworth

Leicester

Oadby & Wigston

Harborough

Blaby

Hinckley

LONDON ST PANCRAS in just over an hour

M6 North to Birmingham, Manchester & The North

M69 West to Birmingham

M6 East to Felixstowe

Lutterworth

Market Harborough

CENTRAL LOCATION
with unrivalled transport links, perfect for distribution and logistics

MAGNA PARK LUTTERWORTH · DHL · DPD · East Midlands Airport

M1 South to London

The colours show key locations where high numbers of jobs and opportunities are expected due to investment and regeneration projects.

- Leicester urban area (Waterside project, city regeneration areas)
- East Midlands Enterprise Gateway in the East Midlands Airport area
- Coalville Growth Corridor
- Loughborough (Loughborough University Science & Enterprise Park)
- South West Leicestershire (MIRA Technology Park Enterprise Zone)
- Enterprise Zones

Employment rates

0.2% JSA claimant rate across LLEP area[3]

Half national rate of 0.4%

(both City and County are individually below national rate)

Economic Inactivity

21% - same as both England and East Midlands

Average Earnings of LLEP residents:

£28,702 - below national levels but slightly higher than the East Midlands average[4]

But big difference between City and County

| City | £23,745 |
| County | £30,490 |

Wages in the city have risen in 2019 after several years of being static and are around £1,500 p.a. higher than in 2014, whilst wages in England have increased by around £3k and wages in Leicestershire by almost £4k during the same 5 year period.

Employment sectors

The largest employment sector is **Manufacturing** employing **59,000**. This is a higher proportion than nationally (12.4% LLEP, 9.8% England).[7]

Other large employment sectors include:

- **Health** (53,000, 11.2%);
- **Education** (47,000, 9.9%);
- **Business Admin and Support** (41,000, 8.6%)
- **Retail** (40,000, 8.4%)

(Further detail is available in the Demand chapter)

Occupations

Professional occupations account for 18% (241,000) of jobs in the LLEP area, the highest proportion.

Associate Professional and **Technical occupations** are next at 14% (184,000)

Job growth

Managerial and Professional jobs have seen the **largest growth** between 2014-2019, a 13% rise from 240,000 to 280,000 jobs

Operative and **Elementary;** and **Administration** and **Skilled Trades** have shown **very little growth** in LLEP workplaces – between 1%-7% although all are still significant sectors for employment, employing a combined total of 269,000 people.

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[3] Unemployment data - JSA claimant data ONS
[4] Average Annual Earnings by area ONS
[7] All occupational data - Business Register and Employment survey 2018 ONS

Business Growth

There are **42,000** Businesses in the LLEP area[5]

New business growth is **higher** than the national rate, the East Midlands and Midlands Engine area.

Of the businesses in the LLEP area:
0.4% are Large businesses (250+ employees)
1.7% are Medium (50 to 249)
9% are Small (10 to 49)
89% are Micro Businesses (0-9)

Enterprise Zones

An Enterprise Zone is an area where policies are in place to encourage economic growth and development. The LLEP area has 2 EZs:

Loughborough and Leicester Science and Innovation Enterprise Zone:

- **Charnwood Campus** offers world-class laboratories and office space for the bio-medical and pharmaceutical sectors. The site is also the first UK Life Science Opportunity Zone.

- **Leicester Waterside** is a central city location

- **Loughborough University Science and Enterprise Park** is one of the UK's largest science parks

MIRA Technology Park: is a world leading automotive research and development park.

Productivity

Lower than England average Nominal Gross Value Added by sector[8]:

£30.91 per hour in Leicestershire compared to **£33.99** nationally

Midlands Engine

The Leicester and Leicestershire Economic Partnership is one of 9 LEP partners in the Midlands Engine, alongside 20 Universities, all top tier Local Authorities in the region, and 1000s of businesses.
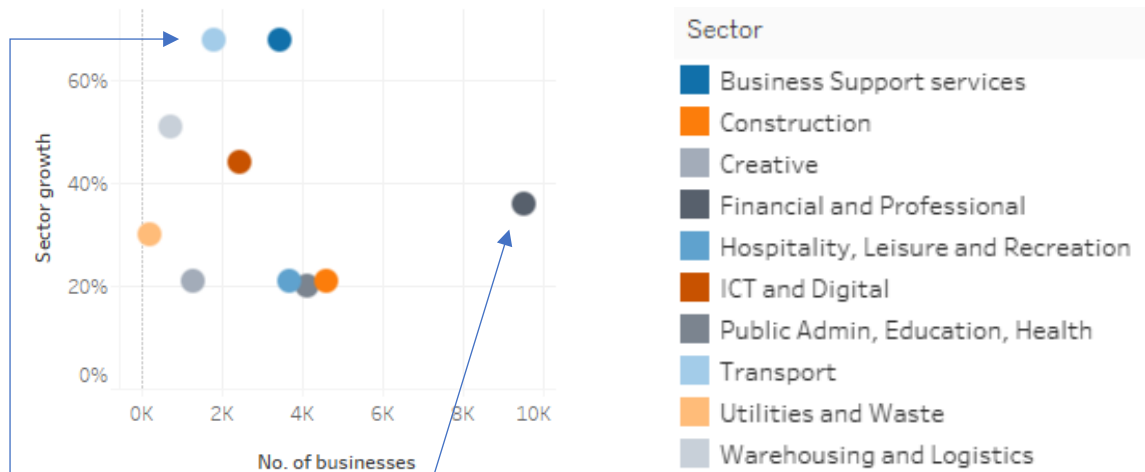
The Midlands Engine has five main themes:

- **Midlands Connect** – long term transport strategy for the region
- **Innovation and Enterprise** – to drive business innovation and improve productivity and competitiveness
- **Skills** – to provide skills training tailored to employer demand
- **International Trade and Investment** – increase employment, diversify the business base, develop local supply chains that support global brands
- **Shape Great Places** – develop regional branding and strengthen the area's reputation across global markets

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[5] Number of businesses and type - UK Business Counts, ONS 2010-19
[8] Subregional Productivity, ONS, 2017, Nominal Gross Value Added, ONS 2016, Annual Survey of Hours and Earnings ONS 2013-18

Growth in Business Sectors 2013 – 2018

Sector	No. of businesses	Sector growth
Financial and Professional	9,515	36%
Construction	4,585	21%
Public Admin, Education, Health	4,135	20%
Hospitality, Leisure and Recreation	3,660	21%
Business Support services	3,420	68%
ICT and Digital	2,440	44%
Transport	1,785	68%
Creative	1,290	21%
Warehousing and Logistics	730	51%
Utilities and Waste	195	30%

The **Financial and Professional** sector is the largest sector in the LLEP by number of businesses, twice as high as any other sector[6]. However, this could include many micro businesses e.g. Independent Financial advisors.

Business Support services and **Transport** are the sectors with the largest growth, both showing sector growth of 68%.

Number of businesses

It is important to note that 9 out of 10 businesses in the LLEP area are micro businesses, employing less than 10 people, therefore a high number of businesses and high growth does not necessarily equate to high employment demand.

For example, using two sectors from the top and bottom of the list, a new Warehouse (one business) could comfortably employ more people than several independent financial advisors (i.e. the Financial and Professional sector).

Education landscape

3 Universities

- University of Leicester
- De Montfort University
- Loughborough University

9 Colleges

- Stephenson College
- Loughborough College
- Brooksby Melton College
- Gateway Sixth Form College
- WQE and Regent College Group

- Leicester College
- North Warwickshire and South Leicestershire college
- Homefield College (special college)
- RNIB College Loughborough (special college)

Plus 19 school sixth forms

Qualifications

33% of residents in the LLEP Area are qualified to Degree level The same as the East Midlands and Midlands Engine area but lower than the England level of **39%.**[11]

**12%** of residents in the LLEP Area have **No Qualifications**

This is higher than East Midlands and Midlands Engine area and 4% higher than the England average.

67 State funded Secondary schools

77.3% were rated as Good or Outstanding with the following split[9]…
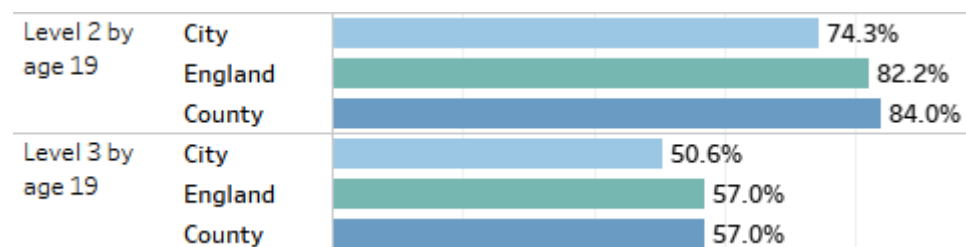

2019 GCSE attainment varied across the region with both areas below national levels[10] (Average Attainment 8 score – new DfE GCSE benchmark):
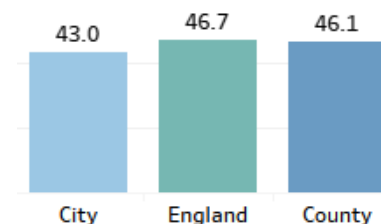
22 Independent schools which vary in size from 100 to 1000+ pupils. These schools include traditional Grammar and High schools as well as several faith based schools.

Post 16

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[9] Ofsted Management information – state funded school inspections September 2019
[10] Attainment data – Local Authority Interactive Tool from Department for Education
[11] Qualifications information from Annual Population Survey, ONS, 2018

Deprivation

The LLEP ranks 23 out of 38 LEPs for deprivation (38 being the least deprived). However, there is a stark contrast between city and county with 20.3% of city neighbourhoods in the most deprived 10% nationally. In contrast, the 7 Leicestershire Districts rank between 216 and 308 (out of 317 Districts where high is least deprived), although pockets of deprivation do exist in North West Leicestershire and Charnwood[12].

NEET (16-17 year olds)

NEET over the past 2 years has been around[13]:
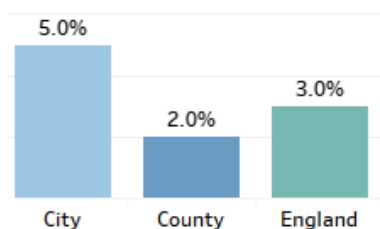
Although Leicester City NEET is generally lower than Derby or Nottingham. The table below shows how NEET differs between cities and counties in the East Midlands:

Derby	8.0%
Nottingham	7.0%
Leicester City	4.5%
EAST MIDLANDS	3.4%
Lincolnshire	3.3%
ENGLAND	3.2%
Northamptonshire	2.9%
Derbyshire	2.8%
Leicestershire	2.2%
Nottinghamshire	1.9%
Rutland	0.5%

High deprivation
Low deprivation
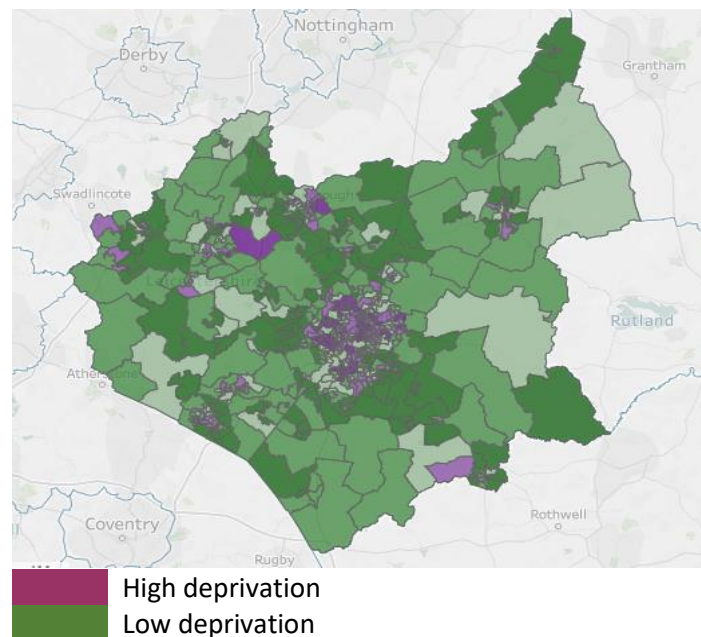
The chart below shows the proportion of neighbourhoods in the most deprived 10% in the country and demonstrates the contrast between city and county

Leicester	20.3%
North West Leicestershire	3.5%
Hinckley and Bosworth	0.0%
Charnwood	2.0%
Melton	0.0%
Oadby and Wigston	0.0%
Blaby	0.0%
Rutland	0.0%
Harborough	0.0%

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[12] Deprivation data from Ministry of Housing, Communities and Local Government, 2019
[13] NCCIS data released to Local Authorities August 2019

Skills Demand

LLEP Area Job Replacement and Expansion Demand 2017-2023

499,200 estimated jobs in the LLEP area.

Forecast to rise to **518,670** by 2023

This includes an 'expansion demand'* of **3.9%** - higher than the national forecast of 2.9%.

Over the same period, the working age (age 16-64) population of Leicester and Leicestershire is forecast to increase by 1.9%, or 12,300 people, although this figure does not include any net inward migration, plus more people are working into later life.[14]

In addition, developments at the East Midlands Gateway and the Enderby Logistics Point could see a further 6,700 new jobs created in the logistics sector over the period to 2023.[15]

*Expansion demand is new jobs required due to economic growth rather than replacing the existing workforce

There will also be a requirement in all sectors to fill vacancies arising through 'replacement demand', i.e. people leaving the workforce due to retirement or mortality. It is estimated that replacement demand will equate to 146,150 vacancies in the LLEP area between 2017 and 2023.[16]

The total requirement (expansion and replacement demand combined) for the LLEP area between 2017 and 2023 is therefore estimated at 165,620 jobs, or 172,320 if the additional 6,700 new jobs in logistics are also included.[17]

Summary of forecast:

- More jobs in the future

- Increased working age population (plus possible inward migration)

- Up to 172,320 extra workers required by 2023

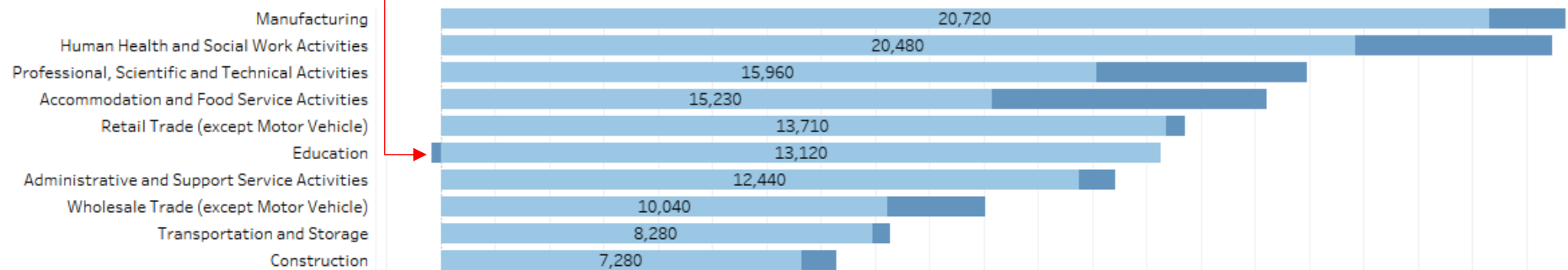[14] York Consulting, Skills for the Future, 2018-2030
[15] Ibid
[16] Ibid
[17] Ibid

Expansion and Replacement demand by Sector to 2022

Expansion Demand to 2022
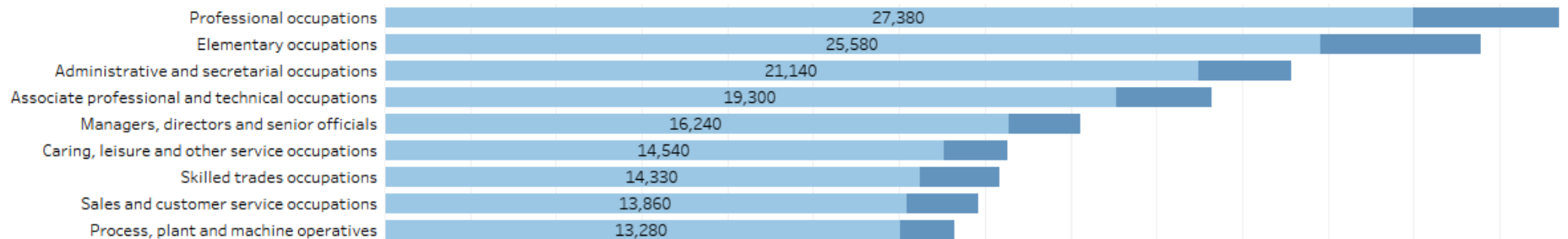**Replacement Demand to 2022**

