

Environment Skills & Education

Skills & Work Update

The Greater Manchester Economy



2.7m people



1.14m jobs



93,000 businesses

Source: ONS

Source: ONS, GVA estimates 2012

GM ECONOMY, 2011

£48.2bn

BIGGER THAN

WALES
ECONOMY, 2011

£47.3bn

NORTH EAST
ECONOMY, 2011

£41.6bn

NORTHERN
IRELAND
ECONOMY, 2011

£29.9bn

GMCA

BOLTON
BURY

MANCHESTER
OLDHAM

ROCHDALE
SALFORD

STOCKPORT
TAMESIDE

TRAFFORD
WIGAN

Work & Skills in Greater Manchester – Current Profile

Labour Market

- 1.24m people GM employees in 2016 compared with 1.19m a decade ago.
- Labour market recovery in GM skewed towards flexible forms of work i.e zero-hours contracts.
- GM had c189,000 people receiving the main out-of-work benefits in May 2016; a fall of 92,600 since the peak of 281,400 in 2009

Skills

- GM has seen improvements in skill levels since 2004 when the proportion of people with an NVQ L4+ was less than 25% and almost 20% of people had no qualifications. Today, 33.7% have a level 4 quals and 10.1% have no qualifications.
- There is still a gap at L4+ between GM's population and that of the UK.
- It is forecast that to the years to 2022, almost 250,000 jobs will be created in GM, of which a quarter will require skills to Level 3+

Employment

- The Low Carbon and Environmental Goods and Services (LCEGS) sector, also known as green or clean-tech industries, captures economic activity across all sectors and supply chains that deal with environmental issues, ranging from traditional pollution clean-up to renewable energy to complex, emerging low carbon and environmental solutions.
- With over 37,000 jobs and almost 2,000 companies, LCEGS is a growing and important sector for GM, with total sales estimated at £5.4bn. The sector therefore represents a major opportunity to create new employment in an area of expanding global activity

GM Priorities and Actions

GM Work & Skills Strategy put in place to address systematic issues, alongside wider Greater Manchester Strategy – encompassing all elements of public service reform and reinforcing the importance of integration and ‘one approach’ to education, work and skills

Greater Manchester Strategy Priorities

Young people equipped for Life

Good jobs, with the opportunity to progress and develop

Healthy lives, with quality care for those that need it

An age-friendly GM

Work & Skills Strategy Priorities

1. Improving CEIAG to support informed decision making
2. Reforming the system to focus on outcomes not outputs
3. Developing skills infrastructure to meet economic need
4. Improving attainment from compulsory education
5. Strengthening employer engagement / investment in skills
6. Growing the quality and quantity of Apprenticeships
7. Developing and retaining higher level skills
8. Redesigning universal support provision
9. Developing specialist support for hard-to-reach groups
10. Ensuring commissioned programmes have a work & skills focus

Outcomes

All young people have the skills to succeed for life and work

Residents have the opportunity to progress to technical/higher level skills which employers need to compete globally

Residents will have integrated support to enter, sustain and progress in work

Employers will offer quality employment with clear career progression routes

Improved outcomes for people with health needs; more people supported to stay well and live at home for as long as possible

More older people will secure and retain employment

System Challenges

There are challenges within in all stages of the education and skills journey and we must ensure that as learners progress through the system they are able to access high quality, relevant support and guidance on a whole-system / whole-family approach.

In order to do this we must understand the impact of these challenges, at different points along the journey on an individuals' future life chances – their prospects for continuous learning and development, their chances of securing quality employment, their health and their ability to communicate and build relationships with others.

At present, the implications of challenges at different stages of the journey are having a profound affect on peoples ability to make the right decisions about their futures, at all ages.

Some of the key challenges are highlighted below:

0-5:
32% not
school not
ready

5-11: GM
primary
schools are
% behind

11-16:
47% leave
school with
out GCSE
incl English
& maths

16-18:
1/3 of entry
to GFE are
for re-sit of
English &
maths

19+:
70% of AEB
is spent on
below L2
provision

**Young
Adults:**
59% of
unemployed
have below
L2 quals

**GM lags
behind** the
national
avg. in
higher level
skills (L4+)
by 5 ppt

How will we address these areas?

