Post-16 Employment and Skills

Kirklees District Strategic Needs Assessment

Appendix 1

May 2018
Appendix 1

STRATEGIC ANALYSIS

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KIRKLEES BUSINESSES

Business Demography

The principal industrial sectors in Kirklees are as follows:
- 29% Public Services including Health;
- 21.4% Motor Trades, Retail and Wholesale;
- 13.6% Manufacturing;
- 5.8% in Construction;
- 5.8% Accommodation and Food;
- 5.2% Administrative and Support Service Activities
- 5% Professional, Scientific and Professional;
(See Appendix 2, Section 1: Table 1a).

Kirklees Businesses - The National Employer Skills Survey 2015 tells us that a lower proportion of businesses were reported as having vacancies (16%) when compared with the Leeds City Region (19%) and England (20%) however the proportion of employers with vacancies that were either 'hard to fill vacancies' to 'skills shortage vacancies' was broadly in line with the LCR and national average. (See Appendix 2, Section 1: Table 4).

The local Employer Survey indicates that Kirklees had a higher proportion of businesses who took on apprentices and unemployed. However, only 20% of local firms reported taking on university graduates, compared to the LCR average of 26%. (See Appendix 2, Section 3: Table 3e).

Whilst further research would be helpful to understand why this is the case, this is likely due to the nature of the Kirklees economy and the lower prevalence of sectors with significant 'graduate' level intake in Kirklees, when compared with the LCR and England.

The National Employer Skills Survey also indicated that skills gaps are not as prevalent within Kirklees (15% of establishments affected) when compared with LCR (17%) but similar to England (14%). This is borne out in the fact that the incidence of training in Kirklees has fallen to 61%, lower then LCR (64%), whilst England has remained stable at 66%.

According to Employer Skills Survey 2015, 42% of all establishments in Kirklees have a training plan (national average = 42%); whilst only 30% have a defined training budget (England = 31%) (See Appendix 2, Section 3: Tables 3b and 3c). It is no surprise, then, that only a quarter of local firms sought independent advice about workforce skills and training meaning that that Kirklees has a lower proportion (than the LCR average).
Kirklees has a greater proportion of firms reporting that they have no areas of skills that needed improvement. (See Appendix 2, Section 3: Tables 3a & 3d).

According to the Employer Skills Survey 2015, 76% of companies who do not provide training say they have all the skills they need and there is no need for training, compared with the national average of 70%.

There is a need to stimulate demand for skills and higher level jobs with training, including apprenticeships, with businesses in Kirklees.

A2 WORKFORCE

Workforce Demography - The latest figures show that there are approximately 154,000 jobs in Kirklees, with a further 32,000 self-employed jobs. (See Appendix 2, Section 1: Table 1a Source: BRES + LEP estimates of self-employment based on Working Futures) Employment breakdown by sector confirms that, aside from the public sector, the principal private sectors in Kirklees are: Retail; Manufacturing, Accommodation and food and; Construction.
Over the period to 2031 employment in Kirklees is projected to increase by 18,000. In volume terms the largest projected employment increases are expected to be in public sector (including health and residential care), professional and other private services, construction, wholesale and retail and accommodation and food services.

Manufacturing and primary services are forecast to see reductions in employment but, due to an ageing workforce, the replacement demand requirements still mean that there continues to be a significant demand for skilled workers. For example within manufacturing over a ten year period the replacement demand within Kirklees could be estimated to be around 10,000 employees, after you take into account the projected net job loss of 2,000 this will leaves a net recruitment requirement around 6,000. It is also important to note that previous forecasts of reductions in the Engineering / Manufacturing sector have not actually materialised and there continue to be moves to relocate manufacturing capacity to the district.

Changes in sector composition are leading to a decline in traditional ‘middle jobs’ and are leading to the creation of an hourglass economy. It is projected that the number of administrative, skilled trades and operative jobs will decline by around 5,000 (9%) in Kirklees over the next decade. More routine work is forecast to become automated and expansion of the digital economy is leading to an even greater need for higher and more complex skills. This will result in the need for more individuals with higher skills and will disproportionately disadvantage young people, those with less work experience and those with low or no skills. The decline in middle skilled jobs is likely to reduce progression pathways from lower-skilled to higher-skilled opportunities.

