Appendix 3

Brighton & Hove
Data story to inform the City Employment and Skills Plan 2016-2020
Prepared by Rocket Science

January 2016

Brighton & Hove City Council

Introduction

The following slides provide a high level assessment of Brighton and Hove's labour market as at December 2015. They are intended to provide

- insights on patterns of economic activity,
- evidence to inform the priorities of the plan and
- a baseline from which the impact of the plan can be measured

Some of the data has been sourced directly from nationally available data sources (NOMIS) as well as from recently published research such as the Coast to Capital Economic Assessment. Data has also been provided directly from Brighton and Hove City Council.

Data has been presented at different geographic levels to enable comparison with Brighton and Hove and demonstrate its distinctiveness, however this has depended on the availability of data at administrative levels.

The slides are broken down as follows

- Employment and unemployment in the City (Slides 3 – 21)
- Skills and growth (Slides 22 – 35)
- Young people and apprenticeships (36 – 45)
- List of data sources (47)

Employment and unemployment in the City

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1. Unemployment and furthest from the labour market - Summary

Trends

- Brighton and Hove's unemployment has being reducing and now those receiving Job Seekers Allowance (JSA) is less than 3,000 (2870) over 50% less than the number claiming JSA back in 2010 (6220). This is a consistent trend across the UK and is attributed to an improved economy as well as some of the impacts from welfare reform. JSA rates are slightly higher than the Coast to Capital region.
- However the rate of this reduction has been greater for younger people (16-24) and those aged 25-49, the rate of change for 50-64 age group has been much less suggesting that the older age group may be facing a greater challenge accessing work.
- There are 240 long term unemployed (2 year's plus) claiming JSA of which 71% are male compared to females and over 25% of that group (70) have been unemployed for longer than five years.
- The numbers of residents on Employment Support Allowance (ESA) are just over three times that of those on JSA. This is a consistent national trend and highlights why the Government will be focusing its investment on employment programmes post Work Programme that support this group.

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1. Unemployment and furthest from the labour market - Summary

- Of those on ESA, a vast majority are ESA Support Group (7460) those that currently can volunteer to be part of a Government back to work programme rather than in the Work Related Activity Group (WRAG) (2530), those that are mandated to it.
- However when combining long term sick, temporary sick and ESA/incapacity benefit figures, 12.6% of the population of the City are presenting health issues. This has implications for health and adult social care services and how, in the longer term, the City may need to manage demands on services as older people move from ESA at 65 onto other services.

Implications for the CESP

There is a positive story overall around unemployment however it will be important to ensure that this is maintained and measures taken to make further reductions over the coming four years and targeting older age groups (50+) and the long term unemployed.

Data on the profile of current ESA claimants as a whole is not available at this time but will be needed to enable improved planning of services. According to JCP over 70% of ESA Claimants in the City are over 50.Focusing efforts and funding around the ESA WRAG/JSA 2 year plus cohort makes sense in the context of the new Work and Health Programme but needs to align with the level of involvement the City and its partners want to have in supporting this group.

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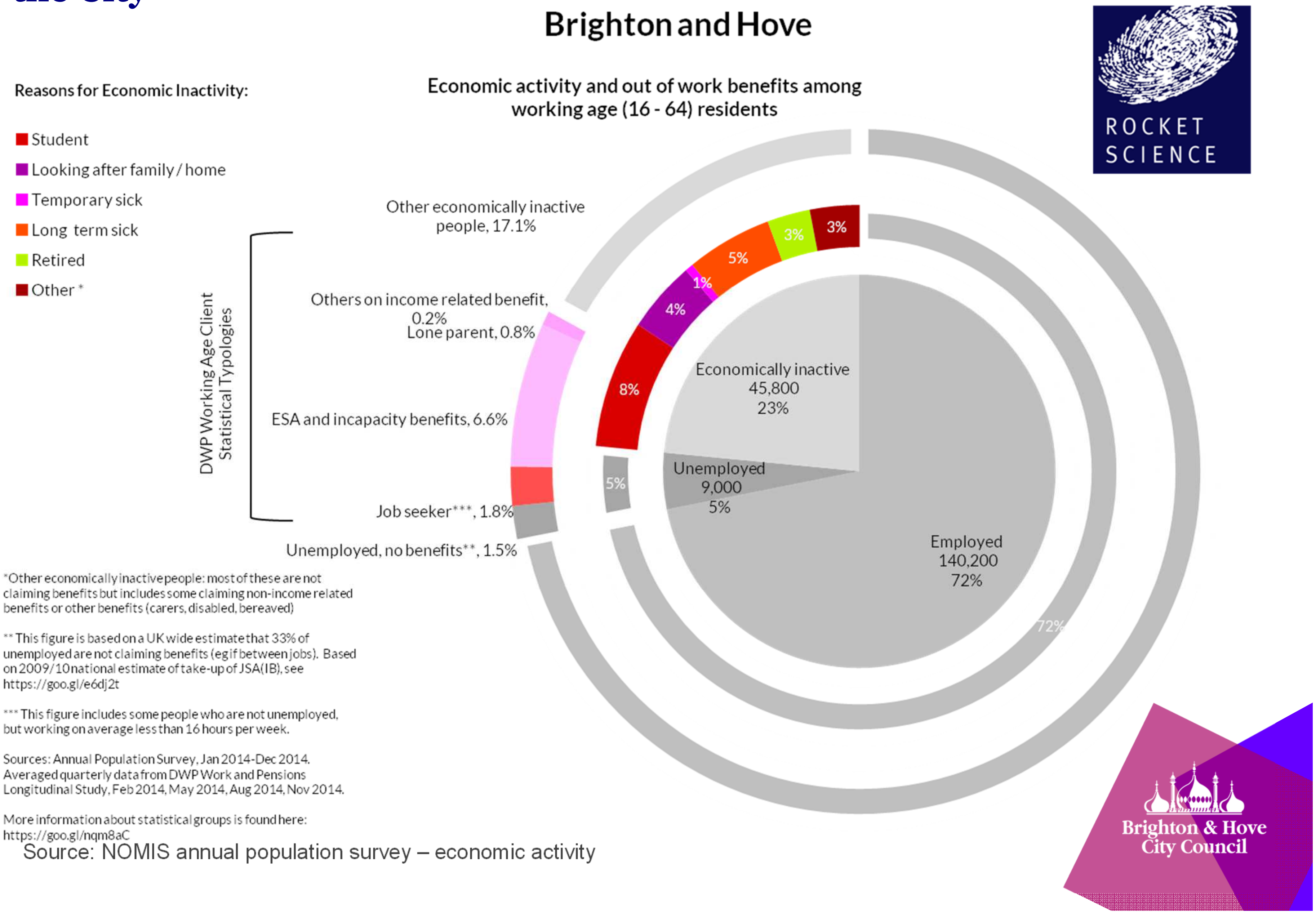
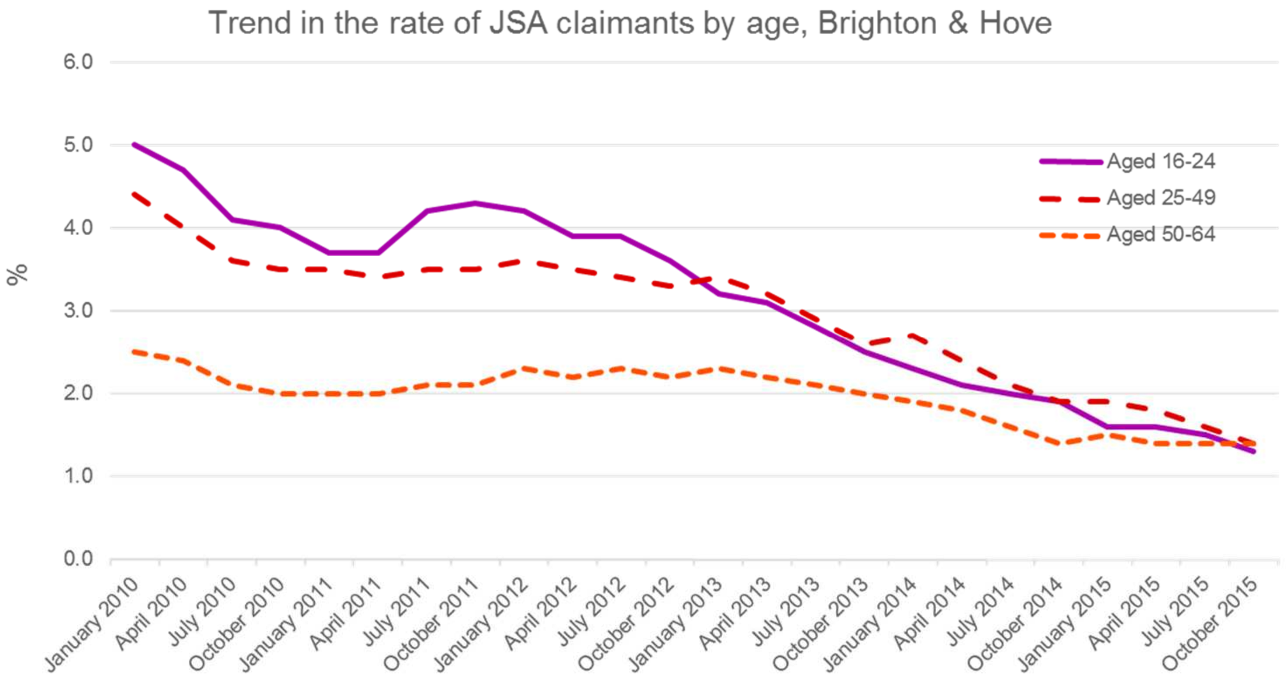
1.1 Profile of economic activity and out of work benefits (16-64) in the City



Source: NOMIS annual population survey – economic activity

1.2 The rate of Jobseeker's Allowance claimants has been falling in Brighton & Hove since 2010 but less of an impact on the older age group



The falling rate of JSA claimants has been less for the older age group (29%) compared with 61% for those aged 16 to 24 and 56% for those aged 25-49. Despite absolute numbers being lower than other age groups previously (although now aligned), this rate of change suggests that there are challenges in helping older claimants and efforts should be made to support this group.

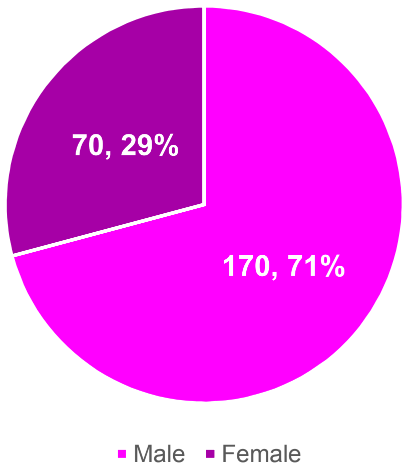
JSA clients at May 2010	All	16-24	25-49	50-65
All	6,220	1,540	3,810	860
Males	4,320	1,020	2,690	600
Female	1,910	520	1,120	250
White	5270	1310	3200	750
Ethnic Minority	510	120	300	0

JSA clients at May 2015	All	16-24	25-49	50-65
All	2,870	600	1,660	610
Males	1,840	380	1,040	410
Female	1,030	220	620	200
White	2440	520	1400	520
Ethnic Minority	320	40	160	20

Source: NOMIS - Jobseeker's Allowance by age and duration with proportions

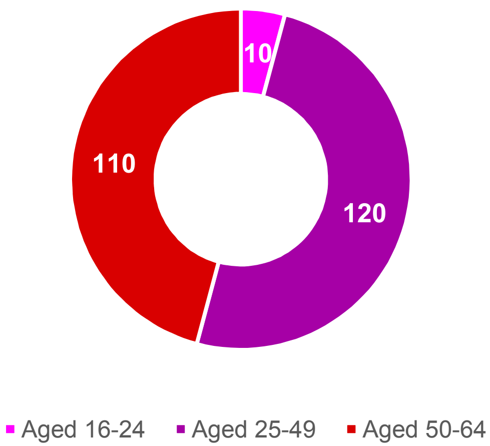
1.3 Over 70% of JSA claimants 2 years plus are male

Long term unemployed in Brighton - 2 years plus



36% of those on JSA for longer than five years as a proportion of the total are in the 50-64 age group. Although the number is relatively small (40) it will be important to target support to enable this group to move into work. Long term unemployment is predominantly a male issue (71% on JSA compared with 56% on ESA) which is consistent with national figures and suggests a need to make efforts to target support relevant to this client group.

Age profile of JSA Claimants 2 years plus



Source: NOMIS - Jobseeker's Allowance by age and duration with proportions

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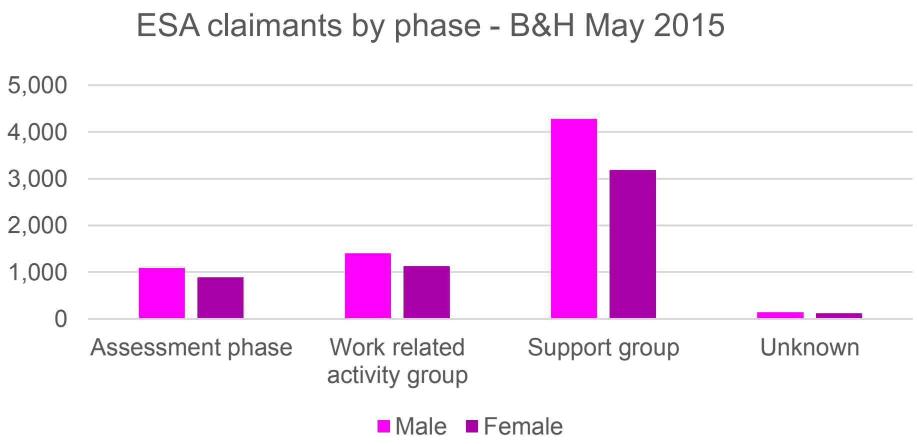
1.4 Employment Support Allowance claimant rates in Brighton and Hove are slightly higher than England but WRAG numbers are low.

	Contributions based	Both income and contributions based	Income based	No payments - credits only	Total
Assessment phase	360	40	1,550	50	1,990
Work related activity group	70	20	2,290	150	2,530
Support group	1,450	1,740	4,260	10	7,470
Unknown				270	270
Total	1,880	1,800	8,100	480	12,260
	Contributions based	Both income and contributions based	Income based	No payments - credits only	Total
Assessment phase	0.82	0.81	0.90	0.72	0.87
Work related activity group	1.12	1.01	1.25	0.65	1.18
Support group	0.81	1.29	1.37	0.45	1.19
Unknown				0.75	0.75
Total	0.82	1.27	1.21	0.70	1.11

Source: NOMIS (benefit claimants - employment and support allowance; 2014 mid-year population estimates)



Although numbers on WRAG are low, JCP will want to work with the support group to help them move towards work related activity and it is likely that the new Work and Health programme will incentivise providers to work with the group.

