Post-16 Employment and Skills

Kirklees District Strategic Needs Assessment

May 2018
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1. **INTRODUCTION**

This document seeks to outline the current arrangements for delivering Post-16 Employment and Skills in Kirklees. It identifies a range of needs, priorities, immediate challenges and opportunities based upon a detailed analysis of available demographics, data and intelligence. The assessment also considers future provision against key economic priorities in the Leeds City Region Strategic Economic Plan, as well as key local strategic priorities laid out in the Kirklees Economic Strategy.

2. **NATIONAL POLICY AND CONTEXT**

Kirklees Council, working with local businesses and partners, want to build a strong and resilient economy where residents contribute to, and benefit from, growth. Fundamental to achieving this is a steady supply of skills and jobs, fostering local business growth and effective support to help people get on in life.

The relationship between learning, skills, productivity, pay and progression is complex, influenced by labour market and workplace structures and the extent of skill demand across the whole economy. This is compounded by a difference in the size and investment in higher-level academic education and post-secondary vocational training and learning and investment in careers, information, advice and guidance.

Deloitte recognise in their From Brawn to Brains\(^1\) report that Key to the future prosperity of the UK will be the way that Policy, Business and Educational institutions anticipate skills requirements and ensure that the right training and education is available for people entering the labour market and to allow up and re-skilling throughout their working lives.

2.1 **Comprehensive Spending Review 2015**

The 2015 Comprehensive Spending Review built on some of the key policy priorities of the previous government, including increased contributions for the cost of learning from individuals through the extension of loans, and from employers through a levy on businesses with a payroll of over £3 million.

The key messages for further education within the Comprehensive Spending Review (CSR) in November 2015 were:

- The national base rate for 16 – 19 years will be maintained for four years;
- The core adult skills participation budget will be fixed in cash terms;
- The introduction of the apprenticeship levy; and
- FE loans are to be extended to 19 to 23-year-olds studying on level 3 and 4 courses.

It is expected that future developments will:

- Continue a rigorous approach to quality and performance;
- Combine adult learning and skills budgets to secure a unified adult skills budget, whilst continuing to drive up the contributions from individuals and employers;
- Reduce the role of qualifications in funding; and
- Further devolve funding to combined authorities.

Although some of the funding cuts predicted in the Comprehensive Spending Review (CSR) in November 2015 have not materialised, there are still significant funding pressures that remain in both 16-19 and Adult Skills budget.

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\(^1\) [https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/Growth/deloitte-uk-insights-from-brawns-to-brain.pdf](https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/Growth/deloitte-uk-insights-from-brawns-to-brain.pdf)
2.2 Participation
Participation in learning should be a key feature in addressing labour market inequality. However, if persistent patterns of participation remain unchanged, then we risk reinforcing existing divergence. Lack of access to skills support can mean that inequalities are created rather than addressed. Understanding impact is critical; however, there are gaps in the data that is collected. A key issue for individuals, advisers, employers and the government is the lack of comparative data on employment and progression outcomes from learning. This is recognised in the 2016 Post-16 Skills Plan\(^2\).

Students who do not hold GCSE English and maths are now expected to continue to study towards them. In response to this, and other qualification changes, there has been an increase in institutions asking for both English and maths GCSE at grade C or above, in order to study at level 3. A reduced number of organisations are offering options at level 2.

2.3 Apprenticeships
The City Region is keen to play its part in achieving the Government’s ambition to create 3 million new apprenticeship opportunities. The apprenticeship levy came into force in April 2017, this is a 0.5% levy on employers with a pay bill of more than £3 million which is hoped to transform skills investment and employer engagement in the design of technical pathways. Apprenticeship reforms include a greater role for employers in the design of apprenticeships and funding is being passed to employers. Employers will be given greater role in shaping the vocational skills system and in the design and deliver of qualifications and vocational pathways via the Institute of Apprenticeships. Employers are also increasingly focussing upon the role of schools, in supporting young people to progress into employment and the crucial importance of work experience, Careers Education, Advice and Guidance (CEIAG) and the development of “soft” skills that improve the ‘employability’ of young people.

In 2017 the register of Apprenticeship Providers was launched and the non-levy procurement process completed. The outcome of the non-levy tendering has resulted in reductions in contract size and many providers not receiving a contract due to regional pro-rata reductions. The pro-rata reductions differ across regions and differ across ages for 16-18 and 19+ - within Yorkshire pro rata reductions were between 32-41%

Overall 65% providers were successful in gaining a non-levy contract out of the 1100 approx. tender submissions. Of those successful, 227 are deemed “new providers” and there were 34 Universities that obtained a contract.

Some appeals are now being successful, however the agency have stated that they will only review an appeal in relation to the scoring & marking of tenders they will not review appeals based on pro-rata decisions.

Due to a high number of providers who are current subcontractors and some unique apprenticeship provision, there were calls to relax the subcontracting rules so a prime didn’t have to deliver a “substantial” amount of the teaching & learning, but the agency have rejected those calls for change stating it would fundamentally change the procurement criteria and therefore it is not allowed.

The agency have also rejected the call to offer all successful providers at least the minimum contract value of £200K or let successful providers work together to form a contract over the minimum threshold.

The latest stats on apprenticeship recruitment were released in January and yet again show that starts are down nationally. The figure for the last 3 month period show starts are down by around 40%, which is better than the first 3 months data showing starts being down by 61%, but still a concerning figure.

In April 2018 Levy employers will be allowed to transfer some of their levy funds to other employers including smaller employers in their supply chain and apprenticeship training agencies. Levy paying employers will initially be able to transfer up to 10% of their annual value of funds entering their apprenticeship account.

2.4 Key Stage 4 and Post 16 Qualifications
Significant changes to Key Stage 4 and post-16 qualifications, including GCSEs, A levels, vocational and technical qualifications, are already underway and will be implemented over a number of years. Examples include changes to the curriculum offer included in specific qualifications, linear assessment, a ‘de-coupling’ of AS levels, which will no longer contribute to A-level qualifications and new technical and applied general qualifications at level 3. Further changes to performance measures are expected to continue to impact on the curriculum offer for young people.

We are already beginning to see the impact of these changes, as local organisations adjust their entry requirements and curriculum offer. Longer term potential grade deflation may have an impact on entry requirements and progression routes. It is anticipated that many A-level providers will significantly reduce, or withdraw from, delivery of AS levels over time, which may mean that higher education providers place an even stronger focus on GCSE results, as an indicator of future performance.

The first 3 T level pathways are being piloted at the end of 2018, these pathways are Digital, Construction and Child care.