**Travel to Work** - It is important to note that the profile of local residents of an area may be very different to the workforce as a result of commuting patterns. The most recent release from the 2011 census shows that 69% of Kirklees residents also work in the district. Kirklees has one of the larger net outflows of commuters of districts within the City Region, with 52,400 people commuting out of the area and 29,500 people travelling into the area for work. A net commute out of 22,900.

**Skills Levels of the Working Age Population** - Kirklees is behind England in terms of the percentage of the 16 – 64 population who are qualified to levels 3 and 4 but ahead of the City Region. 29.3% of the Kirklees population is qualified to level 4 and 48.2% qualified to level 3 and above. (See Appendix 2, Section 1: Table 1c Source: Annual Population Survey, Jan-Dec 2016. England averages: Lev 4+ 38.2%; Lev 3+ 56.9%)

11.2% of the working age population in Kirklees hold no formal qualifications, with a further 16% holding their highest qualification at level 1. Both are above the England average figures of 8% and 15% respectively. The fact that more than a quarter of the adult population has no qualifications or are qualified at the lowest level represents a significant issue for the district.

As detailed previously, due to changes in sector composition and the way in which work is organised within sectors (occupational structure), the number of jobs requiring a higher level of skill are forecast to increase in the future. This will lead to those individuals with less work experience and few and no skills being disproportionately affected.

**Incomes** - High numbers of people are employed in elementary, process and plant operations – around 20.8% in Kirklees compared with the national average of only 17%. (See Appendix 2, Section 1: Table 1b Source: Annual Population Survey, Oct 2015-Sept 2016) Median gross hourly pay for full-time jobs in Kirklees is only 86% of the national average and 97% of Y&H average. For median gross weekly full time wage, Kirklees is the second lowest from the West Yorkshire authorities. (Source: Annual Survey of Hours and Earnings 2016)

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1. Calculated by applying the percentage change by sector sourced from the LCR LEP report *The State of the Leeds City Region 2015/16* and applying to current employment totals for 2014 (source: NOMIS).
2. Calculated by applying LCR replacement demand percentage (2012-2022) of 28.7% (replacement demand of 39,044 as a proportion of the workforce of 135,680) to Kirklees total employees in Manufacturing of 28,400.
A3 16-19 LEARNING AND SKILLS

A3.1 Resident Demography
In Kirklees, the number of young people in year 12 will continue to increase beyond current levels. By 2025 there will be approximately 1000 more young people entering year 12 compared to the current numbers (See Appendix 2, Section 6: Table 6a).

These figures are based on an assumption that wider factors remain static. One area which we believe will further impact on the number of young people needing 16-18 places is the Local Plan which outlines proposed housing to be built in Kirklees during the next 15 years. Using a formula of two young people per cohort for every 100 houses we could see an increase of around 350 year 12 entrants in 2025.

Applying these assumptions to three cohorts (years 12-14) of young people in learning (including employment with training/apprenticeships and excluding Higher Education) based on current participation patterns provides some indicative figures. This data suggests that in five years there could be 1200 more young people and in ten years there could be 2500 more when compared to current figures. This does not mean that we will need an increase of approximately 2500 more places in further education in 2025.

There are a number of factors which could impact on both learners’ needs and the supply of provision including:

- **Qualification reform** - for example it is anticipated that changes at both Key Stage 4 and Key Stage 5 will impact on institutional capacity to deliver 16-18 provision, entry requirements, and the progression pathways needed to respond to the demand from both young people and employers.

- **Apprenticeship growth and reform** - Currently apprenticeships only account for 10% of activity for young people 16-18. The national strategy for apprenticeships including the introduction of the levy and trailblazers are designed to create more apprenticeship opportunities. The current strategies to increase awareness of the opportunities available in the apprenticeship route are likely to increase demand.

- **Travel to learn** - currently around 1700 young people access full time learning outside Kirklees and a similar number enter Kirklees to access provision. Proposed structural changes in neighbouring authorities could impact on the demand for places in Kirklees.

- **In addition to any changes recommended by the area review process, work is continuing across the West Yorkshire district to plan structural change in sixth form provision. It is anticipated this will result in applications to consolidate sixth form provision in larger centres including through applications for free schools and multi academy trusts.**

A3.2 Participation

**Kirklees Learners - young people** - The percentage of Kirklees resident young people aged 16 and 17 are participating in education or training (91.8%) is now below than the regional (92.1%) but above national average (91.4%) (See Appendix 2, Section 6: Table 6c). Participation in apprenticeships in June 2017 (16/17 year olds) for this age group (10%) was above regional (9.2%) and national average (6.7%).

