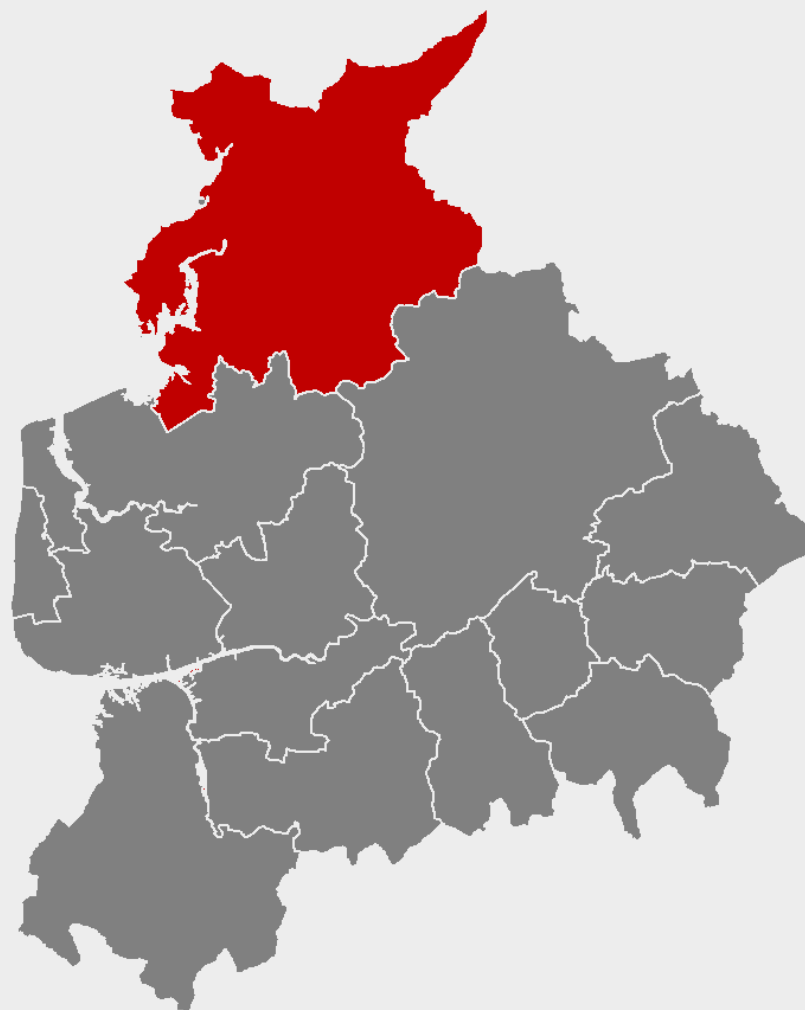




Lancashire
Enterprise Partnership

The Lancaster and Morecambe Labour Market Intelligence Report

*Part of the 2019 Lancashire Labour
Market Intelligence Toolkit*



European Union
European Social Fund
Investing in jobs and skills



The Lancashire Labour Market Intelligence Toolkit and Report Overview

This report is the **Travel to Work Area (TTWA) Labour Market Intelligence report for Lancaster and Morecambe**, part of the **2019 Lancashire Labour Market Intelligence (LMI) Toolkit**. It updates the information provided in the 2018 Toolkit and aligns with the Department for Education's (DfE's) Skills Advisory Panel (SAP) toolkit for local skills analysis.

Labour Market Intelligence is the term used to describe the wide range of information that helps inform decisions about work and training, covering topics such as jobs, salaries and employers, as well as education and skills.

The toolkit contains three parts:

- **LMI reports** - of which this is one - covering **six TTWAs¹ in Lancashire²**, alongside a stand-alone report covering **Lancashire**.
- **A data matrix** that contains all of the underpinning data which has been analysed to inform the LMI reports and the presentation packs. This includes time series data (typically for up to 10 years) and data for Local Authorities, the six TTWAs, Lancashire, and the national average³. The Matrix includes Local Authority and TTWA summary sheets which allow users to access summary charts and tables for their selected area.
- **Presentation packs** for each area, providing key labour market facts and figures for those who need them.

The report covers the four themes set out in the table below. Each theme includes a series of summary sheets, which provide key facts and figures, followed by more detailed analysis and commentary. An overview and key messages are also provided.

REPORT COVERAGE	
Overview and Key Messages	Overview and Key Messages for Lancaster and Morecambe
Residents in Lancaster and Morecambe	This section provides data on the residents who live in Lancaster and Morecambe – their employment, occupations, skills and earnings. It also provides information on unemployment and inactivity. It covers the overall resident base including those who work within and outside the TTWA. <i>The underpinning data is available in the Resident Matrix which can be accessed on the Lancashire Skills Hub website</i>
The Economy in Lancaster and Morecambe	This section provides data on the jobs available at employers located in Lancaster and Morecambe. This includes jobs that are filled by residents from within and outside the TTWA. <i>The underpinning data is available in the Economy and Business Matrix which can be found on the Lancashire Skills Hub website</i>
Economic Forecasts for Lancaster and Morecambe to 2028	This section provides forecasts of the jobs expected to be available at businesses located in Lancaster and Morecambe in the 2018-2028 period. This includes jobs that could be filled by residents from within and outside the TTWA. <i>The underpinning data is available in the Economic Forecasts Matrix which can be accessed on the Lancashire Skills Hub website</i>
The Skills and Education System in Lancaster and Morecambe	This section provides data on provision, participation and attainment levels throughout the education system in Lancaster and Morecambe – from Key Stage 1 through to Higher Education. <i>The underpinning data is available in the Skills and Education System Matrix which can be accessed on the Lancashire Skills Hub website</i>

¹ TTWAs represent labour markets in which the residents of each local area are most likely to work. Not all residents work in the TTWA in which they live.

² Throughout this report, the term 'Lancashire' is used to refer to the Lancashire Local Enterprise Partnership (LEP) area.

³ England, excluding London, is used as the national comparator, to remove the distorting effects of the London economy (which differs markedly from the rest of England) from the comparison.

Overview and Key Messages	Overview and Key Messages	1	
Residents in Lancaster and Morecambe	The Population	6	
	>> Analysis and insight – The Population	7	
	Labour Market Overview	8	
	Residents in Employment	9	
	Occupations of Local Residents	11	
	The Skills of Local Residents	12	
	>> Analysis and insight – Residents in Employment	13	
	Unemployment	15	
	Economic Inactivity	17	
	Deprivation and Household Economic Inactivity	18	
	>> Analysis and insight – Unemployment and Inactivity	19	
	The Economy in Lancaster and Morecambe	Employment by Sector	21
		The Business Base	22
Employment by Location and Key Employers		23	
Employer Skills Requirements		24	
>> Analysis and insight – Jobs in Lancaster and Morecambe		26	
Economic Forecasts to 2028 for Lancaster and Morecambe		Employment Forecasts	29
	Occupation Forecasts	30	
	Skills Forecasts	31	
	>> Analysis and insight – Employment Forecasts	32	
	The Performance of the Education and Skills System in Lancaster and Morecambe	Key Stage 1 to Key Stage 4	33
Young People Aged 16-19		34	
Further Education: Provider Perspective		35	
Further Education: Learner Perspective		36	
Apprenticeships: Provider Perspective		37	
Apprenticeships: Learner Perspective		38	
Higher Education		39	
>> Analysis and insight – The Education and Skills System		42	
Appendix		Sectors, Occupations and Education Routes	47

Overview of the Economy and Labour Market in Lancaster and Morecambe

Key Points

Residents

- In 2017/18, the population of the Lancaster and Morecambe Travel to Work Area (TTWA) is over 144,000, making it the second smallest of Lancashire's TTWAs but one of the largest local authorities (reflecting that the TTWA covers a single local authority area).
- The population is younger on average than in Lancashire, with a larger proportion of 20-24 year olds.
- The population has grown by 6.2% between 2008 and 2018, almost double the Lancashire growth rate (3.3%) and just a little below national growth (+7%), with strong forecasts also evident for the next 10 years.
- The working age population has grown more slowly over the past ten years (2008-2018), nevertheless it is the only Lancashire TTWA not to have a declining working age population, and the growth rate has exceeded the national average. This growth is not expected to continue however, with 235 fewer residents of working age forecast by 2028.
- The latest statistics for 2017/18 shows that 74.4% of working age people are in employment. Whilst this is below the national rate (75.4%), the employment rate in the TTWA has risen faster over the past ten years than nationally or in Lancashire.
- Overall, the working age population in the TTWA are slightly better qualified than in Lancashire or nationally, and the proportion of residents working in Highly Skilled Occupations is in line with the Lancashire average. Earnings levels are in line with the Lancashire average but below the national average.
- Unemployment has fluctuated for a number of years, but decreased slightly between 2017 and 2018. It has the second lowest unemployment rate across the six TTWAs. Unemployment is particularly high amongst 16-19 year olds in the TTWA and around 2,600 residents receive unemployment-related benefits.

- The economic inactivity rate has increased between 2017 and 2018, taking it above the Lancashire and national average.
- A higher proportion of economically inactive people within the TTWA are studying compared to the Lancashire average (37% against 25% reflecting the presence of Lancaster University).
- There is a significant level of deprivation within the TTWA with 15% of Lower Super Output Areas (LSOAs¹) amongst the 10% most deprived in England in 2019.

Jobs and the Economy

- There are over 4,600 businesses / employers in the TTWA (2019), 88% of which are microbusinesses employing fewer than ten people.
- These employers provided 58,000 jobs in 2018, but Lancaster and Morecambe is the only TTWA not to have seen growth compared to the 2015 figure.
- The TTWA has a diverse economy. The largest sector in employment terms is Education, which employs 9,000 people in 2018 (15.5% of the total workforce) and accounts for 15.5% of Education jobs in Lancashire, compared to 9% of employment across all sectors.
- The second and third largest sectors are Health and Social Care (9,000 jobs) and Finance and Professional Services (8,000 jobs).
- The fastest growing priority sector between 2015 and 2018 has been Finance and Professional Services with an increase of 1,000 jobs – a growth rate of 14% against a 4% Lancashire average.

Employment Forecasts

- Employment is forecast to grow between 2018 and 2028, with the creation of just under 3,000 new jobs, a higher rate of growth than in Lancashire.
- Recruitment is expected across all sectors and occupations, including in each of Lancashire's priority sectors, and sectors that have recently experienced employment decline such as Manufacturing. This will include recruitment for the relatively small number of new jobs created through sector growth, and jobs that become available as people leave or change jobs.
- Wholesale and Retail, Human Health and Social Work, Education, Accommodation and Food Services and Administrative and Support Services will create the most job opportunities each year.

¹ LSOAs are small geographies for data collection and reporting purposes that typically contain a population of approximately 1,500 people.

- In terms of occupations, recruitment is expected to be highest for Professional, Caring and Elementary Occupations reflecting a move towards an 'hourglass' shaped labour market with opportunities at the top and bottom end but fewer mid-level roles.
- Demand for higher level skills is expected to increase, with an increase in the number of people in employment in the TTWA with qualifications at Level 3 or above, while the number in employment with qualifications at Level 2 or below or no qualifications will fall. The number of people in employment with other qualifications, such as apprenticeships, is also expected to increase.

Education and Skills

- Data for 2017/18 shows overall GCSE performance (average Attainment 8 score) is marginally higher in the TTWA than the Lancashire and England excluding London averages. Young people in the TTWA make slightly better progress between Key Stage 2 (11) and Key Stage 4 (16) than the Lancashire average.
- A total of 7,750 residents were participating (defined as all learners who are starting, continuing or achieving within the year) in Further Education (FE) across Lancaster and Morecambe in 2018/19, ranking the area fifth out of Lancashire's six TTWAs, ahead of West Lancashire.
- Considering provision delivered within the TTWA in 2018/19, General FE Colleges account for 75% of FE students in Lancaster and Morecambe, considerably higher than Lancashire, regional and national averages.
- By the age of 19, the proportion of young people who have attained Level 2 is in line with the Lancashire and above the national average. Whereas, the number attaining Level 3 qualifications by 19 is in line with the national average but below the Lancashire level (2017/18).
- In 2018/19, there were 1,120 Lancaster and Morecambe residents starting apprenticeships, an increase of 12% from 2017/18 levels. The most common subjects were Business Administration and Law; Health, Public Services and Care; Engineering and Manufacturing Technologies; and Retail and Commercial Enterprise which make up more than four-fifths of provision.

Key messages for partners across Lancaster and Morecambe

This Travel to Work Area (TTWA)-level report, together with the information contained within the data matrix, provides an understanding of the skills and labour market position in Lancaster and Morecambe, and how it compares to the picture in Lancashire, as well as the regional and national position.

The strength of the labour market and the supply of skills available to the economy are increasingly important in driving economic growth and delivering inclusive growth. Tackling the issues identified in this report will help to create the conditions in which the local economy can thrive.

This section of the report summarises the key messages from the data, to help guide partners in Lancaster and Morecambe.

Future Workforce: The Importance of the Young Future Workforce

Employment in Lancaster and Morecambe is forecast to grow more quickly than the Lancashire average, with an absolute increase in the number of jobs within the TTWA over the next ten years. In addition, local employers will need to fill many existing positions as current workers retire or move onto other roles, supporting strong labour demand.

It is therefore important that the future workforce - the young people currently in education and training who will become part of the labour pool that local employers will draw from in future years - have the skills and capabilities which prepare them for employment in the 21st century.

Given the pace of change within the labour market, with technological developments affecting not only the type of occupations in which people will work in future years but the nature of the work that they will do and how they will do it, forecasting future skills needs is very challenging. New occupations that cannot currently be envisaged are likely to emerge. The skills and qualifications needed to obtain and perform existing job roles may change significantly. The future workforce will therefore need to be flexible and adaptable, and have the resilience to recognise and respond to the change that they are likely to see during their working careers. As well as

having a firm foundation of the core skills needed for success in life - numeracy, literacy and digital skills, as well as work-related skills such as team-working, communication and problem-solving - young people need to be aware of the opportunities offered both within their local labour market and further afield, and an understanding of what is required from them, if they are to make the most of those opportunities.

Better Informed Young People

In Lancaster and Morecambe, there is a need to continue to engage and inform young people about the world of work and the opportunities which are open to them, and use this as a mechanism to inspire young people to raise their aspirations for their future. A wide range of options are open to young people within the TTWA, with Further Education (FE) and apprenticeship provision across a range of subject areas, and a significant higher education offer at Lancaster University.

Engaging employers in education not only helps to educate young people about the world of work, it also offers the opportunity to help shape what young people learn and how they are taught, ensuring the curriculum aligns with local skills needs. As new Technical Education is rolled out, and employers have been given influence, the skills of the Future Workforce should continue to become better aligned with the needs of the local economy.

Connecting People to Local Employment Opportunities

The Lancaster and Morecambe TTWA is the second smallest in employment terms, providing around 9% of Lancashire's jobs, including a higher than average share of jobs in the Education and the Energy and Environmental Technology sectors. Ensuring that there is an appropriate pool of labour to take up these jobs, both as new jobs are created and as the existing workforce retires, will help the Lancashire economy to achieve its growth ambitions. Whilst good quality jobs such as those in the Education sector are likely to attract recruits from across a wider geography, ensuring that local young people have the skills and aptitudes sought by local employers is important.

Whilst growth is expected in the number of jobs in the TTWA requiring high level skills, the number of people employed within the TTWA with qualifications at Level 2 or below is expected to fall over the next ten years. However, despite the absolute decline in numbers, entry level jobs will continue to arise due to churn within the labour market, and employers will need to find new recruits to fill them. It is important that young people, particularly those who may not achieve Level 3 qualifications, are made aware of the opportunities that will be open to them, and provided with pathways once in work to continue to develop their skills and progress into higher levels of work-related learning.

Digital skills are increasingly required by employers across a wide range of occupations, and this is expected to continue as automation and digitalisation becomes more pervasive in all elements of the economy. Young people in the Lancaster and Morecambe TTWA need the opportunity to acquire digital skills throughout their education, to give them a platform from which to develop the more advanced and specialist skills that they may need once in work.

A More Skilled and Productive Workforce

Lancaster and Morecambe TTWA's workforce is crucial to its future economic success. Lancaster and Morecambe is one of the most contained TTWA labour markets with over three quarters of residents living and working within it. Over the next ten years, there will be a need not only to find the workforce to take up the 3,000 or so additional jobs which are expected to be created by 2028, but also to replace those workers who are leaving the workforce due to retirement.

This additional and replacement demand will coincide with limited growth of the working age population, restricting the size of the labour pool from which employers are able to recruit. Whilst international migration has contributed to population growth in recent years – with Lancaster and Morecambe recording the highest international migration rate in Lancashire in 2018, in both actual and proportionate terms – there is considerable uncertainty over future migration patterns once the UK implements a new immigration system post-Brexit. It is therefore important that the potential of the existing workforce is fully utilised, and those not currently in employment but who are interested in working with the appropriate support are encouraged and enabled to play an active part in the economy.

New Skills and Changing Jobs

The changes seen within the labour market, with new roles emerging, and others changing radically as automation alters the way in which businesses operate, mean that re-skilling and upskilling are increasingly important, and will be required throughout our working lives. On average, the working age population in the TTWA is slightly better qualified than in Lancashire as, yet many will need to refresh and develop their skills on an on-going basis.

Both employers and the individuals affected by change need to be provided with support to anticipate and respond to future change, providing opportunities to acquire the new skills that will keep businesses competitive and make individuals resilient to labour market change. Apprenticeships, both for new recruits and current workers of all ages and levels, are one part of achieving this, but there will also be a need for shorter, more intensive

forms of training, which provide people with the core skills they need to move into new roles.

This type of training is particularly likely to be relevant to those needing digital skills either to retain their existing job, or move into a new one. Putting in place the training provision to deliver these skills will require providers to work with employers to identify the specific skills which are required in each role, and develop a training programme tailored to meet this specific need.

Inclusive Communities and an Inclusive Workforce

Over the past few years, the economy across Lancashire has strengthened and, like other places, the Lancaster and Morecambe TTWA has seen employment rise and unemployment fall. Economic inactivity has risen in the past year, with a high proportion of students, although there have been fluctuations year by year. Unemployment is now slightly below the Lancashire average at 4.0%, although there remain some 2,800 people who are unemployed within the TTWA.

In Lancashire some groups experience much higher rates of unemployment than others, with young people aged 16-19 and the ethnic minority population, particularly those from a Pakistani / Bangladeshi background most likely to be affected. Intensive support is needed for those who remain unemployed, to connect them to the job opportunities which arise within the TTWA and ensure that they are equipped with the skills they will need to secure a job.

The Lancaster and Morecambe TTWA now has a higher level of economic inactivity than Lancashire and the national position. Economic inactivity is around average amongst both men and women in the TTWA, and particularly high amongst those aged 20-24 years, double the Lancaster and Morecambe average for all age groups. This is consistent with the high proportion of those inactive due to studying. The TTWA has a lower inactivity rate amongst residents aged 65+ than Lancashire wide, which reflects the lower than average proportion who are inactive due to retirement. Falling economic inactivity rates over the past ten years have brought a significant number of people into the labour pool within Lancashire, helping to offset the decline in the working age population.

Continuing this trend within the TTWA will require a range of policy responses to address the different barriers faced by those who are economically inactive but may wish to work.

The latest update of the Index of Multiple Deprivation (IMD) highlights the extent of deprivation within the TTWA, with 15% of LSOAs classed as being amongst the 10% most deprived nationally in 2019. This has risen since 2011 but remains lower than the proportion in Lancashire (20%). Tackling deprivation requires a holistic approach to its multiple domains, but improving skills and labour market outcomes has an important part to play, given the impact on employability and earnings, as well as the social and community benefits of education and skills.