A whole system approach must be taken when implementing any changes to the system – no one element can be viewed in isolation as they are so intrinsically connected. We need:

More people to leave school with functional maths, English and digital with better advice around future career options. Clear improvement in English & maths attainment at GCSE grade A*-C: with an eye on progress 8 attainment



Further education or private providers to progress individuals to L3 + qualifications in a vocational or technical area. FE is particularly good at developing vocational skills whilst still allowing people to investigate career choices



Employment Programmes be developed and commissioned at a local level, which allows unemployed residents the right integrated support required to move them closer to the labour market



Apprenticeships to become a primary way of employers investing in quality employment with recognised training for young people working with the range of provision outlined above



Universities, Colleges and Employers working together to deliver higher level skills via Institute(s) of Technology and Industrial Strategy



Employers able to pursue high productivity, high added value, higher wage system models based on skilled workforce

30% of 16 to 18 year old starts are in basic skills

Figure 32: Education and Training starts by 16 to 18 year olds by sector, 2014/15

Industry	Entry	Level 1	Level 2	Level 3	Level 4	unassigned level	Total	% of all provision
Primary Industries	36	203	271	440	1	3	954	0.5%
Construction	359	2,008	1,459	633	37	2	4,498	2.3%
Manufacturing	2	228	678	894	46		1,848	1.0%
Logistics (incl. postal)	139	977	871	176	0		2,163	1.1%
Retail and wholesale distribution	23	192	123	28	0		366	0.2%
Business, finance and professional services	29	254	1,215	10,134	53		11,685	6.0%
Digital and Creative	152	1,202	2,335	18,459	184	10	22,342	11.5%
Hospitality, tourism and sport	72	1,464	2,552	4,347	45	2	8,482	4.4%
Health and social care and health innovation	188	1,002	2,200	4,205	50	6	7,651	3.9%
Public sector (Education and public admin)	5	264	775	950	12	4	2,010	1.0%
Personal Services	61	606	1,524	564	4	8	2,767	1.4%
Academic	64	1,254	8,726	23,630		4	33,678	17.3%
Science and Mathematics	13	108	6,881	27,225	13		34,240	17.6%
Basic Skills	15,508	18,047	9,784	4,826		11,141	59,306	30.5%
N/A	676	188	269		3	1,265	2,401	1.2%
TOTAL	17,327	27,997	39,663	96,511	448	12,445	194,391	100.0%

- One in three young people took up an E&T course related to basic skills which mainly relates to courses on general employability and life skills, most of which are offered at entry level and level 1.
- Just over one in six course starts were also related to science and Maths (17.%) and academic subjects (17.3%). Most of these starts are at level 2 and 3.
- Starts in digital and creative courses show the largest vocational E&T provision which in itself covers a wide variety of skills that are mostly very sought after in the local labour market.

One in three apprenticeships of 16 to 18 year olds related to Business, financial and professional services

Figure 33: Apprenticeship starts by 16 to 18 year olds by sector, 2014/15

Industry	Intermediate	Advanced	Apprenticeship Trailblazer	Higher	Total	% of all provision
Primary Industries	60	10			70	0.9%
Construction	492	94		3	589	7.3%
Manufacturing	518	550		1	1,069	13.2%
Logistics (incl postal)	471	68			539	6.7%
Retail and wholesale distribution	344	18			362	4.5%
Business, finance and professional services	1,808	569		60	2,437	30.1%
Digital and Creative	43	374	26	25	468	5.8%
Hospitality, tourism and sport	337	183			520	6.4%
Health and social care and health innovation	705	372			1,077	13.3%
Public sector (Education and public admin)	87	32			119	1.5%
Personal Services	614	221			835	10.3%
Science	1	12	0	2	15	0.2%
TOTAL	5,480	2,503	26	91	8,100	100.0%

- Nearly one in three apprenticeships (30%) taken up by young people relate to business, financial and professional services, most of which (74%) are at intermediate levels.
- Just under one in six (13.3%) apprenticeships are in the health and social care sector – with 66% at level 2. And one in ten (10.3%) young people choose an apprenticeship in personal services (including hair and beauty, as well as property services, and cleaning), with again 74% at level 2.