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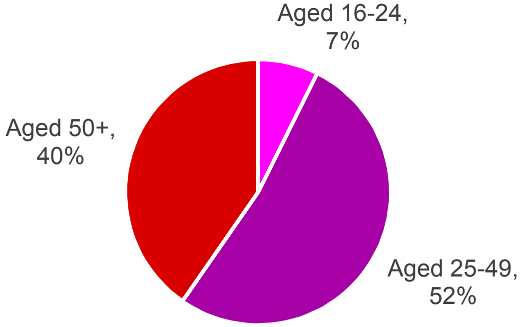
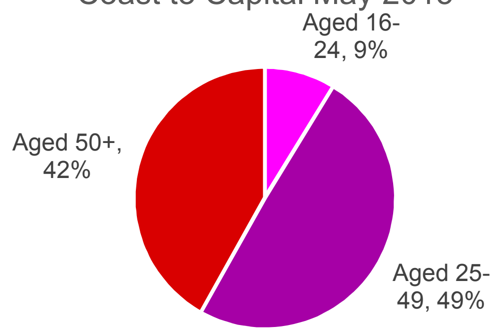
1.5 Some slight differences around age and gender for those on ESA in Brighton and Hove compared to other areas

ESA claimants broken down by age - Brighton and Hove May 2015

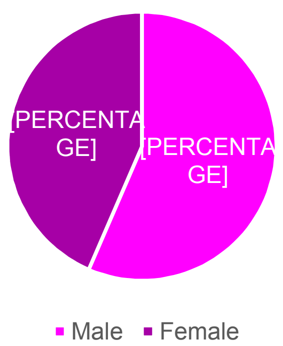


Coast to Capital May 2015

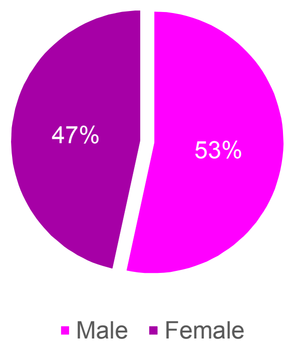


These figures show that whilst there are some differences in age and gender Brighton is not unique in terms of its ESA profile. However there are slightly more males than females on ESA in Brighton and more aged 25-49 than the Coast to Capital area.

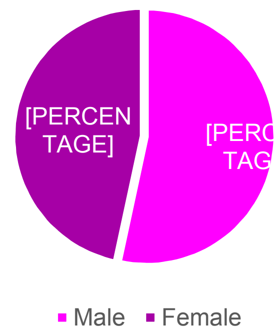
ESA claimants broken down by sex – Brighton and Hove May 2015



Coast to Capital May 2015



England May 2015



Source: NOMIS benefit claimants – employment and support allowance

2. Employment and pay – Summary

Trends

- The employment rate for Brighton and Hove is less than that seen in Greater Brighton and Coast to Capital, with a recent decline in the past year.
- The ethnic minority employment rate is lowest in Brighton and Hove compared to other areas and has been consistently lower over the past four years. It currently stands at over 5% less than the England average.
- The employment rate for Young People (16-24) is lower compared to other areas, with the greatest gap affecting young females (16-24) when comparing Brighton and Hove to the Greater Brighton and Coast to Capital areas.
- Self employment has been rising since 2009 although there is some volatility - there was a peak for women and drop for men in 2013. Male self-employment is at its highest since 2005, suggesting that the past ten years (which would have included the recession) have been challenging for those in self-employment.

2. Employment and pay – Summary

- Brighton and Hove has strong travel to work relationships with Greater London, its Greater Brighton partners and with Gatwick Diamond and East Sussex economic partnerships. It suffers a 'drain' of workers aged 25-49.

- Current vacancy data suggests vacancies are low and consistent with Coast to Capital however there are highest reported vacancies for elementary, sales, managers, and administrative staff

Implications for the CESP

Evidence suggests that there are issues specific to Brighton and Hove in relation to employment in terms of disadvantage around ethnic minorities, pay and gender differences. The plan will need to reflect an ambition where the City performs at least as well as its neighbours in the Greater Brighton area and reduces the impact of disadvantage for both residents and workers, particularly those on ESA and the long term unemployed and the low-waged.

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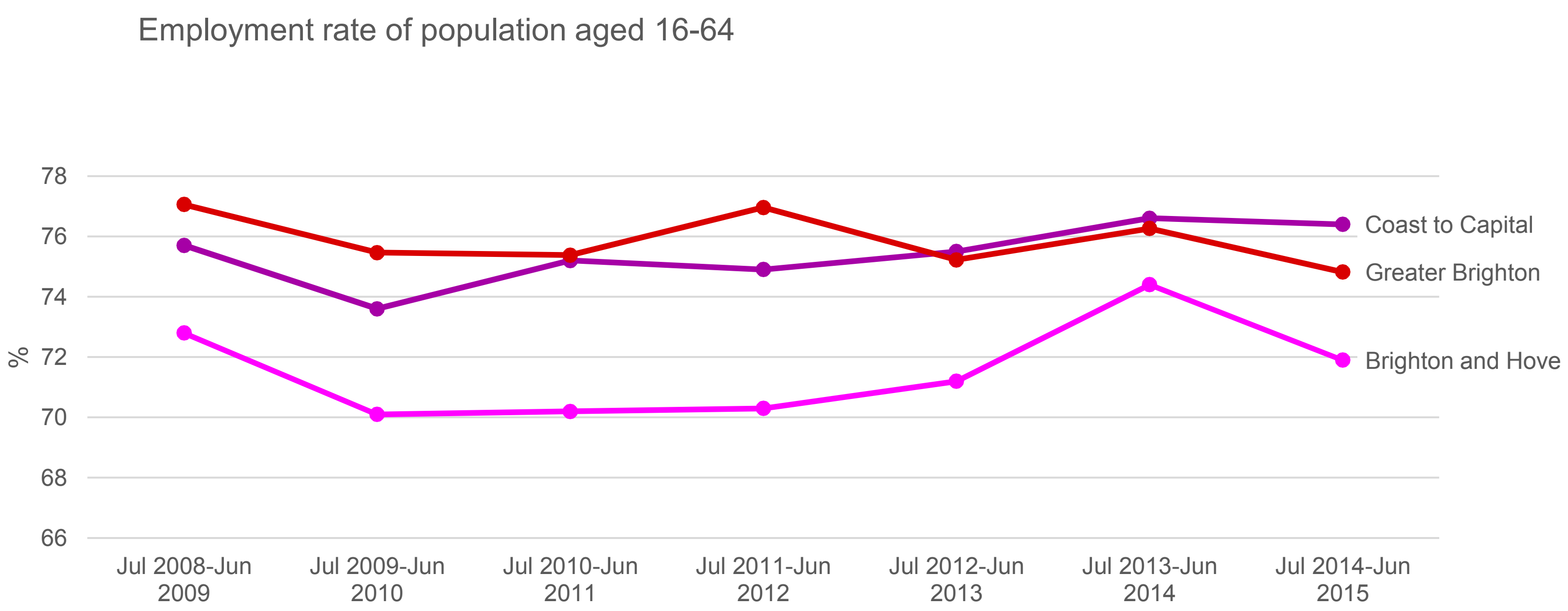
2.1a A changing employment rate in the City?



Source: NOMIS annual population survey

The Employment Rate for the City was below both Coast to Capital and Greater Brighton regions during the first three years of the previous CESP. It increased in 2013/14 (to a level near that in 2008/9), but reduced again in 2014/15. This suggests that there is some volatility in employment in the City and that the rate is consistently worse compared to Greater Brighton (greatest divergence in 2011/12).

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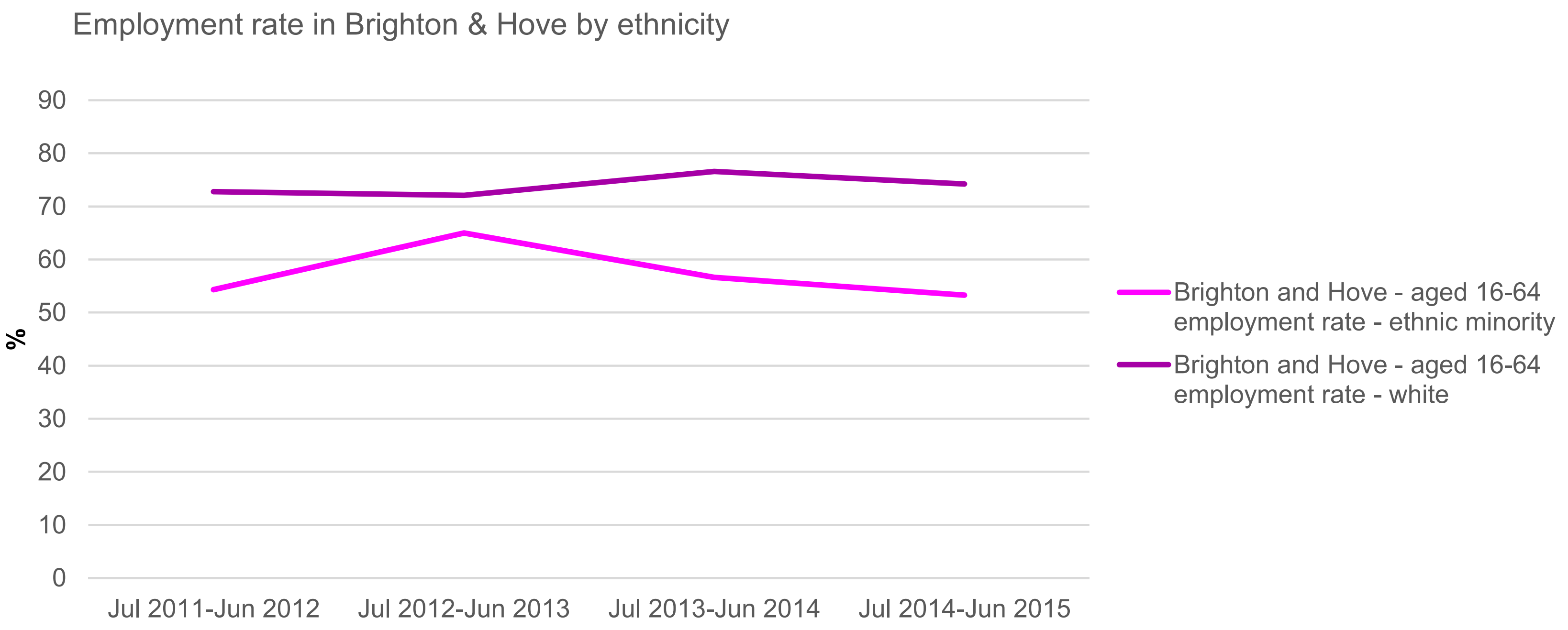
2.1b Ethnic minority employment trends



Source: NOMIS annual population survey

The Employment Rate for ethnic minorities compared to White is lower. Although this appeared to improve in 2012/13, the rate is lowering to the level seen in 2011/12 and below the current England average of 62.1%.

2.2 Areas differences in employment rates

Ratio of employment rate in Brighton and Hove compared to Greater Brighton and Coast to Capital

Employment rates – ratio of Brighton & Hove to **Greater Brighton**, June 2015

	All 16- 64	16- 24	25- 49	49- 65
All	0.96	0.78	0.96	1.04
Males	0.97	0.94	0.97	0.96
Females	0.95	0.67	0.93	1.13
White	0.98			
Ethnic minorities	0.82			

Employment rates – ratio of Brighton & Hove to **Coast to Capital**, June 2015

	All 16- 64	16- 24	25- 49	49- 65
All	0.94	0.77	0.97	0.97
Males	0.92	0.79	0.96	0.90
Females	0.96	0.75	0.97	1.06
White	0.95			
Ethnic Minorities	0.80			

Source: NOMIS annual population survey

These figures show that in most cases the employment rate for Brighton and Hove is lower across sex, age and ethnicity compared to Greater Brighton and Coast to Capital. The greatest gap in employment rates are for the 16-24 age group and probably explained by this group being more likely to study full time particularly for those within the Raising Participation Age; females show the greatest gap in this age range. However the ethnic minority rate is lower in both areas suggesting that there are specific issues around ethnic minority employment in Brighton and Hove.

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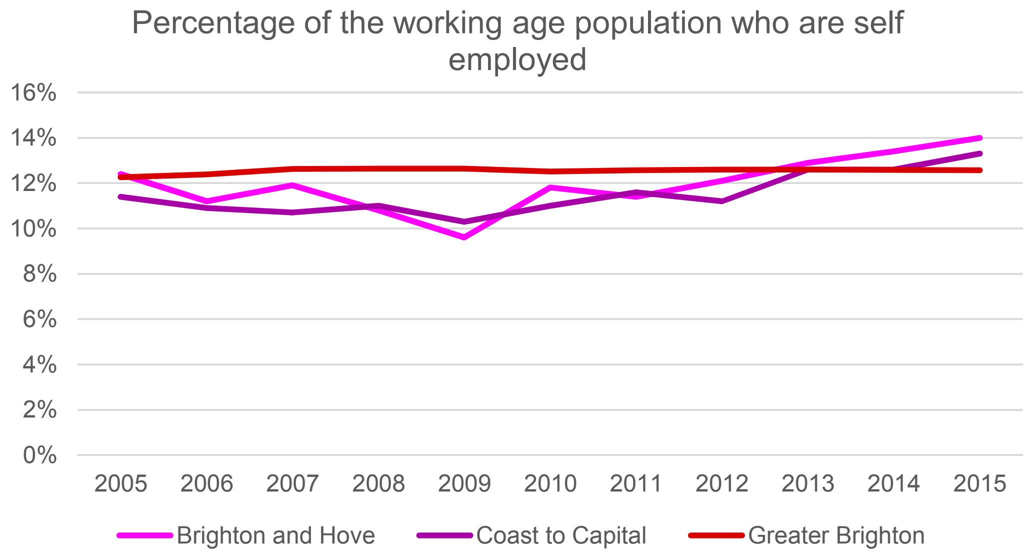
2.3 Self employment has risen modestly since 2009



Self employment in Brighton is slightly higher than Greater Brighton and Coast to Capital and has risen by nearly 5% since 2009.

However there are gaps between male and female participation in Brighton, although both have recently increased.

Self employment is seen as a potential opportunity for individuals on JSA/ESA as an alternative to traditional employment particularly when individuals need flexibility around their hours or type of employment.

