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GREATER MANCHESTER SKILLS ANALYSIS 2016/17

March 2017

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Background and purpose

- The Skills Analysis is a comprehensive analysis of labour market change and skills across Greater Manchester.
- The document enables progress tracking against skills priorities and is comparable with previous versions available on the New Economy website.
- The analysis outlines the latest position on skills supply and demand and seeks to inform Greater Manchester's thinking on how to develop the systems system in the light of devolution.

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Summary: Skills Analysis (1)

Labour market

- Unemployment fell slightly in 2016 (by 2.3%). Some 88,300 people (or 6.6%) were unemployed in 2016 compared with 90,000 a year earlier. Unemployment remains above the level it was prior to the recession of 2008.
- Employment rose: 1.24m people (or 70.5%) were employed in GM in 2016 compared with 1.19m a decade ago.
- The nature of the labour market recovery in GM is skewed towards flexible forms of work. Self-employment has risen by 23% since 2007 (or 29,000 people), despite remaining below UK levels. Full-time work is now broadly at the same level it was prior to the recession.
- Greater Manchester had approximately 189,000 people receiving the main out-of-work benefits in May 2016 – a fall of 92,600 since the peak of 281,400 in 2009.
- The median annual wage in GM was £21,585 compared with £23,099 in the UK. The gap between GM pay and UK pay was bigger in 2016 than at any point in the previous decade. Pay remains well below pre-recessionary levels (once adjusted for inflation): on average, GM workers earn £2,000 a year less than they did in 2007.
- Some 24.4% earned less than a living wage in 2016 in GM (£8.45 per hour outside London since November 2016).

Current skills profile

- Greater Manchester has seen improvements in skill level since 2004 when the proportion of people with an NVQ Level 4+ was less than 25% and almost 20% of people had no qualifications. Today, 33.7% have a level 4 qualification and 10.1% have no qualifications.
- However, there continues to be a gap at level 4 and above between GM's population and that of the UK: the UK average is 36.9%.

Productivity

- Almost all GM sectors – with the single exception of textile manufacturing - have a lower rate of labour productivity (measured by GVA per employment) than the UK.
- GM productivity was 90% of the UK's in 2014. If productivity was equal with that of the UK, GM's output would be £10bn higher.

Sectors

- Since 2011, the sectors adding the most jobs include professional services, information and communication, business services and retail.
- Manufacturing jobs declined by 9.7% between 2011 and 2015. However, different trends apply in various manufacturing sub-sectors.

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Summary: Skills Analysis (2)

Welfare reform

- Some 46,000 people received either Job Seekers' Allowance or Universal Credit in GM in October 2016.
- 230,000 families received income from the tax credit system in GM, 73% of them in work. The city region has a relatively higher dependence on tax credits than other regions, spending £1.14 billion on in-work tax credits.

Educational performance

- In 2015/16, 55.5% of sixteen year olds achieved 5 GCSEs at grades A*-C including English and maths. This compares with 54.9% in 2014/15. The English average was 57% and that of the North West was 56%.
- In 2015/16 new performance measures (Progress 8 and Attainment 8), which aim to enable the measurement of progress, were introduced. Trafford and Stockport are the only two districts where pupils make more progress than their peers in the rest of the country.
- Performance at level 2 and at level 3 in GM now equals national norms.
- 89% of school leavers at KS4 went on to an education destinations. This compares with an English average of 90%.
- Some 51% of GM young people go on to higher education after A levels. This compares with 48% in the UK.

Young learners

- The numbers of young people pursing learning in the FE system has edged down over recent years. In 2015/16, there were 54,630 16-18 year old learners in the post 16 skills system in GM. This compares with 60,810 in 2011/12.
- Of the 11,970 16-18 year old apprentices in GM, 65% were studying at intermediate level.
- Apprenticeships among young people were slightly up on the previous year. There were 8,361 apprenticeship starts by 16-18 year olds in 2015/16 compared with 8,147 in 2014/15.
- Apprenticeship frameworks relevant to general business, manufacturing and health and social care were the most popular.

Adult Learning

- Adult learners in FE have dropped by about a third over the last four years. In 2012/13 numbers peaked at 97,300; by 2015/16, there were 60,800.
- Adult apprenticeship starts totalled 21,849 – very similar to the previous year (21,907).
- Among adults over the age of 19, apprenticeship frameworks and standards relevant to business, financial and professional services and health and social care were the most popular, accounting for 62% of all adult apprenticeships.
- Advanced level apprenticeships increased in 2015/16 (to 8,491) and intermediate level apprenticeships fell (to 11,803).

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POLICY CONTEXT

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National policy context

Departmental Change	• The Department for Business, Innovation and Skills was replaced by the Department for Business, Energy and Industrial Strategy in July 2016. Responsibility for further and higher education, as well as apprenticeships and skills, was transferred to the Department for Education.
Devolution of the Adult Education Budget	• Full devolution of the Adult Education Budget occurs from the 2018/19. This means responsibility for funding learning providers and outcomes to be achieved from this funding (subject to ongoing nationally set entitlements) will be assumed by Combined Authorities with devolution agreements (approximately half of the UK, currently, including GM). • Prior to this, allocations will continue, but areas with devolution agreements will develop ‘outcome agreements’ in which they specify what learning is to be delivered and how success can be measured. • In the 2017/18 academic year, the government intends to enable Combined Authorities to vary the grant allocation to providers ‘within an agreed framework’.
Post 16 Skills Plan	• Following the Sainsbury Review of Technical Education in July 2016, the government has announced plans to reform vocational education. The plan advocates two pathways of academic and technical education post 16, but with options for transfer between the two. • There will be a common framework of 15 routes across all technical education. The routes will group occupations together to reflect where there are shared training requirements, and reduce the number of overlapping qualifications. Employers will define the standards of learning. • Routes will begin with two-year, college-based programmes, aligned to apprenticeships, at the end of which there will be only one technical qualification for each occupation (or cluster of occupations). The routes will extent to levels four and five.
Apprenticeships	• The Apprenticeship Levy will be implemented in April 2017. UK based employers with a pay bill of at least £3 million will have to pay 0.5% of their wage bill above £3m into a ‘digital account’. • Apprenticeship frameworks or standards will be funded on the basis of 15 funding bands with upper limits of between £1,500 and £27,000. Employers and training providers will negotiate how much will be paid for training up to the upper limits of the funding bands. Levy payers will pay almost all of the cost except a government ‘top up’ equivalent to 10% of levy fees a month. Non levy payers receive 90% of the funding and the employer pays 10%. • Digital accounts will expire within two years if not used. • Incentive payments for taking on 16-18 year old apprentices will be paid by the government. • There is also some transitional funding available to help employers adjust to the new system. The new system does not envisage any age related funding entitlements as is currently the case (e.g. full cost for 16-18, 50% for 19-24). • For small employers with fewer than 50 employees, the government will pay 100% of the costs for 16-18 year olds. • The Institute for Apprenticeships and Technical Education was established in May 2016, but will go live as an independent body in April 2017. Its role is to advise the government on funding and ensure the quality of apprenticeship standards. According to the Post 16 Skills Plan, the new institute will also have this role in technical education.

National policy context

Schools	• A Green Paper published in September 2016 said the government planned to let grammar schools expand, subject to them supporting ‘good quality, non-selective places locally’ – including through admitting a proportion of pupils from low income households or partnering with a non-selective school. • The government has abandoned plans to force all schools to become academies. • The established system of school performance is being replaced by the roll-out of ‘Progress 8’ (a calculation of how well a school allows pupils to progress towards their target) and ‘Attainment 8’ (which measures the achievement of pupils across 8 qualifications including English and maths (double weighted), three qualifications in the English Baccalaureate and three further qualifications (including GCSEs and others on a DfE approved list). The aim is to enable understanding of how much value a school adds, rather than a simple comparison of scores.
Entitlements/ Loans	• 19-23 year olds are now eligible for advanced learner loans to undertake courses at levels 3 to 6. However, they still benefit from state funding for a first level 3 qualification. • Loans were first introduced in 2013/14 for learners aged over 24. • Entitlements to maths and English funding will be maintained following devolution of the Adult Education Budget.
National Living Wage	• From April 2017 the ‘national living wage’ will rise to £7.50 – up from £7.20 when the new minimum pay floor for workers over the age of 25 was first introduced in April 2016. The rate is equivalent to a 4.2% pay rise, from which approximately 14% of the GM labour force is expected to benefit. • For 21-24 year olds the hourly pay floor rises to £7.05; for 18-20 year olds £5.60; for under 18s £4.05 an hour; and for apprentices the new rate will be £3.50.
The Work Programme	• The Work Programme, which began in 2011, is due to come to an end in April 2017. Payments to providers under the ‘payment by results’ system will continue until 2020/21. The successor programme will be jointly commissioned by the Department for Work and Pensions and the GM Combined Authority, with more details still to be unveiled. • In the Spending Review of autumn 2015, the Chancellor announced that the Government would be introducing a new ‘Work and Health Programme’. The aim of this programme was to ‘provide specialist support for claimants with health conditions or disabilities and those unemployed for over 2 years’. • Long-term unemployed residents in GM also have access to the Working Well Programme which offers ‘integrated and bespoke’ support (see next slide).
European Social Fund 2014-2020	• The long-term future of payments received locally under the European Social Fund (ESF) and European Regional Development Fund (ERDF) is uncertain following Brexit. However, agreed allocations will be received up to 2020.
Universal Credit	• All job centres in GM now offer Universal Credit, which brings together JSA, ESA, Housing Benefit, Tax Credits and Income Support together into a single payment.

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Greater Manchester policy context

Revised Greater Manchester Strategy	• The Greater Manchester Strategy (GMS) aims to unite all the different organisations, services and agencies that are part of the GM administrative and governance system around a cohesive set of objectives. The statement explains what the vision for GM is, who is responsible for it, and how progress will be monitored. It is currently being revised. • The GMS contains objectives and targets related to employment and skills; these include reducing demand for public services through encouraging self-reliance, reducing unemployment and up-skilling the population of GM.
Area Based Review	• The Area Based Review of post 16 education aimed to ensure a 'more responsive and demand-led' further education system among 21 institutions (10 FE Colleges and 11 Sixth Form Colleges). Other providers (e.g.. school sixth forms, higher education institutions and private training providers) were not included in the review. • Recommendations arising from the review were announced in June 2016. • The ABR proposed a series of institutional changes, such as mergers between colleges. These are being considered and consulted on at the time of writing. • A GM Curriculum Review was launched following the ABR.
Careers Strategy	• In June 2016, GM agreed a new Careers and Participation Strategy. • The strategy tackles issues such as anticipating future skills needs; encouraging apprenticeships; ensuring participation and reducing NEET volumes; and opening opportunities to disadvantaged young people.
Skills Priorities	• The Combined Authority has stated its 10 priorities for reform of the work and skills system in the years to 2019. • Priorities cover: the quality of careers advice; the development of 'outcome frameworks' that specify the desired results from skills commissioning; ensuring accessible, high quality learning provision; improving attainment and employer engagement; increasing the number of apprenticeships and enhancing their quality; delivering more higher level skills; redesigning support services to enable people to return to work, and in particular developing the 'Work and Health' programme; for long-term unemployment people; and integrating work and skills commissioning.
Apprenticeship Grant for Employers	• GM's devolution agreement enables the city region to use the Apprenticeship Grant for Employers (AGE) in order to meet local priorities. This will enable the creation of higher numbers of advanced and higher apprenticeships.
Skills and Employment Partnership	• The SEP is a voluntary collaboration of employers, colleges, and training providers, funding agencies and local authorities that aims to maximise the contribution that skills funding can make to growing GM's economy. • The partnership delivers the GM Combined Authority's statutory duty around 16-19 participation and is accountable to the Combined Authority and GM Local Enterprise Partnership.
Working Well	• Aimed at the long-term unemployed), the programme was introduced in March 2014 and expanded in March 2016. • The central feature is a 'dedicated key worker' for each client, able to take a holistic view of family circumstances, housing, skills, health and dependency issues, and offer support for up to two years. • By January 2017, 10,687 people had been referred, of whom 986 have found work. • There are three contractors who deliver the project – The Big Life Group, Ingeus and Manchester Growth Company.

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LABOUR MARKET CONTEXT

Employment grows, spurred by ‘flexible’ forms of work

Figure 1: Economic activity in GM, 2007-2016 (indexed; 2007=100)

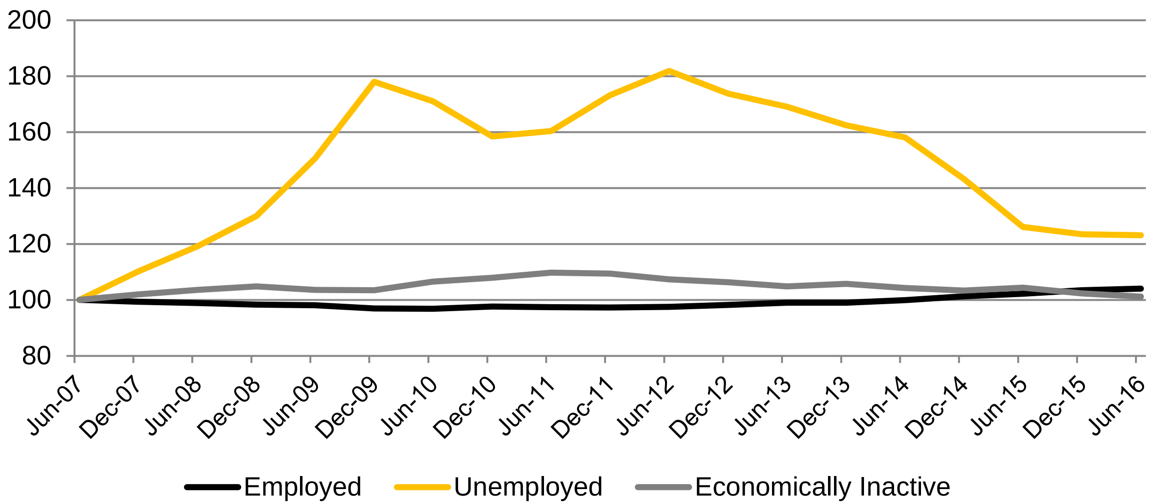
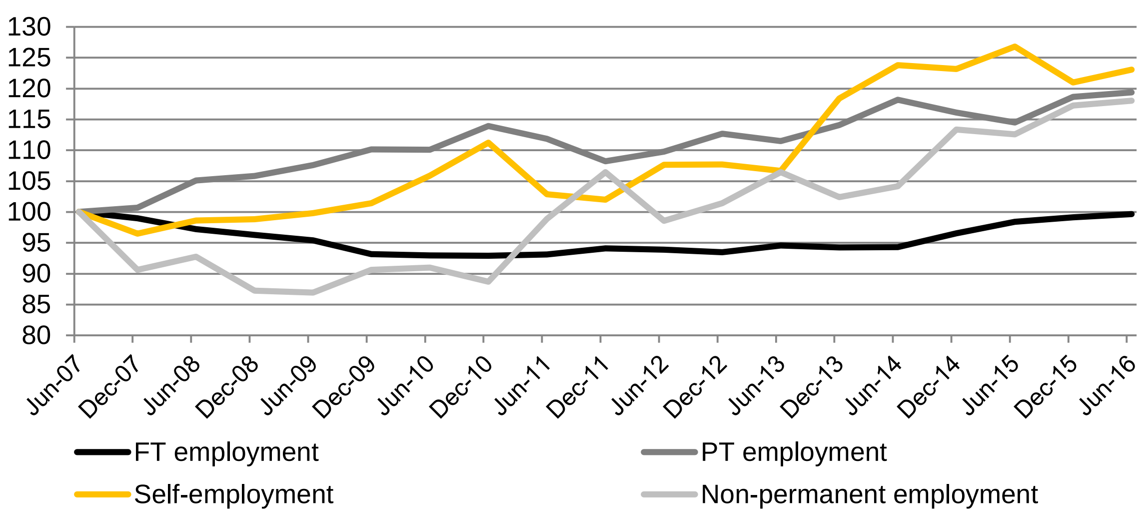


Figure 2: Types of employment in GM, 2007-2016 (indexed; 2007=100)



Source: Annual Population Survey, Nomis

- The number of working age (16-64) GM residents in employment has continued to grow reaching 1.24m in the year to June 2016. This compares with 1.19m a decade ago.
- Meanwhile, the number of working age residents who are economically inactive (not employed and not looking for work) continues to fall; in June 2016, it was just above 430,000 (or 24.5%) – very slightly above the pre-recession level.
- Following a steady period of decline since 2012, the reduction of unemployment (measured according to the ILO definition) has slowed. There was a year-on-year decrease of 2.3% in the year to June 2016. In June 2016, there were 88,300 unemployed people in GM (6.6%).
- Looking at trends for different types of employment over the past decade, full-time employment has almost recovered to its pre-recession level (there are 3,000 fewer full-timers than a decade ago). Self-employment has risen markedly by 23% since 2007 (or 29,000 people) and non-permanent employment (including agency, temporary, casual and fixed term work) has risen by 18% (or 11,200 people).

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Numbers of people claiming out-of-work benefits continue to fall

Figure 3: Number of claimants of main out-of-work benefits in GM, 2007-2016

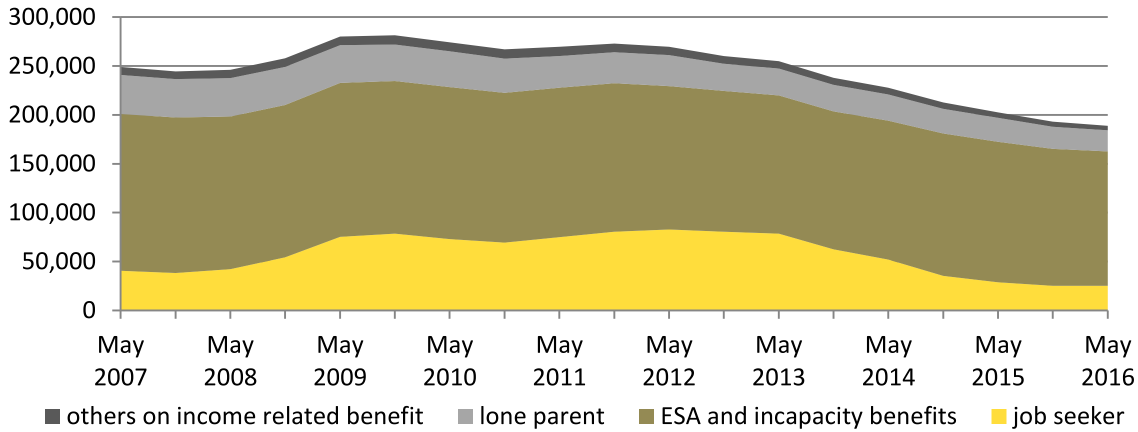
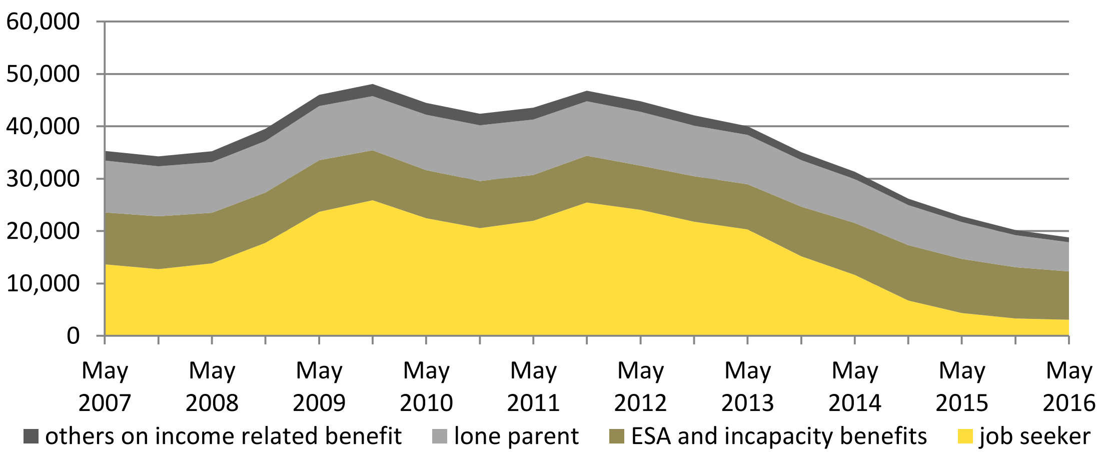


Figure 4: Number of out-of-work benefit claimants (under 25) in GM, 2007-2016



- The number of people claiming the main out-of-work benefits fell by 6.8% between May 2015 and May 2016, in line with the trend of the previous few years.
- Within this group, the number of JSA claimants fell by 12.8%, lone parents by 12.0%, and ESA by 4.3% over the same period. Claimants of ESA and incapacity benefits continue to be the largest group within the out-of-work benefit claimants cohort.
- A similar trend can be seen for the under 25 age group with an even greater fall in out-of-work claimant numbers of 17.8% between May 2015 and May 2016. Within that, the number of under-25s claiming JSA fell by nearly 30% over the same period (this reduction will be largely due to young claimants starting to receive Universal Credit instead of JSA). However, on the whole the number of under-25s claiming out-of-work benefits is reducing, across all types of benefits.

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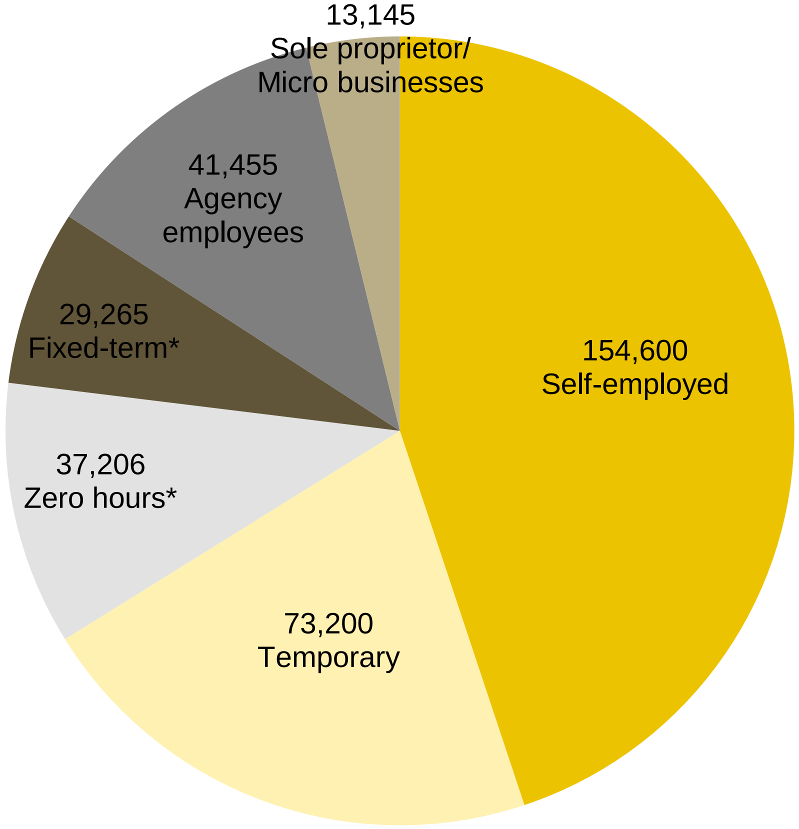
Source: DWP Benefits, Nomis

About 28% may be in 'precarious' work after self-employment soars

Figure 5: Estimate of 'atypical' work in GM, 2016



Sources: Nomis/APS; BRES; authors' calculations from LFS.
Notes: * Zero hours data is an estimate for GM derived from NW LFS data produced by ONS April to June 2016; fixed term derived from quarterly LFS (July-Sept 2016).
There may be some unavoidable double-counting involved in the estimates for temporary and fixed term workers.

- 'Precarious' employment is notoriously difficult to define. It can be understood either as a legal category (an employment status or type of employment relationship that is not 'permanent') or as a question involving motives and feelings (for example, an individual feeling their job is under threat or temping because they cannot find a permanent role). The chart explores the first definition: the numbers of 'atypical' workers – meaning those whose job is not 'permanent' in the legal status sense. It does not examine motive or perception.
- In addition, it does not break out part-timers or other types of 'flexible' employment (e.g. annualised hours).
- Just over 28% of GM's 1.24m strong workforce is 'atypical' – i.e. non permanent – or an estimate of around 350,000 people.
- Some forms of non-permanent work have risen sharply. Self-employment has grown by over 20% between 2010/11 and 2015/16, compared with overall employment growth of 6.8%. The rise in the numbers of self-employed women in GM has been especially marked. However, self-employment in GM remains lower than in the UK. In the year to June 2016, 12.5% of GM's workforce were self-employed compared with 14% in the UK.
- Data regarding zero hours contracts is not available on a GM basis and is derived from other sources (see notes).
- The number of residents employed through employment agencies in GM has steadily grown over the last eight years, making up 3.3% of employment in 2015, compared to 3.1% nationally.