Half of starts by adult learners are in basic skills

Figure 42: Education and Training starts by 19 year olds and over by sector, 2014/15

Industry	Entry	Level 1	Level 2	Level 3	Level 4	Level 5	unassigned level	Total	% of all provision
Primary Industries	77	304	444	124			25	974	0.5%
Construction	45	2,011	2,449	1,375	282		15	6,177	3.4%
Manufacturing		638	2,763	719	235			4,355	2.4%
Logistics (incl postal)	28	1,271	3,331	132				4,762	2.6%
Retail and wholesale distribution	172	1,001	342	4	11			1,530	0.8%
Business, finance and professional services	633	2,679	3,766	1,681	908		34	9,701	5.3%
Digital and Creative	2,993	6,309	2,480	1,058	634		365	13,839	7.6%
Hospitality, tourism and sport	170	1,428	4,464	833	134		210	7,239	4.0%
Health and social care and health innovation	223	3,117	4,909	3,068	483		38	11,838	6.5%
Public sector (Education and public admin)	97	357	1,870	1,760	339	65	45	4,535	2.5%
Personal Services	1	2,565	2,227	1,498	102		27	6,420	3.5%
Academic	609	740	3,146	512	29		357	5,393	3.0%
Science and Mathematics	3	26	4,197	383	185			4,794	2.6%
Basic Skills	36,906	31,241	7,982	40	13		14,180	90,362	49.7%
N/A	534	494	4		48		8,829	9,909	5.4%
TOTAL	42,491	54,181	44,374	13,187	3,403	65	24,125	181,828	100.0%

- Half of learners over 18 years took up an E&T course related to basic skills which mainly relates to courses on general employability and life skills, most of which are offered at entry level and level 1. This is a much higher proportion compared to one in three starts of young learners (16 to 18 years of age).
- Other E&T starts by adult learners tend to be more vocational, with 7.6% of starts related to digital and creative skills and a further 6.5% to health and social care. However, the take-up of BFPS related courses is very similar amongst young and adult learners, with 6% and 5.3% respectively.

Over one in three apprenticeships of 19 year olds and over related to business, financial and professional services

Figure 43: Apprenticeship starts by 19 year olds and over by sector, 2014/15

Industry	Intermediate	Advanced	Apprentice- ship Trailblazer	Higher	Total	% of all provision
Primary Industries	65	43			108	0.5%
Construction	356	177		5	538	2.5%
Manufacturing	995	459		10	1,464	6.9%
Logistics (incl postal)	970	199			1,169	5.5%
Retail and wholesale distribution	352	144		12	508	2.4%
Business, finance and professional services	4,210	2,879		605	7,694	36.4%
Digital and Creative	145	273	19	49	486	2.3%
Hospitality, tourism and sport	1,238	581		7	1,826	8.6%
Health and social care and health innovation	2,318	2,492		546	5,356	25.3%
Public sector (Education and public admin)	285	574			859	4.1%
Personal Services	735	383		4	1,122	5.3%
Science	4	11		6	21	0.1%
TOTAL	11,673	8,215	19	1,244	21,151	100.0%

- Over one in three apprenticeships (36.4%) taken up by adult apprentices related to business, financial and professional services, with over half (55%) at intermediate levels. This reflects very similar trends when compared to apprentices aged 16 to 18, with the exception that a much higher proportion of adult apprentices have taken up a BFPS apprenticeship at advanced levels, with 37% compared to 23%.
- One in four adult apprentices (25.3%) chose a framework related to health and social care, a much higher proportion compared to young apprentices, with just under one in six (13.3%) of such starts.

Impact to date

Although activity is ongoing, we have already seen some significant impact from various programmes:

Children & Young People

- ✓ **£339,000** Careers and Enterprise Company Investment funding for GM schools 2016-2018
- ✓ **3000** young people received Apprenticeship IAG
- ✓ **£1,706,336 -** Total investment for Careers Education, Information, Advice & Guidance across GM
- ✓ Over **6000** young people accessing industry relevant up to date LMI

Adults & Integrated Support

- ★ **1339** disengaged young people supported into work through Youth Contract Extension
- ★ **18,000** residents supported Working Well Pilot & Expansion programmes have
- ★ **£52m** investment secured to commission the Work & Health Programme under Devolution
- ★ **£12m** ESF investment to support **6000** unemployed residents to access skills

Higher Level Skills

- 🔆 **£2m** secured for delivery of a GM Digital Talent & Skills Programme
- 🔆 **£4m** ESF investment across GM to support access to higher level skills
- 🔆 11 training providers supported to develop and deliver Higher Level Apprenticeship frameworks resulted in **340** HLA starts