Source: NOMIS annual population survey

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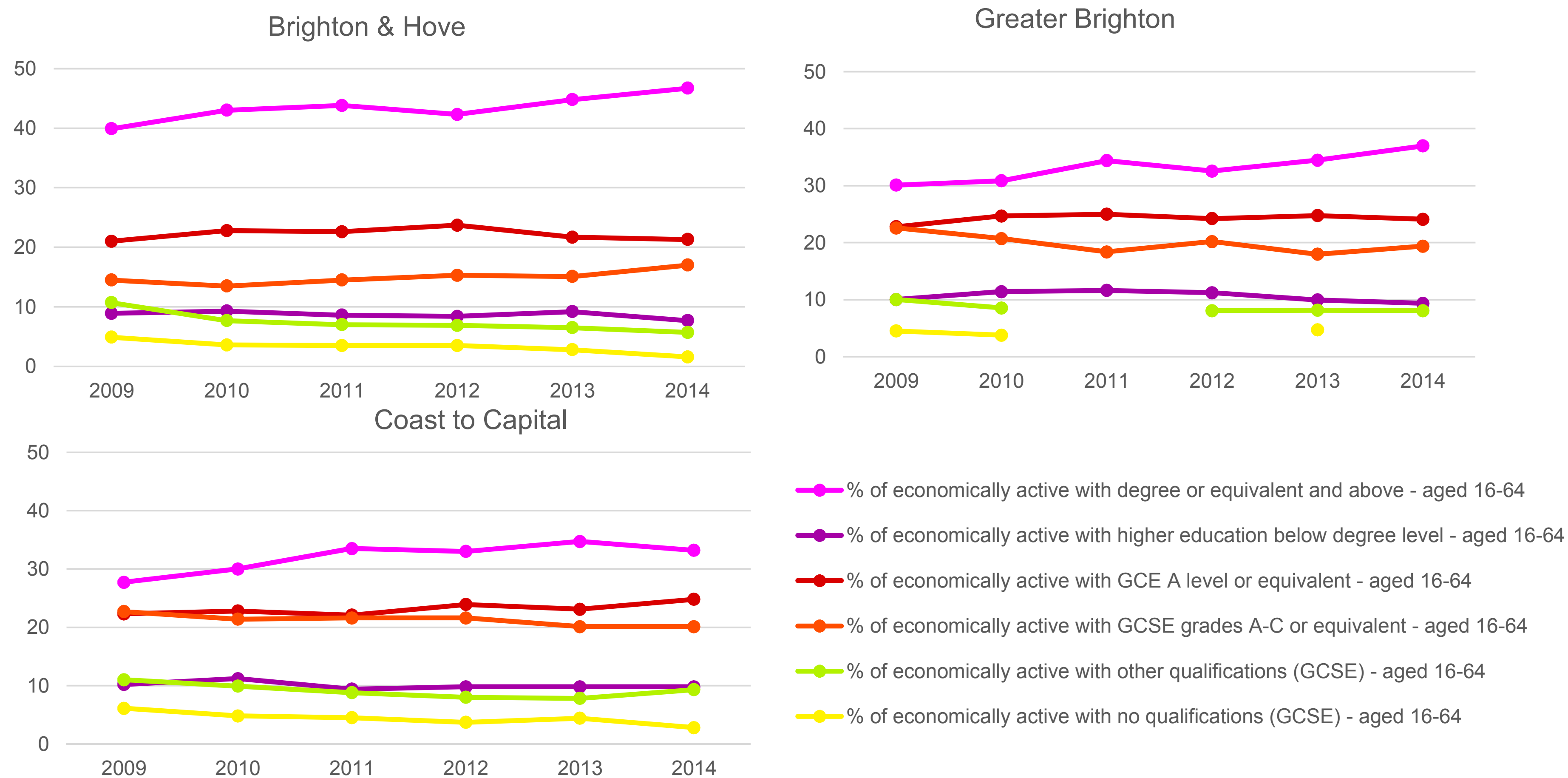
2.4 As a University city Brighton has higher rates of economic activity of the population with a degree level or above



Source: NOMIS Annual Population Survey

However, comparing educational levels with Greater Brighton and Coast to Capital, Brighton has a lower economically active population with GCSE Grades A-C or equivalent. Graduate retention increased between 2014 and 15 in the Coast to Capital region with Brighton and Hove being the most common place to settle (16% of graduates) and has had an increase in graduate retention of 1.6%. Brighton and Hove has moved ahead of Greater London for attracting STEM graduates.

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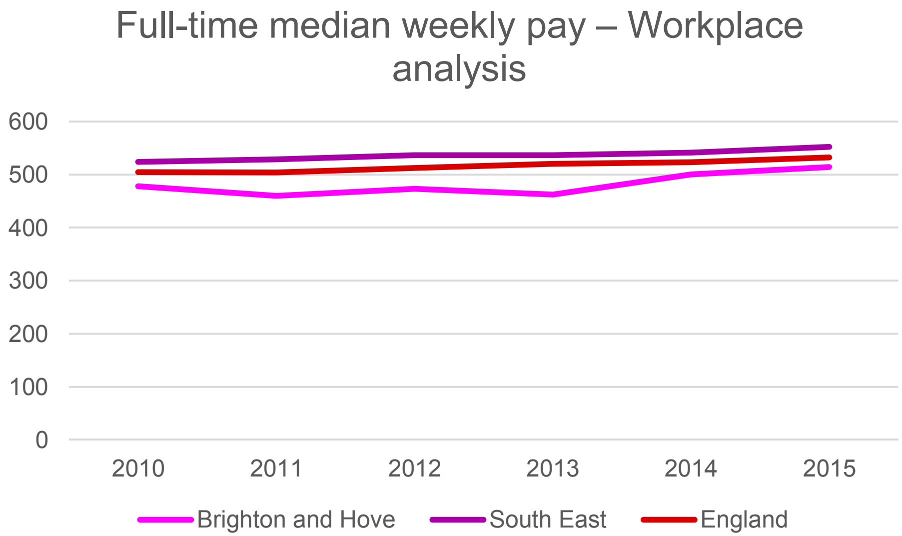
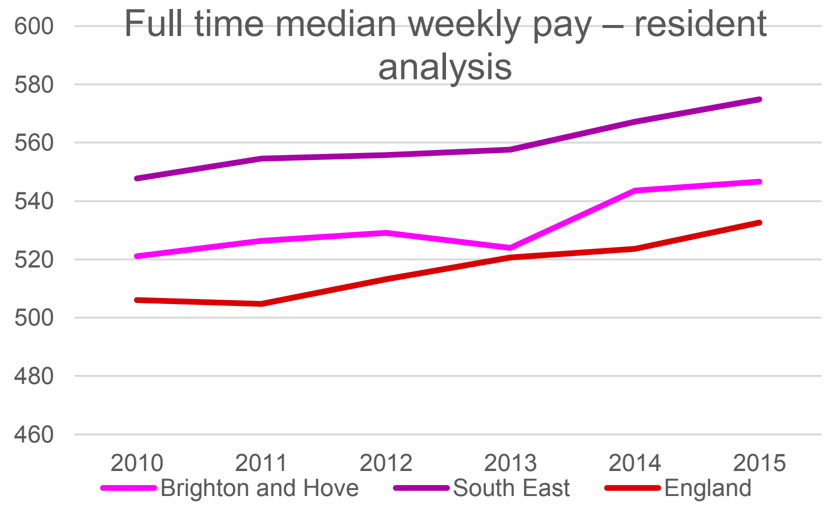
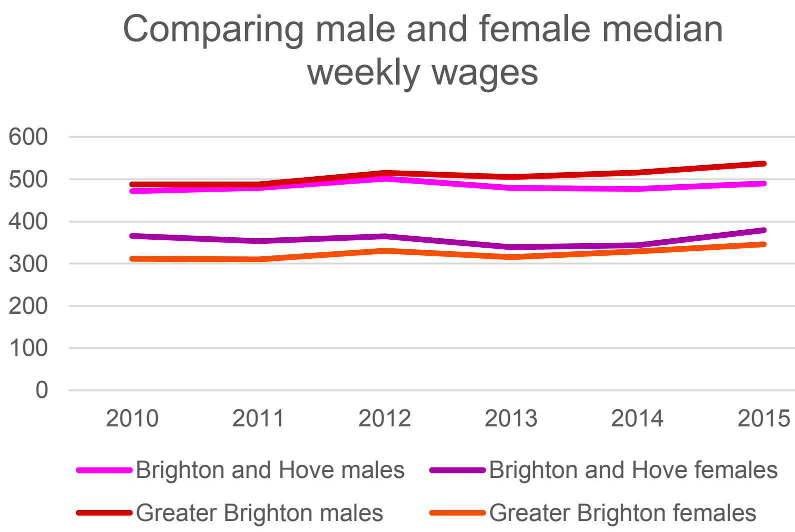
2.5 There are differences in weekly pay for workers and residents and also between genders







Some of the differences in pay reflect issues around part time and full time work – certainly between men and women and the types of jobs held by residents in the City versus those that commute into Brighton and Hove. Nevertheless there are likely to be issues around affordability "Rents for new lets have been increasing at between 5 and 10% a year over the last four years. Housing benefit rates are already significantly lower than the average cost of new rents in the city. Reduction of the benefit cap to £20k in Autumn 2016 which is currently forecast to affect 650 families" (John Francis – Welfare Reform team)

Source: NOMIS annual survey of hours and earnings

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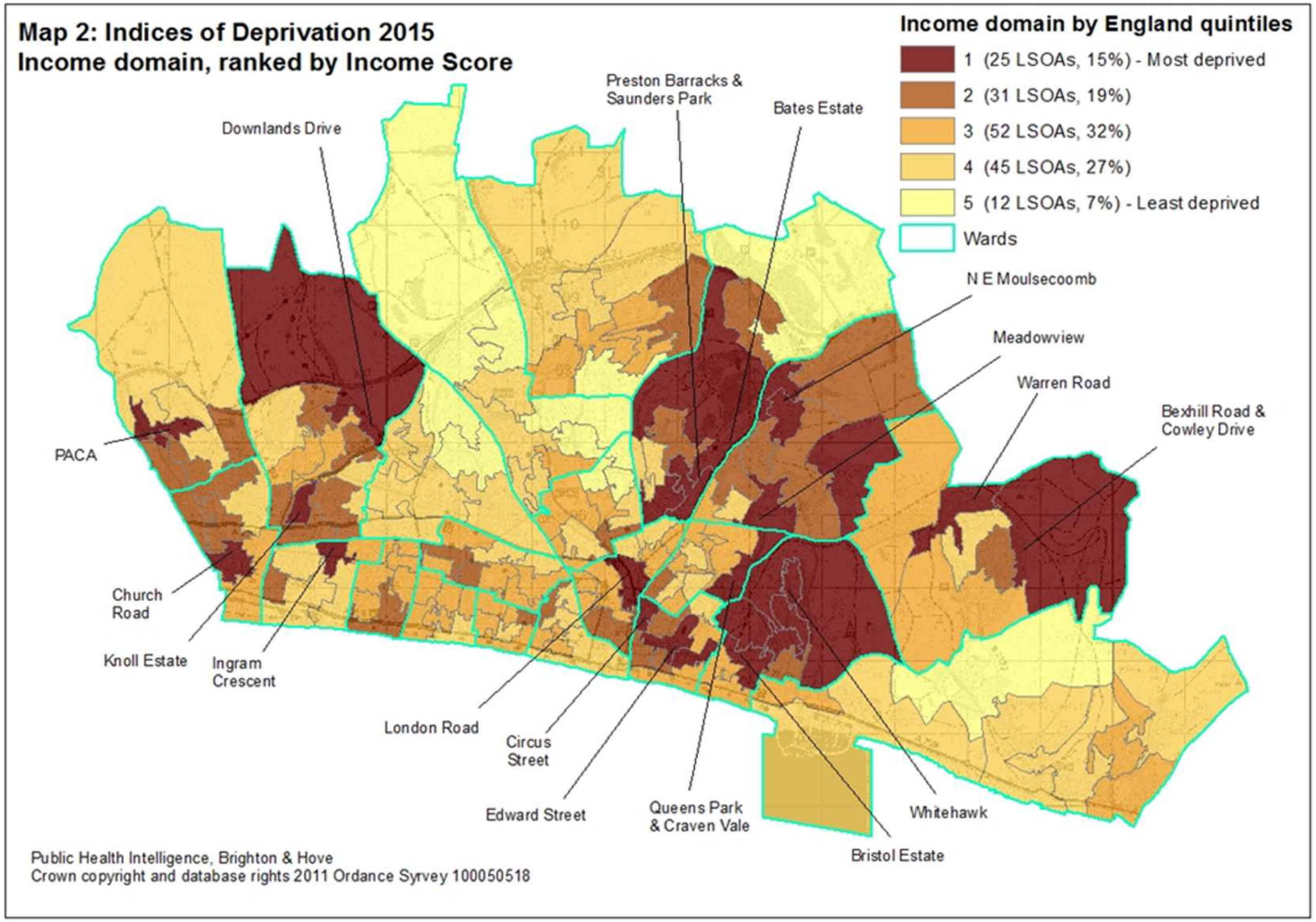
2.6 Geography of income deprivation



Despite higher rates of pay for residents as an average, this masks a pattern of income deprivation for particular wards across the city where there are 25 LSOAs in the 15 most deprived within the Income Domain. This will require targeted support for those households, that through employment and improved pay, can help to address income inequality in the City.

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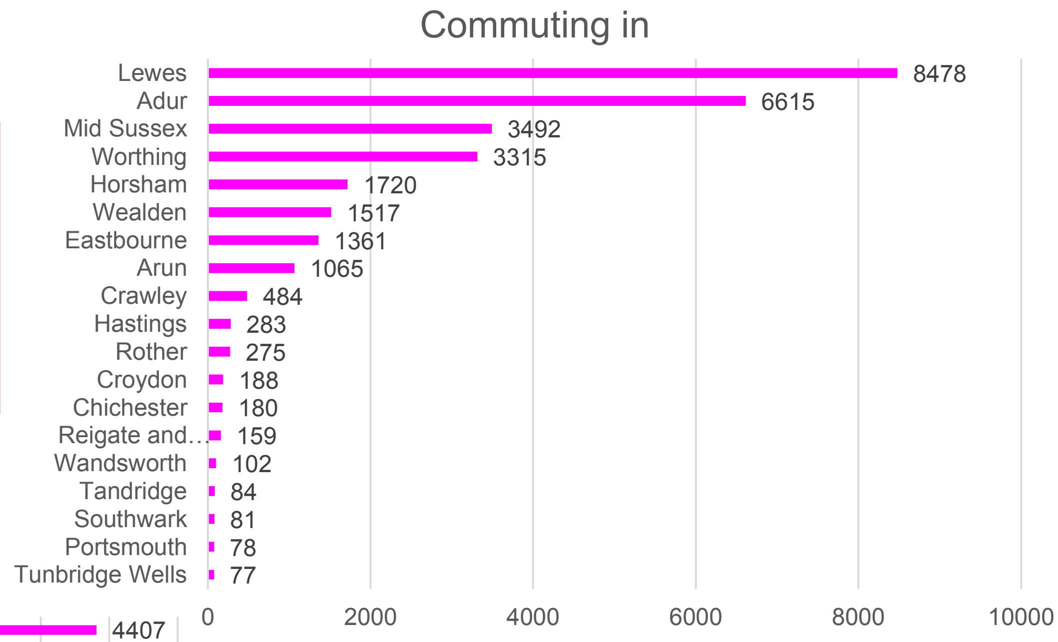
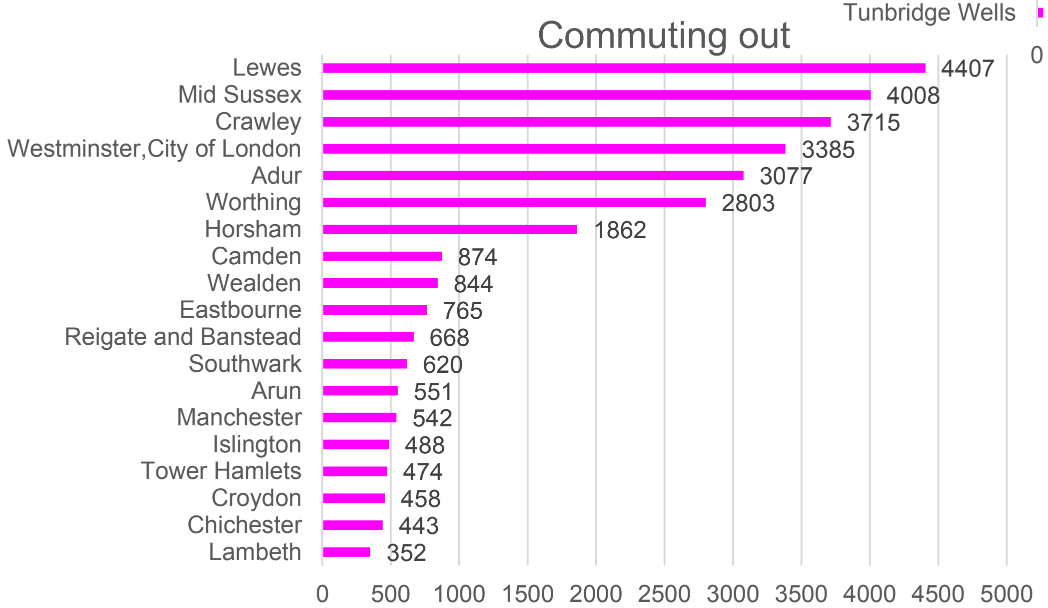
2.7 Travel to work

Over 6500 residents commute from Brighton into Greater London (inc Croydon). More 25-49 year olds commute outside the area from Brighton and Hove than travel into Brighton and Hove. There is more commuting into rather than from Brighton and Hove for all other age groups.