Although a single local authority area, there is a need to recognise the diversity of the Lancaster and Morecambe area, with skills levels, employment and unemployment varying across the population. Focussing support on those groups whose labour market outcomes are poorest will support inclusive growth ambitions and help to reduce inequalities.

The Population in Lancaster and Morecambe – Who Lives in the Area?

Overview of the Lancaster & Morecambe Population

Source: Mid-year Population estimates 2017/18, Census 2011

Total Population = 144,246

Male = 71,072

Female = 73,174

Disability

- Day-to-day activities not limited (81%)
- Day-to-day activities limited a little (10%)
- Day-to-day activities limited a lot (9%)

Ethnicity

- White (96%)
- Mixed/multiple ethnic groups (1%)
- Other ethnic group (<1%)
- Asian/Asian British (3%)
- Black/African/Caribbean/Black British (1%)

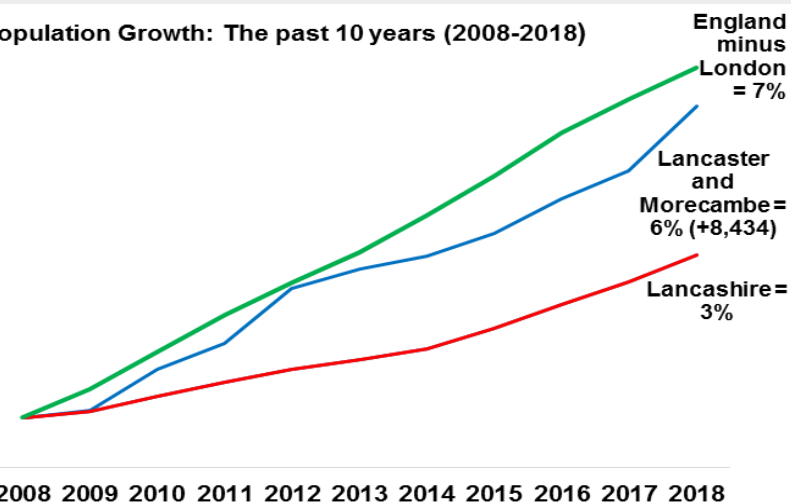
Population by Age Band, 2018

	Lancaster and Morecambe	Lancashire	England minus London
0-14	22,800	16%	18%
15-19	9,900	7%	6%
20-24	14,500	10%	6%
25-34	17,800	12%	13%
35-44	14,600	10%	12%
45-54	18,500	13%	14%
55-64	17,400	12%	12%
65+	28,800	20%	19%

Source: Mid-year population estimates

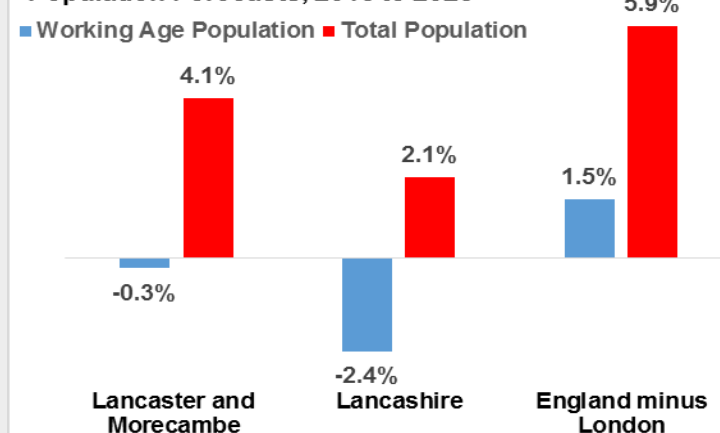
In 2018, 91,300 residents (63.3%) are of working age (aged 16-64). This is slightly higher than the share of the population that are working age in Lancashire (61.1%) and nationally (61.7%).

Population Growth: The past 10 years (2008-2018)



Source: Mid-Year Population Estimates 2017/18

Population Forecasts, 2018 to 2028



Source: Mid-year Population Projections

While the population is expected to grow by over 5,900 residents between 2018 and 2028, the working population is expected to get smaller. By 2028, there will be over 200 fewer residents of working age living in the area.

Total Population

The Lancaster and Morecambe Travel to Work Area (TTWA) has a population of 144,246 people in 2018, just under one tenth of the Lancashire total (9.6%). The population is the second smallest of the six TTWA in Lancashire, only higher than West Lancashire (113,949).

The TTWA comprises the entire Lancaster local authority areas. Lancaster is the second largest of the 14 local areas that make up Lancashire, smaller than Blackburn with Darwen (148,942), and slightly larger than Preston (141,818) and Blackpool (139,305).

Just under a third of Lancaster and Morecambe's residents live in a rural location. This is the second largest proportion out of the six TTWAs – West Lancashire's rural population makes up just over a third of its total.

The population of the TTWA has grown by 6.2% over the past ten years (2008-2018), equating to an additional 8,434 residents. This rate of growth is almost double the population growth seen in Lancashire (+3.2%), but below the rate of growth seen nationally over the same period (+7.0%).

In 2018, long term international migration resulted in a net increase of 1,542 residents in Lancaster and Morecambe, equating to a population increase of 1.1%.

Gender, Age and Ethnic Make-Up of the Population

The population is split almost evenly between males and females, with a slightly higher proportion of females in Lancaster and Morecambe (50.7%) in 2018. Just over 96% of the population of the TTWA is of white ethnicity, with Asian / Asian British people accounting for a further 3%. Lancaster and Morecambe has the second highest proportion of the population of white ethnicity across the six TTWA in Lancashire, slightly below the 98% in West Lancashire.

The age profile of Lancaster and Morecambe differs slightly from that for Lancashire, across the North West or nationally. The 0-14 years age group accounts for 16% of the population, compared to 18% in Lancashire and nationally. The 20-24 age group makes up 10% of the Lancaster and Morecambe population, but just 6% of the population of Lancashire and nationally. This will, in part, reflect the presence of Lancaster University.

Working Age Population

There are 91,300 people of working age (16-64 year olds) in Lancaster and Morecambe, 63.3% of the total population in 2018. This is just under one tenth (9.6%) of the Lancashire total, similar to the TTWA's share of the total population.

The working age population has grown more slowly over the past ten years than the population – by just 3,100 people, or 3.5%. Nevertheless, it is the only Lancashire TTWA to have seen growth in its working age population over this period. It is a higher rate of growth than seen in the working age population nationally over the same period (+2.5%) and has outpaced growth in Lancashire, where the working age population has fallen by -1.4%.

Population Projections

The total population of Lancaster and Morecambe is expected to continue to grow over the next ten years from 2018 to 2028, with an additional 5,934 residents forecast (+4.1%). This is almost double the rate of growth expected for Lancashire (+2.1%), but lower than forecast nationally (+5.9%).

However, the working age population within the area is expected to fall slightly, by 235 people, or -0.3%, reversing the growth seen over the past ten years. Although this forecast decline is less than the decline expected in Lancashire (-2.4%), it is set against forecast growth in the working age population nationally (+1.5%).

Labour Market Overview – What do residents in Lancaster and Morecambe do?



Employment

Residents who have a job or are self-employed (either within or outside the TTWA)

Unemployment

Residents without a job, who have been actively seeking work within the last four weeks

Inactivity

Residents who are not in work and have not sought work in the last four weeks (e.g. looking after family/home, studying, long-term sick and retired)

What is happening in the Lancaster and Morecambe TTWA?

66,800 people, 74.4% of the resident working-age population (16-64) are in employment (2018), a 2.2 percentage point rise from 2010

2,800 people, 4.0% of economically active residents are unemployed (2017/18)

20,200 people, 22.5% of the working-age population are economically inactive (2017/18)

How does this compare to what is happening in Lancashire and nationally?

Similar to Lancashire (**74.8%**) and slightly below national rates (**75.4%**) (2017/18)

Lower than Lancashire (**4.4%**) and in line with national rates (**4.1%**) (2017/18)

Lower than Lancashire (**21.8%**) and national rates (**21.4%**) (2017/18)

This means that across Lancaster and Morecambe:

- 2,800 residents are unemployed and looking for work.
- 20,200 residents are economically inactive – only 2,100 of these residents (10%) would like to work, compared to 18% in Lancashire.

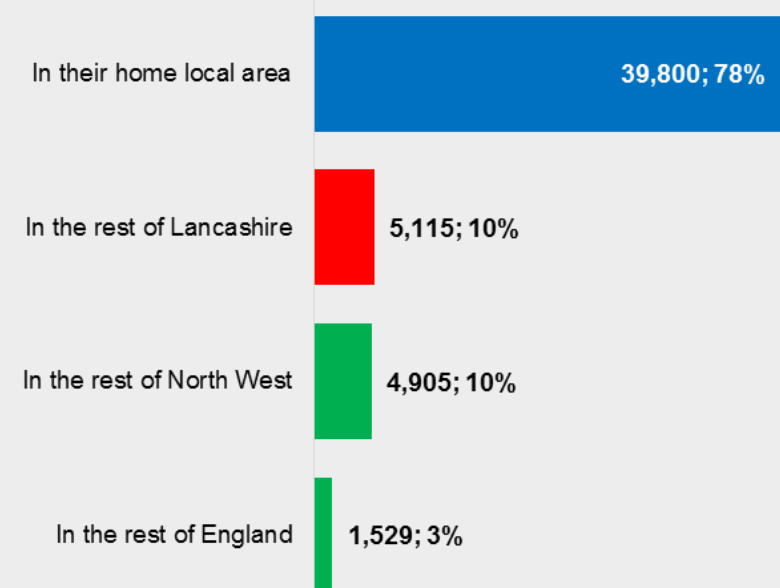
The primary reasons for being economically inactive (which percentages shown against Lancashire averages) are: studying (37% against 25%), being long-term sick (21% against 25%), looking after family/home (20% against 23%) and being retired (8% against 17%).

Local Residents in Employment – Who is working in Lancaster and Morecambe?

Employment Patterns, 2017/18				
Residents who work...	Lancaster and Morecambe		Lancashire	England minus London
	No.	%		
In self-employment	8,100	12.2%	12.4%	13.7%
Full-time	48,300	72.3%	74.7%	74.0%
Part-time	17,900	26.8%	25.1%	25.8%
Under 10 hours weekly	4,500	6.5%	3.0%	3.5%
10-34 hours weekly	17,600	25.5%	28.6%	28.1%
35-44 hours weekly	29,600	49.2%	46.6%	45.2%
45 hours or more weekly	17,400	23.3%	21.8%	23.2%
In non-permanent employment	5,000	7.1%	5.4%	4.7%

Source: Annual Population Survey July 2017 – June 2018

Where do residents in Lancaster and Morecambe work?



Source: Census 2011

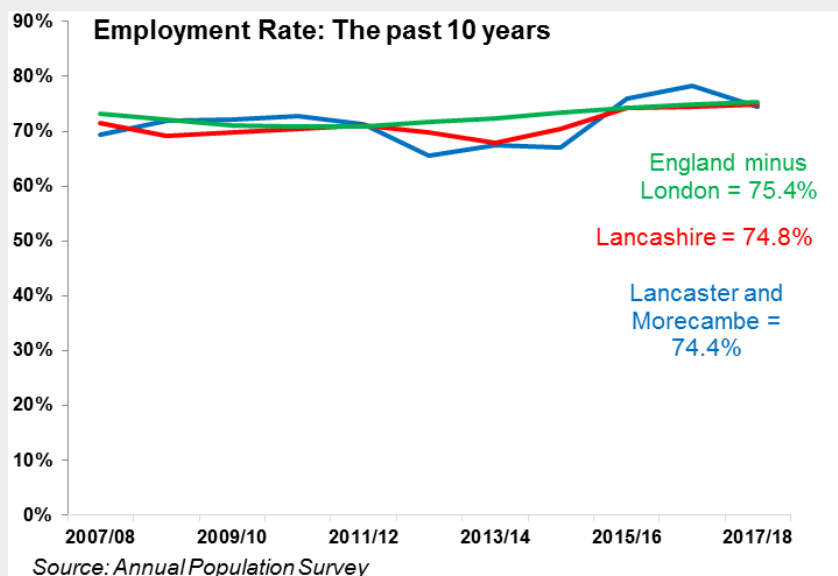
At £27,000 in 2017/18, median resident-based earnings (earnings of those who *live* in the area) in Lancaster and Morecambe are above the Lancashire average (£26,500) but below the national average (£29,900) in 2018.

Median workplace-based earnings (earnings of those who *work* in the area) are also £27,000.



The median house price in Lancaster and Morecambe is £153,500 in 2018. The ratio of median house price to median gross annual residence-based earnings is 5.74, higher than the Lancashire average (5.48).



Local Residents in Employment – Who is working in Lancaster and Morecambe?



Employment Rate by Gender, 2017/18

	Lancaster and Morecambe	Lancashire	England minus London
	71%	71%	71%
	78%	79%	80%

Source: Annual Population Survey 2017/18

The employment rate grew by 5.0 percentage points over the last 10 years (from 2007/08 to 2017/18), a faster growth rate than across Lancashire (3.4 percentage points) and nationally (2.1 percentage points). Employment rates for females is in line with those across Lancashire and nationally. For males the employment rate is slightly lower than across Lancashire and nationally.

Employment Rate by Ethnicity, 2017/18

	Lancaster & Morecambe	Lancashire	England minus London
White	64,600	77%	77%
Ethnic Minority	2,200	40%	57%
Mixed Ethnic Group	..	..	52%
Indians	..	..	64%
Pakistanis/Bangladeshis	..	..	49%
Black or Black British	#	83%	90%
All Other Ethnic Groups	..	..	60%
16-64	66,800	74%	75%

Source: Annual Population Survey, 2017/18

Figures are suppressed due to being statistically unreliable. .. Data unavailable

Employment Rate by Age Band, 2017/18

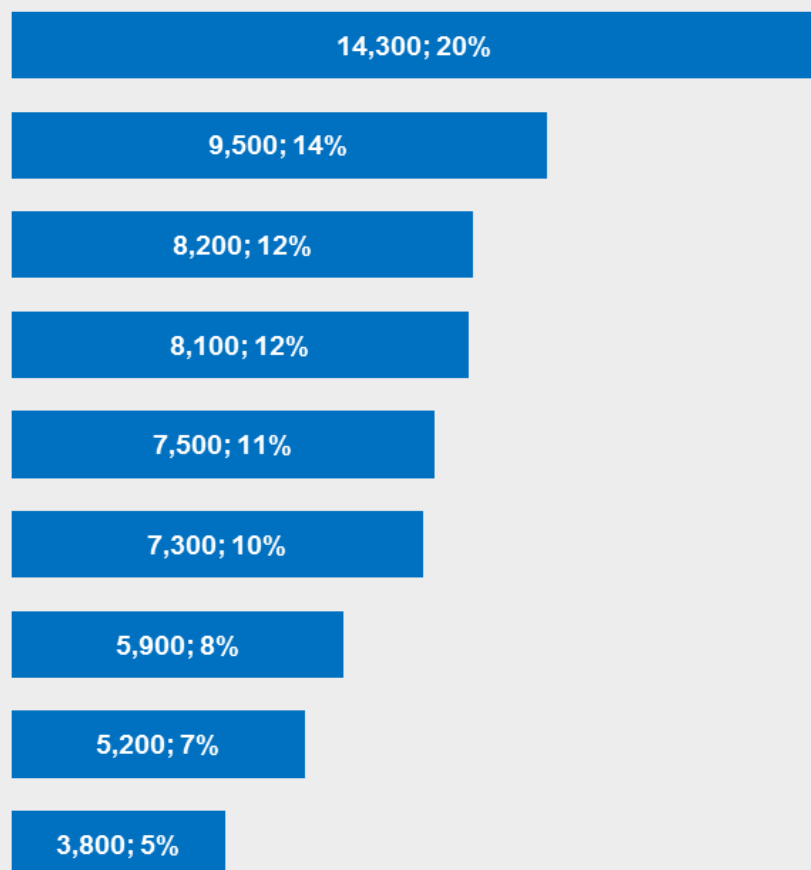
	Lancaster & Morecambe	Lancashire	England minus London
16-19	2,500	41%	36%
20-24	4,600	48%	70%
25-34	16,000	86%	87%
35-49	27,000	92%	85%
50-64	16,700	64%	69%
65+	3,600	14%	9%
16-64	66,800	74%	75%

Source: Annual Population Survey, 2017/18

In 2017/18, the employment rate is highest amongst the 35-49 age group, exceeding the Lancashire and nationwide averages. The employment rate among residents aged 20 to 24 is significantly less than Lancashire and national averages, reflecting in a large student population at the universities in the TTWA. The employment rate is also highest amongst the Black and Black British population at 83%, which is above national but below Lancashire levels. On the other hand, the employment rate for Ethnic Minorities was below Lancashire and nationwide averages.

Occupations of Local Residents – What jobs do people in Lancaster and Morecambe do?

Number and Proportion of Residents Employed by Occupation, 2017/18



Source: Annual Population Survey 2017/18

Lancaster and Morecambe has 14% of residents in Elementary Occupations, a greater share than in Lancashire (10%), and nationally (11%). There has been considerable volatility in the data since last year, Skilled Trades Occupations have moved from the fourth most common occupation category to the eighth with the proportion working in this category now lower than both the Lancashire (10%) and the national average (11%). In contrast, the number of residents working in the Administrative and Secretarial category has increased and now accounts for 12% of jobs – in line with the Lancashire average.

Digital Occupations are found across all sectors in 2017/18. TTWA data is not available, but some 21,500 people are employed in digital roles in Lancashire, two-thirds of whom work outside the Digital sector.

Professional Occupations, including teachers, lawyers, doctors, nurses and other medical occupations, engineers, scientists, social workers, architects and surveyors.

Elementary Occupations, including construction labourers, postal workers, cleaners, security staff, catering assistants and waiting / bar staff.

Administrative and Secretarial Occupations, including admin officers, finance officers, office managers, secretaries, Personal Assistants (PAs) and receptionists.

Associate Professional and Technical Occupations, including engineering, building and lab technicians, IT technicians, paramedics, police, prison and fire service officers, graphic designers, accounting technicians, health and safety officers.

Caring, Leisure and Other Service occupations, including teaching assistants, nursery workers, care workers, hairdressers, beauticians, caretakers and housekeepers.

Sales and Customer Service Occupations, including sales assistants and shop workers, telesales and call centre workers and customer service managers.

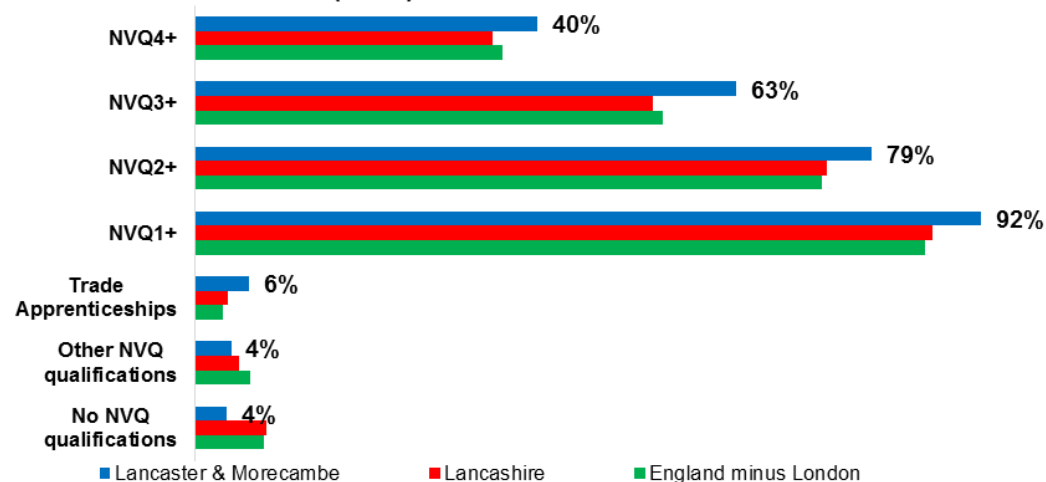
Managers, Directors and Senior Officials, including all types of managers (finance, HR, sales, production etc.) in all types of organisations.