The number of young people aged 16-17 recorded as NEET at November 17 was 3.0%. With the exception of Wakefield this figure is above the other West Yorkshire LA districts. Very few young people (0.7%) are recorded as not known, which is considerably below both regional and national averages and all other West Yorkshire LA districts, which would suggest that NEET and Not Known combined (3.8%) performance is comparatively much better than all the West Yorkshire districts, Y&H (6.8%) and England (8.4%) (See Appendix 2, Section 6: Table 6d). To further reduce NEET in the district we will work with providers to develop proposals which focus on sustained employment outcomes.

**Kirklees Learners – young people** - 72% of learners of Kirklees resident learners study level 3 qualifications as their core learning aim. 48.0% of all the level 3 learners are studying at SFCs; 27.8% in SSFs; and 23.1% at General Further Education & Tertiary.
Level 2 accounts for 14.2% of learning aims. 55.8% are delivered by Kirklees College; 12.3% at Huddersfield New College; 18.8% in other GFE’s and 4.6% in SSFs.

Level 1 accounts for 9% of core learning aims. 60.5% are delivered by Kirklees College. 4% are studying for entry level qualifications with 81.1% At Kirklees College. There are differences in the percentages of levels when looking at Kirklees learners, compared with Kirklees providers

**Kirklees Providers – young people** - 75% of learners in Kirklees institutions study level 3 qualifications as their core learning aim. 59.4% of all the level 3 learners are studying at SFCs; 23.4% in SSFs; and 16.9% at General Further Education & Tertiary.

Level 2 accounts for 13.1% of learning aims. 70% are delivered by Kirklees College; 15.7% at Huddersfield New College; 10.1% in other institutions and 4.2% in SSFs.

Level 1 accounts for 8% of core learning aims (See Appendix 2, Section 8: Table 8a). 76.2% are delivered by Kirklees College. 3.3% are studying for entry level qualifications with 89.8% At Kirklees College. There are differences in the percentages of levels when looking at Kirklees learners, compared with Kirklees providers (See Appendix 2, Section 6: Table 6e).

The types of learning aims offered also differ between organisations. Kirklees College offers 100% vocational education with some students retaking their GCSEs in English and Mathematics. Netherhall Learning Campus Studio School predominately offers vocational provision with a couple of A level subjects. Greenhead College and Heckmondwike Grammar School provide academic provision. Huddersfield New College offers both academic and vocational provision in a wide range of subjects. St John Fisher, The Mirfield Free Grammar School, Batley Girls High School and Shelley College offer some vocational options alongside their academic provision.

### A3.3 Travel-to-Learn

**Travel-to-Learn – young people** - 1731 young people travel into Kirklees to study with a similar number (1760) of Kirklees residents travelling out the area (See Appendix 2, Section 6: Table 6f). The data is adjusted to allow for known subcontracting arrangements, but remains indicative.

Of the 1731 learners travelling into the district 937 (54.1%) are from Calderdale and 240 (13.5%) from Wakefield and 13.4% from Bradford. A similar pattern is reflected in young people travelling across the district. This does not provide an accurate picture of the accessibility of provision or the distances learners travelled to access their learning as, in some cases, travelling to an out of area institution may mean travelling to the nearest, or most accessible, institution offering the course required.

Of those travelling out of the district 685 travelling to provision funded by Leeds providers (331 Leeds City College), 460 travelling to Wakefield providers (377 Wakefield College); 216 travelling to Calderdale providers; 203 travelling to Bradford providers (136 Bradford College)

Recognising travel-to-learn patterns, it is important that Kirklees residents continue to have access to high quality provision at level 2 and below which is easily accessible therefore a further detailed analysis is required to understand learners travelling outside the area including any impact of new providers within West Yorkshire.

### A3.4 Quality and Outcomes

The attainment of level 2 and level 3 of young people (at aged 19), who attended Kirklees schools in year 11 shows a more complex picture. 2015/6 data for young people achieving level 2 (at 19) is 86.7% which is above the regional average 84.4% and national average(85.2%).