This shows strong connections understandably with Greater Brighton area as well as with the Gatwick Diamond and East Sussex areas.

Source: 2011 Census merged local authority district

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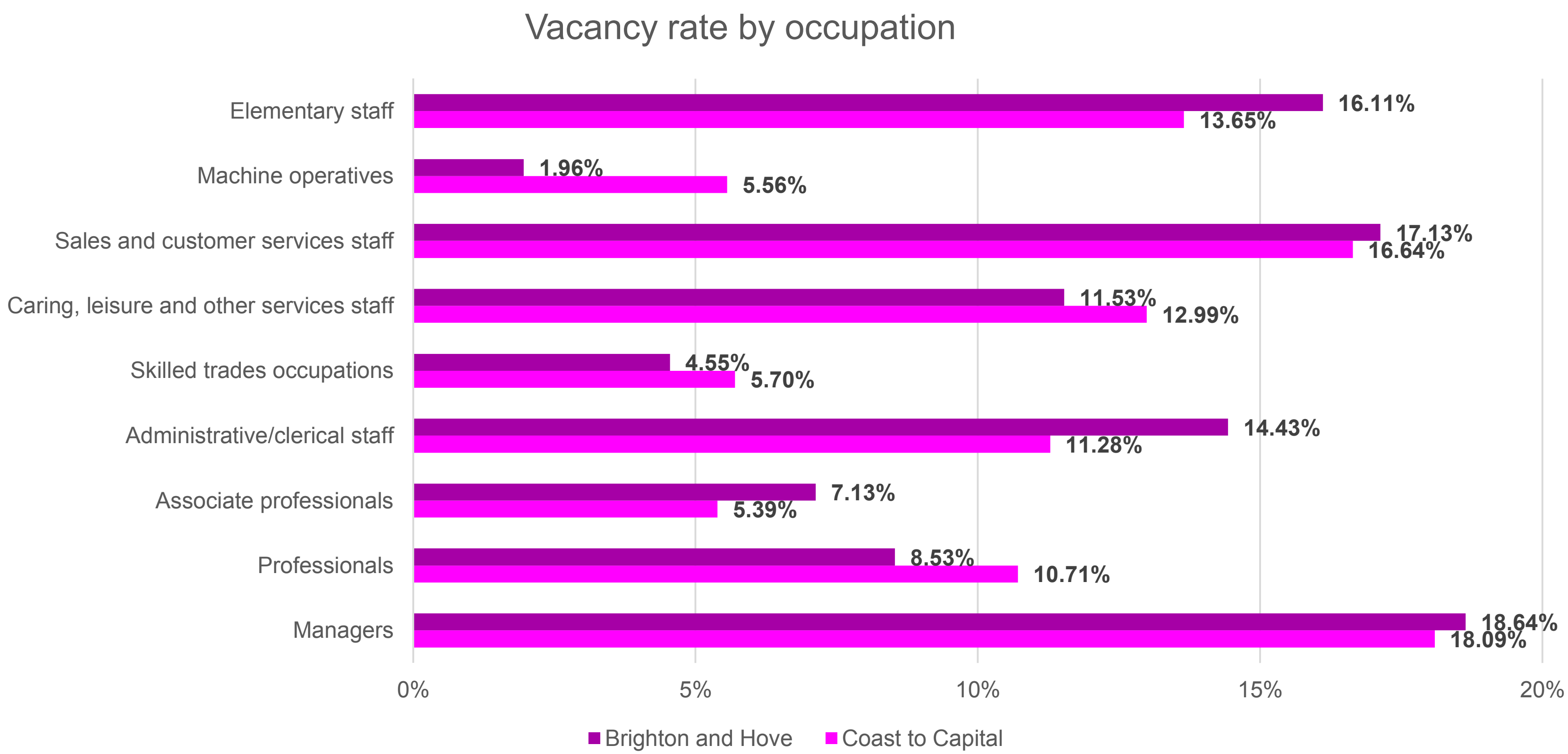
2.8 Vacancy rates are low but there are vacancies in a range of areas from elementary to management levels (this data is likely to change)



Source: UKCES Employer Skills Survey 2013

Sector trends, growth and skills needs

3. Sector trends, growth and skills needs - Summary

Trends

- Despite some changes between years, there has been little change in employment sectors since 2010, with some increases in employment by sector including transport, communication and other services (since 2013), making it distinctive from the Greater Brighton area and decreases in distribution, hotels and restaurants, manufacturing and construction.
- Trends in employment by occupation also show little change overall since 2010, although employment in caring, leisure and service and elementary occupations has increased in the past year.
- Public administration, education and health remains the highest employment sector representing over one third of employees. Even accounting for projected cuts in public sector employment this position is unlikely to change substantially.
- Financial services remains the second largest employment sector (one fifth of employees), yet is concentrated in a small number of employers. Requirements for higher level skills and qualifications(4 and 5) represents a key skills challenge as current skills gaps in retail services are reported at being between levels 1 and 3.
- Similarly employers are reporting skills gaps at lower levels (customer services) rather than higher levels predicted. Nearly half (47%) of local businesses employ at least one graduate, but more than half of these (56%) believe that none of the jobs that graduates in their organisation do require a degree.

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3. Sector trends, growth and skills needs - Summary

- The CDIT sector however is reporting skills gaps and these have worsened, rather than improved. This sector is a key contributor to the economic growth of the City.
- Although there will be jobs growth in the City and opportunities to take advantage of regeneration programmes and devolution, replacement demand for jobs outstrips net jobs growth by eight times.
- 24.9% of employers have reported that at least one member of their current staff is not considered fully proficient at their job (around 9% of all staff).

Implications for the CESP 2016-2020

It will be important to focus actions within the CESP that are within the control and influence of local partners. Keeping up to date local labour market intelligence will be key in ensuring skills and training provision is meeting the demands of employers.

Focusing interventions equally where the City can make the greatest impact or for sectors that are important for economic resilience and growth ie ensuring there is an offer of support for public sector, financial services, retail, tourism and CDIT businesses to meet replacement demand for jobs and changes in skills requirements.

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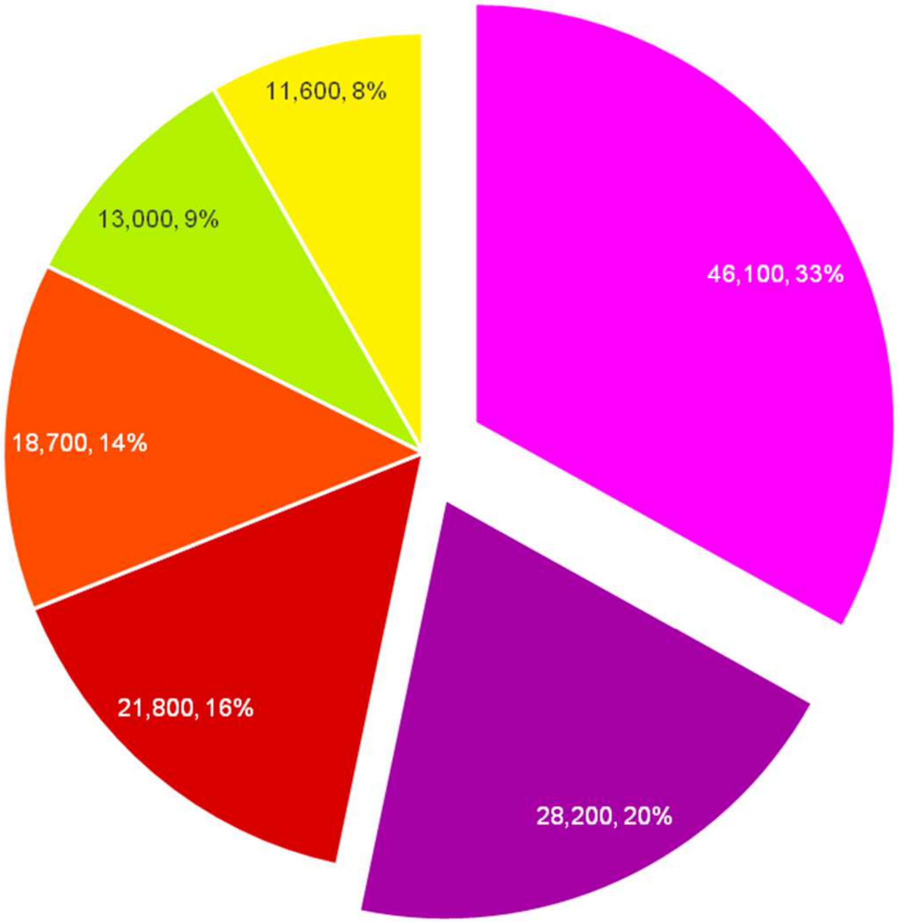
3.1 Public sector and Finance are the most significant employers in Brighton and Hove



Public admin, education and health sector is the largest employer in the City with 33% of the population employed. This is followed by one fifth employed in the banking, finance and insurance sector.

Source: NOMIS annual population survey – workplace analysis July 2014 – June 2015

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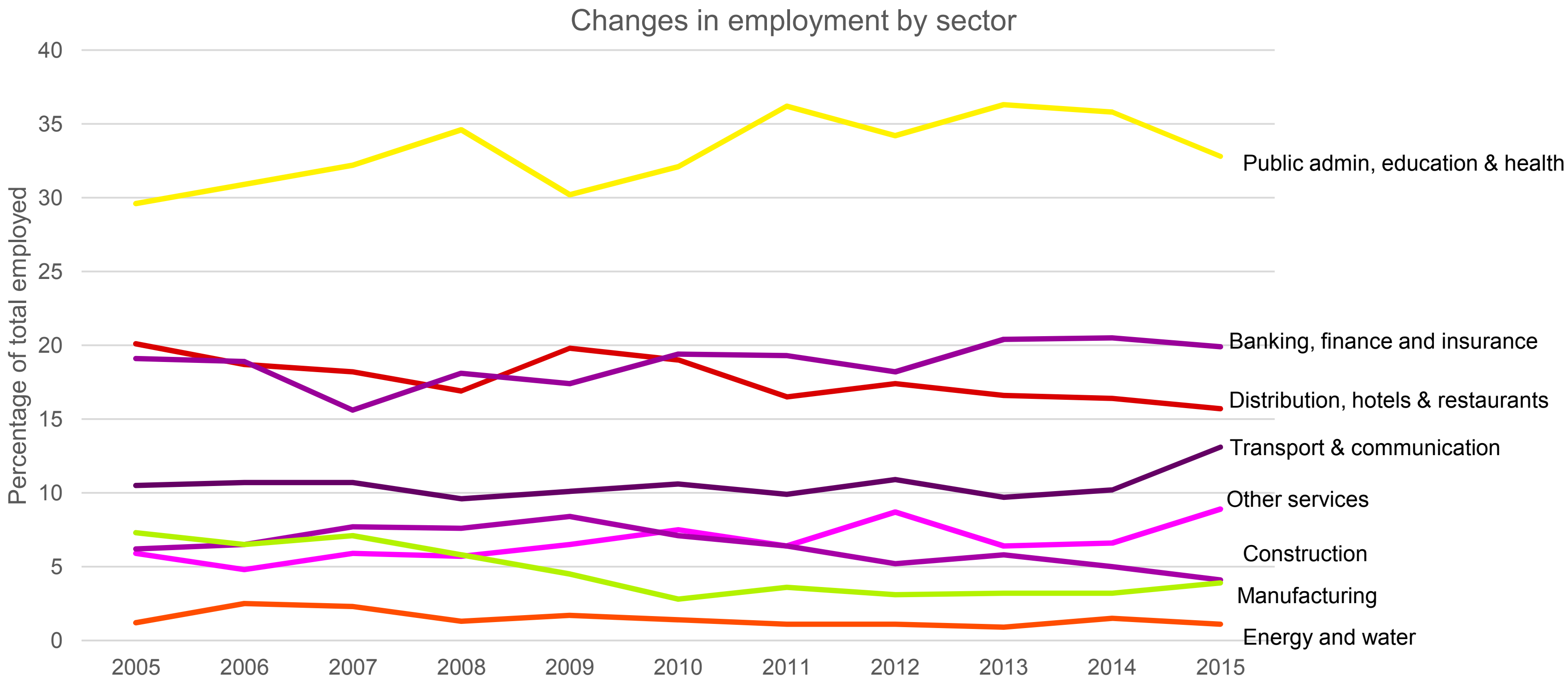
3.2 There has been relatively little change in the structure of employment by sector since 2005



Source: NOMIS annual population survey

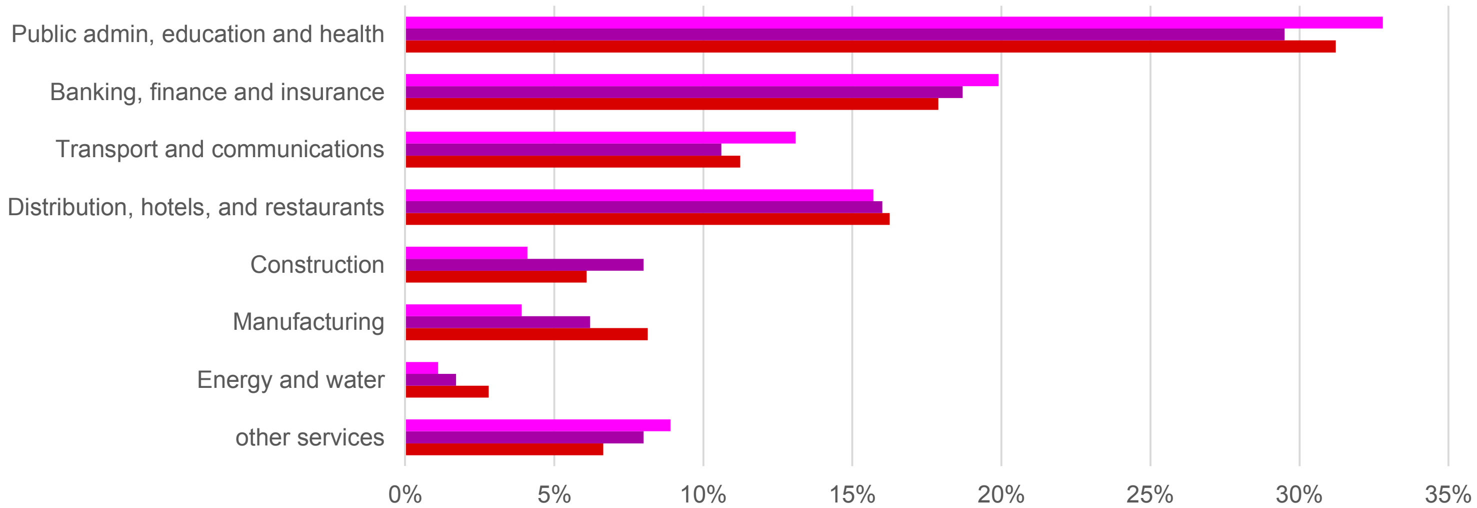
Since 2005:

- Public sector employment has fluctuated around 30-35% but has stayed the largest employer throughout and is at the same level as 2010, despite cuts in some public sector spending
- Distribution, hotels and restaurants has decreased from above just 20% to just above 15% Transport, communication and other services have both seen an increase since 2013

Overall there has been little change in the structure of employment by sector and this is likely to be a similar case over the lifetime of the plan with some changes but replacement demand outstripping net job growth by eight times between 2012and 2022 (UKCES Coast to Capital LMI 2015)

3.3 There are is little difference in employment sectors comparing Brighton and Hove with other areas

Percentage of employment by sector



	other services	Energy and water	Manufacturing	Construction	Distribution, hotels, and restaurants	Transport and communications	Banking, finance and insurance	Public admin, education and health
Brighton and Hove	9%	1%	4%	4%	16%	13%	20%	33%
Coast to Capital	8%	2%	6%	8%	16%	11%	19%	30%
Greater Brighton	7%	3%	8%	6%	16%	11%	18%	31%

Brighton and Hove Coast to Capital Greater Brighton

Compared to Coast to Capital and the Greater Brighton region, Brighton and Hove has:
- Less construction, manufacturing and energy and water employment
- More public, finance, transport and communications, and other services employment.