Jobless benefit claimants stabilises at just over 46,000

Figure 6: JSA claimants and out-of-work Universal Credit claimants in GM, 2013-2016

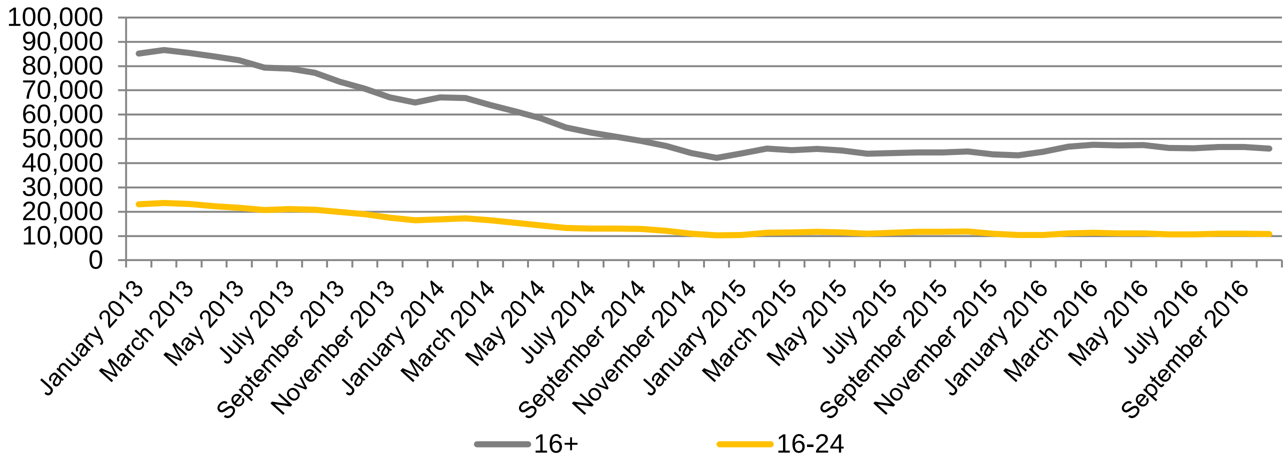
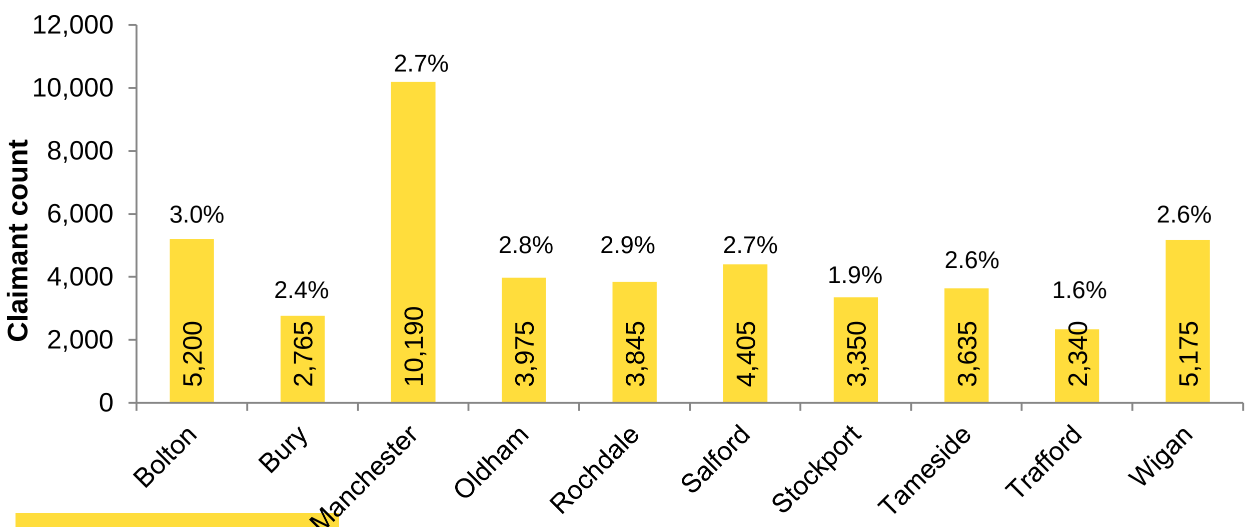


Figure 7: Combined claimant count and claimant rate by GM district, November 2016



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Sources: Claimant Count, Nomis

- After falling between early 2013 (when Universal Credit was first introduced in GM) and early 2015, the number of GM residents aged 16+ who are claiming JSA or Universal Credit and are out of work has been relatively unchanged, reaching a peak of 47,500 in March 2016. This fell to just under 46,000 in October 2016.
- Similarly, the combined claimant count for the 16-24 age group was falling steadily until late 2014, and since then has remained mostly flat, fluctuating between 10,000 and 12,000 young people.
- In total, there are just under 40,000 people receiving UC in GM. Of these, 24,500 (or 62%) are not in work and 15,100 (or 38%) are in work.
- Figure 7 shows that unemployed JSA and UC claimants are unequally distributed across different GM districts, with Manchester having the highest absolute number of claimants (10,200) while the proportion of claimants relative to the working age population is highest in Bolton (3.0%) and Rochdale (2.9%).

Number of families claiming tax credits edges up

Figure 8: Families claiming in and out-of-work tax credits in GM, 2007-2016 (000)

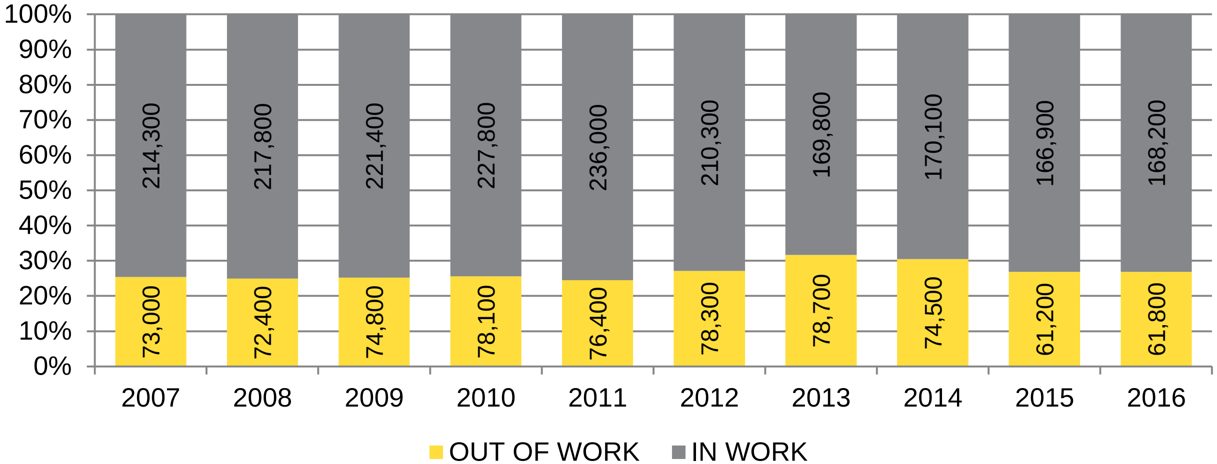
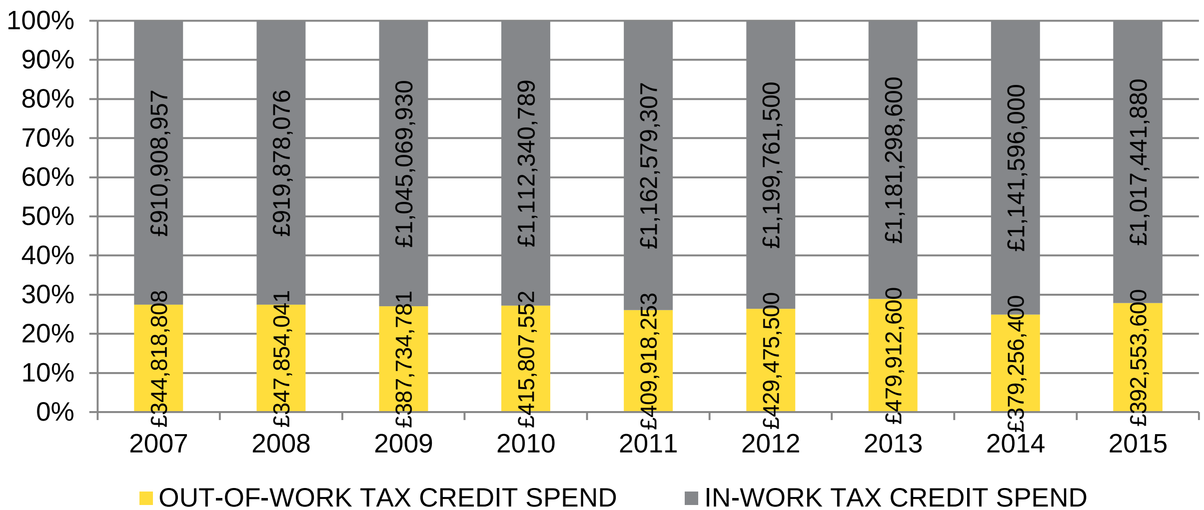


Figure 9: Spend on in- and out-of-work tax credits in GM, 2007-2015 (£,m)



- A total of 230,000 families received income from the tax credit system in GM in 2016 – 73% of them in work. This marks an increase from 2015, when 228,100 families received tax credits. Prior to 2016, the number of families claiming tax credits had been falling since 2011. The total peaked in 2011 at 312,400.
- Both in-work and out-of-work claimants have increased.
- In terms of spending, tax credit spending in GM was £1.41bn in 2015. This is a fall from 2014 when it was £1.52bn (£110.8m less). In-work spending accounts for this fall; spending on out-of-work tax credits has risen by £13.2m.

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Source: HMRC 2015

GM-UK pay gap at widest in over a decade

Figure 10: Residence based gross median annual wages (full-time and part-time) 2009-2016 (adjusted for CPI inflation, 2016 prices),

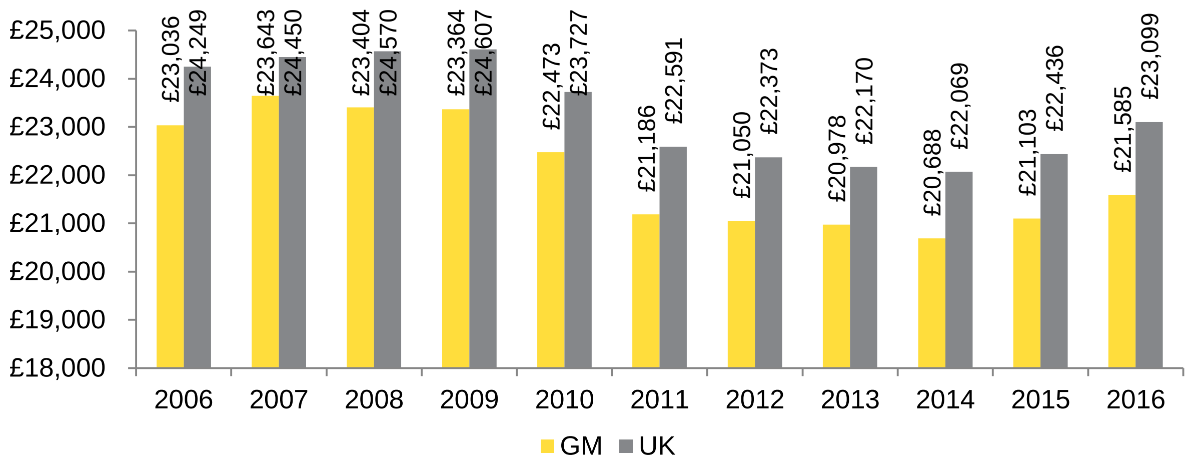
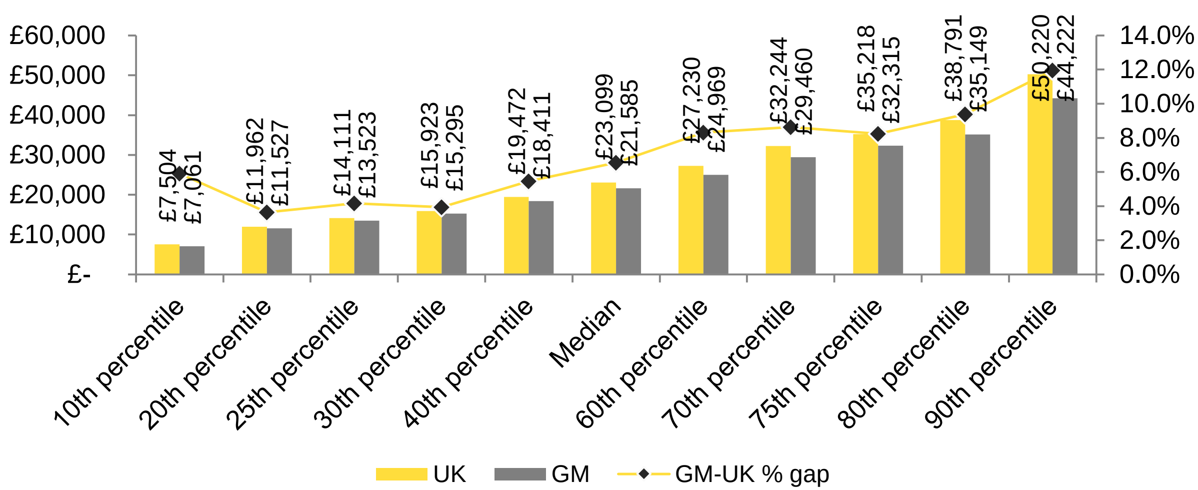


Figure 11: Residence-based gross annual wages by percentile in GM, 2016



- Low pay continues to be a feature of the GM labour market. Workers in GM earned on average 83p less for each hour they worked than the national average in 2016.
- Pay in GM remains well below pre-recession levels despite moderate wage increases over the last two years. In effect, GM workers are typically earning £2000 less a year than in 2007 as living standards continue to contract.
- Salaries of GM residents have also not risen as much as the national average, leading to a widening GM-UK pay gap that has increased to a 7% difference in 2016 compared to 5.3% gap a decade earlier.
- The GM-UK pay gap is largely driven by full-time jobs. Full-time work in GM is on average paid £25,741, compared to £28,213 nationally. In contrast, the GM-UK pay gap for part-time work is much smaller: median pay was £9,464 in GM compared to £9,637 nationally.
- GM-UK pay gaps are largest among better paid people. However, there remains a 6ppt. gap for jobs at the 10th percentile – the lowest paid 10% of jobs.

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Source: Annual Survey of Hours and Earnings (ASHE, ONS), 2016 provisional results

Just under 1 in 4 jobs in Greater Manchester pays less than the living wage

Figure 12: Proportions of jobs paid below the living wage in GM and England, 2013-2016 (workplace based)

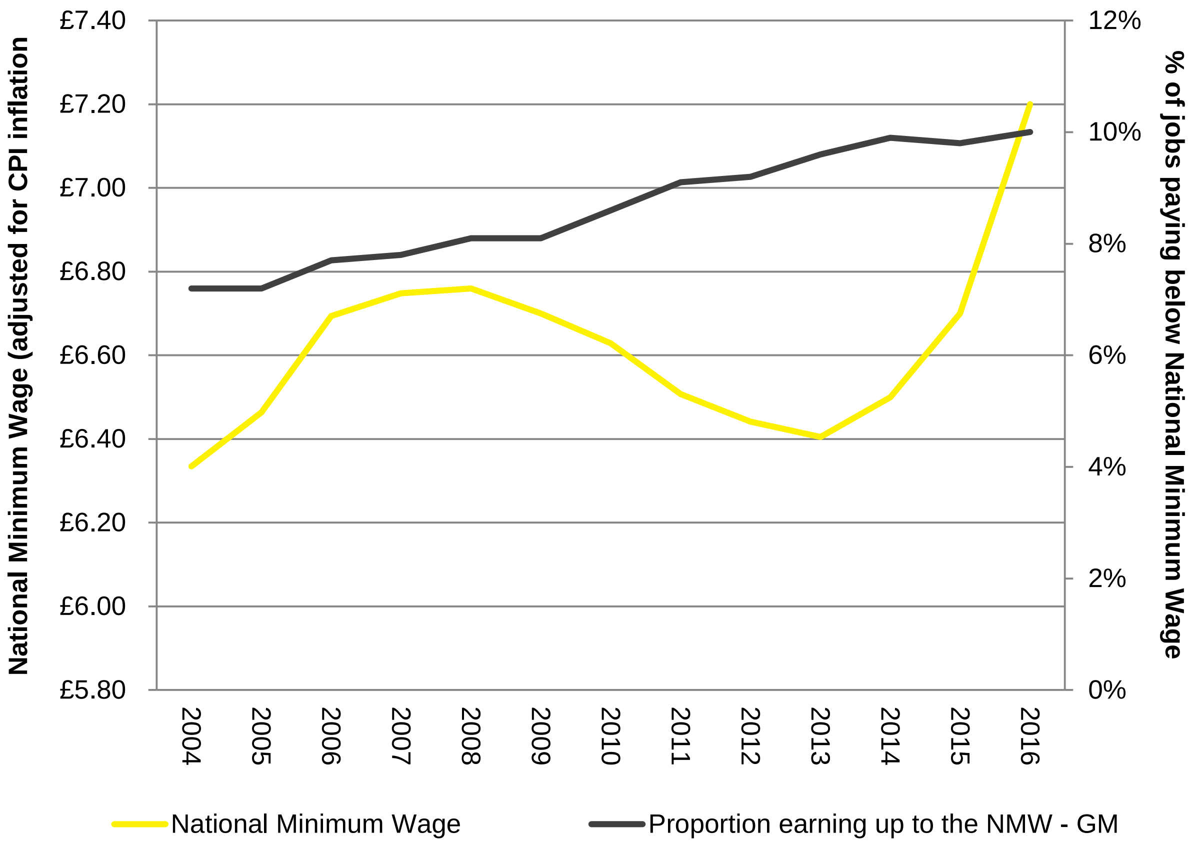
	2013	2014	2015	2016 - provisional	% point change 2015-2016	% point change 2013-2016
Bolton	27.4	28	25.8	23.5	-2.3	-3.9
Bury	21.7	26.4	27.6	29	1.4	7.3
Manchester	16.4	17.2	15.8	18	2.2	1.6
Oldham	32.3	33.7	32.9	31.5	-1.4	-0.8
Rochdale	26.7	32.6	29.6	31.9	2.3	5.2
Salford	16	17.4	19.9	21.5	1.6	5.5
Stockport	20.4	23.2	23.9	24.9	1.0	4.5
Tameside	25.6	24.7	25.8	29	3.2	3.4
Trafford	24.7	24.7	26.2	27.3	1.1	2.6
Wigan	26.4	30.2	28.4	32.1	3.7	5.7
GM	**21.7**	**23.3**	**23**	**24.4**	**1.4**	**2.7**
England	**20.8**	**22.6**	**22.8**	**23.2**	**0.4**	**2.4**
Living Wage*	**£7.45**	**£7.65**	**£7.85**	**£8.25**	**£0.40**	**£0.80**

Source: ONS calculations based on ASHE, Data for 2016 is provisional, all other is final
* Rate as announced in November of previous year.

- Almost one in four jobs (24.4%) in Greater Manchester paid below the needs-based living wage of £8.25 in 2016. This compares to 23.2% in England as a whole.
- The proportion earning less has risen from 21.7% in 2013.
- The number of low paid people has risen slightly faster in GM than in England between 2013 and 2016. Between 2013 and 2016, GM witnessed a 2.7 percentage point (ppt.) increase compared with 2.4ppt in England.
- There are also large local variations across GM. For instance, one in three jobs in Oldham, Rochdale and Wigan pay below the living wage compared to just under one in five in Manchester and just under one in four in Bolton.
- The living wage is calculated by social policy researchers based on estimates of how much people need to earn to sustain a basic, acceptable standard of living. It is not a legal instrument (unlike the National Living Wage) and is thus voluntary for employers.
- The living wage is announced in November each year. In November 2016, the living wage was set at £8.45 (£9.75 in London). In November 2015 it was £8.25 outside London and in 2014 it was £7.85

About one in ten jobs pay the minimum wage for over 25 year olds

Figure 13: Estimate of the proportion of jobs paid at the rate of the national living wage in GM, 2004 to 2015 (adjusted for CPI inflation)

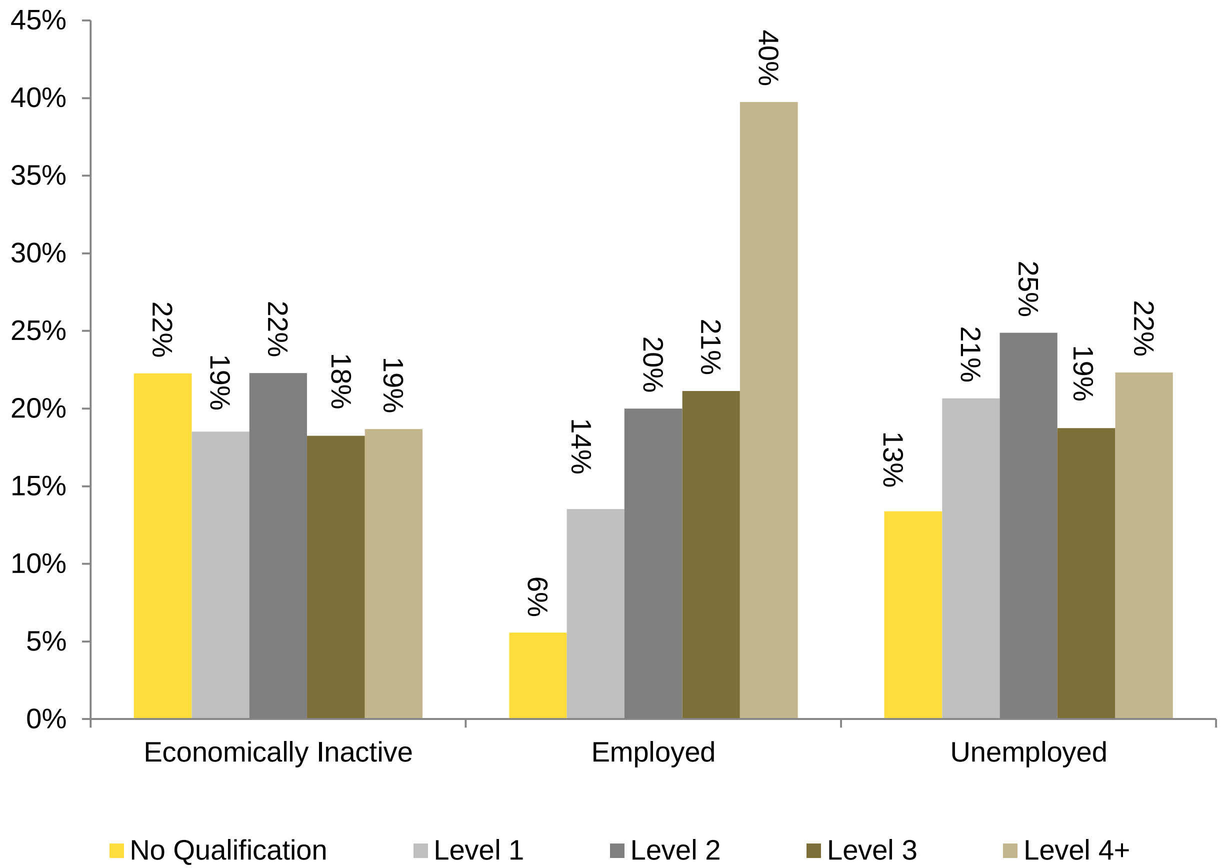


Source: Annual Survey of Hours and Earnings (ASHE, ONS), 2016 provisional results, and authors' calculation.

- Approximately, one in ten jobs in GM is paid at about the rate of the National Living Wage (NLW) – the rate of the minimum wage for over 25 year olds that was introduced in April 2016 at a rate of £7.20 an hour. The NLW will rise to £7.50 an hour in April 2017.
- As the graph illustrates, proportions of GM jobs paying only the legally required minimum have increased over the last decade, from 7.2% in 2004 to 10% in 2016 (although it needs to be remembered that the over 25 threshold is a relatively new innovation).
- In effect, the government directly sets the pay of at least 10% of the GM workforce.
- Movements in the NLW are likely to affect a much larger percentage of the workforce once the maintenance of differentials are accounted for – other research published by the Low Pay Commission suggests about a quarter of the workforce may be affected.
- The government intends the NLW to reach 60% of the median by 2020. In 2016 it was worth 55% of the median.

Qualifications influence labour market success...but 41% of unemployed people have skills above level 3

Figure 14: Qualifications by economic activity in GM, 2015



Source: ONS/Nomis, Annual Population Survey, 2015

- It is widely accepted that qualifications, acting as an imperfect proxy for skills, are a strong predictor of labour market success: low skilled people are less likely to be in employment.
- In GM, the employment rate of those with higher level qualifications (level 4 and above) is 83%, whereas only 39% of people with no qualifications are in employment.
- Meanwhile, 19% of economically inactive people (i.e. not working or looking for work) hold qualifications at level 4 and above, compared with 40% of employed people who hold the same level of qualification.
- That said, 41% of unemployed people are qualified to level 3 or above; indeed over a fifth (22%) have a level 4 qualification or above. This is a slight increase compared to 39% in 2014.
- This demonstrates that qualifications are not necessarily a guarantee of work. Many unemployed people have valuable skills. In theory, therefore, from an economic point of view this represents productive potential waiting to be tapped.

Qualification profile improves in GM, but low skills remain a concern

Figure 15: Change over time in the resident qualification profile in GM, 2005-2015

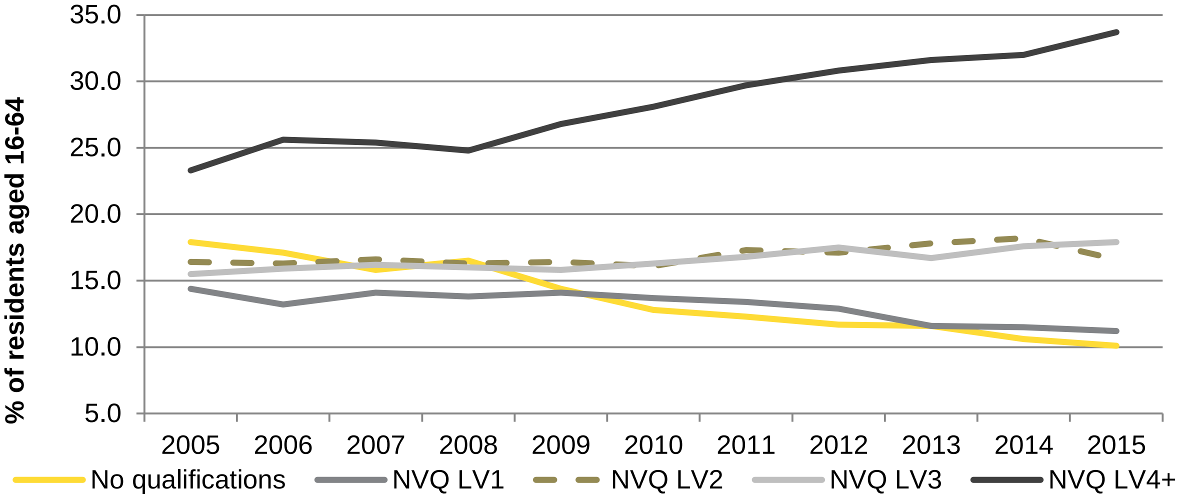
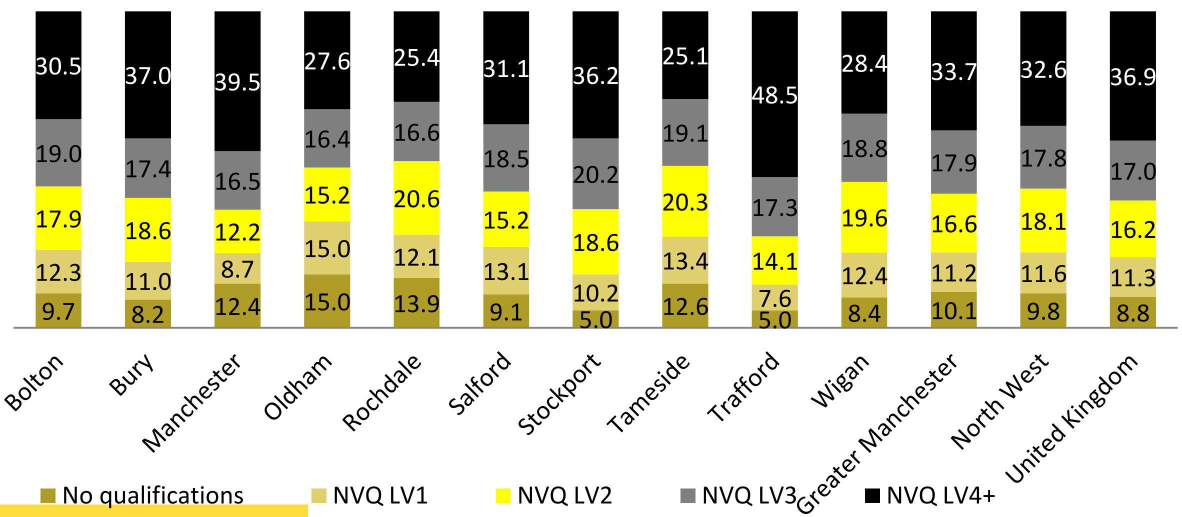


Figure 16: Qualification profile of resident population aged 16-64 by GM district, 2015



- The qualification profile of the resident population aged 16-64 in GM has improved. Residents with at least a level 4 qualification have increased by 8.9 ppts. between 2008 and 2015.
- The proportion of those with no qualifications fell by 6.4 ppts. between 2008 and 2015, and the proportion of those with level 1 qualifications fell by 2.6 ppts. .
- However, GM still lags the UK. Some 33.7% of the population was qualified to level 4 and above in 2015, compared to 36.9% in the UK. The proportion of residents with no qualifications is also higher in GM (10.1%) compared to the UK (8.8%).
- There are large variations in the qualification profile of residents in different districts. In Trafford and Manchester, those with at least a level 4 qualification – mostly graduates – are relatively high (48.5% and 39.5% respectively). The proportions of residents with no qualifications are highest in Oldham (15.0%), Rochdale (13.9%), and Tameside (12.6%).