T level consultation closed on the 8th February. This sought views on how to implement them so that they meet the aims of the Sainsbury Report and Post-16 Skills Plan. Discussions are focussed around the work placement requirement and English & maths and how these are going to be developed to ensure the programme is achievable.

Expressions of interest to deliver T-levels have been sent to post 16 providers who meet the criteria in order for them to inform Government if they want to be involved in the delivery of T level programmes. To do this, providers needed to complete and submit a short survey to ESFA before the end of February 2018.

2.5 Higher Education
The cap on numbers for HE institutions was removed in 2015/16 for higher education providers that meet requisite teaching quality standards. This has resulted in hugely increased competition in the sector. The impact of this continues to be felt locally, with some HE institutions making an increased number of unconditional offers for 2017/18.

A new higher education regulator has come into force in 2018, with the Higher Education Funding Council for England (HEFCE) and the Office for Fair Access (OFFA) being replaced by the Office for Students which is charged with ensuring value for money.

The first results of the Teaching Excellence Framework were published in June 2017. Participating higher education providers receive a gold, silver or bronze award reflecting the excellence of their teaching, learning environment and student outcomes. The awards cover undergraduate teaching. In West Yorkshire there are two TEF Gold higher education providers, The University of Huddersfield and the University of Leeds.

The Government had previously indicated that universities and colleges in England that have a TEF award will be able to increase their tuition fees in line with inflation. However, Tuition fees have been frozen at £9,250 and an imminent major review of student funding has cast a cloud of financial uncertainty for higher education providers.

Brexit has implications for EU research and innovation funds as well as Erasmus+, the EU’s all-encompassing programme to support education, training, youth and sport in Europe.
2.6 Skills Gap

Despite some improvement - the UK still has a higher proportion of people with low qualifications than competitor countries\(^3\). The skills gap for England is the equivalent of increasing everyone from an average of five GCSEs to an average of three ‘A’ levels (or their equivalents) by 2022. Employers will want many more highly qualified people, and fewer people with low or no qualifications. Although there will still be a constant supply of low skilled jobs, there are too many people with low qualification levels\(^4\).

Research commissioned by the LGA reveals that the skills gap is worsening. By 2024 they estimated that there will be more than four million too few high-skilled people to take up available jobs, two million too many with intermediate skills and more than six million too many low-skilled. This coupled with a fragmented and centralised employment and skills system (£10.5 billion of employment and skills funding is commissioned by eight Whitehall departments or agencies across 20 different national schemes) results in a failure to have a meaningful impact on addressing the social and economic challenges. It’s estimated that this failure to address the skills gap puts at risk up to four per cent of future economic growth, or a loss of £90 billion economic output, and the average worker will be £1,176 a year worse off.

2.7 Devolution

The devolution agenda of recent years has been heavily promoted as the key to tackling both economic imbalance and democratic shortages.

Over the last year implementation of devolution has picked up pace with those areas with a Mayoral deal starting to gain some expanding powers over skills, planning and transport. The last Budget and the Industrial Strategy reinforced devolution in these areas allowing easier access to national funding.

Whilst Leeds is not yet in this position, preparation for full devolution of skills budgets is underway. Work has commenced to strengthen relationships between West Yorkshire Combined Authority/LEP and West Yorkshire Colleges.

Subject to there being no further delays and compliance with readiness conditions, locality budgets will be fully devolved to areas with mayoral deals from the 2018/19 academic year.

2.8 Industrial Strategy White Paper

Government published an Industrial Strategy White Paper\(^5\) on 27\(^{th}\) November 2017 with the aim of “creating an economy that boosts productivity and earning power throughout the UK”. The national strategy is structured around five foundations of productivity - ideas, people, infrastructure, business environment and place. Places in England with a Mayoral Combined Authority will have a single strategy led by the mayor and supported by Local Enterprise Partnerships. For parts of the country without a mayor, the development of the strategy will be led by the LEP. Further guidance is awaited from government on the approach and process that will be adopted to develop Local Industrial Strategies during 2018. The Leeds City Region will focus on developing a Local Inclusive Industrial Strategy, with the aim that it forms part of the first wave of Local Industrial Strategies agreed by government by March 2019.

2.9 Labour Market Changes

As outlined in the Budget and the Industrial Strategy Artificial intelligence, automation and other technological changes pose some of the biggest economic issues in recent history.

It is anticipated that Automation will produce significant productivity gains, reshaping specific sectors and occupations. It is not expected that Automation would lead to a reduction in jobs overall, however it is more likely to lead to a reallocation of roles and a significant change in duties and therefore skills required.

Jobs with the highest potential for automation typically have lower wages. It is estimated that low wage jobs have five times the technical potential to be automated of high paid jobs. However, the demand for work in creative, planning, decision-making, managerial and caring roles will increase. New jobs and ways of working, aligned to automation will emerge.

There is widespread acknowledgement that the UK skills system needs to better equip people with skills to complement automating technologies and retrain where jobs are lost. However, it is also acknowledged that there is a need to address the mismatch in understanding across affected sectors as to the implications and opportunities associated with automation.

According to Randstad the proportion of the UK’s population who will be available to work (aged between 16 and 65) will reduce so that by 2050 it is projected that 60.5% of the population will be of working age compared to the current proportion of 66.4%. This will be driven by an ageing population and the engineering sector poses a particular challenge in this respect as whilst the workforce getting older is compounded by the proportion of young workers (aged under 25, especially) decreasing over the last ten years.

3. LOCAL AND REGIONAL CONTEXT

3.1 Northern Powerhouse

The Northern Powerhouse is a vision for joining up the North’s great towns, cities and counties, pooling their strengths, and tackling major barriers to productivity to maximise the full economic potential of the North.

Reduced productivity is particularly evident in the Northern Powerhouse region, where, according to Centre for Cities, all 21 cities are below the European urban productivity average of £56,300 Gross Value Added per worker. Kirklees’ GVA per worker is £47,000.

The Northern Powerhouse Strategy sets out the persistent barriers faced by the North which are fundamental to increased productivity:

- Connectivity - the North’s economy is fragmented. Employers in northern cities draw workers from smaller areas than in the South: in 2011, almost half a million commuters travelled over 30km to work in London, double the number that travel the same distance to work across all six major city regions in the North. This limited reach of northern cities’ labour markets means that workers choose from fewer employers, and vice versa, holding back wages and productivity.
- Skills - One of the aims of the Northern Powerhouse initiative is to secure more investors and businesses. The availability of a skilled labour force is a key factor in where businesses choose to locate however the proportion of graduates in the North is 4.4 percentage points below the UK average, and the proportion of people with no qualifications is 1.2 percentage points above the UK average.
- Enterprise and innovation - the North has 34% fewer patents per head than the UK average and 17% fewer businesses per head.
- Trade and investment - the number of foreign direct investment (FDI) projects per head in the North is 66% lower than in London and the South East.