The attainment of level 2 for the same cohort at 16 (2012/13) was 2.3% lower than regional and 2.8% lower than national averages. Therefore 22.1 % of learners gained this vital benchmark between the age of 16 and 19 compared to 17.4% regionally and 17.7% nationally (See Appendix 2, Section 7: Table 7a).
There is an attainment gap between the percentage of 19 year olds qualified to Level 2 with English and Maths, by FSM eligibility. In 2015/16, 75.2% who were not eligible achieved their Level 2 with English & Maths compared to only 51.9% of those who were eligible for FSM. This represents a gap of 23.3%, however the gap is lower when compared to Y&H (30.6%) and England (26.9%)

Achievement at level 3 at 19 has improved from 45.4% in 2007/08 to 59.8% in 2015/16 which is above the regional figures (54.6%) but below the national figures (58.5%) (See Appendix 2, Section 7: Table 7b).

**Kirklees Institutions – Young People** Ofsted has now judged all EFA-funded providers registered in Kirklees as good or outstanding.

Change in the published performance table’s means performance cannot be compared to previous years

A level performance for 2017 shows average point score per entry at Kirklees institutions at 32.05 (C+), compared to England state-funded 31.13 and England all schools 32.39. Average point score for best 3 A levels is above average for all schools and state funded at 35.50 (B-)

Average results for KSS Applied General Qualifications in Kirklees institutions (38.18) are above England all (35.72) and England state-funded (35.69) averages.

Average Tech level performance in Kirklees was also above national averages: Kirklees 33.48; all schools 32.26; state-funded 32.25.

It is important to consider the number of students, and their levels of prior achievement, as well as the range of qualifications offered at each institution when considering this data (See Appendix 2, Section 9: Tables 9a).

**A3.5 Curriculum – Sectors/Levels**

**Academic Learning Aims – young people** - The number of Kirklees-resident, young people studying academic A-Level learning aims has increased in 2016/17. This is largely due to institutions now offering Linear A-Levels whereby learners are enrolled on linear subjects from the outset. Subsequently AS Levels has decreased as a result.

38.9% of all level 3 academic A-Level learning aims are in Science and maths. The next two largest subject areas are Social Sciences (15.3%) languages and literature and culture (14.0%) (See Appendix 2, Section 10: Table 10a).

There are a number of academic learning aims being undertaken at level 2. These are mainly in English, maths, and Science. This is to be expected because of the requirement for students to retake GCSE English and maths if they have not achieved a Grade C at 16.

**Vocational Learning Aims- Young People** - The number of core vocational learning aims for this cohort has decreased in 2016/17. Level 3 core aims has decreased from 3,577 in 2015/16 to 3,340 in 2016,17; level 2 core aims have decreased from 1,435 in 2015/16 to 1,343 in 2016/17; and level 1 and below core aims have decreased from 1,339 in 2015/16 to 1,260 in 2016/17.

**Level Three Vocational Aims** - 21.8% of all vocational learning aims at level 3 are in Health, Public Services and Social Care, which is the largest subject area; 19.8% of level 3 learning aims are in Arts, Media and Publishing; 15.1% are Leisure, Travel and Tourism; 12.0% in Business Administration and Law.

When considering vocational areas of strategic interest: Construction, Planning and the Built Environment increased each year but account for around 1% of all aims; Engineering and Manufacturing Technologies has decreased for the last three years; Information and Communications Technology has decreased and account for 8.3%; (See Appendix 2, Section 10: Table 10c).
Level Two Vocational Aims – Health, Public Services and Care is the largest area with 26.1% of all core learning aims; Retail and Commercial Enterprise is second largest area with 15.9%; Engineering and manufacturing is the third largest with 9.9% (See Appendix 2, Section 10: Table 10d).

When considering areas of strategic interest: the take-up of Business Administration and Law has seen some fluctuation and accounts for 7.9% of all core aims; Construction, Planning and the Built Environment has decreased and is 4.8% of all core aims; Engineering and Manufacturing Technologies has seen numbers remain the same; Information and Communications Technology numbers have increased slightly and is 6.0% of all core aims (See Appendix 2, Section 10: Table 10d).