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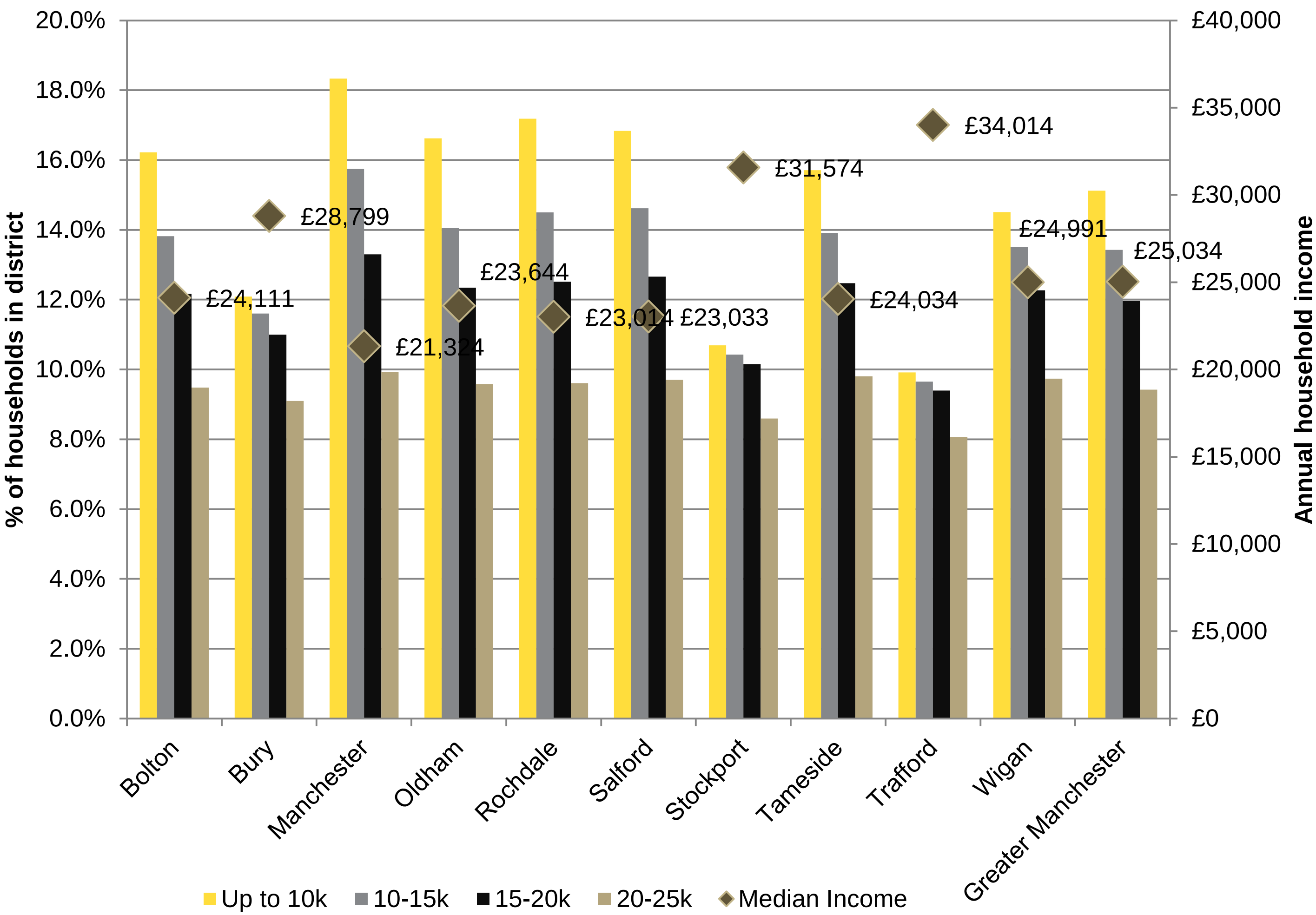
Source: Nomis/Annual Population Survey

‘Just managing families’ debate eludes quantification

Figure 17: Numbers of households earning below the median by income bracket, 2016

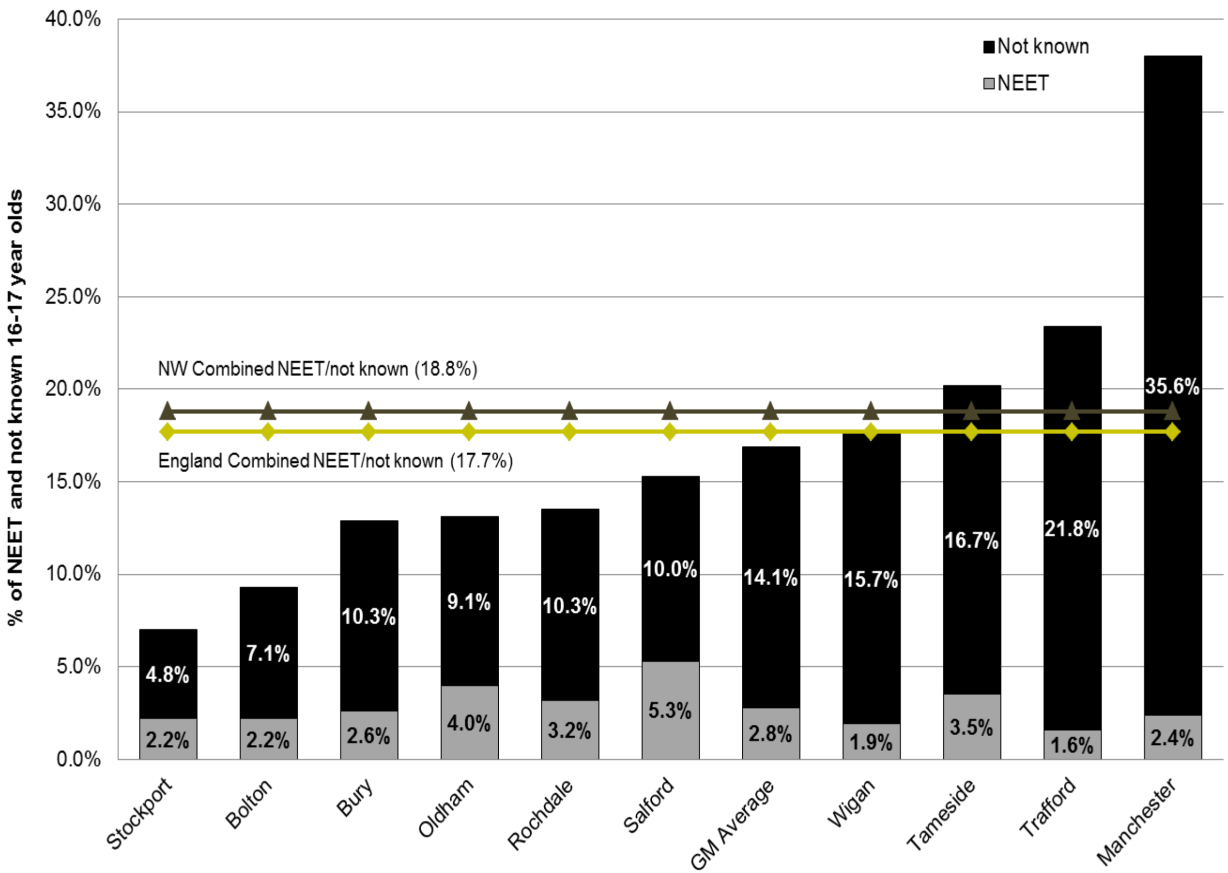


- The government says it wants to help ‘just about managing’ families, but has left the definition of ‘just managing’ open.
- The chart shows all households below the median income in the respective borough by income size band. The dots on the chart represent the household median in each district.
- Numbers of ‘just managing’ will vary by the definition used. For example, if we assume that just managing does not refer to the very poorest, and nor does it mean anyone earning above the household median (the mid point of the pay distribution), then GM has about 252,100 households (21%) who earn between £15,000 and £25,000 (roughly the GM median) in 2016.

Source: CACI Paycheck

GM is outperforming England and the North West in combined NEET and not known figures...but large variations by district

Figure 18: 16-17 year olds NEET ('Not in Education, Employment or Training' or 'not known'; monthly average, September to November 2016)



Source NCCIS: November 2016

- In 2016, the government introduced a new performance measure to focus on reducing the proportion of young people whose activity is recorded as 'not known' in addition to those who are NEET.
- By this new measure, GM is performing relatively well in comparison to the North West (18.8%) and England (17.7%) with a combined NEET and not known percentage of 16.9%. In particular, GM has fewer numbers of not known young people (14.1%) than both the North West (16.1%) and England (15.4%).
- This has increased by 2.9 percentage points in comparison with the same period in 2015.
- In terms of NEET figures over half of GM LAs report a higher percentage of NEET 16-17 year olds, in comparison to England (2.3%).
- However, the new measure captures just 16 and17 year olds (in line with local authority statutory duties for tracking NEET and not known) rather than the official definition of NEET which includes 16-24 year olds. In the UK, 11.5% of 16-24 are NEET (826,000 people).

Number of 16-17 year old NEETs decline in 2016 – LAs no longer required to track 18 year olds

Figure 19: 16-17 year olds NEET, November 2016

	Total NEET 16-17	% of total 16-17 cohort	% change in year	Academic Age 16			Academic Age 17		
				Nov 16	Nov 15	% change	Nov 16	Nov 15	% change
Bolton	171	2.5%	-18.8%	1.7%	1.7%	1%	3.2%	4.0%	-26%
Bury	151	3.5%	16.0%	2.8%	2.2%	22%	4.2%	3.5%	13%
Manchester	275	2.4%	-39.5%	1.7%	2.9%	-41%	3.1%	4.7%	-38%
Oldham	283	4.6%	42.1%	4.7%	2.9%	61%	4.5%	3.4%	26%
Rochdale	188	3.6%	23.7%	3.7%	2.9%	26%	3.5%	4.2%	22%
Salford	263	5.6%	5.5%	3.8%	3.6%	3%	7.4%	6.4%	7%
Stockport	119	1.9%	-46.0%	1.4%	2.1%	-33%	2.4%	3.6%	-52%
Tameside	195	3.8%	15.7%	3.5%	2.8%	10%	4.0%	3.2%	20%
Trafford	106	2.0%	25.7%	1.1%	0.9%	5%	2.8%	3.5%	-33%
Wigan	156	2.2%	-25.3%	1.7%	1.5%	12%	2.7%	4.1%	-38%
GM	1,809	2.9%	-5.2%	2.6%	2.4%	7%	3.8%	4.1%	-10%
England	**30,197**	2.6%	**-8.4%**	**1.8%**	**1.8%**	**3%**	**3.4%**	**3.4%**	**-1%**
North West	**4,916**	3.1%	**-6.6%**	**2.3%**	**2.1%**	**6%**	**3.9%**	**4.0%**	**-3%**

Source: NCCIS

- From September 2016, LAs are only required to track young people up to academic age 16 and 17. Whilst LAs are still required to support and track 18 year olds at risk of becoming NEET, they are not required to report on this group. The figures displayed reflect this change.
- As the largest proportion of NEET 16-18 year olds in previous years (2014 and 2015) were aged 18 in GM, the total NEET cohort reported has more than halved, from 4,120 in November 2015 to 1,907 in November 2016.
- In view of this, it is becoming increasingly difficult to provide an accurate view of the number of young people who are NEET, as the figures now reflect only a small proportion of the total NEET cohort, aged 16-24.
- From November 2015 to November 2016, the proportion of NEET young people (aged 16-17) in GM has decreased by 5.2%.
- In contrast to England (2.6%), the percentage of GM NEET young people (2.9%) is marginally higher, and sits slightly below the North West (3.1%).
- The percentage of NEET 16-17 year olds varies hugely across the conurbation, from 1.9% in Stockport to 5.6% in Salford.

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Higher percentage of NEET 16-17 year olds 're-engaging' than in 2015, but large variation across the conurbation

Figure 20: 16-17 year olds NEET re-engaging in education, employment or training, November 2016 (%)

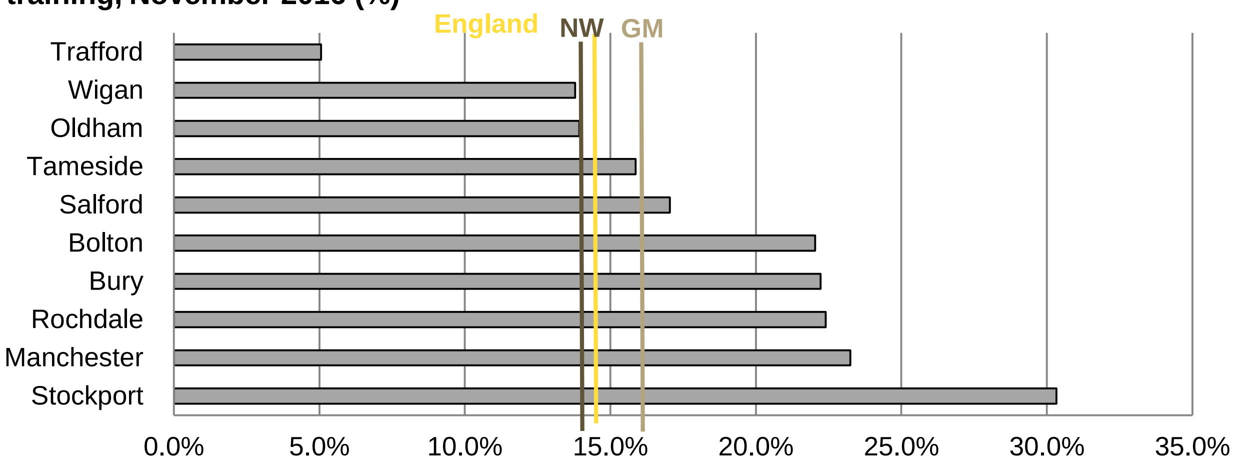
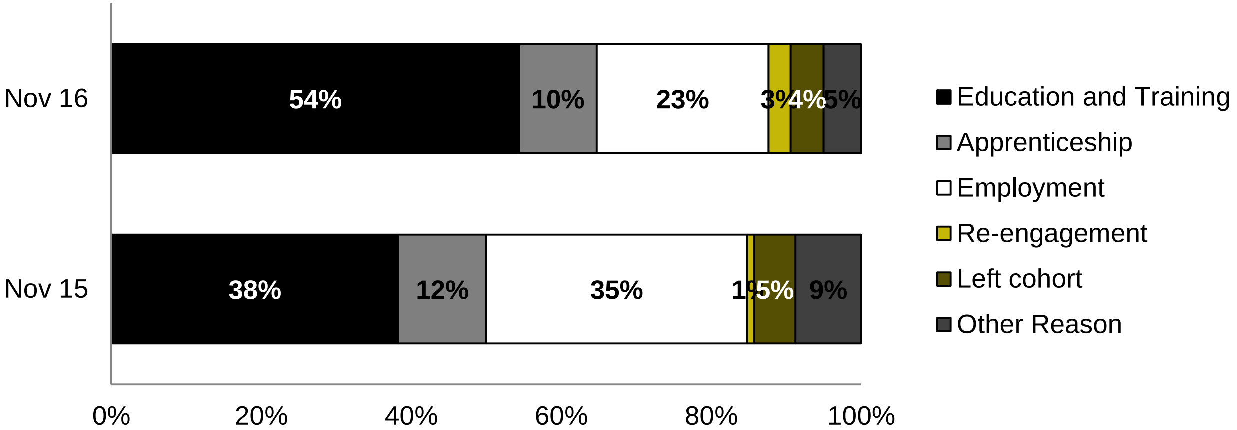


Figure 21: NEET Leavers' destinations (%)



Source: NCCIS

- There are high fluctuations among NEET joiners and leavers. Almost half of the cohort changes each quarter.
- In November 2016, 18.6% of NEET 16-17 year olds in GM re-engaged in education, employment or training in comparison to 13.1% in November 2015.
- In contrast to the regional (16.4%) and national figures (14.5%), GM has a higher percentage of 16-17 year olds re-engaging in EET, however there are large variations by district.
- In November 2016, over half (54%) of 16-17 year olds left the NEET group to undertake education or training, in contrast to just over a third (38%) in November 2015.
- In November 2015, a larger percentage of NEET 16-17 year olds also left the NEET group to enter employment (35%) in comparison to 23% in November 2016.
- This may be considered in line with the RPA policy, implemented in 2016, which encourages 16-18 to remain in education or training until they are 18.

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GM's 'bi-polar skills challenge': too many people without any qualifications and not enough people with degrees

Figure 22: Proportion of working age population by highest level of qualification in GM and the UK, 2015

	No qualific.	L1 only	L2 only	L3 only	L4 and above
Bolton	9.7%	12.3%	17.9%	19%	30.5%
Bury	8.2%	11%	18.6%	17.4%	37%
Manchester	***12.4%***	8.7%	***12.2%***	***16.5%***	39.5%
Oldham	***15%***	***15%***	***15.2%***	***16.4%***	***27.6%***
Rochdale	***13.9%***	12.1%	20.6%	***16.6%***	***25.4%***
Salford	9.1%	***13.1%***	***15.2%***	18.5%	31.1%
Stockport	5%	10.2%	18.6%	20.2%	36.2%
Tameside	***12.6%***	***13.4%***	20.3%	19.1%	***25.1%***
Trafford	5%	7.6%	***14.1%***	17.3%	48.5%
Wigan	8.4%	12.4%	19.6%	18.8%	***28.4%***
Greater Manchester	**10.1%**	**11.2%**	**16.6%**	**17.9%**	**33.7%**
UK	**8.8%**	**11.3%**	**16.2%**	**17%**	**36.9%**
GM-UK gap (in ppt.)	***1.3ppt.***	***-0.1ppt.***	***0.4ppt.***	***0.9ppt.***	***-3.2ppt.***
Estimate of GM-UK gap (in total people)	***22,700***	***-1,200***			***-57,000***

- The table identifies the main differences between skill levels in GM and in the UK.
- The table shows that the principal skills gaps are at the top end (level 4 and above) and bottom end (people without qualifications). GM as a whole has slightly higher percentages of people skilled to intermediate levels (level 2 and level 3).
- To equalise the proportion with the UK, GM needs to increase its residents qualified to level 4 and above by about 57,000 people. To close the gap among people without qualifications would mean upskilling about 22,700 more GM residents.
- At level 4 and above, there is a persistent skills gap of more than three ppts., which has widened slightly over the 2004-2015 decade.
- At the other pole, about one in ten people in GM has no qualifications.
- However, skill gaps *within* GM are far more pronounced than between GM and the UK; for example, there is a gap of more than 20 ppts between the residents of Oldham and Trafford with a level 4 qualification.

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Source: Labour Force Survey 2015

Greater Manchester is third most 'deprived' LEP area in England

Figure 23: Index of multiple deprivation (IMD)in Greater Manchester, 2015

	IMD - average rank	Income - average rank	Employment - average rank	Education, skills and training - average rank	Health & disability - average rank	Crime - average rank
Bolton	64	60	49	109	38	80
Bury	132	116	75	201	78	118
Manchester	1	14	51	47	1	9
Oldham	51	42	36	52	31	56
Rochdale	25	29	16	51	15	27
Salford	27	36	41	69	8	72
Stockport	178	172	149	230	88	93
Tameside	34	41	30	63	14	51
Trafford	222	193	168	294	132	214
Wigan	107	103	50	108	41	124
GM	**3**	**5**	**5**	**10**	**2**	**2**

- The index of multiple deprivation takes into account seven different 'domains' of relative deprivation, including income, employment, education, health, crime, barriers to housing, and living environment. A selection of these domains is shown in the table. All neighbourhoods receive a score based on these domains and are then ranked.
- Out of 39 LEPs, Greater Manchester is ranked as the third most deprived of them all in the rank of average ranks.
- Out of 326 local authorities, Manchester, Rochdale, Salford, Tameside, and Oldham rank amongst the 16% most deprived. Manchester is classed as the overall most deprived district nationally under this particular IMD measure.
- Health deprivation and crime stand out as the areas of most concern for GM.

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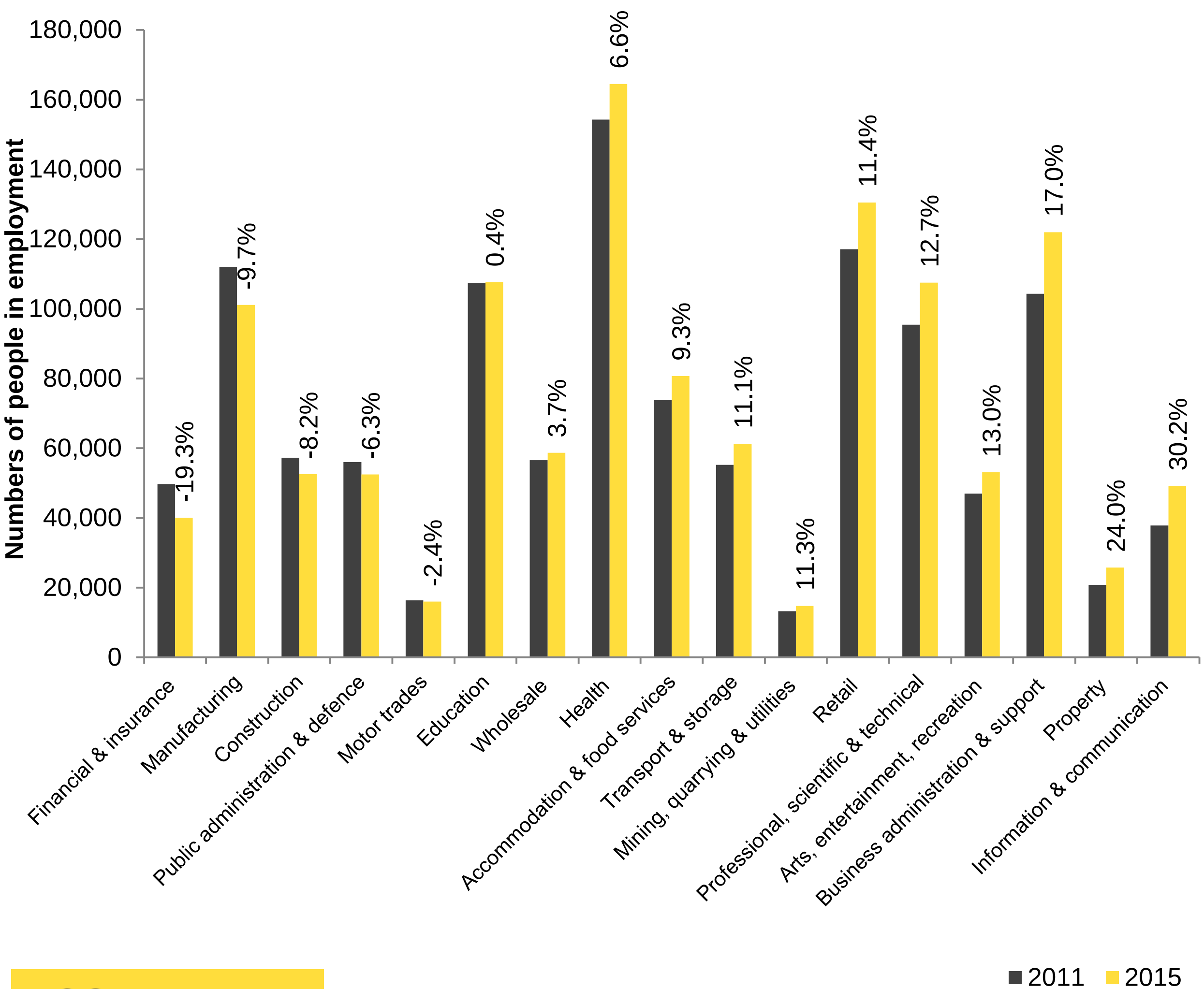
Source: Department for Communities and Local Government, English indices of deprivation 2015

EMPLOYER DEMAND

Information and communication tops list of growing employment sectors

Figure 24: Employment levels and employment change in GM by sector, 2011-2015



- Sectors experiencing an increase in employment between 2011 and 2015 in GM include information and communication (30.2%), property (24%), business administration and support (17.0%), arts, entertainment and recreation (13.0%), professional, scientific and technical (12.7%) and retail (11.4%).
- In absolute terms, business administration and support (17,700), retail (13,400) and professional, scientific and technical sector (12,100) have seen the highest increase in jobs.
- The number of jobs in financial and insurance services has declined by almost 20% (or 9,600 jobs) between 2011 and 2015. Manufacturing, construction, public administration and defence, and motor trades have also seen employment levels fall.
- The data includes employees and people who run their own business, but not the self-employed.

