Lancashire
Enterprise Partnership

The West Lancashire 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 West Lancashire**, 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 toolkit (SAP) 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 TTWA's[1] in Lancashire[2]**, 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 average[3]. 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 West Lancashire
Residents in West Lancashire	This section provides data on the residents who live in West Lancashire – 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. *The underpinning data is available in the Resident Matrix which can be accessed on the Lancashire Skills Hub website*
The Economy in West Lancashire	This section provides data on the jobs available at employers located in West Lancashire. This includes jobs that are filled by residents from within and outside the TTWA. *The underpinning data is available in the Economy and Business Matrix which can be accessed on the Lancashire Skills Hub website*
Economic Forecasts for West Lancashire to 2028	This section provides forecasts of the jobs expected to be available at businesses located in West Lancashire in the 2018-2028 period. This includes jobs that could be filled by residents from within and outside the TTWA. *The underpinning data is available in the Economic Forecasts Matrix which can be accessed on the Lancashire Skills Hub website*
The Skills and Education System in West Lancashire	This section provides data on provision, participation and attainment levels throughout the education system in West Lancashire – from Key Stage 1 through to Higher Education. *The underpinning data is available in the Skills and Education System Matrix which can be accessed on the Lancashire Skills Hub website*

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[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.

Report Contents

Overview of the Economy and Labour Market in West Lancashire

Key Points

Residents

- In 2018, West Lancashire is the smallest of the six Travel to Work Areas (TTWAs) in Lancashire, with almost 114,000 residents, 7.6% of the Lancashire total, but is one of the largest local authorities (reflecting that the TTWA covers a single local authority area).
- The population has grown by 3% since 2008, in line with the Lancashire growth rate but considerably slower than national growth (+7%).
- The population is older on average than in Lancashire, and the number of people of working age has fallen by 1,100 (-1.6%) over the past ten years between 2008 and 2018. This is expected to continue, with 2,700 fewer residents of working age by 2028.
- West Lancashire has the lowest working age employment rate of the Lancashire TTWAs, falling 8.5 percentage points in the past 10 years (2008 to 2018) to 68.4%.Young people aged 16-24 are significantly less likely to be employed than Lancashire and nationally.
- Based on the latest available statistics, the working age population in the TTWA are better-qualified than in Lancashire or nationally, and fewer hold no qualifications. A higher proportion of residents than average for Lancashire work in high-skilled occupations, and consequently resident earnings are above the Lancashire average.
- Unemployment has increased between 2017 and 2018, reaching 5.1%, which is above the Lancashire level. Although it has fluctuated over the past ten years the rate is now well below the high of 11.7% in 2008/09. Around 1,650 residents within the TTWA receive unemployment-related benefits.
- The number of working age residents who are economically inactive in 2018 has risen in the past year, and therefore remains well above the Lancashire and national average. Almost half the inactive residents are classed as students (46%, expected to reflect that Edge Hill University is located in West Lancashire. This is a higher proportion than the Lancashire average (25%). Conversely, a far smaller proportion are inactive due to long term illness.
- There are lower than average levels of deprivation within the TTWA. Only 8% of neighbourhoods (defined using Lower Layer Super Output Areas or LSOAs[1]) are amongst the 10% most deprived in England in 2019, compared with 20% across Lancashire.

Jobs and the Economy

- There are over 4,500 businesses / employers in the TTWA (2019), 88% of which are microbusinesses employing fewer than ten people.
- These provide 52,000 jobs in 2018, a figure which has increased by 1,000 jobs since 2017.
- The TTWA has a diverse economy. In 2018, the largest sectors in employment terms are Advanced Manufacturing, and Finance and Professional Services, which employ 7,000 people each, 13% of the total workforce.
- Health and Social Care, and Logistics are the next largest employment sectors, both employing 6,000 people.
- Recent employment growth (2015-2018) has been driven by additional jobs in Manufacturing, Education and Administrative and Support Services.

Employment Forecasts

- Employment is forecast to grow between 2018 and 2028, with the creation of just over 1,500 new jobs, a rate of growth just above the Lancashire average.
- Recruitment is expected across all sectors and occupations, including in each of Lancashire's priority sectors, and sectors. 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, Accommodation and Food Services, Human Health and Social Work, Manufacturing, and

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

Administrative and Support Services will create the most job opportunities each year.

- In terms of occupations, recruitment is expected to be highest for Elementary, Professional and Caring 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 above the Lancashire and England excluding London averages. However, young people in West Lancashire make slightly less progress between Key Stage (KS) 2 (age 11) and KS 4 (age 16) than the Lancashire and England excluding London averages.
- By the age of 19, the proportion of young people who have attained Level 2 is the highest in Lancashire, whereas Level 3 qualifications is in line with the Lancashire, (which is still above the national average (2017/18).
- Due to its inclusion in Newcastle College Group wide returns, data for West Lancashire College (whose website suggests has over 2,500 students) is missing from the West Lancashire Further Education statistics. Data for the remaining providers delivering within the TTWA shows that, in 2018/19, there were just over 500 students participating in Further Education (FE). This was made up of Schools which offer Key Stage 5 (Years 12 – 14) education; Private Sector Funded and Public Sector Funded Institutions.
- In 2018/19, there were a total of 6,940 West Lancashire residents participating (a count of the number of people starting, continuing and achieving in FE in that year) in FE.
- In the past year (2018/19) the number of West Lancashire based residents starting an apprenticeship has risen by 2% to 840.
- One-third of West Lancashire residents participating in an apprenticeship undertook Business Administration and Law, followed by just over one-quarter undertaking Health, Public Services and Care.

Key messages for partners across West Lancashire

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 West Lancashire, and how it compares to the picture for 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 West Lancashire.

Future Workforce: The Importance of the Young Future Workforce

Employment in West Lancashire is forecast to grow in line with the rest of Lancashire, and there is expected to be an absolute increase in the number of jobs within the TTWA over the next ten years. Additionally, local employers will need to fill many existing positions as current workers retire or move onto other roles.

It is therefore vital 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 West Lancashire, 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 however despite a Higher Education (HE) provider (Edge Hill University) within the TTWA, many have to leave the area for FE provision.

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 Technical Education is rolled out, and employers have been given influence over the content of apprenticeships, 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

Although the West Lancashire TTWA is the smallest in employment terms, priority sectors have a strong representation within the area, with Advanced Manufacturing and Finance and Professional Services the two largest employment sectors. These jobs are particularly important to the Lancashire economy, generally being highly productive and therefore offering above average levels of pay. 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 Advanced Manufacturing and Finance and Professional Services sectors 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 to ensure local people benefit from the strength of the sectors locally.

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 West Lancashire 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

West Lancashire's workforce is crucial to its future economic success. Over the next ten years, there will be a need not only to find the workforce to take up the 800 additional jobs which are expected to be created by 2028, but also to replace those workers who are leaving the workforce due to retirement and those that are changing roles.

This additional and replacement demand will coincide with a continued contraction of the working age population, reducing the size of the labour pool from which employers are able to recruit. Whilst international migration has contributed to population growth in recent years, 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, but many will still 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 at 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.

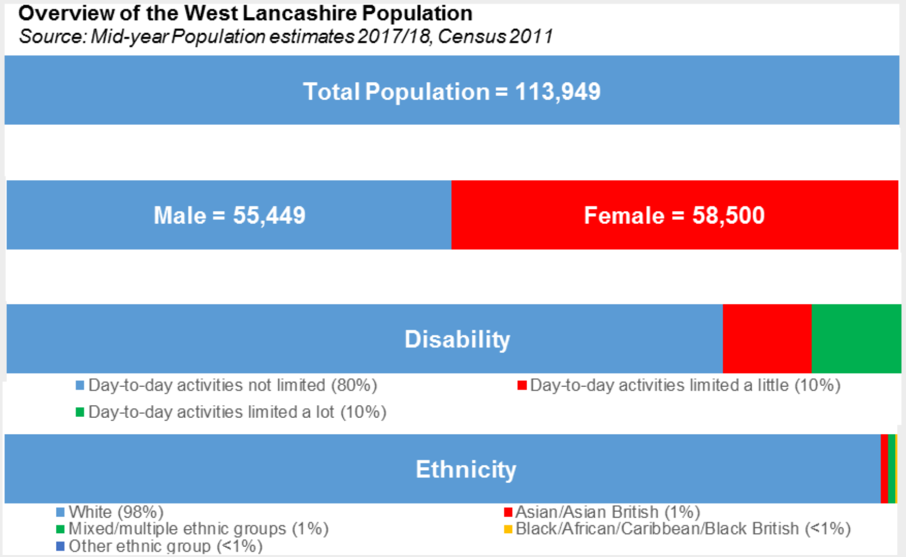
Inclusive Communities and an Inclusive Workforce

Unlike other TTWAs, employment rates have fallen in West Lancashire over the past ten years. Economic inactivity and unemployment rates are both above the Lancashire and national average and both have increased over the past year.

West Lancashire has a higher level of economic inactivity than Lancashire and the national position, traveling in the opposite direction to the wider geographies. Almost half the inactive residents are studying (46%), a much higher proportion than Lancashire (25%), reflecting the presence of Edge Hill University within the TTWA. Conversely, a far smaller proportion are inactive due to long term illness. Increasing economic inactivity rates over the past ten years have taken a number of people out of the labour pool within Lancashire, amplifying the impacts of the decline in the working age population. Reversing 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.

As opposed to other TTWAs, deprivation is not widespread in West Lancashire. The latest update of the Index of Multiple Deprivation (IMD) highlights the extent of deprivation within the TTWA, with roughly 8% of LSOAs classed as being amongst the 10% most deprived nationally. Tackling deprivation in those areas in West Lancashire where it does exist 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.

Despite higher than average skill levels and earnings in the area relative to Lancashire averages, inequality in employment outcomes should be recognised in West Lancashire. Focussing support on those areas where labour market outcomes are poorest will support inclusive growth ambitions and help to narrow the gap between the TTWA's strongest and weakest economies.

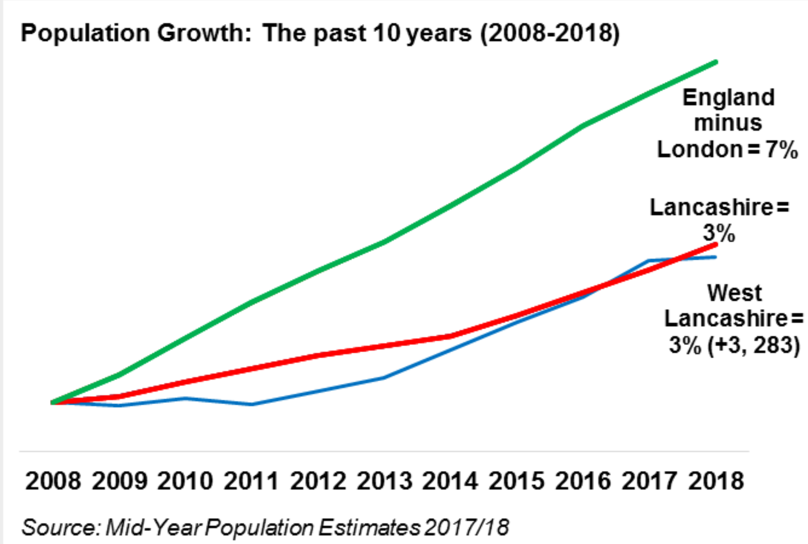


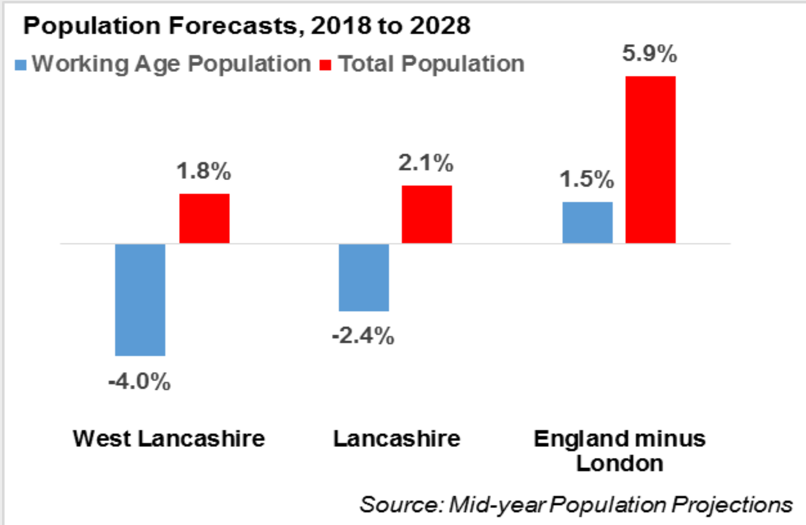
Population by Age Band, 2018

	West Lancashire		Lancashire	England minus London
0-14	18,400	16%	18%	18%
15-19	7,300	6%	6%	6%
20-24	8,600	8%	6%	6%
25-34	12,200	11%	12%	13%
35-44	11,100	10%	12%	12%
45-54	16,200	14%	14%	14%
55-64	15,000	13%	12%	12%
65+	24,800	22%	20%	19%

Source: Mid-year Population Estimates

In 2018, 69,300 residents (60.8%) are of working age (aged 16-64). This is slightly lower than the share of the population that are working age in Lancashire (61.1%) and nationally (61.7%).





While the population is expected to grow by over 2,000 residents between 2018 and 2028, the working population is expected to get smaller. By 2028, there will be over 2,700 fewer residents of working age living in the area.

Total Population

The West Lancashire Travel to Work Area (TTWA) is home to a population of 113,949 people in 2018, 7.6% of the Lancashire total. The population is the smallest of the six TTWAs in Lancashire.

The TTWA comprises the West Lancashire local authority area. It is one of the larger local authority areas that make up Lancashire, with only Blackburn with Darwen (149,000), Lancaster (144,000), Preston (142,000) and Blackpool (139,000) being significantly larger. Over a third of the West Lancashire population live in a rural location, making it the third most rural local authority in Lancashire.

The population has grown by 3.0% over the past ten years (2008-2018), equating to an additional 3,283 residents. This rate of growth is in line with the population growth seen in Lancashire (+3.2%), but well 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 291 residents, equating to a 0.26% increase in the population.

Gender and Ethnic Make-Up of the Population

The West Lancashire population is split broadly evenly between males and females, with a slightly higher proportion of females at 51.3% in 2018.

Just over 98% of the West Lancashire's population is of white ethnicity, with Asian / Asian British people and mixed / multiple ethnic groups accounting for a further 1% each. West Lancashire is the TTWA with the largest proportionate white population of the TTWAs in Lancashire, and well above the Lancashire-wide average (90%).