Employers

- 👤 **5,995** grants paid to employers for taking on apprentices via GM AGE Grant, totalling over **£8m** investment
- 👤 **£100k** investment in employer engagement through LEP & Careers and Enterprise initiative
- 👤 **£5.8m** ESF investment to support employers with workforce development and up-skilling staff

Our Ambition and Current Actions 2016-19



Develop a Pre and post-16 **maths and English model** for improvement



Development of **GM Outcomes Framework**, focusing on outcomes rather than outputs



Pilot a '**routes ready**' project across GM with the Gatsby foundation and GFEs to prepare for Technical Education reforms



Health & Employment Programme Board established to provide governance for GM's Work & Health Programme; coordinated by a joint team of GM HSCP and GMCA officers



IAPT Talking Therapies Service is a **bespoke mental health support package** exclusive to Working Well clients and delivered by Greater Manchester West NHS trust.

All children will be school ready by age 5; all **young people** will be work ready by age 20

People in work will have technical and/or higher level skills employers need

People out of work will have integrated support to enter, sustain and progress in work

Employers will offer high quality employment with clear career progression routes



ESF funded programme of **access to high skills for unemployed residents** who may not otherwise have the opportunity to progress to these levels.



Development of an Institute of Technology Supporting delivery of **£12m project - 'GM Higher'** – supporting learners in disadvantaged areas who have ability to progress to University but choose not to



Continued work with Government about how GM can **support an increase in FE Loan uptake**



GM Public Sector Approach to Apprenticeships to create a **flexible, mobile apprentice workforce** with improved opportunities for progression and development within the sector



Development of **GM Employer Engagement Framework**, highlighting 5 key focus areas for immediate action

Opportunities

- Across the GM Education, Skills & Work agenda there are a number of opportunities to focus on specific sectors: BUT firstly it is important to understand and define the sector skills needs: Potentially through the ‘Green Summit’
 - Technical Pathways:

Proposed Technical Routes: links to GM Growth Sectors	
Agriculture, Environmental & Animal Care	Engineering & Manufacturing
Business & Administrative	Health & Science
Catering & Hospitality	Legal, Finance & Accounting
Childcare & Education	Protective Services
Construction	Sales, Marketing & Procurement
Creative & Design	Social Care
Digital	Transport & Logistics

- Adult Education Budget
- Apprenticeships
- Employer Engagement
- Careers advice & guidance
- Green Skills Programme

Future areas of activity for GMCA: linked to GMS & Mayoral Priorities

Children & Young People

- ✓ Continue to grow the Careers & Enterprise network to support 60/70 schools by December 17; including a World of Work campaign
- ✓ Develop a core set of competencies with business that support a curriculum for life and work skills
- ✓ Develop 4/5 clear technical/apprenticeship pathways linked to Sainsbury review and GM growth sectors with GM Colleges & Providers.
- ✓ Develop a career management platform that gives all young people sight & information of all opportunities across GM, raises aspiration and acts as an application tool including apprenticeships

Adults & Integrated Support

- ★ Continue the development of an integrated place based offer of universal work & skills support in partnership with Jobcentre Plus.
- ★ Develop an apprenticeship programme to support Care leavers & LAC.
- ★ Continue to deliver person-centred support through the current Working Well ecosystem and commission the new £50m Working Well (Work & Health programme)
- ★ Devolution of AEB in 19/20 and working towards a **transition year in 18/19** that aligns all post 16 funding and provision.

Higher Level Skills

- 🕒 Develop an action plan for the £2m secured for delivery of a GM Digital Talent & Skills Programme
- 🕒 Develop a business case for submission to DfE for a GM Institute of Technology
- 🕒 Launch £70m Skills Capital Funding
- 🕒 Ensure ESF programme for higher level skills is utilised in all areas.

Employers

- 💡 Work with employers to **connect people to high quality employment** and progression routes including:
- 💡 **GM Employment Charter & Framework:** 5 key areas of activity
- 💡 **Increasing number & quality of Apprenticeships** and removing barriers to access to apprenticeships by focusing on working with employers to utilise levy spend across GM (both large & SME)
- 💡 **Extend the Experience of the world of work** to support all age of residents
- 💡 Support in-work progression through **Working Well ecosystem**
- 💡 **Implement a Public Sector Apprenticeship Approach**