Manufacturing and **Human Health and Social Work Activities** have the largest demand[18]

Education has replacement demand only and negative expansion

Sector	Value
Manufacturing	20,720
Human Health and Social Work Activities	20,480
Professional, Scientific and Technical Activities	15,960
Accommodation and Food Service Activities	15,230
Retail Trade (except Motor Vehicle)	13,710
Education	13,120
Administrative and Support Service Activities	12,440
Wholesale Trade (except Motor Vehicle)	10,040
Transportation and Storage	8,280
Construction	7,280

Expansion and Replacement demand by Occupation to 2022

Professional and **Elementary** occupations have the largest demand and largest expansion

| Occupation	Value
Professional occupations	27,380
Elementary occupations	25,580
Administrative and secretarial occupations	21,140
Associate professional and technical occupations	19,300
Managers, directors and senior officials	16,240
Caring, leisure and other service occupations	14,540
Skilled trades occupations	14,330
Sales and customer service occupations	13,860
Process, plant and machine operatives	13,280

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[18] York Consulting, Skills for the Future, 2018-2030

Demand changes over time

Data from 2013 to 2019 shows the changes in demand by the main Standard Occupational Classification (SOC) groups. In summary, the groups are in a hierarchy of high to low skilled occupations[19]:

- 1-3 Managers, Professional, Technical
- 4-5 Administrative and Skilled Trades
- 6-7 Service Occupations (inc. caring, sales, customer service)
- 8-9 Machine operatives and elementary occupations

SOC Group

■ 1 to 3   ■ 4 to 5   ■ 6 to 7   ■ 8 to 9
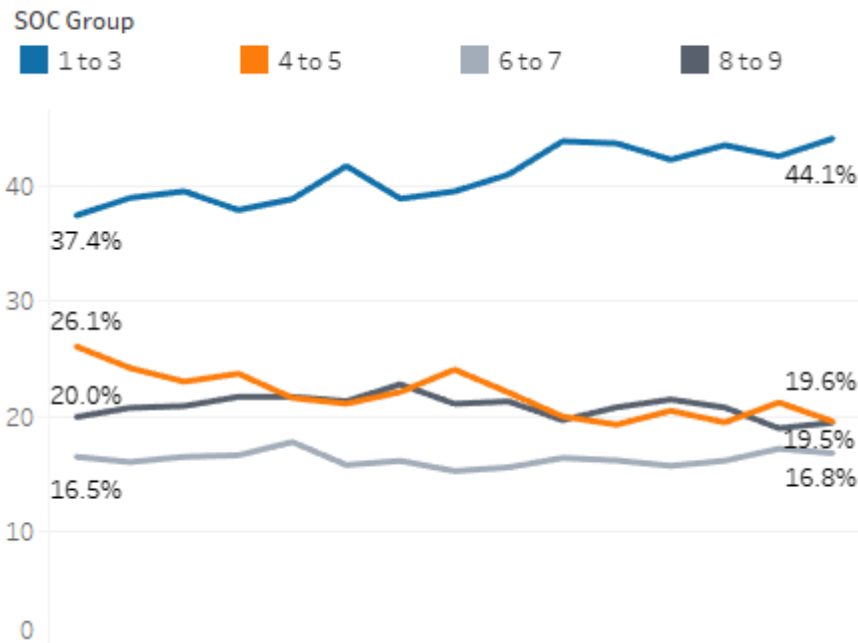
The graph above shows that high skilled occupations have increased as a proportion of LLEP jobs since 2013 and mid skilled occupations such as administrative and skilled trades have seen the largest fall.

The change in the actual numbers of workers emphasises this change as the population growth in this period means percentage changes translate to higher numbers in recent years

Changes since 2013

- Managers, Professional, Technical   **+57,600**
- Administrative and Skilled Trades   **-17,200**
- Service Occupations (inc. caring, sales, customer service) **+10,000**
- Machine operatives and elementary occupations **+11,900**

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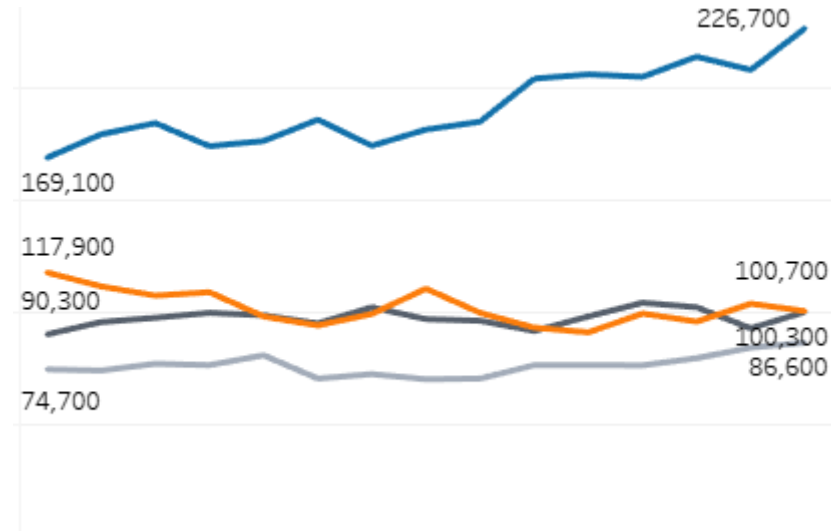
19 SOC data from NOMIS provided by ONS

Leicestershire Business Survey 2017 findings:

The Leicester and Leicestershire Business Survey has been conducted since 1994, providing a robust source of intelligence about the local economy[20].

The survey focuses on private sector employers. A sample of over 1,000 businesses was designed based on the local economy's sectors and its distribution of workplaces of different sizes.

Recruitment

52% of respondents had recruited staff in the past 12 months.

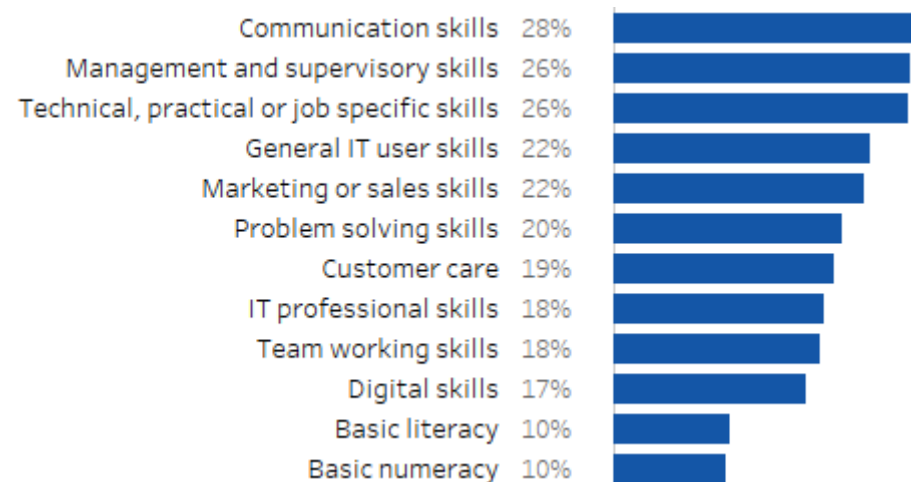**71%** of all respondents said they had no difficulties recruiting in this time.

…of those that did have difficulties, the most common problem was…

'…a low number of applicants with the required skills (12%)'

10% of those surveyed had employed recent graduates in the past 12 months

Skills shortages in work

The table below shows the skills employers felt needed improving amongst current employees

Skill	%
Communication skills	28%
Management and supervisory skills	26%
Technical, practical or job specific skills	26%
General IT user skills	22%
Marketing or sales skills	22%
Problem solving skills	20%
Customer care	19%
IT professional skills	18%
Team working skills	18%
Digital skills	17%
Basic literacy	10%
Basic numeracy	10%

Job specific skills data suggests a shortage of several specialist skills with 'other' (i.e. no existing category) the highest at 22%
The next highest were:

- IT Skills (10%)
- General training (non specified) 9%
- Managers/Supervisors 8%

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[20] Leicestershire and Leicester Business survey 2017

Training

41% of respondents had not arranged any training or development for employees over the past 12 months (including informal on-the-job training).[21]

By far the most common reason for this was that '**All our staff are fully proficient / no need for training' (70%).**

77% of employees found training to be 'Very Easy' or 'Quite Easy' to arrange.

The most common problems experienced were '**Lack of local providers of relevant courses' (44%)** and the '**Cost of training and courses' (22%)**

Planned training for the next 12 months

57% of respondents said they planned to train or upskill staff in the next 12 months.

The most popular categories for planned training were…

Category	%
Technical, practical or job specific skills	35%
Customer care	14%
Marketing or sales skills	13%
Management and supervisory skills	12%
Digital skills	12%
Communication skills	12%
General IT user skills	11%

Importance of training
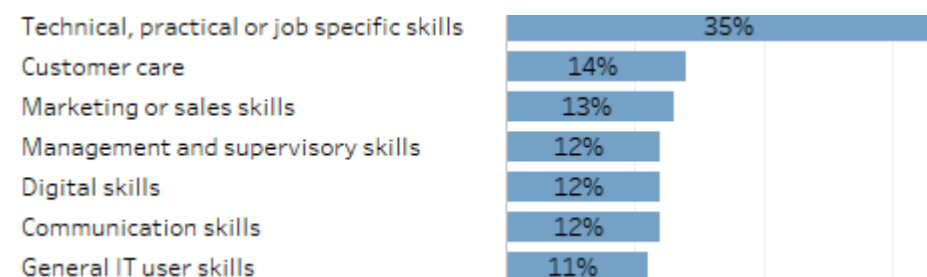
Training and re-training will continue to be of high importance for two main reasons:

- Technological advances

- Longer working lives

Training can also help address issues of today and in the future, three of which are:
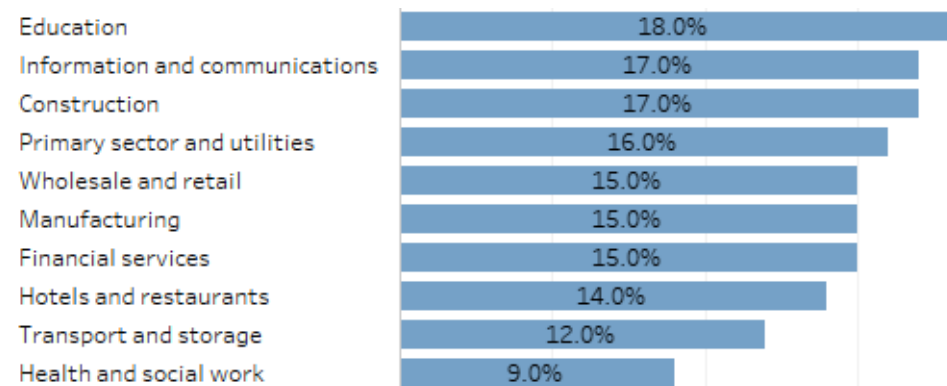
- Low productivity (a local and national problem)

- Future need for high skilled workers. Many of these workers will already be in the workforce

- The impact of climate change which could lead to fundamental changes in many industries

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[21] All training data Leicestershire and Leicester Business survey 2017

Skills gaps and shortages

A skills gap is the gap between the skills required for a job and the skills employers have available in their workforce.

Employment Sectors with the largest skills gaps in the LLEP area were[22]:

Sector	%
Education	18.0%
Information and communications	17.0%
Construction	17.0%
Primary sector and utilities	16.0%
Wholesale and retail	15.0%
Manufacturing	15.0%
Financial services	15.0%
Hotels and restaurants	14.0%
Transport and storage	12.0%
Health and social work	9.0%

Shortages are at a similar level across many sectors in the LLEP with the majority within the 14% to 17% band.

LLEP skills gaps compared to national levels

The LLEP has a larger skills gap than the national figure for 'Hotels and Restaurants', 'Health and Social work', 'Manufacturing' and 'Transport and storage'

	LLEP to England gap
Hotels and restaurants	5.0%
Health and social work	4.0%
Manufacturing	3.0%
Transport and storage	1.0%
Wholesale and retail	0.0%
Financial services	0.0%
Education	0.0%
Primary sector and utilities	-7.0%
Information and communications	-7.0%
Construction	-7.0%

Despite the skills gaps being relatively high for 'Primary sector and utilities', 'Information and Communications' and 'Construction' (Employment sector chart), there is a smaller skills gap in Leicestershire than nationwide.

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[22]All skills gaps and shortages data from DfE Employer Skills survey 2017

Skills needs by type:

Skills needs are the skills required by an employer

The top skills needs identified in the Employer Skills survey were:

Skill	%
Self-management	44.4%
Operational	43.9%
Digital	43.5%
Management/leadership	42.1%
Sales & Customer	37.1%
Complex Analyticial	36.5%

Cause of skills needs

The main causes of existing skills needs identified by employers were:

Cause	%
Training only partially completed	63%
New to the role	52%
Have not received appropriate training	23%
Unable to recruit staff with required skills	20%
Been on training, but performance not improved sufficiently	20%
Staff lack motivation	18%
Introduction of new working practices	17%
Introduction of new technology	15%

Skills needs gap to national picture:

Despite skills needs being reported in many areas, the skills needs are lower in the LLEP area when compared to the national picture.

	LLEP to England gap
Management/leadership	-10.5%
Operational	-8.6%
Sales & Customer	-7.2%
Complex Analyticial	-6.9%
Digital	-4.5%
Self-management	0.0%

Issues causing the skills gap – LLEP compared to national

Businesses in the LLEP area report lower instances of issues causing the skills gap in almost every case

	LLEP to England gap
New to the role	-9%
Staff lack motivation	-8%
Been on training, but performance not improved sufficiently	-6%
Introduction of new working practices	-5%
Unable to recruit staff with required skills	-5%
Introduction of new technology	-3%
Have not received appropriate training	-2%
Training only partially completed	1%

16

Job growth by Occupation 2014 – 2019

Admin and Skilled Trades	England	2%
	LLEP	1%
Caring, Leisure and Sales	England	4%
	LLEP	7%
Managerial and Professional	England	15%
	LLEP	13%
Operative and Elementary	England	6%
	LLEP	5%

The growth in jobs by occupation is similar in the LLEP to the national picture. The largest difference is the extra growth locally in Caring, Leisure and Sales[23].

Managerial and Professional is the category with the highest number of jobs in the LLEP area: **291,200…**

…and also the area with the highest job growth **13%**

This growth reflects the national picture and is not unique to the LLEP area

Jobs by occupation in the LLEP area

Managerial and Professional 291,200	Admin and Skilled Trades 128,000
Operative and Elementary 151,000	Caring, Leisure and Sales 124,500

Number of jobs by industry in the LLEP area

Industry	Jobs	%
Manufacturing	59,000	12.4%
Health	53,000	11.2%
Education	47,000	9.9%
Business administration & support services	41,000	8.6%
Retail	40,000	8.4%
Professional, scientific & technical	38,000	8.0%
Accommodation & food services	29,000	6.1%
Transport & storage (inc postal)	27,000	5.7%
Wholesale	24,000	5.1%
Arts, entertainment, recreation & other services	22,000	4.6%
Construction	20,000	4.2%
Public administration & defence	20,000	4.2%
Information & communication	13,000	2.7%
Motor trades	11,000	2.3%
Mining, quarrying & utilities	11,000	2.3%
Financial & insurance	11,000	2.3%
Property	6,000	1.3%
Agriculture, forestry & fishing	2,500	0.5%

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[23] Job growth an occupation structure from Annual Population Survey, ONS 2014-19

Vacancy Information[24]

Vacancy information is only a guide and will not capture the many vacancies never advertised e.g. those filled by 'word of mouth'

The top 5 Skills in demand by employers in Leicester and Leicestershire are:

- Marketing and Strategy Branding
- Manufacturing Methods
- Business Management
- Social Work and Caregiving
- Automotive Engineering

Each category has small percentages due to the number of categories. However, **Marketing and Strategy Branding** is by far the highest at 9.1% with the others being between 3% and 3.9%.

Difference to national

Skills with a higher demand in Leicestershire than other LEPs in England:

- Manufacturing Methods
- Automotive Engineering
- Electrical Engineering
- Procurement
- Design and Process Engineering

Although small percentage points are involved in both the demand and the differences, it is notable that **Engineering** appears three times in the top 5

The top 5 roles in demand by LLEP employers are:

- Lorry Driver
- Warehouse Worker
- Social Care Worker
- Customer Service Adviser
- General Nurse

Due to the large number of specific roles, each role above only accounts for a small proportion of the total, ranging from 2.5% for Lorry Drivers to 1.3% for General Nurse.

Difference to national

Job roles with a higher demand in Leicestershire than other LLEPs in England:

- Lorry Driver
- Warehouse Worker
- Maintenance Engineer
- Customer Service Adviser
- Driver

It is interesting to note that Lorry Driver has a high demand in the area after previously noting that Transport was the joint largest sector for growth.