Population Demographics

The age profile of West Lancashire is very slightly older, on average, than is the case in Lancashire and nationally. The 0-19 years age group accounts for 23% of the total population, compared to 24% in Lancashire and nationally. In contrast, 22% are aged over 65, compared to 20% in Lancashire and 19% nationally.

Working Age Population

There are 69,300 people of working age (16-64 year olds) in West Lancashire, 60.8% of the total population in 2018. This is 7.6% of the Lancashire total working age population.

In contrast to the growth in the overall population, the working age population has fallen slightly in West Lancashire over the past ten years – by 1,100 people, or -1.6%. This is set against the growth seen in the working age population nationally over the same period (+2.5%) but is in line with the picture for Lancashire, where the working age population has fallen by -1.4%.

Population Projections

The total population of West Lancashire is expected to continue to grow over the next ten years (2018-2028), with an additional 2,001 residents or +1.8% growth forecast. This is a slightly slower rate of growth than is expected for Lancashire (+2.1%), and much slower than the national forecast (+5.9%).

Over the same period, the working age population in West Lancashire is expected to continue to fall, by 2,722 people or -4.0%, the greatest proportionate fall of the six TTWAs. This is a faster decline than expected for Lancashire (-2.4%), while growth is forecast nationally (+1.5%).

Sources: Mid-Year Population Estimates, Census 2011, Mid-Year Population Projections

	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 West Lancashire TTWA?	**46,500 people, 68.4%** of the resident working-age population (16-64) are in employment (2018), a 3.6 percentage point fall from 2010.	**2,500 people, 5.1%** of economically active residents are unemployed (2017/18).	**18,900 people, 27.9%** of the working-age population are economically inactive (2017/18).
How does this compare to what is happening in Lancashire and nationally?	Lower than Lancashire **(74.8%)** and national rates **(75.4%)** (2017/18)**.**	Higher than Lancashire **(4.4%)** but lower than national rates **(4.1%)** (2017/18)**.**	Higher than Lancashire **(21.8%)** and national rates **(21.4%)** (2017/18)**.**

This means that across West Lancashire:

- 2,500 residents are unemployed and looking for work.
- 18,900 residents are economically inactive and 4,200 of these residents (22%) would like to work, compared to 18% across Lancashire.

The primary reasons for being economically inactive (with percentages shown against the Lancashire averages) are: studying (46% against 25%), being long-term sick (16% against 25%), being retired (16% against 17%), and looking after family/home (8% against 23%).

Sources: Annual Population Survey July 2017 – June 2018

Local Residents in Employment – Who is working in West Lancashire?

Employment Patterns, 2017/18				
Residents who work…	**West Lancashire**		**Lancashire**	**England minus London**
	No.	**%**		
In self-employment	**6,300**	**13.5%**	**12.4%**	**13.7%**
Full-time	**33,600**	**72.3%**	**74.7%**	**74.0%**
Part-time	**12,300**	**26.5%**	**25.1%**	**25.8%**
Under 10 hours weekly	**..**	**..**	**3.0%**	**3.5%**
10-34 hours weekly	**12,500**	**29.3%**	**28.6%**	**28.1%**
35-44 hours weekly	**22,000**	**51.4%**	**46.6%**	**45.2%**
45 hours or more weekly	**7,300**	**17.2%**	**21.8%**	**23.2%**
In non-permanent employment	**1,600**	**3.4%**	**5.4%**	**4.7%**

Source: Annual Population Survey July 2017 – June 2018
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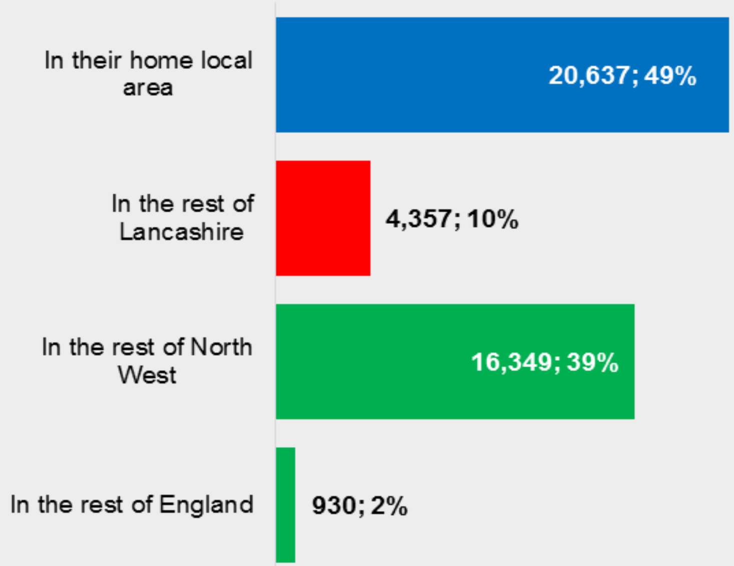
Where do residents in West Lancashire work?

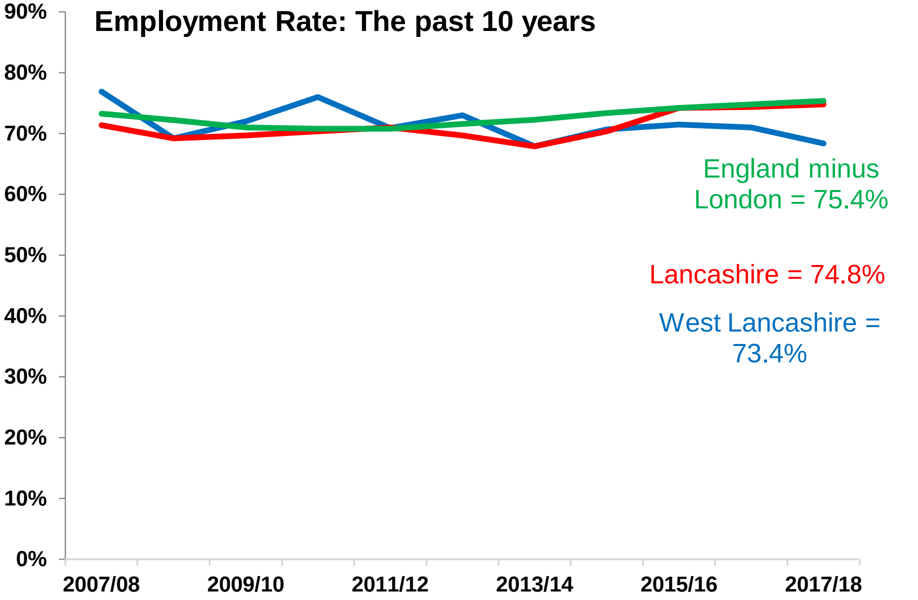


Source: Census 2011

Median resident-based earnings (earnings of those who *live* in the area) in West Lancashire are £29,800 in 2018 which is above the Lancashire (£26,500) average but below the national average of £29,900.

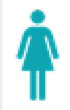
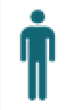
Median workplace-based earnings (earnings of those who *work* in the area) are slightly lower in West Lancashire at £28,300.

Median house prices in West Lancashire are £190,000 in 2018. The ratio of median house price to median gross annual residence-based earnings is 6.20, which is the third highest of all the Lancashire local authorities and higher than the Lancashire average (5.48).



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

Employment Rate by Gender, 2017/18

	West Lancashire	Lancashire	England minus London
	**62%**	**71%**	**71%**
	**75%**	**79%**	**80%**

The employment rate fell by -8.5 percentage points over the last 10 years (2007/08 to 2017/18), in contrast to growth for Lancashire (+3.4 percentage points) and nationally (+2.1 percentage points). Employment rates for both males and females are lower in West Lancashire than Lancashire and nationally.

Employment Rate by Age Band, 2017/18

	West Lancashire		Lancashire	England minus London
16-19	1,300	19%	36%	39%
20-24	4,300	51%	70%	68%
25-34	11,300	95%	87%	84%
35-49	15,700	81%	85%	85%
50-64	13,800	65%	69%	72%
65+	1,400	6%	9%	10%
16-64	**46,500**	**68%**	**75%**	**75%**

Source: Annual Population Survey 2017/18

Employment Rate by Ethnicity, 2017/18

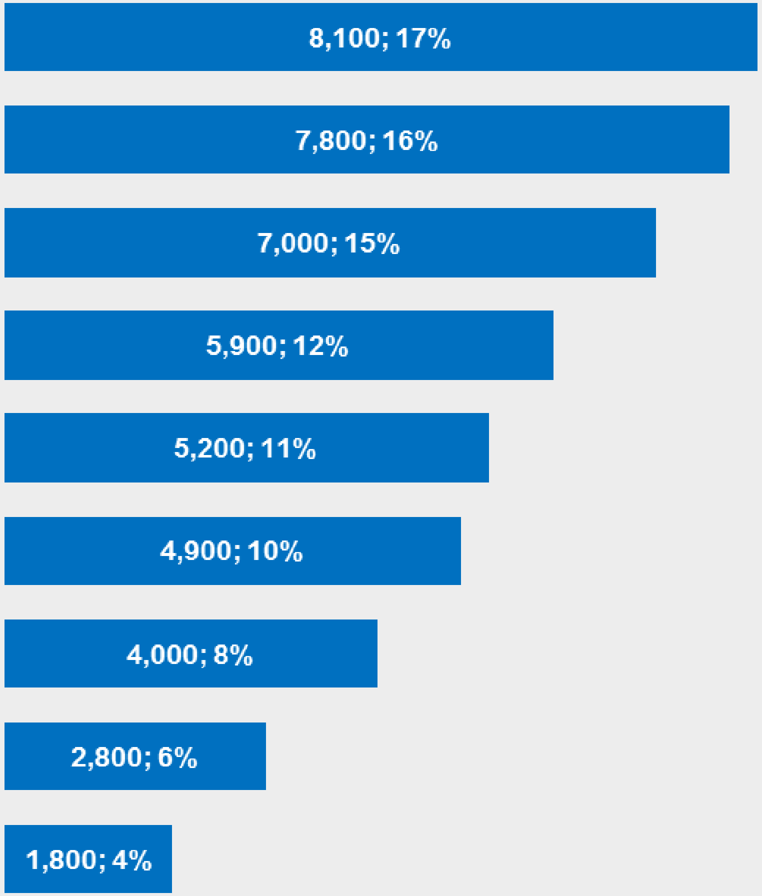
	West Lancashire		Lancashire	England minus London
White	45,600	70%	77%	77%
Ethnic Minority	..	..	57%	64%
Mixed Ethnic Group	..	..	52%	68%
Indians	..	..	64%	74%
Pakistanis/Bangladeshis	..	..	49%	55%
Black or Black British	..	..	90%	74%
All Other Ethnic Groups	..	..	60%	62%
16-64	**46,500**	**68%**	**75%**	**75%**

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

In 2017/18, the employment rate is highest for the 25-34 age group (95%), and is considerably higher than the rate for this age group in Lancashire and nationwide. The rates for those aged under 25 and 50 and over are significantly lower than in Lancashire and nationally, contributing to a lower than average overall employment rate.

Occupations of Local Residents – What jobs do people in West Lancashire do?

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



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

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

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

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

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

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

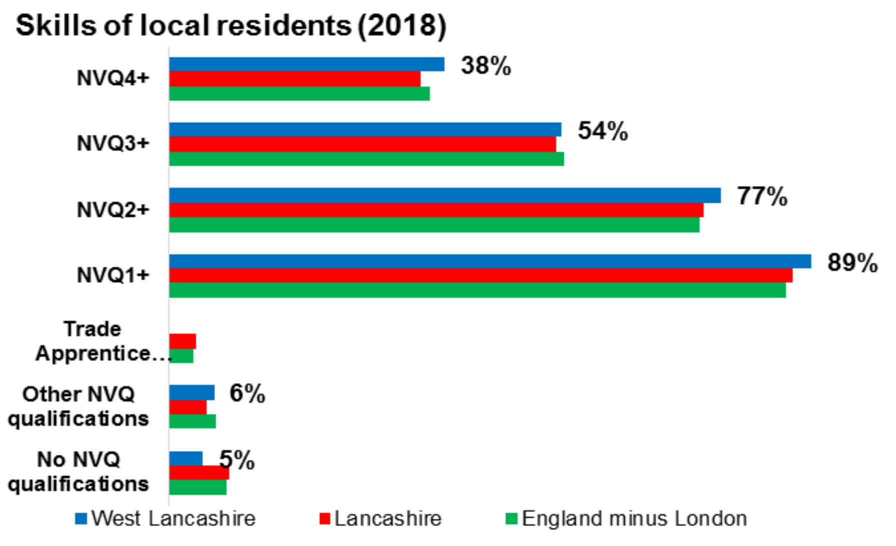
Skilled Trades Occupations, including welders, mechanics, machinists, electricians, plumbers, plasterers, chefs, cooks

Source: Annual Population Survey 2017/18

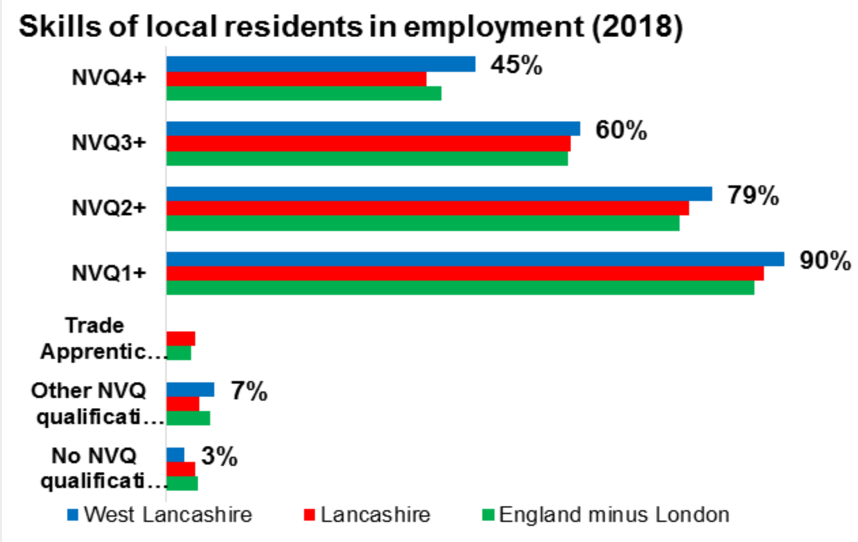
In 2017/18, West Lancashire has a significantly larger share of residents in Administrative and Secretarial Occupations than in Lancashire (12%) and nationally (10%). Since 2016/17, this occupational category has become the most common, from the seventh. In contrast, the proportion of residents in Skilled Trades Occupations has reduced to 4%, taking it below the Lancashire (10%) and national averages (11%) and moving from the sixth most common category to the ninth. There continues to be a lower share of Professional Occupations than in Lancashire (17%) and nationwide (19%), but there is now a slightly higher share of Sales and Customer Service Occupations.