Source: NOMIS annual population survey

3.4 The CDIT sector in Brighton and Hove

- 23.4% of all businesses in Brighton and Hove are in the CDIT sector compared to 15.5% of the Coast to Capital region average and a CDIT cluster (second to Although Brighton and Hove has a larger share of businesses within the creative sector (55%).
- Brighton and Hove has 22% of all CDIT employees across the Coast to Capital region c8844. Applying the rate of increase suggested for the sector by the UKCES Working Future's report across the C2C region this is likely to result in an extra 2,000 new jobs (the majority at the highest level) in the City between 2012 and 2022.
- However skills gaps in the sector are increasing or remaining static, attributed to lack of investment in training and that the majority of businesses in the sector employ less than 9 people:

Short term gaps

IT Security skills

Cloud computing abilities

IT convergence skills

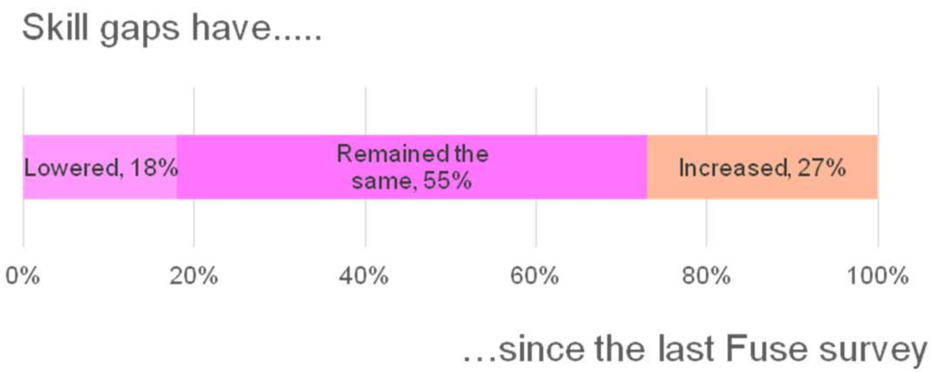
Multi-platform content management

Medium term gaps

Green IT skills

Information and analytics skills

Modelling and simulation skills



Sources: Coast to Capital Economic Assessment 2015
Brighton Fuse Second Wave Firms Survey

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3.5 The Financial Services Sector in Brighton and Hove

- 17.7% of all businesses in Brighton and Hove are in financial and business services, compared to 18% average of the Coast to Capital region and accounts for nearly 29,000 jobs in the City. It has the highest concentration of jobs but the least number of businesses as it is home to a number of larger employers such as American Express.
- Employment growth within the sector is going to increase by 17,000 between 2012 and 2022 according to the UKCES Working Futures report. Applying this increase in relation to Brighton and Hove's employment share compared to Coast to Capital (14.2%) could result in an additional c2410 new jobs by 2022.
- These jobs are likely to become higher skilled and require higher levels of qualifications, demand at the top level of jobs is expected to increase by 20%.
- However 77% of employers in retail financial services report skills gaps in; basic numeracy, problem-solving skills, people skills, industry knowledge and product knowledge and pay within the retail sector tends to be much lower than that of the wholesale.
- These skills gaps could be considered to be associated with those employees who have level 1 to 3 qualifications, in the future demand for employees with this level of qualification will reduce by 21%, and those with no qualifications falling by 22%.
- This suggests a real skills mismatch in current needs versus future demand and the need to support workforce development to develop the skills of those already employed as well as create training and development opportunities to support individuals to move from level 3 to level 4.

Sources: Coast to Capital Economic Assessment 2015

Brighton & Hove City Council

3.6 Jobs demand and issues important for Brighton and Hove

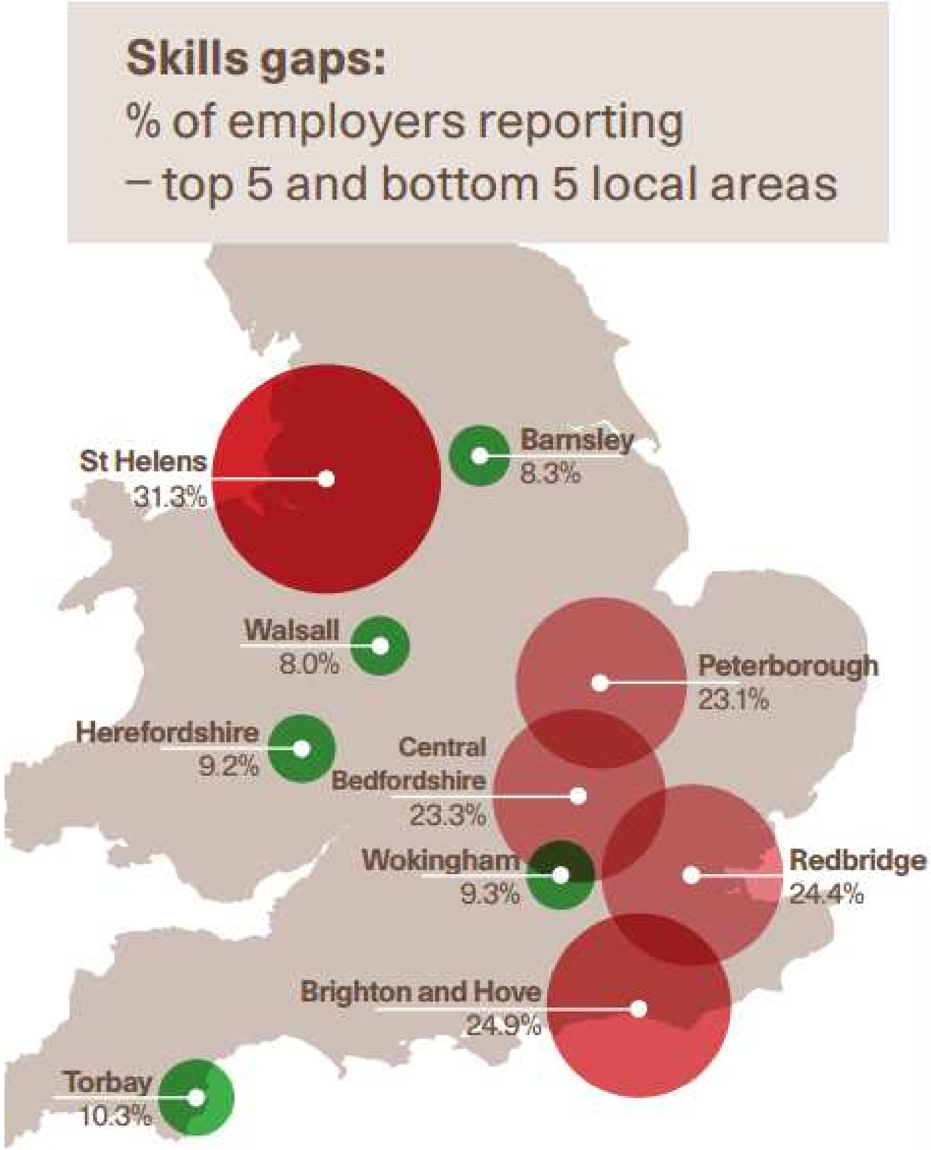
- Greater Brighton devolution and the growth and regeneration plans for the Greater Brighton region and Brighton and Hove present opportunities around jobs and support for business over the lifetime of the plan:
  - Advanced Engineering – the new campus in Moulsecoomb will create 45 higher level jobs and produce 60 engineering graduates per annum
  - Central Research Laboratory Growth Centre, Preston Barracks will create a space for innovation and entrepreneurship
  - Shoreham Harbour Regeneration scheme creating a short term need for over 1500 construction jobs
  - Circus Street Innovation Hub creating over 200 predominantly local jobs
  - City College Brighton and Hove Construction Trades Centre opening in 2016 to scale and improve the quality of construction training

- The proportion of high skilled jobs is expected to increase and low to mid skilled jobs are expected to decrease. Between 2012 and 2022, across the Coast to Capital region there is expected to be:
  - a modest increase in the number of jobs available (45,000)
  - a large amount of replacement demand for new staff (369,000) – eight times more than the number of new jobs
  - A reduction in the number of low and mid-skilled jobs (from 18% to 12% of employment of employment)
  - An increase in the number of high skilled jobs (from 41% of to 51% of employment)

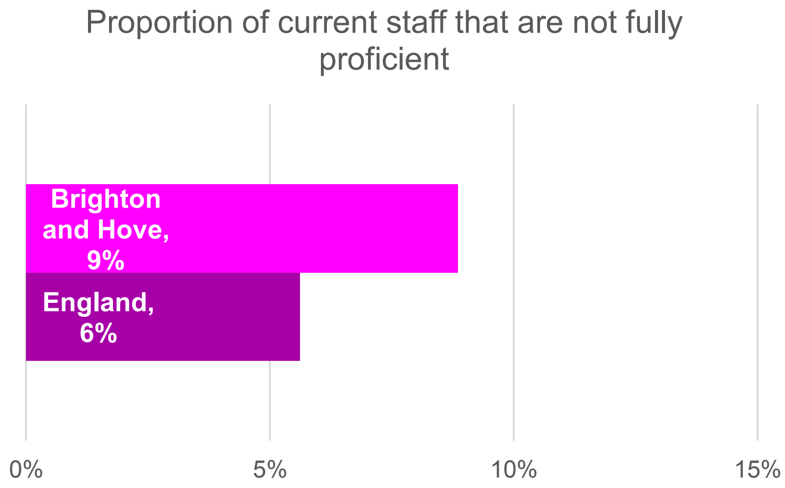
Sources: Coast to Capital Economic Assessment 2015
Greater Brighton Economic Board Report 2015

Brighton & Hove City Council

3.7 Brighton and Hove is in the top 5 of areas reporting skills gaps in England



Source: UKCES Employer Skills Survey 2013



The UKCES Employer Skills Survey 2013, highlighted that 24.9% of employers reported that at least 1 member of their current staff is not considered fully proficient at their job. Applying this lack of proficiency (9%) across the current working population in the City this could apply to more than 10,000 employees.

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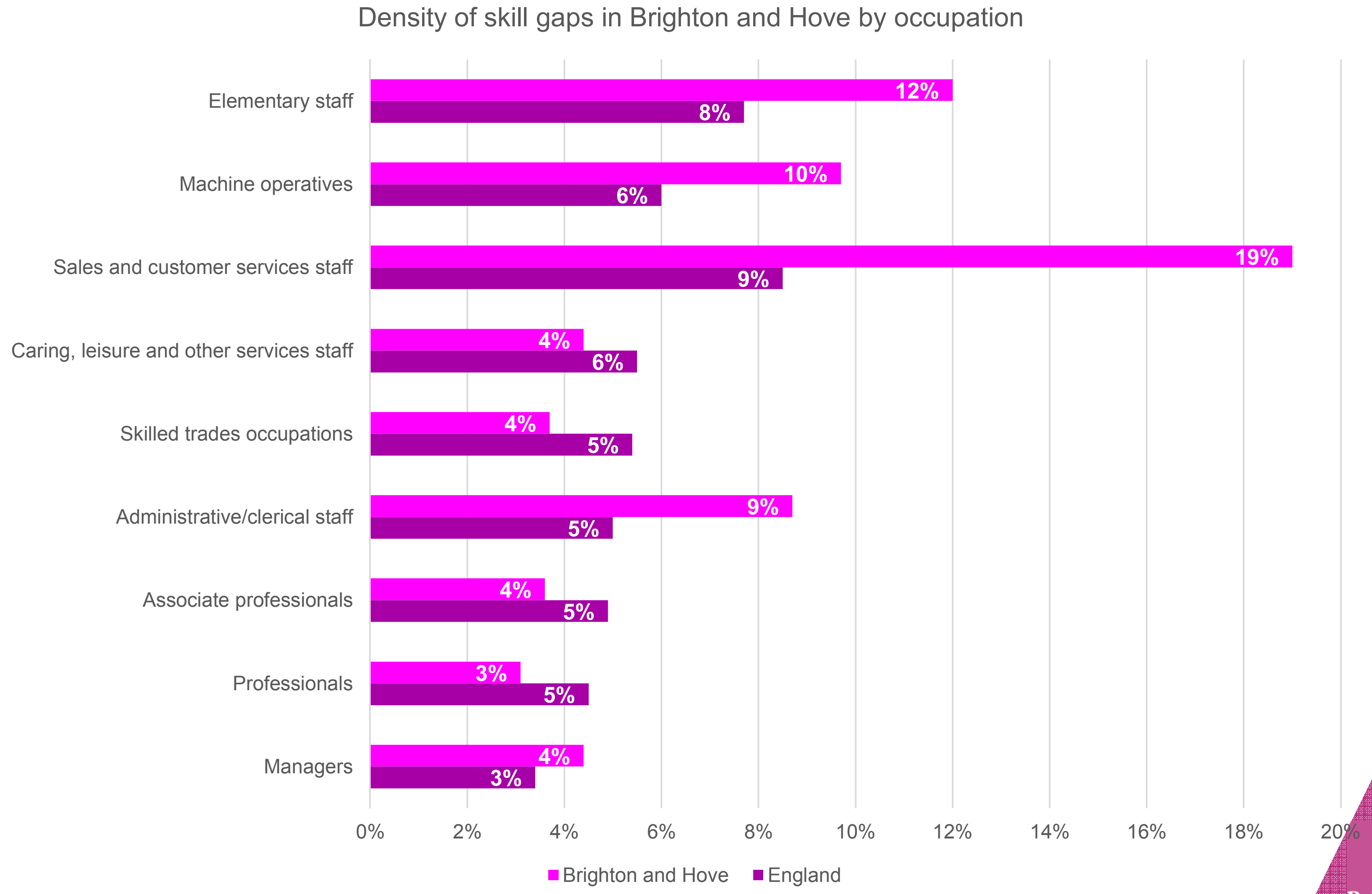
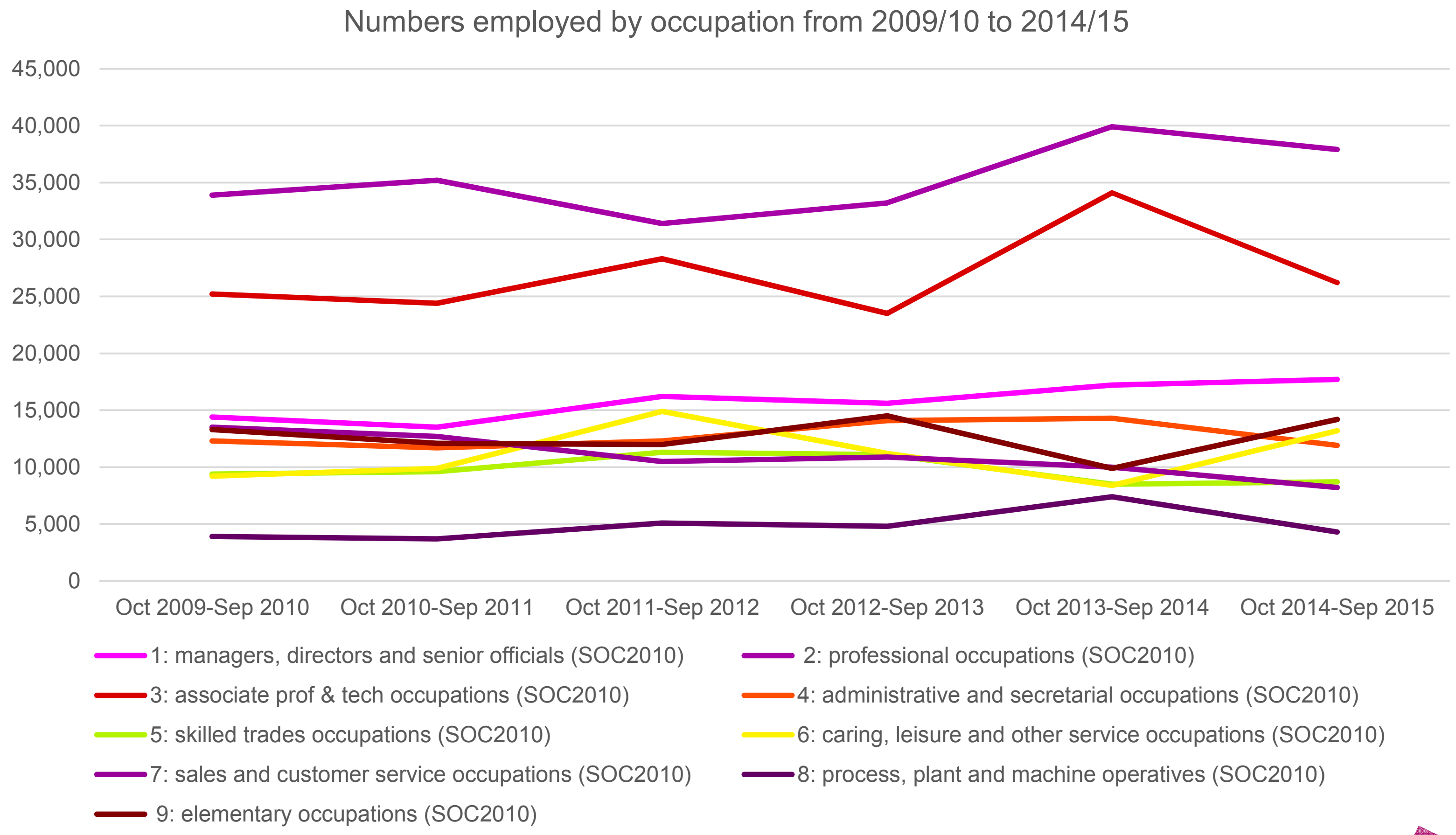
3.8 Despite growth predictions for higher level roles, employer-reported skills gaps concentrated at the lower level