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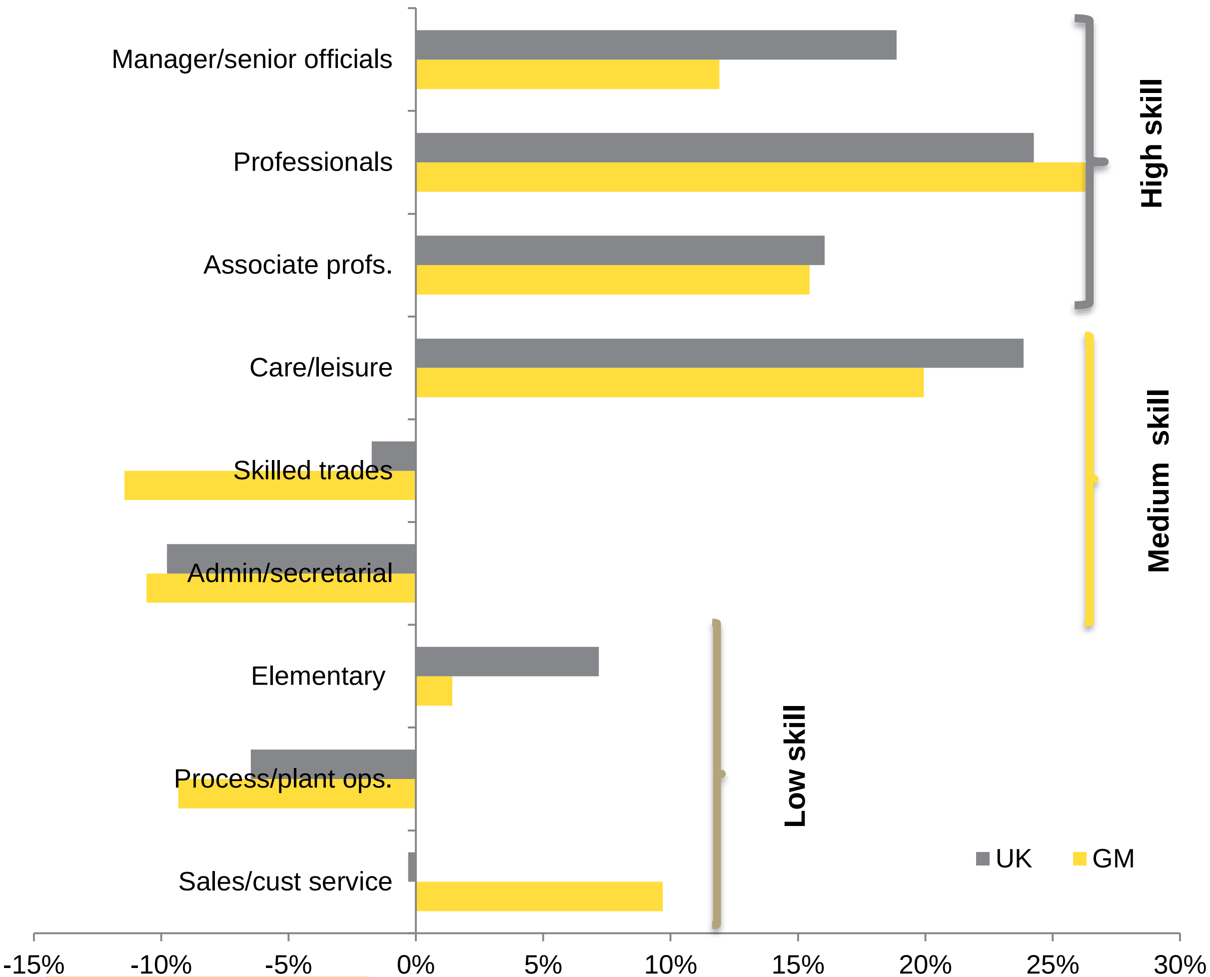
Source: BRES, 2015 (Nomis access)

GM does not fit well with the 'hourglass' model of occupational change

Figure 25: Percentage change by occupational group in GM and UK, 2006-2016



Sources: ONS, Labour Force Survey

- The chart shows employment change over the decade between 2006 and 2016. High skilled work (the top three broad occupational groups) has grown by 11.5%, driven in particular by the growth of professionals. Meanwhile, medium skilled work has reduced by 9.5% and low skilled work has shrunk by 5.9%.
- Occupational change in GM does not fit neatly with the 'hourglass' analogy of labour market change, referring to growth at the top and bottom of the skills spectrum, but a decline in the middle. GM has certainly witnessed strong growth at high skill levels, but in broad occupational terms, it appears that both middling skilled and low skilled jobs are declining.
- The chart also shows some clear differences with the UK. Sales work in GM has grown by nearly 10%, but shrunk slightly in the UK. Elementary work has grown much more slowly in GM (1.4%) than the UK (7.2%). Skilled trades in GM have declined by 11.4%, but by a much more moderate 1.73% in the UK.
- GM has less change in its managerial workforce, but keener growth in its professional workforce than the UK. Finally, care and leisure is clearly a growing range of occupations, but notably more so in the UK than in GM.

Some groups of workers are subject to a pay-skill mismatch

Figure 26: Highest qualification attained by GM residents by occupational group, 2015-16

Occupations (2 digit SOC)	Skills classify-cation*	Higher ed.	Degree or equivalent (Level 4 and above)	A-level or equival.	GCSE grades A*-C or equival.	Other qual.	No qual.	Pay ranking *	Median Pay 2016 (provis.)
Managers & Directors	High skills	8.5%	**44.5%**	22.5%	12.9%	5.1%	4.4%	Highest pay	£17.55
Professional		9.5%	**76.2%**	8.2%	4.5%	0.9%	0.2%		£19.17
Associate Professional		9.5%	**41.8%**	24.5%	19.2%	3.3%	1.4%		£14.58
Admin & Secretarial	Medium skills	**9.8%**	21.1%	29.0%	**31.4%**	4.7%	2.1%	Medium pay	£10.26
Skilled Trades		**11.1%**	4.6%	**37.9%**	21.6%	11.8%	11.4%		£11.32
Caring, Leisure&Other		**13.7%**	18.1%	**34.5%**	22.6%	7.8%	2.6%	Lowest pay	£8.51
Sales & Customer Serv.	Low skills	6.5%	18.0%	31.9%	26.7%	9.9%	5.4%		£8.11
Process, Plant & Mach.		4.3%	7.8%	20.9%	**32.2%**	**18.5%**	**14.4%**	Medium	£10
Elementary		5.1%	11.9%	22.9%	25.2%	**18.0%**	**14.7%**	Lowest	£7.75
TOTAL		8.8%	32.6%	24.1%	20.0%	7.8%	5.4%		

Notes:
* Skills classifications are based on the ONS definition of major occupation groups by skill levels.
* *The categorisation of pay into highest, medium, and lowest pay is based on ASHE income data on a North West level and refers to the relative rank of median pay for each occupation group.

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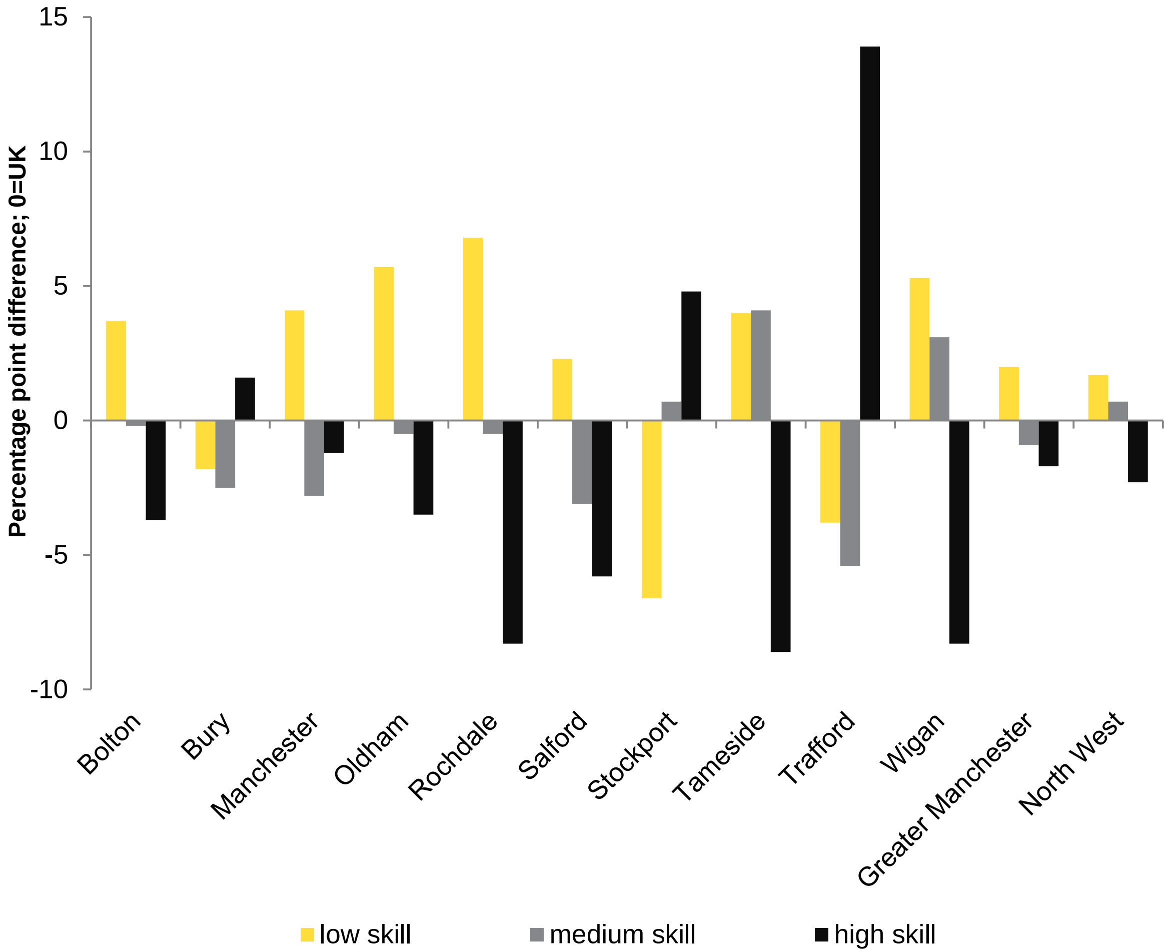
Sources: ONS, Quarterly Labour Force Surveys, October 2015 to September 2016; Annual Survey of Hours and Earnings (ASHE), and author's own calculations.

- Those working in professional occupations in GM are the best qualified. Some 85.7% have at least a level 4 qualification, and 76.2% have a degree.
- Although pay typically rises with skill, there are some large occupational groups for which the link does not apply. Process, plant and machine operatives – normally associated with manufacturing – typically have relatively low skill levels (only a third have qualifications beyond GCSEs), but they do not feature amongst the lowest paid.
- By contrast, two thirds of caring and leisure occupations (66.3%) staff are qualified at level 3 or above and 18.1% have degrees; they are better characterised as 'medium skilled', but they are among the lowest paid occupational groups.
- The same point applies to a lesser degree to sales and customer service jobs. Some 56% have at least A levels. But the table shows the traditional categorisation of sales and customer service workers as low skilled.
- Ultimtely, greater caution and clarity is needed around the definitions of high, low and medium skills.

Jobs in GM are lower skilled than is typical in UK

Figure 27: Low skill, medium skill and high skill occupations by percentage point difference from UK, 2016

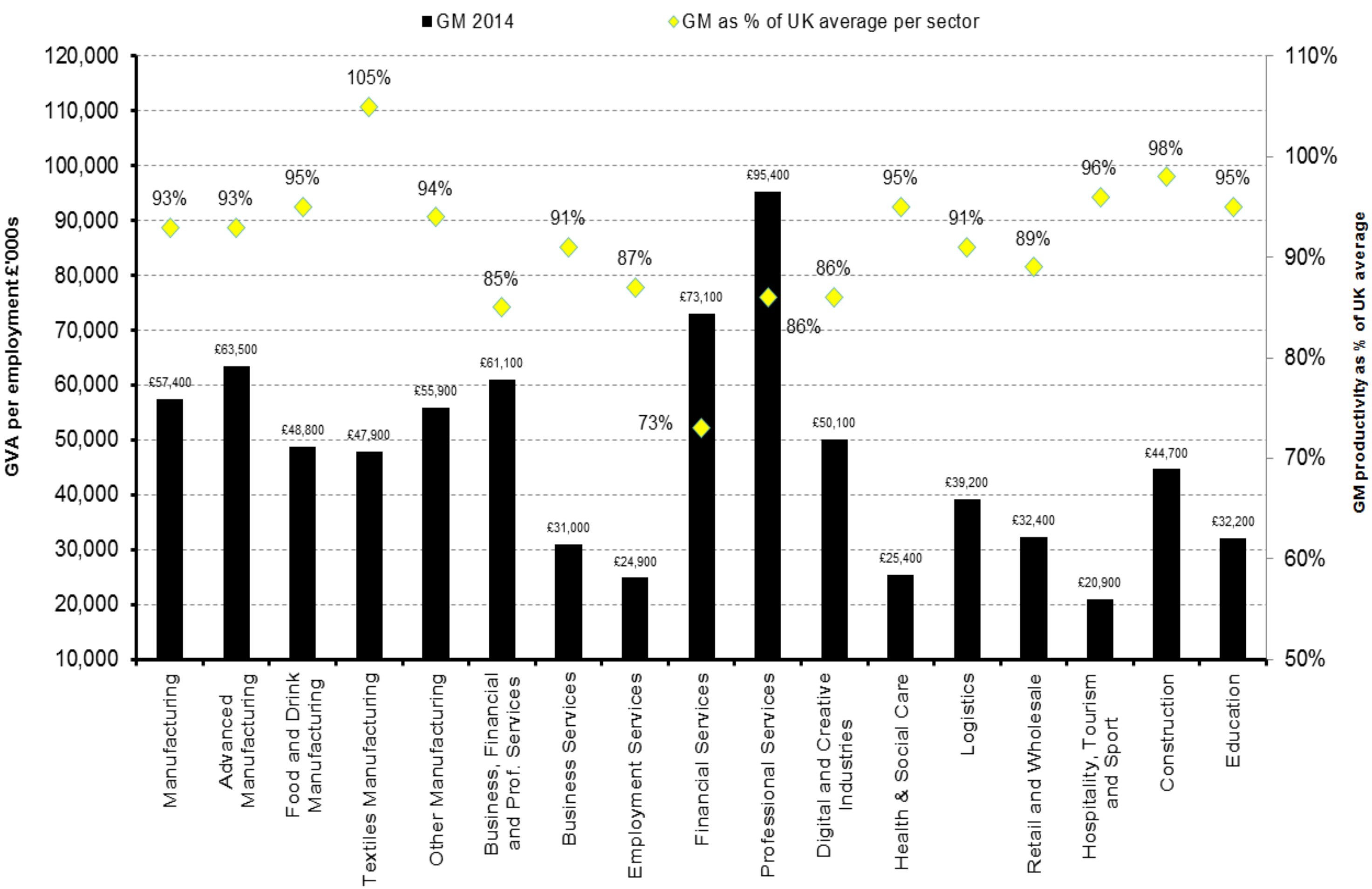


Sources: ONS, Labour Force Survey

- The chart shows the extent of occupational difference between GM and the UK.
- Low skilled occupations (meaning elementary occupations, process, plant and machine operatives, and sales and customer service occupations) are shown by the yellow bars and tend to be above zero in GM (zero denotes UK), illustrating relatively higher numbers of low skill jobs across most of the GM districts.
- The differences between the UK and GM on medium skilled occupations (care and leisure staff; skilled trades and secretarial and administrative employees; the grey bars) are smaller, but GM tends to have relatively fewer residents working in such occupations.
- On high skills (managers and senior officials; professionals and associate professionals; the black bars), GM is generally below the UK (1.7ppt below in GM as a whole), with the exceptions of Trafford, Bury and Stockport.
- Comparing 2016 with a decade ago in 2006, GM has reduced its proportion of low skilled (from 28.7% of employed people to 27%) – but the gap with the UK has grown bigger, meaning the UK has reduced its share faster
- Regarding high skill occupations, GM has grown its high skilled employment base from 38.4% in 2006 to 42.8% in 2016. In addition it has very slightly closed the gap with the UK (there was a 1.9ppt difference in 2006 and a 1.7ppt difference in 2016).

GM sectors lag productivity levels of UK by 10%

Figure 28: GVA per employment in GM's economic sectors, 2014



- All sectors in GM are less productive (as measured in GVA per employment) than their equivalents in the UK with the single exception of textile manufacturing.
- GVA per employment is 90% of UK. If GM were as productive as the UK it would have £10bn more output.
- Professional services has the highest productivity of any single sector (£95,400 GVA per employment), followed by financial services (£73,100) and then advanced manufacturing (£63,500).
- The biggest productivity gaps are in the BFPS type industries, although digital and creative also is only 86% as productive as UK.
- The sector with the lowest productivity is hospitality with £20,900 GVA per employment.

Sources: ONS, Gross value added (GVA) for local enterprise partnerships in the UK, 2014

GM labour market is broad-based and diverse with little specialisation

Figure 29: GM employment location quotient compared to the UK in different sectors in 2015 (excluding primary sector)

Industry	% of employees by industry		
	GB	GM	GM LQ
Primary Industries & Utilities	2	1.3	**0.65**
Manufacturing	9.2	9.0	**0.98**
Advanced Manufacturing	4.5	4.0	**0.89**
Food & Drink Manufacturing	1.4	1.7	**1.21**
Textile Manufacturing	0.3	0.6	**2.00**
Other Manufacturing	3	2.7	**0.90**
Business Financial Professional	19.2	21.2	**1.10**
Business Services	6.1	6.9	**1.13**
Employment Services	3.2	3.4	**1.06**
Financial Services	3.5	3.3	**0.94**
Professional Services	6.4	7.6	**1.19**
Digital and Creative Industries	5.9	5.5	**0.93**
Digital Industries	3.2	3.2	**1.00**
Creative Industries	2.7	2.3	**0.85**
Health Social Care and Health Innovation	13.9	13.6	**0.98**
Health and Social Care	13.2	13.4	**1.02**
Health Innovation	0.7	0.2	**0.29**
Logistics	4.6	5.0	**1.09**
Retail & Wholesale Distribution	15.7	16.4	**1.04**
Retail	9.9	10.4	**1.05**
Wholesale	4	4.7	**1.18**
Retail Motor Trades	1.8	1.2	**0.67**
Hospitality Tourism & Sport	9.6	8.9	**0.93**
Construction	4.5	4.2	**0.93**
Education	9.2	8.9	**0.97**
Public Administration	4.4	4.3	**0.98**
Science and R&D	1.2	0.7	**0.58**
Other Personal Services	1	1.0	**1.00**

- The table shows GM's sectors in terms of employment concentration - or 'location quotient' (LQ) - compared to national levels.
- Where there are LQ scores at one and above, this means there is a higher concentration of employment than Great Britain. Where there are LQ scores below one, this means GM has a lower concentration than GB.
- A high LQ can be an indicator of agglomeration, as firms benefit from co-location (e.g. by skills matching, sharing of infrastructure, and knowledge spill-overs).
- Textile manufacturing is the only sector with a notably high LQ, suggesting relative employment advantage.
- Others above one include professional services, business services, food and drink manufacturing and wholesale. But the differences are relatively small.
- This points to an important observation about the GM economy: it is highly diverse and broad based rather than having pronounced and distinctive sectoral specialisms.

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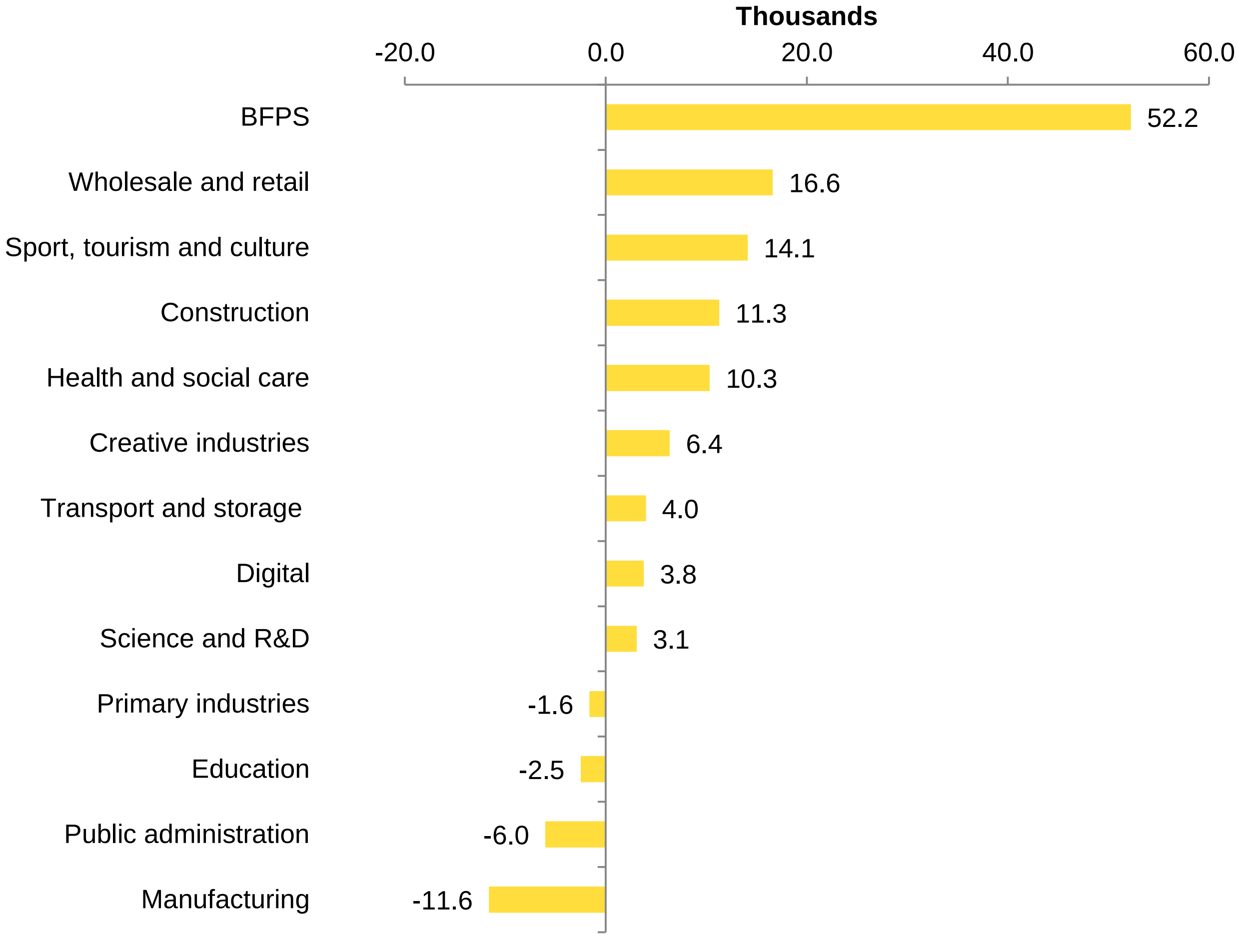
Sources: BRES, 2015

Professional services, wholesale and retail, and tourism and culture likely to add jobs

Figure 30: Additional jobs forecasts (in 000s) in GM by sector, 2015-2025



- The chart shows the number of *additional* jobs forecast to be created in Greater Manchester between 2015 and 2025, using the Greater Manchester Forecasting Model, developed for New Economy by Oxford Economics.
- The chart shows the sectors likely to add the highest numbers of jobs are business, financial and professional services or BFPS (52,200 additional jobs), wholesale and retail (16,600 jobs), sport, tourism and culture (14,100), construction (11,300) and health and social care (10,300).
- Meanwhile, manufacturing, public administration, education, and primary industries are forecast to see employment levels fall further during this period.

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Source: GMFM /Oxford Economics, 2015

Increasing mismatch between graduates available and 'graduate jobs'

Figure 31: Change in level 4 qualifications and level 4 jobs in GM 2004- 2015

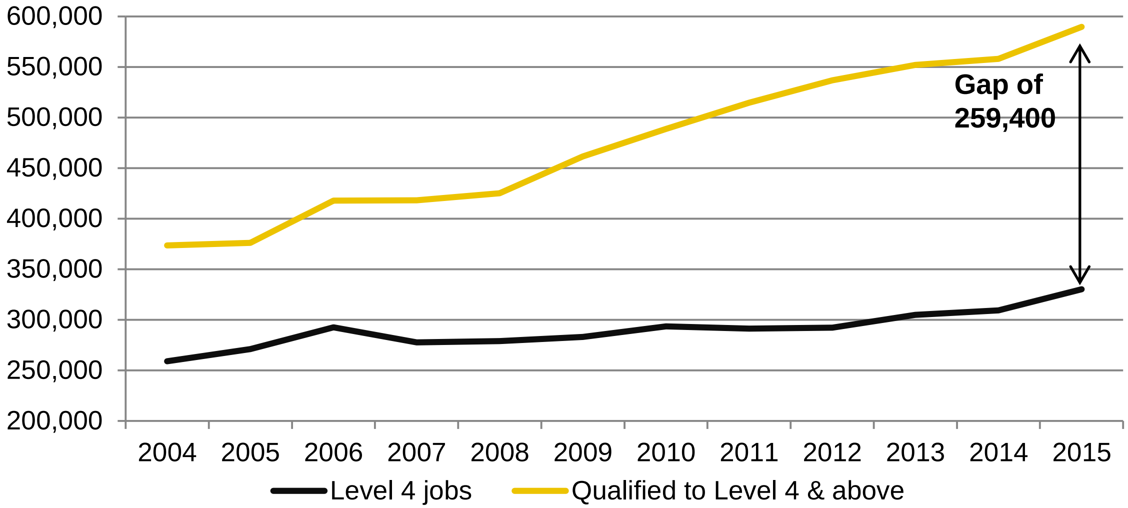
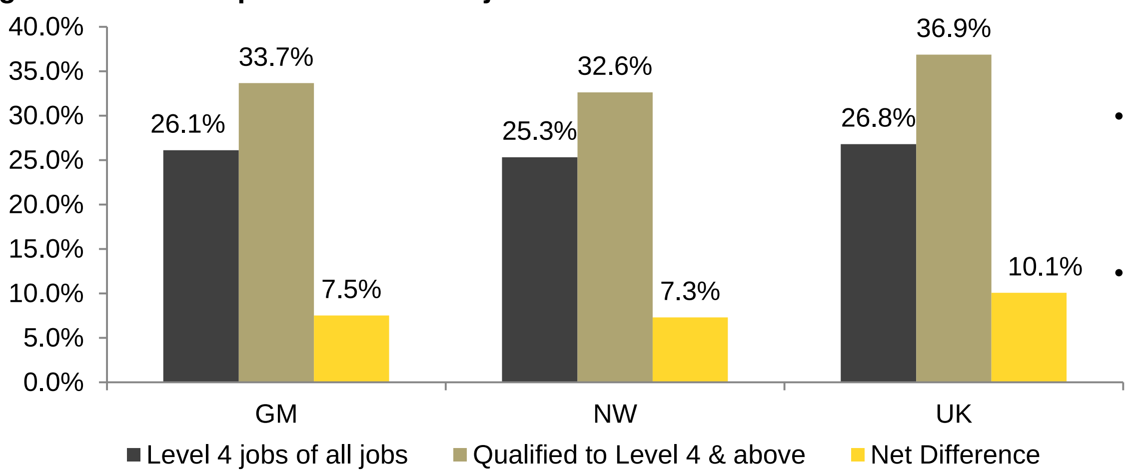


Figure 32: Level 4 qualifications and jobs in GM in 2015

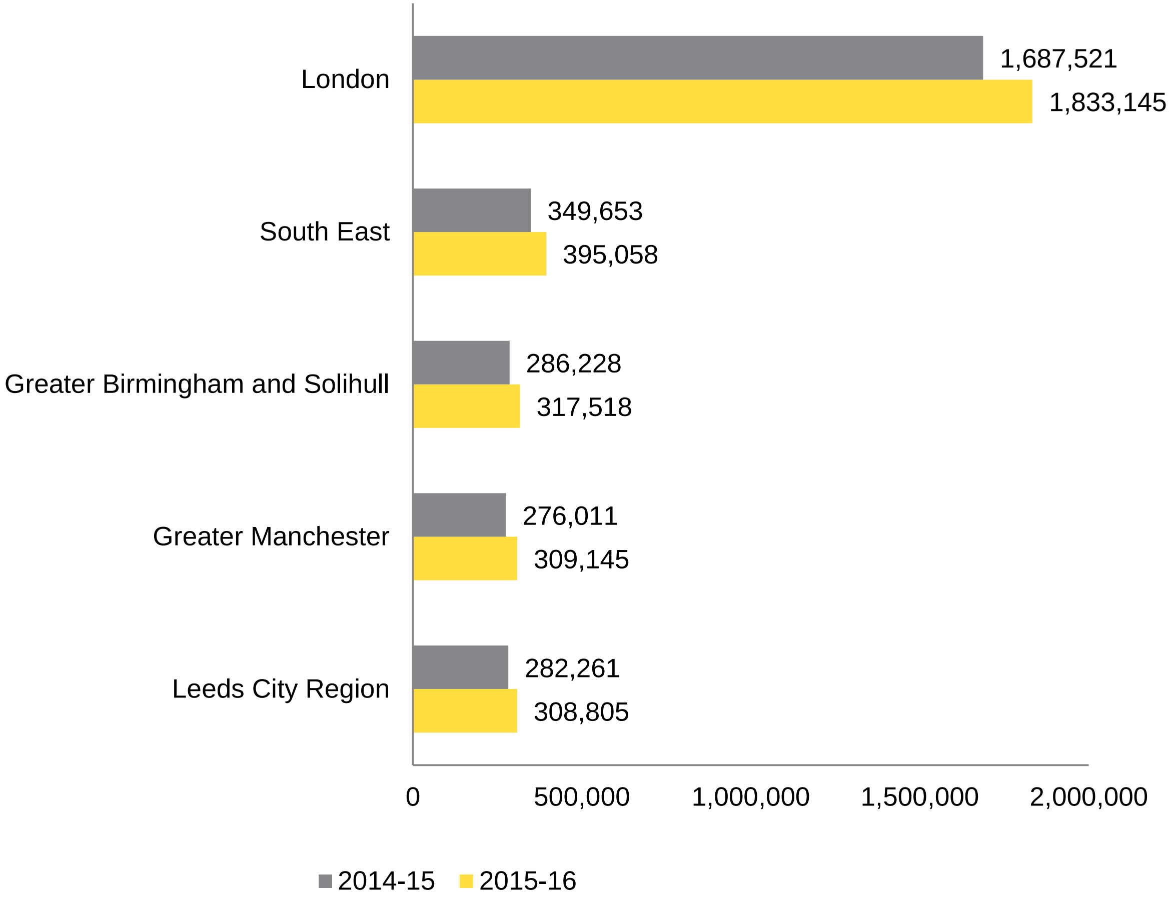


Source: Annual Population Survey, 2015

- The chart identifies one of the paradoxes of the skills formation system: although employers demand higher skill levels, there continue to be issues of poor utilisation and a potential mismatch once those skills are created.
- The number of people qualified to level 4 has risen considerably faster than the numbers of 'level 4 jobs' in the economy, resulting in an expanding gap over the last decade. In 2015, this meant there were 44% more people qualified to level 4 and above in GM than jobs available requiring those skill levels.
- The proportion of people in GM aged 16-64 with a level 4 and above (a higher level qualification which equals foundation degree or higher) has grown by 58% between 2004 and 2015 (from 374,000 to 590,000 people). However, over the same timeframe the stock of graduate level jobs in the conurbation did not increase at the same rate (28%, from 259,000 to 330,000).
- The gap between those qualified to level 4 and above and jobs at these skill levels is similar at a regional and national level, with a gap of 43% in the North West and 44% in the UK overall
- Importantly, however, there is no formal definition of a 'level 4 job'. The definition used here combines the following roles: corporate managers and directors; science, research, engineering, and technology professionals; health professionals; teaching and education professionals; and business media and public service professionals.