Digital occupations are found across all sectors. 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.

The Skills of Local Residents – How well-qualified are people in West Lancashire?



Source: Annual Population Survey 2018



Source: Annual Population Survey 2018

How do the skills of local residents differ by gender?	• Females are generally more qualified than males as is the case for Lancashire and nationally. • 36% of males hold qualifications at NVQ4 or above, compared to 41% of females. • 84% of males hold qualifications at NVQ1 or above, compared to 92% of females. • However, slightly more females have no qualifications (5%) than is the case for males (4%).
…and by age?	• Where data allows comparison, a higher proportion of West Lancashire residents are qualified at NVQ4 or above across all age groups, than Lancashire. • Those aged 25-29 are most highly qualified, which is similar to the picture for Lancashire. • Where comparison is possible, the 16-19 group has the highest rate of qualifications at NVQ2+ (88%). • 10% of those aged 50-64 do not hold any formal qualifications which is in line with the national average.

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 (5% v 3%), while a larger share of those in work have qualifications at NVQ4 and above (45% vs. 38%).

Residents in Employment in West Lancashire

Around 46,500 (68.4%) working age residents (aged 16-64) are in employment in 2017/18 within or outside the Travel to Work Area (TTWA). West Lancashire has the lowest employment rate of the Lancashire TTWAs and is below both the Lancashire (74.8%) and national (75.4%) averages.

Indeed, it is the only Lancashire TTWA to have experienced a decrease in its employment rate over the past ten years between 2007/08 and 2017/18. The rate has fallen by 8.5 percentage points, in contrast to an increase for Lancashire (3.4 percentage points) and nationally (2.1 percentage points). Whilst other TTWAs have experienced a fall in the employment rate since 2016, West Lancashire has had the largest at -3.1 percentage points.

Characteristics of those in Employment

As is the trend nationally, the employment rate for men (75%) in 2017/18 is higher than the employment rate for women (62%). The difference in the rates between genders (of thirteen percentage points) is, however, greater than the difference for Lancashire and nationally.

The employment rate varies by age group and is highest for the 25-49 age group, as is the case for Lancashire and nationally. The key differences in the employment profile by age relate to the youngest age groups. The employment rates for those aged 16-19 (19%) and 20-24 (51%) are significantly lower in West Lancashire than in Lancashire and nationally. Fewer resident aged 65+ are employed (6%) than typically in Lancashire (9%) or nationally (10%).

Due to the small ethnic minority population in West Lancashire, up-to-date data is not available for the employment rate by ethnicity, although last year's data suggested that the employment rate for the Ethnic Minorities was above average.

Employment Hours

The basis on which West Lancashire residents are employed varies. Data for 2017/18 shows that the self-employment rate (13.5% of working age residents) is a little higher than the Lancashire average (12.4%) and in line with the national average (13.7%).

Just under three quarters of working age residents in employment are employed on a full time basis, with over two thirds working over 35 hours per week. The split between full time and part time jobs and the profile of the number of hours that people typically work largely aligns with the Lancashire and national profiles.

There are also residents who work on a non-permanent basis, including fixed period contracts, agency temping casual work, casual work and seasonal work. This applies to 3.4% of working age residents in West Lancashire, compared to 5.4% for Lancashire and 4.7% nationally.

Occupations

The largest occupational group of West Lancashire residents is ***Administrative and Secretarial Occupations***, accounting for 17% of those in employment in 2017/18. This is followed by ***Associate Professional and Technical Occupations*** and ***Professional Occupations***.

The occupational profile of residents is somewhat different to the Lancashire and national profile in 2017/18. The greatest difference is West Lancashire's larger share of residents in ***Administrative and Secretarial Occupations*** than in Lancashire (12%) and nationally (10%). Since last year, this occupational category has become the most common, moving up from the seventh. In contrast, the proportion of residents in ***Skilled Trades Occupations*** has reduced to 4%, taking it below the Lancashire (10%) and national averages (11%) and moving from the sixth most common category to the ninth.

Other key points to note at the local level include:

Highly Skilled Occupations: Overall, over 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 a higher proportion than in the other Lancashire TTWAs, making it above the Lancashire average (40%), but lower than the national average (44%).

Across the remaining occupational groups: There continues to be a lower share of ***Professional Occupations*** than in Lancashire (17%) and nationwide (19%), but there is now a higher proportion of ***Associate Professional and Technical Occupations*** (16% compared to 13% for Lancashire and 14% nationally).

West Lancashire now has a slightly higher share of ***Sales and Customer Service Occupations*** (10%) than average and taking the place of Skilled Trades Occupations as the sixth most common occupational category.

Last year, the largest occupational group was those working in ***Elementary Occupations***. This is now the fourth most common group (accounting for 12% of all jobs) but it is still above the Lancashire and national average.

West Lancashire has also seen a reduction in the proportion of residents working in ***Caring, Leisure and Service Occupations*** (from 13% in 2016/17 to 8% in 2017/18), bringing it closer to the national average (9%).

There has been little change in the proportion of residents working in *as* ***Process, Plant and Machine Operatives,*** which, at 6% is slightly below average.

Travel to Work

Based on data from the 2011 Census, just under half (49%) of residents live and work within the West Lancashire TTWA and ten per cent travel to work in other parts of Lancashire. Given the area's proximity to other major centres of employment in Greater Manchester and Merseyside, almost four in ten (39%) residents travel to work in the wider North West region. Just 2% travel outside of the North West region for work.

Earnings

The median earnings of residents in the TTWA in 2018 are £29,800 - above the Lancashire-wide average (£26,500), but just below the national average (£29,900).

When the median earnings of residents from West Lancashire are compared to the median earnings of the jobs based in the area (i.e. workplace-based earnings), the data for 2018 suggests that residents from West Lancashire typically travel to access higher paid employment, with resident based earnings (£29,800) slightly higher than workplace-based earnings (£28,300).

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

Housing Affordability

Median house prices in West Lancashire are £190,000 in 2018. The ratio of median house price to median gross annual residence-based earnings is 6.20 which is the third highest of all the Lancashire local authorities and higher than the Lancashire average (5.48).

The Skills Profile

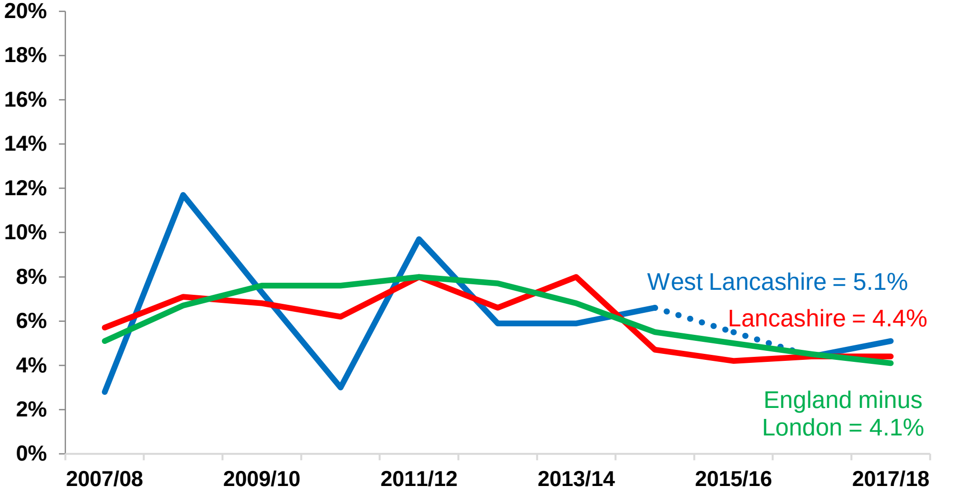
Compared to the 2016 results, West Lancashire's residents are now more qualified in 2018, with above average qualifications compared to the working age population of Lancashire and nationally.

At all skills levels, including higher level skills (Level 4+), the area outperforms or is in line with the Lancashire and national average. There is also now a smaller proportion of working age residents that hold no qualifications in West Lancashire (5%) than in Lancashire and nationwide (8%).

Residents who are in employment are, on average, more qualified than the working age population as a whole. For example, a greater share of the resident population than those in work have no qualifications (5% compared to 3% of the working population), while a larger share of those in work have qualifications at NVQ4 and above (45% compared to 38% of the resident population).

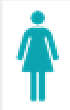
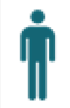
Unemployment – Who is unemployed in West Lancashire?

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



Source: Annual Population Survey (2007/08 - 2017/18)

Unemployment Rate by Gender, 2017/18

	West Lancashire	Lancashire	England minus London
	**6%**	**4%**	**4%**
	**..**	**5%**	**4%**

Source: Annual Population Survey 2017/18

.. Data unavailable

Unemployment has fluctuated significantly in West Lancashire over the past 10 years (2007/08 to 2017/18). Over the whole period the unemployment rate has risen by 2.3 percentage points over the last 10 years, contrary to the decline seen for Lancashire (-1.3 percentage points) and nationally (-1 percentage points). The unemployment rate for women in West Lancashire is higher than for Lancashire and nationally, while the data for males is unavailable.

Unemployment Rate by Age Band, 2017/18

	West Lancashire		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	**2,500**	**5%**	**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 years old, compared to 5.7% nationally. *(Department for Education NEET and participation figures, 2018/19).*

Unemployment Rate by Ethnicity, 2017/18

	West Lancashire		Lancashire	England minus London
White	3,100	6%	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	**2,500**	**5%**	**4%**	**4%**

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

Data does not allow comparison of unemployment by age group in West Lancashire (due to restrictions to protect confidentiality), although the rate for 16-19 year olds and 20-24 year olds is higher in Lancashire and nationally. By ethnicity, the rate for the white population (6%) is above that for Lancashire and nationally (both 4%).

‘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.

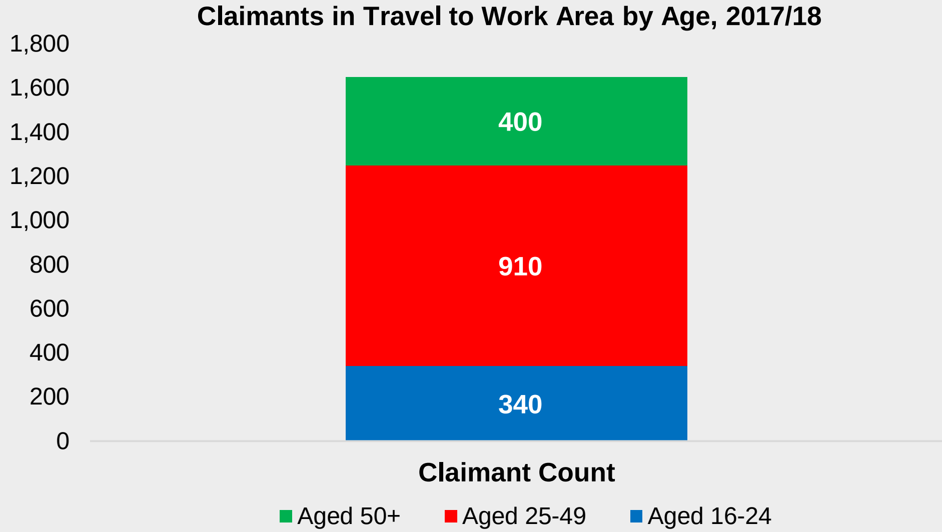
This page compares the number of unemployed in people in West Lancashire, with the number who are claiming unemployment-related benefits.

Although still below the Lancashire average, the Claimant Count has increased by over 481 people over the past year. Claimant unemployment has also increased in Lancashire and nationally.

Claimant Count Unemployment, 2018

Residents	West Lancashire	Lancashire	England minus London
Claimant Count (no.)	1,650	24,855	641,455
Claimant Count (% of working age population)	2.4%	2.7%	2.2%
Claimants as % of those Unemployed	66%	81%	69%

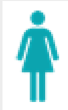
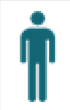
Source: Annual Population Survey 2017/18; Claimant Count, November 2018



Source: Claimant Count, November 2018
- ILO Unemployment figures for West Lancashire are not available by age band.

In 2017/18, the age profile of claimants in West Lancashire is similar to Lancashire, although a slightly higher proportion of claimants are aged 16-24 (21%) than Lancashire (19%). Less than half of women who are unemployed receive benefits (48%), while no data is available for males.

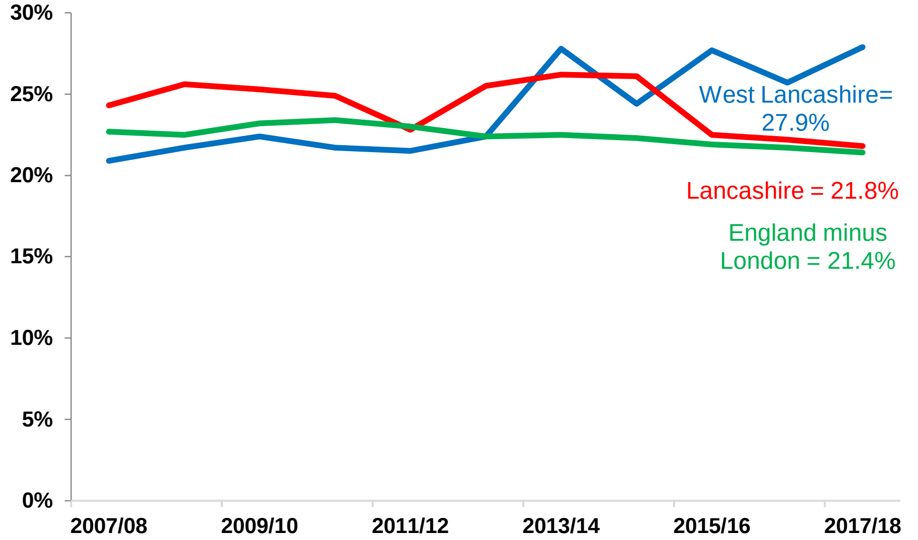
Unemployment and Claimant Count by Gender, 2017/18

West Lancashire	Unemployment	Claimant Count	Claimants as % of those unemployed
	1,500	720	48%
	..	930	..

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

Economic Inactivity – Who is economically inactive in West Lancashire?