Level One and Below Vocational Aims – the majority of the learning aims are Preparation for Life and Work accounting for 43.7% of all core learning aims studied: Engineering and Manufacturing account for 11.3% of all core learning aims, Construction, Planning and the Built Environment core learning aims has decreased slightly from the previous year and account for 11.0% of all core learning aims; and Health, Public Services and Care account for 10.2% of aims (See Appendix 2, Section 10: Table 10e).

A3.6 Vulnerable People
A number of people are disproportionately represented in Unemployment and low skills data.

Students with a Statement / Education Health and Care Plan
NCCIS data from June 2017 shows that in Kirklees, of 16-17 year olds there were 384 with a statement/EHCP. From the 18 year old cohort, 66 had a statement/EHCP and from the 19 year old cohort 10 had a statement/EHCP. The majority of the 16 year olds with SEN (88.3%) were in education, employment or training (EET), also 78.6% of the 17 year olds, 89.4% of the 18 year olds and 70% of the 19 year olds with SEN were EET. All figures are higher than the national figures for the same groups.

These numbers need to be monitored carefully over the next few years as the SEND reforms become fully embedded.

For those learners recorded as ETT at 16, the majority were in GFE (58%), which is representative of all age groups. 8% of the cohort were in SSTs, 16% in SSFs and 8% in apprenticeships.

Data for the 20–24 year old age group is more detailed than previously, but represents a group many of whom continue to have SEN but whose Statements/EHCPs have ceased as they are no longer in education. In June 2017 the NCCIS data show that there were 88 students in Kirklees with Statements/EHCPs of whom 95.5% were EET.

Further work is needed to provide more comprehensive information for the post 16 SEND cohort to ensure that their needs are being identified and met.

At 16 we consider the achievement of young people both with Statements/EHCPs and at SEN Support. In June 2017, 18.6% of this cohort achieved 5 A*-C/9-5 grade GCSEs, which was below the national average of 22.1%. However the Progress 8 score for this cohort in Kirklees was 0.4 above the national average. Both Kirklees and national Progress 8 scores were below zero, indicating that the young people had made less progress than peers who had the same starting points.

We need to continue to work together to ensure that there is an appropriate range of opportunities available for all young people with SEND up to the age of 25 who can continue to benefit from further education, employment and training. We do recognize that some gaps identified are for a small number of young people in specific specialist provisions.

We will build on the DfE Employment is Everyone’s Business and the pilot Supported Internships programme to improve outcomes for young people with Special Educational Needs and Disabilities.
**Offenders** – we have tracked all students who have had a YOT order recorded on the CCIS system (122 young people) and looked at what they were doing at the end of December 2017. 63.9% were in the EET group. Of those who are EET 52.3% were in further education followed by 29.5% in employment including apprenticeships.

Organisations and partners working with young offenders have identified the following issues, which need to be addressed to improve levels of participation:

- the need for flexible starts, which young people are able access at quite short notice, across a range of provision;
- securing and funding the level of support needed; and
- provision that learners can see leading to employment opportunities.

National data suggests that nearly one-third of people entering the prison system report a learning difficulty or disability and almost half report having no school qualifications³.

**Young People in Care and Care Leavers** - There are two different cohorts recorded within CCIS; those who are residing in Kirklees and those for whom Kirklees Council is the corporate parent.

76% of the group are in EET as at December 2017. Of those who are in EET the majority are in further education, Sixth Form College and school sixth form (71.2%). 9.6% are in apprenticeships.

We need to ensure that young people are able to access opportunities offering multiple entry points that enable real progression into the world of work and further learning. Colleagues working with this group of young people have highlighted the issue of support changes at 17 which can also impact on participation rates.

**Pregnancy and Caring for Own Child** – at December 2017 68 young people were recorded in this category. 50% were in EET with the majority in further education. Of those who were recorded as NEET, the majority were not available to the labour market.

It can be difficult to return to the learning/labour market after a long break. This cohort will often require provision that is flexible, to meet their individual needs. Care to Learn is available to help with childcare to assist these young people on their return to study. However, this is limited to those under 20 years.

**Stronger Families** – 784 young people have been recorded as currently being supported through the Stronger Families programme or having been supported by this programme in the past. Of these, 81.4% are EET. In year 12 this is 87.3% and in years 13 and 14 around 76.3% are EET. Of those who are EET the majority are in GFE (52.5%). 19% are in school sixth form and sixth form college. 12.9% are in apprenticeship including employment.