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[24] Information based on job advertisements. Source DWP tool Examine a Place

Logistics

Logistics is an area of job growth that may not be recognised by data analysis alone. Local infrastructure developments – for example, around the **East Midlands airport transport hub** – suggest that there could be a Logistics boom in the LLEP area . However, local knowledge needs to be applied to complement the hard data.

Logistics is also rarely used as a sector category but cuts across many sectors. For example:

- **Warehouse work** e.g. unloading and unpacking, inventory control
- **I.T. professionals** for tracking and monitoring movement of goods
- **Technical engineers –** robotics and automation will increasingly play a part in these processes
- **Customer Service**
- Variety of **management jobs** (e.g. purchasing, supply chain management)

A strong driver of the logistics sector is e-commerce, which is predicted to grow by 30% by 2024 according to retail analysts[25], in part driven by a rise in on-line shopping via smartphones.

Logistics by sector

The closest sector to Logistics is **Transport and Storage**. The number of jobs has not grown in recent years although the number of business has grown. This may indicate planning for future opportunities.

Number of **Transport and Storage** jobs and businesses[26]:

	Jobs	Businesses
2015	25,000	5185
2016	27,000	6080
2017	28,000	7225
2018	27,000	6855
2019	Not yet available	6990

The previous page noted that the top roles in demand by LLEP employers were **Lorry Driver and Warehouse worker** which also have the highest demand locally compared to the rest of England. Both are core logistics roles.

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[25] https://www.retail-insight-network.com/features/uk-online-shopping-growth/
[26] Nomis data from the Office for National Statistics

Skills Supply

Education Leaver Preparedness

The Government Skills Strategy published in December 2017 highlighted the need for young people and adults to be better prepared for the world of work and to understand the opportunities available.

Education

Skills supply considers young people leaving schools, colleges and University as well as those taking Apprenticeships.

It also includes some data about adult learners who may be learning basic skills (English, Mathematics, Language) or taking an Apprenticeship as part of their usual employment.

Current workforce requirements

After considering demand, we know that:

- There is a forecast increase in jobs in the LLEP area which coupled with replacement demand mean up 172,320 extra workers will be required by 2023.
- The largest demand areas are 'high skill' (Professional Occupations) and 'low skill' (Elementary occupations).

Migration

Inwards migration has been another source of skills supply, especially during the previous 15 years when more migrants have arrived from European Union countries.[27]

It is estimated that 122,000 migrants from EU countries came to the East Midlands for work and are more likely to be employed in low-paid occupations.

As a proportion, the East Midlands has a higher EU born migrant population than any region outside of London*

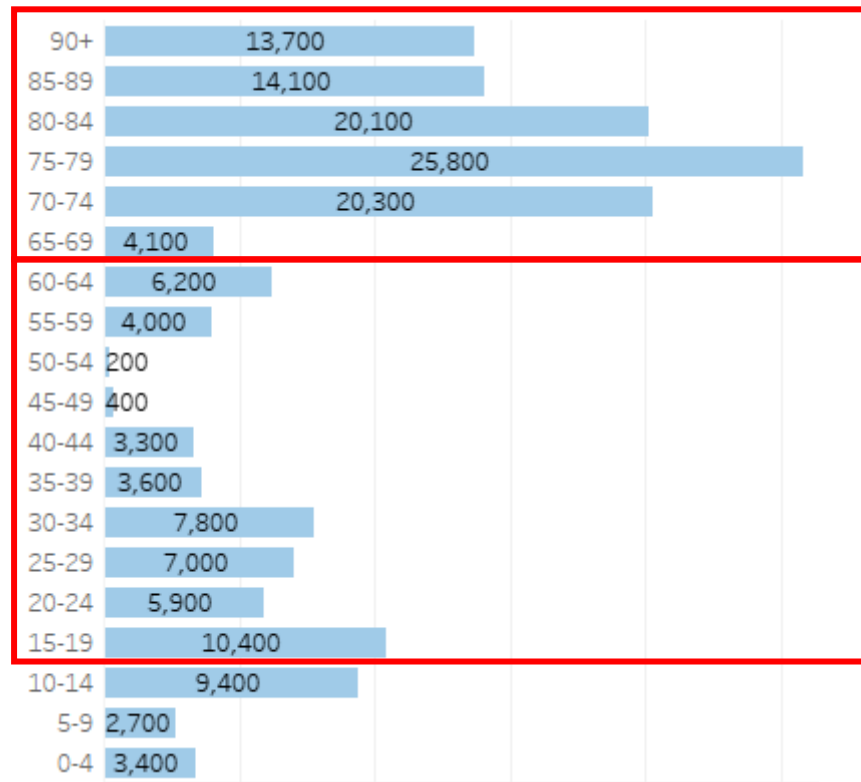### The future impact of migration on the labour market is unknown

Brexit could reduce the low-skilled labour supply whilst a proposed points system could increase the supply of highly skilled workers.

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[27] Migration information from the Migration Observatory migrationobservatory.ox.ac.uk

Population

Predicted population growth in the LLEP area 2016 to 2041

The over 65 population is predicted to **grow by 98,100** by 2041[28].

This may create additional workers as workers are increasingly encouraged to work longer and people remain healthier for longer. Over 10% of over 65s are currently thought to be in paid employment.[29]
This rise may also have an impact on 'demand' as the growing group will also be consumers.

The **working age population** is set to rise by the smaller amount of **48,800**, which also includes many who will still be studying (up to a quarter of the figure).

This gives a predicted **working age population of 716,500 in 2041.**

Although more factors will need to be considered, it is useful to note that the number of jobs in the LLEP area is predicted to be around 520,000 by 2023.

[28] ONS population forecast 2018
[29] www.health.org.uk

Qualification Levels

The LLEP has fewer people qualified at Level 4+ than nationally[30]:

34.5% LLEP

39.3% England

...and more people with no qualifications:

12% LLEP

8% England

Considering the Level 4+ group: **33%** of residents in the LLEP Area are qualified to Degree level (Level 6) This is the same as the East Midlands and Midlands Engine area but lower than the England level of **39%.**

Qualifications of working age population 2018

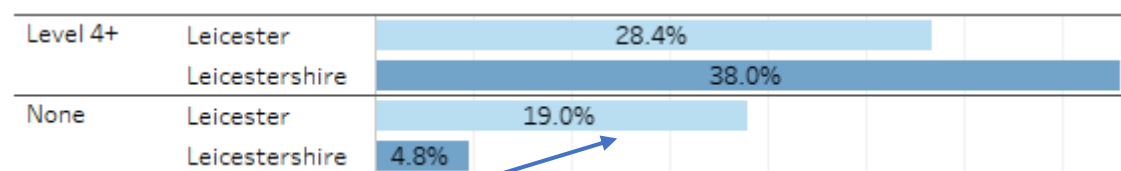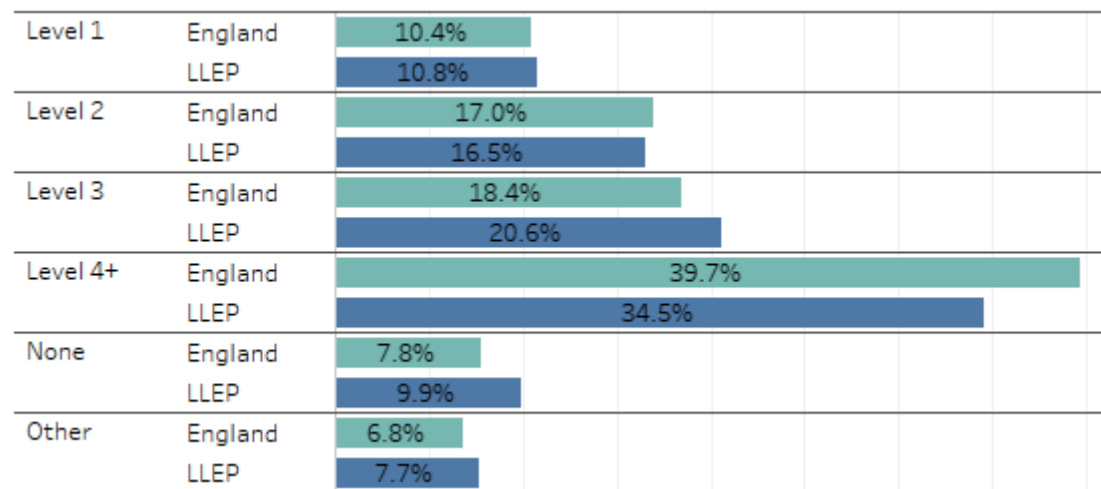|		%
Level 1	England	10.4%
	LLEP	10.8%
Level 2	England	17.0%
	LLEP	16.5%
Level 3	England	18.4%
	LLEP	20.6%
Level 4+	England	39.7%
	LLEP	34.5%
None	England	7.8%
	LLEP	9.9%
Other	England	6.8%
	LLEP	7.7%

Difference in City and County

The differences to national look different when considering variations between City and County:

County 9.6% higher than City for people qualified to Level 4+ and close to the national figure

Almost **1 in 5 of working age population in the City have no qualifications**, whilst the County figure is lower than national

		%
Level 4+	Leicester	28.4%
	Leicestershire	38.0%
None	Leicester	19.0%
	Leicestershire	4.8%

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[30] Qualification data from ONS Annual Population survey 2018

Higher Level Technical Qualifications

Level 4-5 qualifications sit between level 3 (e.g. A Levels and T-Levels) and Level 6 (Bachelor's degrees). They are typically, but not exclusively, technical in nature.

National research[31] has found that most students at this level (around 88%) are studying subjects aligned to technical routes, the remainder are studying qualifications whose main purpose is academic progression, e.g. Access Courses.

Uptake of Level 4-5 is low in England compared to other countries. Only 10% of all adults aged 18-65 hold a level 4-5 qualification as their highest compared to around 20% of adults in Germany and as much as 34% in Canada. Based on current patterns, this is likely to worsen.
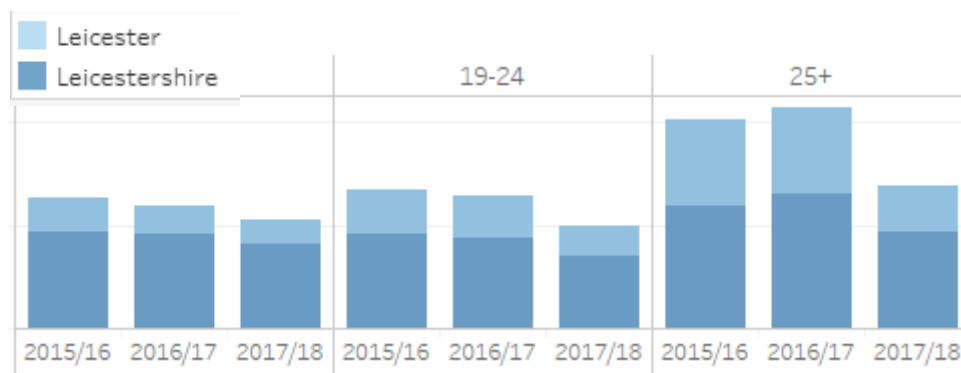
Apprenticeships

> Exact numbers are not shown on the following pages due to restrictions attached to the data source

The overall number of apprenticeship starts[32] in the LLEP area had plateaued up to 2016/17. In 2017/18 the number of starts in the LLEP area declined by almost a third compared to the previous academic year. This is consistent with a national decline in apprenticeship starts following the introduction of the Apprenticeship Levy in April 2017.

The chart below shows the fall in Apprenticeships by location of delivery:
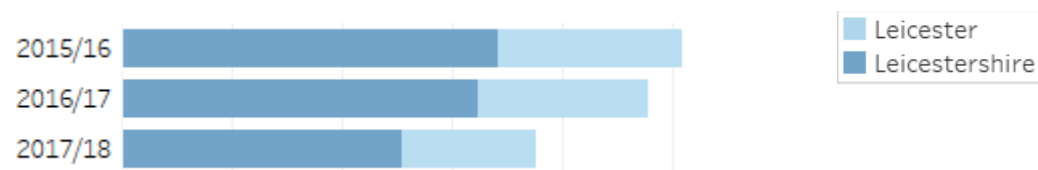
Apprentices starts by age

Despite falling in the past year, the 25+ age group has always been the largest for Apprenticeship starts. However, the age span does significantly differ between age categories

(i.e. 16-18 covers 2 years, 19-24 5 years but 25+ is open ended)

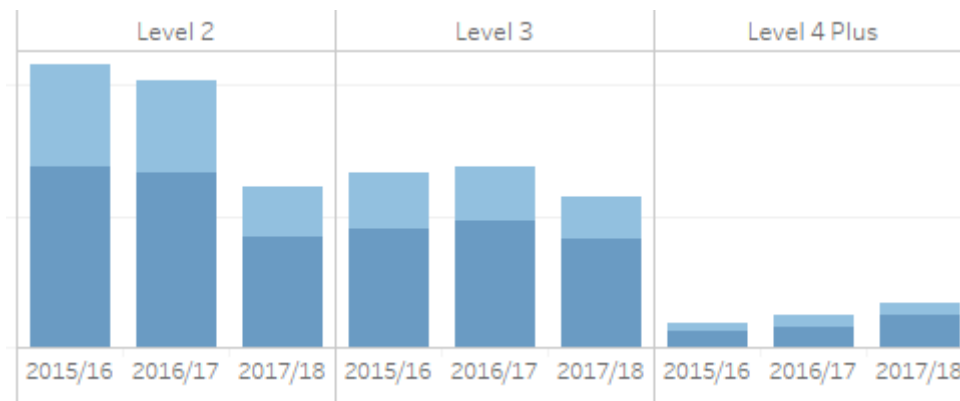[31] RCU, Mapping the Higher technical landscape, 2018
[32] LLEP data cube. Start data is defined by learner postcode

Apprenticeships by type

Business, Administration and Law was the highest Sector Subject Area is 2017/18 for learners starting an Apprenticeship in the LLEP area[33]

Apprenticeship starts by Level

Level 2 has seen a huge fall in the past year and is now only slightly ahead of the numbers undertaking a Level 3.

Level 3 Apprenticeships have also fallen but at a far smaller rate than Level 2

Those taking **Level 4+ Apprenticeships has risen** significantly since 2015/16

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[33] All apprenticeship data sourced from LLEP Learner data cube

Apprenticeship change by subject
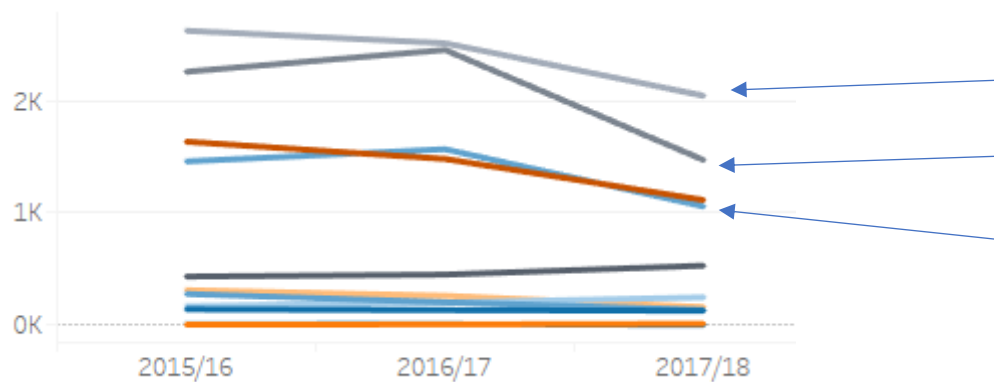
Most subject areas have seen a fall since 2015/16 but some areas have seen large decreases

Business, Administration and Law

Health, Public Service and Care

Engineering and Manufacturing and **Retail**
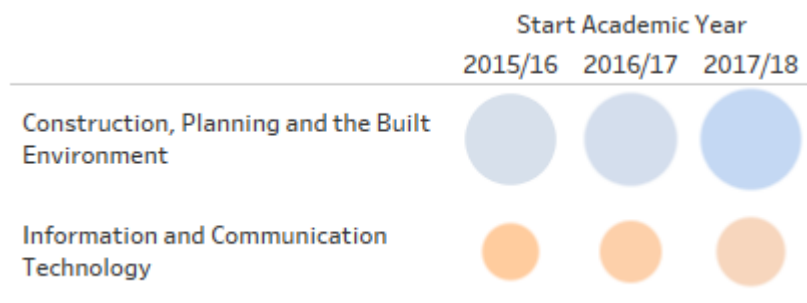
It is interesting to note that two areas have bucked the trend and shown growth, although with smaller numbers involved.

Construction, Planning and the Built Environment has risen by 22%.