Skilled Trades Occupations, including welders, mechanics, machinists, electricians, plumbers, plasterers, chefs, cooks.

Process, Plant and Machine Operatives, including factory workers, sewing machinists, tyre fitters, scaffolders, road and rail construction workers, lorry, bus and taxi drivers, train drivers and forklift truck drivers.

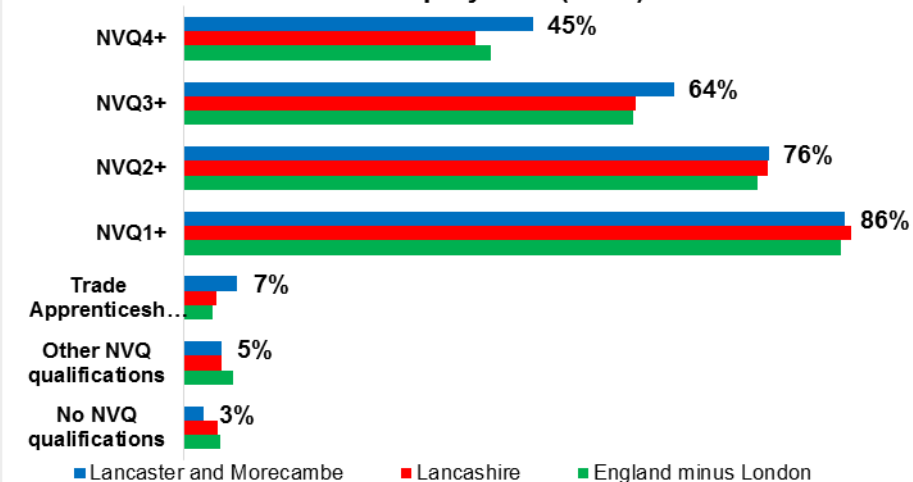
The Skills of Local Residents – How well-qualified are people in Lancaster and Morecambe?

Skills of local residents (2018)



Source: Annual Population Survey 2018

Skills of local residents in employment (2018)



Source: Annual Population Survey 2018

How do the skills of local residents differ by gender?

- On average in Lancashire and nationally females are more highly qualified, but in Lancaster and Morecambe the proportion of females holding an NVQ4+ qualification is the same as for males (40%).
- However, 90% of females hold qualifications at NVQ1 or above, compared to 81% of males.
- Yet slightly more females have no qualifications (4%) than is the case for males (3%).

...and by age?

- Lancaster and Morecambe residents are more commonly qualified at NVQ4 or above across all age groups than in Lancashire, with the exception of the 40-49 age group.
- Those aged 25-39 are most highly qualified, which is similar to the picture in Lancashire. Of the data available, the 40-49 group has the highest rate of people qualified at NVQ2+ (73%).
- 7% of those aged 50-64 do not hold any formal qualifications, which is below the Lancashire and national averages.

In 2018, those in employment are more qualified, on average, than the working age population. A greater share of the resident population have no qualifications (4% v 3%), while a larger share of those in work have qualifications at NVQ4 and above (45% v 40%).

Residents in Employment in Lancaster and Morecambe

Approximately 66,800 (74.4%) working age residents (aged 16-64) are in employment in 2017/18 within or outside the Travel to Work Area (TTWA). Lancaster and Morecambe's employment rate is similar to the Lancashire (74.8%) and national (75.4%) average and is the second highest employment rate of the TTWAs in Lancashire.

The proportion of residents in employment has increased over the past ten years between 2007/08 and 2017/18 by five percentage points, a bigger increase than Lancashire (3.4 percentage points) and nationally (2.1 percentage points). Since 2016 however, the proportion of Lancaster and Morecambe residents in employment has fallen by -1.6 percentage points.

Characteristics of those in Employment

In line with national trends, the employment rate for men (78%) in 2017/18 is higher than the employment rate for women (71%). The difference in the rates between genders is smaller than last year and is now similar to the difference in Lancashire and nationally.

The employment rate varies by age group and is highest amongst those aged 35-49. At 92% the rate for this age group is considerably higher in Lancaster and Morecambe than it is in Lancashire and nationally (both 85%) in 2017/18. The other differences in the employment profile by age relate to the youngest and oldest age groups. The employment rate for those aged 20-24 is significantly lower in Lancaster and Morecambe than in Lancashire and nationally, which could be attributed to a large student population at the TTWA's universities (Lancaster University and the University of Cumbria). In contrast, the rates for those aged 16-19 and 65+ are higher than average.

The employment rate also varies by ethnicity. At 77% it is highest amongst the white population, exceeding the employment rate for this group in Lancashire and nationally. The employment rate across Minority Ethnic Groups (40%), is considerably below the Lancashire and national average.

Employment Hours

The basis on which residents are employed varies. Data for 2017/18 show that self-employed people account for 12% of working age residents in Lancaster and Morecambe. This is in line with the Lancashire average (12%) but below the national average (14%).

Just under three-quarters of working age residents in employment are employed on a full time basis, with over 70% working over 35 hours per week. There is a slightly lower prevalence of full time working in Lancaster and Morecambe than Lancashire wide and nationally, yet more are working more than 35 hours.

There are also residents who work on a non-permanent basis, including fixed period contracts, agency temping, casual work and seasonal work. This applies to 7% of working age residents in Lancaster and Morecambe, higher than the Lancashire wide and national averages (both 5%). Of the six TTWA's, along with Preston, Chorley and South Ribble, Lancaster and Morecambe has one of the highest proportions of residents working on a non-permanent basis.

Occupations

The largest occupational group amongst Lancaster and Morecambe residents is **Professional Occupations**, accounting for a fifth of those in employment in 2017/18. This is higher than for the other TTWA's, and the Lancashire and national averages. The second largest group in Lancaster and Morecambe is **Elementary Occupations**, followed by **Administrative and Secretarial Occupations**.

Key points to note include at the local level include:

Highly Skilled Occupations: Overall, almost two fifths of residents from the TTWA are employed in highly skilled occupations (Managers, Directors and Senior Officials; Professional Occupations; and Associate Professional and Technical Occupations). This is broadly in line with the Lancashire average (40%), but lower than the national average (43%).

Skilled Trades Occupations have moved from the fourth most common occupation category last year, to the eighth this year. The proportion working in this category (7%) is now lower than both the Lancashire (10%) and the national average (11%).

In contrast, the number of residents working in the **Administrative and Secretarial** category has increased since last year so it now accounts for 12% of jobs – bringing it in line with the Lancashire average.

The TTWA has a similar proportion of residents working in **Caring, Leisure and Service Occupations** (11%) to the Lancashire wide average (11%), and more than the national average (9%).

Lancaster and Morecambe has 14% of residents in **Elementary Occupations**, a greater share than in Lancashire (10%), and above the national share (11%).

Process, Plant and Machine Operatives continue to make up the smallest occupational group. Lancaster and Morecambe has the smallest proportion out of all the TTWAs, and below the Lancashire and national averages.

Travel to Work

Based on data from the 2011 Census, over three quarters (78%) of residents live and work within the Lancaster and Morecambe TTWA. This makes Lancaster and Morecambe one of the most self-contained TTWA's in Lancashire (after Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley at 83%). Around 10% travel to other parts of Lancashire for work, while 10% travel across the wider North West region and just 3% travel outside of the North West.

Earnings

At £27,000, median resident-based earnings in Lancaster and Morecambe are above the Lancashire average (£26,500) but below the national average (£29,900) in 2017/18. Median earnings for those jobs which are based within the TTWA are also £27,000.

Whilst local data is not available, in the North West, 1.7% of those in employment are earning below the minimum wage.

Housing Affordability

In Lancaster the median house price is £153,500 in 2018. The ratio of median house price to median gross annual residence-based earnings is 5.74. This is slightly higher than the Lancashire average (5.48) but similar to the average across the North West region (5.82).

Between 2017 and 2018, the Lancaster house price to earnings ratio has increased due to a slight increase in median house price coupled with a decrease in median earnings.

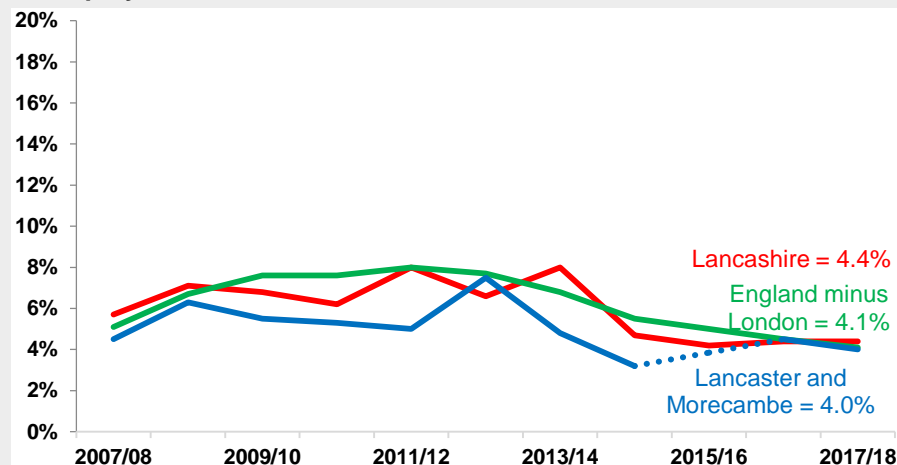
The Skills Profile

Overall, the working age population in Lancaster and Morecambe are more qualified than the working age population in Lancashire and nationally based on the latest data available for 2018. At all skills levels the proportion of Lancaster and Morecambe residents holding qualifications has increased since 2016. There are now just 4% of working age residents that hold no qualifications in Lancaster and Morecambe compared to 8% in Lancashire and nationally.

At the higher skills levels, residents who are in employment are, on average, more qualified than the working age population as a whole. For example, 45% of those in employment hold qualifications at Level 4 or above compared to 40% of the working age population.



Unemployment – Who is unemployed in Lancaster and Morecambe?

Unemployment Rate: The Past 10 Years, 2007/08-2017/18



Source: Annual Population Survey, 2007/08 - 2017/18

Unemployment Rate by Gender, 2017/18

	Lancaster and Morecambe	Lancashire	England minus London
	n/a	4%	4%
	6%	5%	4%

Source: Annual Population Survey 2017/18

The unemployment rate has fallen by half a percentage point over the last 10 years (2007/08 to 2017/18), less than the fall across Lancashire (-1.3 percentage points) and nationally (-1 percentage points). The unemployment rate for males is higher in Lancaster and Morecambe than the Lancashire and national averages, while data is unavailable for females.

Unemployment Rate by Age Band, 2017/18

	Lancaster and Morecambe		Lancashire	England minus London
16-19	20%	17%
20-24	10%	9%
25-34	4%	4%
35-49	2%	3%
50-64	2%	3%
16-64	2,800	4%	4%	4%

Source: Annual Population Survey 2017/18 .. Data unavailable

There are 2,920 young people who are Not in Education, Employment or Training (NEET) in Lancashire equating to 9.0% of 16-17 year olds, compared to 5.7% nationally.

(Department for Education NEET and participation figures, 2018/19)

Unemployment Rate by Ethnicity, 2017/18

	Lancaster and Morecambe		Lancashire	England minus London
White	3,100	4%	4%	4%
Ethnic Minority	..	..	10%	7%
Mixed Ethnic Group	..	..	..	6%
Indians	..	..	4%	5%
Pakistanis/Bangladeshis	..	..	17%	10%
Black or Black British	..	..	..	8%
All Other Ethnic Groups	..	..	4%	6%
16-64	2,800	4%	4%	4%

Source: Annual Population Survey 2017/18

.. Data unavailable

Data does not allow comparison of unemployment by age group in Lancaster and Morecambe due to small sample sizes, although the rate for 16-19 year olds and 20-24 year olds is significantly higher in Lancashire, North West and nationally in 2017/18. By ethnicity, the rate for the white population (4%) is in line with the Lancashire and national average.

Unemployment – The Difference between Unemployment and the Claimant Count in Lancaster and Morecambe

'Unemployment' refers to people who are actively seeking and available for work. There are two core measures:

International Labour Organisation (ILO) unemployment – which is measured using an internationally agreed definition and is typically higher than the number of people claiming benefits.

The Claimant Count – which measures the number of people who are receiving benefits principally because they are unemployed, and includes both those who remain on Jobseeker's Allowance (JSA) and those who are claiming the unemployment-related elements of Universal Credit. Not everyone who is unemployed is eligible to claim unemployment-related benefits.

This page compares the total number of unemployed people in Lancaster and Morecambe, with the number who are claiming unemployment-related benefits.

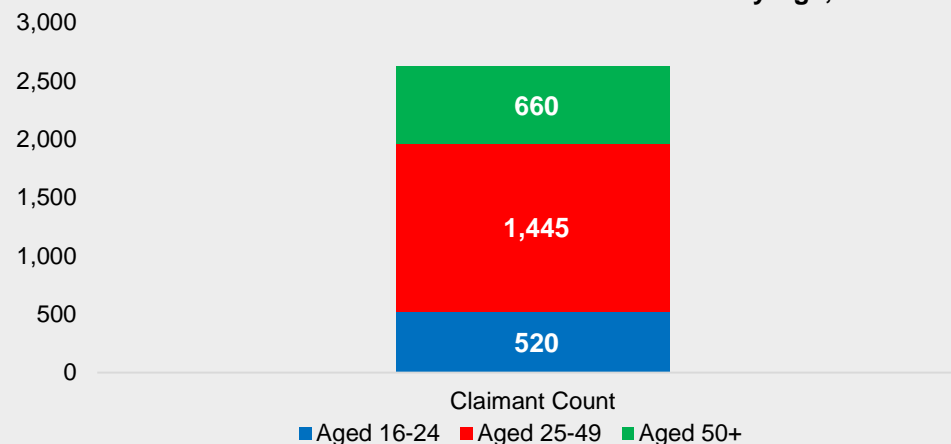
The Claimant Count has risen over the past year, and the proportion of claimants is currently above the Lancashire and national rate.

Claimant Count Unemployment, 2018

Residents	Lancaster and Morecambe	Lancashire	England minus London
Claimant Count (no.)	2,625	24,855	641,455
Claimant Count (% of working age population)	2.9%	2.7%	2.2%
Claimants as % of those Unemployed	94%	81%	69%

Source: Annual Population Survey 2017/18; Claimant Count, November 2018

Claimants in the Travel to Work Area by Age, 2017/18





Source: Claimant Count, November 2018

- ILO unemployment figures for Lancaster and Morecambe are not available by age band

The age profile of claimants in Lancaster and Morecambe is broadly in line with that for Lancashire and nationally in 2017/18. Around 70% of men who are unemployed receive benefits, while this data is not available for women.

Although the Claimant Count rate remains higher than average, the TTWA's ILO unemployment rate stood at 4.0% in 2017/18, compared to 4.4% for Lancashire and 4.1% nationally.

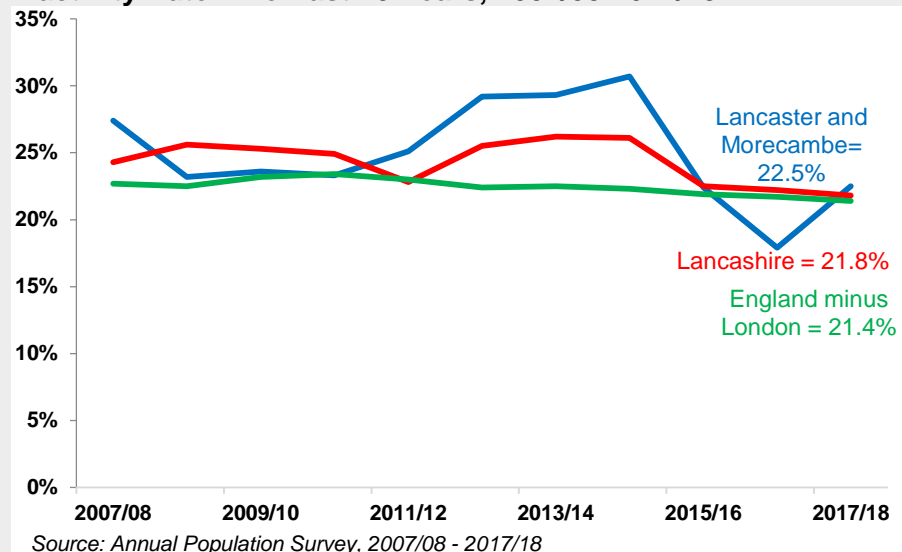
Unemployment and Claimant Count by Gender, 2017/18

Lancaster and Morecambe	Unemployment	Claimant Count	Claimants as % of those unemployed
	n/a	1,080	n/a
	2,200	1,545	70%

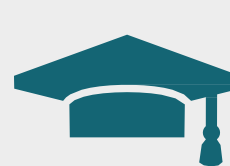
Source: Annual Population Survey 2017/18; Claimant Count, November 2018

Economic Inactivity – Who is economically inactive in Lancaster and Morecambe?

Inactivity Rate: The Past 10 Years, 2007/08-2017/18



Top 3 Reasons for Inactivity, 2017/18



1. Studying (37%)



2. Long-term sick (21%)



3. Looking after family and home (20%)

In 2017/18, the top three reasons for economic inactivity in Lancaster and Morecambe are the same as across Lancashire and nationally, although the area has: a much higher share of residents studying (Lancashire 25%, 26% nationally); a lower share long-term sick (25% Lancashire, 26% nationally); and fewer people looking after family and home (23% Lancashire, 24% nationally).

Inactivity Rate by Age Band, 2017/18

	Lancaster and Morecambe		Lancashire	England minus London
16-19	3,200	52%	57%	54%
20-24	4,500	46%	26%	26%
25-34	2,200	12%	14%	14%
35-49	1,900	7%	14%	13%
50-64	8,500	33%	30%	27%
65+	22,200	85%	91%	90%
16-64	20,200	23%	22%	21%

Source: Annual Population Survey 2017/18

Amongst those of retirement age (65+ age group) 85% are inactive, although this is below the Lancashire and national average in 2017/18. Rates are particularly high in the ethnic minority group at 60%, substantially higher than the average in Lancashire and nationally.