Further work is being done to analyse patterns of participation and progression, as well as looking at whether there are any changes in patterns of participation when the support of Stronger Families finishes.

**Homeless People** - this includes those that are homeless or threatened with homelessness, where the Council has a statutory duty (under the Homelessness Reduction Act 2017) to prevent or relieve that homelessness. Frequently a lack of economic activity can contribute to or be the main cause of homelessness. This could be due to a people having a chaotic lifestyle, lack of skills or poor quality, low paid employment.

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³ [https://publications.parliament.uk/pa/cm201617/cmselect/cmworpen/58/58.pdf](https://publications.parliament.uk/pa/cm201617/cmselect/cmworpen/58/58.pdf)
Support required for this group is often one of the following

- successfully managing a tenancy;
- dealing with personal barriers to progression;
- securing employment, education and training whilst on this journey
- in work/learning support during the transition into work and learning

The demand is likely to increase due to the change in statutory obligations and will be further determined over the next 12 months.

A4 19+ LEARNING

Kirklees Learners – Adults (Participation & Achievement)

All LAs in West Yorkshire have seen a drop in participation in government funded adult learning and skills activity between 2011/12 and 2016/17. This includes Kirklees where participation has dropped by 29.7% to 16,040. This is higher than declines at a Yorkshire and Humber (24.49%) and national (28.98%) for the same period.

Participation information for full level 2, full level 3 and English and maths have seen a drop:

- In Yorkshire and Humber there has been a drop in full level 2 participation of 54.92% compared with a reduction of 58.50% in national participation figures. During the same period Kirklees has seen a drop of 60.07% (See Appendix 2, Section 11: Table 11b).
- All West Yorkshire LAs have seen an upturn in participation in full level 3 but overall participation levels remain below 2011/12 levels. In Kirklees this is a gap of 4.63%. Yorkshire and Humber there has been drop in full level 3 participation of 6.75% compared with a national figure of 6.68%. (See Appendix 2, Section 11: Table 11c).
- In Yorkshire and Humber there has been a drop in English and maths participation of 26.19% compared with a national figure of 30.26%. During the same period Kirklees has seen a drop of 29.36%. (See Appendix 2, Section 11: Table 11d).

Learner achievement across government funded adult learning and skills activity in all West Yorkshire LAs saw an increase in 2016/17 from a position which has been declining since 2013/14. Latest figures for Kirklees (4.5%) and Leeds (10.5%) are now showing an increase from 2013-14 to 2016/17 whilst the other West Yorkshire LAs are still showing a decrease. Y&H and national figures are both still showing a decrease of 30% from 2013/14 to 2016/17 and also did not see an increase in achievement from the previous year. (See Appendix 2, Section 11: Table 11f).

Achievement information for full level 2, full level 3 and English and maths are included below:

- All WY LAs have seen an increase in the number of full level 2 achievements in 2016/17 from the previous year, however this is still below the 2013/14 levels of achievement. From 2013/14 Kirklees has seen a reduction of 9.74% compared with a reduction of 60% nationally. (See Appendix 2, Section 11: Table 11g).
- All WY LAs had seen a reduction in in the number of learner achievements in full level 3 between 2011/12 and 2015/6. However this has now increased in 2016/17 for all LA’s and achievement is well ahead of 2011/12 levels. Whilst the achievement at Y&H and National have increased from the previous year they still remain below 2011/12 levels by 1.8% and 4.7%. (See Appendix 2, Section 11: Table 11h).
- All WY LAs have seen a reduction in the number 19+ learner achievements in English and maths. In Kirklees this has been a drop of 24.72% compared with a national decrease of 25.77%. During the same period Yorkshire and Humber has seen a drop of 27.51%. All other WY LAs have seen a decrease for the same period. (See Appendix 2, Section 11: Table 11i).
A5  APPRENTICESHIPS

A5.1 16-18
A total of 1140 16 to 18 year olds started on an apprenticeship in 2016/17 which was a 13.6% decrease from 2015/16.

Approximately 61.4% of starts for 16-18 year olds in 2016/17 were at intermediate level and 36.8% were advanced level which is a change from 2015/16 (68.9% and 30% respectively). Fewer than 1% were at higher level. This is in line with the regional and national spread. (See Appendix 2, Section 12: Table 12b).