Information and Communication Technology has risen by 46%.

Apprenticeship change by Level

Level Two Apprenticeships have fallen by over 40% since 2015/16. There have been large falls in four main areas since 2015/16:

- **Business, Admin and Law**
- **Engineering and Manufacturing**
- **Health, Public Service and Care**
- **Retail and Commercial Enterprise**

Level Three

Apprenticeships have fallen by around 13% overall**. Education** and **Tourism** have shown the largest proportional falls, at least halving in both cases.

Level Four

The rise in Level Four apprenticeships since 2015/16 is strongly driven by increases in **Business, Administration and Law** which has tripled, albeit from a small base.

Apprenticeships by age

The proportion of Apprenticeships by age has moved a little towards the younger age group in the past 3 years as overall numbers have fallen. The breakdown in 2017/18 was:

34% 16-18
28% 19-24
38% 25+

The rise in 16-18 apprenticeships as a proportion since 2015/16 is similar to the fall in the 25+ age group with 19-24 almost unchanged.

Generally, changes by subject and age have been proportionate. However, a **large reduction** in numbers can be seen in the **25+ age** group in the following areas:

- Engineering and Manufacturing
- Health, Public Service and Care

Data suggests that these falls are mainly at Level 2 for the 25+ age group

Nationally the number of starts by apprentices aged 45 or over almost halved, while the number of starts by apprentices aged between 35 and 44 fell by a third.

ESFA Funded students

There are 35 institutions in Leicestershire providing ESFA (Education and Skills Funding Agency) funded courses, mainly a combination of Further Education colleges and sixth form colleges educating students predominantly aged 16-18[34].

Students also travel to neighbouring counties such as Warwickshire, Staffordshire and Derbyshire. This is dictated by geography in most cases rather than to attend specialist courses.

The three largest providers by number of students are:

- Leicester College
- Wyggeston and Queen Elizabeth and Regent College
- Loughborough College

The City offer is characterised by fewer, large colleges, whereas county provision is dominated by many smaller school sixth forms.

The number of school pupils is far higher in the county* yet the number of post 16 students in schools and colleges is far closer, suggesting inward movement to the city.

Approx **9,000** students studying in city establishments
Approx **10,000** students studying in county establishments

 *(approx. 96k in the county and 56k in the city)

ESFA funded Institutions with over 100 LLEP resident students
Leicester College
WQE and Regent College Group
Loughborough College
North Warwickshire and South Leicestershire College
Gateway Sixth Form College
Beauchamp College
Brooksby Melton College
Ashby School
Stephenson College
Hinckley Academy and Jon Cleveland Sixth form centre
Rawlins Academy
The City of Leicester College
Lutterworth College
Melton Vale Sixth Form College
Bosworth Academy
Groby Community College
The Robert Smyth Academy
King Edward VI College Nuneaton
Juniper Training Ltd
Wigston College
De Lisle College Loughborough Leicestershire
English Martyrs' Catholic School, A Voluntary Academy
NCG
King Edward VII Science and Sport College
St Paul's Catholic School, Voluntary Academy
Burton and South Derbyshire College
Wreake Valley Academy
Warwickshire College
Loughborough University
Iveshead School
Charnwood College

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[34] ESFA 16 -19 Data - based on student residency.

ESFA funded courses being taken

Of the top 20 funded post 16 courses studied in the LLEP area, more than half are A Levels.

GCSE Mathematics and England both feature very high on the list, as do functional skills for English and Maths. However, this is overwhelmingly as part of a vocational course rather than the primary reason for attending college.

Top 20 ESFA funded courses taken in the LLEP area[35]

Learning Aim Title
GCSE (9-1) in English Language
GCE A Level in Psychology
GCE A Level in Mathematics
GCSE (9-1) in Mathematics
GCE A Level in Sociology
GCE A Level in Art and Design
GCE A Level in Chemistry
Functional Skills qualification in Mathematics
GCE A Level in Biology
GCE A Level in Business
Extended Project
Functional Skills qualification in English
GCE A Level in Geography
GCE A Level in History
GCE A Level in Physics
GCE A Level in English Language
GCE A Level in Economics
GCE A Level in Media Studies
Non regulated provision, Entry Level, Foundations for Learning and Life
GCE A Level in Law

The overall number of courses taken is split between vocational and academic courses, with slightly more academic courses:

Course Level and subjects[36]

Level 3 courses (A Level and equivalent) were by far the **most popular** ESFA funded courses taken by young people in 2018/19, accounting for around 75% of all courses.

The most popular courses are A Levels and Diplomas

The most popular **Diplomas** are Leisure; Travel and Tourism; Arts, Media and Publishing; and Health, Public Services and Care as shown in the table below:
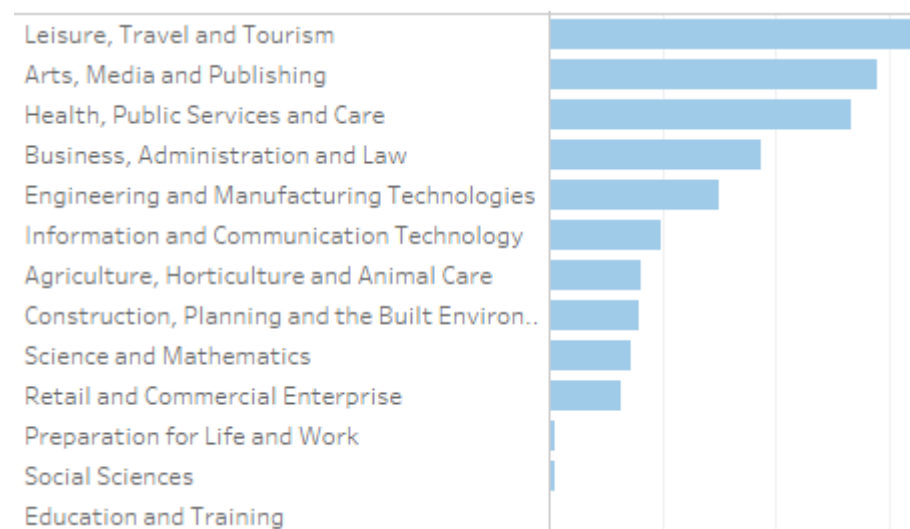
A Levels

The most popular category for A Levels is Science and Mathematics, almost three times larger than the next largest categories.

The largest individual subjects are:

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[36] ESFA 16-19 Data - based on delivery from LLEP based establishments.

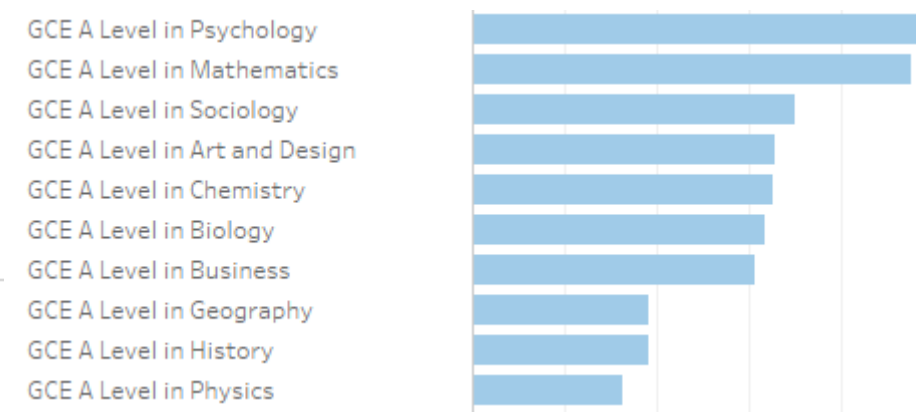## Adult and Community Education

In addition to the 16-18 age group thousands of courses were started by LLEP residents aged 19+ in 2017/18.

Theses courses can vary in length from a few weeks to a year and a single learner may take several courses.

90% of these courses were below Level 3 or without a classified level.

Over 1/3 were classed as Preparation for Life and Work with Basic Skills and ESOL* the most popular courses

Around 2% of the courses were at **Level 4 or 5**

Leicester College is by far the largest provider of adult education in the LLEP area

The other main providers are a mixture of local Colleges and private providers, with the two local authorities also having large numbers of learners.

Community Learning is almost exclusively provided by the two local authorities and the Workers' Educational Association.

*ESOL – English for speakers of Other Languages

Course starts by provider for learners aged 19+ (top 20 providers)

LEICESTER COLLEGE
LEICESTER CITY COUNCIL
INTERSERVE LEARNING & EMPLOYMENT (SERVICES) LIMITED
LEICESTERSHIRE COUNTY COUNCIL
WORKERS' EDUCATIONAL ASSOCIATION
NORTH WARWICKSHIRE AND SOUTH LEICESTERSHIRE COLLEGE
MILTON KEYNES COLLEGE
LOUGHBOROUGH COLLEGE
STEPHENSON COLLEGE
BUSINESS 2 BUSINESS (U.K.) LIMITED
BMC (BROOKSBY MELTON COLLEGE)
LIFETIME TRAINING GROUP LIMITED
BABINGTON BUSINESS COLLEGE LIMITED
CALDERDALE COLLEGE
LINCOLN COLLEGE
NOTTINGHAM COLLEGE
LEARNDIRECT LIMITED
HIT TRAINING LTD
CQM TRAINING AND CONSULTANCY LIMITED
DERBY COLLEGE

Demographic Profile of learners

Within the 16-18 category, **3.9%** of learners have an Education, Health and Care Plan (EHCP). This is a level of special education needs that provides extra support to the learner.

The number of learners eligible for Free School Meals (FSM - a common proxy for deprivation) is similar to national levels overall but when broken down is **over twice as high in the City** compared to county.

Special Educational Needs and Deprivation are both potential barriers to education attainment. This is reflected in the Level of courses taken:

Around **three quarters** of all courses are at Level 3.

However, this falls to **less than half for** FSM eligible pupils, with the group twice as likely to be taking a course at Level Two or below than the 'all' group.

For those with an EHCP, **8.5%** of courses are at Level 3 with the highest proportion, **39%**, taking an Entry Level course.

Adult Learning

An EHCP does not apply to adult learners, where a broader, self identified category of 'Learning difficulty/disability or health problem' is used.

Learners identified themselves as having a 'learning difficulty...' for a **fifth** of adult courses. This is consistent with the high volume of Preparation for Life and Work courses in the sector.

Ethnic Breakdown

Across the LLEP area **62%** of learners are classed as 'White', with Asian / Asian British the second highest group at **24.5%.**

However, the City and County have very different breakdowns:

Student Local Authority	Asian / Asian British	Black / African / Caribbean / Black British	Mixed / Multiple group	Other group	White	Total
Leicester	47.6%	11.4%	6.4%	4.0%	30.6%	100%
Leicestershire	8.8%	1.3%	3.4%	2.0%	84.5%	100%
LLEP total	24.5%	5.4%	4.6%	2.9%	62.6%	100%

The ethnic breakdown of Adult Learners is very similar at LLEP level with one notable difference in the geographical breakdown: 40.6% of learners in the City are 'white' (10% more than at the younger group) and the Asian/ Asian British group is 10% smaller (37.6%)

This may be due to changing demographics but may also be due to the higher academic achievement of Asian and British Asian students at school age. This would lead to a lower proportion of this group requiring the basic skills courses that constitute the bulk of Adult Learning.

Graduate Destinations and retention

The three universities in the LLEP area have a total student population of around 60,000.

Overall, in 2017, an average of 28% of graduates from Leicester's two universities stayed to live and work locally. This compares to a national average of 48.4%.

It should be noted that the three universities attract a high percentage of overseas students who are less likely to remain in the area following graduation.

Analysis by the Midlands Engine shows that a much greater proportion of LLEP residents stay in the area for both study and employment than the Midlands Engine average.

Over half of students originating from Leicester and Leicestershire will then be employed in the area - **57.6%** compared to 50.6% across the Midlands Engine area

(i.e. 30.4% leave but return, 27.2% remain to study and work)

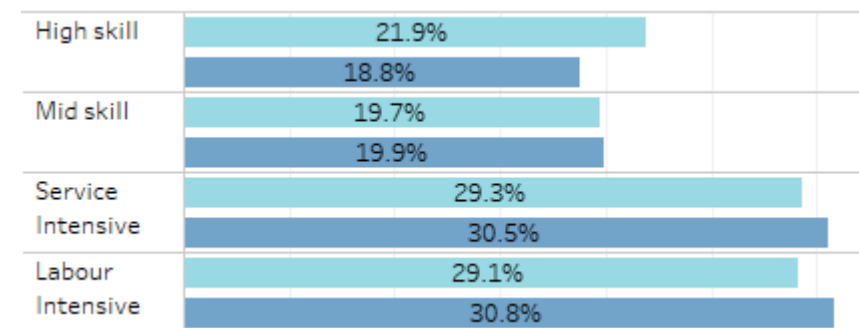|		
Leave for Study, do not return	LLEP	35.3%
	Midlands Engine	43.5%
Leave for study, return for employment	LLEP	30.4%
	Midlands Engine	30.6%
Stay for study and employment	LLEP	27.2%
	Midlands Engine	20.0%
Stay for study, leave for employment	LLEP	7.1%
	Midlands Engine	6.0%

Supply and Demand mismatch

In the LLEP area 34% of employers reported having under-utilised staff, that is staff with qualifications and skills beyond those required for the role[37]. This is consistent with the high volume of jobs at entry level within the LLEP area and suggests that many individuals are overqualified for the occupations they work in. This appears to be an issue for the LLEP, suggesting an underutilisation of the human capital available, which may link to the productivity gap.[38]

Skills gaps are a form of skills mismatch within an organisation where employees are not fully proficient and therefore not able to make the required contribution to the business objectives.

Skills shortage vacancies by occupation

Legend:
- England
- LLEP

Occupation	England	LLEP
High skill	35.3%	21.1%
Mid skill	23.1%	18.1%
Service Intensive	21.6%	25.9%
Labour Intensive	18.0%	34.4%
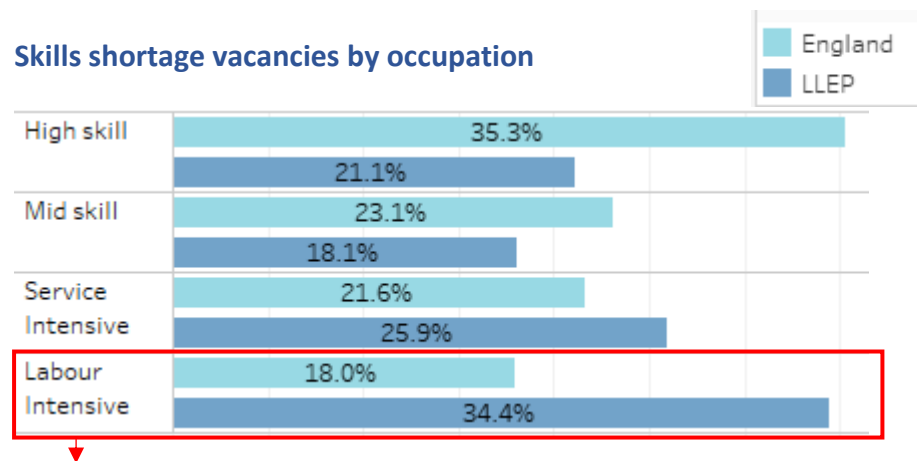
Demand in Labour Intensive occupations is almost double national level in the LLEP area

Skills gaps by occupation (proportion of staff not fully proficient)

Occupation	England	LLEP
High skill	21.9%	18.8%
Mid skill	19.7%	19.9%
Service Intensive	29.3%	30.5%
Labour Intensive	29.1%	30.8%

Both charts above show that the LLEP area has the largest skills shortages and largest skills gaps in Service Intensive and Labour Intensive occupations
However, although this may currently be the case, the less skilled occupations are also those most at risk of automation (this is discussed in subsequent pages).

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[37] Department for Employment, Employer Skills Survey 2017, Table 73
[38] Oxford Economics, Local Industrial Strategy Economic Review, p. 81

Education Skills Supply and Job Market Demand analysis

Analysis has been conducted[39] to compare courses being taken in the LLEP area with demand for jobs in the area. Along with apprenticeship information and local knowledge, this helps to build a picture of the supply and demand match.

The data tells us:

- **STEM[40] subjects are the most popular academic subjects in the LLEP**. This is an important foundation for high skilled technical jobs (without always matching directly to a named occupation).

- The most popular apprenticeship subjects: **Business, Administration and Law, Engineering, Health, Construction and Retail** – are all areas of high job demand.

- However, **job demand is growing** in all these areas whilst apprenticeship starts are falling.

- This is especially the case in **Health**. Several job areas are related to health including Care, Health and Social Care, Nursing. All areas have strong demand and growth. However. **Health related apprenticeships have almost halved** between 2016/17 and 2017/18.