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6 https://www.eef.org.uk/resources-and-knowledge/research-and-intelligence/industry-reports/the-4th-industrial-revolution-a-primer-for-manufacturers
8 http://www.centreforcities.org/blog/northern-powerhouse-remembers-eastern-europe-on-productivity/
3.2 Leeds City Region Enterprise Partnership
The Leeds City Region Enterprise Partnership Strategic Economic Plan (SEP)\(^9\) proposes that the vision for the Leeds City Region is: to be a globally recognised economic powerhouse that creates good growth, jobs and prosperity.

In achieving this vision, the City Region will unlock its full economic potential, cementing its place as an engine for growth in the north that becomes a net contributor to the UK economy. The aspiration is that nobody will be left behind in this transformation.

The SEP has a clear focus on good growth – where a rise in growth, productivity and business success is interconnected with quality jobs accessible by all people and places, leading to an improved quality of life.

The Leeds City Region Employment and Skills Plan\(^10\): Skilled People, Better jobs sets out how the Leeds City Region and partners will work together to contribute to the Leeds City Region Strategic Economic Plan “to be globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone”

The plan aims to:
- raise the bar on higher level skills and
- deliver more and better apprenticeships through
  - Great education linked to business
  - employability, accessing jobs and realising potential and
  - building workforce skills and attracting talent

Over the last year work has commenced to start to preparations for devolution of skills and in order to strengthen relationships between West Yorkshire Combined Authority/LEP and West Yorkshire Colleges Learning Delivery Agreements have been put in place.

Although delivery agreements will be a requirement if full devolution of AEB is achieved, the CA/LEP intend to use them to influence the full range of adult college provision and believe that they will be an important next step in strengthening broader relationships with providers (regardless of devolution). Part of their purpose is to ‘translate’ the skills plan and labour market analysis to the level of the individual provider and to set out, publicly what we expect them to do differently as a result.

3.3 Inclusive Growth and Social Value
The West Yorkshire Combined Authority (WYCA) has set out its Inclusive Growth aspiration ensuring that everyone including the most disadvantaged communities can participate in and benefit from, economic growth. Skills levels and the labour market play a key role in this. To fulfil our aspirations for inclusive growth we need to create more and better jobs and make sure that everyone can connect to them. Individuals should be supported through better education and training, transport and employment support in conjunction with employers being supported to increase the supply of good jobs. Through an active industrial strategy, employers’ demand for skills should be boosted and attention paid to shaping the occupational and sectoral profile of the economy in order to increase levels of pay and improve working practices.

Investment and procurement opportunities provide a catalyst to drive change, grow local markets and supply chains, and increase productivity. It is expected therefore that all major programmes and projects will be encouraged to have a positive (direct or indirect) impact on growth through job creation, skills


improvement, productivity, improved connectivity etc. to ensure that the good growth aspirations articulated in the Leeds City Region Strategic Economic Plan are realised.

3.4 **Kirklees**

The overarching strategies in **Kirklees** are the Joint Health and Wellbeing Strategy\(^\text{11}\) and the Kirklees Economic Strategy (KES) 2014-20\(^\text{12}\), which both align closely with the LEP priorities. The KES stresses the importance of ‘all young people participating in appropriate, high quality education and training pathways, which provide the skills needed for the future workforce and for successful transition to adult life.’

The KES highlights the following headline initiatives, setting out their long term, cross cutting impact for the economy, people and places:

- Consolidate Kirklees as the heart of a growing innovative manufacturing and engineering cluster in LCR.
- Maximise the impact of a suite of high quality innovation and enterprise assets.
- Enhance enterprise, skills and opportunities for young people.
- Strategic employment sites to stimulate jobs and growth, with focus on manufacturing and engineering.
- Revitalise Huddersfield town centre.
- Kick start the transformation of Dewsbury.

The advanced engineering and manufacturing sector is a key strength for Kirklees and nationally Kirklees has one of the highest concentrations as a proportion of the total economy. The KES specifically highlights it as a priority alongside additional priority and high-volume sectors of construction, health and social care, and digital and creative industries. Headline priorities within the KES reflect the actions needed to address skills needs in these areas.

Kirklees has a strong and developing infrastructure to secure a partnership approach to leadership, governance and accountability for the overarching strategies in **Kirklees** - the Joint Health and Wellbeing Strategy and the Kirklees Economic Strategy (KES) 2014-20. The Children’s and Young People’s Partnership and the Economic Partnership will provide overview and scrutiny of the commissioning of the work to deliver the shared outcomes related to delivery of the KES. The employer-led Skills Group works closely with a range of partners, engaged in the local education and skills sectors, to secure outcomes needed in the district, through the existing accountability structure for education and skills and adult learning; the Learning Progression Board, Kirklees Community Learning Trust, Kirklees Adult Learning Advisory Group, and partnership networks such as the Leeds City Region Skills Networks, Community Learning Works steering group, Stronger Families tackling Worklessness Group strengthen our ability to lead the system.

4. **EMPLOYMENT AND SKILLS LANDSCAPE**

4.1 **Unemployment, Employment and Inactivity**

There are two ways of measuring employment; claimant count and Annual Population Survey. The latest claimant count\(^1\) shows that 2% (England 1.9%) of the working age population is unemployed (claimant count, 5,600 people), whereas the Annual Population Survey\(^2\) estimates 4.8% (11,300 people, England 4.5%), though as an estimate the true value could lie between 3.7% and 5.9%. However, both measures show unemployment declining since the peak month of February 2013 when 13,440 were unemployed (claimant count).

For those who work in Kirklees, 79% are employed in the service industry\(^5\), however, there is a strong manufacturing sector, with 14% working in this sector compared to 8% GB, some in established high value-added textiles, design and engineering companies. In the key sectors of construction Kirklees is slightly over-

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represented (6% compared to 5% GB), health comparable (close to GB average of 13%), and creative and digital (under-represented 6% compared to GB 9%).

There are several working age benefits available, and in Kirklees around 50,700 benefits are paid or claimed by working age people. Some combination of these benefits may be paid or claimed by the same person, so number of benefits does not equal number of people. With this in mind the table below shows rates for individual benefits.