Whilst data at sector level by age is currently not available for 2016/17, in 2015/16 Engineering and Manufacturing make up 24.8% of all 16-18 starts on apprenticeships; Business Administration and Law (24.8%); and Retail, Commercial and Enterprise (17.2%). This accounts for 66.8% of all starts.

A5.2 19-24
A total of 1,210 19 to 24 year olds started on apprenticeships in 2016/17, which is a 7.6% decrease on 2015/16. 47.9% of starts for 19 – 24 year olds were at intermediate level and 47.9% were advanced level, which is a change from 2015/16 of 56.5% and 40.5%, respectively. Fewer than 3% were at higher level. (See Appendix 2, Section 12: Table 12c).

The largest sectors for 19-24 apprenticeship starts in 2015/16 are Business, Administration and Law is 31.3%, Health, Public Service and Care 24.6%, Engineering and Manufacturing Technologies 18.7% and Retail and Commercial Enterprise 14.9%.

A5.3 25+
A total 1,850 people aged 25+ started apprenticeships in 2016/17, which was a 4.6% decrease on 2015/16. Approximately 48.1% of starts for 25+ year olds were at intermediate level and 37.6% were advanced level which is a change from 2015/16 of 54.6% and 37.6% each. 13.5% were higher level starts in 216/17 compared to 7.7% in 2015/16. (See Appendix 2, Section 12: Table 12d).

The largest sectors for 25+ apprenticeships starts in 2015/16 are Business Administration and Law 33.7%, Health Public Service and Care 32.7%, Engineering and Manufacturing Technologies 13.8% and Retail and Commercial Enterprise 13.3%.

A5.4 Apprenticeship: All Age Starts by Sector
Of all the starts combined the largest sectors in 2016/17 are, Business, Administration and Law (30.1%), Health, Public Services and Care (28.4%), Engineering and Manufacturing Technologies (17.4%), and Retail and Commercial Enterprise (12.4%). Compared to 2015/16 these sectors were 30.6%, 24.5%, 18.3% and 14.8%. (See Appendix 2, Section 12: Table 12i)
**A6 HIGHER EDUCATION**

Maps included in the appendices (See Appendix 2, Section 9: Tables 9f and 9g) show the proportion of young people who progressed into HE by age 19 between 2005/06 and the 2010/11 academic year. Although some caution is needed in relation to the age of the data, this is the most recent analysis provided by HEFCE and it provides an overview of Higher Education participation, relative to the national picture.

Overall Higher Education participation in Kirklees was broadly in line with the national picture (the ‘middle’ participation quintile).

Maps by parliamentary constituency, provided by HEFCE, show that participation is lower in Batley and Spen. None of the constituencies in the Kirklees area fall within the lowest quintile, which is the case in areas of Bradford and Leeds. The following wards appear in the 2nd lowest quintile: Dalton, Deighton, Newsome, Thornhill, Dewsbury East, Dewsbury West, Batley East, Batley West, Heckmondwike, Cleckheaton, Spen. The development of the Pioneer House Higher skills and apprenticeship centre in Dewsbury will help to address this imbalance in North Kirklees wards.

HEFCE has provided an analysis of ‘unexplained’ gaps in participation in HE for young people aged 18/19 illustrating where participation is higher or lower than would be expected, given other factors that impact on participation, such as GCSE results and ethnicity. In this analysis, it is noticeable that North Kirklees wards are over-represented. The following wards are in the lowest quintile for participation: Thornhill, Batley West, Cleckheaton. Batley East, Dewsbury East and Dewsbury West are in the second lowest quintile for participation.

Kirklees has not been selected as a target ward for the HEFCE funded national collaborative outreach programme (NCOP). NCOP target wards are those with either: low levels of young participation (POLAR3 Q1) and lower than expected levels of young participation, considering Key Stage 4 attainment and ethnicity (Q1 or Q2); OR low levels of young participation (POLAR3 Q1) and lower than expected levels of young participation, considering Key Stage 4 attainment only (Q1 or Q2).