- Unlike other apprenticeship areas, **Construction has not fallen** in recent years. This is an area of strong demand and job growth.

ICT is also a sought after skill. Although course numbers were relatively high, demand was higher and showing growth.

The **demand for 'labour'** which does not always map to college courses was clear in the analysis with high demand for roles such as:

- Packer
- Security
- Manufacturing
- Wholesale
- Warehousing and Distribution
- Hospitality and Catering

Jobs in these areas can be both a career and a gateway into the labour market and will be supported by the high number of functional Level 1 and 2 courses in English and Mathematics and more general courses such as Preparation for Work and Foundations for Learning and Life.

Additional ONS data[41] also tells us that the majority of the Trade Apprenticeships in the LLEP area are held by over 40s (61%) and particularly over 50s (45%). This may create additional replacement demand for skills in specific trades in the future.

Caveats to the data include that academic courses, which often form the basis for higher qualifications, do not always match directly to occupations. The data also excludes degree level courses so occupations such as teaching, medicine, specialist engineering, dentistry will rarely match to college data. For demand, areas with the highest demand such as Sales and Marketing rarely match easily to college courses.

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[39] Emsi – Economic Modelling software
[40] STEM – science, technology, engineering, mathematics)
[41] Nomis population survey

Aspirations Mismatch

A recent study[42] revealed the disconnect between young people's aspirations and jobs in the UK – both current vacancies and projected demand.

Key findings:

- The sectors that young people aspire to work in differ greatly from the jobs available.

- For instance, five times as many young people want to work in art, culture, entertainment and sport as there are jobs available.

- Many young people report only limited careers support from their schools and colleges.

- Effective careers support reduces the disconnection between aspirations and jobs.

The issue is not that young people have high aspirations and ambitions but a lack of knowledge and information about alternative paths. **Over half of respondents did not report an interest in any other sector.**

The report makes several recommendations to improve this disconnect, including:

- The role of employers – explaining opportunities and ensuring they are attractive and fulfilling.

- A significant expansion of careers related learning in primary schools.

- Meeting a range of people from different backgrounds with different jobs. Not formal 'careers advice' but broadening horizons and raising aspirations.

Careers Guidance in schools can be measured and benchmarked nationally[43]. In July 2019 the LLEP area had less schools than the national average meeting the two key benchmarks for ,**Encounters with employers and employees'** and '**Experiences of workplaces'**

Recent data shows that more schools are now reaching the benchmark and over 90% have at least partially achieved the required standard.

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[42] https://www.educationandemployers.org/wp-content/uploads/2020/01/Disconnected-Career-aspirations-and-jobs-in-the-UK-1.pdf
[43] Internal report from the Careers and Enterprise Company

Impact of Automation

As the economy readjusts to a more technologically advanced future, many 'traditional' occupations (within manufacturing for instance) will be replaced by emerging jobs in other sectors. Lower-skilled jobs are far more likely to be automated, and in Leicester, where manufacturing makes up an eighth of employment and half of that is low-skilled, the impact of automation and the need for the working population to gain digital skills will be more keenly felt.[44]
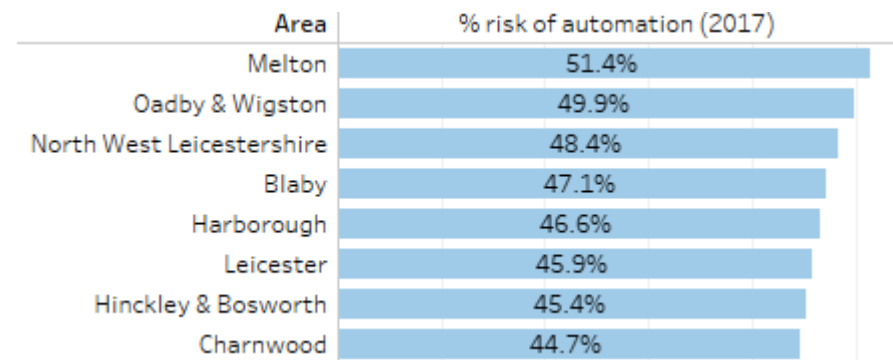
The following jobs are seen as being at the highest risk from automation and could all be described as Service Intensive:

- Waiters and waitresses

- Shelf fillers

- Elementary sales staff

70.2% of roles at risk of automation are held by women

People aged **20 to 24 years** are most likely to be at risk of having their job automated

Research by the Office for National Statistics shows that the low skilled jobs making up around a third of LLEP jobs that are most at risk of automation, slightly higher than the national rate[45]. This is concerning for the LLEP area, as it could lead to future unemployment.[46]

Area	% risk of automation (2017)
Melton	51.4%
Oadby & Wigston	49.9%
North West Leicestershire	48.4%
Blaby	47.1%
Harborough	46.6%
Leicester	45.9%
Hinckley & Bosworth	45.4%
Charnwood	44.7%

However, other research suggests the impact of automation may affect a far lower proportion of existing jobs (14% globally)[47]

Implications for Supply and Demand

Demand for **low skilled jobs** will decrease in the medium to long term and supply for **skilled employees** will **increase.**

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[44] The Automation Impact, Localis, 2018
[45] Nomis Labour Force data – using SOC codes 6-9
[46] Source: ONS, Which occupations are at highest risk of being automated, March 2019
[47] OECD paper The Future of Work 2019

Digital Skills in the Workplace

Digital skills within the workforce will become more important as we see the impact of automation on jobs and increased use of digital skills within the workplace.

The skills fall into two main categories:

- **Specialist IT skills** (such as programming, data storage and security, understanding increasingly complex IT architecture)

- **Functional skills** (e.g. email, internet, accessing information, completing on-line documentation)

The prevalence of SMEs and micro businesses within the LLEP economy represents a significant challenge for the area in terms of the development of digital skills for individuals within the workforce due to smaller training budgets and skills transference. The forecast decline in the working age population and the impact of automation means that it will be increasingly important for businesses to incorporate new digital technologies if they are to maintain and improve their competitive advantage.

60%
Proportion of East Midlands SMEs with **all Basic Digital Skills***

UK Average: 58%
2015: 39%

74%
Of East Midlands SMEs are investing **nothing** to build digital skills

UK Average: 74%

66%
Of UK employees **do not** receive digital skills support in the workplace

Source: Lloyds Bank, UK Business & Charity Digital Index 2018 / Lloyds Bank Consumer Digital Index 2019

Digital Skills in the Workforce

Of the emerging new jobs, **almost 90%** will require digital skills to some degree[48]. Alongside this are changes in working profiles: people are working longer and are more likely to have 'portfolio' careers. Therefore, it is important for those over 50 and in insecure employment, with part time or zero hours contracts, to have the opportunity to increase their level of digital skills. Women are less likely to have essential digital workplace skills and research indicates that this may be linked to higher numbers of women in part time work.[49]

Women are **7%** less likely to have digital skills at work

Those with workplace digital skills earn on average **£12,500** more per year

35% of part-time workers have essential workplace digital skills compared with **50%** of full-time workers

Nationally, nearly two thirds (63%) of working people have not received any digital skills training from their employers.[50]

Two-fifths of LLEP businesses surveyed[51] said they had plans to introduce or extend their use of technologies over the next two years.

However, **around half** of all respondents did not feel fully prepared for the challenges posed by increased digitisation and automation.

According to Lloyds UK Consumer Digital Index 2019, the proportion of consumers with full Essential Digital Skills for Work in the East Midlands was 41%, six percentage points lower than the national average of 47%. The 2018 Tech Nation Report found that at least 28,121 jobs in the LLEP area require the use of digital technology[52], this suggests a mismatch between the needs of employers and the skills of the working age population due to the lower prevalence of digital skills.

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[48] House of commons science and technology committee, Digital Skills Crisis, second report of session 2016-17.
[49] Lloyds Bank Consumer Digital Index, 2019
[50] Lloyds Bank Consumer Digital Index, 2019
[51] Leicester and Leicestershire Business Survey 2017
[52] Tech Nation Report 2018 https://technation.io/insights/report-2018/

Digital Skills in the LLEP area

The LLEP has a lower percentage of employers identifying IT skills as a development need than nationally but a significant proportion of employers still have digital requirements.

This may be a reflection of LLEP area businesses not effectively maximising the potential of new technologies or the talents of their employees. This has the potential to hamper the future growth of the LLEP economy; significant value can be added to the economy and society through better investment in digital skills, not only in terms of job creation but also through increased productivity.

However, Apprenticeships data earlier in the report showed that ICT apprenticeships are rising, albeit from a low base.

Percentage of employers identifying skills development need
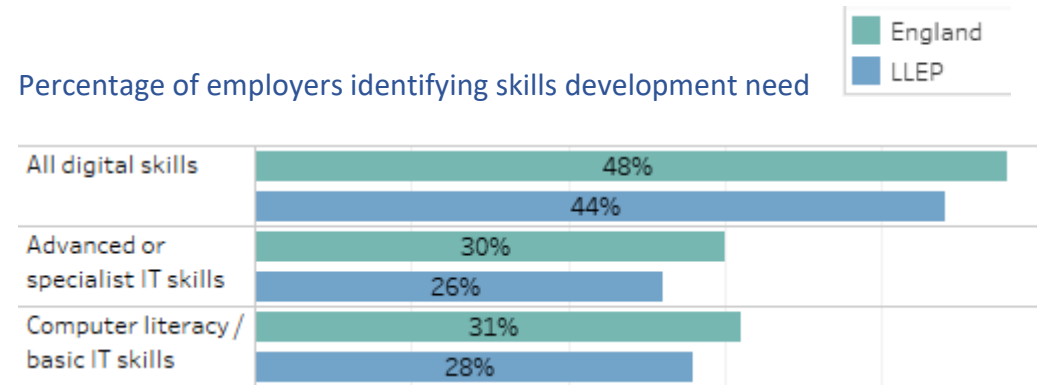
The Business survey also supports this with the following skills all featuring in the top 10 of Skills shortages at work:

- General IT user skills
- IT Professional skills
- Digital skills

Population and workforce changes

The demand for workers in the LLEP area is **predicted to rise** by around **20,000**, even in the relatively short period up to 2023.[53]

This is a combination of replacement demand and expansion demand, the latter being higher in Leicestershire than nationally and brings the total number of **predicted jobs in the area** to **518,670** by 2023.

By 2023, the **working age resident population** in Leicestershire is predicted to be **684,900**

This number is by age only so will include those not available for work e.g. students, full-time carers and those economically inactive.

However, it does exclude those over 65, over 10% of which are thought to be in paid work, equating to around 16,000 potential workers.

Larger changes to the population are expected to happen in the longer term.

By 2041, the **65+ population** is predicted to have risen by **98,100** in the LLEP area (to around 275,000), whilst the **working age population** will rise by around half that amount: **48,800** (to 716,500)

The growth in population over 65 could have longer term impacts in several ways including:

- A large consumer group for services in the future.

- Possible impact on demand for health and care workers as required by an ageing population.

- A large pool of potential workers as more people work beyond traditional retirement ages.

- Implications for retraining and training providers in the area to maintain the skills supply.

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[53] Population data ONS

Longer term factors Locally and Globally

Both locally and globally, many commentators are predicting unprecedented changes to the workforce in the coming decades, influenced by several factors:

Locally:

- The £81bn[54] HS2 scheme could create a huge skills and labour demand across the East Midlands.

- Brexit - UK leaving the European Union could have large implications with the East Midlands home to 273,000 non-UK EU born citizens in 2017[55], with a quarter working in Manufacturing or Transport (both areas of high employment in the LLEP area).

- Growth of Enterprise Zones.

Nationally:

- Consumer moves to on-line retail continue to gather pace and the East Midlands is a key hub for the movement of goods for both national and global consumer commerce.

- Logistics capacity will also support the import and movement of materials and goods on a commercial level. For example, to support proposed UK infrastructure projects.

Globally - the 'megatrends' transforming the labour market[56]

- Impact of automation and Artificial Intelligence. Less jobs or just different jobs?

- Climate change (the opportunity and threat of: the circular economy; 'Green New Deals'; reduced travel and consumer consumption).

- More high skilled jobs, impact on middle and low skilled jobs less clear.

- Ageing population – working longer or more retirees than labour market entrants? Changes in consumption, changed demand for products and services.

- Globalisation – industrial production is increasingly integrated with different processes distributed across countries.

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[54] BBC news 3/09/19
[55] Oxford Migration observatory
[56] OECD library

Climate Change

The impact of climate change on future work is unknown. This is partly due to how quickly changes will happen. However, it is certain to cut across all sectors to some extent.

The examples below are not all encompassing but give a taste of how broad the impact will be on four common job sectors:

Manufacturing

- The goods being manufactured (e.g. green technologies such as solar panels or wind turbines as well as energy efficient consumer goods).
- The machinery used to make greener products.
- How the machines and factories are powered and adaptions needed.
- The materials used (e.g. sustainable clothing, reduced plastic, recycled and reclaimed materials).

Agriculture

- Questions of land use – flood plains, increased local and seasonal produce.
- Decrease in meat consumption and increase in plant based diets.
- Rise in food-tech for efficient food production and new sources of protein.
- Threats to biodiversity and rewilding or reforestation of land.

Transport

- Increase in Electric Vehicles will fundamentally change a mechanics job. Mass retraining required.
- Petrol stations – reduce or change?
- Improved public transport – more bus drivers required, more buses.
- Changed landscape of cities – smart cites and car free zones
- Impact on rail (increase?) and air travel (reduce?).

Construction

- New greener house building programmes involving different materials and designs.
- Retrofitting of existing properties to improve insulation
- New technologies such air pumps to replace traditional boilers.
- Modern architects, building inspectors, surveyors and planners.

Conclusions

Short term demand for low-skilled labour – for example in Manufacturing, could intensify post-Brexit if there is a decrease in migrant workers working in low skilled jobs.

However, in the longer term low-skilled jobs could be at the highest risk of automation.

Digital skills are a key area for skills and development. This falls into two categories **Specialist IT skills** and **Functional skills**

Digital skills frequently appear in skills shortage and gaps data, sometimes explicitly: 'General IT Skills', sometimes partially hidden 'Professional...Technical activities' and sometimes as the tools of the job 'Administrative and Support Service Activities'.

Climate change

Climate change is likely to be a thread running through all sectors. This may mean areas of great change – for example energy, transport and manufacturing – leading to new opportunities and new ways of working.

Manufacturing is the area with the highest labour demand

Transport; and **Warehousing and Logistics** are the two largest growth areas in the LLEP area with Lorry Driver and Warehouse worker the two roles in highest demand (by job advert) and higher demand compared to other LLEPs.

Managerial and Professional occupations currently account for over a third of occupations in the area.

Health and Social Work is the second largest area for demand, driven by a large expansion (possibly due to an ageing population which suggests this will be ongoing).

Therefore, it is worth noting the large fall in Health apprenticeships since 2015/16. Will this be a future area of great demand?

Challenge

Providing a skilled population, filling 'low skilled' occupations but minimising skills underutilisation.

Appendix A – District Profiles

The following pages show a short summary of the main occupational groups in each District. This aims to show how demand may vary across the LLEP area and how this has changed over the previous ten years to 2018.

The information used is taken from the Business Register and Employment Survey (BRES) which is published by the Office for National Statistics.

The profiles also contain data to show the number of Apprenticeships being delivered in each District area. This uses data published by the Department for Education.

District overview – Blaby

Blaby is home to **63,000** jobs[57]

Professional, scientific and technical roles are the most popular. This has more than doubled since 2011 from 5,000 to 12,000

Other growth areas include:

Public administration and defence – up from 5,000 to 7,000 in the previous year

Mining, quarrying and utilities – this has been volatile over recent years and was 3,500 in 2018 after peaking at 5,000 the previous year

The table of the right shows many areas have grown over the past decade.