Source: UKCES Employer Skills Survey 2013

3.9 Changes in employment by occupation since 2010



Trends in employment by occupation also show little change overall since 2010, although caring, leisure and service and elementary occupations are showing an increase in the past year. Higher level professions and associated professional and technical occupations show some shifts in year and have declined in the past year (back to around their original position in 2010).

Source: NOMIS Annual Population Survey

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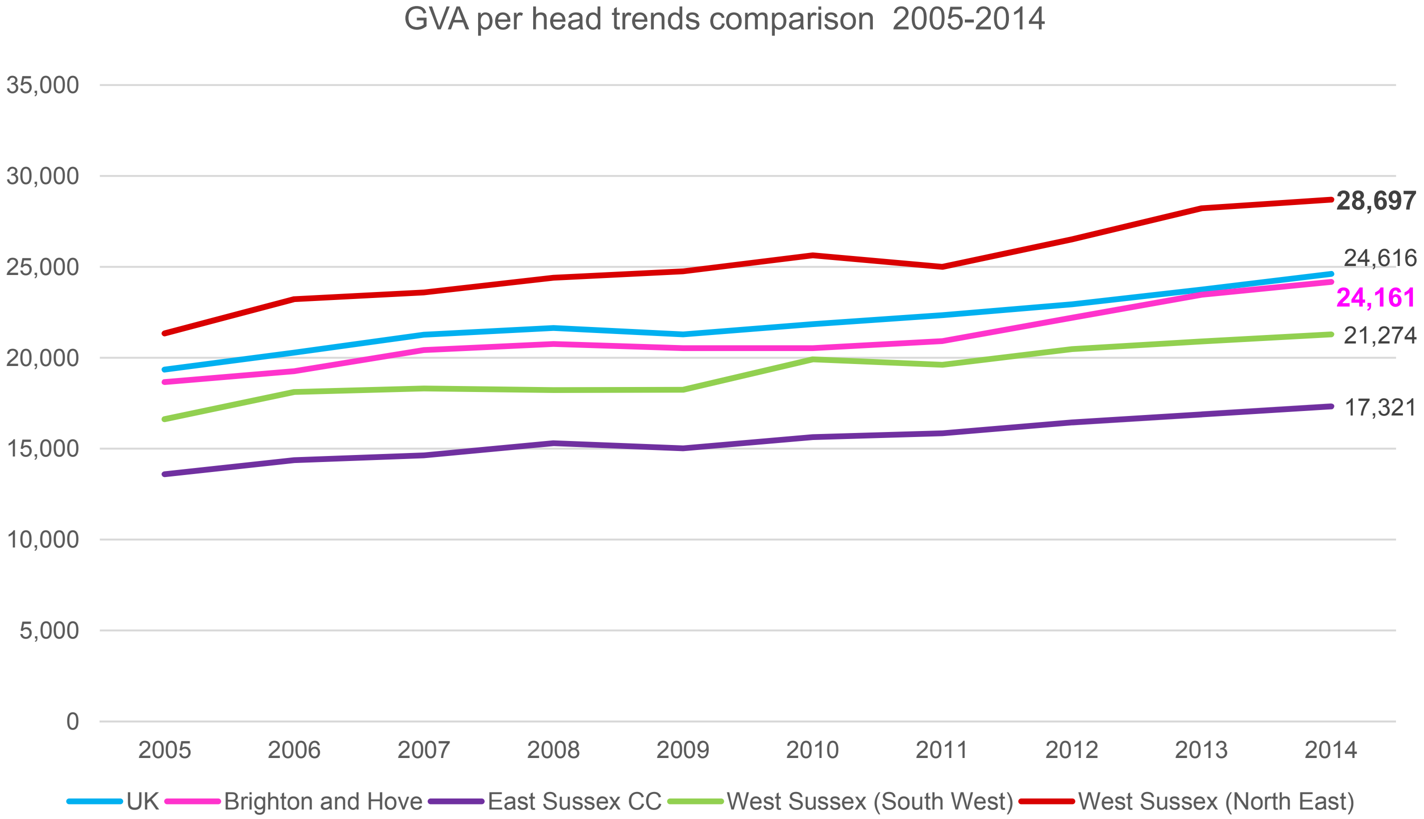
3.10 Productivity is improving but has some way to go to meet GVA per head in West Sussex (NE)

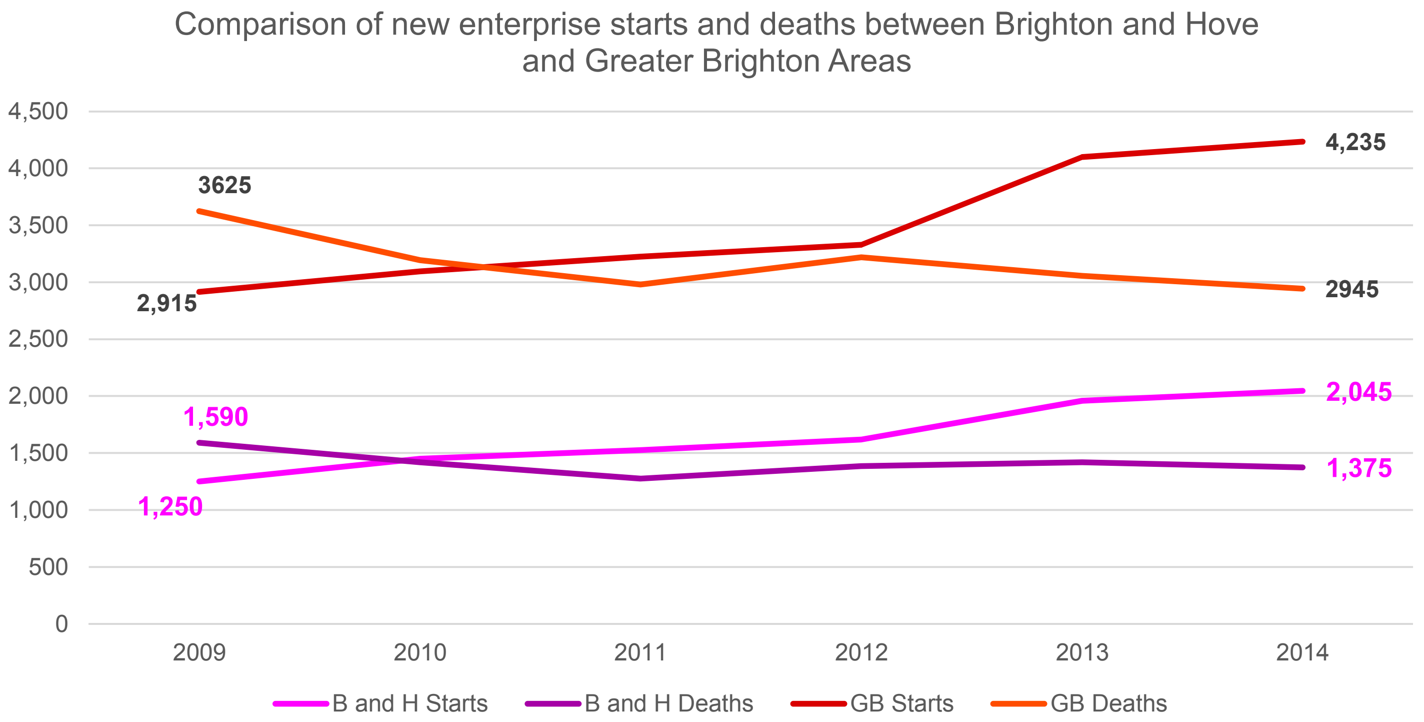


Brighton and Hove is ranked in the top ten for many indicators of the conditions conducive to business growth. It has recently been ranked second in a Vitality Index produced by Lambert Smith Hampton (property consultants) and performs well in the Centre for Cities, Cities Outlook - for example it is in the top ten for superfast broadband connectivity and for cities within the highest number of start-ups. However it ranks in the middle in terms of business churn rate (21/63) and ratio of private to public sector employment (31/62).

Source: ONS Regional GVA
Centre for Cities Outlook data tool 2016

Brighton & Hove City Council

3.11 An entrepreneurial city, increase in business start ups, but deaths remain consistent



Despite scoring high in its business start ups, it is also ranked 5th highest in terms of business deaths. Although overall business deaths are reducing in the Greater Brighton area, they have remained at relatively consistent level in Brighton and Hove. This suggests that there are some systemic issues that are contributing to business deaths in the city.

Source: Centre for Cities Outlook data tool 2016

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Young people and apprenticeships

4. Trends on young people and apprenticeships - Summary

Trends

- Attainment rates for GCSEs are improving and in line with the trends in the region and with neighbouring areas.
- The numbers of NEETs are reducing and the intelligence around them improving as 'unknown' status of young people has reduced by more than half in the past three years.
- Employers are reporting gaps around soft skills, behaviours and general work readiness of young people in the City. Brighton and Hove is in the top five reported areas in England with greatest skills gaps.
- The numbers of young people claiming Job Seekers Allowance has reduced although there are 130 young people who have been claiming this for more than six months. Nearly two thirds of claimants are male.
- Apprenticeship starts have declined and although completions are improving, these are nearly three times behind the completion rates reported in Croydon.

Brighton & Hove City Council

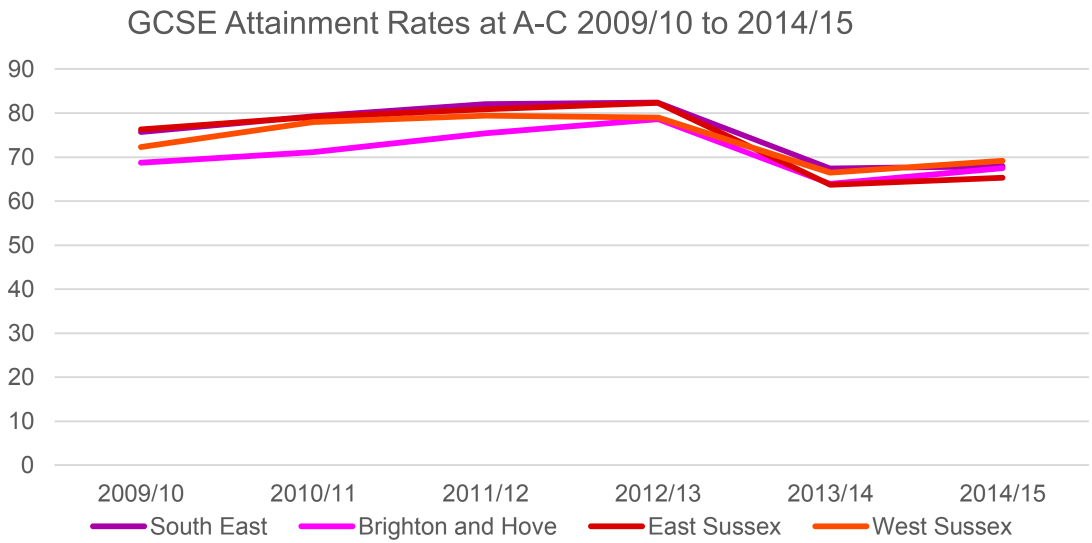
4. Trends on young people and apprenticeships - Summary

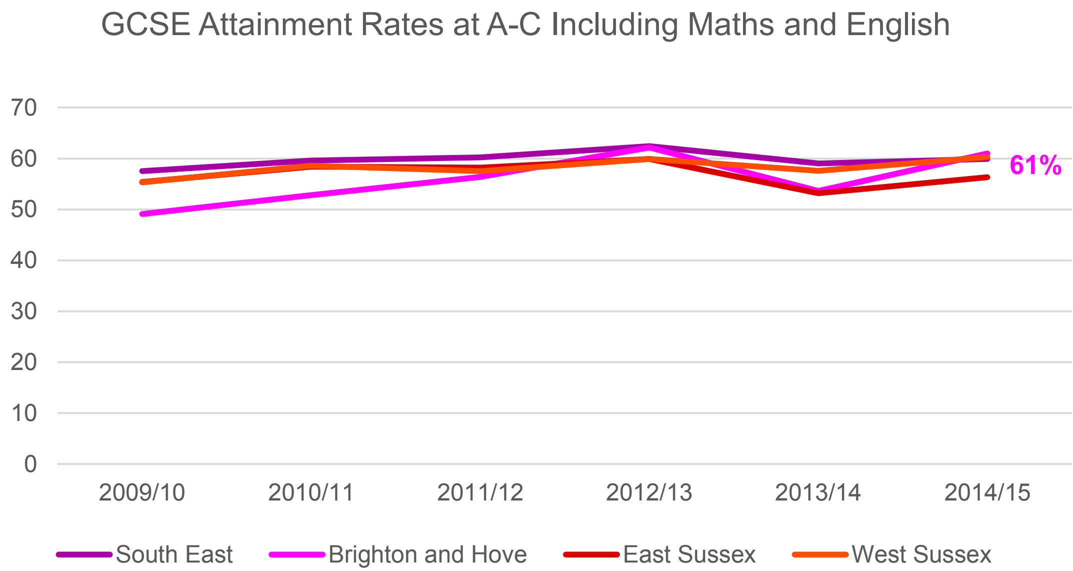
- There are more starts in apprenticeships for the over 25 age group compared with the under 19 and the 19-24 age groups.
- There is a predominance of business administration apprenticeships in the City compared with other sectors.