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



Source: Annual Population Survey, 2017/18

Top 3 Reasons for Inactivity, 2017/18

1. Studying (46%) **2. Long-term sick (16%)** **3. Retired (16%)**

In 2017/18, the three primary reasons for economic inactivity in West Lancashire is being a student, accounting for a significantly higher share of inactivity than in Lancashire (25%) and nationally (26%). Inactivity due to long term sickness is the next most common reason, although it accounts for a lower share of those inactive than Lancashire (23%) and nationally (24%). The proportion of those inactive due to retirement is broadly in line with the Lancashire level (17%) and slightly above the national proportion (14%).

Inactivity Rate by Age Band, 2017/18

	West Lancashire		Lancashire	England minus London
16-19	5,700	81%	57%	54%
20-24	..	37%	26%	26%
25-34	..	..	14%	14%
35-49	2,800	15%	14%	13%
50-64	7,300	25%	30%	27%
65+	21,800	92%	91%	90%
16-64	**18,900**	**28%**	**23%**	**22%**

Source: Annual Population Survey 2017/18 *.. data unavailable*

Inactivity rates are particularly high in the 16-19 age group at 81%, significantly above the Lancashire and national average in 2017/18. At 68%, the inactivity rate for the ethnic minority population is higher in West Lancashire than Lancashire (37%) and nationwide (both 31%).

Inactivity Rate by Ethnicity, 2017/18

	West Lancashire		Lancashire	England minus London
White	17,200	26%	20%	20%
Ethnic Minority	1,700	68%	37%	31%
Mixed Ethnic Group	..	..	37%	28%
Indians	..	..	33%	22%
Pakistanis/Bangladeshis	..	..	41%	39%
Black or Black British	..	..	10%	27%
All Other Ethnic Groups	1,300	100%	38%	34%
16-64	**18,900**	**28%**	**22%**	**21%**
Inactivity Rate by Gender, 2017/18				
Female	7,500	34%	26%	26%
Male	11,400	22%	17%	17%

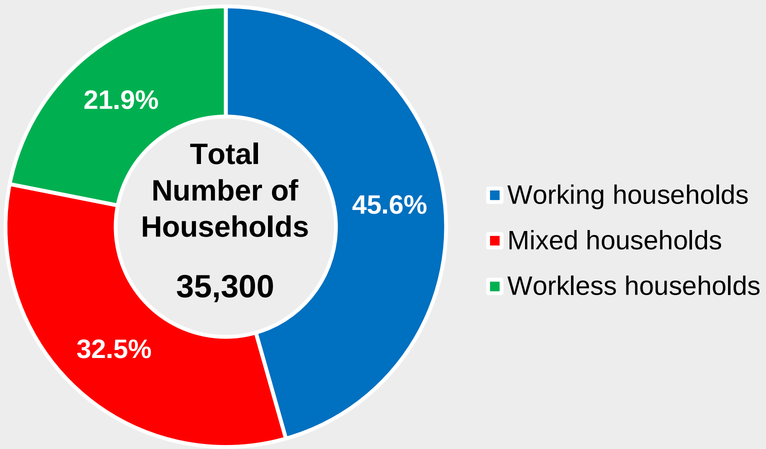
Source: Annual Population Survey 2017/18 *.. data unavailable*

Deprivation and Household Economic Inactivity – How many workless households are in West Lancashire?

Composition of Households, 2017/18

While West Lancashire has a significantly lower share of working households (46%) than Lancashire and nationally (both 59%) in 2017/18. However, the Travel to Work Area has higher proportion of workless households (including student households) than in Lancashire (15%) and nationally (14%). The proportion of mixed households – which contain both working and workless members – is more than the share in Lancashire (26%) and nationally (27%).

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
21.9%

Households where all (16+) members are inactive
18.0%

Households where all (16+) members are unemployed
..

3,000
children live in workless households

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

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

	West Lancashire	Lancashire
No. LSOA's in 10% most deprived	6	186
% of LSOA's in 10% most deprived	8.2%	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 West Lancashire, just 8% of LSOAs are in the most deprived 10% in the country in 2019, compared to 20% of Lancashire LSOAs. This is the least deprived TTWA in Lancashire.

In 2019, West Lancashire ranks 155th in the country, where 1 is the most deprived local authority, compared to 139th in 2015, revealing an improving position.

Unemployment in West Lancashire

Based on the International Labour Organisation (ILO) definition of unemployment*, 2,500 people are unemployed in West Lancashire in 2017/18. This equates to 5.1% of economically active residents, up from 4.4% in the previous year, a rate that is above the Lancashire (4.4%) and national (4.1%) average. Unemployment has fluctuated significantly over the past 10 years from a low of 2.8% in 2007/08 to a high of 11.7% in the subsequent year. Over the whole period, the unemployment rate has risen by 2.3 percentage points in 10 years, contrary to the decline seen for Lancashire (-1.3 percentage points) and nationally (-1 percentage point).

Characteristics of those who are unemployed

For Lancashire the unemployment rate for men (5.0%) is higher than for women (3.7%) in 2017/18, while in previous years this was the case nationally, the most recent data shows this disparity no longer exists with England. Unemployment amongst women in West Lancashire (6.4%) is above the Lancashire (3.7%) and national average (4.1%), while data is not available for men.

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

By ethnicity, the rate for the white population (6%) is above the Lancashire and national average (both 4%). Data for other ethnic groups is unavailable for the TTWA.

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 1,650 claimants in West Lancashire in 2017/18. This is equivalent to 2.4% of the working age population, below the Lancashire (2.7%) average but above the national (2.2%) average. The proportion of claimants has grown over the past year from 1.7%, in line with a rise for Lancashire and nationally.

In West Lancashire, a lower share of those who are unemployed receive and/or claim benefits (66%) in 2017/18 compared to the Lancashire (81%) and national level (69%). The age profile of claimants in West Lancashire is similar to Lancashire, although a slightly higher proportion of claimants are aged 16-24 (21%) than Lancashire (19%). Less than half of women who are unemployed receive benefits (48%), while no data is available for males.

Economic inactivity in West Lancashire

In West Lancashire, 18,900 are residents economically inactive in 2017/18, made up of those who are not in work and have not sought work in the last four weeks. This accounts for 27.9% of the working age population, up from 25.7% in the previous year, and is above the inactivity rate in Lancashire (22.2%) and nationally (21.7%). This is the highest inactivity rate of all the Lancashire TTWAs. The inactivity rate is at its highest level for the past decade, having grown by 7 percentage points since 2007/08, in contrast to a decline experienced by Lancashire (-2.5 percentage points) and nationally (-1.3 percentage points) during this time.

Reasons for Economic Inactivity

The most common reason for economic inactivity in West Lancashire in 2017/18 is due to studying (46%) as is the case nationally, although in the TTWA this accounts for a significantly higher share of inactivity than in Lancashire (25%) and nationally (26%), reflecting the presence of Edge Hill University. Inactivity due to long term sickness (16%) is the next most common reason, although it accounts for a much lower share of the inactive population than Lancashire (23%) and nationally (24%).

Sources: Annual Population Survey 2017/18; Claimant Counts, November 2018

** refers to people who are actively seeking and available for work and is a wider definition than those claiming benefits.*

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The proportion of those inactive due to retirement (16%) is broadly in line with the Lancashire level (17%) and slightly above the national proportion (14%). Looking after family or home accounts for just 8% of those inactive in West Lancashire, while nationally this is the second most common reason, accounting for 24% and 23% in Lancashire.

Characteristics of those who are inactive

In line with the national picture, a higher proportion of working age females (34%) are economically inactive than males (22%) in 2017/18. Although, for both men and women, the inactivity rate is significantly above the Lancashire and national rate (26% for women and 17% for men).

As is the case nationally, inactivity is highest amongst young people aged 16-19, (81%), although it is significantly higher than the rate in Lancashire (57%) and nationally (54%) for this age group. Inactivity in this age group has grown significantly in the past decade, from 36% in 2008. Inactivity for 20-24 age group is also high (37%), and above the Lancashire (23%) and national rates (26%). The relatively high inactivity rate amongst those aged between 16 and 24 is consistent with the high proportion of those inactive due to studying.

Inactivity for the white population in West Lancashire (26%) is above the rate for Lancashire and nationally (both 20%). While for the ethnic minority population the inactivity rate in West Lancashire (68%) is significantly higher than Lancashire (37%) and nationally (31%).

Economic Activity by Household

Data for 2017/18 shows that out of the 35,300 households in the TTWA, less than half (45.9%) are working a much lower proportion than Lancashire (58.6%) and nationally (58.5%). As a result, a larger share of households in West Lancashire are workless (21.9%) which includes student households, than Lancashire (15.0%) and nationally (14.2%). A higher than average proportion of households are also mixed, compromising both working and workless members (32.5%) than in Lancashire (26.4%) and nationally (27.3%).

There are 7,700 workless households in West Lancashire in 2017/18 accounting for 21.9% of households. A large majority of these (18% of all households) are occupied by residents who are economically inactive. There are 3,000 children living in households where no-one is in work, a number which has grown since 2013 by 36% (800 children), at a time when declines have been recorded for Lancashire (-48%) and nationally (-23%).

Deprivation

The Index of Multiple Deprivation (IMD), the most commonly used measure of deprivation, covers a range of factors which influence an individuals' living conditions including: 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 8% of small areas in West Lancashire are in the most deprived 10% in the country, making it the least deprived TTWA in Lancashire, a proportion which has remained the same 2015. This is significantly below the 20% of Lower Super Output Areas (LSOAs, small areas – see page 17 for definition) for Lancashire which fall in the 10% most deprived nationally.

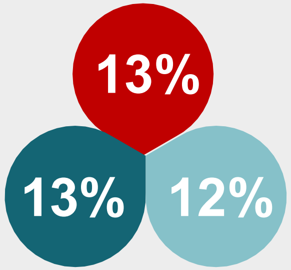
West Lancashire is the 155th most deprived local authority in the country in 2019, an improvement since deprivation data was last released in 2015, when West Lancashire was ranked 139th.

Total Employment, 2018

52,000 JOBS

8% of all jobs in Lancashire

Three Largest Employment Sectors, 2018



Advanced Manufacturing
Finance and Professional Services
Health and Social Care

Jobs in the Largest Sectors*, 2018

7,000 JOBS
1. Advanced Manufacturing

7,000 JOBS
2. Finance and Professional Services

6,000 JOBS
3. Health and Social Care

6,000 JOBS
4. Logistics

5,000 JOBS
5. Education

5,000 JOBS
6. Visitor Economy

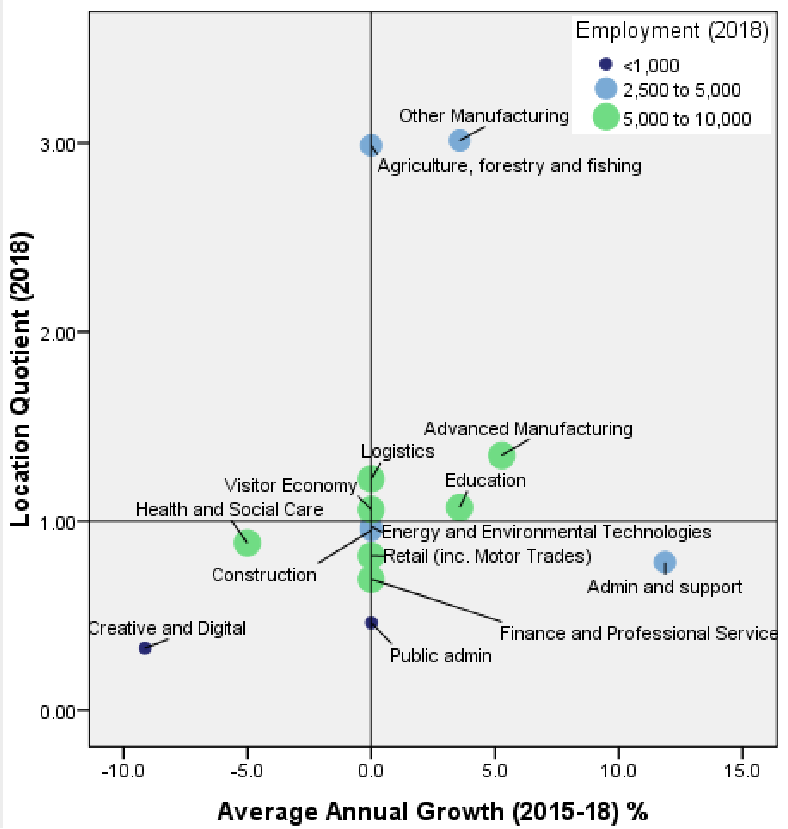
5,000 JOBS
7. Retail (including Motor Trades)

4,000 JOBS
8. Administration and Support

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.

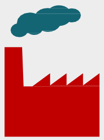
Top right: Sectors that have seen employment growth since 2015 and are more highly represented in the local area than the national average.



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.