Areas that employ fewer people in Blaby than in 2009 include:

- Transport and Storage
- Education
- Property
- Wholesale
- Construction

Data by Industry - Blaby

Industry

Manufacturing	Education	Professional, sci..
Accommodation ..	Financial & insur..	Property
Agriculture, fore..	Health	Public administr..
Arts, entertainm..	Information & co..	Retail
Business admini..	Mining, quarryin..	Transport & stor..
Construction	Motor trades	Wholesale
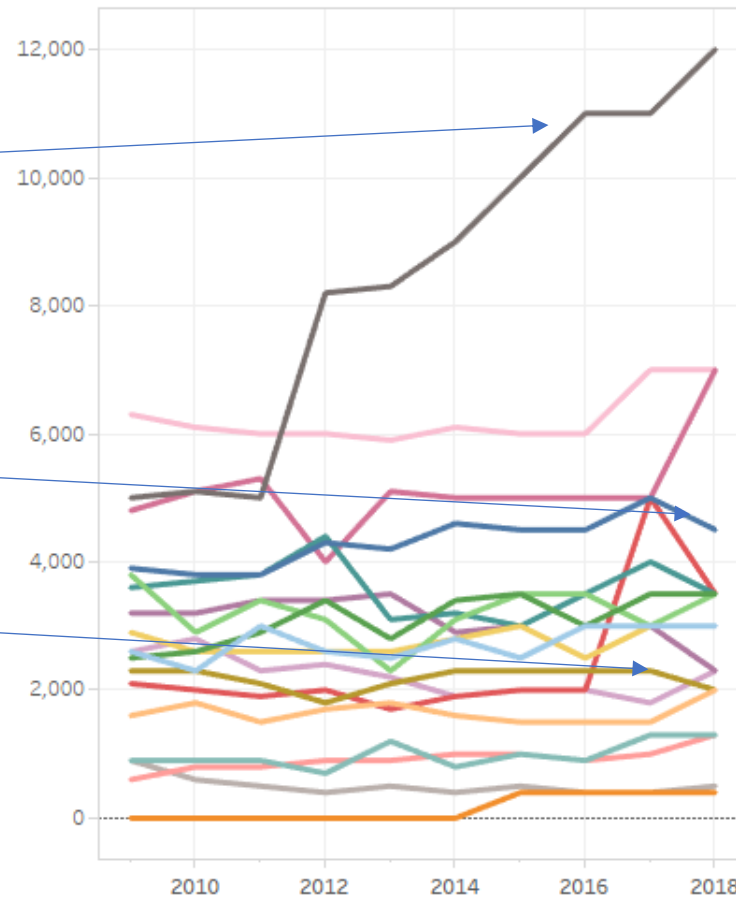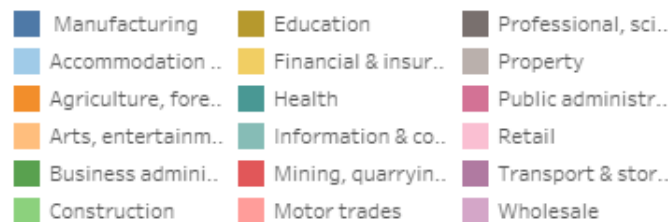
Change since 2009

	2009	2018
Professional, scientific & technical	5,000	12,000
Retail	6,300	7,000
Public administration & defence	4,800	7,000
Manufacturing	3,900	4,500
Construction	3,800	3,500
Health	3,600	3,500
Financial & insurance	2,900	3,500
Business administration & support services	2,500	3,500
Mining, quarrying & utilities	2,100	3,500
Accommodation & food services	2,600	3,000
Transport & storage (inc postal)	3,200	2,300
Wholesale	2,600	2,300
Education	2,300	2,000
Arts, entertainment, recreation & other services	1,600	2,000
Information & communication	900	1,300
Motor trades	600	1,300
Property	900	500
Agriculture, forestry & fishing	0	400

Apprenticeship data by delivery District - Blaby

Apprenticeship participation by Subject 2018-19[58]

Legend:
- Advanced Apprenticeship (grey)
- Higher Apprenticeship (orange)
- Intermediate Apprenticeship (blue)

Subject	Value
Business, Administration and Law	635
Health, Public Services and Care	356
Engineering and Manufacturing Technologies	184
Retail and Commercial Enterprise	172
Construction, Planning and the Built Environment	165
Information and Communication Technology	52
Leisure, Travel and Tourism	19
Education and Training	15
Agriculture, Horticulture and Animal Care	15
Science and Mathematics	1
Arts, Media and Publishing	1

Blaby differs from the county picture by having proportionally **more Business Administration and Law;** and **Health Public Services and Care** apprenticeships…

…and **less in Engineering and Manufacturing Technologies**

Apprenticeships by Level

Level	Value
Advanced Apprenticeship	718
Intermediate Apprenticeship	596
Higher Apprenticeship	301

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
Higher – Level 4 and above. Foundation degree and above
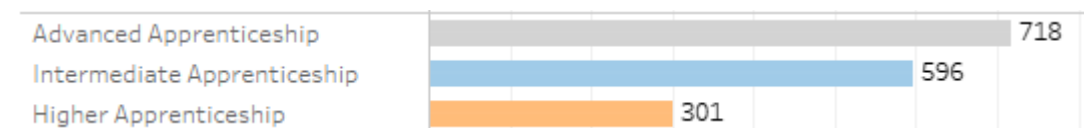
Blaby has a greater proportion of Higher Apprenticeships than across the County – 18.6% compared to 13.5% countywide.

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[58] Department for Education data. Individuals may be counted twice if taking more than one subject or moving levels during the year

District overview – Charnwood

Charnwood is home to **67,000** jobs

The most popular sectors are **Education** and **Manufacturing**. This has been the case for the past decade although manufacturing has recently seen a slight dip whilst Education has risen.

Growth areas in recent years have Included:

- Health (despite a recent fall)
- Business Administration & support
- Arts, entertainment, recreation
- Wholesale
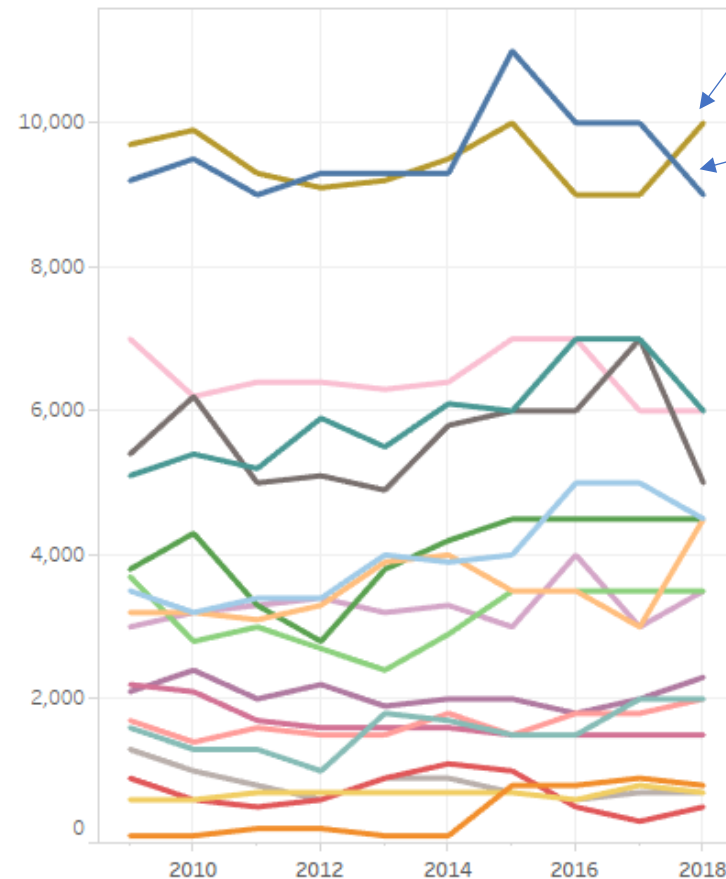- Information and Communication

Despite a rise of 3,000 in the overall number of jobs since 2010, **three areas** in particular **have seen a fall**:

- Manufacturing
- Professional, Scientific and technical
- Public administration and defence

Data by Industry - Charnwood

Industry: Manufacturing, Education, Professional, sci.., Accommodation .., Financial & insur.., Property, Agriculture, fore.., Health, Public administr.., Arts, entertainm.., Information & co.., Retail, Business admini.., Mining, quarryin.., Transport & stor.., Construction, Motor trades, Wholesale
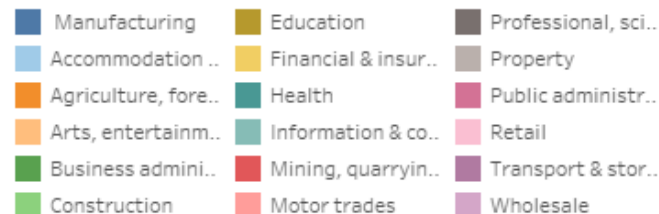
Change since 2009

	2009	2018
Education	9,700	10,000
Manufacturing	9,200	9,000
Retail	7,000	6,000
Health	5,100	6,000
Professional, scientific & technical	5,400	5,000
Business administration & support services	3,800	4,500
Accommodation & food services	3,500	4,500
Arts, entertainment, recreation & other services	3,200	4,500
Construction	3,700	3,500
Wholesale	3,000	3,500
Transport & storage (inc postal)	2,100	2,300
Motor trades	1,700	2,000
Public administration & defence	2,200	1,500
Information & communication	1,600	2,000
Property	1,300	700
Mining, quarrying & utilities	900	500
Financial & insurance	600	700
Agriculture, forestry & fishing	100	800

Apprenticeship data by delivery District - Charnwood

Apprenticeship participation by Subject 2018-19

Level
- Advanced Apprenticeship (grey)
- Higher Apprenticeship (orange)
- Intermediate Apprenticeship (blue)

| Subject	Value
Business, Administration and Law	552
Health, Public Services and Care	409
Retail and Commercial Enterprise	306
Engineering and Manufacturing Technologies	295
Leisure, Travel and Tourism	290
Construction, Planning and the Built Environment	76
Information and Communication Technology	68
Education and Training	67
Agriculture, Horticulture and Animal Care	45
Science and Mathematics	4
Arts, Media and Publishing	0

Charnwood differs from the LLEP averages by having far **less Engineering and Manufacturing Technologies** 14% of apprenticeships compared to 22% across the area.

There are also **far less Construction** apprenticeships in the area. 3.6% compared to 10.3% across the area.

Leisure, Travel and Tourism is an area where Charnwood has a higher proportion – 13.8% compared to 3.4% in the LLEP area. Retail is also higher in Charnwood than the area as a whole.

Apprenticeships by Level
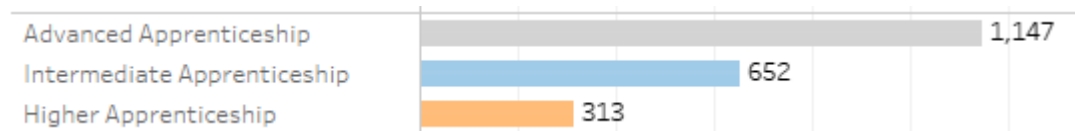
Level	Value
Advanced Apprenticeship	1,147
Intermediate Apprenticeship	652
Higher Apprenticeship	313

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
Higher – Level 4 and above. Foundation degree and above

Charnwood has more Advanced Apprenticeships as a proportion than the LLEP area and less at Intermediate level – 7% to 8% difference in both cases.

District overview – Harborough

Harborough is home to **41,900** jobs

Transport and storage is the largest sector after seeing large growth since 2009, particularly in 2013. The sector doubled in size between 2009 and its peak in 2013
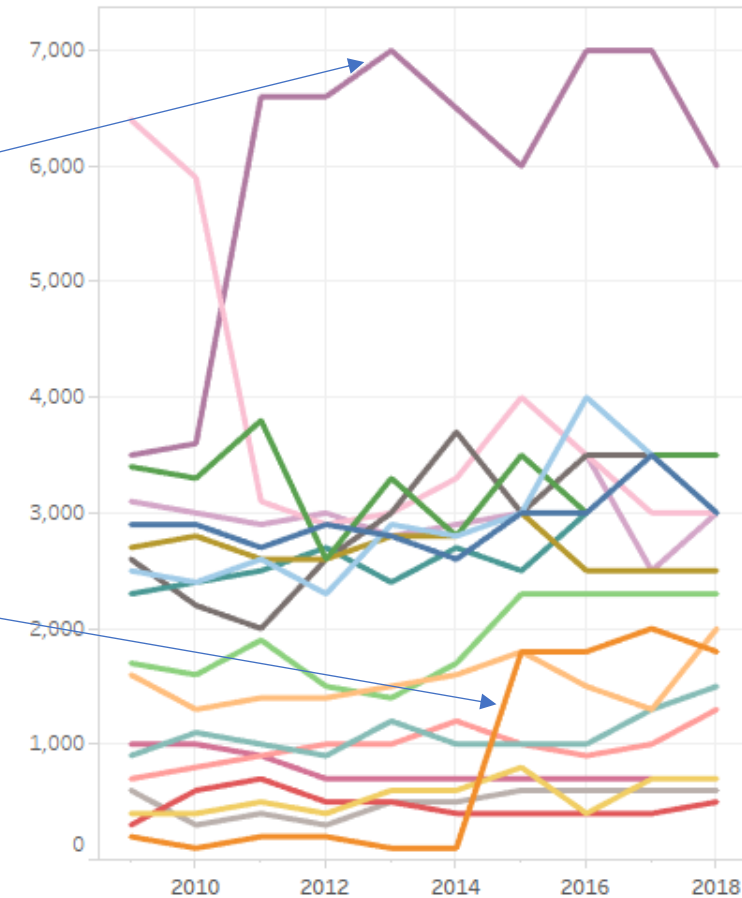
There have been several growth areas in the past decade as the **number of jobs has increased by 5,000** despite the large fall in retail.

The most significant rise has been in **Agriculture, forestry and fishing** which rose from 200 to 1,800 during the period

Motor Trades and **Information and Communication** both almost doubled

The only area with a significant fall is **Retail**, which more than halved since 2009. The majority of this sharp fall was seen between 2010 and 2011.
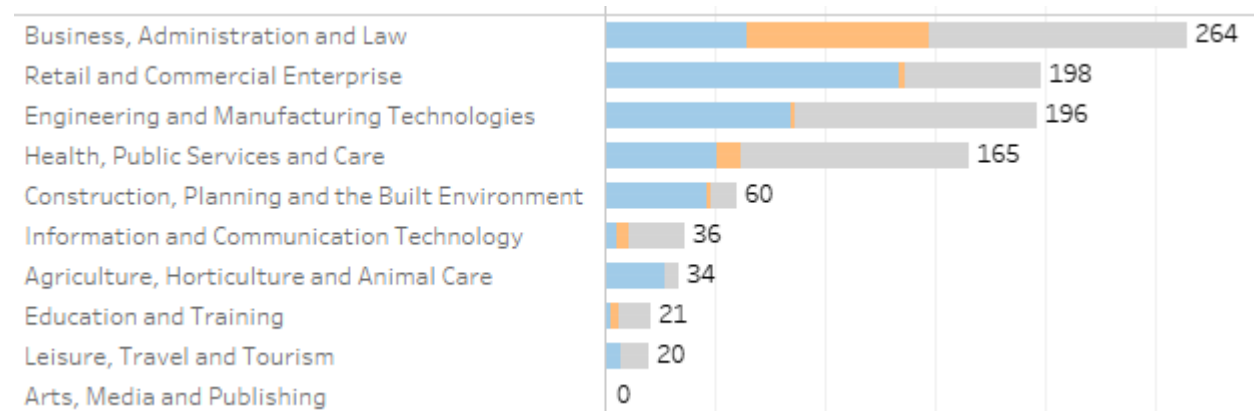

Data by Industry - Harborough

Industry
- Manufacturing
- Accommodation ..
- Agriculture, fore..
- Arts, entertainm..
- Business admini..
- Construction
- Education
- Financial & insur..
- Health
- Information & co..
- Mining, quarryin..
- Motor trades
- Professional, sci..
- Property
- Public administr..
- Retail
- Transport & stor..
- Wholesale

Change since 2009

	2009	2018
Transport & storage (inc postal)	3,500	6,000
Retail	6,400	3,000
Business administration & support services	3,400	3,500
Wholesale	3,100	3,000
Professional, scientific & technical	2,600	3,500
Manufacturing	2,900	3,000
Accommodation & food services	2,500	3,000
Health	2,300	3,000
Education	2,700	2,500
Construction	1,700	2,300
Arts, entertainment, recreation & other services	1,600	2,000
Information & communication	900	1,500
Motor trades	700	1,300
Agriculture, forestry & fishing	200	1,800
Public administration & defence	1,000	700
Property	600	600
Financial & insurance	400	700
Mining, quarrying & utilities	300	500

Apprenticeship data by delivery District - Harborough

Apprenticeship participation by Subject 2018-19

Apprenticeships by Level

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
Higher – Level 4 and above. Foundation degree and above

Level

- ☐ Advanced Apprenticeship
- ☐ Higher Apprenticeship
- ☐ Intermediate Apprenticeship

Harborough differs from the LLEP overall figures by having a **greater proportion of Retail and Commerce** apprenticeships – 20% compared to 12%.
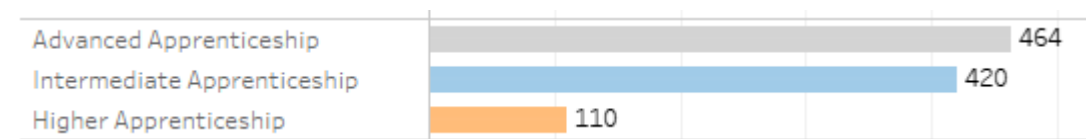
There are several areas where there are less apprenticeships in Harborough compared to the LLEP: **Engineering and Manufacturing; Construction; and Health, Public Services and Care.** However, no single area has a large difference.