Inactivity Rate by Ethnicity, 2017/18

	Lancaster and Morecambe		Lancashire	England minus London
White	16,900	20%	20%	20%
Ethnic Minority	3,300	60%	37%	31%
Mixed Ethnic Group	n/a	n/a	37%	28%
Indians	n/a	n/a	33%	22%
Pakistanis/Bangladeshis	n/a	n/a	41%	39%
Black or Black British	n/a	n/a	10%	27%
All Other Ethnic Groups	n/a	n/a	38%	34%
16-64	20,200	23%	22%	21%

Inactivity Rate by Gender, 2017/18

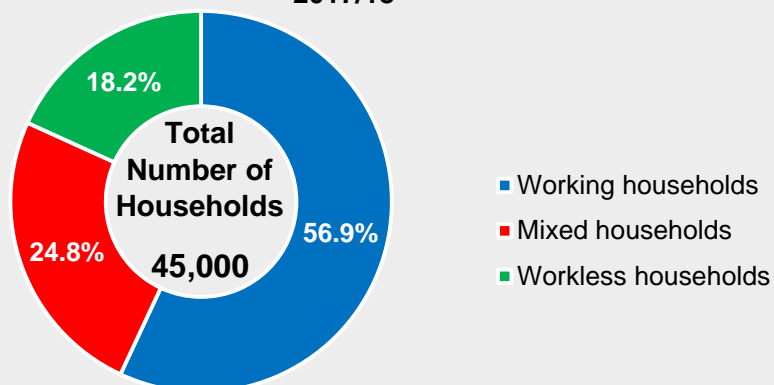
Female	12,600	28%	26%	26%
Male	7,900	17%	17%	17%

Source: Annual Population Survey 2017/18

Composition of Households, 2017/18

Lancaster and Morecambe has a slightly higher share of workless households in 2017/18, which includes student households, than Lancashire (15%) and nationally (14%). The Travel to Work Area has a slightly lower proportion of working and mixed households compared to Lancashire and nationally.

The Composition of Households in the TTWA, 2017/18



Source: Annual Population Survey household dataset, July 2017 - June 2018

Overview of Workless Households, 2018

Households where no (16+) member is working

18.2%

Households where all (16+) members are inactive

15.4%

Households where all (16+) members are unemployed

2.8%

1,900

children live in workless households

Source: Annual Population Survey household dataset, July 2017 – June 2018

Index of Multiple Deprivation (IMD) by Lower Super Output Area (LSOA*), 2019

	Lancaster and Morecambe	Lancashire
No. LSOA's in 10% most deprived	13	186
% of LSOA's in 10% most deprived	15%	20%

Source: Index of Multiple Deprivation, 2019

* lower super output areas are small geographies for data collection and reporting purposes that typically contain a population of approximately 1,500 people.

In Lancaster and Morecambe, 15% of LSOAs fall within the most deprived 10% in the country, based on 2019 figures. This is a better position than the Lancashire average where 20% of LSOA's are in the most deprived 10% in 2019.

Lancaster ranks 89th out of 326 local authorities in the country (where 1 is the most deprived), a worse position than when deprivation data was last released in 2015, climbing from a rank of 105th.

Unemployment in Lancaster and Morecambe

Based on the International Labour Organisation (ILO) definition of unemployment*, 2,800 people are unemployed in Lancaster and Morecambe in 2017/18, 4.0% of economically active residents, down from 4.5% in the previous year, marginally below the Lancashire (4.4%) and national (4.1%) average. Unemployment has fluctuated over the past 10 years from a high of 7.5% in 2012/13 to a low of 3.2% in 2014/15. Over this period the rate has fallen by half a percentage point, less than the fall in unemployment rates in Lancashire (-1.3 percentage points) and nationally (-1 percentage point). Lancaster and Morecambe has the second lowest unemployment rate across the Lancashire Travel to Work Areas (TTWA).

Characteristics of those who are unemployed

Unemployment amongst men in Lancaster in Morecambe (6.1%) is above the Lancashire (5.0%) and national average (4.1%), while data is not available for women.

Data on unemployment by age group is unavailable for the TTWA due to the small size of the survey sample. In Lancashire, young people (aged 16-19) are more likely to be unemployed (20%), above the national average (17%). Those aged 20-24 also experience higher than average unemployment at 10%, higher than the national rate (9%).

By ethnicity, the rate for the white population (4%) in Lancaster and Morecambe is in line with the Lancashire and national average (both 4%). Data for other ethnic groups is unavailable at the TTWA level.

The Claimant Count

The Claimant Count measures the number of people who are receiving benefits principally because they are unemployed, and includes both those who remain on Jobseeker's Allowance (JSA) and those who are claiming the unemployment-related elements of Universal Credit.

There are 2,625 claimants in Lancaster and Morecambe in 2017/18. This is equivalent to 2.9% of the working age population, slightly above the Lancashire (2.7%) and above the national (2.2%) average. The proportion of claimants has risen over the past year from 2.6% in line with what has happened in Lancashire and nationally. Across Lancaster and Morecambe a higher share of those who are unemployed receive and/or claim benefits (94%) compared to the Lancashire (81%) and national level (69%).

Economic Inactivity in Lancaster and Morecambe

In Lancaster and Morecambe in 2017/18, there are 20,200 economically inactive residents, made up of those who are not in work and have not sought work in the last four weeks. This equates to 22.5% of the working age population, up from 17.9% in 2016/17, above the inactivity rate in Lancashire (21.8%) and nationally (21.4%). The inactivity rate, has fluctuated significantly over the past decade, from a high of 30.7% in 2014/15 to 17.9% in 2016/17, but over the whole period has fallen by 4.9 percentage points.

Reasons for economic inactivity

In 2017/18, studying was the most common reason for being inactive in Lancaster and Morecambe (37%), as is the case in Lancashire (25%) and nationally (26%), although the proportion of those inactive due to being a student is significantly higher in the TTWA indicative of the significant student population studying at Lancaster University. The second and third most common reasons for being inactive are due to long term sickness (21%), and looking after family and home (20%), which account for a lower share of those inactive than in Lancashire (25% and 23% respectively) and nationally (23% and 24%). Another reason is being retired, which accounts for a smaller share in Lancaster and Morecambe (8%) than Lancashire (17%) and nationally (14%).

Characteristics of those who are Inactive

In line with the national picture, a higher proportion of working age females (28%) are economically inactive than males (17%) in 2017/18. While the inactivity rate for women is marginally above the Lancashire and national rate (both 26%), for men the proportion is equal (both 17%).

As is the case nationally, after excluding those aged 65+, inactivity is highest amongst young people aged 16-19, (52%), although it is below the rate in Lancashire (57%) and nationally (54%) for this age group. Inactivity in this age group has fallen significantly in recent years from 78% in 2013. Inactivity for the 20-24 age group is also high (46%), and above the Lancashire (23%) and national rates (26%). The relatively high inactivity amongst those between 16 and 24 is consistent with the high proportion of those inactive due to studying. While the inactivity rate for those aged 20-24 is higher in Lancaster and Morecambe than in Lancashire and nationally, the rate for those aged 65+ is lower (85% compared to 91% in Lancashire and 90% nationally).

Inactivity for the white population in Lancaster and Morecambe (20%) is in line with the rate in Lancashire and nationally (both 20%). While for the ethnic minority population the inactivity rate in Lancaster and Morecambe (60%) is significantly higher than Lancashire (37%) and nationally (31%).

Economic Activity by Household

Data for 2017/18 shows that out of the 45,000 households in the TTWA, the majority (56.9%) are working, as is the case across Lancashire (58.6%) and nationally (58.5%) although the share is slightly higher in these geographies. There is also a slightly smaller share of mixed households containing both working and workless members (24.8%) than in Lancashire (26.4%) and nationally (27.3%). Therefore there is a higher share of workless households (18.2%), which includes student households, than Lancashire (15.0%) and nationally (14.2%).

Of the 8,200 (18.2%) workless households in Lancaster and Morecambe in 2017/18, a large majority (15.4%) are occupied by residents who are economically inactive, while in just 2.8% of households all members are unemployed. There are 1,900 children living in households where no-one is in work, a number which has fallen significantly since 2013 by 73% (5,100 children), a greater decline than seen in Lancashire (-48%) and nationally (-23%) over this time period.

Deprivation

The Index of Multiple Deprivation (IMD) is the most commonly used measure of deprivation. IMD covers the following seven domains: income; employment; health deprivation and disability; education skills and training; barriers to housing and services; living environment; and crime.

IMD data for 2019 shows that around 15% of Lower Super Output Areas (LSOAs – see page 18 for a definition) in Lancaster and Morecambe are in the most deprived 10% in the country, a proportion which has risen since 2015 (11%), but still remaining below the 20% in Lancashire and 22% in the North West.

Lancaster is the 89th most deprived local authority out of 326 across the country, a worse position than when deprivation data was last released in 2015, when Lancaster was 105th.

Employment by Sector in Lancaster and Morecambe – What sectors do people work in?

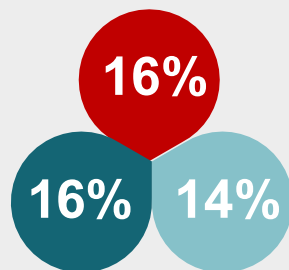
Total Employment, 2018



58,000 JOBS

9% of all jobs in Lancashire

Three Largest Employment Sectors, 2018



Education
Health and Social Care
Finance and Professional Services

Jobs in the Largest Sectors*, 2018



9,000 JOBS

1. Education



9,000 JOBS

2. Health and Social Care



8,000 JOBS

3. Finance and Professional Services



7,000 JOBS

4. Retail (including Motor Trades)



6,000 JOBS

5. Visitor Economy



4,000 JOBS

6. Administration and Support



4,000 JOBS

7. Energy and Environmental Technologies



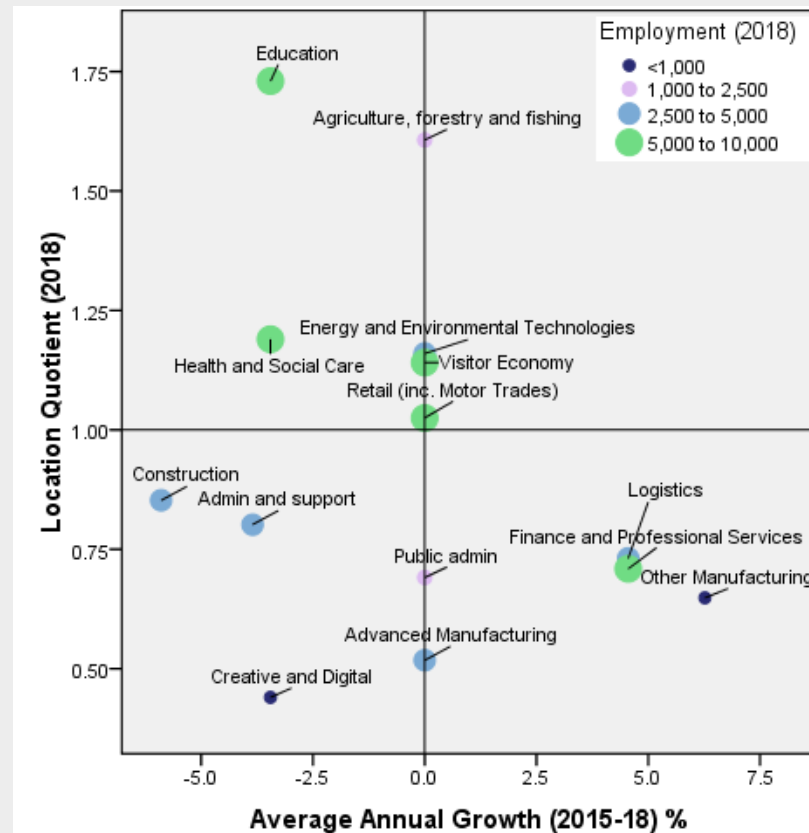
4,000 JOBS

8. Logistics

Employment Growth and Specialisation, 2015-18

Top left: Sectors that have seen employment fall since 2015, and are more highly represented in the local area than the national average

Top right: Sectors that have seen employment growth since 2015 and are more highly represented in the local area than the national average



Bottom left: Sectors that have seen employment fall since 2015 and are less highly concentrated in the local area than the national average

Bottom right: Sectors that have seen employment growth since 2015 and are less highly concentrated in the local area than the national average

Sources: Business Register and Employment Survey, 2015-2018

* Sector definitions used are Lancashire's priority sectors, plus the rest of the economy.

The Business Base in Lancaster and Morecambe – What Businesses are in the area?

There are 4,660 different businesses in Lancaster and Morecambe in 2019:



Private Employers



The Public Sector



Charities and Voluntary Organisations

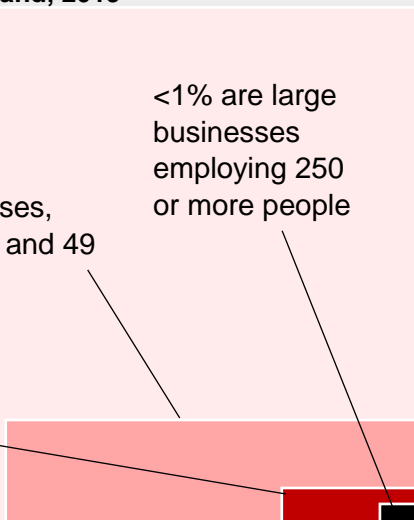
Businesses by Employment Size Band, 2019

88% are micro businesses employing fewer than 10 people

10% are small businesses, employing between 10 and 49 people

2% are medium-sized businesses, employing between 50 and 249 people

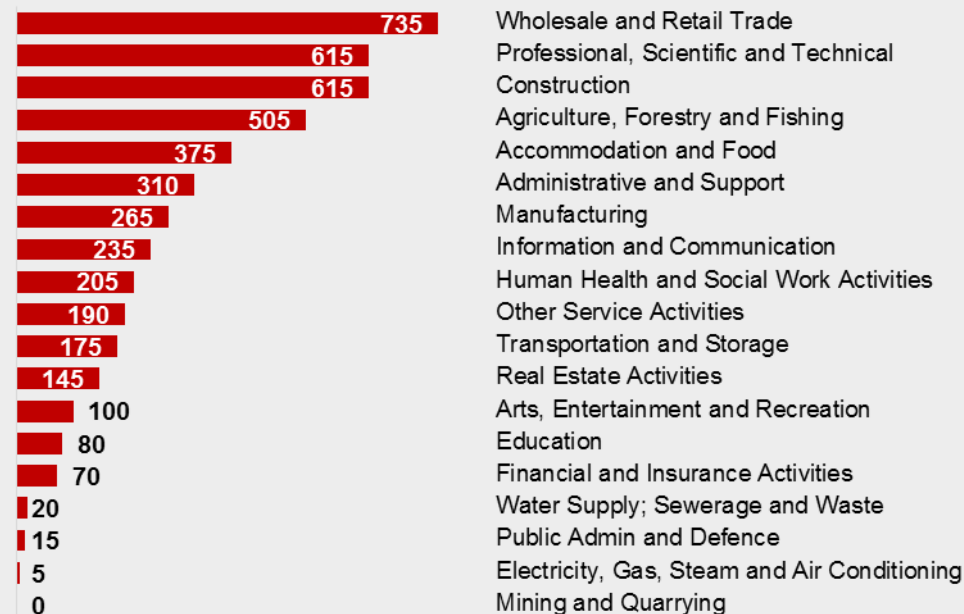
<1% are large businesses employing 250 or more people



Source: UK business counts 2019

The split by size of businesses is in line with the Lancashire average in 2019. Micro businesses account for a slightly smaller proportion of the business base than nationally (89%). Less than 1% of employers, around 15, in Lancaster and Morecambe are classed as large employers, employing 250 or more people.

Lancaster and Morecambe Business Counts by Sector 2019



Source: UK Business Counts 2019

In 2017, business deaths outnumbered business births by 10, resulting in a negative net rate of business creation of -0.2%, which is in line with the Lancashire average which was -1%.

Location of Employment and Key Employers – Where do people work in Lancaster and Morecambe?

This map shows where employment is concentrated across Lancaster and Morecambe. Darker regions correspond to higher numbers of jobs. There are 4,660 micro, small, medium and large employers based in the area.

This map highlights some of the area's key employers and the sectors they are in.

Sector

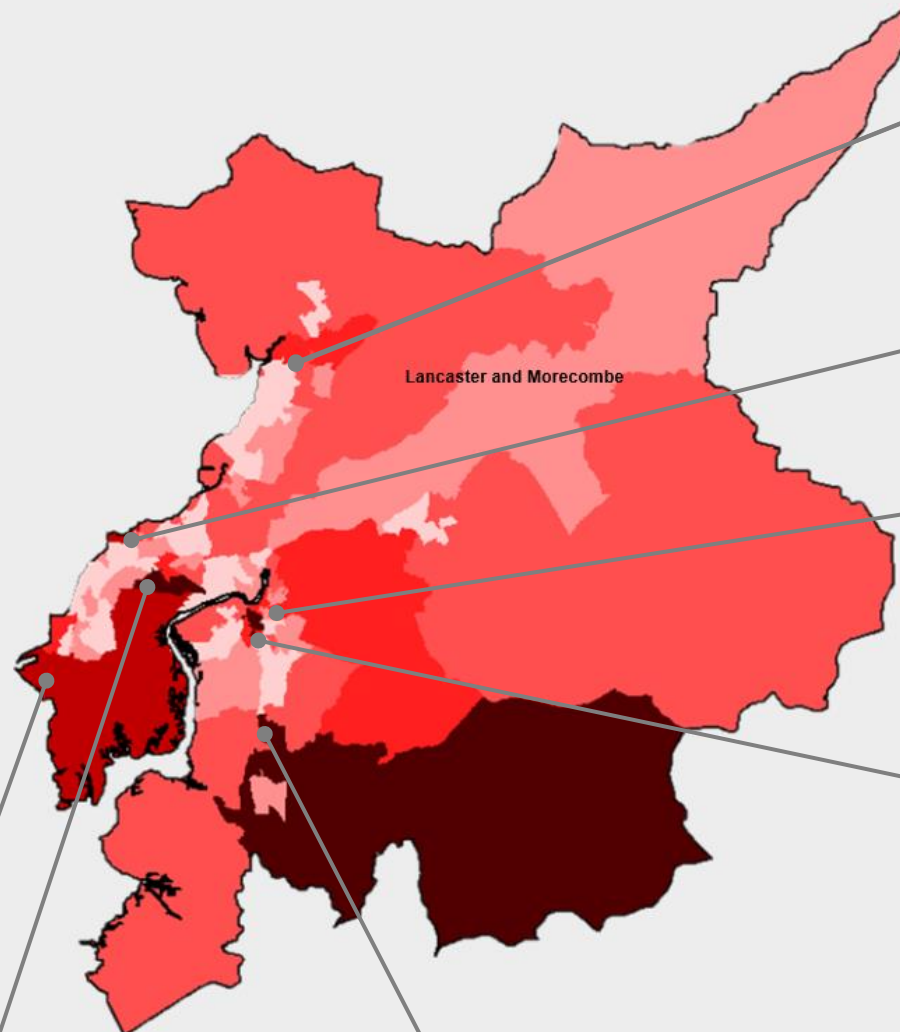
- A** – Agriculture
- AM** – Advanced Manufacturing
- AS** – Admin and Support Services
- CD** – Creative and Digital
- Co** – Construction
- Ed** - Education
- EE** – Energy and Environmental Technologies
- FPS** – Finance and Professional Services
- HSC** – Health and Social Care
- L** – Logistics
- PA** – Public Admin and Defence
- OM** – Other Manufacturing
- R** – Retail
- VE** – Visitor Economy

Heysham

- EDF Energy (EE)*
- Heysham Port Ltd. (L)*
- Alfa Aesar (AM)*
- Seatruck Ferries (L)*
- Celtech holdings (AS)*

White Lund Industrial Estate

- Stagecoach (L)*
- AXA Insurance (FPS)*
- Althams Butchers (AM)*
- ICT Reverse (CD)*



Carnforth

- Pureleisure Group (VE)*
- DPD UK (L)*
- Unique Homecare Services (HSC)*
- Holgates Holding Ltd (VE)*
- Witherslack Group (Ed)*
- Colin Briscoe (Co)*

Morecambe

- Carewatch (HSC)*
- GVS Filters (AM)*

East Lancaster

- HMP Lancaster Farms (PA)*
- SWS Shutters UK Ltd (OM)*

Lancaster City Centre

- University of Cumbria (Ed)*
- Royal Lancaster Hospital (HSC)*
- Fatmedia (CD)*
- NuBlue (CD)*
- Begbies Traynor (FPS)*
- Moore and Smalley (FPS)*
- Sofidel (OM)*
- Standfast & Barracks (AM)*
- MH Stainton Ltd (Co)*
- Silverdoor Apartments (FPS)*
- Metamark (OM)*
- Lancaster City Council (PA)*
- Hillcroft Nursing Homes (HSC)*
- Diamond Resorts (VE)*
- SJ Bargh (L)*
- The Network People (CD)*
- Persimmon Homes (Co)*
- First Subsea (AM)*

Bailrigg/Galgate

- Lancaster University (Ed)*
- Drinkwater Mushrooms (A)*
- English Lakes (VE)*

Employer Skill Requirements – What skills shortages are employers reporting in Lancashire?