<table>
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<th>May 2017 - People aged 16 to 64</th>
<th>Kirklees</th>
<th>England</th>
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<tr>
<td>%Employment and Support Allowance (ESA)</td>
<td>17,360</td>
<td>6.3</td>
</tr>
<tr>
<td>%Disability Living Allowance</td>
<td>7,000</td>
<td>2.6</td>
</tr>
<tr>
<td>%Carers allowance</td>
<td>6,020</td>
<td>2.2</td>
</tr>
<tr>
<td>%Income Support claimants</td>
<td>4,665</td>
<td>1.7</td>
</tr>
<tr>
<td>%Incapacity benefit / severe disablement allowance</td>
<td>200</td>
<td>0.1</td>
</tr>
<tr>
<td>%Unemployment benefit claimants (Jobseekers Allowance and out of work Universal Credit claimants)</td>
<td>5,945</td>
<td>2.2</td>
</tr>
<tr>
<td>%Personal Independence Payment Claims in Payment (PIP)</td>
<td>9,448</td>
<td>3.5</td>
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Source: Nomis, Department for Work and Pensions (Stat-Xplore).

The largest proportion (67%) of benefits paid are health or disability related, and Kirklees has higher rates in all these categories compared to England, though in the Leeds City Region other districts such as Barnsley, Wakefield and Bradford have higher rates for each health or disability related benefit compared to Kirklees. Unsurprisingly older people are more likely to be claiming health or disability related benefit, whereas males are more likely to claim ESA or DLA compared to females, though for PIP more females claim than males.

Kirklees has a lower economically active rate (74.3%) than England (78.3%) or the Leeds City region (76.9%), (however, Leeds City rate is not statistically significantly different). There are a variety of reasons why people are economically inactive which are shown in the table below:

<table>
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<th>October 2016 to September 2017 - People aged 16 to 64</th>
<th>Kirklees</th>
<th>England</th>
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<tr>
<td>% of economically inactive student</td>
<td>18,800</td>
<td>26.6</td>
</tr>
<tr>
<td>% of economically inactive looking after family/home</td>
<td>22,000</td>
<td>31.1</td>
</tr>
<tr>
<td>% of economically inactive temporary sick</td>
<td>1,400</td>
<td>2.0</td>
</tr>
<tr>
<td>% of economically inactive long-term sick</td>
<td>12,700</td>
<td>17.9</td>
</tr>
<tr>
<td>% of economically inactive discouraged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of economically inactive retired</td>
<td>8,600</td>
<td>12.2</td>
</tr>
<tr>
<td>% of economically inactive other</td>
<td>7,000</td>
<td>9.8</td>
</tr>
<tr>
<td>% of economically inactive who want a job statistically significantly different from England</td>
<td>11,600</td>
<td>16.4</td>
</tr>
<tr>
<td>% of economically inactive who do not want a job statistically significantly different from England</td>
<td>59,300</td>
<td>83.6</td>
</tr>
</tbody>
</table>


Kirklees has proportionally fewer people who are inactive and want a job (16.4%) compared to England (22.9%).
4.2 Economic Context and Employer Demand

Leeds City Region (LCR) remains the largest economy outside London and the South East in terms of LEP geographies. Positively, it added £1.7bn to the size of the economy in 2016, while £9bn has been added since 2011. Levels of growth have increased per person as well as overall Gross Value Added (GVA). Less positively, there is a continuing and growing output gap between London and the south east and the rest of the country in particular the northern regions. Based on the 2016 GVA figures from ONS, Kirklees Economy is worth £7.1bn and is 11.2% of the LCR Economy.

Productivity (GVA per hour worked) in the LCR is 87.4% of the England average, whereas in Calderdale and Kirklees it falls to 82.7%. A key focus for Kirklees and the LCR is close the gap to the wider LCR economy. (See Appendix 2: Section 2, Table 2g).

The total number of people who work in Kirklees is almost 154,000 and GVA per FTE employee remains below both the LCR and national levels at £47.23. (See Appendix 2: Sections 1 & 2, Tables 1a and 2a).

98.1% of the businesses in Kirklees employ a workforce of 49 or below. (See Appendix 2: Section 1, Table 1f - ONS UK Business Counts 2016) Businesses of this size invariably do not employ a dedicated HR / Training Manager and, as a consequence, may not understand the importance of high-performing work practices, which include workforce development. These employers may also not have a training plan, or understand the impact of the changes to apprenticeship funding on their business. According to Employer Skills Survey 2015, 42% of all establishments in Kirklees have a training plan (LCR average 47%); whilst only 30% have a defined training budget (LCR Average 33%) (See Appendix 2: Section 3, Table 3b & 3c) Those businesses that do analyse their needs cited that they need to upskill in the following areas: sales and marketing, leadership and management, customer care and technical, specialist skills. (See Appendix 2: Section 3, Table d)

Skills are one of the best economic predictors of economic performance as high-skilled business invest where they can recruit the workforce they need. However in Kirklees, there is a significant skill shortages issue. Kirklees employers indicate that one quarter of vacancies are difficult to fill due to a lack of candidates with the right skills, with shortages most common in respect of skilled trades occupations. At the same time, 15% of establishments in Kirklees say that they face skills gaps – a lack of skills among existing employees that limits their ability to meet business objectives. More than one fifth of establishments with skills gaps indicate that their management workers are affected.

In total, approximately 48,500 Kirklees residents are due to retire within the next ten years (59% in South Kirklees). This highlights the importance of ensuring that we consider replacement demand needs alongside forecasted jobs growth and decline. Projections of total replacement demand, which take into account permanent retirements plus more temporary departures from the labour force (including to look after family / children), suggest an overall recruitment requirement of close to 70,000 for Kirklees over the next decade (See Appendix 2: Section 2, Table 2f). Reliance on younger cohorts of people to meet this ageing workforce need alone is unlikely to work alone and the need to re-train, re-skill and up-skill existing workers or people in the workforce will be required.

There is a need to stimulate demand for higher level jobs, with training including apprenticeships. Unlike the LCR average (26%), only 20% of firms in Kirklees take on university graduates (Employer Survey 2015). Kirklees has a higher proportion of businesses taking on apprentices than the Leeds City Region (Employer Survey 2015). However, this is still only 28% of businesses; further work needs to be undertaken in this area. (See Appendix 2: Section 3, Table 3e)

In recent qualitative research employers expressed the value they place on local provision being delivered. They felt that, although gaps do exist, providers delivered a tremendous range of educational opportunities to meet their needs. They were particularly keen to retain localised solutions, as many of their workforce are reluctant to travel-to-train, for reasons of both time and cost. They reported examples of where local providers have created centres of excellence and developed associated provision to specifically meet their needs. The recent developments at the Kirklees College Engineering and Process Manufacturing Centres
– with considerable employer engagement and input to both capital and curricular investments - are regarded as very positive and a key differentiator, to providers from outside the area.

Employers do say that some gaps exist between subjects and vocational areas but as providers are being more employer responsive they are hopeful this will continue to change for the better.