The breakdown of levels is similar to the wider LLEP area with Harborough having slightly less Intermediate Apprenticeships and fewer Higher Apprenticeships.

District overview – Hinckley and Bosworth

Hinckley and Bosworth is home to **44,000** jobs

Manufacturing is by far the largest area for employment and has seen a rise followed by a similar fall in the past decade

Although the overall number of jobs has been stable, some areas have seen growth, such as:

- Health
- Business Administration and Support
- Wholesale
- Transport and Storage
- Mining, quarrying and utilities

Agriculture, forestry and fishing moved from 0 to 900

Although no areas saw a significant fall over the whole period, **Manufacturing** fell from a peak of 8,300 to 7,000 within the previous six years and looks to be on a **downwards trajectory**.

Data by Industry - Hinckley & Bosworth

Industry

Industry		
Manufacturing	Education	Professional, sci..
Accommodation ..	Financial & insur..	Property
Agriculture, fore..	Health	Public administr..
Arts, entertainm..	Information & co..	Retail
Business admini..	Mining, quarryin..	Transport & stor..
Construction	Motor trades	Wholesale

Change since 2009

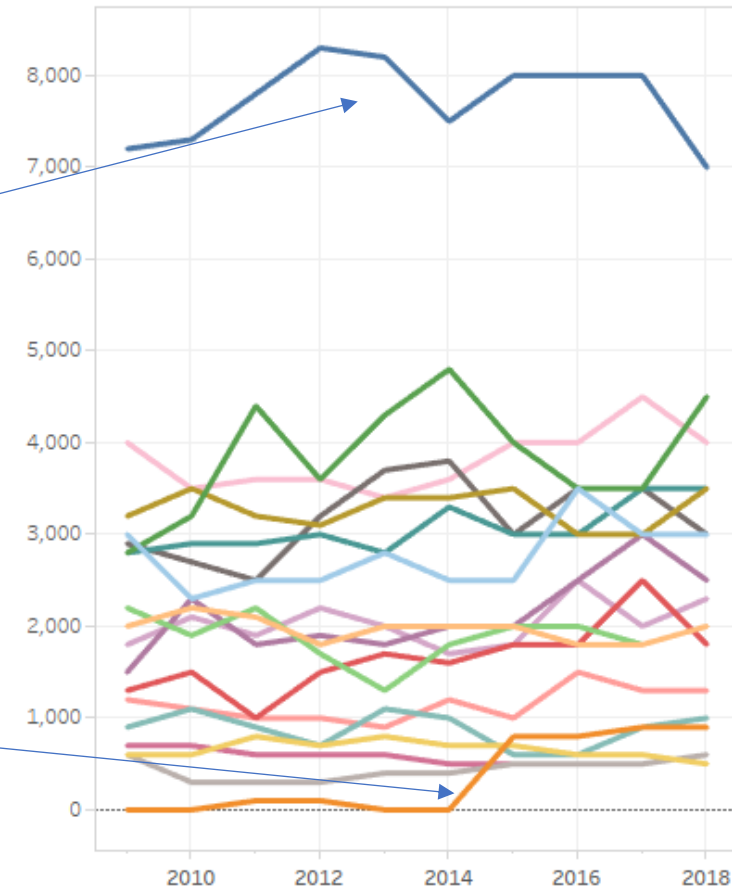|	2009	2018
Manufacturing	7,200	7,000
Retail	4,000	4,000
Business administration & support services	2,800	4,500
Education	3,200	3,500
Health	2,800	3,500
Accommodation & food services	3,000	3,000
Professional, scientific & technical	2,900	3,000
Construction	2,200	2,000
Wholesale	1,800	2,300
Transport & storage (inc postal)	1,500	2,500
Arts, entertainment, recreation & other services	2,000	2,000
Mining, quarrying & utilities	1,300	1,800
Motor trades	1,200	1,300
Information & communication	900	1,000
Public administration & defence	700	600
Property	600	600
Financial & insurance	600	500
Agriculture, forestry & fishing	0	900

Apprenticeship data by delivery District – Hinckley and Bosworth

Apprenticeship participation by Subject 2018-19

Level	
▢	Advanced Apprenticeship
▢	Higher Apprenticeship
▢	Intermediate Apprenticeship

| Subject	Value
Engineering and Manufacturing Technologies	406
Business, Administration and Law	327
Health, Public Services and Care	222
Retail and Commercial Enterprise	127
Leisure, Travel and Tourism	56
Construction, Planning and the Built Environment	52
Agriculture, Horticulture and Animal Care	38
Information and Communication Technology	23
Education and Training	8
Arts, Media and Publishing	1

Hinckley and Bosworth has a **greater proportion of Engineering and Manufacturing** apprenticeships than the LLEP area as a whole – 32% compared to 22%.

Many other subjects are slightly lower in Hinckley and Bosworth with Construction having the biggest gap – only 4% compared to a LLEP average of 10.3%.

Apprenticeships by Level

Level	Value
Intermediate Apprenticeship	577
Advanced Apprenticeship	567
Higher Apprenticeship	116
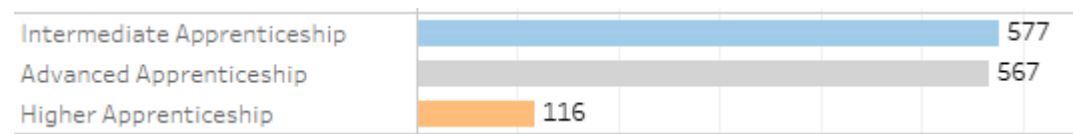
There are a greater proportion of Advanced Apprenticeships in the area (6% more) but 4% less Higher Apprenticeships.

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
Higher – Level 4 and above. Foundation degree and above

Leicester city overview

The city of Leicester is home to **166,800** jobs

Although this is 5,000 higher than 2009, it is **10,000 lower** than a 2016 peak of 177,000

Health is the highest area for employment and in a similar pattern, is higher than 2009, is 4,000 lower than the 2009 peak

Many areas have been volatile during the period which is masked by similar or slightly higher figures when comparing the whole time period.
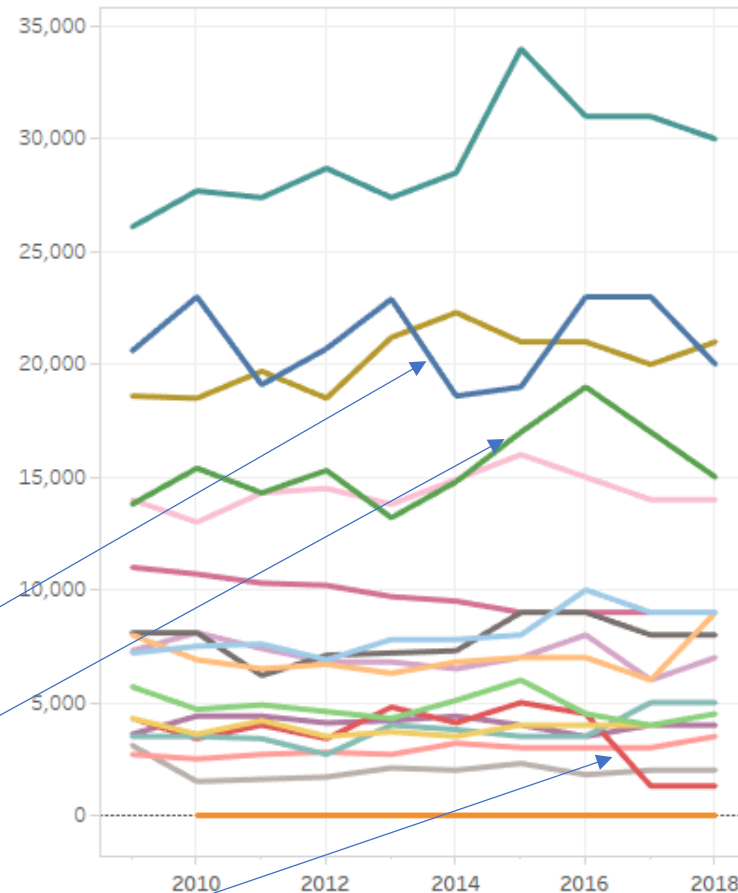
Manufacturing has fallen slightly but has seen several rise and falls

Business administration and support also saw a large swing from 2013 to 2016 before falling again

The table on the right shows several areas have changed by over a thousand.

Mining, quarrying and utilities has the largest numerical fall, by 3,000 jobs
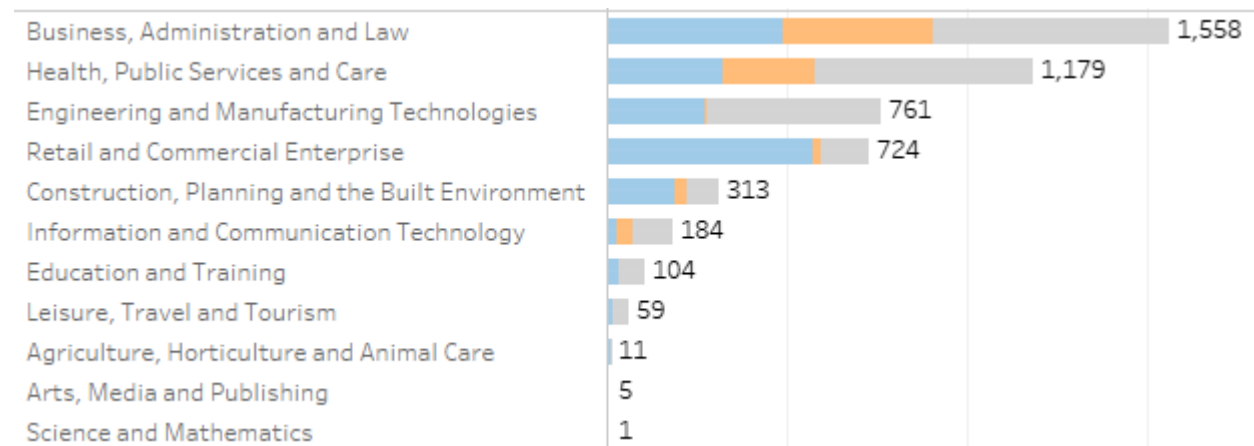
Data by Industry - Leicester

Industry

- Manufacturing
- Accommodation ..
- Agriculture, fore..
- Arts, entertainm..
- Business admini..
- Construction
- Education
- Financial & insur..
- Health
- Information & co..
- Mining, quarryin..
- Motor trades
- Professional, sci..
- Property
- Public administr..
- Retail
- Transport & stor..
- Wholesale

	2009	2018
Health	26,100	30,000
Change since 2009	20,600	20,000
Education	18,600	21,000
Business administration & support services	13,800	15,000
Retail	14,000	14,000
Public administration & defence	11,000	9,000
Arts, entertainment, recreation & other services	8,000	9,000
Accommodation & food services	7,200	9,000
Professional, scientific & technical	8,100	8,000
Wholesale	7,300	7,000
Construction	5,700	4,500
Financial & insurance	4,300	4,500
Information & communication	3,500	5,000
Transport & storage (inc postal)	3,600	4,000
Motor trades	2,700	3,500
Mining, quarrying & utilities	4,300	1,300
Property	3,100	2,000
Agriculture, forestry & fishing		0

53

Apprenticeship data – Leicester City

Apprenticeship participation by Subject 2018-19

Level
▧ Advanced Apprenticeship
▧ Higher Apprenticeship
▧ Intermediate Apprenticeship

Subject	Value
Business, Administration and Law	1,558
Health, Public Services and Care	1,179
Engineering and Manufacturing Technologies	761
Retail and Commercial Enterprise	724
Construction, Planning and the Built Environment	313
Information and Communication Technology	184
Education and Training	104
Leisure, Travel and Tourism	59
Agriculture, Horticulture and Animal Care	11
Arts, Media and Publishing	5
Science and Mathematics	1

Apprenticeships by Level

Level	Value
Advanced Apprenticeship	2,191
Intermediate Apprenticeship	1,925
Higher Apprenticeship	783

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
Higher – Level 4 and above. Foundation degree and above

Almost a third of Apprenticeships in Leicester City are in **Business, Administration and Law**. Although this is the higher proportion for the whole LLEP area, it is still higher in the city.

There are also more **Health, Public Services and Care**; and **Retail** apprenticeships.
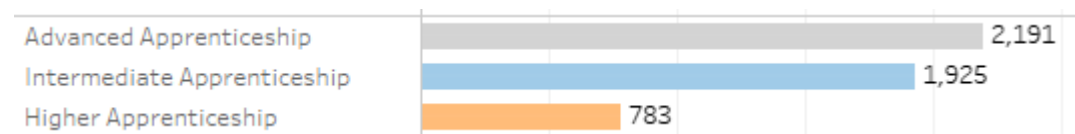
The proportion of **Engineering and Manufacturing**; and **Construction** are both lower in the city.

The proportion of levels in the city is not too different to the LLEP but there are slightly more Higher Apprenticeships (2.5% higher)

District overview – Melton

Melton is home to **23,000** jobs

Manufacturing is the largest area for jobs in Melton. Although this is higher than 2009, recent years have seen a small fall.
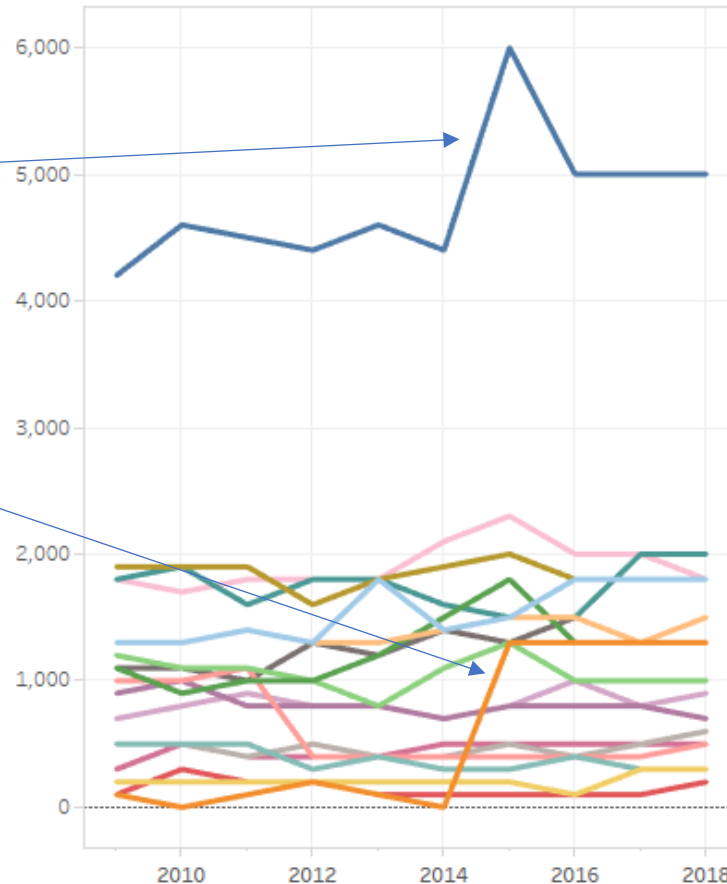
The most significant growth area has been **Agriculture, forestry and fishing**, growing from 100 in 2009 to 1,300 in 2018. This actually moved from 0 in 2014 to its 1,300 in 2015

Other areas that have seen growth include:

- **Accommodation and food services**
- **Business administration and support services**

Very few areas have seen a fall although it is interesting to note that three that have – **Transport and Storage, Motor Trades and Information & Communication** – have often been growth areas in other districts.
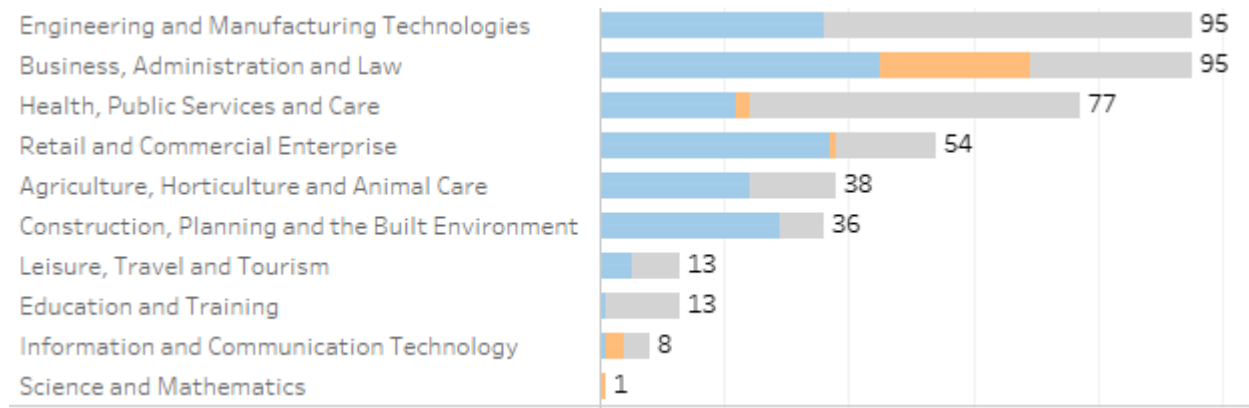
Data by Industry - Melton

Industry legend:
- Manufacturing
- Accommodation ..
- Agriculture, fore..
- Arts, entertainm..
- Business admini..
- Construction
- Education
- Financial & insur..
- Health
- Information & co..
- Mining, quarryin..
- Motor trades
- Professional, sci..
- Property
- Public administr..
- Retail
- Transport & stor..
- Wholesale

	2009	2018
Manufacturing	4,200	5,000
Health	1,800	2,000
Education	1,900	1,800
Retail	1,800	1,800
Accommodation & food services	1,300	1,800
Arts, entertainment, recreation & other services	1,300	1,500
Business administration & support services	1,100	1,500
Professional, scientific & technical	1,100	1,300
Construction	1,200	1,000
Transport & storage (inc postal)	900	700
Wholesale	700	900
Motor trades	1,000	500
Agriculture, forestry & fishing	100	1,300
Property	500	600
Public administration & defence	300	500
Information & communication	500	300
Financial & insurance	200	300
Mining, quarrying & utilities	100	200

Change since 2009

Apprenticeship data by delivery District – Melton

Apprenticeship participation by Subject 2018-19

Subject	Value
Engineering and Manufacturing Technologies	95
Business, Administration and Law	95
Health, Public Services and Care	77
Retail and Commercial Enterprise	54
Agriculture, Horticulture and Animal Care	38
Construction, Planning and the Built Environment	36
Leisure, Travel and Tourism	13
Education and Training	13
Information and Communication Technology	8
Science and Mathematics	1

The joint **highest** proportion of apprenticeships in Melton is **Engineering and Manufacturing**. The actual proportion is similar to the LLEP area whereas Business, Administration and Law, the highest across the area, is 5.5% lower in Melton.