The **UK Employer Skills Survey** provides a comprehensive source of information on employer skills needs. Both for the 2015 and 2017 editions approximately 1,900 businesses in Lancashire were surveyed. The sample size means that data is only available at Lancashire level rather than by TTWA. (Change since 2015 shown in brackets)

Skills Gaps within the current workforce	Skills Shortages – a lack of suitably skilled people when trying to recruit new workers																																			
<p>16%(-1 percentage point 2015 to 2017) of employers in Lancashire report skills gaps, a greater proportion than the North West's 15% and 14% nationally.</p>	<p>20% (+3 percentage points 2015 to 2017) of employers reported at least one vacancy, in line with the North West and national average</p>	<p>In 2017, 8% of Lancashire employers said they had hard to fill vacancies, compared to 8% in England. Hard to Fill Vacancies in Lancashire, by occupation:</p>	<table border="1"> <caption>Skills Shortages in Lancashire by Occupation (2015 vs 2017)</caption> <thead> <tr> <th>Occupation</th> <th>2015 (%)</th> <th>2017 (%)</th> </tr> </thead> <tbody> <tr><td>Skilled Trades Occupations</td><td>20%</td><td>27%</td></tr> <tr><td>Caring, Leisure and other Services Staff</td><td>17%</td><td>24%</td></tr> <tr><td>Elementary Staff</td><td>13%</td><td>16%</td></tr> <tr><td>Professionals</td><td>12%</td><td>12%</td></tr> <tr><td>Associate Professionals</td><td>8%</td><td>10%</td></tr> <tr><td>Machine Operatives</td><td>9%</td><td>9%</td></tr> <tr><td>Administrative/Clerical Staff</td><td>16%</td><td>9%</td></tr> <tr><td>Sales and Customer Services Staff</td><td>11%</td><td>6%</td></tr> <tr><td>Managers</td><td>17%</td><td>2%</td></tr> <tr><td>Other</td><td>1%</td><td>1%</td></tr> </tbody> </table> <p>Source: Employer Skills Survey</p>	Occupation	2015 (%)	2017 (%)	Skilled Trades Occupations	20%	27%	Caring, Leisure and other Services Staff	17%	24%	Elementary Staff	13%	16%	Professionals	12%	12%	Associate Professionals	8%	10%	Machine Operatives	9%	9%	Administrative/Clerical Staff	16%	9%	Sales and Customer Services Staff	11%	6%	Managers	17%	2%	Other	1%	1%
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<p>The top ten reasons reported by employers for employee skills gaps (2017):</p> <ol style="list-style-type: none"> 1. They are new to the role 65% (-1 percentage point). 2. Their training is currently only partially completed 61% (-8 percentage points). 3. Staff lack motivation 30% (+6 percentage points). 4. They have not received the appropriate training 28% (no change). 5. Unable to recruit staff with the required skills 28% (+11 percentage points). 6. They have been on training but their performance has not improved sufficiently 27% (+5 percentage points). 7. Problems retaining staff 21% (+15 percentage points). 8. The introduction of new working practices 19% (-2 percentage points). 9. The development of new products and services 16% (+3 percentage points). 10. The introduction of new technology 16% (+2 percentage points). 	<p>In both 2015 and 2017 Lancashire employers reported a higher proportion of hard to fill vacancies than the North West and national averages in:</p> <p>Administrative and Clerical Occupations; Caring, Leisure and Other Service Staff; and Machine Operatives. In 2017 this was also the case for skilled trades and elementary roles.</p> <p>They also reported above regional and national average skills shortages in both years in Skilled Trades, and in 2017 for Caring, Leisure and Other Services; Machine Operatives and Elementary Roles.</p>	<p>In 2017, 5% of Lancashire employers said they had vacancies due to skills shortages, compared to 6% nationally. Skills shortage vacancies in Lancashire by occupation:</p>	<table border="1"> <caption>Skills Shortages in Lancashire by Occupation (2015 vs 2017)</caption> <thead> <tr> <th>Occupation</th> <th>2015 (%)</th> <th>2017 (%)</th> </tr> </thead> <tbody> <tr><td>Skilled Trades Occupations</td><td>28%</td><td>33%</td></tr> <tr><td>Caring, Leisure and other Services Staff</td><td>13%</td><td>14%</td></tr> <tr><td>Elementary Staff</td><td>6%</td><td>14%</td></tr> <tr><td>Professionals</td><td>11%</td><td>13%</td></tr> <tr><td>Sales and Customer Services Staff</td><td>9%</td><td>9%</td></tr> <tr><td>Machine Operatives</td><td>17%</td><td>9%</td></tr> <tr><td>Associate Professionals</td><td>16%</td><td>9%</td></tr> <tr><td>Administrative/Clerical Staff</td><td>10%</td><td>9%</td></tr> <tr><td>Managers</td><td>12%</td><td>6%</td></tr> <tr><td>Other</td><td>2%</td><td>1%</td></tr> </tbody> </table> <p>Source: Employer Skills Survey</p>	Occupation	2015 (%)	2017 (%)	Skilled Trades Occupations	28%	33%	Caring, Leisure and other Services Staff	13%	14%	Elementary Staff	6%	14%	Professionals	11%	13%	Sales and Customer Services Staff	9%	9%	Machine Operatives	17%	9%	Associate Professionals	16%	9%	Administrative/Clerical Staff	10%	9%	Managers	12%	6%	Other	2%	1%
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Employer Skill Requirements – What skills shortages are employers reporting in Lancashire?

Future training needs within the current workforce	Skills surpluses	Training provided to staff																					
<p>Skills most needing development in the workforce according to employers (% of those anticipating the need for new skills in the next 12 months) – Top ten (2017):</p> <ol style="list-style-type: none"> 1. Adapting to new equipment 48%. 2. Role specific skills or knowledge 48%. 3. Organisation specific knowledge of goods and services 46%. 4. Complex problem solving 35%. 5. Knowledge of the organisation 35%. 6. Basic IT and computer skills 34%. 7. Advanced IT skills 29% 8. Writing reports etc. 29%. 9. Comprehension of guidelines and reports 27%. 10. Complex numerical and statistical skills 19%. 	<p>In 2017, 45% of employers in Lancashire report having staff who are over-qualified in their current role, the same as in the North West and above the national average (42%).</p> <p>In 2017, 37% of employers in Lancashire report having staff who are under-utilised (over-qualified and with more advanced skills) in their current role, above the North West (36%) and national averages (34%).</p>	<p>Occupations provided training in the last twelve months (% employers providing training in last 12 months, 2017)</p>	<table border="1"> <caption>Source: Employer Skills Survey 2017</caption> <thead> <tr> <th>Occupation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Managers</td> <td>62%</td> </tr> <tr> <td>Administrative/Clerical Staff</td> <td>37%</td> </tr> <tr> <td>Elementary Staff</td> <td>25%</td> </tr> <tr> <td>Sales and Customer Services Staff</td> <td>22%</td> </tr> <tr> <td>Skilled Trades Occupations</td> <td>20%</td> </tr> <tr> <td>Professionals</td> <td>15%</td> </tr> <tr> <td>Caring, Leisure and other Services Staff</td> <td>12%</td> </tr> <tr> <td>Machine Operatives</td> <td>11%</td> </tr> <tr> <td>Associate Professionals</td> <td>9%</td> </tr> </tbody> </table>	Occupation	Percentage	Managers	62%	Administrative/Clerical Staff	37%	Elementary Staff	25%	Sales and Customer Services Staff	22%	Skilled Trades Occupations	20%	Professionals	15%	Caring, Leisure and other Services Staff	12%	Machine Operatives	11%	Associate Professionals	9%
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		<p>3.6 days is the average training in a year provided per member of staff in Lancashire employers providing training, compared to 3.8 regionally and 4.0 nationally (2017).</p>	<p>68% of employers in Lancashire report funding or arranging training for staff in the past 12 months, the same proportion in the North West and slightly above the national figure of 66% (2017).</p>																				

Employment Numbers and Trends

In 2018, there were 58,000 jobs in Lancaster and Morecambe. This accounts for 8.8% of the total in Lancashire, a smaller proportion than reported in the previous Toolkit (9.1%), and it remains the second smallest of the six Travel to Work Areas (TTWA) in employment terms, whilst as a local authority Lancaster is still the fourth largest of Lancashire's fourteen local authorities.

The number of jobs in the area is the same as in 2015, however during this period employment peaked at 61,000 in 2016, before falling in the past two years to reach 58,000 again in 2018. This lack of employment growth in the area means Lancaster and Morecambe is the only TTWA that does not employ more people than in 2015¹. Consequently the area also has inferior employment growth rate than the North West (+5.1%) or nationally (+3.4%). This stall in employment growth is in contrast to the 5% increase in total employment in Lancaster and Morecambe between 2009 and 2015 which was more than five times the relative increase experienced in Lancashire.

Sectoral Employment²

The breakdown of employment by sector in Lancaster and Morecambe in 2018 differs from that of Lancashire:

- **Education** is the joint largest employment sector in Lancaster and Morecambe and accounts for 15.5% of all education employment in the Local Enterprise Partnership (LEP) area. The sector also employs 15.5% (9,000 jobs) of the Lancaster and Morecambe total, compared with just 8.8% in Lancashire. This concentration of employment reflects the presence of key employers: the University of Cumbria; the Lancaster University; and Lancaster and Morecambe College in the area.
- **Health and Social Care** is the other largest sector in Lancaster and Morecambe, also employing 9,000 people. This equates to a slightly larger proportion than typical for the LEP, employing 15.5% compared to 14.2%.

- **Finance and Professional Services** employ 8,000 people, a slightly greater proportion to Lancashire, 13.8% compared to 13.3%. However, this representation of the sector is far below regional and national levels, where almost one in five jobs are provided by the sector.
- **Retail including Motor Trades**, is the fourth largest sector in Lancaster and Morecambe, with 12.1% of all workers employed in the sector, a similar proportion to Lancashire (12.7%), where it is the third largest sector.
- **The Visitor Economy** is the next largest sector, accounting for 6,000 jobs in Lancaster and Morecambe. This is equivalent to roughly one in ten jobs in the area, above the Lancashire average of 8.8% of employment.
- **Energy and Environmental Technology** is the only other of Lancashire's priority sectors with a greater share of jobs in the area than average for the LEP, employing 4,000 jobs equating to 6.9% in the local authority compared to 6.1% in Lancashire.
- **Advanced Manufacturing** employs just 3,000 people in Lancaster and Morecambe, the share of total employment is well below the Lancashire average (5.2% compared to 12.1%).

Sectoral Trends

Between 2015 and 2018, the two priority sectors which are recorded as experiencing an employment increase in Lancaster and Morecambe are Finance and Professional Services, which recorded the largest increase (+1,000 jobs), and logistics (+500) jobs. This follows wider trends in Lancashire for the two sectors, as well as regionally and nationally. The other sector to record an employment increase over the past three years is Other Manufacturing, which gained 100 jobs over the period, and therefore employing still a relative small proportion of the local authority total (600 jobs).

Employment has fallen in three of the priority sectors. In percentage terms, the fall has been greatest in Construction, which has seen the loss of 500 jobs (-17%) since 2015. This contrasts with growth in Lancashire (11%). Around 1,000 jobs have been lost in the Health and Social Care sector, a

Sources: Business Register and Employment Survey 2015-2018,

¹ The 2015-2018 period is used to provide longer-term trend data as consistent data is available for these years

² The analysis of employment by sector in the 2019 Toolkit report uses Lancashire's priority sector definitions. These are different to the definitions used in the 2018 Toolkit report. The data matrix contains time series data for both definitions

10% decrease compared to a 5% decrease in Lancashire in the 2015 to 2018 period. The Creative and Digital sector has also shrunk by 100 jobs, which equates to a 10% decline compared 15% in Lancashire. Education and Administration and Support Services have also declined by 1,000 and 500 jobs respectively, in contrast to the Lancashire wide trends, with Education employment unchanged and Administration and Support Services increasing.

Employment Locations

Employment is distributed across the Lancaster and Morecambe area, with concentrations in the key centres and on transport routes such as the M6 motorway and Heysham Port. The area's prominent Education sector has key employers based in and around Lancaster, whilst key employers in other sectors make use of the area's geography away from population centres, either along the coast or inland.

Employer Skill Requirements

The UK Employer Skills Survey 2017 provides a comprehensive source of information on employer skills needs. Data is available for Lancashire based on responses from 1,900 businesses.

The data from the survey covers both the current workforce (skills gaps, training provided) and experience of recruitment (vacancies, hard to fill and skills shortage vacancies, recruitment methods) and asks employers about the skills they will need in future.

Skills Gaps

Considering the current workforce, 16% of Lancashire employers said that at least some of their workers had skills gaps (i.e. they were not fully proficient in their current role). This is a slight fall from 17% in 2015, but remains higher than the regional (15%) and national averages (14%)

The main reasons for skills gaps within the workforce reported by Lancashire employers in the 2017 survey are:

- They are new to the role (65% of employers).
- Employee training is currently only partially complete (reported by 61%).
- Staff lack motivation (30%).
- They have not received the appropriate training (28%).
- Unable to recruit staff with the required skills (28%).
- They have been on training but their performance has not improved sufficiently (27%).

Employers in Lancashire were much more likely to cite problems retaining skilled staff as a cause of skills gaps (20%) than those in the North West (14%) or nationally (13%).

Over-Qualification

In addition to skills gaps, employers also identified staff within their workforce who were over-qualified for their current role, or under-utilised within the role (i.e. both over-qualified and have skills which are more advanced than are needed in their role). Forty-five percent of Lancashire employers said they had at least one employee who was over-qualified for their role, the same as the regional proportion and higher than the number saying the same nationally (42%).

Thirty-seven per cent said they had under-utilised staff, slightly higher than the regional (36%) and national shares (34%).

Employer-Provided Training

In 2017, 68% of employers in Lancashire said they provide training to their staff, with 54% providing on-the-job training and 49% providing off-the-job training. On average, Lancashire employers provided 3.6 days of training per trainee, compared to 3.8 days per trainee on average in the North West and 4.0 days nationally.

The most commonly provided types of training are job specific training (85% of employers), health and safety / first aid training (73%) and induction training when staff first start in their role (67%). Lancashire employers are less likely than the regional and national average to provide training in new technology (44% of employers, compared to 49% regionally and 47% nationally).

Different occupations benefit from different levels of training. Managers and Directors are the occupational group most likely to receive training - with 62% of Lancashire employers providing training to this group. Associate Professionals are the group least likely to be trained (9% of employers said they train this group). Employers in Lancashire are more likely to say they train workers in Elementary Jobs (25% of employers) than is the case regionally (21%) or nationally (18%). Two main barriers were identified by Lancashire employers which prevent them from offering more training to staff - being unable to spare the time for staff to go on training (53%) and the expense / cost of training (47%). Very few employers identified a lack of provision (2%) or a lack of good quality provision (3%) as barriers to providing training.

Skills in need of development, identified by Lancashire employers, include adapting to new equipment, role-specific skills and organisation-specific knowledge. Over one-third of Lancashire employers said basic IT and computer skills would need development, slightly higher than the national level (34% compared to 31%) and 29% said advanced IT skills would be required.

Recruitment and Recruitment Difficulties

One in five Lancashire employers surveyed said that they had at least one vacancy in 2017, the same proportion as regionally and nationally, but up from 17% in 2015. Eight per cent said that at least one vacancy was hard to fill, with 5% saying that they had a skill shortage vacancy, i.e. a vacancy which is hard to fill due to skills shortages amongst potential applicants. The most commonly used recruitment methods were via social media or the company's website. Employers in Lancashire are much more likely to use

a government recruitment service or scheme than is the case nationally (29% compared to 22%).

Lancashire employers most commonly reported hard to fill vacancies in Skilled Trades (27%), and Caring, Leisure and other Services (24%) and Elementary Occupations (16%). All of these occupations accounted for a higher proportion of hard to fill vacancies in 2017 than in 2015. Skills shortage vacancies were also most common across these occupations, with one-third linked to Skilled Trades occupations. Employers in the Transport and Storage and Construction sectors were most likely to report skill shortage vacancies. The skills most difficult to obtain from applicants were specialist skills and knowledge (stated by 24% of employers) and the ability to manage their own time (13% of employers).

Employment Forecasts 2018-2028 – Which Sectors will employ people in Lancaster and Morecambe in the future?

Forecast 10-Year Employment Change, 2018-2028

	Lancaster and Morecambe		Lancashire	UK
2018-2028	2,940	4.6%	2.6%	5.2%

Top 5 Sectors requiring employees due to sector growth (expansion demand)



- **Administrative and Support Services** (+70 new jobs each year).
- **Wholesale and Retail Trade** (+40 new jobs each year).
- **Construction** (+40 new jobs each year).
- **Health and Social Work** (+30 new jobs each year).
- **Professional, Scientific and Technical Activities** (+20 new jobs each year).

Top 5 Sectors requiring employees to fill jobs to replace people leaving or changing jobs (replacement demand)



- **Health and Social Work** (910 jobs each year).
- **Education** (900 jobs each year).
- **Wholesale and Retail Trade** (900 jobs each year).
- **Accommodation and Food Services** (830 jobs each year).
- **Administrative and Support Services** (680 jobs each year).

Total Employment Requirement Across all Sectors 2018-2028 To meet sector growth and replace people leaving or changing jobs

Sector	Part of Priority Sector?	Average Annual Requirement	Total Requirement
Wholesale and Retail Trade		940	10,360
Human Health and Social Work Activities	- Health and Social Care	940	10,310
Education	- Creative and Digital	900	9,930
Accommodation and Food Service Activities	- Visitor Economy	860	9,410
Administrative and Support Service Activities	- Finance and Professional Services - Visitor Economy	760	8,310
Construction	- Construction - Energy and Environmental Tech	380	4,150
Transportation and Storage	- Visitor Economy	320	3,520
Professional, Scientific and Technical Activities	- Finance and Professional Services - Advanced Manufacturing - Creative and Digital - Energy and Environmental Tech	280	3,070
Arts, Entertainment and Recreation	- Creative and Digital - Visitor Economy	240	2,620
Information and Communication	- Creative and Digital - Finance and Professional Services	220	2,440
Other Service Activities		200	2,220
Manufacturing	- Advanced Manufacturing - Creative and Digital - Energy and Environmental Tech	190	2,040
Public Administration and Defence		110	1,160
Electricity, Gas, Steam and Air Conditioning Supply	- Energy and Environmental Tech	100	1,090
Real Estate Activities	- Finance and Professional Services	90	1,010
Financial and Insurance Activities	- Finance and Professional Services	80	900
Agriculture, Forestry and Fishing		70	780
Water Supply; Sewerage etc.	- Energy and Environmental Tech	<50	350
Mining and Quarrying	- Energy and Environmental tech	<50	130

Employment Forecasts 2018-2028 – Future occupations in Lancaster and Morecambe

Forecast 10-Year Employment Change, 2018-2028

	Lancaster and Morecambe		Lancashire	UK
2018-2028	2,940	4.6%	2.6%	5.2%

Top 5 Occupations requiring employees due to sector growth (expansion demand)



- **Caring, Leisure and Other Service Occupations** (+30 jobs each year).
- **Elementary Occupations** (+30 jobs each year).
- **Skilled Trades Occupations** (+30 jobs each year).
- **Managers, Directors and Senior Officials** (+30 jobs each year).
- **Professional Occupations** (+20 jobs each year).