**Engineering / Manufacturing**

Kirklees has an established reputation for engineering and manufacturing and the sector is vital to the district’s future wealth and prosperity. With employment of 21,000 the sector’s concentration here is double the national average. (See Appendix 2: Section 1 & 2, Table 1a & 2c) It combines breadth, high added-value activities and real niche strengths.

These include design, process, electrical and mechanical engineering, technical textiles and products that are critical to automotive, energy, low carbons supply-chains such as gears, valves, pumps and turbo chargers.

In relation to precision engineering and manufacturing, it is worth noting that the latest version of the Regional Economic Model estimates that in Kirklees the sector is forecast to see a net reduction in employment of 2,000 (18% previously 8%) in manufacturing for the period 2014 - 2031. (See Appendix 2: Section 2, Table 2e)

However, with strong replacement needs leading to a projected recruited requirement of 6,000 over the next decade and only 2,238 16 – 24 year olds entering this sector in the past five years, Kirklees providers need to continue to prepare young people with the necessary STEM and employability skills required to enable them to make a successful transition to employment in manufacturing. This said, the sector cannot rely on young cohorts of people alone to meet its ageing workforce needs and it will need look to re-train, up-skill and attract workers from a wider pool. (Source: LEP estimates based on Working Futures, 2014-2024).

Replacement demand, required to fill the vacancies caused by retirement and workers leaving the labour force, will outstrip current forecasts of supply. It should also be noted that previous forecasts of reductions in the manufacturing and engineering workforce have not materialised, in the Leeds City Region, and the overall workforce grew by 1.7% between 2009 and 2014. The level of manufacturing employment in Kirklees has followed a flat trend since 2009, although as noted above, forecasts indicate longer-term jobs decline in the sector both nationally and in the district.

Manufacturing firms report a higher need for technical, specialist skills and sales and marketing skills such as production related technical skills and craft/technical skills. Firms are struggling to find sufficient numbers to satisfy demand and too many candidates are lacking in the skills that firms need. According to our 2015 Employer Survey, 40% of manufacturing firms plan to take on an apprentice in the next 12 months, the highest of all our sectors but, as mentioned previously, firms will need to consider how they re-train and up-skill existing employees to meet ageing workforce gaps. (See Appendix 2: Section 3, Table 3g).

Another significant influence on skills in the manufacturing is the 4th Industrial Revolution (4IR). The manufacturing sector is on the cusp of 4IR and this will see the emergence of new technologies and techniques associated with products, processes and supply chains which will impact on skills needs such as; use of data analytics for business planning and production, new highly technical skills in production and design and leadership and management skills required to lead this cultural and workplace change. With new entrants into the sector not covering the numbers of staff retiring or leaving firms will need to up-skill or re-skills employees in 4IR to make it a success.

**Construction / Infrastructure**

In considering our construction sector, it is important to note the Kirklees Local Plan which was submitted to the Secretary of State for Communities and Local Government on 25 April 2017, so that it can be examined by an independent Inspector. This plan must provide land for 36,000 houses over the next 15 years. At the same time, the West Yorkshire Transport Fund will be delivering a £750 million programme of investment. At least £200 million of this will be in Kirklees.
Additionally, Kingsgate 2 will go ahead in the next three years and we have every hope that the HDOne – Sport and Leisure development will start.

At a Leeds City Region Level the HS2 Growth Strategy has been developed. This strategy sets out how Leeds City Region will work with Government, business, schools, colleges and universities to maximise the benefits of HS2. The HS2 Growth Taskforce recommended in 2014 that HS2 could transform city region economies, but only if concerted action is taken to get our people, businesses, cities and local transport networks ready to make the most of the opportunity. It reflects the priorities in the Government’s Industrial Strategy and sets out the principle of Unlocking development across the region at hubs in Bradford, York, Huddersfield, Halifax, Harrogate, Selby, Skipton and Wakefield.

HS3 proposals align very much with the aspirations set out in the Northern Powerhouse Strategy by making improvements to the connectivity of the northern cities, this includes integrating HS3 with HS2 and planning for the redevelopment of the North’s gateway stations.

Finally, the North Kirklees Growth Zone proposals set out an ambitious series of infrastructure, employment and housing projects, aimed at the economic and physical regeneration of North Kirklees.

This programme of works, and the resultant influx of employers into North Kirklees, will see the creation of at least 3,500 new jobs. However, much of the interim skills and employment requirement will be around two key areas:

- Housebuilding; and
- Transport & Other Infrastructure.

As such, it is vitally important that provision in this area is mapped against future demand. The current provision for these skills is limited across Kirklees, but that is particularly true of North Kirklees. Further investment may well be necessary, to ensure local skills match the foreseeable demand.

We conclude from this that there will be game-changing regeneration in the West Yorkshire Region involving significant skilled construction sector labour requirements. The nature of the forecasted growth in jobs and the skills associated also need to be considered.

The development of new construction methods, materials and building technologies means that there will be an inevitable move away from traditional construction trades and an emphasis upon higher level skills in architectural design, architectural technician, civil engineering, multi-skilled construction operatives and the skills associated with off-site construction and on-site assembly.

**Health and Social Care**

Demographic change will put more and more demands on the NHS and social care sector to provide a range of health support for increased numbers of elderly people needing support. The health and social care sector, which employs approximately 21,000 people (Source: BRES 2015), is already struggling to recruit sufficient numbers of skilled people at all levels and occupations and, is projected to see a total recruitment requirement over the next decade of around 10,000, taking into account replacement demand as well as net job growth (Source: LEP estimates based on Working Futures).

There are also considerable changes to the skill-sets required across the sector with a trend to more highly-skilled, multi-disciplinary staff, able to meet a range of patient and care requirements. Technology will also significantly impact upon the sector, with smart technologies driving different models of care with new and more technology-driven roles.

The workforce issues currently faced by the sector include the following:

- Attracting and retaining suitable talent – The sector often attracts staff that have little or no experience or skills in care and therefore all training has to be done on the job which can be time onerous and costly. New apprenticeship standards so far have had a negative effect on numbers.
• Literacy & Numeracy – can be an issue, particularly around recording
• Digital & Technological - pace of digital change versus workforce skills and competence at all levels.
• Clinical skills - there is huge pressure on providers in terms of the training required for an unqualified, low paid workforce, especially around the development of specialist areas e.g. dementia, and care at the end of life. Funding barriers, attrition and the capacity to develop the workforce limits the amount of training that is delivered. This means that there is often a skills gaps in level of knowledge required/general proficiency and competence the ability to develop skills and competencies.
• Leadership & Management - general performance plus doing more with less resources/budgets etc.
• Communication & Teamwork – integrated and multi-agency team working (working across boundaries/professions – language, culture, working practices etc.)