Implications for the CESP

There is a commitment to achieve 1000 new apprenticeship starts in 1000 days, it will be important that this ambition also targets key sectors and specific age groups so that participation and frameworks are in balance. There are some key actions to work with specific cohorts of young people to address their employability needs so that unemployment does not affect most of their adult life. Improving the work-readiness and attitudes of school leavers will be an important step in helping them adapt and thrive in work. Supporting schools to provide this is an obvious priority.

4.1 GCSE Attainment rates A-C are improving in the City





GCSE attainment rates are improving in the City and are aligning with those of neighbouring areas and the South East. The sharp decline in rates in 2013/14 are attributed to changes in assessments and follow a national pattern. Although this was felt more in Brighton and Hove and East Sussex for attainment rates A-C including English and Maths. Latest data suggests that this has improved for Brighton and Hove students aligning with achievement rates in South East and West Sussex and increasing.

Source: National Statistics Revised GCSE and equivalent results in England: 2014 to 2015

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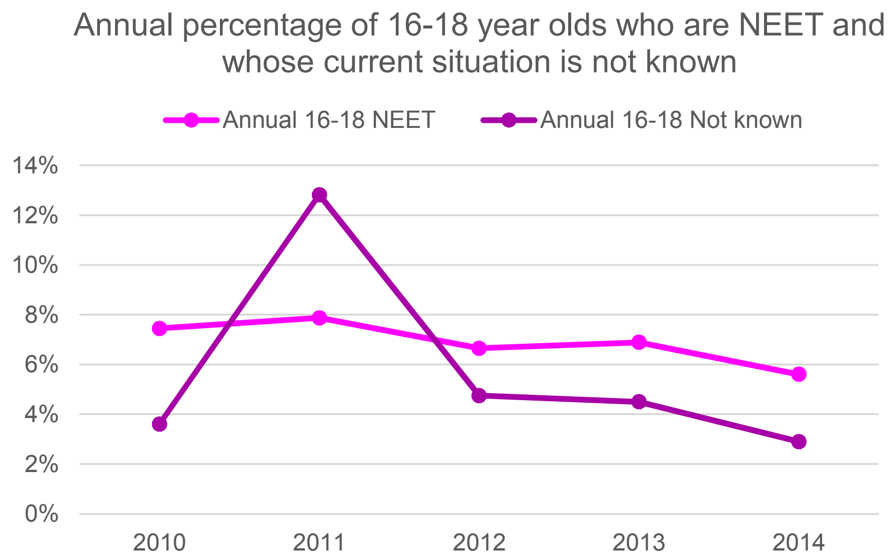
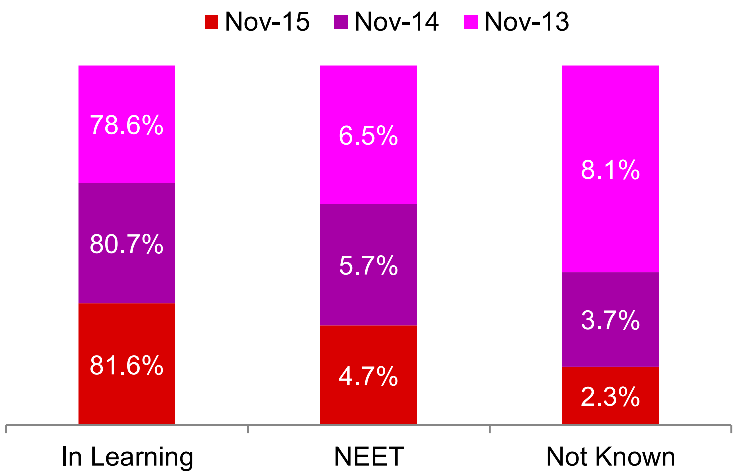
4.2 Around 170 students went from school into apprenticeships in 2013/14 – NEETs are reducing but numbers still high



Brighton and Hove Post 16 team have made concerted efforts to reduce both the numbers of NEETs in the City as well as identifying those that were unknown. NEETs have reduced by nearly 2% since 2013 and unknown from 8.1% of young people to 2.3%. Numbers of young people leaving school at Key Stage 5 and 4 in 2013/14 had doubled from the previous year although numbers are relatively low compared to the number of apprenticeship starts.



Numbers of students rounded to the nearest 10, leaving Key Stages 4 and 5 into apprenticeships

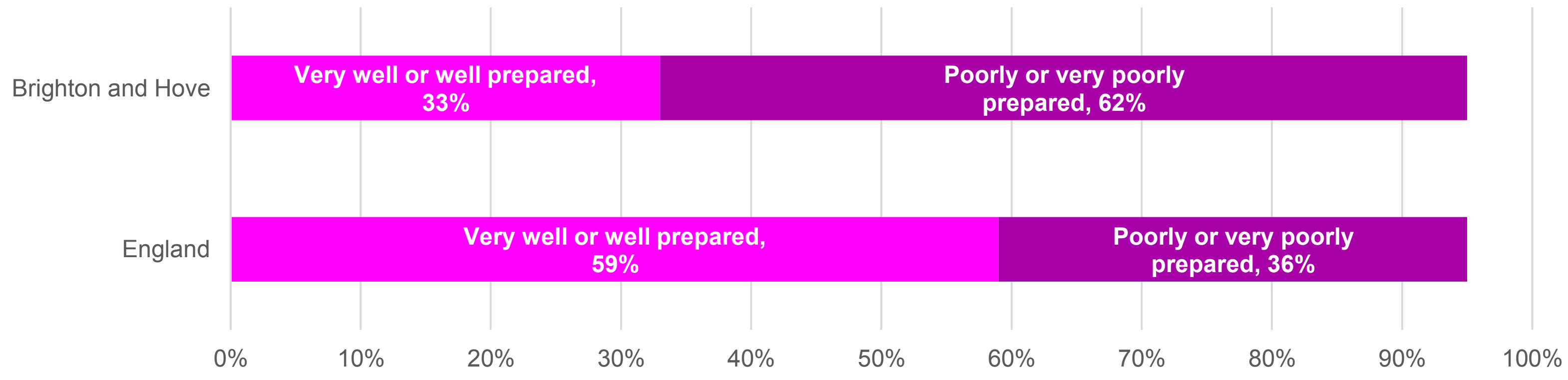
		2013/14	2012/13	2011/12
Key stage 5	%	5%	4%	2%
	#	**~100**	~30	~40
Key stage 4	%	3%	2%	3%
	#	**~70**	~50	~80

Brighton & Hove City Council

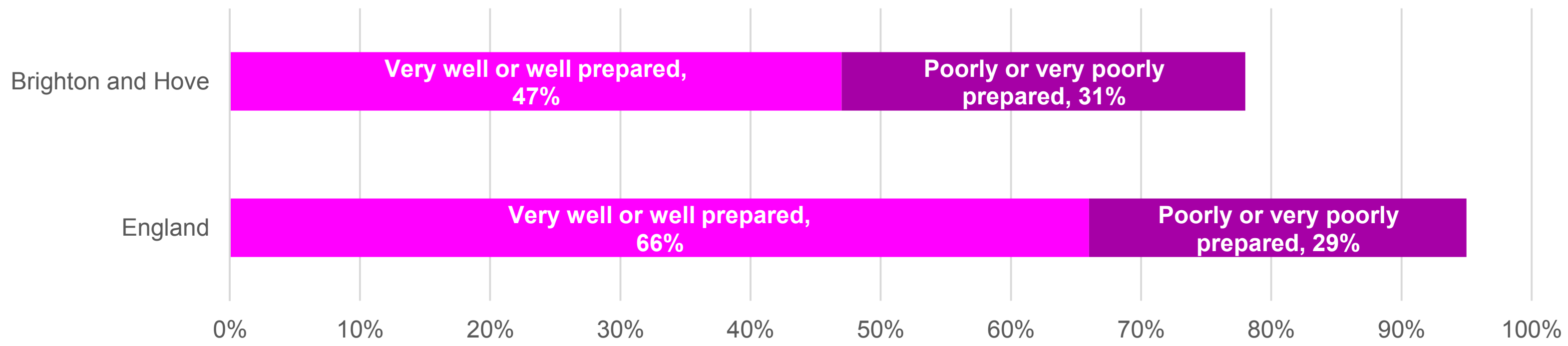
Source: Department of Education Destinations of key stage 4 and key stage 5 pupils
Brighton and Hove Post 16 team

4.3 Employers’ perspective on the work readiness of young people in Brighton and Hove

Preparedness for work of 16 year old school leavers



Preparedness for work of 17-18 year old school leavers



Employers report that many young people leaving school are not well prepared for work in the City and it compares much worse compared to the English average. This reduces however dependent on the age of the young person. At age 16, employers state that 62% of young people are poorly or very poorly prepared however this reduces to 31% for those that are between 17-18, suggesting that elements of post-16 support are helping to support work readiness. Although this is still less than 50% saying that young people are very well or well prepared -focusing efforts on improving work-readiness support in schools is important.

Source: UKCES Employer Skills Survey 2013

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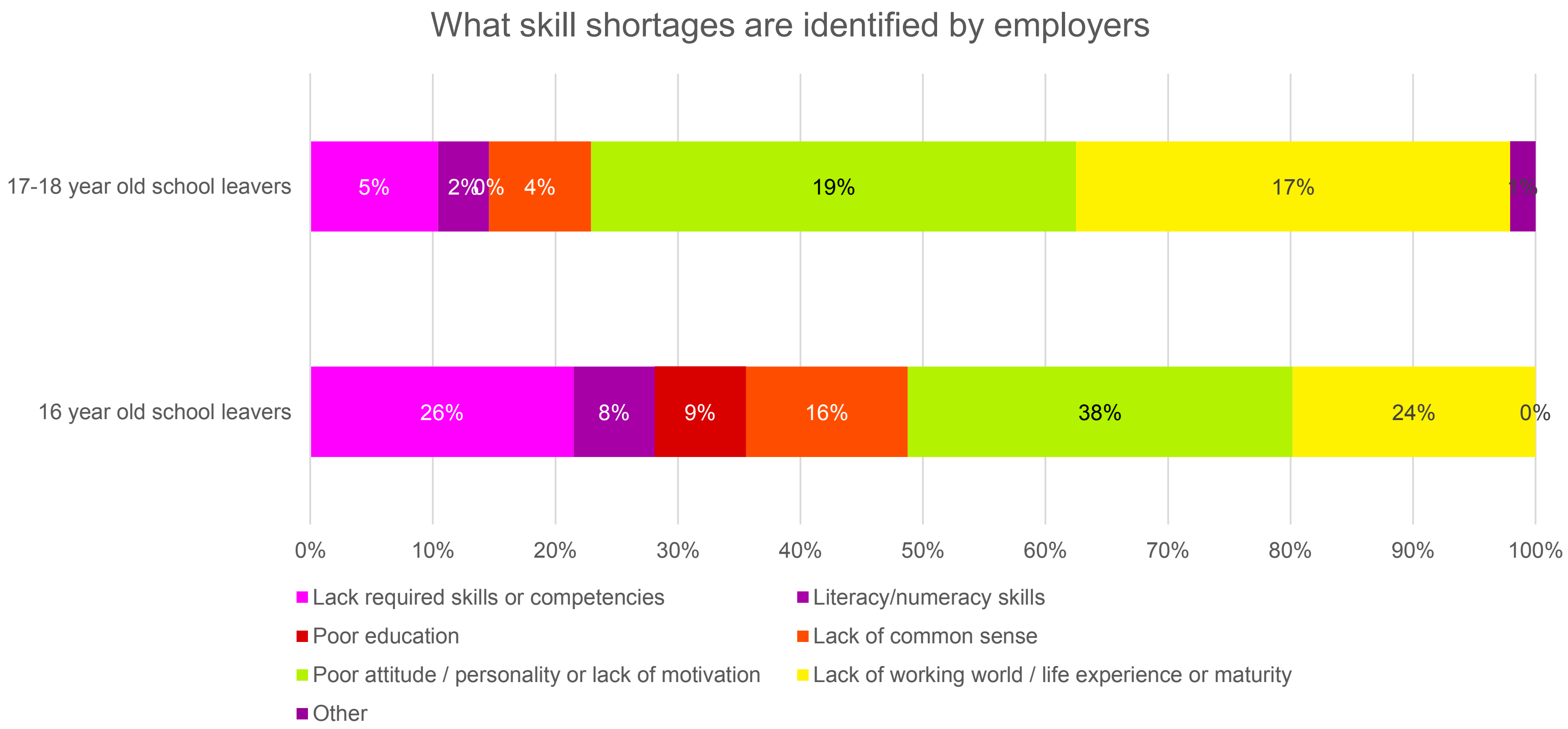
4.4 Employers report a range of gaps mostly soft skills and attitudinal/behavioural



There are differences in the skills shortages identified by employers between 16 and 17-18 year olds. However there are common issues which are less related to technical and work related skills but are focused around softer skills and behavioural/attitudinal issues. Improving understanding of the working world, working attitudes and motivation appears equally important as providing the required skills and educational achievements. Work experience and appreciation of different employment environments could go someway to addressing these shortfalls.

Source: UKCES Employer Skills Survey 2013

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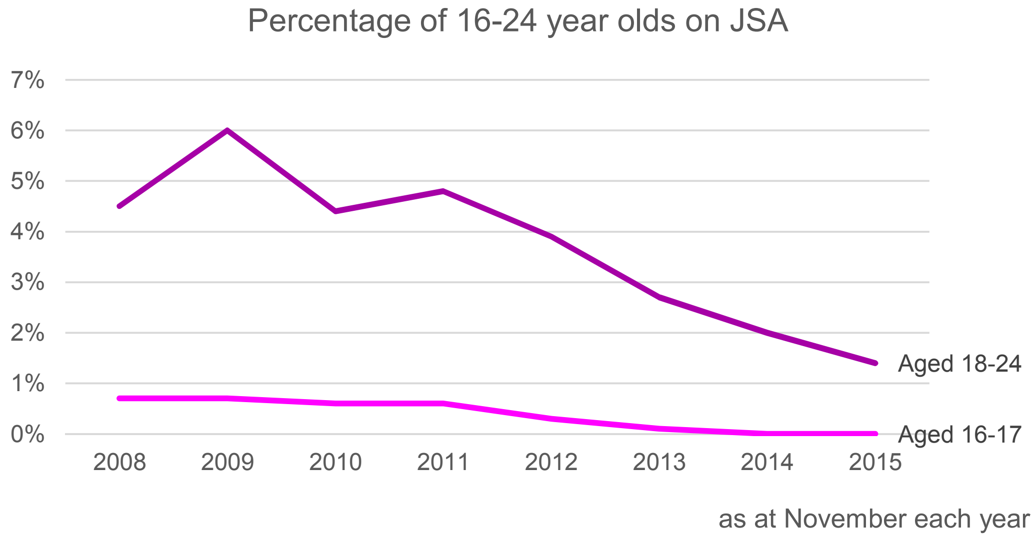
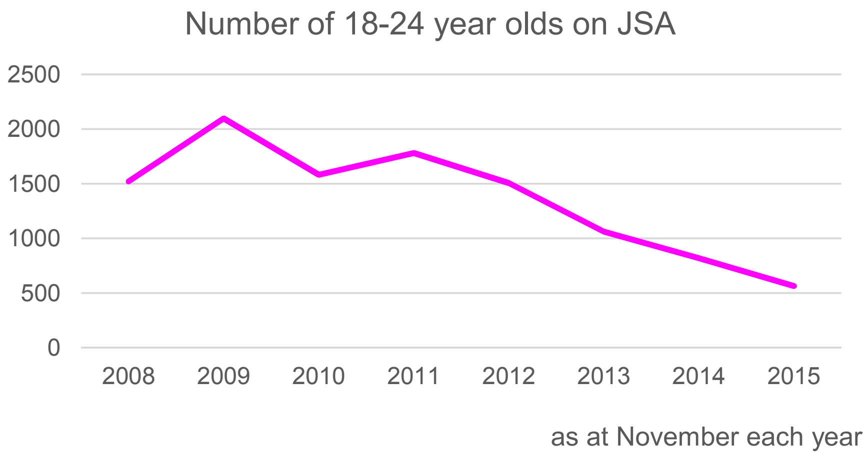
4.5 Unemployed young people – falling; but what about those not claiming benefits?