Top 5 Occupations requiring employees to fill jobs to replace people leaving or changing jobs (replacement demand)



- **Professional Occupations** (1,250 jobs each year).
- **Caring, Leisure and Other Service Occupations** (1,000 jobs each year).
- **Elementary Occupations** (900 jobs each year).
- **Managers, Directors and Senior Officials** (710 jobs each year).
- **Associate Professional & Tech Occupations** (670 jobs each year).

Total Employment Requirement Across all Occupations 2018-2028 To meet sector growth and replace people leaving or changing jobs

Occupation*	Average Annual Requirement	Total Requirement
Professional Occupations	1,270	13,970
Caring, Leisure and Other Service Occupations	1,030	11,360
Elementary Occupations	930	10,270
Managers, Directors and Senior Officials	740	8,120
Associate Professional & Tech Occupations	690	7,550
Administrative and Secretarial Occupations	620	6,860
Sales and Customer Service Occupations	590	6,450
Skilled Trades Occupations	490	5,400
Process, Plant and Machine Operatives	350	3,820

Sources: Oxford Economics, 2018

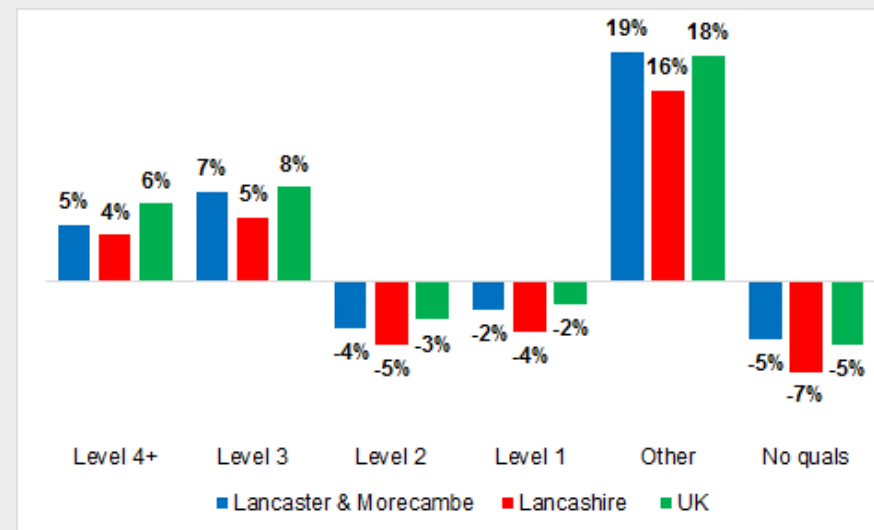
* details of the occupational categories can be found at https://onsdigital.github.io/fo-classification-tools/standard-occupational-classification/ONS_SOC_hierarchy_view.html

[Click to return to contents](#)

Page 30

Forecast 10-Year Employment Change by Highest Qualification Level, 2018-2028			
Qualification Level	2018	2028	Change
Level 4+	22,534	23,566	+1,032
Level 3	12,166	13,054	+888
Level 2	9,610	9,255	-355
Level 1	7,254	7,092	-161
Other*	5,032	5,969	+937
No Qualifications	5,209	4,967	-242

Change in employment by highest qualification level, 2018-2028



In line with forecast trends across the county and country, the typical qualifications held by people employed within Lancaster and Morecambe are expected to shift upwards. The Lancaster and Morecambe economy is anticipated to employ almost 2,000 more people with Level 3 or higher qualifications by 2028, whilst the total employment of people with qualifications at Level 2 below is set to fall over the next ten years (2018-2028). The uplift in demand for Level 3 and Level 4+ qualifications in Lancaster and Morecambe is forecast to be more significant than Lancashire wide.

At a Lancashire level there is forecast to be a particular rise in Level 3 and 4 qualified workers in: Administrative and Secretarial Occupations, and Caring, Leisure and Other Service Occupations. Other qualifications* (including Apprenticeships) are expected to be required in Skilled Trade Occupations and Sales and Customer Service Occupations.

Employment Forecasts – Total Employment

Forecasts provide an indication of the future growth of an economy, but are not set in stone. Between 2018 and 2028, almost 3,000 new jobs are expected to be created in Lancaster and Morecambe, representing a 4.6% increase in total employment. This exceeds the growth forecast for Lancashire (2.6%), and is close to the national average (5.2%). Over the same period, the working age population is expected to fall.

Job Opportunities

There will be a wide range of job opportunities available between 2018 and 2028, with recruitment across all sectors and occupations, including in each of Lancashire's priority sectors and in sectors which have recently experienced overall employment decline such as Manufacturing, Accommodation and Food and Arts, Entertainment and Recreation. This will include recruitment for new jobs created through sector growth (expansion demand) and jobs that become available as people leave or change jobs (replacement demand).

Typically across all sectors and occupations, replacement demand will be much greater than expansion demand, meaning that people are more likely to enter existing rather than newly created jobs. The high levels of replacement demand reflect factors such as the ageing population with many current workers due to retire from the workforce over this period.

Job Opportunities by Sector

Wholesale and Retail Trade and **Human Health and Social Work** will provide the highest number of opportunities in Lancaster and Morecambe – both requiring over 10,000 people to fill jobs between 2018 and 2028. On average, this will equate to roughly 940 people being recruited to these sectors each year.

This is followed by **Education** and **Accommodation and Food Services**, where in both sectors there is a total requirement for over 9,000 people between 2018 and 2028, over 850 jobs per year. **Administrative and**

Support Services will also present a substantial requirement, with opportunities for over 8,000 people (or over 750 per annum).

Other sectors offering opportunities for over 2,000 people between 2018 and 2028 include:

- Construction (380 per annum).
- Transportation and Storage (320 per annum).
- Professional, Scientific and Technical Activities (280 per annum).
- Arts, Entertainment and Recreation (240 per annum).
- Information and Communication (220 per annum).
- Other Service Activities (200 per annum).
- Manufacturing (190 per annum).

Job Opportunities by Occupation

Across the sectors, a range of occupations will be available. In Lancaster and Morecambe, with the exception of Process, Plant and Machine Operatives, there will be opportunities for at least 5,000 people within each occupational group (equivalent to at least 450 employment opportunities per annum) between 2018 and 2028. Requirements will be highest for **Professional Occupations**, with opportunities for almost 14,000 people (1,270 per annum), followed by **Caring, Leisure and Other Service Occupations** with opportunities for over 11,000 people (over 1,000 per annum). There will also be opportunities for over 7,500 people in each of **Elementary, Manager, Director and Senior Official**; and **Associate Professional and Technical** roles.

Skills Requirements

In line with trends forecast for Lancashire and nationally, demand for higher level skills is expected to increase, as reflected by an upwards shift in the skills profile of the workforce. By 2028, a higher number of people employed in the Lancaster and Morecambe economy will hold qualifications at Level 3 and above, while the number in employment with qualifications at Level 2 or below or no qualifications will fall. The number of people in employment with other qualifications, such as apprenticeships is also expected to increase. This trend typically applies across all occupations.

Key Stage 1 to 4 (GCSE) in Lancaster and Morecambe

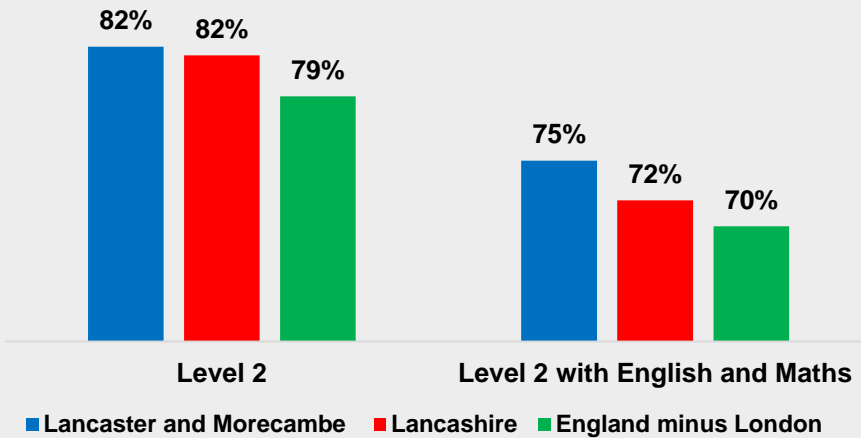
Age Group	Performance Measure	What is happening in Lancaster and Morecambe?	National comparison
Key Stage 1 5-7 years	% of pupils who meet the required standard of 'phonic decoding': using knowledge of phonics to accurately read words	In Lancashire* approximately 81-82% of Year 1 pupils meet the standard, and 91% of Year 2 pupils	Year 1: 81% Year 2: 91%
Key Stage 2 8-11 years	% of pupils who meet the required standards in reading, writing and mathematics.	64% (+14 percentage points since 2016) of pupils meet the standard in Lancaster and Morecambe, compared to 63% in Lancashire and 64% in the North West	England excluding London: 64%
Key Stage 4 14-16 years <i>(Recent changes to the GCSE system mean there are three separate performance measures)</i>	Average Attainment 8 score: A measure of attainment – a pupil's average score across a set of eight subjects including English and maths.	47.0 (-4.1 percentage points since 2016) , is the average Attainment 8 score in Lancaster and Morecambe, compared to 45.8 across Lancashire	England excluding London: 43.7
	Average Progress 8 score: A measure of relative progress - the comparison of pupils' Attainment 8 score with the average Attainment 8 score of all pupils nationally who had a similar KS2 results (0.0 = the national average).	-0.09 (-0.06 percentage points since 2016) is the average Progress 8 score in Lancaster and Morecambe, compared to -0.12 across Lancashire	England excluding London: -0.06
	% achieving English Baccalaureate: grade 5 or above in English and maths GCSE, plus C or above in science, a language and history or geography.	14% (-10 percentage points since 2016) achieve the EBacc in Lancaster and Morecambe compared to 13% across Lancashire and 15% in the North West	England excluding London: 14%
Destinations at age 16	Percentage of pupils in overall sustained education and / or employment / training destination.	95% in line with Lancashire and North West average	England excluding London: 95%

Sources: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18; Percentages of overall pupil destinations after completing key stage 4 / key stage 5 2014/15 - 2016/17 destinations for the 2013/14 cohort

* this indicator is not reported at the TTWA level

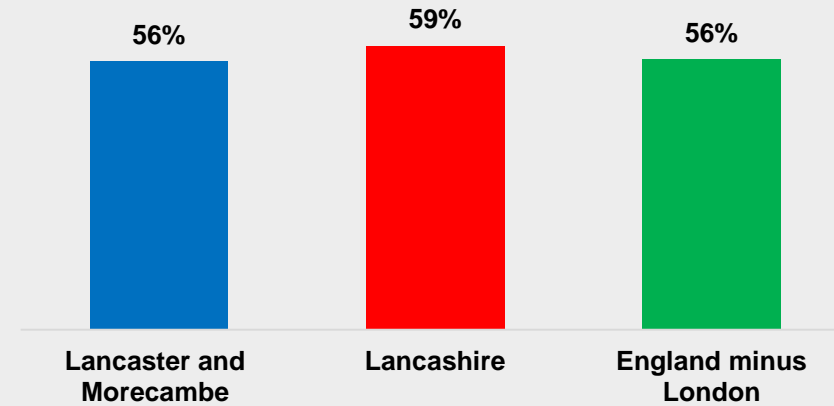
Young people aged 16-19 – Attainment by age 19 in Lancaster and Morecambe

Level 2 attainment by age 19, 2017/18



Source: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18

Level 3 attainment by age 19, 2017/18



Source: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18

KS5 Destinations 2016/17

83% (-7 percentage points since 2014/15*)
of students in Lancaster and Morecambe enter sustained education or employment after Key Stage 5.

61% (-7 percentage points)
enter sustained education - either at HEIs, FEIs or other destinations e.g. private training providers.

22%
enter sustained employment.

52% (-4 percentage points)
Higher education institutions.

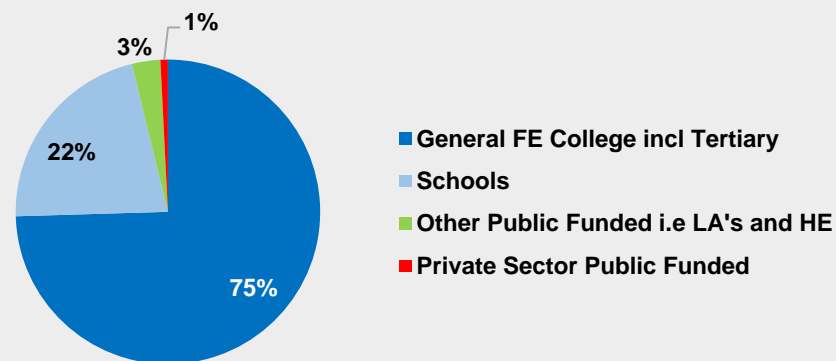
6% (-5 percentage points)
Further education institutions.

Of which **7%**
are apprentices.

Further Education: TTWA Provider Perspective – What Further Education provision is available?

Providers in the TTWA accounted for 6,310 students participating[^] in Further Education in 2018/19, ranked fifth out of Lancashire's Travel to Work Areas (TTWAs).

Share of Further Education (FE) provision (% of Participants) in Lancaster and Morecambe by Provider Type, 2018/19



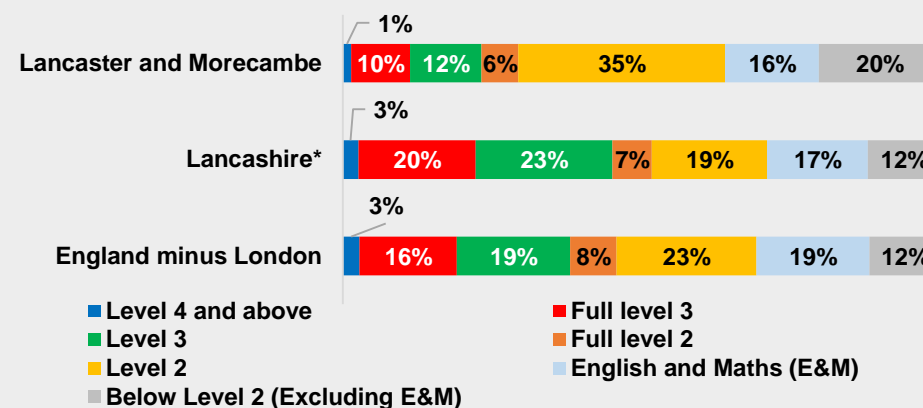
Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019 (Key Stage 5 Years 12 - 14)

Based on the latest 2018/19 data, General FE Colleges account for three-quarters (75%) of FE students at providers based in the Travel to Work Area (TTWA), equal to approximately 4,700 students. This proportion is significantly higher than the Lancashire (64%), regional (52%) and national levels (51%). Schools that have pupils in Key Stage 5 (Years 12 to 14) account for over one-fifth (22%) of provision, higher than Lancashire (6%); regional (2%); and national averages (1%).

Where data is available, the age profile of students studying at TTWA based FE providers is older than the Lancashire and national profile¹. Just under three-fifths (58%) of students were over the age of 25, higher than both Lancashire (47%) and national levels (51%). Ethnic minority groups (accounting for 7% of participants) are also under-represented in the TTWA's provider organisations relative to the Lancashire and national averages (18% each).

Providers based in the TTWA cater for a lower proportion of students studying Full Level 3 (10%) and Level 3 (12%) compared to the Lancashire (20% and 23%) and the national profile (16% and 19%)¹. Likewise, there is a higher proportion studying below Level 2 (20%) compared to Lancashire and national levels (12% each).

What level are FE students studying with providers in the TTWA, 2018/19?¹



Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19

* Lancashire figures exclude West Lancashire College, which reports as part of Newcastle College Group.

Figures may not sum due to rounding.

FE Learner Characteristics by Provider Location, 2018/19¹

	Lancaster and Morecambe	Lancashire*	England minus London
Age			
Under 19	26%	39%	31%
19-24	17%	14%	17%
25+	58%	47%	51%
Gender			
Female	57%	54%	55%
Male	43%	46%	45%
Ethnicity			
Black, Asian or Minority	7%	18%	18%
White	93%	82%	82%

Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19

* Lancashire figures exclude West Lancashire College, which reports as part of Newcastle College Group. Figures may not sum due to rounding.

Sources: Department for Education FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019

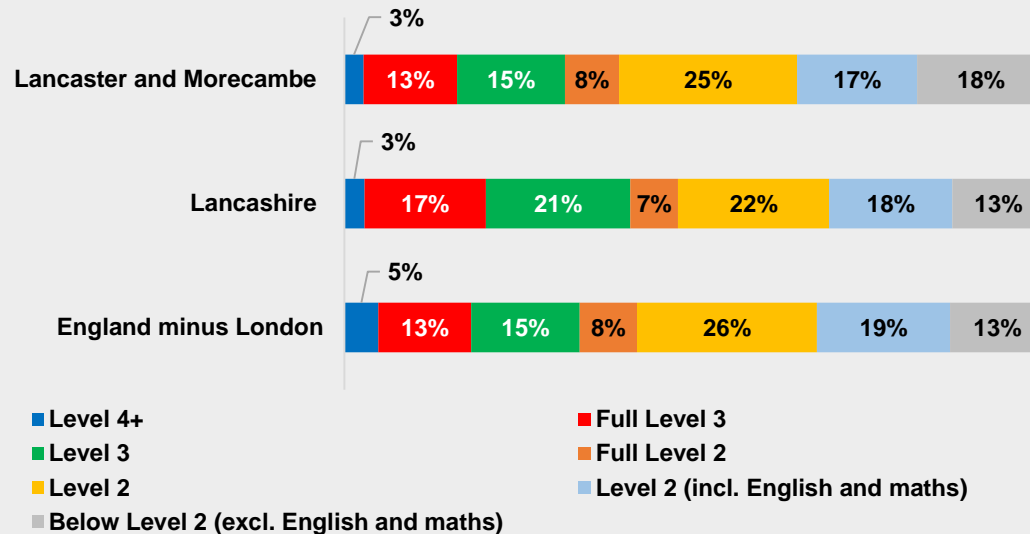
[^] All figures on this page relate to participation – a count of the number of people starting, continuing and achieving in FE in that year.

¹ Due to data limitations, the analysis of the level of provision and learner characteristics relates to FE provision that is ESFA-funded and captured in Individualised Learner Record returns only. This excludes an element of school sixth form provision which accounts for 1,366 learners.

Further Education: TTWA Learner Perspective – How are residents participating in Further Education?

In 2018/19, there were a total of 7,750 Lancaster and Morecambe residents participating[^] in Further Education (FE) – the fifth highest level across Lancashire’s Travel to Work Areas (TTWAs).