Digital and Creative
The Creative Economy is extremely important to the UK: it employs 8 per cent of all workers and is growing three times faster than the rest of the economy\textsuperscript{13}.

The Kirklees Creative Economy Impact Report, 2015\textsuperscript{14}, evidences that the creative & digital industries generates £100 million GVA, employs over 5,000 people and supports 860 creative SME businesses and VCS organisations and a significant portfolio of micro businesses.

The creative and digital industries are cross cutting supporting innovation and development, as well as providing business efficiencies across for example health & social care, manufacturing and the creative and cultural sector. Therefore, continued development of such skills are imperative for a future resilient economy, such skills relate to areas such as computer programming, creative and digital design, software engineering and new technology research and design.

As mentioned in our section on the Manufacturing sector, the emergence of the 4\textsuperscript{th} Industrial Revolution (4IR) will incorporate three areas of major change relating to digital technologies such as the Internet of Things (OIT), Big Data and the need for safe and reliable digital networks. There will be a need for increasing numbers of generalist roles within manufacturing and our other key and priority sectors as the evolution of machines and technology collecting, sharing and acting on data between themselves increases alongside the need for highly technical design skills.

The role of design, technology and IT within companies will become ever more important in either expanded role for R&D or IT department of new functions to manage and connect data. In addition, we will need business leaders who are able to drive cultures of innovation.

The continuing and anticipated increase in demand for these skills, coupled with anticipated workforce expansion needs in the Leeds City Region, will require a strong digital skills infrastructure to be maintained, in order to ensure that both our businesses and our residents, particularly those living in North Kirklees, are able to take advantage of opportunities.

4.3 Learning and Skills in the Population
An analysis of 2015 deprivation indices for the domain of Education, Skills and Training in the Kirklees district shows 16.0% of residents aged 10 to 20 live in the 10% most deprived neighbourhoods compared to 11.7% in England. 30.4% of residents aged 10 to 20 live in the 20% most deprived neighbourhoods compared to 22.7% in England.

8.5% of residents (aged 25 to 64) live in the 10% most deprived neighbourhoods compared to 9.6% in England. 24.7% of residents (aged 25 to 64) live in the 20% most deprived neighbourhoods compared to 19.6% in England

\textsuperscript{13} https://www.nesta.org.uk/blog/interactive-data-visualisations-uits-creative-economy
Forty-six super output areas (SOAs) in Kirklees are in the 10% most deprived for adult skills, of which 36 are in North Kirklees. Seventy-nine SOAs in Kirklees are in the 20% most deprived for adult skills, of which 58 are in North Kirklees.

Sixteen SOAs are in the 10% most deprived for children and young people’s education and skills, of which 11 are in North Kirklees. Forty-four SOAs are in the 20% most deprived for children and young people’s education and skills, of which 27 are in North Kirklees.

The NIACE Annual Learner Survey 2015 (Now Learning and Work Institute), which considers all forms of adult learning, confirms other research relating to patterns of participation in adult learning and skills. Social and economic class is the key predictor of participation.

In the 2015 survey over half of those in the highest classes (54% of ABs\(^{15}\); 52% of C1s) had taken part in learning during the previous three years compared with 35% of skilled manual workers (C2s) and 26% of unskilled workers and people on limited incomes.

This pattern of participation highlights particular challenges for the Kirklees district which has lower than average numbers of residents aged 16-64 qualified to level 3 and 4 and higher numbers of low skilled/unskilled jobs.

4.4 Careers Education Information Advice and Guidance (CEIAG)

Ensuring that all young people have an understanding and experience of the world of work, as well as access to independent, impartial information about the full range of employment, education and training opportunities available to them continues to be a priority for the district and the Leeds City Region.

The Council has a contract with C&K Careers Ltd to provide careers education, information, advice and guidance services to fulfil its duty to support participation in learning for all young people aged 13-19 and those aged 20 to 24 with special educational needs and disabilities (SEND). This work is commissioned in partnership with most schools and all colleges and this approach supports them to meet their duty to provide CEIAG to young people from year 8 (12/13 year old) through to year 13 (17/18 years old).

Schools and colleges have a statutory duty to provide independent, impartial careers information, advice and guidance to all pupils from year 8 to year 13. Statutory guidance (DfE January 2018) highlights the importance of impartiality of careers support and the need to help young people to explore all of the options to which they can aspire. School and college duties complement the statutory duties of local authorities, which include a duty to support participation in learning for all young people aged 13-19 and those aged 20 to 24 with special educational needs and disabilities (SEND).

The Government published its long awaited Careers Strategy in December 2017 and updated its statutory guidance for governing bodies, school leaders and school staff in ‘Careers Guidance and Access for Education and Training Providers’ the following month. C&K Careers has written to all schools highlighting the legal requirements (‘musts’) and the recommendations (‘shoulds’) these contain and progress against which will be considered during Ofsted inspections, setting out how schools which commission a service will be supported to implement the 8 Gatsby benchmarks to ensure they are delivering excellent careers guidance as defined by the Government. Ofsted inspections will have a sharper focus on the extent to which schools and learning providers comply with the strategy and guidance.

The Government has highlighted significant variation in the extent to which schools are effective in ensuring that young people from year 9 onwards receive the level of CEIAG needed to support their decisions and

\(^{15}\) AB includes the upper, upper-middle classes and the middle classes. C1 includes the lower-middle class and C2 mainly consists of skilled manual workers. D comprises the semi-skilled and unskilled working class, and is usually linked with E which includes those on the lowest incomes including benefit dependents.
strongly recommends that all schools work towards the updated Quality in Careers Standard, incorporating Compass, to support the development of their careers programme.

From January 2018, in order to address the variations in the extent to which schools promote opportunities available at other providers, including vocational training and apprenticeships, every school must ensure that there is an opportunity for a range of education and training providers to access all pupils in year 8 to year 13, publishing a policy statement setting out their arrangements for provider access.

It is vital that schools, colleges, training providers, employers and the Council continue to work together to ensure that young people receive the information and support they need to make well informed choices about their next steps.

4.5 Learning and Skills Landscape 16-19 (25)
The pattern of post-16 provision in Kirklees differs from much of that in the rest of West Yorkshire. We have made significant steps towards the creation of a post-16 infrastructure in Kirklees which acts as a key enabler for young people and is responsive to business needs in priority growth sectors. Increased collaboration between the 2 SFCs and the GFE College in Kirklees, helps to ensure that comprehensive, high quality and effective provision is sustained. It also enables post-16 providers to focus on progressing increased numbers of individuals to level 3+ qualifications in vocational or technical areas closely linked to the Kirklees labour market and priority economic sectors.