GM LEP has fourth highest number of vacancies

Figure 33: Top 5 LEPs by number of vacancies in (Oct 2015-Oct 2016)

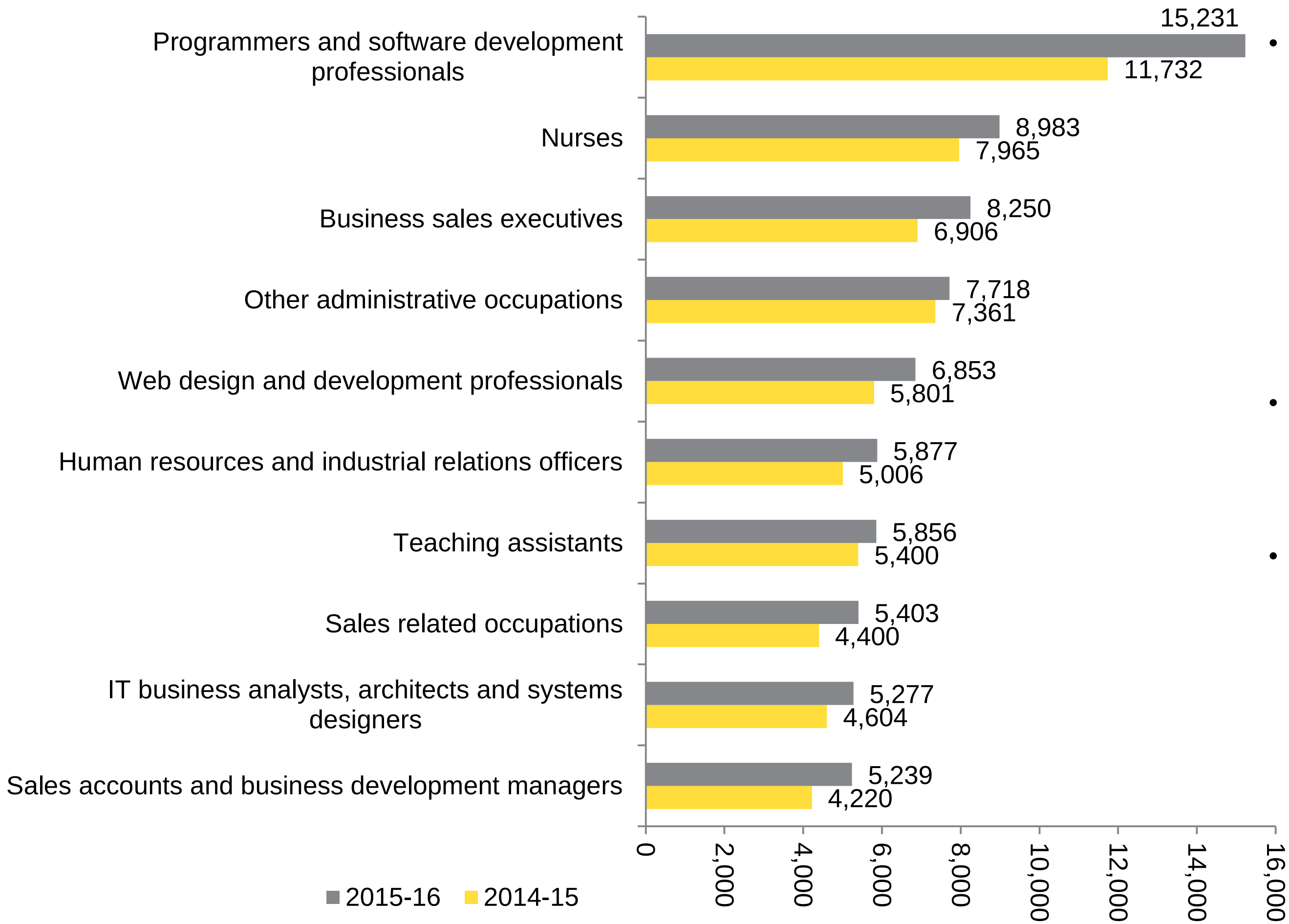


- Labour Insight is an online database of live job postings which provides job vacancy data that can be analysed by occupation type and skills requirements. However, not all current vacancies can be captured by the tool.
- According to Labour Insight, GM LEP had the fourth highest number of job vacancies (309,145) from October 2015-October 2016 compared to other LEPs in England, maintaining its position from the same period last year. This was an increase of 12% on the number of job vacancies in 2014 (276,011).
- Manchester travel-to-work-area (ONS 2001 definition) had the second highest number of job vacancies after London TTWA in the 12 months to November 2015 (225,189).

Source: Labour Insight, 2016

Continued high demand for programmers, admin workers and nurses

Figure 34: Job vacancies by detailed occupation in GM in (Oct 2015-Oct 2016)

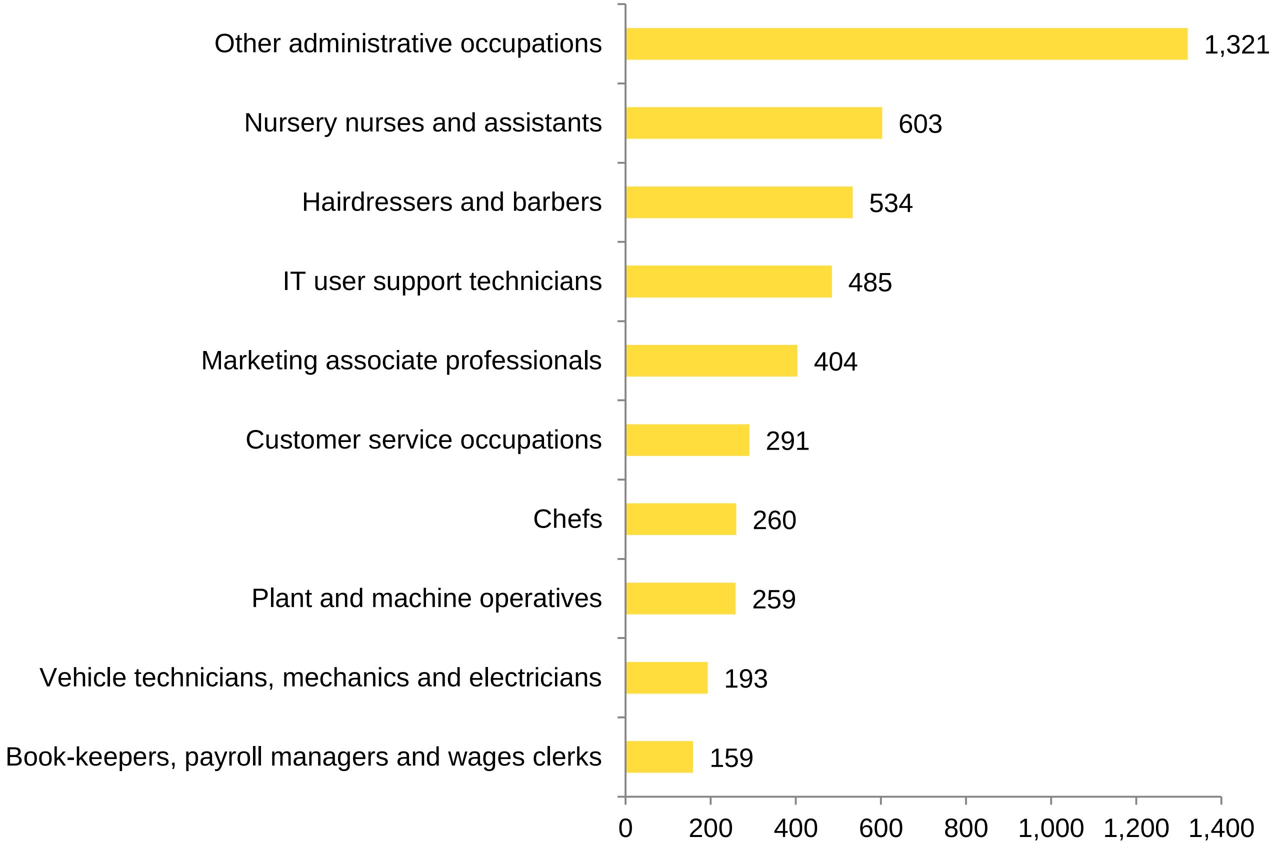


- According to Labour Insight, the highest number of vacancies in GM within the last 12 months were for programmers and software developers (15,231) – accounting for one in five vacancies (or 20.4%) overall, nurses (8,893) and business sales executive occupations (8,250).
- Together, these top three vacancies account for 44% of all advertised jobs on Labour Insight.
- Compared to last year there has been an increase of demand for programme and software development professionals (+30%), sales accounts and business managers (+24), and sales related occupations (+23%).

Source: Labour Insight, 2016

Administrative, customer service and hairdressing occupations account for over half of apprenticeship vacancies

Figure 35: Apprenticeship vacancies by detailed occupation in GM (Oct 2015-Oct 2016)

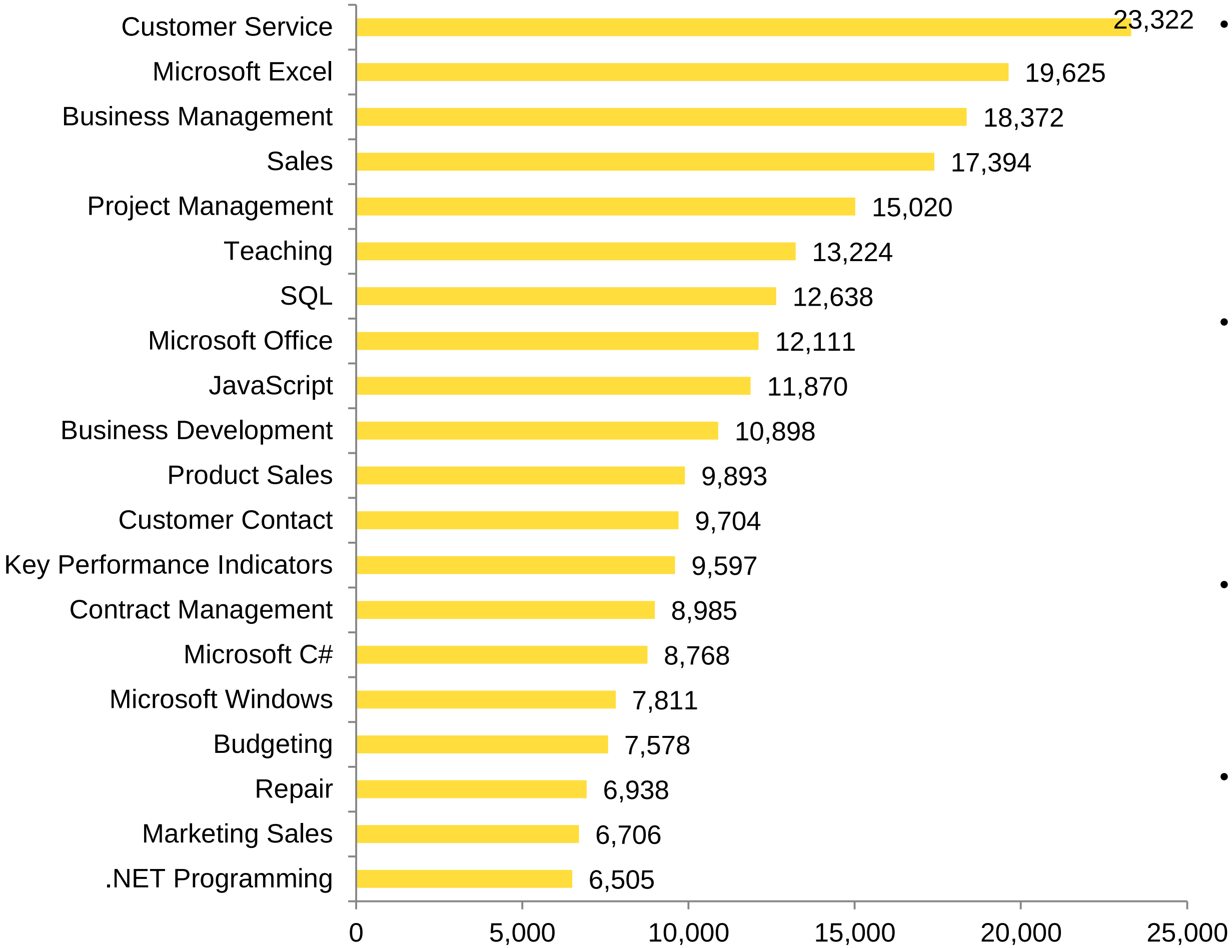


- The largest number of advertised apprenticeship vacancies in the last 12 months in GM were related to administrative occupations – accounting for almost one in three apprenticeship vacancies (29.3%), followed by nursery nurses, hairdressers and barbers.
- Together, these top three occupations accounted for 55% of all apprenticeship vacancies in.
- Sales and retail assistants, nursery nurses and assistants and IT technicians were also in demand.

Source: Labour Insight, 2016

Digital skills are in demand among Greater Manchester employers

Figure 36: Specialist skills in greatest demand by number of vacancies in GM, (Sept 2015-Oct 2016)



Source: Labour Insight, 2016

- According to Labour Insight, four of the top twenty specialist skills most frequently cited in job vacancies are specific IT skills such as Java Script, SQL, Microsoft C#, and .NET Programming (together accounting for almost 8,500 vacancies in the time period).
- However, it's important to note that IT skills are sometimes over-represented as job postings for IT roles. The reason for this is that in the IT/digital sector, job adverts are often more specific about skills required compared to other postings.
- Customer service, more general IT skills, business management, sales, project management, and teaching skills are also some of the skills that employers seek the most.
- There are a wide range of specialist skills that are sought after. That is also reflected by the fact that these top 20 specialist skills only account for just over one third (34%) of all skills asked for in recent vacancies.

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Professional occupations continue to account for over half of advertised job vacancies

Figure 37: Number and proportion of vacancies by occupation family in GM (Sept 2015-Oct 2016)

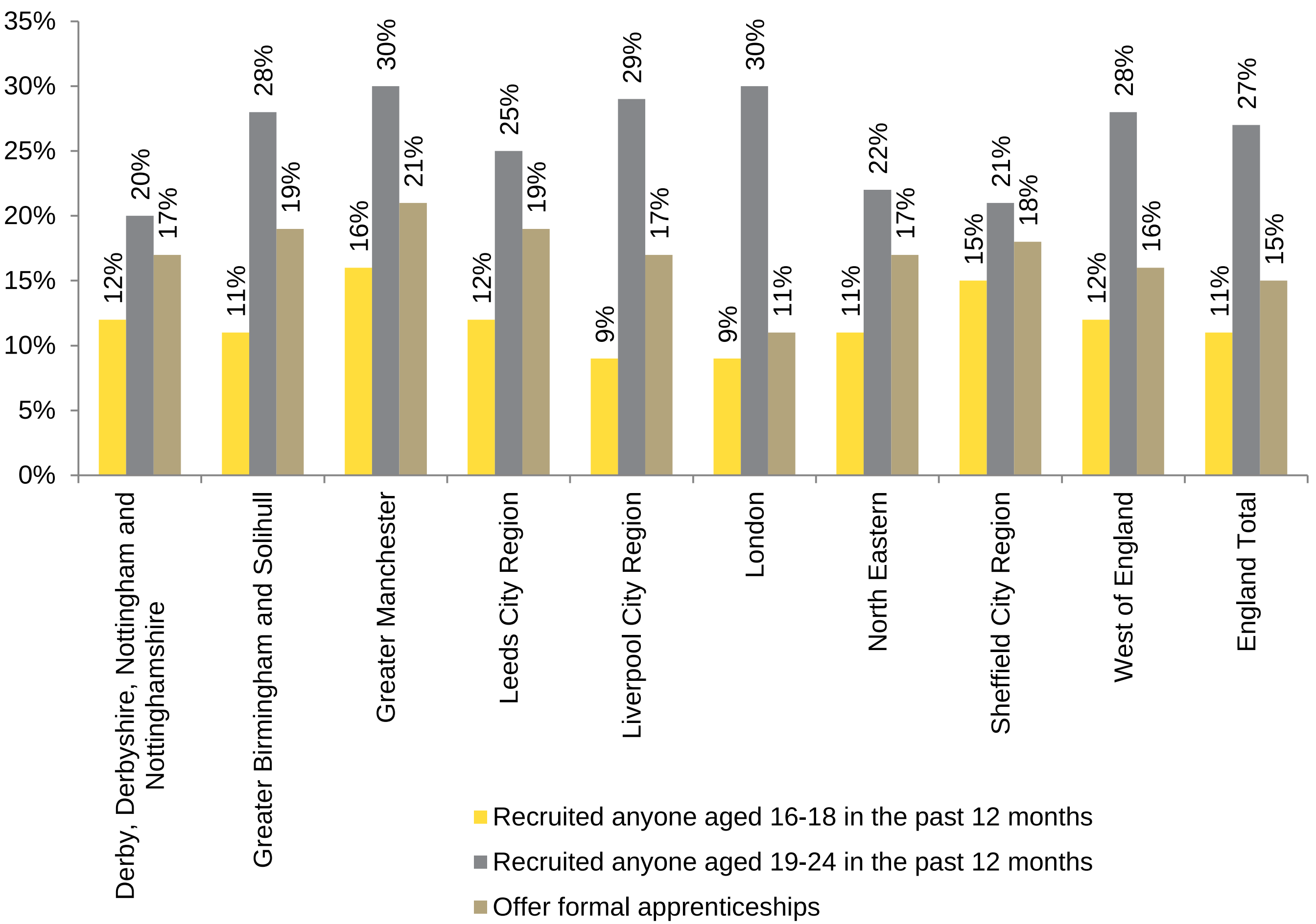
Occupation Group	Number of Vacancies From Oct 2016	% of Occup. 2016	% of Occup. 2015
Professional Occupations	90,119	32.0%	31.7%
Associate professional & technical occ.	63,171	22.4%	22.0%
Administrative & secretarial occ.	27,288	9.7%	10.0%
Sales & customer service occ.	22,427	8.0%	8.5%
Managers, directors & senior officials	21,533	7.7%	6.6%
Caring, leisure & other service occ.	18,757	6.7%	6.5%
Skilled trades occupations	15,779	5.6%	5.9%
Process, plant and machine operative	12,433	4.4%	5.2%
Elementary occupations	9,955	3.5%	3.7%

- Over half of job vacancies in GM were related to professional occupations (90,119 over the 12 months to October 2016) and associate professional and technical occupations (63,171) – accounting for 54% off all vacancies.
- The proportions of vacancies by these broad occupational groups have remained largely unchanged since last year.

Source: Labour Insight, 2016

GM employers are most likely to offer apprenticeships

Figure 38: Recruitment habits of employers in selected LEP areas, 2014

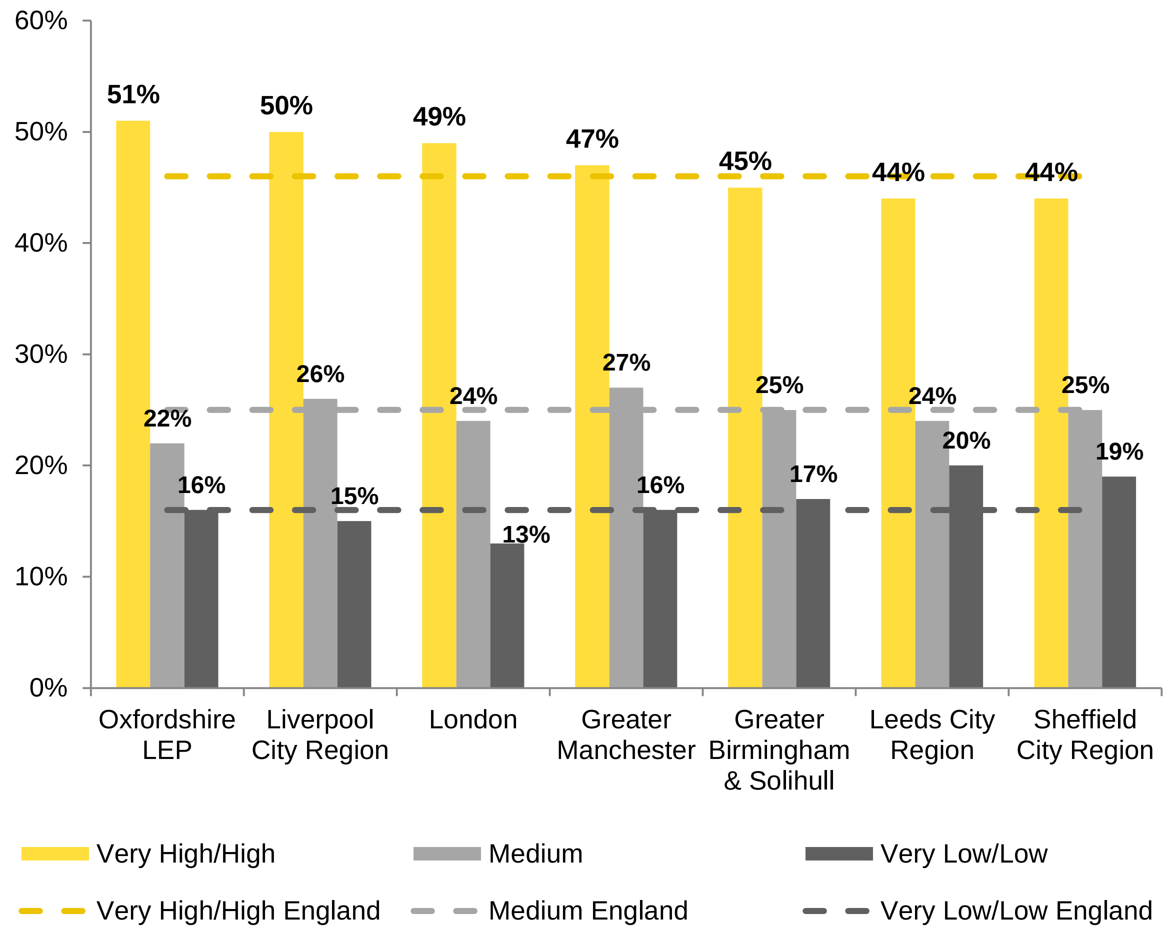


- The 2014 Employer Perspectives Survey (UKCES) shows Greater Manchester employers are more likely to offer apprenticeships than employers in other LEP areas (21% - joint highest with Tees Valley LEP).
- In addition, GM employers are more likely to hire 16-18 year olds (only the Dorset LEP area is more likely).
- By contrast, they are less likely to hire the over 50s (data not shown on chart) than the national average.