There are 4,540 different businesses in West Lancashire in 2019:

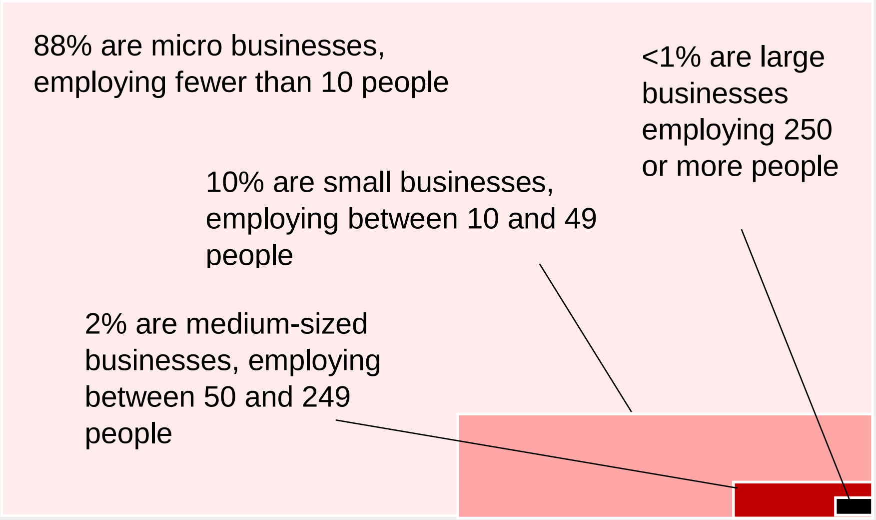


Private Employers

The Public Sector

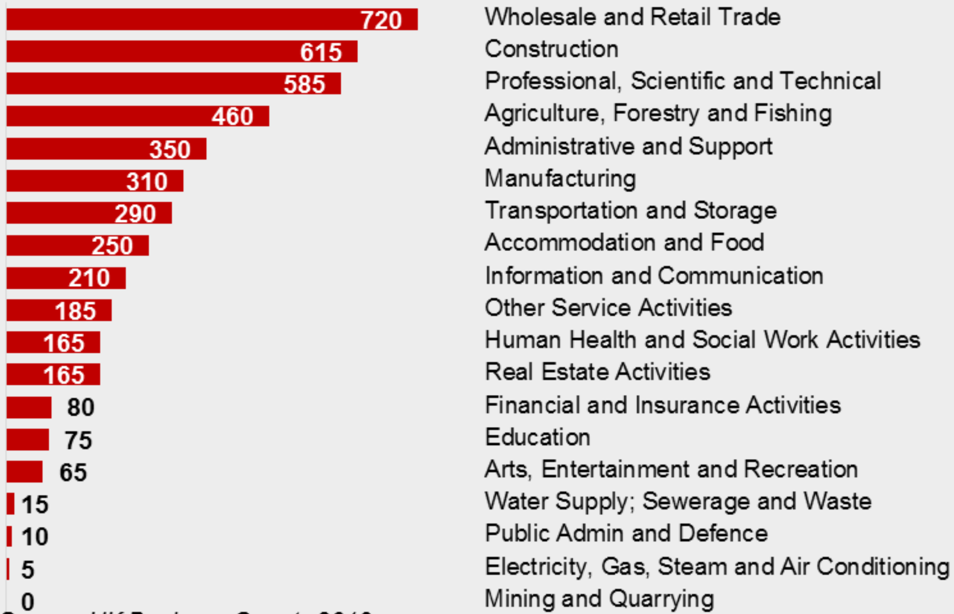
Charities and Voluntary Organisations

Businesses by Employment Size Band, 2019



Source: UK Business Counts 2019

West Lancashire Business Counts by Sector 2019



Source: UK Business Counts 2019

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

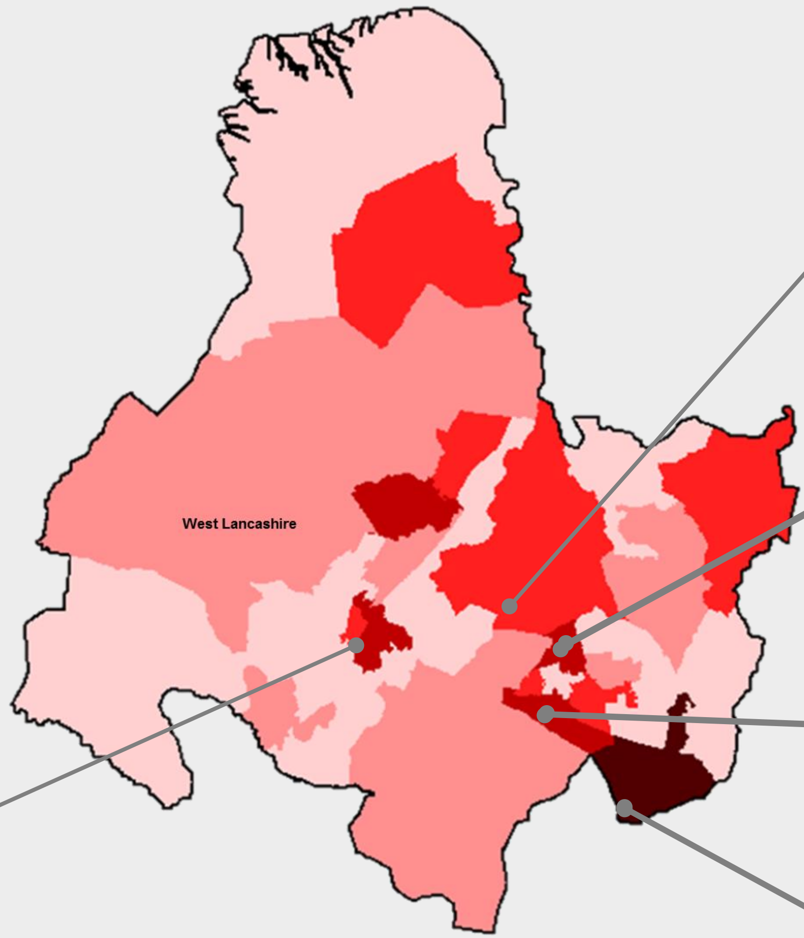
In 2017, business deaths outnumbered business births by 55, resulting in a net rate of business creation of -1%, which is in line with the Lancashire average.

Location of Employment and Key Employers – Where do people work in West Lancashire?

This map shows where employment is concentrated across West Lancashire. Darker regions correspond to higher numbers of jobs. There are 4,540 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
AM – Advanced Manufacturing
AS – Admin and Support Services
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
OS – Other Services
R – Retail



Pilkington Technology Centre
NSG Group (AM)
Pilkington Group (AM)

Skelmersdale
Trelleborg Offshore (AM)
Co-operative Bank (FPS)
Great Bear Distribution (L)
Froneri (OM)
Graylaw Freight Group (L)
Greenhouse Sensation (AM)
Sanko Gosei UK (AM)
All About Food (AM)
Brownlow Utilities (EE)

West Gillibrands Industrial Estate
Kanmac Plc (L)
Scott Rees Injury Claims Ltd (FPS)
Matrix Nutrition (L)

Ormskirk
Edge Hill University (Ed)
Ormskirk and District Hospital (HSC)
Home Instead (HSC)
Evolution Plumbing (OS)

Pimbo Industrial Estate
Hotter Shoes (R)
Proctor and Gamble (AM)
Erlson Precision Components Ltd (AM)

Sources: Business Register and Employment Survey, 2018; Market Locations

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

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.

The top ten reasons reported by employers for employee skills gaps (2017):

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).

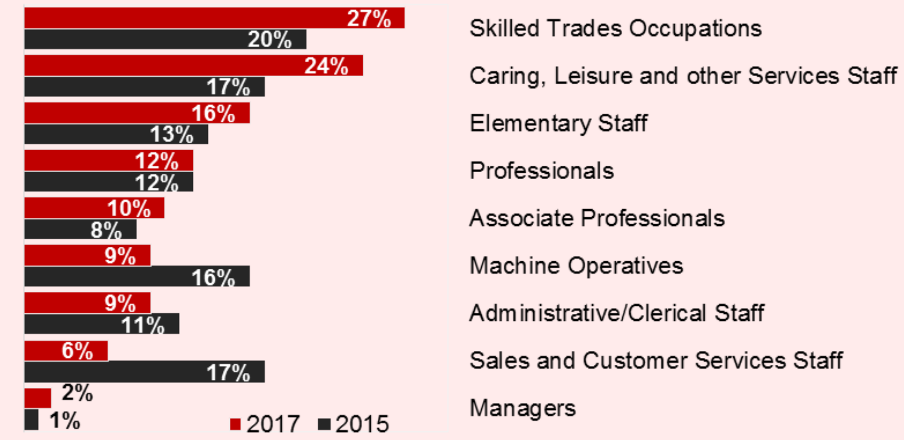
Skills Shortages – a lack of suitably skilled people when trying to recruit new workers

20% (+3 percentage points 2015 to 2017) of employers reported at least one vacancy, in line with the North West and national average.

In both 2015 and 2017 Lancashire employers reported a higher proportion of hard to fill vacancies than the North West and national averages in: **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.**

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.**

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:



Source: Employer Skills Survey

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:

Source: Employer Skills Survey

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

Future training needs within the current workforce

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):

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%.

Skills surpluses

In 2017,
45%

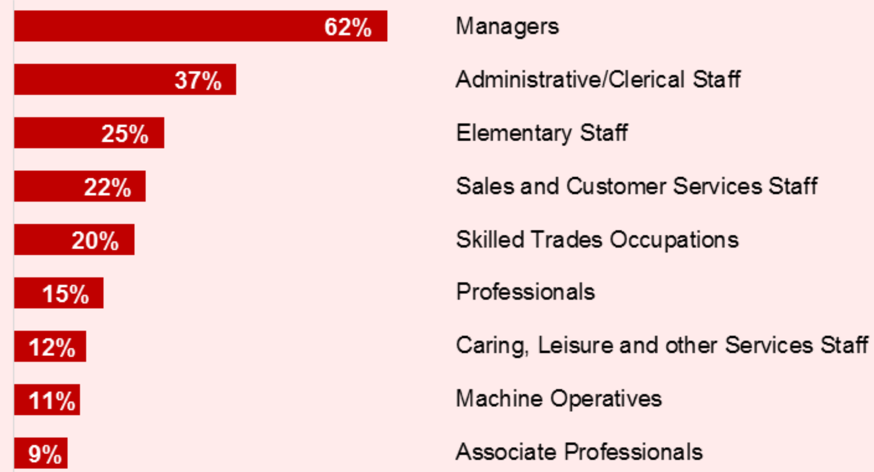
of employers in Lancashire report having staff who are over-qualified in their current role, the same as in the North West and above the national average (42%)

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%).

Training provided to staff

Occupations provided training in the last twelve months (% employers providing training in last 12 months, 2017)



Source: Employer Skills Survey 2017

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).

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).

Employment Numbers and Trends

In 2018, West Lancashire is the smallest Travel to Work Area (TTWA) in employment terms with 52,000 jobs accounting for 7.9% of the total in Lancashire. Since 2015, employment has grown by 2,000 jobs since the production of the previous toolkit with roughly half of these added in the past year, meaning West Lancashire is still the sixth largest of Lancashire's fourteen local authorities[1].

The number of jobs in the area has increased between 2008 and 2018. The 4.0% increase since 2015 exceeds the Lancashire average of 2.2% as well as the national average (3.4%), although it remains below the North West average rate of 5.1%. This is a higher rate of increase than seen in Lancashire and is a continuation of a trend from 2009 to 2015 when employment increased by 8.7%, compared with just 0.8% in Lancashire.

Sectoral Employment[2]

The sectoral pattern of employment in West Lancashire has distinctly different features in 2018 to Lancashire:

- ***Advanced Manufacturing***, the third largest priority sector in Lancashire, has the joint largest employment base of any sector in West Lancashire, with 13.5% of all workers employed in the sector, a greater representation than average for Lancashire (12.1%).
- ***Finance and Professional Services,*** employs a similar number of people to Advanced Manufacturing in West Lancashire (7,000), representing a comparable proportion of employment as Lancashire, 13.5% and 13.3% respectively.
- ***Human Health and Social Care*** - the largest sector in Lancashire – employs approximately 6,000 people, making it the third largest in terms of employment. This equates to 11.5% of the West Lancashire economy, a smaller proportion than Lancashire (14.2%), and the regional and national shares (13.1% and 13.0% respectively).
- ***Logistics*** employment is well represented in the West Lancashire economy, employing 6,000 people, more than 10% of the Lancashire total. The priority sector supports 11.5% of jobs in the TTWA, the highest of any of the six TTWAs, and 2.6 percentage points higher than the Lancashire average.
- Both ***the Visitor Economy*** and ***Education*** sectors employ some 5,000 people in West Lancashire, equating to a marginally greater share of total employment than Lancashire (both 9.6% compared to 8.8% for Lancashire).
- ***Retail including Motor Trades*** also accounts for 5,000 jobs in West Lancashire, making it the joint fifth largest employment sector in West Lancashire as opposed to third for Lancashire. These sectors represent only 9.6% of the employment in West Lancashire compared to 12.7% of the Lancashire total.

Sectoral Trends

Between 2015 and 2018, ***Advanced Manufacturing*** is the only priority sector to have experienced significant employment growth in West Lancashire since 2015 (+1,000), in line with wider LEP area trends. Growth in manufacturing jobs has also included an additional 250 "***Other Manufacturing"*** roles over the same period. The other two sectors experiencing positive employment trends over the period were ***Education*** (+500) and ***Administration and Support Services*** (+1,000)**,** with Education bucking the Lancashire trend of static employment over the period.

All but two of the remaining sectors in West Lancashire have not experienced any significant employment change over the period. The shrinking sectors have been Health and Social Care and Creative and Digital, following wider Lancashire trends. Both reductions in job numbers were proportionally greater than Lancashire, with Creative and Digital employment falling by a quarter (Lancashire: -15.4%) and Health and Social Care jobs by 14.3% (Lancashire: -5.1%).

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 definition

Employment Locations

Employment is distributed across the West Lancashire area, with concentrations in the key centres, along transport routes and at major employment locations such as the Pimbo and West Gillibrands industrial estates.

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 Roles (25% of employers) than is the case

Sources: Business Register and Employment Survey 2015-2018; Employer Skills Survey 2017 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 (compared to 30% nationally).

Recruitment and Recruitment Difficulties

One in five Lancashire employers surveyed said that they had at least one vacancy, 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 Skills Shortage Vacancy (SSV), 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 West Lancashire in the future?