Level of study by FE learners living in the TTWA, 2018/19

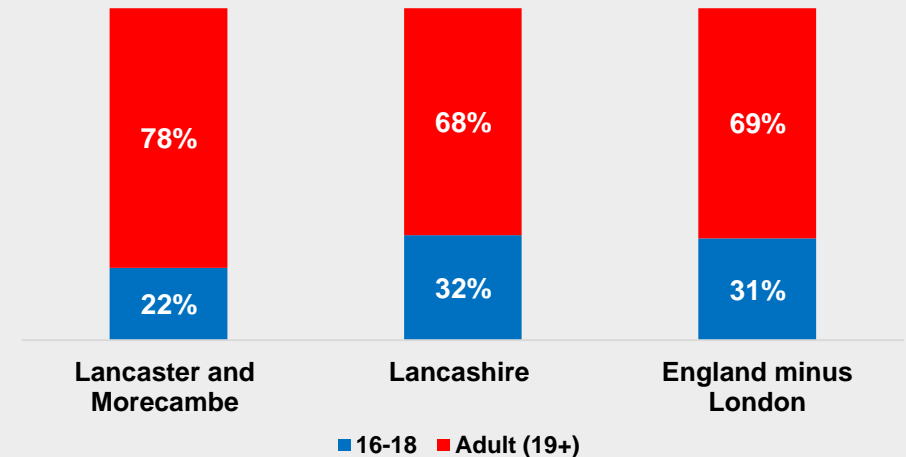


Source: Department for Education: Further Education and Skills Geography 2014/15 to 2018/19.
 Figures represent the learner aims by level due to students being able to study multiple level courses. Figures also do not include aims where there is no level assigned.
 Figures may not sum due to rounding.

In 2018/19, there were approximately 7,750 Lancaster and Morecambe residents participating in Further Education (FE) – the fifth highest count across Lancashire’s Travel to Work Areas (TTWAs).

Across the TTWA, the proportion of learner aims that are at a Level 4 (3%) are consistent with Lancashire levels (3%) but lower than national levels (5%)., there The proportion of learner aims that are at Level 3 (15%) and Full Level 3 (13%) are consistent with national levels (15% and 13% respectively) but less than the Lancashire profile (21% and 17% respectively).

Age profile of FE learners living in the TTWA, 2018/19



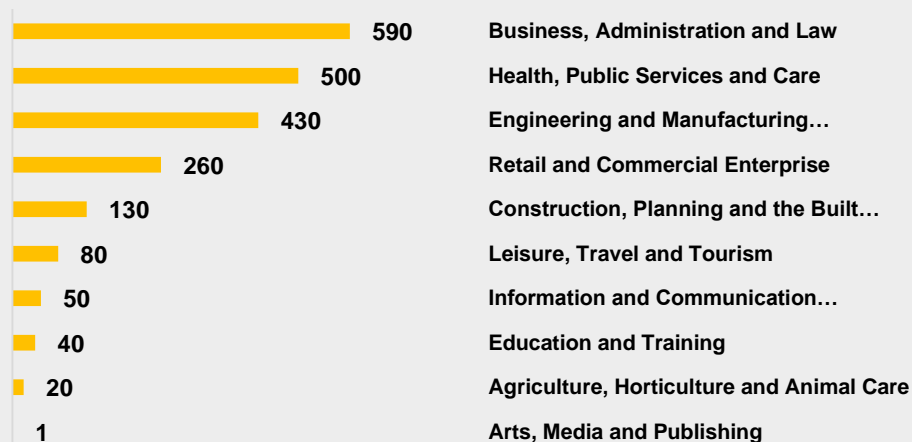
Source: Department for Education: Further Education and Skills Geography 2014/15 to 2018/19.
 Figures represent the learner aims by level due to students being able to study multiple level courses. Figures also do not include aims where there is no level assigned.

Over one-fifth (22%) of Lancaster and Morecambe residents participating in FE are aged between 16 and 18, lower than Lancashire (32%), regional and national profiles excluding London (both 31%).

Apprenticeships: TTWA Provider Perspective – Apprenticeship participation by subject and by level

In 2018/19, Lancaster and Morecambe based providers* recorded 2,100 learners participating[^] in apprenticeships – the fifth highest level across Lancashire’s Travel to Work Areas (TTWAs).

Apprenticeships in TTWA based providers by subject, 2018/19

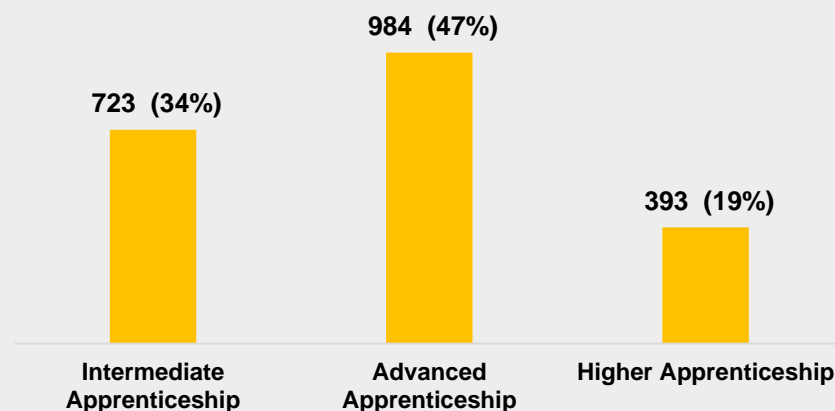


Source: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19
Totals may not sum due to rounding.

Based on the latest 2018/19 data, Lancaster and Morecambe based providers account for approximately 2,100 learners participating in apprenticeships – the fifth highest number of participants across Lancashire’s TTWAs.

Just over one-quarter of apprentices registered with providers based in the TTWA* are completing Business Administration and Law training. This is followed by Health, Public Services and Care (24%); Engineering and Manufacturing Technologies (20%); and Retail and Commercial Enterprise (12%), which together account for more than four-fifths of all apprenticeship provision.

Apprenticeships in TTWA based providers by level, 2018/19



Source: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19
Totals may not sum due to rounding

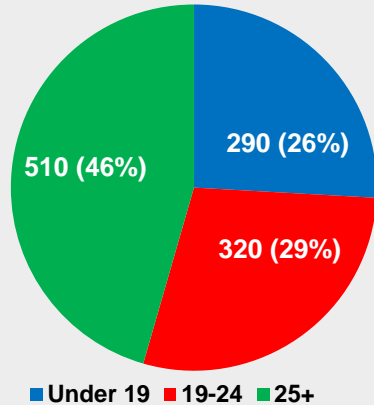
In 2018/19, one-third of apprentices registered with providers based in the TTWA were participating in intermediate level apprenticeships, equal to 720 learners. This compares to 36% of provision being at this level across the LEP and regionally and 38% nationally (excluding London).

Two-thirds of apprentices registered with providers based in the TTWA were participating in advanced or higher level apprenticeship courses. This is higher than LEP (64%), regional (64%) and national, excluding London, (62%) averages.

Apprenticeships: TTWA Learner Perspective – Who started an apprenticeship?

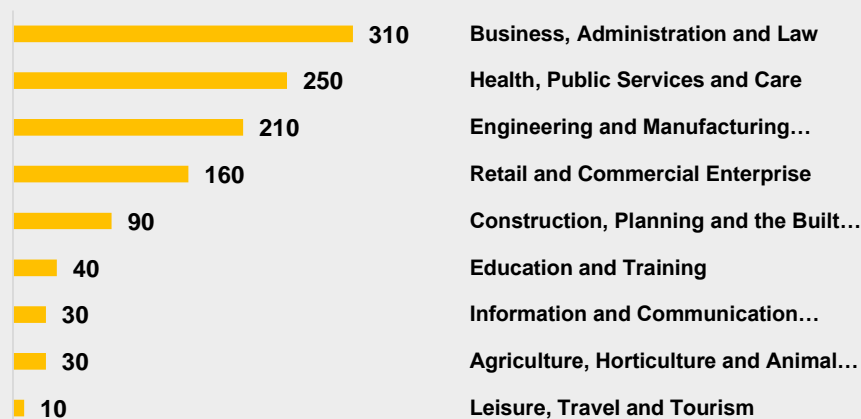
A total of 1,120 Lancaster and Morecambe based residents started apprenticeships in 2018/19 – an increase of 12% on 2017/18 levels.

Apprenticeship starts* by Lancaster and Morecambe residents by age, 2018/19



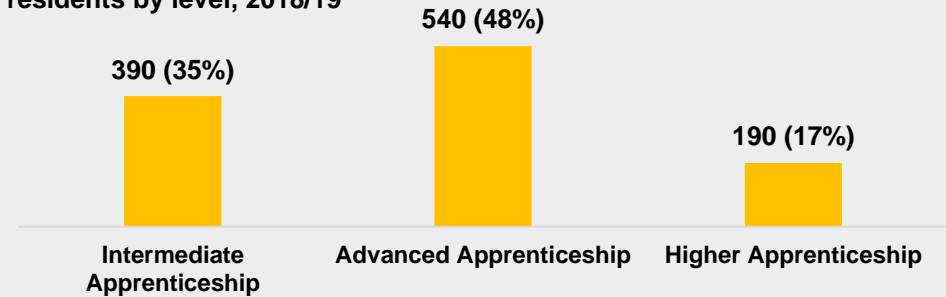
Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements 2018 to 2019

Apprenticeship starts by Lancaster and Morecambe residents by subject, 2018/19



Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements 2018 to 2019
Totals may not sum due to rounding.

Apprenticeship starts by Lancaster and Morecambe residents by level, 2018/19



Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements 2018 to 2019

The age profile of TTWA resident apprentices in 2018/19 shows:

- There was a lower proportion of younger learners under the age of 19 (26%) compared to Lancashire (28%), regional and national levels (26% each).
- The proportion of apprentice starts over the age of 25 (46%) was higher than Lancashire (44%) but lower than regional levels (47%).

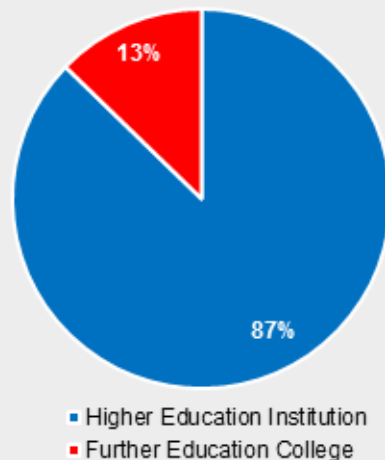
TTWA residents are more commonly starting advanced and higher apprenticeships (65%) than across Lancashire and the North West (both 64%) and England (excluding London) (63%).

The profile of subjects studied is fairly consistent with the Lancashire profile, with the main differences including:

- A higher proportion of starts in **Engineering and Manufacturing Technologies** (19%) compared to Lancashire, the North West and nationally (each 15%).
- A higher proportion of starts in **Construction, Planning and the Built Environment** (8%) compared to all other geographies (6% each).
- A lower proportion of starts in **Health, Public Services and Care** (22%) compared to Lancashire and the North West (27% each) and nationally (25%).
- A lower proportion of starts in **Business, Administration and Law** (27%) compared to Lancashire (30%), the North West (31%) and nationally (30%).

In 2017/18 there are 56,460 (+5% since 2016/17) students studying with 16 different Higher Education (HE) providers in Lancashire (including Further Education (FE) and alternative providers).

Location of provision for HE Students in Lancashire, 2017/18



Source: Higher education full time equivalent (FTE) 2017/18 calculated using HESA student, HESA AP student or ILR data.

FE colleges are an important part of HE provision and teach a significant proportion of HE students in Lancashire - around 13% in 2017/18. Unfortunately, the data which used to be available on HE students in FE Colleges (from HEFCE) is no longer produced. The remainder of this section therefore provides data on HE students studying in Lancashire's HE institutions.

Nearly three quarters of students at Lancashire's Higher Education Institutions (HEI's) are from the North West. Leeds City Region is the Local Enterprise Partnership (LEP) area outside the North West from which the greatest proportion of HEI students come from (4%).

The proportion of International HEI students (13%) is seven percentage points below the national average (20%).

Domicile of HEI students studying in Lancashire, 2016/17

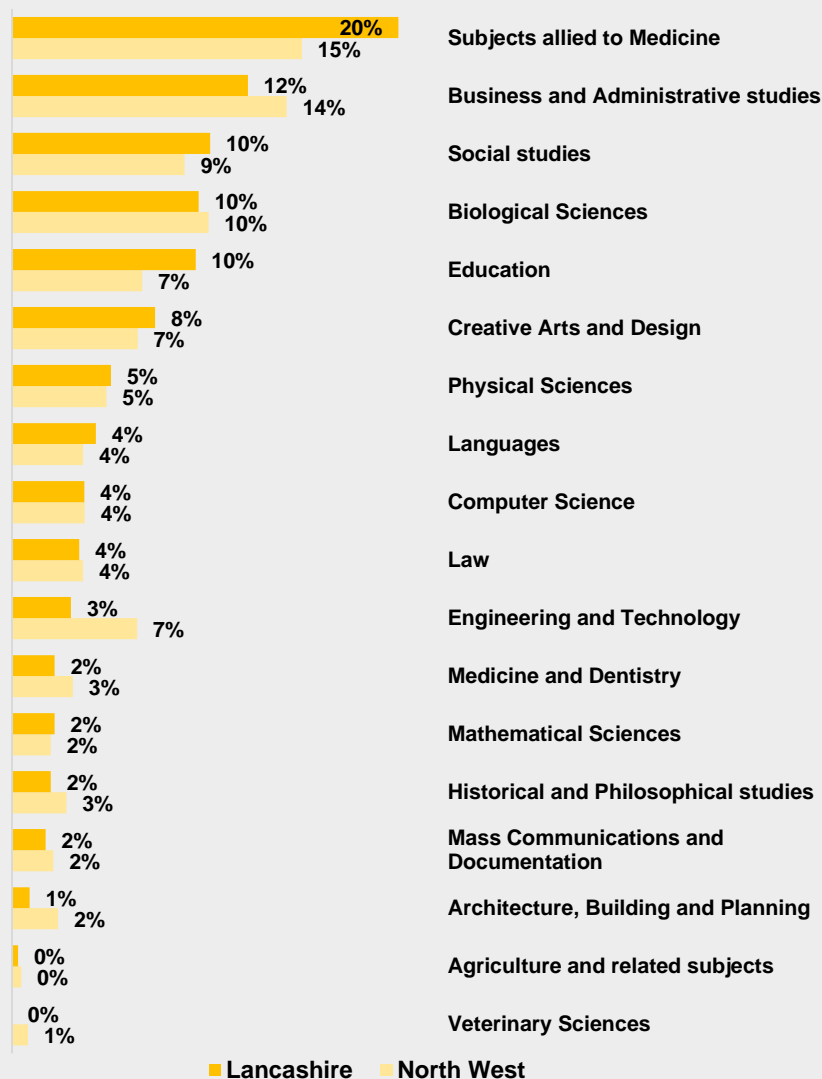
	Lancashire	North West	England
Total UK	87%	83%	80%
Other EU	4%	4%	6%
Non-EU	9%	13%	14%

HESA Destination of Leavers from Higher Education 2016/17

Where do Lancashire's HE students come from, 2016/17?

1. Lancashire (32%).
2. Greater Manchester (18%).
3. Liverpool City Region (16%).
4. Cheshire and Warrington (4%).
5. Cumbria (4%).

Higher Education students by subject in Lancashire, 2017/18



Source: HESA, 2019. HE student enrolments By HE Provider and Subject of Study

Higher Education Providers in Lancashire

>> *Based in Lancaster and Morecambe:*

- University of Cumbria (which has a major campus in Lancaster)
- Lancaster University

>> *Based elsewhere in Lancashire:*

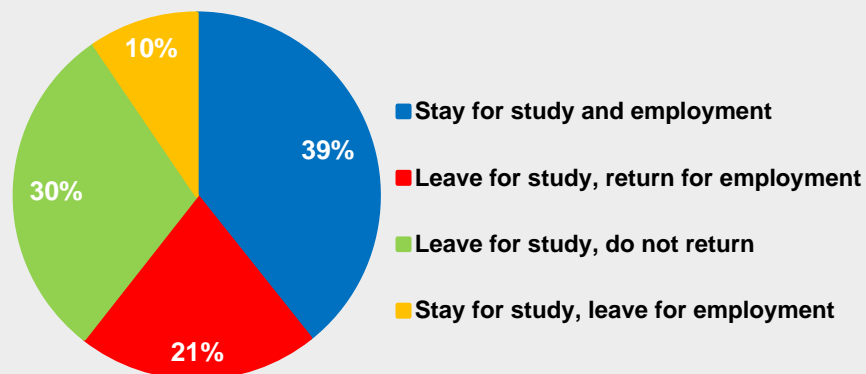
- University of Central Lancashire
- Edge Hill University

A number of Further Education providers are recognised to deliver Higher Education courses in Lancashire but no data is available to quantify the scale of this provision.

In Lancashire's HE institutions, 20% of students are studying subjects allied to medicine, compared to 15% regionally and 12% nationally. In contrast, only 3% of students at HE institutions in Lancashire study engineering and technology, compared to 7% regionally and nationally.

There is a higher proportion of student at Lancashire based HE institutions studying education compared to the North West (7%) and nationally (6%).

Lancashire Residents Participating in Higher Education (HE), 2014/15*



Source: HEFCE 2014/15

The most recent available data shows, just over three-fifths (61%) of Lancashire residents who participate in higher education go into employment in Lancashire. This proportion is similar to the national average for a LEP area (60%).

A higher proportion stay to study and then work locally than the national LEP average (29%), while the proportion who leave to study outside Lancashire and then return to work locally is lower than the national LEP average (30%).

HE Destinations, 2016/17

Where do Lancashire’s students go to work, 2016/17?

The top 5 LEP area destinations:

1. Lancashire (32%).
2. Greater Manchester (18%).
3. Liverpool City Region (15%).
4. London (4%).
5. Cheshire and Warrington (4%).

Source: HESA Destinations of Leavers Survey and Student Record, 2016/17

Outcomes achieved by students of Lancashire’s Higher Education Institutions:

One year

After one year, 69% of graduates from Lancashire’s Higher Education Institutions are in sustained employment. 7% of graduates have no sustained destination (decreased by 3 percentage points since 2015/16), slightly lower than the average for all institutions in the North West where the figure is 8%.

Three years

After three years, the proportion in sustained employment rises to 72%, and 11% have no sustained destination, higher than the North West figure (6%).

Five years

After five years, the proportion in sustained employment increased to 77%. The number with no sustained destination falls to 6%, equal to the regional average.

The Education and Skills System

Data is available for all levels of the education and skills system, from Key stage (KS) 1 through to Higher Education (HE). The data through to KS5 shows how well education, skills and training providers and residents in the Travel to Work Area (TTWA) are performing, as well as providing an indication of the choices that residents make after leaving school.

Data for HE is available at the Lancashire level. Unfortunately, the most detailed data is now only available for students studying at Lancashire's Higher Education Institutions (HEI), and not those studying HE courses in Further Education (FE) colleges, which accounts for a significant share of HE in Lancashire. The data covers students that study in Lancashire, regardless of where they come from unless otherwise stated.

Key Stage 1 and 2

Across Lancashire more than eight out of ten year 1 pupils met the required standard of phonic decoding (81%) in 2017/18, in line with the North West and national averages. This increases to 91% by year 2, also in line with regional and national averages.

Data that is available for the TTWA in 2017/18 shows that by the end of Key Stage 2 (KS2), 64% of pupils are meeting the required standards in reading, writing and mathematics in Lancaster and Morecambe, increasing by 14 percentage points since 2016. This is the joint fourth highest of Lancashire's six TTWA's (with Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley and ahead of Burnley) putting it just above the Lancashire (63%) average and in line with the national average.