UKCES, National Employer Perspectives Survey, 2014

GM employers appear to shift ‘upmarket’ in competitive strategies

Figure 39: ‘Product market strategies’ of employers by selected LEP area, 2015

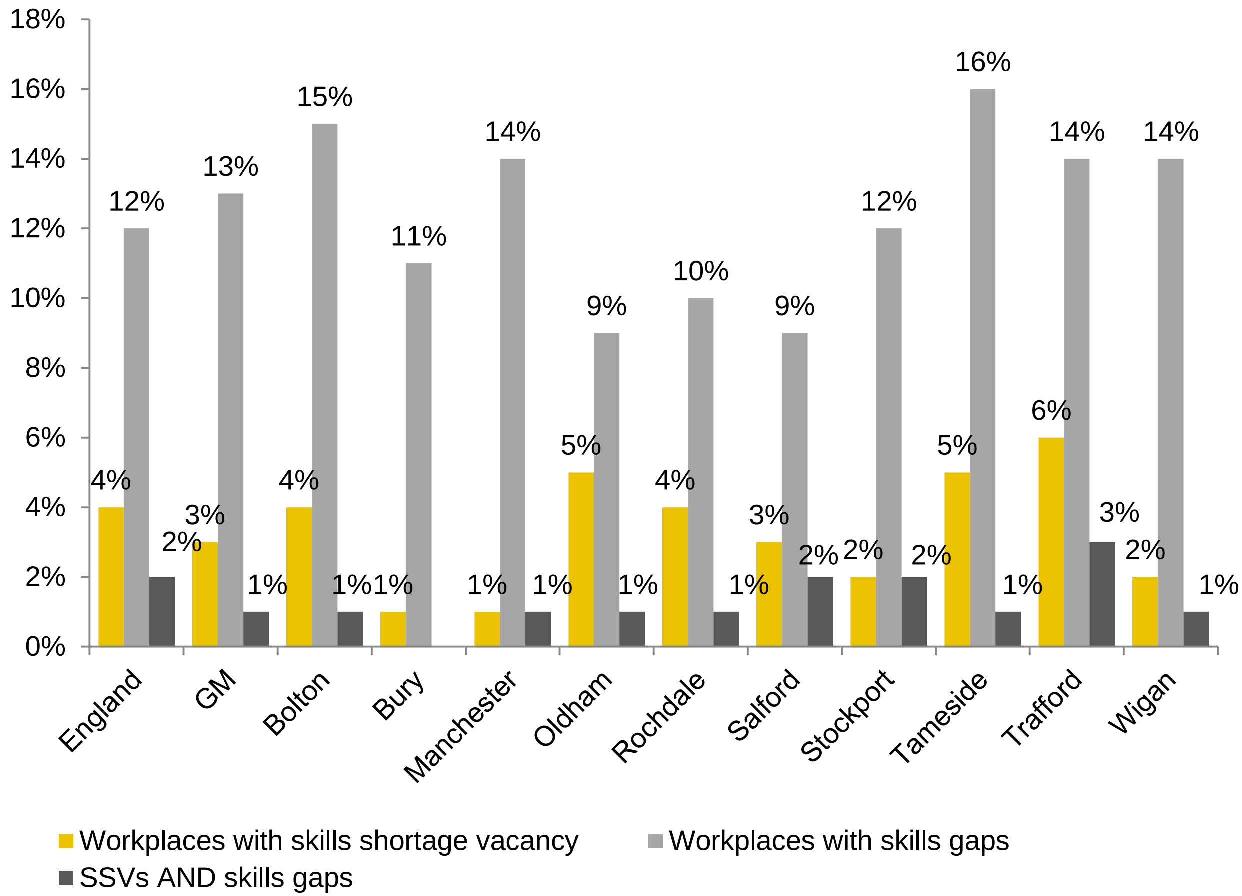


UKCES, National Employers Skills Survey, 2015

- Product market strategies (PMS) refer to the ways in which private sector businesses choose to differentiate and position the products and services they provide within the markets in which they operate. Employers operating ‘higher’ product market strategies have a greater opportunity for sustainable business growth and productivity, which should, in turn, place a greater demand on skills.
- The method devised for measuring PMS in the UKCES Employer Skills Survey (ESS) is a combination of four different aspects of strategy: price dependence; level of customisation; whether the firm competes in premium or basic quality product market; and whether the firm sees itself as ‘leading the way’ in new product development – i.e. innovation.
- The latest ESS findings suggest that GM (47%) is slightly ahead of the England average (46%) and is in second place among northern LEPs for the proportion of employers who demonstrate high or very high PMS.
- This is an improvement on the findings of the 2013 ESS when GM was 3% points below the England average on the measure of high PMS. However, stark contrasts remain in the profile of product market strategies used by employers in different GM districts.

Vacancies caused by skills shortages lower in GM than in England – but skills gaps among existing workers are higher

Figure 40: Skills shortage vacancies and skills gaps, GM and England, 2015



- Just under 2000 employers in GM (3%) said they had a skills shortage vacancy (SSV) in 2015. This is lower than the proportion for England (4%).
- By contrast, the proportion of employers who report skills gaps among their existing workforces is higher (13% against 12% for England).
- Employers with both skills gaps and skills shortage vacancies are also lower in GM (1% compared with 2% in England).
- GM employers are less likely to be struggling to recruit because of skills issues than elsewhere. But they are more likely to regard their existing workforces as under-skilled than employers based elsewhere.
- Oldham, Tameside and Trafford are the GM districts with a larger proportion of employers reporting SSVs than the English norm.

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UKCES, National Employers Skills Survey, 2015

GM POST 16 SKILLS OVERVIEW

Notes: The following overview section refers to individuals participating in FE (i.e. number of people).

The exception to this is slide number 50 which examines apprenticeship start trends.

The subsequent sections (on young people and adults over the age of 19) contain data on course starts. An individual can have more than one start.

The data refers to state-funded learners, but may not cover all types of learning. For example, there are approximately 5,000 learners funded by the Higher Education Funding Council for England, which funds higher education, who attend FE institutions to undertake learning.

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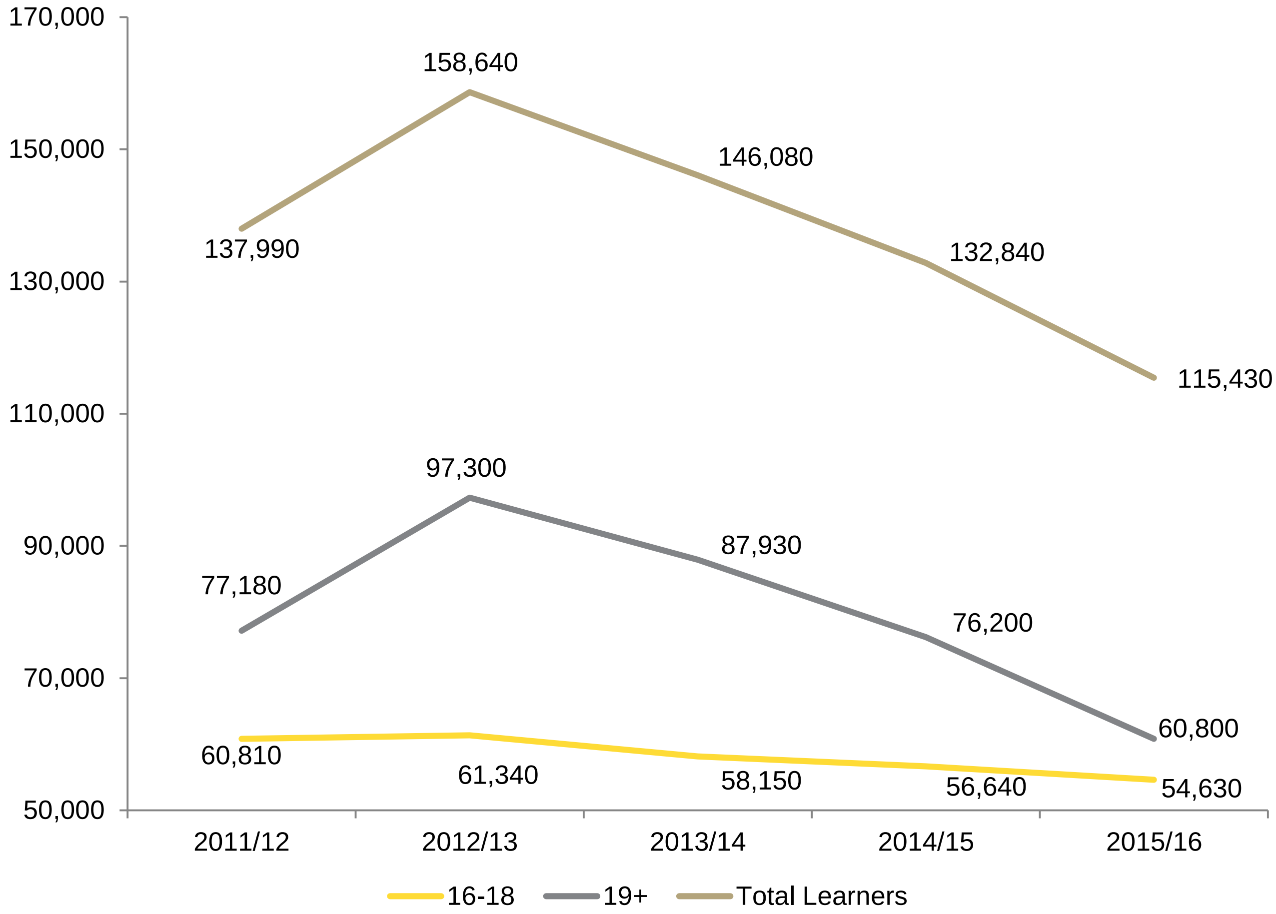
Learner numbers in GM skills system fall by 16% in five years, driven by fewer adult learners

Figure 41: Participation in education and training, 2011/12-2015/16



- In 2015/16 there were just over 115,000 learners in the publicly funded post-16 skills system in GM. This represents a decline of 16% over the last five years.
- Among 16-18 year olds, participation declined by 10% over the five years in question. Among 19+ year olds, the decline was much more pronounced at 21%. The decrease of adult learners started in 2013/14 – and may be at least partly linked to a decline in public funding for learning.
- Funding changes may also partly explain the change in the make-up of learners: young learners now account for just under half (47%) of FE learners, compared with 39% in 2013/14.

Source: BIRST Localism Dashboard, 2015/16

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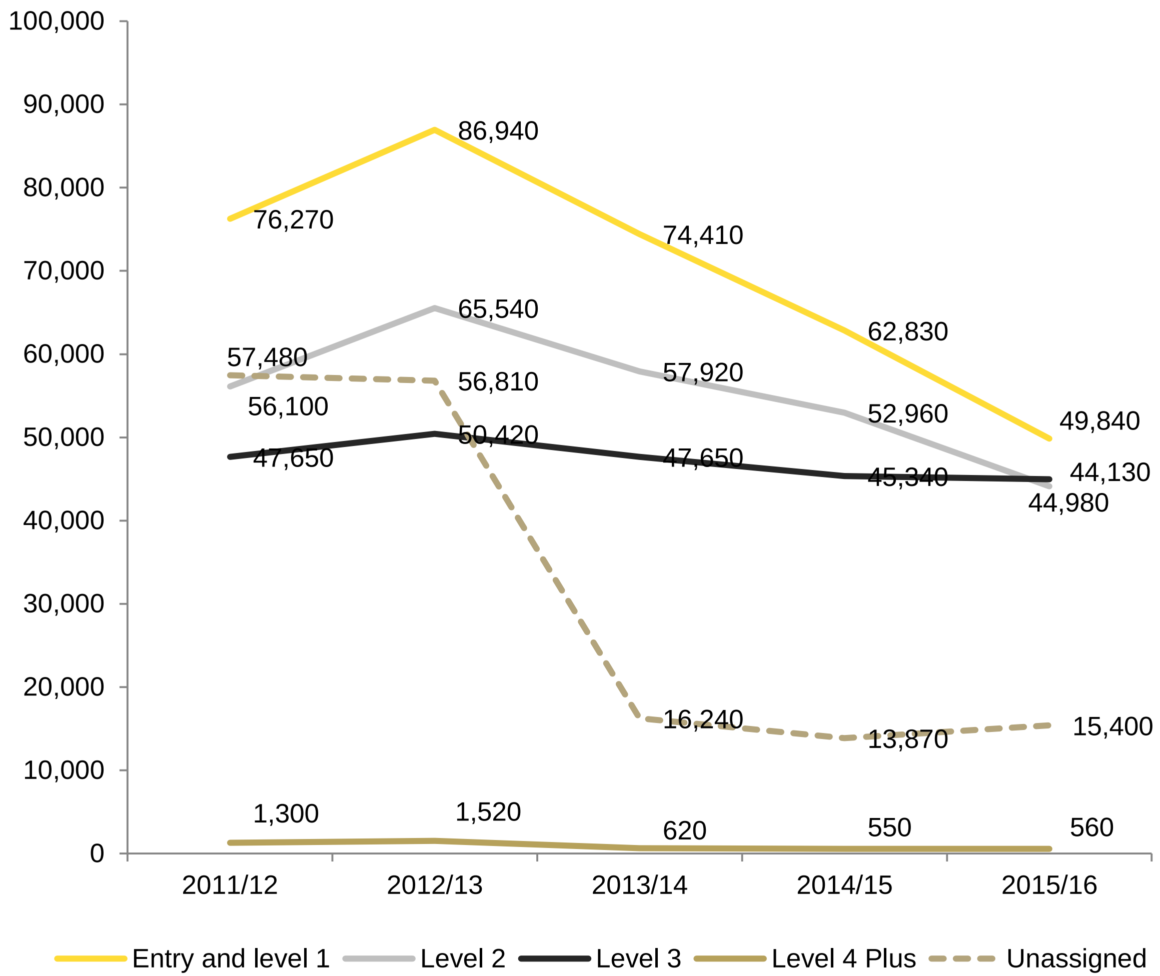
Qualifications at the lowest skill levels have fallen fastest

Figure 42: Participation in education and training, by level, 2011/12-2015/16



- Participation in further education in GM has decreased across all levels over the past five years. However, the decline was particularly marked across lower learning levels.
- Entry and level 1 qualifications within GM declined by 35% since 2011/12, totalling 26,500 fewer learners.
- The biggest decline over the last five years was in short courses without assigned learning levels, experiencing a steep drop of 73% (or around 42,000 people).
- Level 3 learner volumes appear to be relatively stable over the last five years in GM, with only a 6% decrease since 2011/12. With a 21% decrease at level 2, numbers of people undertaking a level 3 qualification surpassed those at level 2.
- There are 57% (or 740) fewer learners at level 4+ since 2011/12.
- It is worth noting that some learners have taken up learning at different levels and will appear both in data for level 2 and level 3 courses. Thus, the total of learning levels is different to the total of all unique learners in the graph.

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Source: BIRST Localism Dashboard, 2015/16

Learner numbers relatively evenly split between three main skill levels

Figure 43: All education and training learners by district, all ages, 2014/15-15/16

Local Authority	Entry and level 1		Level 2		Level 3		Level 4 and above		Unassigned		Total		% change
Year	**14/15**	**15/16**	**14/15**	**15/16**	**14/15**	**15/16**	**14/15**	**15/16**	**14/15**	**15/16**	**14/15**	**15/16**	%
Bolton	6,280	5,000	4,640	4,010	4,510	4,350	50	50	1,290	1,400	16,770	14,810	-11.7%
Bury	3,630	2,540	3,320	2,810	3,690	3,580	30	30	370	520	11,040	9,480	-14.1%
Manchester	18,060	14,610	12,110	10,280	7,840	8,160	90	80	3,400	3,930	41,500	37,060	-10.7%
Oldham	6,750	5,780	5,380	4,610	4,230	4,370	60	40	1,940	1,460	18,360	16,260	-11.4%
Rochdale	5,600	4,610	4,660	4,130	4,090	4,120	40	60	1,020	1,340	15,410	14,260	-7.5%
Salford	5,480	4,240	4,520	3,450	3,680	3,760	50	40	590	810	14,320	12,300	-14.1%
Stockport	3,840	2,880	3,990	3,570	5,040	4,860	40	40	830	760	13,740	12,110	-11.9%
Tameside	4,680	3,420	4,580	3,740	3,810	3,820	50	50	2,760	2,060	15,880	13,090	-17.6%
Trafford	2,710	2,260	3,210	2,450	2,970	2,850	40	50	330	370	9,260	7,980	-13.8%
Wigan	5,800	4,500	6,570	5,080	5,490	5,110	110	120	1,360	2,760	19,330	17,570	-9.1%
GM	**62,830**	**49,840**	**52,960**	**44,130**	**45,340**	**44,980**	**560**	**560**	**13,870**	**15,400**	**175,560**	**154,910**	**-11.8%**

Source: BIRST Localism Dashboard, 2015/16

- Tameside, Bury, Salford, and Trafford have seen the largest relative decline in E&T learner volumes between 2014/15 and 2015/16.
- Over the last academic year the decrease in learner numbers was particularly pronounced below level 3.
- In contrast, some districts have seen an increase in learner numbers at level 3 (Manchester, Oldham, Rochdale, Salford), and level 4 and above (Rochdale and Trafford).
- It is again important to remember that if a learner has undertaken learning at different levels in the same academic year they will appear twice.

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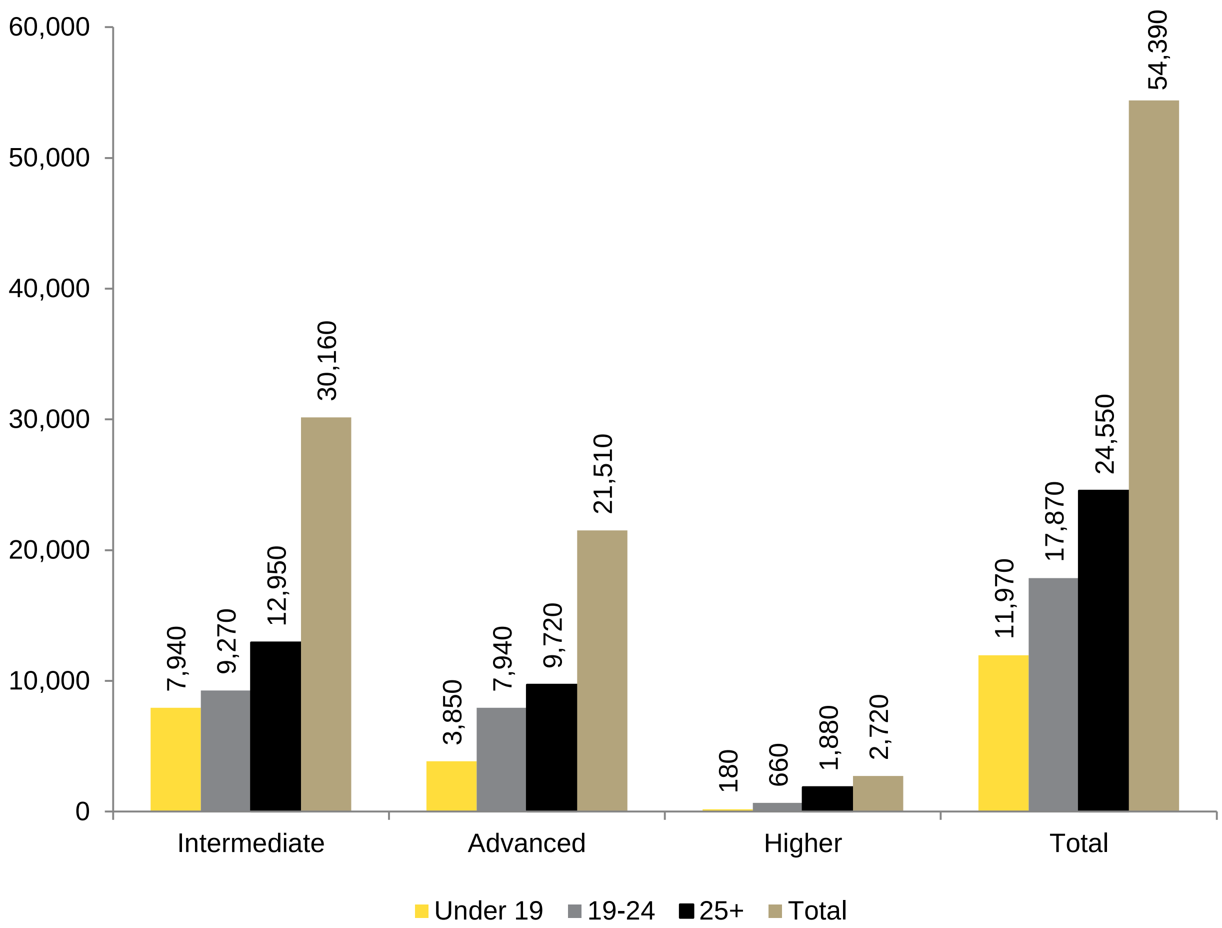
There were 52,660 apprentices in 2015/16 in GM

Figure 44: All GM apprenticeship participation by age and level 2015/16



- Almost half of GM apprentices (45%) are aged 25 or over. This is in line with national trends for apprenticeship provision.
- Apprentices under 19 represent just over a fifth (22%).
- The total of apprentices does not exactly match the totals across the levels and ages. That is because in any given academic year, learners can undertake more than one apprenticeship at a different level. For example a learner may finish an intermediate level in December, and start on a new advanced level in January. They would thus count once in the overall apprenticeships participation count, again in the in the intermediate level participation count, as well as once in the advanced level participation count.

Source: BIRST Localism Dashboard, 2015/16

Business administration apprenticeships most popular in GM

Figure 45: Apprenticeship participation by sector subject area (SSA) and level, 2015/16

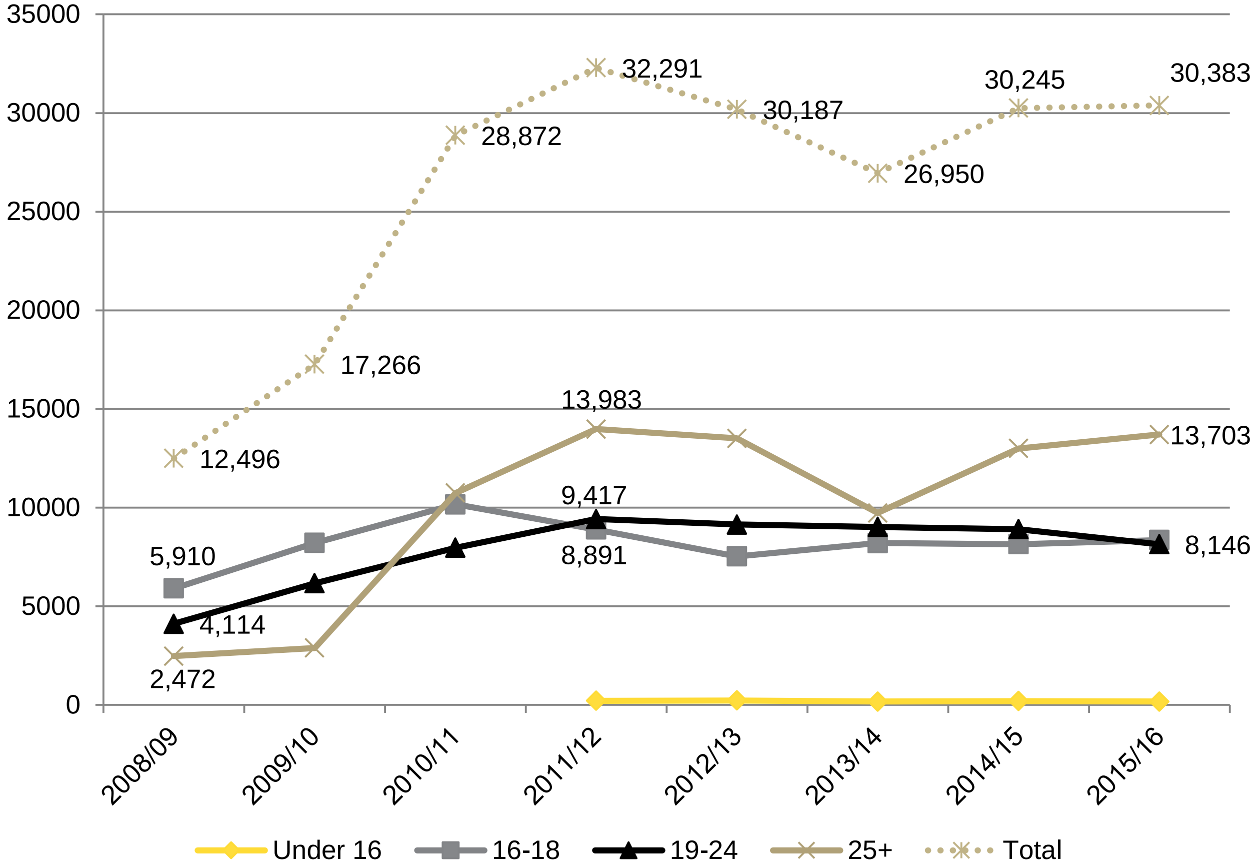
Sector Subject Area	Intermediate	Advanced	Higher	Total
Administration	6,460	2,953	285	9,698
Health and Social Care	3,671	3,777	819	8,267
Business Management	2,163	1,905	924	4,992
Manufacturing Technologies	2,332	1,591	65	3,988
Child Development and Well Being	1,471	1,764		3,235
Service Enterprises	2,129	1,096		3,225
Building and Construction	2,154	592	45	2,791
Hospitality and Catering	1,915	662	18	2,595
Engineering	619	1,505	4	2,128
Transportation Operations and Maintenance	1,591	509		2,100
Warehousing and Distribution	1,494	136		1,630
Accounting and Finance	588	641	303	1,532
Sport, Leisure and Recreation	739	783		1,522
ICT Practitioners	77	913	183	1,173
Retailing and Wholesaling	741	292	4	1,037
Marketing and Sales	171	710	32	913
ICT for Users	251	124	93	468
Public Services	241	142	6	389
Law and Legal Services	1	171	17	189
Teaching and Lecturing	38	142		180
Media and Communication		115	34	149
Science	10	56	44	110
Travel and Tourism	27	15		42
Environmental Conservation	1			1
Total	**28,884**	**20,594**		**52,354**

- One in five apprenticeships (or 19%) are related to business administration.
- Health and social care (8,267 learners), business management (4,992), and manufacturing technologies (3,988) also have high participation rates within the local area. Together, those four apprenticeship frameworks account for half (51%) of all apprenticeships in GM.
- Outwardly, the supply of key GM economic priority areas are well serviced within the GM system.
- There are large apprenticeship numbers in building and construction (2,791) engineering (2,128) and transport and logistics (3,730)

Source: BIRST Localism Dashboard, 2015/16
Note: data covers all age groups

Rise in apprenticeships driven by adults over 25 years old

Figure 46: Apprentice start trends, 2008/9-2015/16



- After a fall in adult apprentices in 2013/14 – likely linked to the introduction (and subsequent abolition) of learner loans for 24 year olds and over - the number of adult apprentices has increased again over the last couple of academic years.
- However numbers have yet to return to the peak of 2011/12.
- By contrast, numbers of 16-18 year old apprentice starts have remained fairly stable over the last few years.
- 19-24 year old apprentice starts fell by 9% between 2014/15 and 2015/16.

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Source: SFA Data cube, 2015/16
Note: This data uses information about 'starts' in an academic year – hence the lower figure (30,383) than total apprenticeship 'participation' on slide 48 (54,390) which includes all apprentices on a programme.