Forecast 10-Year Employment Change, 2018-2028

	West Lancashire		Lancashire	UK
2018-2028	1,519	2.8%	2.6%	5.2%

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

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

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

- **Wholesale and Retail Trade** *(760 jobs each year)*
- **Accommodation and Food Services** *(740 jobs each year)*
- **Health and Social Work** *(610 jobs each year)*
- **Manufacturing** *(550 jobs each year)*
- **Education** *(410 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		800	8,830
Accommodation and Food Service Activities	*- Visitor Economy*	760	8,400
Human Health and Social Work Activities	*- Health and Social Care*	640	6,980
Manufacturing	*- Advanced Manufacturing* *- Creative and Digital* *- Energy and Environmental Tech*	460	5,050
Administrative and Support Service Activities	*- Finance and Professional Services* *- Visitor Economy*	430	4,670
Education	*- Creative and Digital*	410	4,500
Transportation and Storage	*- Visitor Economy*	400	4,390
Professional, Scientific and Technical Activities	*- Finance and Professional Services* *- Advanced Manufacturing* *- Creative and Digital* *- Energy and Environmental Tech*	360	3,970
Construction	*- Construction* *- Energy and Environmental Tech*	300	3,300
Agriculture, Forestry and Fishing		220	2,400
Information and Communication	*- Creative and Digital* *- Finance and Professional Services*	170	1,900
Other Service Activities		150	1,680
Arts, Entertainment and Recreation	*- Creative and Digital* *- Visitor Economy*	120	1,280
Financial and Insurance Activities	*- Finance and Professional Services*	90	1,000
Public Administration and Defence		70	770
Water Supply; Sewerage etc.	*- Energy and Environmental Tech*	50	570
Real Estate Activities	*- Finance and Professional Services*	<50	390
Electricity, Gas, Steam and Air Conditioning Supply	*- Energy and Environmental Tech*	<50	<50
Mining and Quarrying	*- Energy and Environmental Tech*	<50	<50

Sources: Oxford Economics, 2018

Forecast 10-Year Employment Change, 2018-2028				
	West Lancashire		Lancashire	UK
2018-2028	1,519	2.8%	2.6%	5.2%

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

- **Professional Occupations** *(+30 jobs each year)*
- **Caring, Leisure and other Service Occupations** *(+30 jobs each year)*
- **Managers, Directors and Senior Officials** *(+20 jobs each year)*
- **Associate Professional & Tech Occupations** *(+10 jobs each year)*
- **Sales and Customer Service Occupations** *(+10 jobs each year)*

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

- **Elementary Occupations** *(910 jobs each year)*
- **Professional Occupations** *(890 jobs each year)*
- **Caring, Leisure and Other Service Occupations** *(740 jobs each year)*
- **Managers, Directors and Senior Officials** *(600 jobs each year)*
- **Administrative and Secretarial Occupations** *(570 jobs each year)*

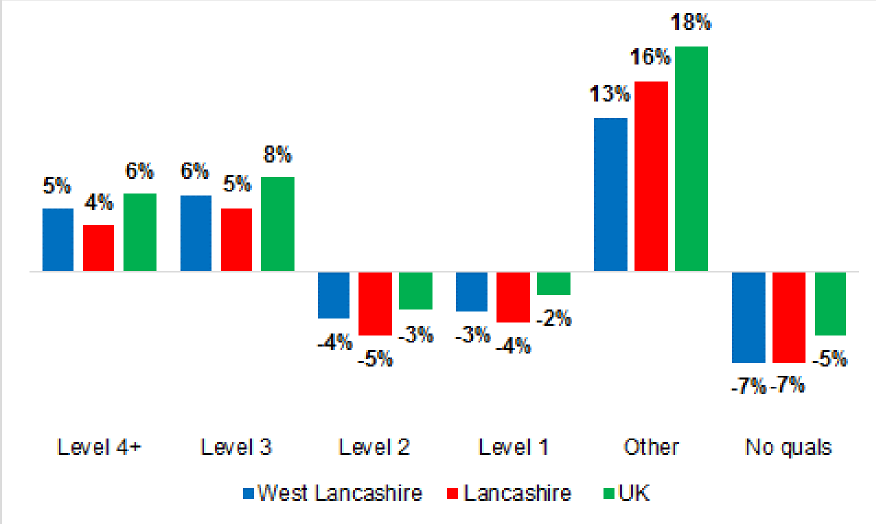
Total Employment Requirement Across all Occupations 2018-2028
To meet occupational growth and replace people leaving or changing jobs

Occupation*	Average Annual Requirement	Total Requirement
Elementary Occupations	920	10,120
Professional Occupations	920	10,070
Caring, Leisure and Other Service Occupations	760	8,410
Managers, Directors and Senior Officials	620	6,840
Administrative and Secretarial Occupations	570	6,230
Associate Professional & Tech Occupations	540	5,900
Skilled Trades Occupations	410	4,530
Process, Plant and Machine Operatives	390	4,340
Sales and Customer Service Occupations	330	3,680

Sources: Oxford Economics, 2018
** details of the occupational categories can be found at https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_hierarchy_view.html*

Forecast 10-Year Employment Change by Highest Qualification Level, 2018-2028			
Qualification Level	**2018**	**2028**	**Change**
Level 4+	16,175	17,004	+829
Level 3	9,268	9,847	+579
Level 2	8,628	8,299	-329
Level 1	7,816	7,568	-248
Other*	5,258	5,916	+658
No Qualifications	5,505	5,101	-404

Forecast 10-Year Employment Change by Highest Qualification Level, 2018-2028



In line with forecast trends across the county and country, the typical qualifications held by people employed within West Lancashire are expected to shift upwards. The West Lancashire economy is anticipated to employ 1,400 more people with qualifications at Level 3 or higher by 2028, whilst the total employment of people with qualifications at Level 2 and below is set fall over the next ten years (2018-2028).

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.

Sources: Oxford Economics, 2018

** This category includes Apprenticeships and Other vocational/Work-related Qualifications, Qualifications gained outside the UK*

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, over 1,500 new jobs are expected to be created in West Lancashire, representing a 2.8% increase in total employment. This is above the growth forecast for Lancashire (2.6%) and below the forecast 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 ***Accommodation and Food Service Activities*** will provide the highest number of opportunities in West Lancashire – both requiring over 8,000 people to fill jobs between 2018 and 2028. On average, this will equate to 760-800 people being recruited to these sectors each year.

This is followed by ***Human Health and Social Work Activities***, where there is a total requirement of almost 7,000 people between 2018 and 2028 – or approximately 640 people per annum on average - and ***Manufacturing; Administrative and Support Service Activities*** and ***Education***, which will all present opportunities for 4,500 people or more (over 400 per annum).

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

- Transportation and Storage (400 per annum).
- Professional, Scientific and Technical Activities (360 per annum).
- Construction (300 per annum).
- Agriculture, Forestry and Fishing (220 per annum).

Job Opportunities by Occupation

Across the sectors, a range of occupations will be available. In West Lancashire there will be opportunities for at least 3,500 people within each occupational group (equivalent to at least 300 per annum) between 2018 and 2028.

Requirements will be highest for ***Elementary*** and ***Professional Occupations***, both offering opportunities for over 10,000 people (900 per annum), followed by ***Caring, Leisure and Other Service Occupations*** with opportunities for over 8,400 people (over 700 per annum). There will also be opportunities for over 5,000 people in ***Manager, Director and Senior Official***; ***Administrative and Secretarial***; 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 West Lancashire 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 forecast uplift in employment requiring Level 3 and 4 qualification in West Lancashire is greater than for Lancashire. The number of people in employment with other qualifications, such as apprenticeships, is also expected to increase. This trend typically applies across all occupations.

Sources: Oxford Economics, 2018

Key Stage 1 to 4 (GCSE) in West Lancashire

Age Group	Performance Measure	What is happening in West Lancashire?	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%** **(+6 percentage points since 2016)** of pupils meet the standard in West Lancashire, compared to 63% in Lancashire and 64% in the North West.	England excluding London: 64%
Key Stage 4 ***14-16 years*** ***(Recent changes to the GCSE system mean there are three separate performance measures)***	***Average Attainment 8 score***: A measure of attainment – a pupil's average score across a set of eight subjects including English and maths	**46.4** **(-4.5 since 2016),** is the average Attainment 8 score in West Lancashire, compared to 45.8 for 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)	**-0.19** **(-0.09 since 2016)** is the average Progress 8 score in West Lancashire, compared to -0.12 for 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	**15%** **(-14 percentage points since 2016)** achieve the EBacc in West Lancashire, compared to 13% for 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*

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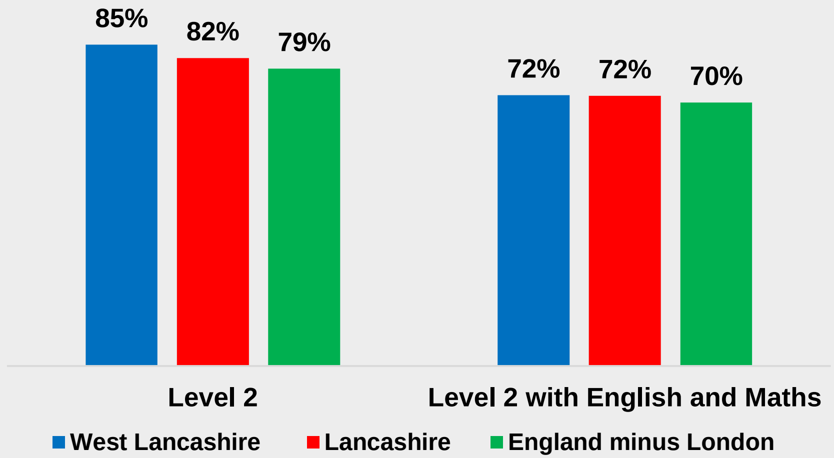
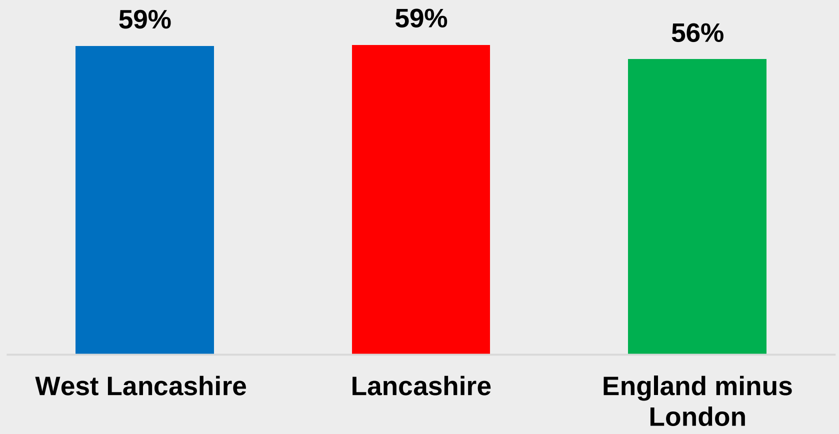
Level 2 attainment by age 19, 2017/18



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

84% (-4 percentage points since 2014/15*)
of students in West Lancashire enter sustained education or employment after Key Stage 5

63% (-3 percentage points)
enter sustained education - either at HEIs, FEIs or other destinations e.g. private training providers

21% (-1 percentage point)
enter sustained employment

55% (+4 percentage points)
Higher education institutions

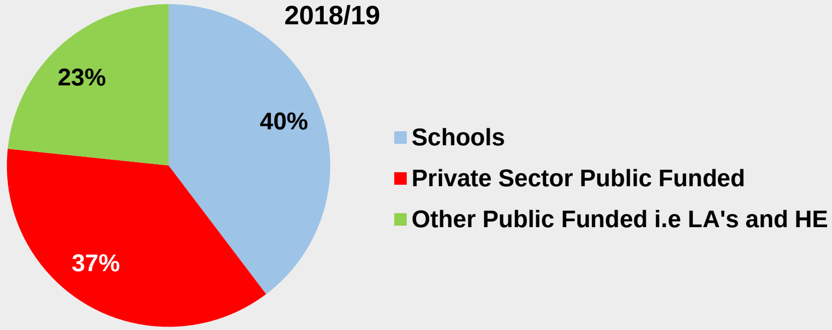
5% (-8 percentage points)
Further education institutions

Of which **6%** (-1 percentage point)
are apprentices

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 period of change applies in all cases on this table*

While data is not available for West Lancashire College*, other providers in the TTWA accounted for just over 500 students participating^ in Further Education in 2018/19

Share of Further Education (FE) provision (% of participants) in West Lancashire (excluding West Lancashire College) by Provider Type, 2018/19



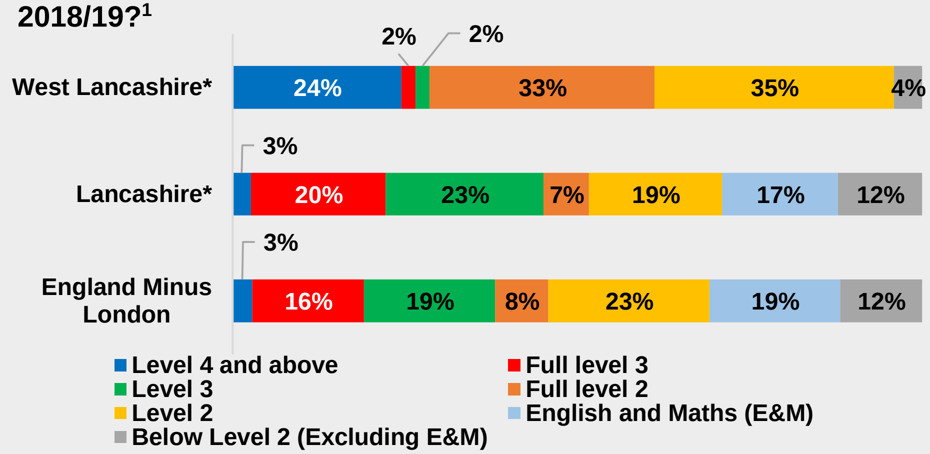
Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019 (Key Stage 5 Years 12 - 14)

The available 2018/19 data (excluding West Lancashire College, whose website suggests has over 2,500 students) shows Schools offering Key Stage 5 (Years 12 to 14) account for two-fifths of FE provision (just over 200 students). Other providers are Private Sector Public Funded Institutions (37%) and Other Public Funded Institutions (23%). If West Lancashire College data was available, this position would significantly alter.

Where data is available, the age profile of students studying at TTWA based FE providers, which data is available for, is younger than the Lancashire and national profile[1]. Just over one-third (34%) of students were under the age of 19, less than Lancashire (37%) but more than national levels (31%). There is a higher proportion of students between the ages of 19 and 24 (32%) compared to Lancashire (14%) and national profiles (14%). Ethnic minority groups (accounting for 16% of participants) are also under-represented in the TTWA's provider organisations relative to the Lancashire and national averages (both 18%).

Providers based in the TTWA cater for a lower proportion of students studying Full Level 3 and Level 3 (both 2%) compared to the Lancashire (20% and 23%) and the national profile (16% and 19%)[1]. Likewise, there is a higher proportion studying Level 2 (35%) compared to Lancashire (19%) and national levels (23% 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
** 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, 2018/19[1]

	West Lancashire*	Lancashire*	England minus London
Age			
Under 19	34%	39%	31%
19-24	32%	14%	17%
25+	34%	47%	51%
Gender			
Female	76%	54%	55%
Male	24%	46%	45%
Ethnicity			
Black, Asian or Minority	16%	18%	18%
White	84%	82%	82%

Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19
** figures exclude West Lancashire College, which reports as part of Newcastle College Group*
Figures may not sum due to rounding.

Source: Department for Education FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 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.
** Further Education figures for providers in West Lancashire do not include West Lancashire College. This is due to the College joining the Newcastle College Group, and figures being aggregated into a college group total. The absence of data for this significant FE provider within the TTWA will significantly skew the results.*
[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 204 learners and West Lancashire College, for which no data is available.