Key Stage 4 (GCSE)

In terms of measuring performance at KS4, the Department for Education (DfE) implemented a new secondary school accountability system in 2016, using Attainment 8 and Progress 8 measures.

Attainment 8 measures the average achievement of pupils in up to 8 qualifications including English (double weighted if the combined English qualification, or both language and literature are taken), maths (double weighted), three further qualifications that count in the English Baccalaureate (EBacc) and three further qualifications that can be GCSE

qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.

Progress 8 aims to capture the progress a pupil makes from the end of KS2 to the end of KS4. It compares pupils' achievement – their Attainment 8 score – with the average Attainment 8 score of all pupils nationally who had a similar starting point (or 'prior attainment'), calculated using assessment results from the end of primary school. Progress 8 is a relative measure, therefore the national average Progress 8 score for mainstream schools is zero.

Across Lancaster and Morecambe, the results for the 2017/18 year show:

- The **average Attainment 8 score** in 2017/18 was 47.0 (-4.1 points since 2015/16) exceeding 45.8 (-3.5) in Lancashire and 43.7 (-6.1) nationally (excluding London). This is the second highest across Lancashire's TTWA's, second to Preston, Chorley and South Ribble.
- On average, pupils make greater progress from the end of KS2 to the end of KS4 than across Lancashire but below nationally (excluding London), although all areas are below the national average when London is included and has declined since 2015/16. In 2017/18, the **average Progress 8 score** in Lancaster and Morecambe was -0.09 (compared to -0.12 for Lancashire and -0.06 for England minus London). This was the third strongest Progress 8 score across Lancashire's TTWA's behind Preston, Chorley, and South Ribble and Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley.
- The proportion (14%) **achieving the English Baccalaureate** (a set of subjects at GCSE including English and maths, a science, a language, and geography or history), has fallen by ten percentage points since 2015/16 but continues to outperform the Lancashire average (13%) and equals the average nationally (excluding London 14%). This is the third highest rate of the six TTWA's, behind Preston, Chorley and South Ribble and West Lancashire.

Upon completion of KS4, 95% of leavers remain in sustained education and/or an employment / training destination and is in line with the Lancashire and national averages (95%).

Young People aged 16-19

Between the ages of 16 and 19, attainment at Level 2 / KS4 (equivalent to GCSE) and Level 3 / KS5 (equivalent to A-Levels) is measured.

Across Lancaster and Morecambe, by the age of 19 data for 2017/18 shows:

- 82% (-7 percentage points since 2015/16) have **achieved Level 2** and 75% (+1 percentage points) have **achieved Level 2 with English and maths**, outperforming the Lancashire (82% and 72%) average and well above the national averages (79% and 70%).
- 56% (+3 percentage points since 2015/16) have **achieved Level 3**, below the Lancashire (59%) and national averages (56%). Despite growth of three percentage points since 2015/16, this remains as the second lowest proportion recorded by the six Lancashire TTWA's, only above Burnley and Pendle.

Latest available data for 2016/17 shows, upon completion of KS5, 83% of leavers enter sustained education or employment – falling by seven percentage points since 2014/15, but remains in line with both Lancashire and national averages.

The split between education (61%; -7 percentage points since 2014/15) and employment (22%) is in line with the split across Lancashire and similar in local areas, but differs slightly from the national profile where a higher proportion enter sustained employment (23%), although education remains the preferred choice (60%).

Of those 61% of KS5 leavers who enter sustained education, the large majority (85%; +3 percentage points) go to Higher Education Institutions (within and outside Lancashire), while approximately one in ten attend Further Education (FE) institutions. Nationally, a higher proportion of students that enter sustained education attend FE colleges (12%) although higher education remains the preferred choice (83%). Only 7% of students started an apprenticeship upon completion of KS5, which is below the Lancashire (9%) average and in line with the national average.

Further Education and Apprenticeship Provision in Lancaster and Morecambe Based Providers

This section considers provision being delivered by providers based in the Lancaster and Morecambe TTWA (a provider perspective) before the patterns of residents of the TTWA area are explored in the section that follows (learner perspective).

Further Education[^]

The latest (2018/19) data for Further Education (FE) providers based in the Lancaster and Morecambe TTWA shows there were a total of 6,310 students participating (defined as all learners who are starting, continuing or achieving within the year) in FE courses delivered within the TTWA – equal to 7% of FE participation across Lancashire*. Lancaster and Morecambe is ranked fifth out of Lancashire's six TTWAs, in front of West Lancashire*, on a measure of participation.

General FE College(s) account for three-quarters (75%) of FE participants registered with providers based in the TTWA, equal to approximately 4,700 students. This proportion is 11 percentage points higher than the Lancashire average (64%), 23 percentage points higher than regional (52%) and 24 percentage points higher than national levels (51%). Schools that have pupils in Key Stage 5 (Years 12 to 14) account for over one-fifth (22%) of provision, higher than Lancashire (6%); regional (2%); and national averages (1%). The remaining four percent of provision is made up of Other Public Sector Funded institutions (3%) and Private Sector Public Funded Institutions (1%), both below geographical comparators.

The age profile of students participating in FE at providers in the TTWA is older than the Lancashire and national profile[§]. Approximately three-fifths (58%) of students were over the age of 25 in 2018/19, the second highest proportion recorded across the TTWAs and higher than both Lancashire (47%) and national levels (51%). In contrast, there was a lower proportion of learners under the age of 19 (26%), 13 percentage points less than national levels (39%) and five percentage points below the Lancashire level (31%).

Sources: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18; DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19

* West Lancashire College data is not captured in Lancashire wide figures or the West Lancashire figure due to inclusion in Newcastle College Group wide returns.

[^] All figures in this section relate to participation – a count of the number of people starting, continuing and achieving in that year.

[§] Due to data limitations, the analysis of the level of provision and learner characteristics relates to FE provision that is ESFA-funded and captured in Individualised Learner Record returns only.

This excludes an element of school sixth form provision which accounts for 1,366 learners.

Providers in the TTWA record a lower proportion of students studying Full Level 3 (10%) and Level 3 (12%) compared to the Lancashire (20% and 23%) and the national profile (16% and 19%)[§]. Likewise, there is a higher proportion studying below Level 2 (20%) compared to Lancashire and national levels (12% each). There is also a higher proportion of students studying at Level 2 (35%) compared to the wider Lancashire (19%) and national averages (23%).

Apprenticeships

Based on the latest 2018/19 data, there were approximately 2,100 apprentices participating (starting, carrying out or achieving) in apprenticeships with Lancaster and Morecambe based providers (see the definition on page 35). This is the fifth highest level of provision recorded in a TTWA.

There are three main levels of apprenticeships:

- **Intermediate apprenticeship:** This is classed as Level 2 and equivalent to 5 good GCSEs.
- **Advanced apprenticeship:** This is classed as Level 3 and equivalent to 2 A-Levels.
- **Higher apprenticeship:** This can cover level 4, 5, 6 and 7 and is equivalent to foundation degrees and above.

In 2018/19, there were less apprentices in Lancaster and Morecambe based providers participating in lower level apprenticeships than geographical comparators. Just over one-third (34%) of apprentices in the TTWA were participating in intermediate level apprenticeships, equal to just over 720 apprentices. This is two percentage points lower than the Lancashire and regional averages (36% each) and four percentage points lower than national levels (38%).

The remaining two-thirds (65%) of provision was offered through advanced (49%) or higher (19%) level apprenticeship courses. This proportion is higher than Lancashire (64%), regional (64%) and national averages excluding London (62%). The difference is most evident in the proportion of apprentices undertaking higher level apprenticeships, being four percentage points more than Lancashire and national levels (15%) and three percentage points higher than the regional profile (16%).

Subject coverage of apprenticeships offered by Lancaster and Morecambe based providers is fairly consistent with Lancashire trends, but varies from regional and national profiles in 2018/19. Differences include:

- Just over one-quarter (28%) of apprentices at providers in the TTWA There participate in **Business Administration and Law**, equal to just less than 600 learners. This is higher than Lancashire (26%) and national levels (27%) but less than regional levels (29%).
- There are less apprentices participating in **Health, Public Services and Care** (23%); compared to, Lancashire (26%); regional (25%) and national excluding London levels (24%).
- **Engineering and Manufacturing Technologies** (21%) participation in the TTWA is higher than regional (19%) and LEP (20%) levels and in line with national levels excluding London (21%).
- **Retail and Commercial Enterprise** (12%) participation in the TTWA is in line with higher than Lancashire (10%) and regional (11%) but in line with national levels.

Lancaster and Morecambe Residents Undertaking FE and Apprenticeships

This section considers FE and apprenticeships being undertaken by people who live in the TTWA, based on the home postcode of learners. Not all learners will undertake courses in the TTWA they live in meaning that there are variations between the figures reported from a provider and learner perspective.

Sources: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19; DfE: Further education and skills geography tool: 2014/15 to 2018/19.

[^] All figures on this page relate to participation – a count of the number of people starting, continuing and achieving in FE in that year.

[§] Due to data limitations, the analysis of the level of provision and learner characteristics relates to FE provision that is ESFA-funded and captured in Individualised Learner Record returns only.

This excludes an element of school sixth form provision which accounts for 1,366 learners.

Further Education[^]

In 2018/19, 7,750 students participating in FE were residing in Lancaster and Morecambe. This is the fifth highest number of resident learners across Lancashire's Travel to Work Areas (TTWAs).

The provision being undertaken by Lancaster and Morecambe residents split by level shows a lower proportion are studying at Level 4 (3%) than national levels (5%), but this is consistent with the wider Lancashire profile. On the other hand, there is a lower proportion of learner aims at Level 3 (15%) and Full Level 3 (13%) than Lancashire levels (21% and 17% respectively) but remains in line with national profile excluding London.

The age profile of Lancaster and Morecambe resident FE learners is somewhat consistent when compared to Lancashire, regional and national profiles. Learners across the TTWA are however less commonly aged 16 to 18, accounting for just over one-fifth (22%) of FE participants, compared to 32% across Lancashire and nationally, excluding London (31%).

Consideration of the FE participation statistics for TTWA area residents relative to those for local providers suggest that a significant number of Lancaster and Morecambe residents travel outside the TTWA to access FE provision.

Apprenticeships

Based on the latest learner data for 2018/19, Lancaster and Morecambe residents accounted for approximately 1,120 apprenticeship starts (note that the apprenticeship data for Lancashire residents reports on starts rather than participation, comparison between provider and learner statistics is therefore not possible. This is the fifth highest figure recorded across Lancashire's TTWAs).

The age profile of Lancaster and Morecambe resident apprentices in 2018/19 shows:

- There was a lower proportion of apprentices under the age of 19 (26%), two percentage points lower than the Lancashire LEP average (28%), and in line with regional and national levels.
- The proportion of apprentice starts over the age of 25 (46%) was higher than Lancashire (44%) but lower than regional levels (47%).

Approximately two-thirds (65%) of apprenticeship starts by Lancaster and Morecambe residents were at an advanced or higher level. This is one percentage point more than across Lancashire and the North West (64% each) and two percentage points more than across England minus London (63%).

The profile of subjects studied by residents of the TTWA is broadly consistent with the wider Lancashire profile. Differences include:

- A higher proportion of starts in **Engineering and Manufacturing Technologies** (19%) compared to Lancashire, the North West and nationally (each 15%).
- A higher proportion of starts in **Construction, Planning and the Built Environment** (8%) compared to all other geographies (6% each).
- A lower proportion of starts in **Health, Public Services and Care** (22%) compared to Lancashire and the North West (27% each) and nationally (25%).
- A lower proportion of starts in **Business, Administration and Law** (27%) compared to Lancashire (30%), the North West (31%) and nationally (30%).

Higher Education in Lancashire

Overall, there are 56,460 students studying at 16 different Higher Education (HE) providers in Lancashire, an increase of 5.1% since the previous Toolkit report was produced. The large majority (87%) are based at the four Higher Education Institutions (HEI) – Lancaster University, the University of Central Lancashire (which has its main campus based in Preston), University of Cumbria (which has a major campus in Lancaster) and Edge Hill University. A further 13% are based in FE colleges in Lancashire.

Compared to the North West region (93%), there is smaller proportion of students studying at HEI. While the proportion of students studying at further education colleges in Lancashire is higher than the wider North West region (13% compared to 7%).

The large majority of HE students in Lancashire are from the UK, accounting for some 87% of students and higher than the regional (83%) and national (80%) averages. In contrast, there is a smaller proportion of non-EU

students studying at HEI in Lancashire (9%) compared to the North West (13%) and England (14%).

The HEI and FE colleges have a strong regional draw. Approximately three quarters of students at Lancashire's higher education institutions are from the North West. Overall, four out of ten students residing in Lancashire choose to stay and study in Lancashire for HE. Other LEP areas from which students are attracted include Greater Manchester, Liverpool City Region, Cheshire and Warrington and Cumbria. International students account for between 13% (at HEI) of HE students in Lancashire, below the national average (20%).

Across Lancashire there are a wide range of subjects available to students, covering all sectors and priority sectors. Across HEI in Lancashire, the most popular courses are Subjects Allied to Medicine (accounting for 20% of students), followed by Business and Administrative Studies (12%), Biological Sciences, Social Studies, and Education (10% each). Compared to regional and national proportions, key differences are:

- A much higher proportion of students studying Subjects Allied to Medicine in Lancashire (20% compared to 15% regionally and 12% nationally).
- A higher proportion of students studying Education in Lancashire (10% compared to 7% regionally and 6% nationally).
- A lower proportion of students studying Engineering and Technology (3% compared to 7% regionally and nationally)

Higher Education Destinations

Following changes to the availability of graduate destination data following the closure of the Higher Education Funding Council for England (HEFCE), data on graduate destinations for is available for graduates who studied in Lancashire's HEIs, from the Higher Education Statistics Authority (HESA). This shows that almost one third of leavers from Lancashire's HEIs entering employment did so in Lancashire, and a further 41% in the North West.

ONS Longitudinal Education Outcomes data reveals that one year after graduation 69% of leavers from Lancashire's HEI are in sustained employment, whilst 20% enter sustained education. In comparison, in the North West 66% entered employment and 22% further study. After five years, the proportion of leavers recorded as in further study, sustained employment or both is 87% compared to 86% across the North West.

Appendix: Sectors, Occupations and Educational Routes

The table below shows (in broad terms) the relationship between sectors (including Lancashire’s priority sectors), occupations and the emerging Technical Education Routes which will provide a pathway into many skilled occupations in future. There is a large degree of overlap between occupations and sectors, with many occupations found across a large number of sectors, e.g. management roles, administrative occupations and support roles such as IT, human resources, etc. The allocation of a Technical Education route to a specific sector therefore is somewhat simplistic – many routes will be relevant to a number of sectors.

It is also important to note that many occupations require similar underlying skills and qualifications, including numeracy, literacy and IT skills. Technical education is only one route into employment – many people will progress into Higher Education, where the link between subject studied and occupation subsequently taken up can be less direct.

Sectors, Occupations and Education Routeways			
Sector	Relationship to Lancashire’s Priority Sectors	Occupations*	Technical Education Routes**
Agriculture, Forestry and Fishing	n/a	Vast majority of jobs are in Skilled Trades and Elementary Occupations, e.g. farmers, groundsmen, farm workers etc, plus a small number of higher level occupations e.g. managers, veterinarians, environmental professionals.	Agriculture, Environmental and Animal Care
Mining and Quarrying	Some elements are part of Energy and Environmental Technologies		
Electricity, Gas, Steam and Air Conditioning Supply	Energy and Environmental Technologies	One-third work in higher level occupations, including engineers, production managers, health and safety officers etc. 20% are Process, Plant and Machine Operatives, e.g. plant workers.	Construction Engineering and Manufacturing
Water Supply, Sewerage, Waste Management and Remediation	Some elements are part of Energy and Environmental Technologies	Relatively high proportion of Administrative and Secretarial Occupations.	

Sectors, Occupations and Educational Routes

Manufacturing	<p>Some elements are part of Advanced Manufacturing</p> <p>Some elements are part of Energy and Environmental Technologies</p> <p>Some elements are part of Creative and Digital Industries</p>	<p>30% of workers are in Professional or Technical roles, e.g. production managers, engineers.</p> <p>One quarter are in Skilled Trades (e.g. welding, machining etc).</p> <p>20% are in less skilled processing and packing roles.</p>	Engineering and Manufacturing
Construction	<p>Construction</p> <p>Some elements are part of Energy and Environmental Technologies</p>	<p>Over half of workers are in Skilled Trades jobs such as bricklayers, plumbers, carpenters etc.</p> <p>1 in 10 are in Professional Occupations, including engineers, surveyors etc.</p>	Construction
Wholesale and Retail, Repair of Motor Vehicles	n/a	As well as Sales and Customer Service Jobs, people work as managers, in finance roles, and as cleaners and security staff.	Sales, Marketing and Procurement
Transportation and Storage	Some elements are part of Visitor Economy	One third work in Plant and Machine Operative Roles, including bus, train, van, truck and taxi drivers.	Transport and Logistics
Accommodation and Food Service Activities	Visitor Economy	Jobs include chefs, kitchen and catering assistants, waiters and waitresses, bar staff and cleaners. Some people work as managers, but there are very few professional roles in this sector.	Catering and Hospitality
Information and Communication	<p>Some elements are part of Creative and Digital Industries</p> <p>Some elements are part of Finance and Professional Services</p>	<p>A large proportion of workers are in Elementary Occupations – largely postal workers.</p> <p>Professional and Associate Professional Occupations include IT professionals and IT technician roles.</p>	Digital

Sectors, Occupations and Educational Routes

Financial and Insurance Activities	Part of Finance and Professional Services	<p>44% of roles are in Professional and Associate Professional Occupations, including legal roles such as solicitors and barristers, accountancy, advertising etc.</p> <p>13% work as Managers and Senior Officials.</p> <p>1 in 5 work in Administrative and Secretarial Roles, including as finance clerks.</p>	Legal, Financial and Accounting
Real Estate Activities	Part of Finance and Professional Services		Legal, Financial and Accounting
Professional, Scientific and Technical Activities	<p>Some elements are part of Finance and Professional Services</p> <p>Some elements are part of Advanced Manufacturing</p> <p>Some elements are part of Energy and Environmental Technologies</p> <p>Some elements are part of Creative and Digital Industries</p>		Legal, Financial and Accounting
Administrative and Support Service Activities	<p>Some elements are part of Finance and Professional Services</p> <p>Some elements are part of Visitor Economy</p>		Business and Administration
Public Administration and defence	n/a		Business and Administration
Education	Some elements are part of Creative and Digital Industries		Protective Services
Human Health and Social Work Activities	Health and Social Care		Education and Childcare
		<p>One third of occupations are in Professional Roles, including medical personnel, social work, teaching roles etc.</p> <p>12% are in Associate Professional Roles such as paramedics.</p> <p>1 in 4 are in Caring Occupations such as carers, nursery nurses etc.</p>	Health and Science
			Care Services

Arts, Entertainment and Recreation	Parts included in Visitor Economy; Parts included in Creative and Digital	Relatively few people are employed in Professional Roles.	Creative and Design
Other Service Activities	n/a	<p>One-third of people work in Caring, Leisure and Other Service Occupations, such as hairdressing and beauty therapy.</p> <p>Associate Professional Occupations include artistic occupations such as artists, authors, actors, dancers, musicians, photographers.</p>	Hair and Beauty

Source: Business Register and Employment Survey, 2018; Annual Population Survey 2017/18

* Occupations data based on broad sector definitions and applied to SIC sections.

** Technical education routes will prepare people for occupations which may be found within a number of sectors.