Most categories are similar but the main difference is the **higher proportion of Agriculture, Horticulture and Animal Care** in Melton. However, this does involve small numbers.

Apprenticeships by Level

Level	Value
Intermediate Apprenticeship	200
Advanced Apprenticeship	199
Higher Apprenticeship	31

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
Higher – Level 4 and above. Foundation degree and above
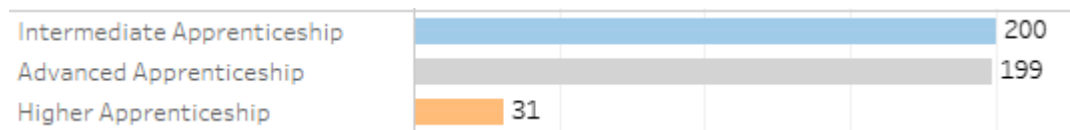
Melton has a greater proportion of Advanced Apprenticeships but fewer Higher Apprenticeships – 7% to 8% difference in each case.

District overview – North West Leicestershire

North West Leicestershire is home to **63,400** jobs, this has risen from 51,000 in 2009

Transport and Storage is the largest area

The two areas of **large growth** have been:

- Business, administration and support services
- Professional, scientific and technical
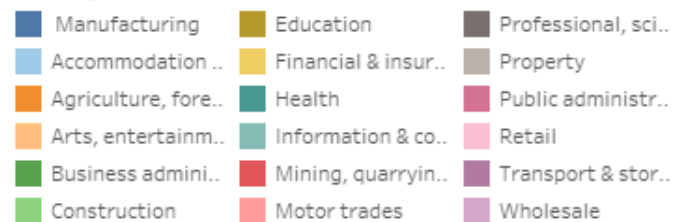
Other areas with **significant growth** include:

- Motor Trades
- Property
- Mining, quarrying and utilities
- Information and communications
- Agriculture, forestry and fishing

The only area to see a fall is **Public administration & defence**
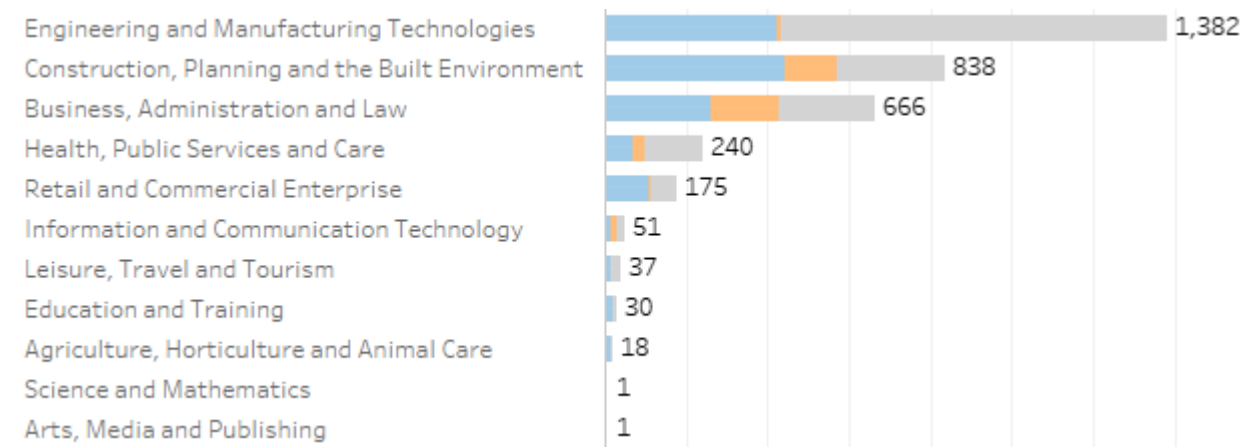

Data by Industry - North West Leicestershire
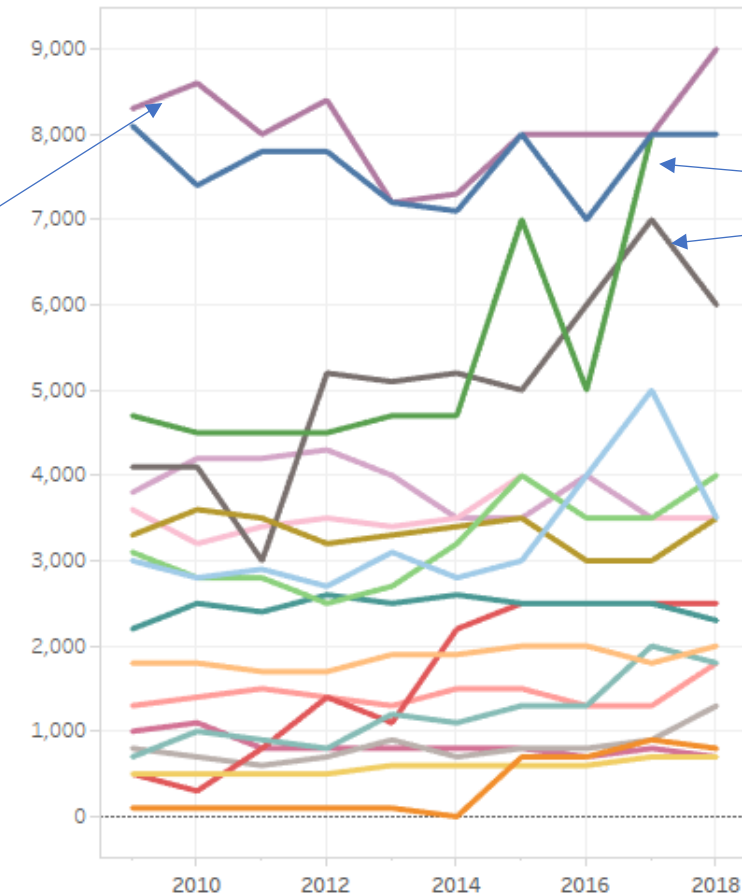
Change since 2009

	2009	2018
Transport & storage (inc postal)	8,300	9,000
Manufacturing	8,100	8,000
Business administration & support services	4,700	8,000
Professional, scientific & technical	4,100	6,000
Wholesale	3,800	4,000
Retail	3,600	3,500
Construction	3,100	4,000
Education	3,300	3,500
Accommodation & food services	3,000	3,500
Health	2,200	2,300
Arts, entertainment, recreation & other services	1,800	2,000
Motor trades	1,300	1,800
Mining, quarrying & utilities	500	2,500
Information & communication	700	1,800
Property	800	1,300
Public administration & defence	1,000	700
Financial & insurance	500	700
Agriculture, forestry & fishing	100	800

Industry

Manufacturing | Education | Professional, sci..
Accommodation .. | Financial & insur.. | Property
Agriculture, fore.. | Health | Public administr..
Arts, entertainm.. | Information & co.. | Retail
Business admini.. | Mining, quarryin.. | Transport & stor..
Construction | Motor trades | Wholesale

Apprenticeship data by delivery District – North West Leicestershire

Apprenticeship participation by Subject 2018-19

Subject	Value
Engineering and Manufacturing Technologies	1,382
Construction, Planning and the Built Environment	838
Business, Administration and Law	666
Health, Public Services and Care	240
Retail and Commercial Enterprise	175
Information and Communication Technology	51
Leisure, Travel and Tourism	37
Education and Training	30
Agriculture, Horticulture and Animal Care	18
Science and Mathematics	1
Arts, Media and Publishing	1

Apprenticeships by Level

Level	Value
Advanced Apprenticeship	1,716
Intermediate Apprenticeship	1,362
Higher Apprenticeship	361

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
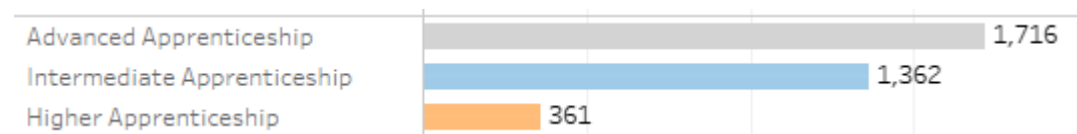Higher – Level 4 and above. Foundation degree and above

North West Leicestershire has a very different pattern compared to the LLEP overall.

A **combined 64.6%** of apprenticeships in the area as either in **Engineering and Manufacturing or Construction**. This is more than double the combined proportion across the area.

Business, Administration and Law; Health, Public Services and Care; and Retail are the three areas with a lower proportion in North West Leicestershire.

The proportion of apprenticeships is with slightly less Higher Apprenticeships

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District overview – Oadby and Wigston

Oadby and Wigston is home to **19,400 jobs**

The four largest sectors are:
- Manufacturing
- Health
- Education
- Retail

Manufacturing has seen a **large decrease** over the period, from a peak of 4,600 in 2010 to 2,500

Wholesale and **Accommodation** and **food services** have both seen large proportional rises

Public administration and defence has seen a large proportional fall, 40% since 2009
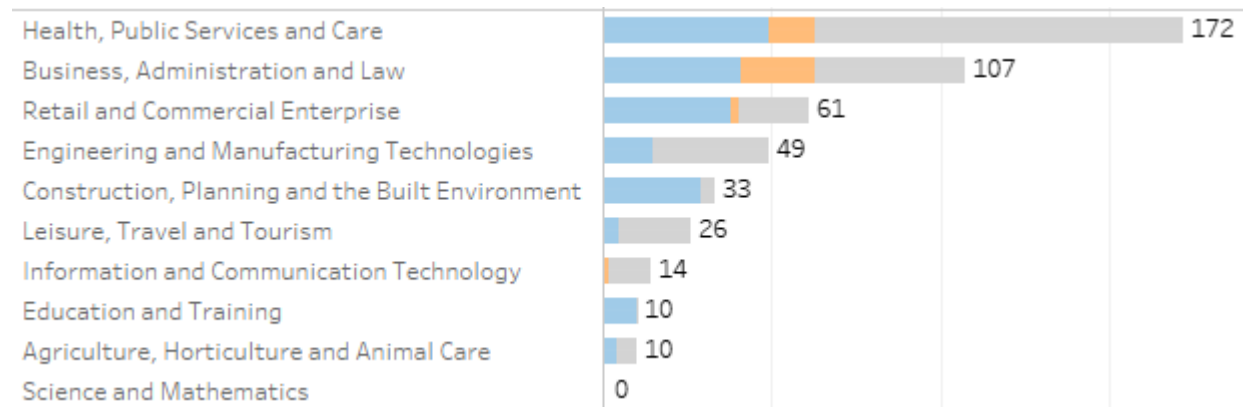
Data by Industry - Oadby & Wigston

Change since 2009
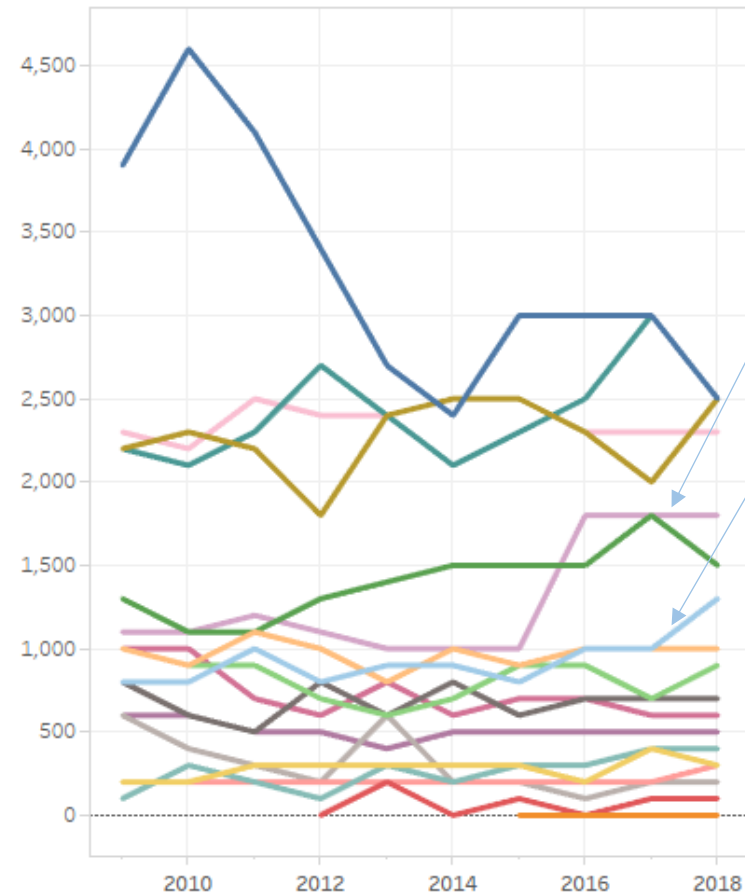
	2009	2018
Manufacturing	3,900	2,500
Health	2,200	2,500
Education	2,200	2,500
Retail	2,300	2,300
Wholesale	1,100	1,800
Business administration & support services	1,300	1,500
Accommodation & food services	800	1,300
Arts, entertainment, recreation & other services	1,000	1,000
Construction	1,000	900
Public administration & defence	1,000	600
Professional, scientific & technical	800	700
Transport & storage (inc postal)	600	500
Property	600	200
Motor trades	200	300
Financial & insurance	200	300
Information & communication	100	400
Mining, quarrying & utilities		100
Agriculture, forestry & fishing		0

District overview – Oadby and Wigston

Apprenticeship participation by Subject 2018-19

Apprenticeships by Level

Intermediate – Level 2 GCSE equivalent
Advanced – Level 3 A Level equivalent
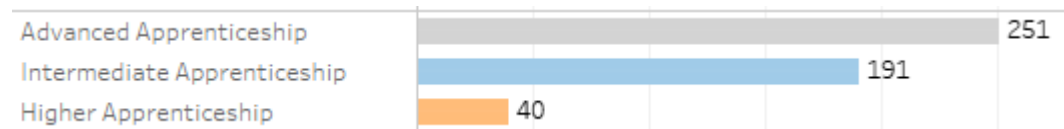Higher – Level 4 and above. Foundation degree and above

Oadby and Wigston shows a large difference to the LLEP area in the proportion of **Health, Public Services and Care** apprenticeships – 35.7% compared to 18.5%.

The area has a lower rate of **Engineering and Manufacturing** apprenticeships - **half the LLEP area rate.**

Construction also has a lower proportion with smaller numbers involved.

Oadby and Wigston has 5% more Advanced Apprenticeships than the LLEP average and 5% less Higher Apprenticeships.