There has been significant rationalisation of provision with the General Further Education (GFE) College and the two Sixth Form Colleges (SFC) accounting for 81% of allocated study programme places in 2016/17 and only 19% in School Sixth Forms (SSFs).

In 2016/17 81.9% of the places were used by Kirklees resident learners with more learners travelling into the district to attend SFCs (24.6%) when compared to SSFs (10.1%) or the college of GFE (12.9%). (See Appendix 2: Section 8, Kirklees Institutions, Table 8b).

In 2017, 28% of year 11 leavers in Kirklees schools went on to SFCs, 34.3% went on to further education colleges, 16.9% went on to SSFs and 5.3% went on to apprenticeships. (See Appendix 2: Section 7, Table 7c).

Although both SFCs are in South Kirklees they attract learners from across the district and beyond. Kirklees College has two main centres offering a range of general provision and five specialist vocational centres. Four of the six mainstream SSFs are in North Kirklees and they include a selective grammar school, a single gender school, and a faith school. The two schools with sixth forms in South Kirklees are a studio school and a school which serves the rural south of the district.

In 2016/17, 1,140 16-18 year olds started an apprenticeships. Whilst we are awaiting updated data for 2016/17, approximately 24% of Kirklees 16-18 in 2015/16 year old learners on apprenticeships have the training element delivered by Kirklees College. Other providers include West Yorkshire Learning Providers (WYLP), Kirkdale Industrial Training, Woodspeen Training and group of small training providers (See Appendix 2: Section 8, Table 8c).

For the academic year 2017/18, 313 high needs places were funded in Kirklees which includes special schools, Kirklees College Huddersfield New College, and some school sixth forms with high needs students.

Dewsbury Learning Quarter projects responds to the growth priorities set out in the Leeds City Region Economic plan, and Kirklees Councils programme of wider regeneration in North Kirklees. The project will provide bespoke learning environments, designed to deliver a curriculum that responds to existing and future employer and labour market need. The project will play a key role in the economic and physical regeneration of North Kirklees supporting the stimulation of opportunities for young people, as well as growth in the local economy. The new facilities will enable the college to deliver a new and responsive curriculum which is not hampered by its environment in modern buildings. There is planned growth in
provision for young people and the college will focus on growth in provision at level 3 as well as developing new areas of provision which meet the wider need. The college is working in partnership with the local authority, key stakeholders and employers to ensure that the range of provision on offer is truly responsive and meets the wider needs of the communities of North Kirklees.

Providers report that it is extremely challenging to address the needs of young people with multiple barriers to learning and work within the current funding and performance management frameworks. Disincentives to sub-contract provision to small organisations, and the temporary nature of European and other project funding, has weakened the wider infrastructure. This has an impact on the ability to re-engage and support young people facing the most challenging circumstances into clear pathways to work.

4.6 Learning and Skills Landscape 19+

In 2015/16 only five providers were listed having more than 400 ESFA funded enrolments from Kirklees residents which accounted for 72% of all enrolments. These include Kirklees College, Learndirect Ltd, the Workers’ Educational Association (WEA), ESG (Skills) Limited and Leeds City College. This data does not include community learning, workplace learning or apprenticeship provision.

Whilst accepting the limitations on the data outlined above it is useful to flag the following in relation to ESFA funded enrolments for Kirklees residents:

There has been a significant drop in the number of funded enrolments between 2012/2013 and 2015/16. All West Yorkshire LA’s have seen a decrease in funded enrolments with Kirklees seeing a decrease of 38.8%.

The majority of 2015/16 funded enrolments are at Level 2 (30.6%) followed by level 1 (27.9%) and Entry Level (23.6%). Level 3 enrolments are 12.3%.

Since 14/15 enrolments at level 2 and entry level have continued to decrease proportionately whilst level 1 enrolment has increased.

Whilst all West Yorkshire LAs have seen a proportionate increase in Level 3 provision since 2012/13, Kirklees has seen a much higher increase compared to other West Yorkshire LAs.

In Kirklees a large percentage of enrolments are in Preparation for Life and Work (47.7%) and other curriculum areas with significant enrolments are in Health and Social Care (10.9%), Science and Mathematics (6.0%), Arts Media and Publishing (5.8%), Retail and Commercial Enterprise (5.7%), Business Administration and Law (5.1%), Information and Communication Technology (4.5%). Although there are some variations there is a similar pattern in other LAs in West Yorkshire. Preparation for Life and Work enrolments are higher in Leeds (52.8%) and Bradford (48.1%).

Whilst Information and Communication Technology is still one of the main sectors, it has seen a 4% decline in 2015/16. The figure for the previous three years was above 8%. All other West Yorkshire LAs have also seen decreases in ICT.

In all West Yorkshire LAs female enrolments are above 58% with the exception of Leeds where female enrolments is 36.9%.

Across West Yorkshire there has been a small increase in the number of Asian/Asian British enrolments. In Kirklees this is an increase from 24.9% to 27.8% in 2015/16. Enrolments from residents from white groups has decreased from 62.4% to 55.8%.

The proportion of enrolments 2015/16 from residents aged 19-24 in Kirklees is the highest in West Yorkshire at 32.1%. The figures did reduce by 2% for previous years but is now back on par with 2012/13 figures. In other West Yorkshire LAs the percentage of enrolments from 19-24 year olds has fallen since 2012/13 with the exception of Calderdale which has increased back to the level from 2012/13.
The two main providers of community learning in the district (Kirklees College and a Kirklees Council-led partnership of local organisations) accounted for 90.4% of the total Kirklees resident enrolments in 2015/16 in SFA-funded community learning much of which is non-accredited. However Leeds and Kirklees both saw a decrease in resident enrolments (11%) in 2015/16 compared to the previous year. Wakefield and Bradford have also seen decreases by a minimum of 17%.

The patterns of decline in participation in government-funded adult learning and skills provision, both nationally and locally, are of considerable concern, given the skills profile of the adult population of the district.

It is vital that we are able to take advantage of all opportunities and resources available for adult learning and skills to drive up demand and participation in order to address future skills needs.

It is also vital that we support our main providers to develop their strategies for dealing with the changes to adult learning and apprenticeship funding, and encourage them to engage with local residents and local employers, to ensure that that the Kirklees area derives the maximum benefit from all elements of funding.

5. AREAS OF NEED

The following points summarise the key issues arising from the analysis and data.

5.1 Leading the Future - We need to refresh current governance arrangements to ensure that all relevant sixth form colleges, general FE colleges, higher education, private, third sector providers and key and priority sector employers are best placed to influence future provision.