Policy points – Post 16 Participation

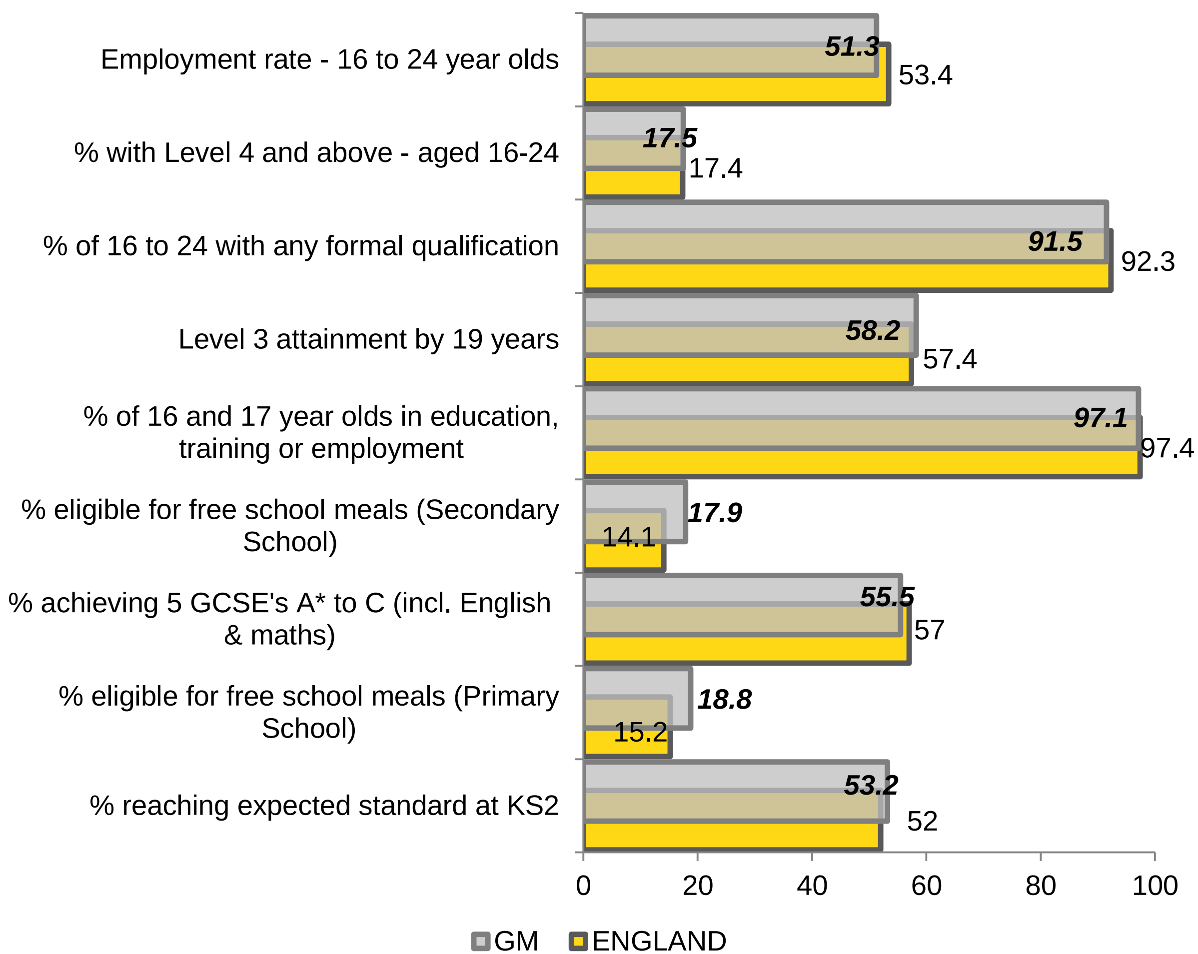
1. **GM is learning less. Falls in learners, including level 4.** Participation of adult learners at level 4 and above in GM has decreased by 61% since 2011/12). Loans are untapped resource, but appear to be putting many people off. Learner fall mirrors funding fall and entitlement reform. GM bursaries for key sectors?

2. **Employer support around Apprenticeship Levy** - Supporting employers around the Apprenticeship Levy to increase understanding how the levy works and to allow them to offer apprenticeships most suitable to their business. Sector match looks positive for apprenticeships.

SKILLS SUPPLY: YOUNG PEOPLE

Overview: Inequality and educational underperformance high in GM – especially in secondary schools

Figure 47: Young people, selected skills and employment indicators, GM, 2016



- The overview presents some prominent education, employment, and inequality measures. This illustrates that slightly more pupils in GM reached the expected standard in all of reading, writing and mathematics at the end of primary school than the national average in 2015/16, despite considerably higher proportions of disadvantaged students, as measured in take up of free school meals.
- This attainment advantage is reversed at secondary school level, with 1.5ppt. fewer pupils achieving 5 GCSEs including maths and English in GM in 2015/16.
- Levels of young people in education, training or employment, as well as those having attained a level 3 qualification at the age of 19 are very similar in both GM and England.
- Compared to the national average, fewer young people in GM are in employment, reflected in a slightly higher unemployment rate in GM (14.6%) compared to England (14%).

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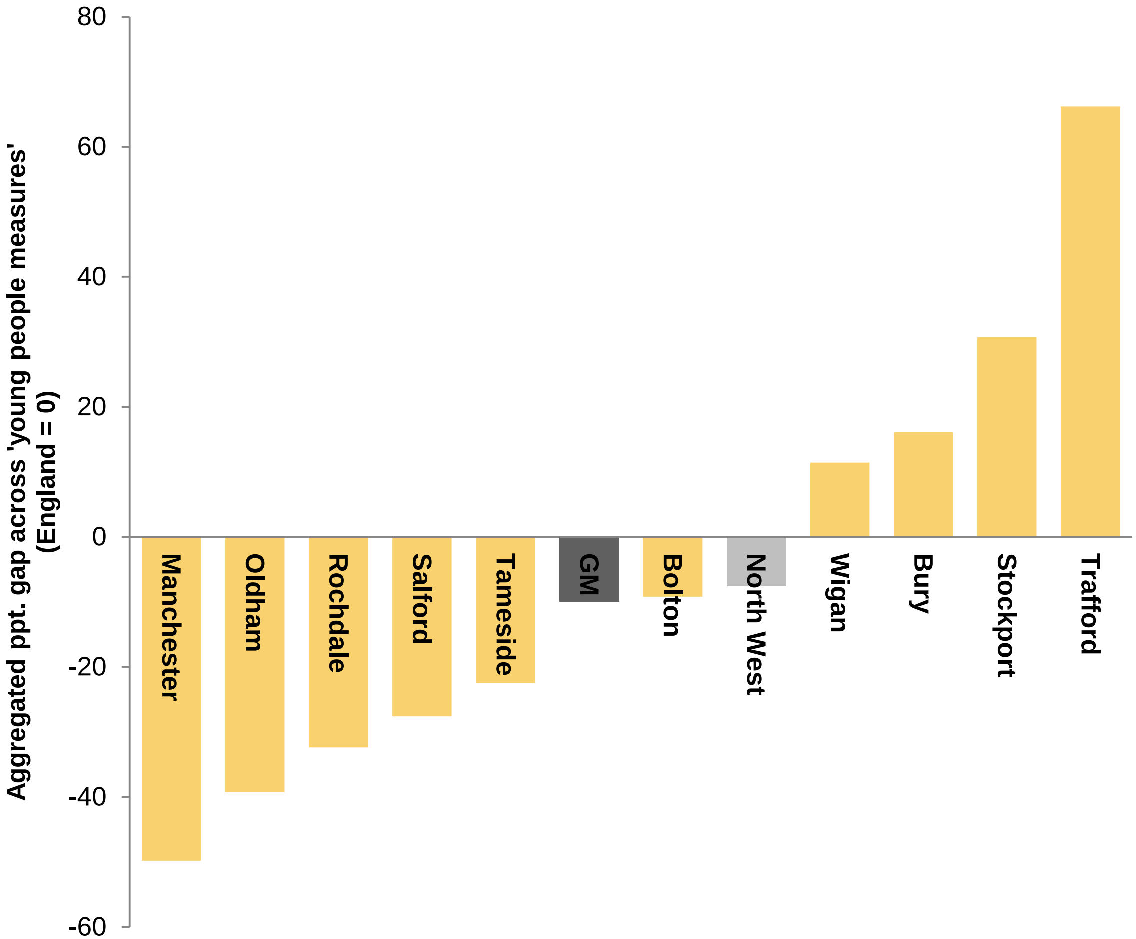
Source: Department for Education (2016 provisional data), ONS Annual Population Survey 2015.

Big disparities in educational attainment amongst young people across GM

Figure 48: Young people, selected skills and employment indicators, cumulative percentage point difference with England, 2016



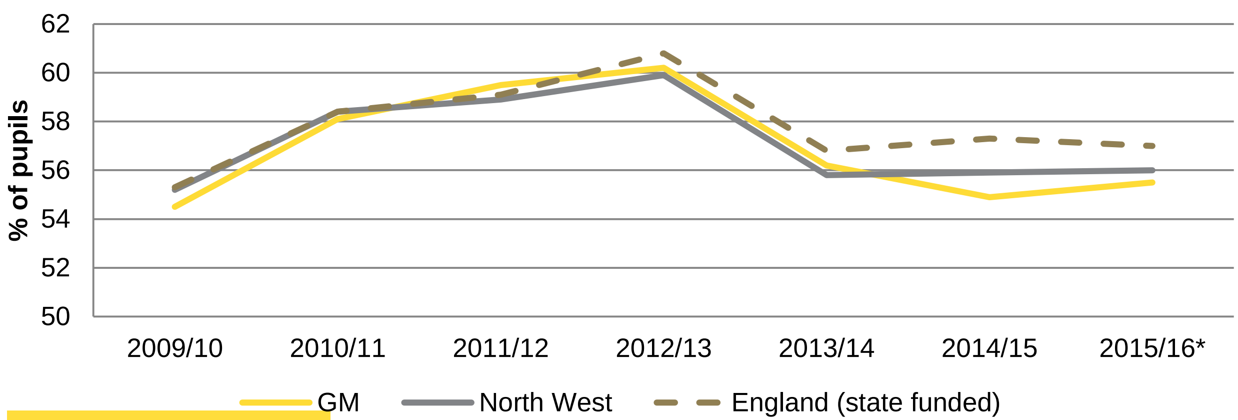
- Taking a district view of the indicators discussed in the previous slide, illustrates significant variations. The chart shows the cumulative percentage point gap across the nine different skills indicators.
- Attainment is considerably below the national average for Manchester, Oldham, Rochdale, Salford, and Tameside.
- For most of the districts, it is a mix of different factors contributing to the overall gap – for example, mainly take-up of free school meals in Manchester, compared to GCSE performance in Salford, and attainment at primary schools in Oldham.
- However, the take-up of free school meals is the most significant contributing factor to the performance gaps overall.

GCSE performance rises after two years of steep decline

Figure 49: % of year 11 pupils (15 and 16 year olds) with 5+ GCSE's A*-C including English and maths by district, 2009/10-2015/16

	% of pupils at state-funded schools							% point change: 2009/10 to 2015/16
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16*	
Bolton	53.2	59.6	60.2	60.7	57.3	56.8	53.7	0.5
Bury	62.1	62.8	63	62.3	56.9	55.3	56.7	-5.4
Manchester	45.7	51.8	53.2	53.1	51.4	47.5	49.3	3.6
Oldham	51.9	56.1	55.9	57	52.4	50.5	50.7	-1.2
Rochdale	51.4	53.5	52	56.2	54	48.4	52.5	1.1
Salford	49.8	52.9	52	54.8	47.3	48	47.9	-1.9
Stockport	61.9	64.6	65	65.8	58.3	58.3	61.4	-0.5
Tameside	49.7	55.6	56.8	59.4	53.7	57.3	57.3	7.6
Trafford	68.5	69.8	72.4	70.5	72.2	70.7	70.8	2.3
Wigan	56	57.1	64.2	63.8	58	57.7	57.5	1.5
GM	**54.5**	**58.1**	**59.5**	**60.2**	**56.2**	**54.9**	**55.5**	**1**
North West	55.2	58.4	58.9	59.9	55.8	55.9	56	0.8
England (state funded)	**55.3**	**58.4**	**59.1**	**60.8**	**56.8**	**57.3**	**57**	**1.7**

Figure 50: % of year 11 pupils olds with 5+ GCSE's A*-C including English and maths, 2009/10-2015/16



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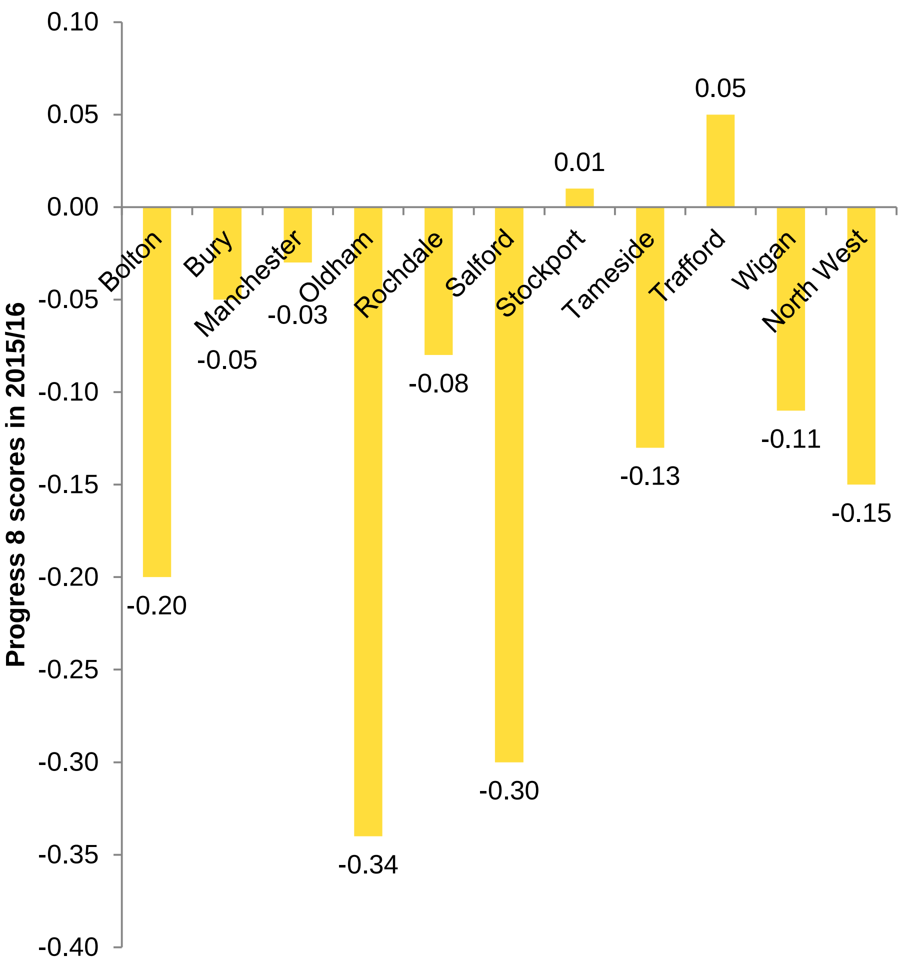
Source: Department for Education (2016); Provisional 2015/16 GCSE data by Local Authority.
Notes: * GCSE attainments for 2015/16 are provisional. All other figures are final. Data refers to state funded pupils only.

- GCSE attainment (including maths and English) in GM showed a 0.6 ppt. increase in 2015/16 compared to the year before. However, GM's current performance is below both the regional average and national average.
- This reveresed a trend of decline over the previous two years, following major changes to the GCSE regime in 2012.
- Variations in GCSE performance are apparent at a district level. In Trafford for example, 70.8% of pupils achieved 5 GCSEs at grades A*-C (including maths and English), while in Salford the figure was 47.9%.
- Over the last seven years, three districts saw GCSE performance increase sharply: Tameside increased by 7.6ppt; Manchester by 3.6ppt.; and Trafford by 2.3ppt. in contrast, Bury dropped by 5.4ppt.
- GM's GCSE performance means that just under half of GM pupils (or just under 13,000) leave school without a full level-2 qualification. This burden of non-attainment at school creates difficulties in skills remediation later in life as the 'window of opportunity' for attaining a level 2 decreases with age.

New school performance measures show pupils in five GM districts make much less progress at school than in England

Figure 51: 'Progress 8' scores for GM and North West, 2015/16



- In 2015/16 the government introduced new measures for pupil attainment at key stage 4 (KS4). Rather than the conventional 5+ GCSE measure, **'Progress 8'** and **'Attainment 8'** are focussed on the progress pupils make based on their primary school attainment.
- **'Progress 8'** is a relative measure which shows how well a pupil has progressed at the end of key stage 4 compared to national peers. It is not a specific grade, but describes a pupil's or school's average GCSE performance in relation to pupils nationally with similar prior attainment at the end of primary school (key stage 2). For instance, a score of 0.5 for a pupil or school means that they have achieved half a grade higher than pupils/schools with similar prior attainment nationally; -0.5 means half a grade lower.
- **'Attainment 8'** is a pupil's average grade based on exam results across eight subjects. These subjects include English and maths (for which scores count double), three Ebacc subjects (science, computer science, geography, history and languages), and three other subjects. Although pupils are encouraged to take eight qualifications, they do not have to. Since the attainment score across all qualifications taken is always divided by 10 regardless of the number of qualifications taken, less able students could benefit from focussing on fewer qualifications (including English and maths). An Attainment 8 score is also available for schools showing pupils' average achievements across those eight subject groups.
- Only in two GM districts – Trafford and Stockport – did pupils make at least as much progress as their peers nationally in 2016. In all other districts, pupils achieved grades that were lower than would be expected of them based on prior attainment. For example, in Oldham and Salford pupils on average achieved one third of a grade less compared to peers nationally with similar prior attainment.

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Source: Department for Education (2016); Provisional 2015/16 data by Local Authority.
The publicly available Progress 8 scores do not allow for data to be calculated on a cumulated Greater Manchester level.

Lacklustre school performance does not always mean poor pupil progress

Table 52: Progress 8, Attainment 8 and GCSE scores for GM districts and the North West, 2016

Region/ Local Authority	% of pupils achieving 5 GCSEs A* to C (incl. English and maths)	Average Attainment 8 score per pupil	Average Progress 8 score
Bolton	53.7	48.5	-0.20
Bury	56.7	50.8	-0.05
Manchester	49.3	46.9	-0.03
Oldham	50.7	45.8	-0.34
Rochdale	52.5	48.0	-0.08
Salford	47.9	46.6	-0.30
Stockport	61.4	51.3	0.01
Tameside	57.3	49.1	-0.13
Trafford	70.8	56.6	0.05
Wigan	57.5	50.3	-0.11
North West	**56.0**	**49.2**	**-0.15**
England	**57.0**	**49.9**	**-0.03**

- GCSE perfromance across most GM disctricts is not only lower than the national average, but pupils also make less progress compared to peers nationally with similar prior attainment.
- However, the table shows that lower overall performance does not necessaily mean lower progress.
- For instance, in Bolton, Oldham and Salford there is a consistant story that pupils have relatively low GCSE scores accompanied by low Attainment 8 ratings and negative Progress 8 scores. Trafford is a mirror image in that pupils attain and progress well.
- However, for other districts this link is not consistent. Most markedly, in Manchester, attainment is low but progress is above most other GM districts and equal with the national average.

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Source: Department for Education (2016); Provisional 2015/16 data by Local Authority.
Note: Data refers to state funded pupils only

Greater Manchester's 16 and 17 year olds are education oriented, but less likely to be in employment

Figure 53: Participation of 16 and 17 year olds across progression options in GM, Nov 2016

	16-17 Cohort November 2015	Full Time Education or Training	Apprenticeship	Employment * combined with regulated quals.	Total	Not known to be participating
Bolton	6,961	86.4%	3.8%	0.3%	***90.5%***	***8.3%***
Bury	4,287	87.3%	5.0%	0.1%	92.3%	6.2%
Manchester	11,419	75.6%	3.6%	0.04%	***79.4%***	***18.5%***
Oldham	6,168	87.9%	3.7%	0.2%	91.9%	7.7%
Rochdale	5,230	88.2%	3.6%	0.2%	92.0%	7.2%
Salford	4,686	81.7%	6.7%	1.8%	90.4%	7.4%
Stockport	6,278	86.4%	6.6%	0.6%	94.2%	4.6%
Tameside	5,171	87.3%	3.7%	0.3%	91.3%	7.8%
Trafford	5,384	85.9%	5.9%	0.0%	92.0%	7.4%
Wigan	7,185	79.8%	7.4%	0.2%	***87.5%***	***11.3%***
GM	**62,769**	**84.6%**	**5.0%**	**0.4%**	**90.1%**	**8.7%**
North West	**159,653**	**83.3%**	**5.7%**	**0.7%**	**89.9%**	**8.5%**
England	**1,150,137**	**84.5%**	**5.1%**	**0.6%**	**90.4%**	**8.3%**

- 'Participation' refers to the duty of young people to participate in full-time education, training, employment with training, or an apprenticeship – a requirement under the government's Raising the Participation Age policy – up to the age of 17. This has recently changed to not include 18 year olds anymore.
- Greater Manchester's 16 and 17 year olds are as likely to participate in education or training as others in the rest of England (84.6% compared to 84.5%). However, there are great variances across GM boroughs, with Manchester showing the lowest participation rate amongst young people as well as the highest proportion of whose status is not known.
- GM has a slightly lower rate of apprenticeship participation (5.0%) compared to the North West (5.7%) and England (5.1%).

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Source: NCCIS
Note: Total participation does not include part-time education, employment without regulated qualifications, and those who have taken a temporary break from learning.

Attainment at level 2 and 3 among 19 year olds equals national norms

Figure 54: Percentage of 19 year olds qualified to level 2, GM, North West, England (2005-2015)

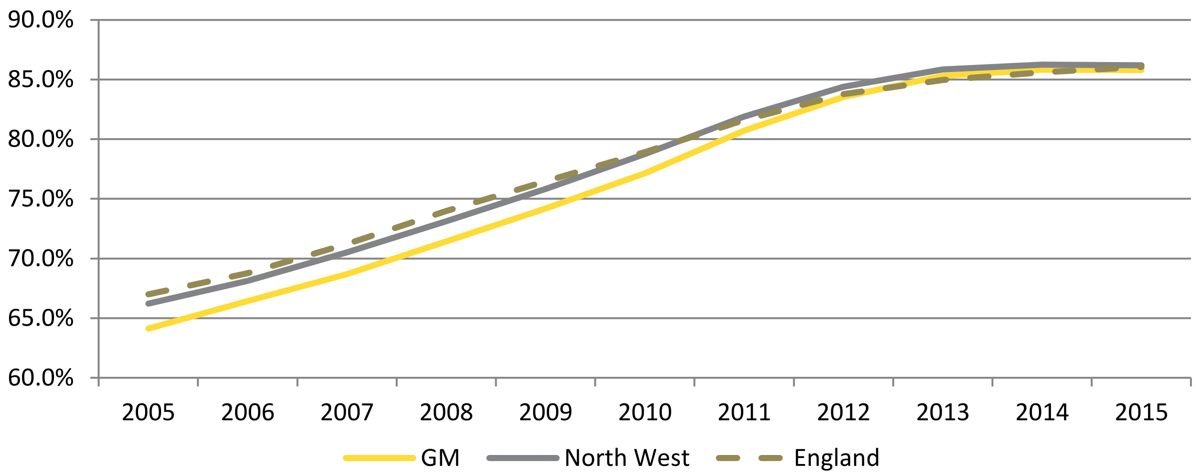
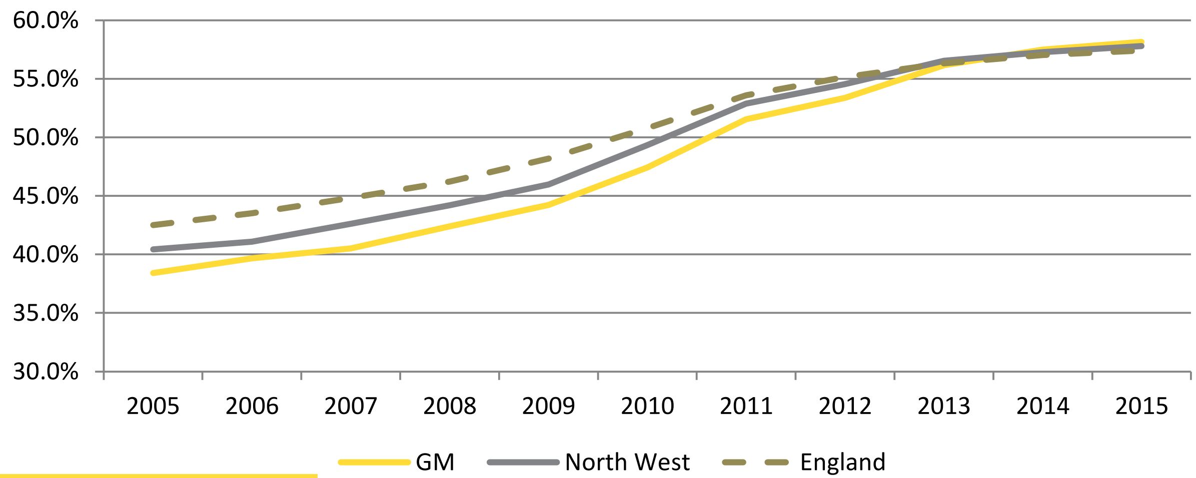


Figure 55: Percentage of 19 year olds qualified to level 3, GM, North West, England (2005-2015)



- Skills levels, such as level 2 and 3, based on qualifications frameworks are a different way of measuring skills performance aside from GCSEs and the new Attainment 8 and Progress 8 measures. A level 2 qualification is equivalent to five GCSEs at A*-C; a level 3 is equivalent to two A levels (A-E).
- Attainment levels at level 2 by age 19 in GM have risen consistently since 2005, but has plateaued somewhat over the last two years. GM's performance has caught up with national levels of attainment: 86% of 19 year olds are level 2 qualified in England and in GM.
- At Level 3, attainment in GM overtook the national average in 2015: 58.2% in GM and 57.4% nationally were level 3 qualified.
- Between 2005 and 2015, GM increased level 2 performance by 22ppts, compared with 19ppts in England. At level 3, The increase at level 3 is even greater, with GM improving by 20ppt between 2005 and 2015, while the English average increased by 15ppt.