There are 130 young people aged 18-24 who have been claiming Job Seekers Allowance longer than six months. And of that figure 50 longer than one year. Out of a total count of 570, 38% are female, suggesting that there are issues around supporting young men.

Comparing unemployment across age ranges , this is a similar profile to those that have been claiming JSA for more than two years, suggesting that efforts should be made in developing interventions that are appropriately targeted to both age and gender.

Although local figures are unknown there are 56.5 % of young people who are unemployed and do not claim JSA (Learning and Work Institute Labour Market Briefing January 2016 – national figures)

Source: NOMIS Jobseeker’s allowance by age and duration with proportions

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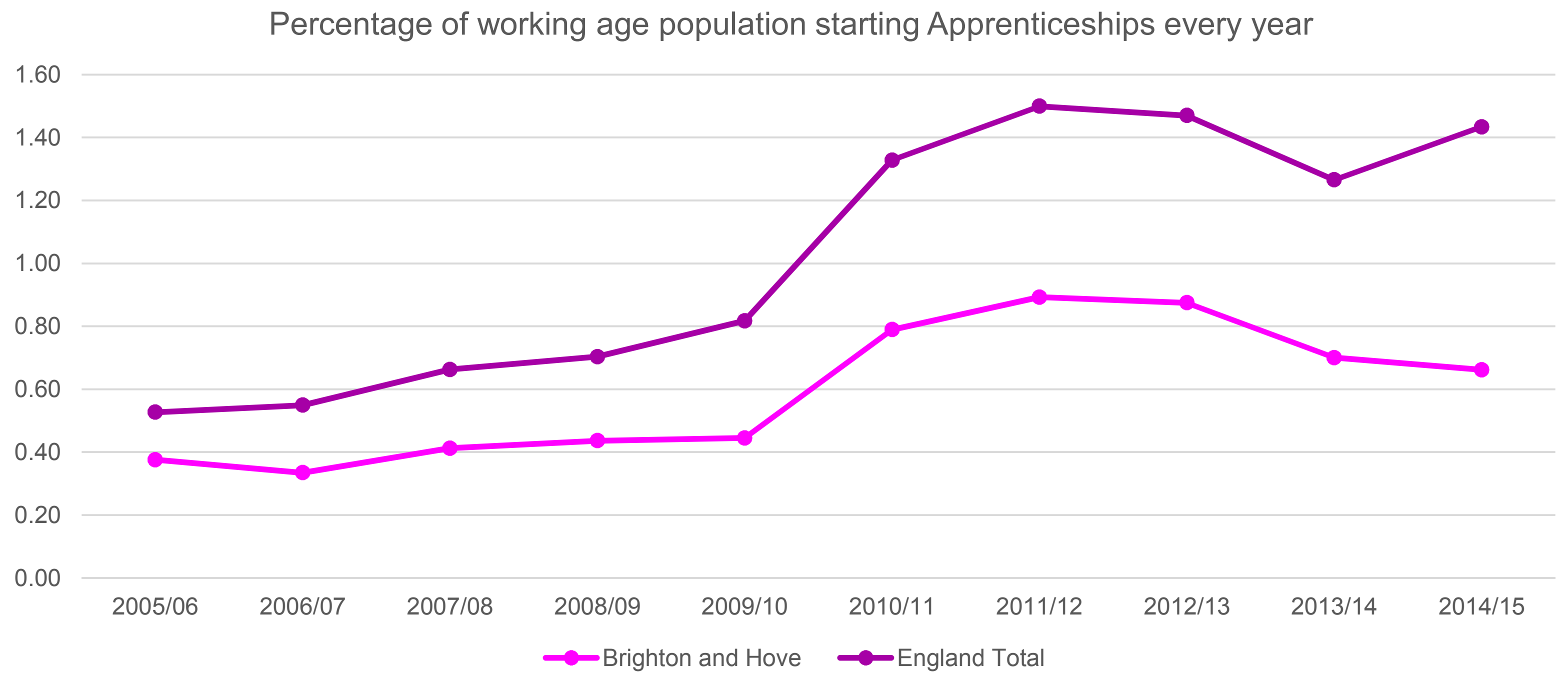
4.6 There are fewer Apprenticeship starts and completions in Brighton and Hove



Evidence suggests that people completing apprenticeships at all levels is increasing. However, compared with other areas in the Coast to Capital region, Brighton and Hove completions are growing relatively slowly (42% between 2008 and 2014); compared with the best performing area, Croydon – improving by 122%. Brighton and Hove is the only area in Coast to Capital with no completions of advanced level apprenticeships.

Source: ONS mid-year population estimates
Coast to Capital Economic Assessment 2015

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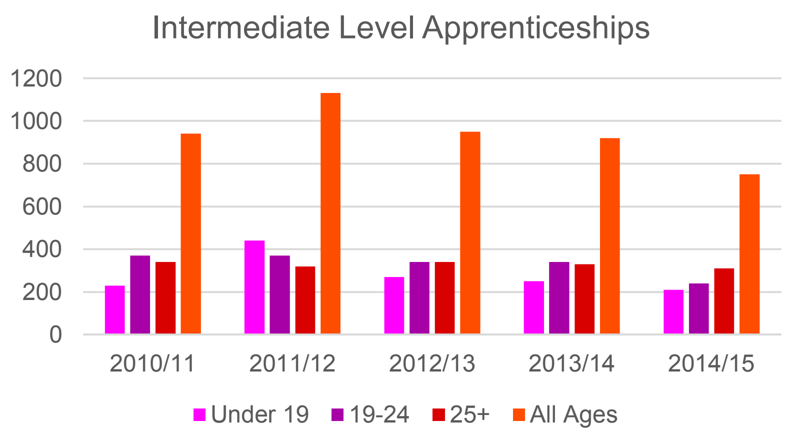
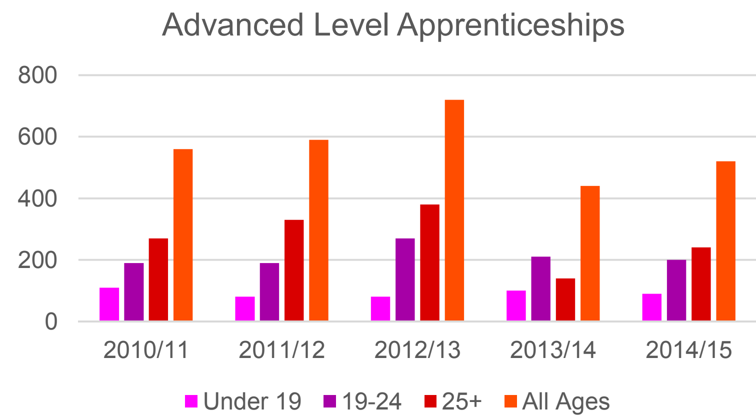
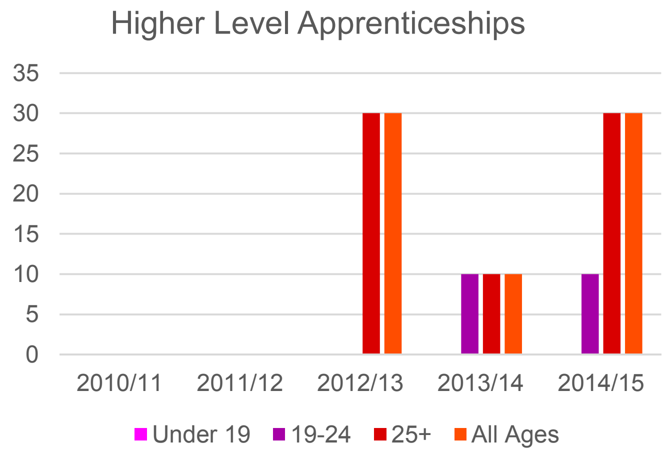
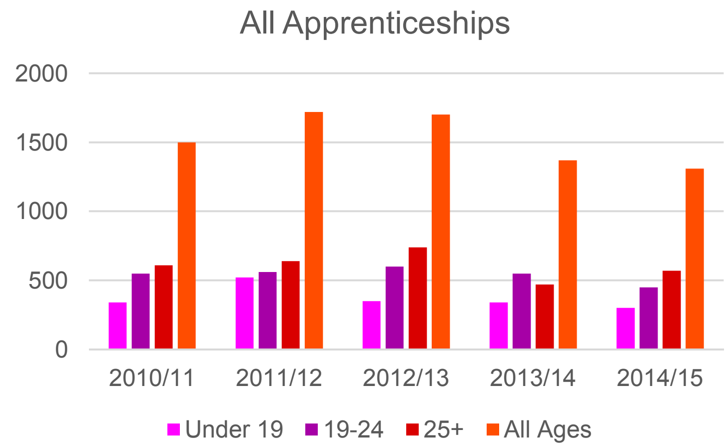
4.7 There has been a gradual decline in numbers of apprentices in Brighton and Hove over last five years







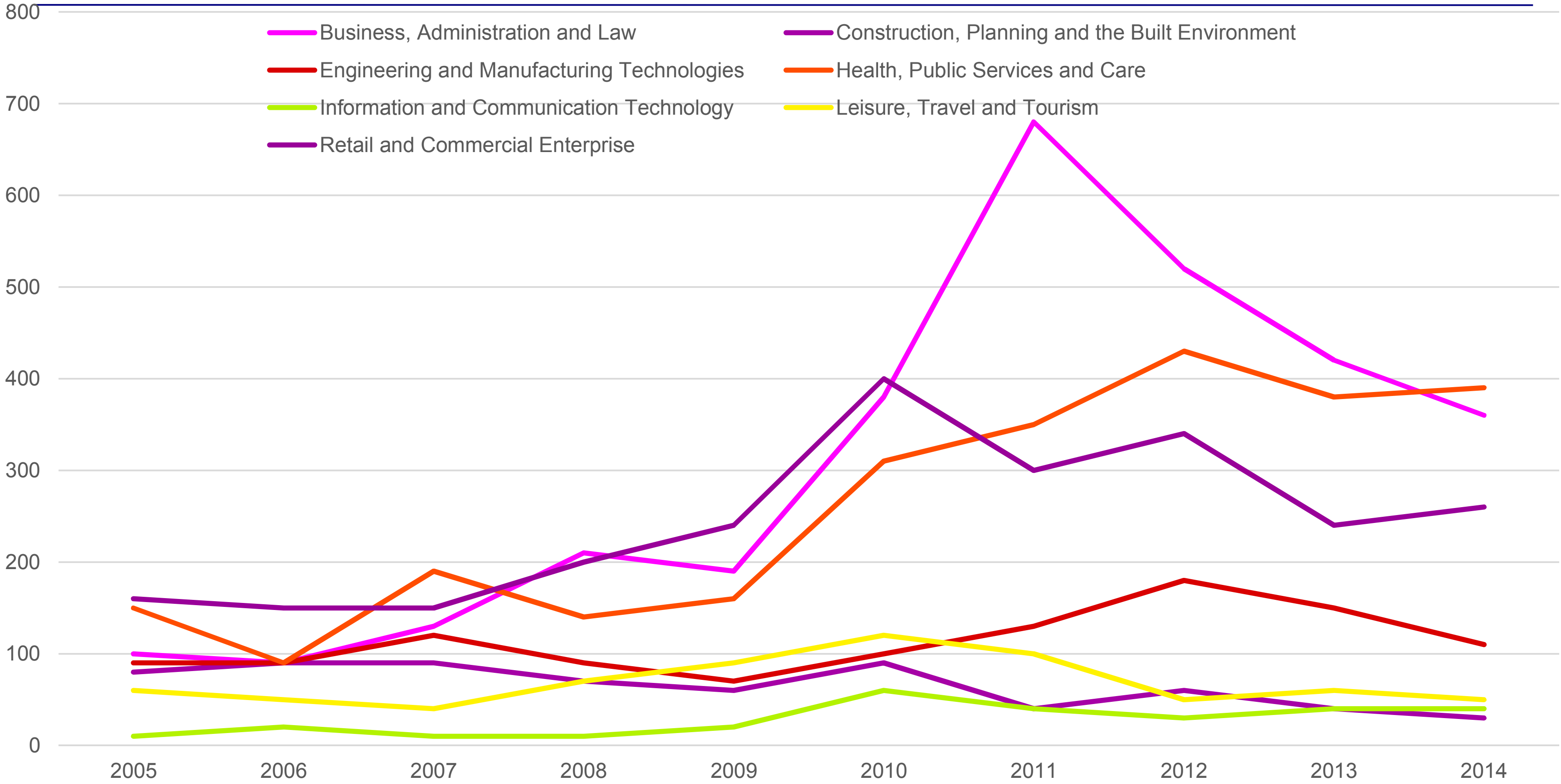


There has been an overall decline in the numbers of apprenticeships in the City since 2010. Breaking this down by level and age of apprentices there are patterns in participation levels between the under 19, 19-24 and 25+ age groups. The 25+ age group overall has a higher number of apprenticeships compared with the other two age groups, suggesting that employers are using apprenticeships to upskill existing staff.

Source: FE Data Library

Brighton & Hove City Council

4.8 A possible mismatch in apprenticeships compared to skills needs in the City.



There has been an increase in the provision of apprenticeships with a large increase in 2011 for business administration, although this has reduced the key areas where there are greater apprenticeships are in the health, business admin and retail/commercial areas. Apprenticeships in Leisure, ICT and construction have declined since 2010 and engineering and manufacturing returning to the same level ten years ago. The new Construction Centre should help to elevate figures in this sector but it will be important to ensure that apprenticeship provision reflects sector needs in the City.

Source: FE Data Library

Brighton & Hove City Council

Data sources

NOMIS annual population survey – workplace analysis July 2014 – June 2015

NOMIS – Jobseeker's Allowance by age and duration with proportions

NOMIS – Benefit claimants – employment and support allowance

NOMIS – annual survey of hours and earnings

NOMIS – mid-year population estimates

NOMIS – Benefit payments – job seeker's allowance

NOMIS annual population survey

NOMIS annual population survey – economic activity

National Statistics – GCSE attainment rates

Department of Education – destinations of key stage 4 and key stage pupils

Brighton Fuse Second Wave Firms Survey

ONS mid-year population estimates

Coast to Capital Economic Assessment 2015

UKCES Employer Skills Survey 2013

UKCES LMI Coast to Capital Report 2015

Briefing: English Indices of Deprivation 2015 and Index of Multiple Deprivation 2015

2011 Census merged local authority district

Centre for Cities Outlook 2016

Brighton & Hove City Council