5.2 Increasing collaboration in Kirklees and across West Yorkshire, including the creation of provider and employer alliances to share excellent practice and secure clear progression routes into and within employment.

5.3 Resources - in the context of devolution plans and reducing resources we need to work together to secure maximum impact from the full range of resources available. In order to improve the take up of higher level skills focused on level 3 and above providers should build on the existing strengths of our institutions whilst removing unnecessary duplication of provision that could have a negative impact on securing sustainable infrastructure. Growth should then be focussed on sectors where shortages are emerging and having a negative impact on the economy. We must ensure clear progression routes from further education to higher education, higher level apprenticeships and skilled employment. There is an opportunity to develop one or more Institutes of Technology in order to be at the forefront of the development of new innovative models.

5.4 Regeneration, Infrastructure and Growth – it is vital that skills investment supports regeneration priorities, significant infrastructure developments and employment growth and that the economic benefits of these projects reach those that need it most. We need to use planning and procurement to maximise impact of this on local growth increasing the number of local jobs, skills improvement, apprenticeships and work experience opportunities.

5.5 We need to undertake further analysis and raise awareness of the impact of key changes in the labour market for example 4th Industrial Revolution, Gig economy and BREXIT so that both employers and providers are aware of the impact key labour market changes have on skills and productivity.

5.6 Close the productivity gap – We need to ensure individuals entering the labour market possess the professional, technical and personal effectiveness skills required to be productive employees and that those in work are able to understand the benefits of and access further learning which enables them to progress in work.
5.7 **Stimulate employer investment in the skills of their workforce.** Given that 99.9% of our businesses in Kirklees are SMEs and 98% employ 49 people or less we need to work with employers to make the vital link between growth, investing in skills and increasing profit. We need to stimulate steady incremental gains in workforce development to increase productivity.

5.8 **Sectors** – there is much academic and vocational learning which aligns with our economic priorities however some learning aims are not reflective and/or do not provide the clear structure, progression and career pathways which businesses and their workforce need to make it easy for them to engage. We need to strengthen these routes, focussing on our key priority and high-volume sectors first. In addition, we need to **encourage greater employer participation** so that schools, colleges and training providers are readily informed about employer demands and labour market priorities and that sector subject areas expand accordingly and employers and providers are engaged in meaningful dialogue to shape the curriculum.

5.9 **Providers need to engage with key and priority sector employers** to understand the Kirklees labour market and its future skills requirements in order to meet current and future demand. We should build upon existing positive examples of becoming more employer responsive16.

5.10 **Apprenticeships, Traineeships, and Internships** – it is important that growth is focused on generating demand from young people, adults and employers. We need to secure good quality, sustainable employment opportunities, incorporating skills progression to advanced and higher levels, which address the priorities outlined. We need to increase the use of digital vouchers and apprenticeship levy to increase take-up of apprenticeship.

5.11 Over 60,000 of our residents have low and no skills and are in danger of being marginalised by future labour market changes which will require higher skills. We need to focus on both **re-engaging adults with lower level skills** and securing opportunities for adult residents to progress to higher level skills.

5.12 Uptake of learning increasingly relies on employer and individual contributions, including individual learner loans we need to better understand and **respond to the challenges of decreasing demand for adult learning and skills provision**.

5.13 **Increasing demand of young people** - By 2020 there will be an increase in the numbers of young people aged 16-18 and numbers will continue to increase until 2025. This suggests that more high quality education and training places (for young people) will be needed in future years. Some additional places may be generated by changes to the breadth of qualifications being studied, particularly at level 3, in response to changes in funding and qualifications, employer requirements and by an increased policy focus on apprenticeships. Changes to the shape of provision in other areas of West Yorkshire may also impact on the scale of need in the Kirklees district.

5.14 **Achieving and progressing at level 2 and beyond post-16** 58.6% of young people did not achieve A*- C in English and maths. It is anticipated that there will continue to be a need for opportunities for young people to retake English and maths between the ages of 16-18. 44.4% of young people from Kirklees schools did not achieve 5 A*- C GCSEs including English and maths.

5.15 Many young people fail to progress through technical and professional routes. There is a **continued need for young people (16-19 and beyond) to be able to achieve at level 2, linking full-time education post-16 with employment-based progression routes.** There are a limited number of institutions in Kirklees offering post-16 routes from level 2 and below to level 3.

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16 Such as the employer consultation undertaken by Kirklees College as part of the development of their recent Process Manufacturing Centre in Huddersfield.
5.16 **Careers Education, Information and Guidance** – ensuring that all young people and adults have access to economically relevant information, advice and guidance is vital in ensuring they are able to make the right employment, education and training choices available to them. Clear, impartial information advice and guidance assists young people to make the best choice possible for their post-16 learning and skills pathway, which will contribute to developing parity of esteem between academic and vocational routes.

5.17 We need to work together to create a diverse programme of activities designed to broaden young people’s experience of enterprise, world of work, employability skills. This activity should be designed to address skills needs and gaps of our key and priority sectors: increasing take-up of technical and professional pathways to higher level skills, particularly apprenticeship opportunities, increasing awareness of STEM and enterprising skills boosting the numbers of young people able to follow clear vocational pathways linked to apprenticeship/traineeship opportunities with employers; employers engaging with schools to support the raising of attainment and to deliver a real “world of work experience” for young people, at all ages; bringing a greater emphasis on STEM activity, particularly in primary schools; encouraging more enterprise activity within Schools, working with governors, teachers and businesses to expose young people to the opportunities and realities of running a business/self-employment.

5.18 **Increase employment opportunities for young with Special Educational Needs and Disabilities (SEND)** – we need to build on the current Supported Internships work, increase the focus on employment outcomes for young people with SEND and ensure that there is an appropriate range of provision for young people aged 19+ with SEND and those with the most complex needs.

5.19 **Tackling NEET** – some groups are significantly overrepresented in the cohort of young people who are NEET. We need to ensure coherent support and high quality opportunities for young people in the most challenging circumstances to enable them to be successful in education, employment and training including providing clear routes into employment for young people with the most significant barriers to learning and work including those with complex social and emotional issues.

5.20 **Increase higher level skills in areas of low participation** – although there is much strong provision at level 3 we need to ensure that more Kirklees residents develop the higher level skills increasingly required by employers through full time HE, higher level apprenticeships or part time study. We need to raise awareness of HE in our schools and communities where participation in higher education is lower (using old ward names): Dalton, Deighton, Newsome, Thornhill, Dewsbury East, Dewsbury West, Batley East, Batley West, Heckmondwike, Cleckheaton, Spen.