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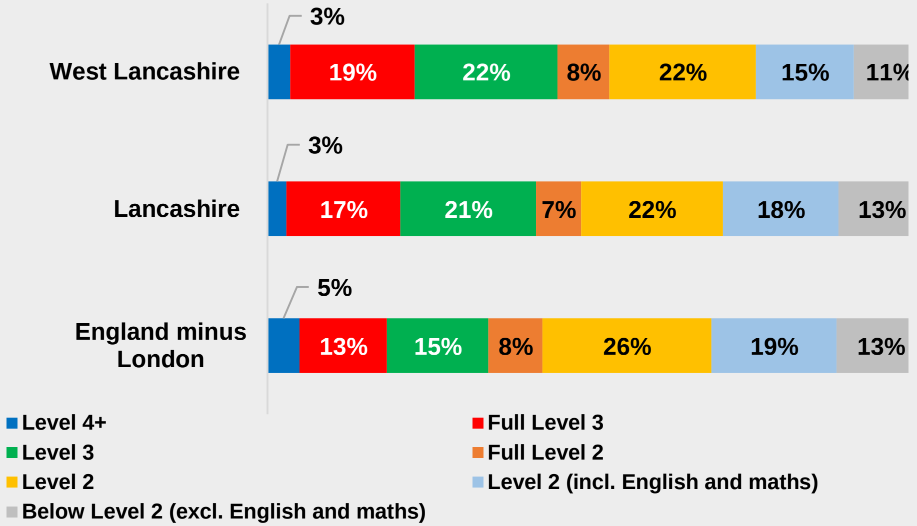
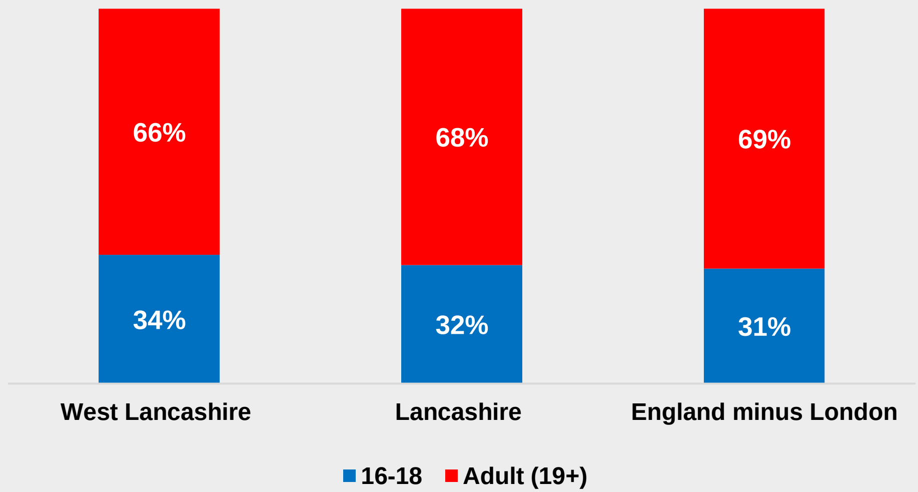
In 2018/19, there were a total of 6,940 West Lancashire residents participating^ in Further Education (FE) – the sixth highest level across Lancashire's Travel to Work Areas (TTWAs).

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.

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.

In 2018/19, there were approximately 6,940 West Lancashire residents participating in Further Education (FE) – the sixth highest count across Lancashire's Travel to Work Areas (TTWAs).

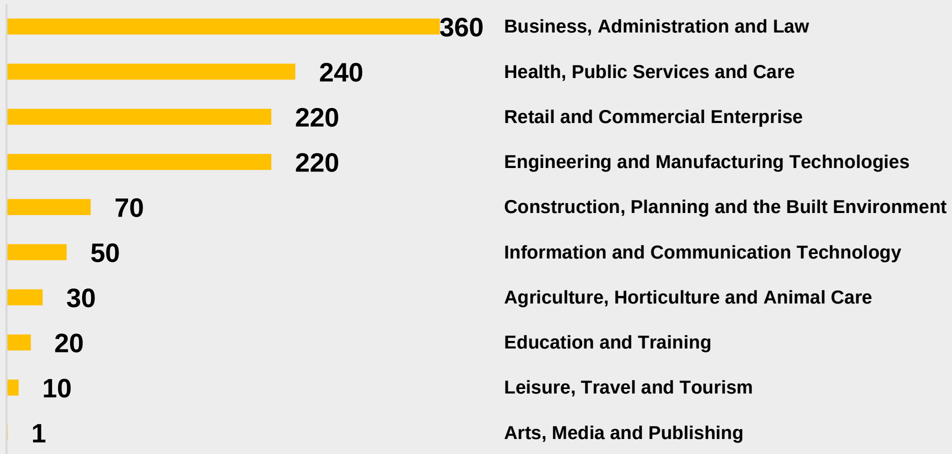
Across the TTWA, the proportion of learner aims at Level 4 (3%) are consistent with Lancashire levels (3%) but lower than national levels (5%). However, there is a larger proportion of learner aims that are at Level 3 (22%) and Full Level 3 (19%) compared to national levels (16% and 13% respectively) but less than the Lancashire profile (21% and 17% respectively).

Over one-third of West Lancashire residents participating in FE are aged 16 to 18, slightly higher than Lancashire (32%) as well as regional and national profiles excluding London (both 31%).

Sources: Department for Education: 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

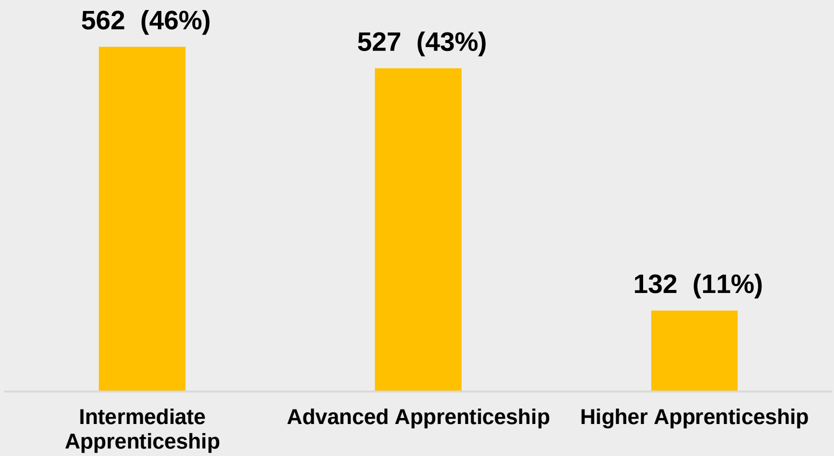
In 2018/19, West Lancashire based providers* recorded 1,220 learners participating^ in apprenticeships – the lowest level across Lancashire's Travel to Work Areas (TTWAs).

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.

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

Based on the latest 2018/19 data, West Lancashire based providers account for approximately 1,220 learners participating in apprenticeships – the lowest number of participants from Lancashire's TTWAs.

One-third of apprentices registered with providers in the TTWA* are completing Business, Administration, and Law training. This is followed by Health, Public Services and Care (20%); Retail and Commercial Enterprise; and Engineering and Manufacturing Technologies (both 18%) which together account for more than four-fifths of all apprenticeship provision.

In 2018/19, just under half of apprentices registered with providers in the TTWA were participating in intermediate level apprenticeships, equal to just over 560 learners. This compares to 36% of provision being at this level in Lancashire and regionally and 38% nationally (excluding London).

More than half (54%) of apprentices registered with providers in the TTWA were participating in advanced or higher level apprenticeship courses. This is lower than LEP (64%), regional (64%) and national, excluding London, (62%) averages.

Sources: Department for Education Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 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 that year
** reflecting the local authority district delivery location stated in the Individual Learner Record (ILR).*

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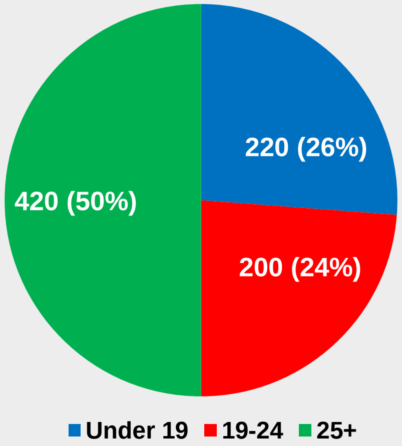
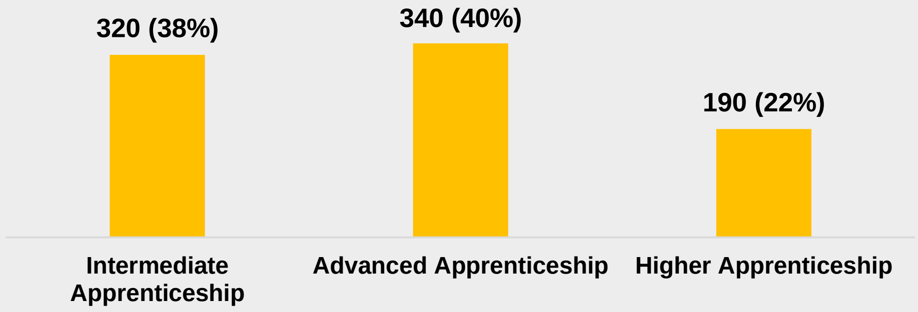
A total of 840 West Lancashire based residents started apprenticeships in 2018/19 – an increase of 2% on 2017/18 levels.

Apprenticeship starts* by West Lancashire residents by age, 2018/19



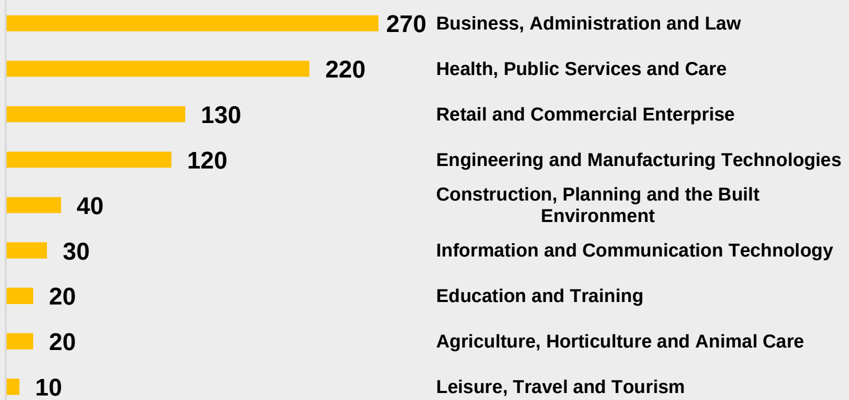
Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements 2018 to 2019

Apprenticeship starts by West Lancashire residents by level, 2018/19



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

Apprenticeship starts by West Lancashire 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.

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

- There was a lower proportion of apprentice starts 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 (50%) was higher than in each of these comparator areas.

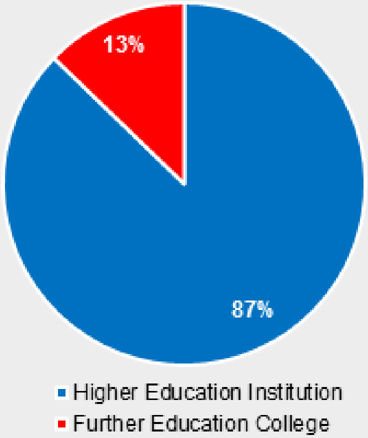
TTWA residents are less commonly starting advanced and higher apprenticeships (62%) than Lancashire and the North West (both 64%) and England (excluding London) (63%).

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

- A higher proportion of starts in ***Business, Administration and Law*** (31%) compared to Lancashire (30%), the North West (31%) and nationally (30%).
- A higher proportion of starts in ***Retail and Commercial Enterprise*** (15%) compared to Lancashire (12%), regional (12%), and nationally (13%).
- A lower proportion of starts in ***Health, Public Services and Care*** (26%) compared to Lancashire and the North West (27% each) and nationally (25%).
- A lower proportion of starts in ***Engineering and Manufacturing Technologies*** (14%) compared to Lancashire, the North West and nationally (each 15%).

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%

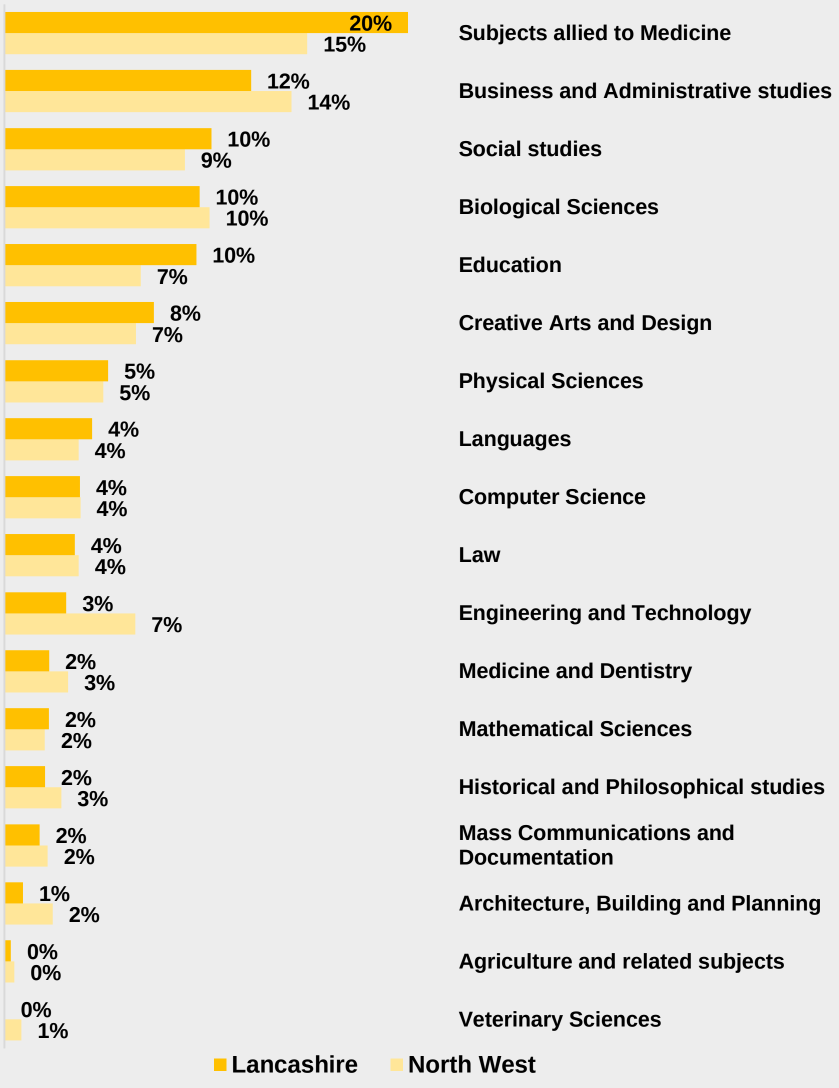
HESA Destination of Leavers from Higher Education 2016/17

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

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

Sources: Higher education full time equivalent (FTE) 2017/18 calculated using HESA student, HESA AP student and ILR Data. HESA Destination of Leavers from Higher Education, 2016/17

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 West Lancashire:

- Edge Hill University

>> Based elsewhere in Lancashire:

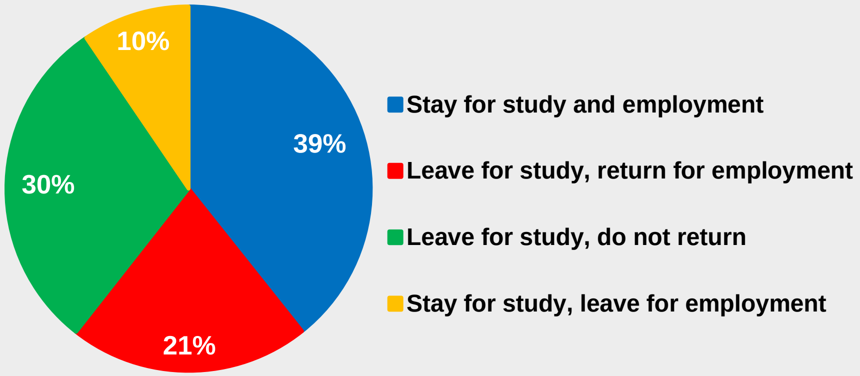
- University of Central Lancashire
- Lancaster University
- University of Cumbria (which has a major campus in Lancaster)

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 HE 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.