Enrolments into universities in the LCR fell by 7% in the 2012/13 academic year to 116,400 students. Since then the level of enrolments has remained stable, with the latest figure for 2014/15 standing at 116,260. Between 2012/13 and 2014/15 there were significant falls in the number of qualifiers for European languages (-440) and Business and administrative studies (-365). A number of science and technology subjects also saw significant declines in both proportionate and absolute terms, although qualifiers in science subjects as a whole fell slightly less rapidly than total qualifiers. Architecture, building and planning (-290) and Computer sciences (-180) both saw significant reductions in the number of qualifiers over this period, while Physical sciences and Biological sciences both saw a degree of growth (+90 and +65 respectively) (See Appendix 2, Section 5: Table 5a)

The destinations of leavers in the Leeds City Region showed that 69% of University of Huddersfield students progressed into full or part time employment, of which 78% of these students entered professional employment, a further 17.9% progressed to further study. Over 50% of students studying at LCR universities are retained within the LCR. (See Appendix 2, Section 5: Table 5b)

**A7 EMPLOYMENT AND UNEMPLOYMENT**

**A7.1 Employment Rate**

Figure 44 shows that levels of resident based employment in the district are currently around 70% of the workforce. The trend has been one of reducing steadily since 2007, however this levelled out and has largely begun to increase since 2012. It is still well below the pre-recession rate of almost 75% however.

While recent trends look positive, it may be of some concern that Kirklees’ relative performance reduced in this period.
A striking feature of the recovery from the recession and subsequent period of relatively slow growth has been the increase in levels of self-employment and part-time work, and both Kirklees and the wider Leeds City Region has largely mirrored national trends. This increase has important implications for the nature of the labour market; it suggests increased flexibility and entrepreneurship, but also less job security and lower incomes.

While self-employment is not necessarily a bad thing in itself, and indeed is an indicator of entrepreneurship, it is also associated with job uncertainty, especially since the recession. The data shows that levels have increased in Kirklees since 2011, although only to levels seen pre-recession. Generally, Kirklees is among the highest districts for self-employment.
A7.3 Part time employment
Part time employment has steadily increased in the district to 28%, up from just over 23% in 2010. This is another indicator where some caution is needed in interpretation as pre-recession levels of part time employment in the district were around 26%.

Figure 46: % Part time employed

Source: APS

A7.4 Unemployment Rate
Positively, Kirklees has among the lowest levels of unemployment among surrounding districts. As with all areas, levels increased and peaked between 2008 and 2012, reaching 9% in 2012. Levels have since reduced to just over 6% according to the latest data.

Figure 47: Unemployment rate

Source: ONS modelled unemployment
ECONOMIC INACTIVITY

Levels of wider economic inactivity have increased in Kirklees, especially since 2009, and it now has the second highest levels behind Bradford locally, although this has flat lined in the last year. The measure in Figure 48 is based on “real” inactivity so does not count retired people or students, but includes unemployed.

As shown in Figure 49, the increase has principally been driven by an increase in looking after families, as well as the increase (and more recent decrease) in unemployment. Most of the other components of inactivity have remained fairly constant.

Figure 48: % economic inactivity 2005-16

Figure 49: components of inactivity in Kirklees 2005-16
The data above, in combination with Figure 50 below demonstrates that a large proportion of inactive working age people do not claim out of work benefits. The latest DWP data shows that less than 10% of the working age population of Kirklees claim out of work benefits – reducing from 13% in 2009 and the district currently has the lowest levels in surrounding areas.

**Figure 50: % worklessness (all out of work benefits) 2006-16**

![Diagram showing worklessness rates from 2006 to 2016 for various districts including Bradford, Calderdale, Kirklees, Leeds, Sheffield, Wakefield, and GB.](image)

Source: DWP

The reduction in claimants of out of work benefits, can be seen to be through the reduction of JSA claimants (i.e. unemployment benefits). The district has relatively constant levels of other benefits claimants, especially those claiming ESA and incapacity benefits.

**Figure 51: Components of out of work benefits claimants**

![Diagram showing components of out of work benefits claimants from 2006 to 2016 for various districts including job seeker, ESA and incapacity benefits, lone parent, and others on income related benefit.](image)

Source: DWP
Figure 52 demonstrates neighbourhood level concentrations of out of work benefit claimants. In Kirklees, claimants are largely concentrated in and around the urban areas of Huddersfield, Batley and Dewsbury.

**Figure 52: % out of work benefits 2015**

![Map showing concentration of out of work benefit claimants in Kirklees, with high concentrations in Huddersfield, Batley, and Dewsbury.]

Source: DWP