Sources: HESA Destinations of Leavers Survey and Student Record 2016/17; Higher Education Funding Council for England (HEFCE), Student Geographical Mobility 2014/15; ONS Longitudinal Education Outcomes data 2005/06 to 2016/17.

** Data has not been updated due to previously produced HEFCE data not being available through HESA.*

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 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. It is based on data gathered for the Higher Education Institutions (including Further Education (FE) colleges and alternative providers that deliver HE) based in Lancashire and therefore generally covers students that study in the area, 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 for the 2017/18 year shows that by the end of KS2, 64% of pupils are meeting the required standards in reading, writing and mathematics in West Lancashire, increasing by six percentage points since 2016. This is the joint second highest of Lancashire's six TTWAs (with Preston Chorley and South Ribble and behind Blackpool, Fylde and Wyre) and outperforms the Lancashire (63%) and national average excluding London (64%).

Key Stage 4 (GCSE)

In terms of measuring performance at KS4 (GCSE), 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 Department for Education (pa) 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.

For West Lancashire, the results for the 2017/18 year show:

- The **average Attainment 8 score** is 46.4 (-4.5 percentage points since 2015/16) exceeding the 45.8 average in Lancashire and 43.7 nationally.
- On average, pupils make less progress from the end of KS2 to the end of KS4 than Lancashire and nationally. **The average Progress 8 score** in West Lancashire is -0.19 (compared to -0.12 for Lancashire and -0.06 for England minus London). Since 2015/16, this has fallen by 0.09 and as a result, now falls behind both Lancashire and national averages. Ahead Blackpool, Fylde and Wyre, this is the second poorest progress score of the six Lancashire TTWAs.
- Approximately 15% **achieve the English Baccalaureate** (a set of subjects at GCSE including English and maths, a science, a language, and geography or history). Despite falling by 14 percentage points since 2015/16, West Lancashire still outperforms the Lancashire (13%), and national averages (excluding London 14%) and is in line with England including London. This is the second largest proportion of the six TTWAs behind Preston Chorley and South Ribble.

Upon completion of KS4 in 2016/17, 95% of leavers remain in sustained education and/or an employment / training destination, in line with Lancashire and national averages.

Sources: Department for Education Attainment/Progress 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

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Young People aged 16-19

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

For West Lancashire, by the age of 19 data for 2017/18 shows:

- 85% had **achieved Level 2,** the highest of the TTWAs, above the Lancashire average (82%) and national average (79%). Whereas 72% (the highest of the six TTWAs) have **achieved Level 2 with English and maths**, a fall of six percentage points since 2015/16 but remaining in line with the Lancashire average and higher than the national (70%) average.
- 59% had **achieved Level 3**, an improvement of one percentage point since 2015/16 and in line with the Lancashire standard (59%), but above the national average (56%).

Latest data for 2016/17 shows, upon completion of KS5, 84% of leavers enter sustained education or employment, falling by four percentage points since 2014/15 but remaining above both the Lancashire and national averages (both 83%).

The split between education (63%; -3 percentage points) and employment (21%; -1 percentage point) is similar to the Lancashire (61% and 22%), and national profile (60% and 23%) where a higher proportion enter sustained employment, although education remains the clear preferred choice in all areas.

Of the 63% of the KS5 leaver entering sustained education, the large majority (87%) go to Higher Education Institutions (HEI) (within and outside Lancashire), while less than one in ten (7%) attend FE institutions. Nationally a higher proportion of students that enter sustained education attend FE colleges (11%) although HE remains the preferred choice (83%). Just under one in ten (6%; -1 percentage point) students start an apprenticeship upon completion of KS5, which is below the Lancashire and national averages (both 7%).

Further Education and Apprenticeship Provision in West Lancashire Based Providers^

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

It is important to note that Further Education figures based on providers for West Lancashire does not include West Lancashire College. This is due to the College joining the Newcastle College Group, and figures have been aggregated into a college group total. The absence of data for this significant FE provider within the TTWA will significantly skew the results, and means that in some cases comparison with Lancashire, regional, and national figures is limited. The West Lancashire College website suggests that it has over 2,500 students.

Further Education

The latest (2018/19) data for Further Education (FE) providers based in the West Lancashire TTWA (excluding West Lancashire College for the reason outlined above) shows there were a total of just over 500 students participating (defined as all learners who are starting, continuing or achieving within the year) in FE courses delivered within the TTWA – equal to less than one percent of FE participation in Lancashire*. West Lancashire is ranked sixth out of Lancashire's TTWAs on a measure of participation, in large part due to the absence of West Lancashire College figures within the data.

Schools which offer KS5 (Years 12 – 14) education account for two-fifths (40%) of FE provision in the TTWA (excluding West Lancashire College), equal to just over 200 students. This is followed by Private Sector Public Funded Institutions (37%) and Other Public Funded Institutions (23%).

Sources: ONS Longitudinal Education Outcomes Data 2005/06 to 2015/16; FE Skills Data 2017/18DfE 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 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 204 learners

Where data is available, the age profile of students participating in FE at providers in the TTWA is younger than the Lancashire profile[$]. Just over one-third (34%) of students were under the age of 19 in 2018/19, three percentage points less than Lancashire (37%), but three percentage points higher than national levels (31%). In contrast, there is a larger proportion of students between the ages of 19 and 24 (32%) in the TTWA compared to Lancashire (14%) and nationally (17%).

Providers in the TTWA record a lower proportion of students studying Full Level 3 and Level 3 (both 2%) compared to the Lancashire (20% and 23%) and the national profile (16% and 19%)[$]. Likewise, there is a higher proportion of studying Level 2 (35%) compared to Lancashire (19%) and national levels (23% each).

Apprenticeships

Based on the latest 2018/19 data, there were approximately 1,220 apprentices participating (starting, carrying out or achieving) in apprenticeships with West Lancashire based providers (see the definition on page 34). This is the lowest level of provision recorded in Lancashire's six TTWAs.

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, just under half (46%) of apprentices in the TTWA were participating in intermediate level apprenticeships, equal to just over 560 apprentices. This is ten percentage points higher than the Lancashire average, and eight percentage points higher than the national average (38%).

The remaining 54% of provision was offered through advanced (43%) or higher (11%) level apprenticeship courses. This proportion is lower 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 less than the Lancashire and national levels (15%) and five percentage points less than regional levels (16%).

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

- ***Retail and Commercial Enterprise*** (18%) participation in the TTWA is higher than Lancashire (10%), regional (11%) and national levels (12%).
- Just less than one-third (29%) of apprentices at providers in the TTWA participate in ***Business Administration and Law***; consistent with the regional profile (26%), but higher than Lancashire LEP (26%) and national levels (27%).
- One-fifth (20%) of apprentices at providers in the TTWA participate in ***Health, Public Services and Care***, equal to just less than 250 learners. This is in less than the Lancashire LEP (26%), regional (25%) and national excluding London levels (24%).
- ***Engineering and Manufacturing Technologies*** (18%) participation in the TTWA is lower than Lancashire (20%), regional (19%) and national levels excluding London (21%).

West Lancashire 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;
^ All figures in this section 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 204 learners

Further Education^

In 2018/19, 6,940 students participating in FE were residing in West Lancashire. This is equal to 7% of Lancashire residents participating in FE and the lowest number of resident learners of Lancashire's Travel to Work Areas (TTWAs).

The provision being undertaken by West Lancashire 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 higher proportion of learner aims at Level 3 (22%) and Full Level 3 (19%) than the national profile excluding London (16% and 13% respectively) whilst remaining below Lancashire levels (21% and 17% respectively).

The age profile of West Lancashire resident FE learners is somewhat consistent when compared to Lancashire, regional and national profiles. Learners from the TTWA are however more commonly aged 16 to 18, accounting for one-third (34%) of FE participants, compared to 32% for Lancashire and nationally, excluding London (31% each).

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

Apprenticeships

Based on the latest data for 2018/19, West Lancashire residents accounted for approximately 840 apprenticeship starts (note that the apprenticeship data for Lancashire resident's reports on starts rather than participation, comparison between provider and learner statistics is therefore not possible. This is the sixth highest figure recorded for Lancashire's TTWAs.

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

- There was a lower proportion of apprentices under the age of 19 (26%), ten percentage points lower than the Lancashire LEP average (28%), but consistent with regional and national levels (26% each).
- The proportion of apprentice starts over the age of 25 (50%) was higher than in each of the comparator areas.

Approximately three-fifths (62%) of apprenticeship starts by West Lancashire residents were at an advanced or higher level. This is two percentage points less than Lancashire and the North West (64% each) and one percentage point less than England mins 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 ***Business, Administration and Law*** (31%) compared to Lancashire (30%), the North West (31%) and nationally (30%).
- A higher proportion of starts in ***Retail and Commercial Enterprise*** (15%) compared to Lancashire (12%), regional (12%), and nationally (13%).
- A lower proportion of starts in ***Health, Public Services and Care*** (26%) compared to Lancashire and the North West (27% each) and nationally (25%).
- A lower proportion of starts in ***Engineering and Manufacturing Technologies*** (14%) compared to Lancashire, the North West and nationally (each 15%).

Higher Education in Lancashire

Overall, there are 56,460 students studying at 16 different Higher Education (HE) providers in Lancashire in 2016/17, 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), Edge Hill University and University of Cumbria (which has a major campus in Lancaster). A further 13% are based in FE colleges In Lancashire.

Sources: Department for Education: Further education and skills geography tool: 2014/15 to 2018/19. Department for Education: Apprenticeships geography and sector subject area PivotTable tool: Starts and achievements, 2018 to 2019;

Compared to the North West region (93%), there is smaller proportion of students studying at HEIs. While the proportion of students studying at FE 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 HEIs in Lancashire (9%) compared to the North West (13%) and England (14%).

The HEIs and FE colleges have a strong regional draw. Approximately three quarters of students at Lancashire's HEIs 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 HEIs) 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 HEIs 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 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 Agency (HESA). This shows that almost one third of leavers from Lancashire's Higher Education Institutions entering employment did so in Lancashire, and a further 41% in the wider North West.

ONS Longitudinal Education Outcomes data reveals that one year after graduation 69% of leavers from Lancashire's HEIs 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% for the North West.

Sources: HESA Destinations of Leavers Survey and Student Record 2016/17; Higher Education Funding Council for England (HEFCE), Student Geographical Mobility ; ONS Longitudinal Education Outcomes data 2005/06 to 2016/17. .

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

<table>
<tr><th>Sector</th><th>Relationship to Lancashire's Priority Sectors</th><th>Occupations*</th><th>Technical Education Routes**</th></tr>
<tr><td>Agriculture, Forestry and Fishing</td><td>n/a</td><td>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.</td><td>Agriculture, Environmental and Animal Care</td></tr>
<tr><td>Mining and Quarrying</td><td>Some elements are part of Energy and Environmental Technologies</td><td rowspan="3">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.

Relatively high proportion of Administrative and Secretarial Occupations.</td><td rowspan="3">Construction

Engineering and Manufacturing</td></tr>
<tr><td>Electricity, Gas, Steam and Air Conditioning Supply</td><td>Energy and Environmental Technologies</td></tr>
<tr><td>Water Supply, Sewerage, Waste Management and Remediation</td><td>Some elements are part of Energy and Environmental Technologies</td></tr>
</table>

Manufacturing	Some elements are part of Advanced Manufacturing Some elements are part of Energy and Environmental Technologies Some elements are part of Creative and Digital Industries	30% of workers are in Professional or Technical Roles, e.g. production managers, engineers. One quarter are in Skilled Trades (e.g. welding, machining etc). 20% are in less skilled processing and packing roles.	Engineering and Manufacturing
Construction	Construction Some elements are part of Energy and Environmental Technologies	Over half of workers are in Skilled Trades jobs such as bricklayers, plumbers, carpenters etc. 1 in 10 are in Professional Occupations, including engineers, surveyors etc.	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	Some elements are part of Creative and Digital Industries Some elements are part of Finance and Professional Services	A large proportion of workers are in Elementary Occupations – largely postal workers. Professional and associate Professional Occupations include IT professionals and IT technician roles.	Digital

Financial and Insurance Activities	Part of Finance and Professional Services	44% of roles are in Professional and Associate Professional Occupations, including legal roles such as solicitors and barristers, accountancy, advertising etc. 13% work as Managers and Senior Officials. 1 in 5 work in Administrative and Secretarial Roles, including as finance clerks.	Legal, Financial and Accounting
Real Estate Activities	Part of Finance and Professional Services		Legal, Financial and Accounting
Professional, Scientific and Technical Activities	Some elements are part of Finance and Professional Services Some elements are part of Advanced Manufacturing Some elements are part of Energy and Environmental Technologies Some elements are part of Creative and Digital Industries		Legal, Financial and Accounting
Administrative and Support Service Activities	Some elements are part of Finance and Professional Services Some elements are part of Visitor Economy		Business and Administration
Public Administration and Defence	n/a	One third of occupations are in Professional Roles, including medical personnel, social work, teaching roles etc. 12% are in Associate Professional Roles such as paramedics. 1 in 4 are in Caring Occupations such as carers, nursery nurses etc.	Business and Administration Protective Services
Education	Some elements are part of Creative and Digital Industries		Education and Childcare
Human Health and Social Work Activities	Health and Social Care		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. One-third of people work in Caring, Leisure and Other Service Occupations, such as hairdressing and beauty therapy. Associate Professional Occupations include artistic occupations such as artists, authors, actors, dancers, musicians, photographers.	Creative and Design
Other Service Activities	n/a		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*
n/a Not applicable to Lancashire's priority sectors.