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Source: Department for Education, Level 2 and 3 Attainment by Young People in England Measured Using Matched Administrative Data: Attainment by Age 19 in 2015

Poorer kids do worse at school

Figure 56: Attainment at level 2 including English and maths by those aged 19 by FSM eligibility in GM, the North West and England, 2005-2015

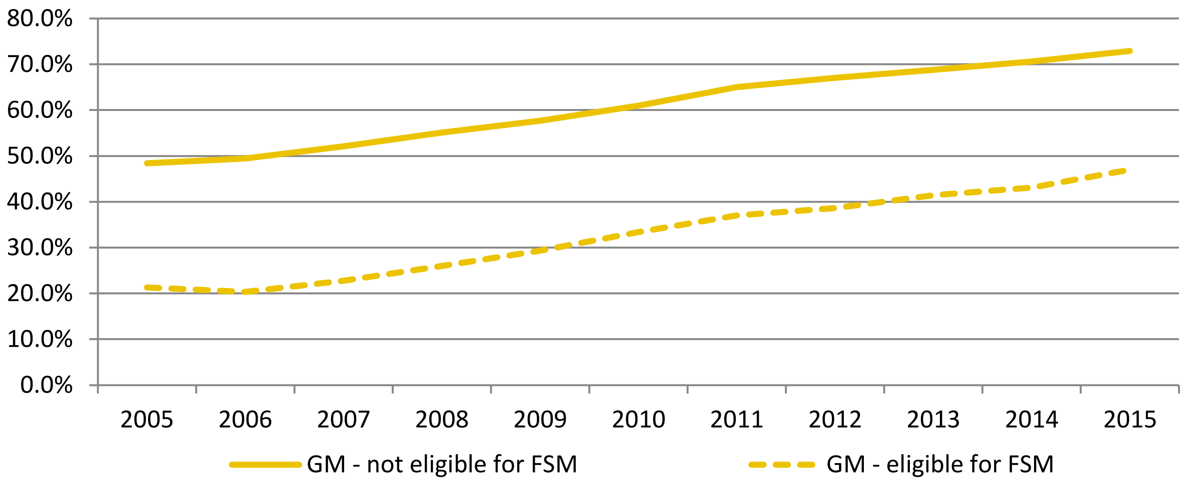
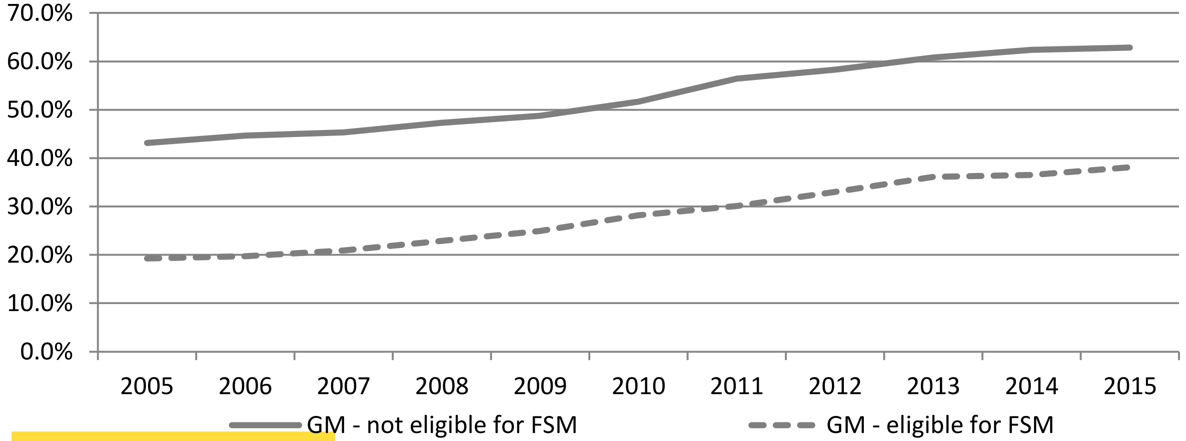


Figure 57: Attainment of level 3 by those aged 19 by FSM eligibility in GM, the North West, and England, 2005-2015



Source: Department for Education

- Comparing the attainment at level 2 (including English and maths) of 19 year old students who were eligible for free school meals (FSM) when they were 16 years old and those not eligible shows a large disparity between the groups, locally as well as nationally. Some 47% of pupils in GM who receive free school meals attain a level 2 qualification by age 19. Among non FSM pupils 73% do so. There has been little narrowing of the gap since 2005.
- However, over the last decade, the number of pupils receiving free school meals achieving a level 2 qualification has increased at a slightly faster rate in GM than nationally. For those eligible for free school meals, GM saw an increase of 25.7 percentage points achieving a level 2, compared to 25.2ppt. nationally between 2004 and 2015.
- Comparing the attainment levels at level 3 between 19 year old students eligible for free school meals and those not eligible shows a gap around 25ppt., both in GM and nationally.
- GM has seen attainment for both groups improve at a higher rate than England overall.

new economy

89% of 16 year olds go on to education after GCSEs

Figure 58: Destinations of key stage 4 cohort (%), 2014/15

Local Authority	Number of students	Any Education/ Employment/ Training	Any education destination	Further Education College	Other FE Provider	School Sixth Form	Sixth Form College	Apprentice-ships	Sustained employment and/or training	Destination not sustained	Activity not captured in data
Bolton	3,330	92%	88%	45%	1%	22%	21%	7%	3%	8%	1%
Bury	2,105	94%	92%	52%		4%	36%	5%	3%	5%	1%
Manchester	4,375	90%	87%	34%	1%	15%	37%	4%	3%	9%	1%
Oldham	2,920	93%	90%	39%	1%	15%	36%	6%	3%	7%	1%
Rochdale	2,370	92%	88%	48%	1%	7%	32%	6%	3%	8%	1%
Salford	2,115	91%	86%	71%	1%	5%	10%	9%	5%	8%	1%
Stockport	2,800	94%	91%	26%	1%	9%	55%	7%	3%	5%	-
Tameside	2,660	93%	89%	41%		8%	39%	8%	4%	7%	-
Trafford	2,880	96%	93%	33%	1%	45%	15%	5%	2%	4%	1%
Wigan	3,490	93%	88%	45%	1%	9%	33%	10%	4%	7%	-
GM	29,045	93%	89%	42%	1%	15%	32%	7%	3%	7%	1%
England	548,280	94%	91%	38%	1%	39%	13%	6%	3%	5%	1%

Figure 59: Destinations of key stage 4 cohort (by volume), 2014/15

Local Authority	Number of students	Any Education/ Employment /Training	Any education destination	Further Education College	Other FE Provider	School Sixth Form	Sixth Form College	Apprentice-ships	Sustained employment and/or training	Destination not sustained	Activity not captured in data
Bolton	3,330	3,064	2,930	1,499	33	733	699	233	100	266	33
Bury	2,105	1,979	1,937	1,095	0	84	758	105	63	105	21
Manchester	4,375	3,938	3,806	1,488	44	656	1,619	175	131	394	44
Oldham	2,920	2,716	2,628	1,139	29	438	1,051	175	88	204	29
Rochdale	2,370	2,180	2,086	1,138	24	166	758	142	71	190	24
Salford	2,115	1,925	1,819	1,502	21	106	212	190	106	169	21
Stockport	2,800	2,632	2,548	728	28	252	1,540	196	84	140	-
Tameside	2,660	2,474	2,367	1,091	0	213	1,037	213	106	186	-
Trafford	2,880	2,765	2,678	950	29	1,296	432	144	58	115	29
Wigan	3,490	3,246	3,071	1,571	35	314	1,152	349	140	244	-
GM	29,045	26,917	25,871	12,198	243	4,258	9,258	1,923	946	2,014	201
England	548,280	515,383	498,935	208,346	5,483	213,829	71,276	32,897	16,448	27,414	5,483

Source: Department for Education

- The vast majority of learners in GM (26,409 or 89%) went on to education after GCSE in 2014/15. This is slightly below the national average. Some 43% went to FE colleges (an increase from last year); 31% went to sixth form colleges (up 8ppts in two years); 13% went to a school sixth form.
- Data includes mainstream, state-funded institutions only

Over half of GM young people at KS5 go on to university after A-Levels

Figure 60: Destinations of key stage 5 cohort (%), 2014/15

Local Authority	Number of students	Any education destination	Further education college or other FE provider	UK higher education institution	Apprentice-ships	Destination not sustained	Activity not captured in data	Sustained Employment and/or Training destination	Other education destinations
Bolton	1,465	84%	8%	56%	7%	12%	2%	19%	1%
Bury	2,520	87%	10%	54%	8%	10%	2%	22%	-
Manchester	3,675	86%	19%	49%	4%	9%	3%	14%	4%
Oldham	2,065	91%	24%	51%	6%	7%	2%	15%	1%
Rochdale	1,140	84%	15%	42%	11%	12%	3%	25%	2%
Salford	1,735	84%	13%	45%	9%	12%	3%	26%	-
Stockport	2,105	90%	11%	49%	9%	8%	2%	23%	6%
Tameside	1,405	88%	13%	50%	11%	9%	2%	24%	1%
Trafford	1,845	90%	15%	56%	6%	6%	3%	19%	-
Wigan	2,145	91%	11%	59%	9%	7%	4%	19%	2%
GM	**20,100**	**88%**	**14%**	**51%**	**8%**	**9%**	**3%**	**21%**	**2%**
North West	51,970	88%	14%	51%	8%	9%	3%	20%	2%
England	362,930	88%	14%	48%	7%	0%	4%	23%	**3%**

Figure 61: Destinations of key stage 5 cohort (by volume), 2014/15

Local Authority	Number of students	Any education destination	Further education college or other FE provider	UK higher education institution	Apprentice-ships	Destination not sustained	Activity not captured in data	Sustained Employment and/or Training destination	Other education destinations
Bolton	1,465	1,231	161	1,055	161	864	308	864	103
Bury	2,520	2,192	353	1,890	353	1,436	580	1,436	176
Manchester	3,675	3,161	331	2,279	331	1,838	404	1,838	404
Oldham	2,065	1,879	268	1,342	268	1,033	1,446	1,033	268
Rochdale	1,140	958	160	809	160	627	194	627	103
Salford	1,735	1,457	191	1,110	191	885	243	885	174
Stockport	2,105	1,895	232	1,410	232	1,137	484	1,137	126
Tameside	1,405	1,236	197	955	197	688	169	688	126
Trafford	1,845	1,661	332	1,236	332	849	277	849	185
Wigan	2,145	1,952	365	1,266	365	879	279	879	172
GM	**20,100**	**17,588**	**2,794**	**10,271**	**1,608**	**1,849**	**523**	**4,141**	**488**
North West	51,970	45,734	7,276	26,505	4,158	4,677	1,559	10,394	1,039
ENGLAND	362,930	319,378	50,810	174,206	25,405	0	14,517	83,474	10,888

Source: Department for Education

- Some 51% of GM young people headed to university after their A levels. The English average is 48%. A total of 8% went into an apprenticeship, compared with 7% in England.
- Data includes mainstream, state-funded schools and colleges.

Young learner starts in further education system continue to fall

Figure 62: Youth education and training starts by sector and year, 2012/13 to 2014/15 (excluding apprenticeships)

	Sector	2012/13	2013/14	2014/15	2015/16	% change 2012/13 - 2015/16
High job growth	Digital and Creative	24,259	22,925	21,245	20,501	-15%
	Business, Finance & Professional	15,506	13,123	11,484	11,729	-24%
	Construction	4,478	4,366	4,375	4,105	-8%
	Personal Services	4,093	3,378	2,715	2,898	-29%
Modest job growth	Health & social care & health innov.	12,769	8,567	7,535	7,493	-41%
	Hospitality, tourism and sport	12,266	15,136	8,230	7,213	-41%
	Transport, Logistics and Storage	2,250	2,196	2,220	1,969	-12%
	Retail	418	792	403	383	-8%
Declining jobs	Manufacturing	2,884	2,028	1,874	1,851	-36%
	Public sector (Educat. and admin)	1,933	1,965	1,997	1,838	-5%
	Primary Industries	1,380	750	1,407	1,496	8%
Non-sector specific	Academic	66,061	65,711	64,795	68,146	3%
	Basic Skills	73,126	66,150	62,025	53,635	-27%
	Not Applicable	17,241	8,986	136	0	
	Unknown	52,928	391	2,120	1,339	-97%
Total		**291,592**	**216,464**	**192,561**	**184,596**	**-37%**

Source: SFA Data Cube, 2015/16

- 2015/16 data shows that the volume of starts in the further education system fell again. This means that there were more than 100,000 fewer starts in 2015/16 than in 2012/13 – a fall of 37%.
- Academic courses and courses related to basic skills remain the most popular overall, accounting for 68% of starts among 16-18 year olds. These are also the only types of courses which have seen an increase over the last four years.
- Regarding vocational courses, creative and digital (21,368), construction (5,915 starts), and personal services (3,659) related courses have consistently been the largest high growth categories with 21% of total starts.
- In the slide and in all subsequent slides sourced from the SFA 2015/16 data cube, a 'start' refers to the number of learning aims or apprenticeship frameworks and not the number of learners (a learner can have more than one start).

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Level 3 education and training starts fall, while level 2 and level 4 rise

Figure 63: 16-18 starts by level and sector 2014/15 and 2015/16 (excluding apprenticeships)

	Subject Sector Area	Entry and Level 1		Level 2		Level 3		Level 4 and above		Not Applicable/Not Known		Total	
	16-18	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16
High job growth	Digital and creative	1,246	1,354	2,216	1,985	17,549	16,891	204	250	30	21	21,245	20,501
	BFPS	365	517	1,180	1,028	9,886	10,144	53	32		8	11,484	11,729
	Construction	2,321	2,110	1,408	1,336	606	635	35	24	5		4,375	4,105
	Personal services	665	699	1,494	1,634	544	532	4	31	8	2	2,715	2,898
Modest job growth	Health social care and health innovation	1,160	1,323	2,185	1,956	4,118	4,142	59	67	13	5	7,535	7,493
	Hospitality, tourism, sport	1,479	1,041	2,528	2,181	4,164	3,917	50	71	9	3	8,230	7,213
	Transport/ logistics	1,134	977	889	838	194	152	1	2	2		2,220	1,969
	Retail and wholesale	235	251	140	101	28	31					403	383
Declining jobs	Manufacturing	239	167	669	657	925	973	41	54			1,874	1,851
	Public sector (incl. educ.)	264	306	768	588	953	916	11	27	1	1	1,997	1,838
	Primary industries	266	332	416	461	701	680	21	22	3	1	1,407	1,496
Non-sector specific	Academic	1,389	1,586	15,312	19,696	48,072	46,836	16	19	6	9	64,795	68,146
	Basic Skills	34,603	28,212	10,082	8,011	4,308	3,774		9	13,032	13,629	62,025	53,635
	Not Applicable							4		132		136	0
	Unknown	657		239			1			1,087	1,338	2,120	1339
Total		46,023	38,875	39,526	40,472	92,048	89,624	499	608	14,328	15,017	192,561	184,596

- A comparison of all course starts excluding apprenticeships by learning level shows an increase of around 950 starts at level 2 compared to 2014/15. There were also just over 100 more level 4 starts, but these remain rare for young people – as might be expected as a level four is equivalent to the first year of a degree.
- Other levels declined, with just over 7,000 fewer starts at entry level and level 1 and about 2,500 fewer starts at level 3.
- In terms of GM growth sectors creative and digital (20,501) and business, finance and professional services (11,729) had the highest numbers of starts in 2015/16. However, digital and creative registered a fall on the previous year.
- Academic qualifications have seen the biggest increase with over 3,300 more starts than 2014/15.

Source: SFA Data cube, 2015/16

Top eight 16-18 skills providers control half of total market

Figure 64: Youth (16-18) education and training starts by largest providers in 2015-16 (excluding apprenticeships)

	Entry and Level 1	Level 2	Level 3	Level 4	N/A, Not Known	2015/16 Total
MANCHESTER COLLEGE	6,745	5,930	3,710	108	4,004	20,497
SALFORD CITY COLLEGE	2,537	2,979	6,944	20	91	12,571
LORETO COLLEGE	74	469	11,683			12,226
BURY COLLEGE	2,328	3,684	4,659	28	21	10,720
XAVERIAN COLLEGE	1,549	1,419	6,731			9,699
BOLTON COLLEGE	4,603	2,645	1,535	30	881	9,694
HOPWOOD HALL COLLEGE	3,227	2,959	1,206	42	1,312	8,746
THE OLDHAM COLLEGE	3,691	2,710	1,017	45	728	8,191
HOLY CROSS COLLEGE	0	427	7,230	5	53	7,715
OLDHAM SIXTH FORM COLLEGE	71	728	6,275			7,074
WIGAN AND LEIGH COLLEGE	1,185	2,648	1,044	78	2,025	6,980
AQUINAS COLLEGE	105	404	6,103			6,612
ASHTON SIXTH FORM COLLEGE	40	637	5,344	11	569	6,601
TAMESIDE COLLEGE	2,048	2,140	1,392	17	758	6,355
TRAFFORD COLLEGE	1,460	2,310	2,240	24	3	6,037
CHEADLE AND MARPLE SIXTH FORM	223	1,080	3,596		239	5,138
WINSTANLEY COLLEGE	0	5	4,271			4,276
ECONOMIC SOLUTIONS LIMITED	2,033	1,096	25		962	4,116
THE ROCHDALE SIXTH FORM	0	85	3,939		65	4,089
BOLTON SIXTH FORM COLLEGE	0	439	3,220			3,659
ST JOHN RIGBY RC SIXTH FORM	144	274	2,911			3,329
STOCKPORT COLLEGE	1,326	1,483	443	34		3,286
RUNSHAW COLLEGE	7	241	2,164	8	62	2,482
All provider starts	**38,875**	**40,472**	**89,628**	**608**	**15,017**	**184,600**

- The Manchester College tops the list of youth providers – providing 11% of all GM course starts. The second largest provider was Salford City College with 7%.
- However, large cohorts of European Social Fund (a largescale European programme supporting employment and skills) learners are included in the data, which may affect TMC figures.
- The top five providers account for just over a third (36%) of all 16-18 starts.
- Starts at the 10 GM colleges account for half of all provision.
- The most level 3 youth starts were reported at Loreto College.
- Only a few training providers have a substantial number of learners starting at level 4.
- Only providers with more than 2,000 learners are listed.

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Source: SFA data cube 2015/16

Apprenticeship starts among young people up slightly

Figure 65: Apprenticeship starts, 16 to 18 year olds in GM, 2009/10 to 2015/16*

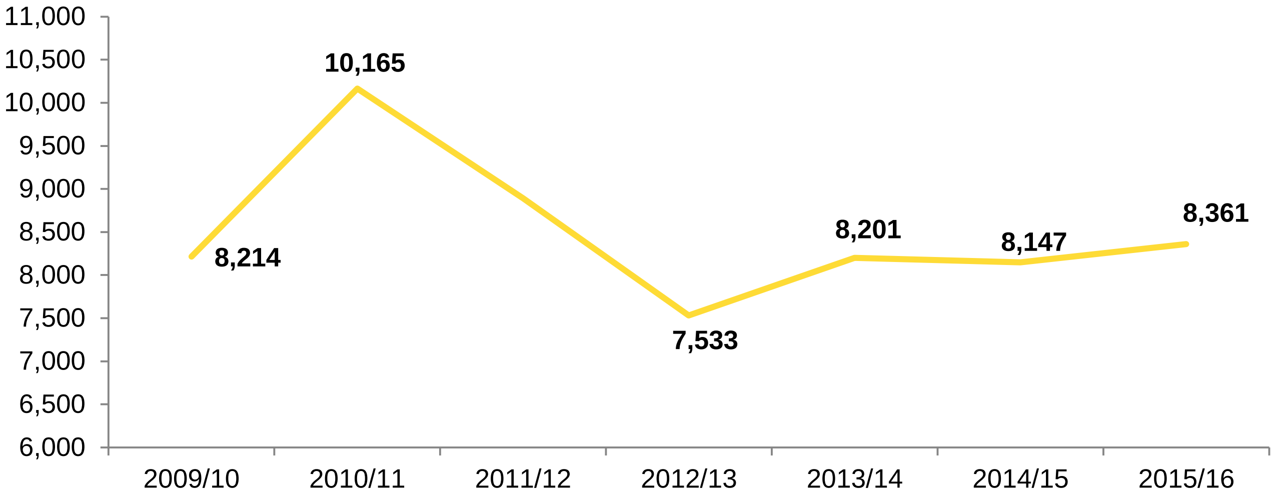
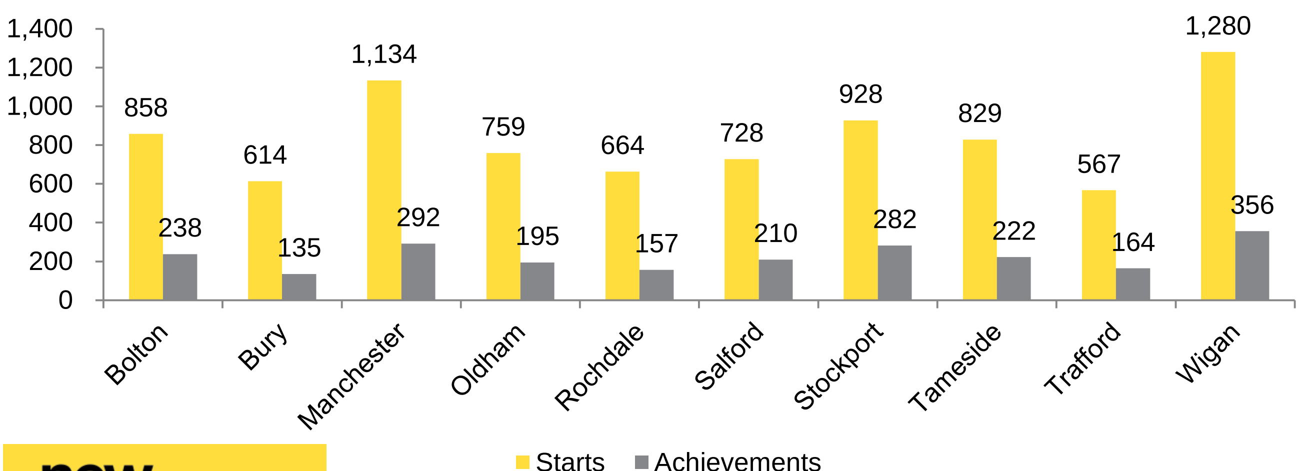


Figure 66: Apprenticeship starts by district, 16 to 18 year olds, 2015/16



- Recent years have seen steady numbers of young people undertaking an apprenticeship – a little over 8,000 a year.
- There were 2,251 16-18 olds who achieved their apprenticeship in 2015/16 across all GM apprenticeships – slightly down on the year before (2,330).
- Most achievements in the year were in Wigan (356), which is also very slightly down on 2014/15 (368).
- An 'achievement' is not a measure of success; it merely reflects the number who achieved their apprenticeship within the expected time period. It is also important to notice that achievements cannot be directly linked to starts because both data sets are concerned with slightly different cohorts.

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*Sources: SFA datacube, 2015/16
Notes: 16-18 refers to those aged 16-18 at 31st August in the year of 2015/16; excludes those aged under 16

Advanced level apprenticeships are up, but two thirds are at intermediate level

Figure 67: Youth (16-18) apprenticeship starts by sector, 2014/15-2015/16

	Sector	Intermediate 14/15	Intermediate 15/16	Advanced 14/15	Advanced 15/16	Higher 14/15	Higher 15/16	Grand Total 14/15	Grand Total 15/16
High job growth	BFPS	1,789	1,656	534	684	48	66	2,371	2,406
	Construction	483	595	80	111	3	11	566	717
	Creative and Digital	44	52	408	380	52	47	504	479
	Personal Services	585	555	210	195		0	795	750
Modest job growth	Health and social care & health innov.	717	733	375	392		2	1,092	1,127
	Hospitality, tourism and sport	389	435	228	202			617	637
	Retail and Wholesale	346	310	17	19		1	363	330
	Logistics (incl. postal)	387	386	66	91			453	477
Declining jobs	Public sector (Education & public admin)	125	113	33	37			158	150
	Manufacturing	523	532	604	624	2	23	1,129	1,179
	Primary industry	68	77	12	13			80	90
Other	Science	2	0	15	15	1	4	18	19
Total		**5,458**	**5,444**	**2,582**	**2,763**	**106**	**154**	**8,146**	**8,361**

- Apprenticeships among 16-18 year olds have continued to grow with 8,361 starts for this age group in 2015/16 - a 2.6% increase on the previous year.
- Intermediate apprenticeships are the only level which reduced compared to the previous year. Advanced level apprenticeships have increased slightly (by 7%), while higher level apprenticeships have seen relatively strong growth, but remain very few in number.
- Two thirds of apprenticeships (65%) were at level 2 in 2015/16.

new economy

Source: SFA data cube 2015/16

Construction apprenticeships among young people rise sharply

Figure 68: Youth (16-18) apprenticeship starts by sector, 2012/13-2015/16

	Sector	2012/13	2013/14	2014/15	2015/16	% change 2014/15 – 2015/16
High job growth	BFPS	2,522	2,762	2,371	2,406	1.5%
	Construction	635	708	566	717	26.7%
	Creative and Digital	300	626	504	479	-5.0%
	Personal Services	788	796	795	750	-5.7%
Modest job growth	Health and social care & health innov.	1,116	1,208	1,092	1,127	3.2%
	Hospitality, tourism and sport	577	590	617	637	3.2%
	Retail and Wholesale	122	153	363	330	-9.1%
	Logistics (incl. postal)	683	873	453	477	5.3%
Declining jobs	Public sector (Education & public admin)	94	78	158	150	-5.1%
	Manufacturing	299	348	1,129	1,179	4.4%
	Primary industry	22	81	80	90	12.5%
Other	Science	0	0	18	19	5.6%
	Not Applicable	233	0	0	0	
Total		**7,391**	**8,223**	**8,146**	**8,361**	**2.6%**

- The number of young apprentices in GM has increased over the last years.
- Construction was the sector area that saw the biggest increase in apprenticeships over the last year, with 151 (or 27%) more starts. Manufacturing apprenticeships also saw a moderate increase of 50 more starts (or 4%) in 2015/16 compared to 2014/15.
- Personal services (-45), retail and wholesale (-33), and digital and creative (-25) are the key apprenticeships that have declined slightly over the last academic year.

Source: SFA datacube, 2015/16

Top 30 providers account for two thirds of young apprentices

Figure 69: Largest apprenticeship providers, 16-18 year olds, 2015/16

GM Top 30 Providers	Intermediate Apprenticeship	Advanced Apprenticeship	Higher Apprenticeship	Grand Total
ECONOMIC SOLUTIONS Ltd	485	263	4	752
BURY COLLEGE	245	119	1	365
DAMAR LIMITED	202	98	10	310
WIGAN AND LEIGH COLLEGE	214	88		302
MANCHESTER COLLEGE	207	57	12	276
TOTAL PEOPLE LIMITED	65	176	33	274
THE OLDHAM COLLEGE	175	62	2	239
LEARNDIRECT LIMITED	182	41	0	223
BOLTON COLLEGE	172	46	2	220
TRAFFORD COLLEGE	131	79		210
SALFORD CITY COLLEGE	161	34	5	200
ROCHDALE TRAINING ASSOC Ltd	118	69	1	188
TAMESIDE COLLEGE	129	50		179
ESG (SKILLS) LIMITED	119	36		155
NORTH LANCS. TRAINING GP Ltd	145	6		151
CITB	107	27		134
QA LIMITED		129	4	133
ALLIANCE LEARNING	62	60		122
POSITIVE OUTCOMES LTD	110	4		114
STOCKPORT COLLEGE	91	15		106
PROCO NW LIMITED	74	31		105
CHESTERFIELD COLLEGE	85	17		102
RATHBONE TRAINING	67	34		101
THE APPRENTICE ACADEMY Ltd	34	64		98
EQL SOLUTIONS LIMITED	57	41		98
HOPWOOD HALL COLLEGE	72	19		91
KAPLAN FINANCIAL LIMITED	32	43	13	88
WIGAN MBC	54	33	0	87
MICHAEL MCCORMACK	66	18		84
Total	**5,444**	**2,763**	**154**	**8,361**

Source: SFA datacube, 2015/16

- While the market for apprenticeships is still dominated by private training providers, the proportion offered by colleges is just under one quarter (26% - 2,188). This represents an increase on 2013/14 (23.6% %).
- Half of all apprenticeships in 2015/16 were delivered by 16 FE providers, including eight out of the ten Greater Manchester colleges.
- GM colleges provided 29% of all intermediate apprenticeships, 21% of all advanced, and 14% of higher level apprenticeships.

Policy points – Young people (Under 19 years)

1. GM underperformance in education (especially acute at Secondary School level) is driven by five districts. Is there a case for targeting? If so, by what mechanism? Relatedly, boys are the problem: if we boosted performance of boys to that of girls, GM would do better. But through what channels can we influence?

2. Big fall of 16-18 learners in FE driven by level 3 falls (2012/13-15/16). Reason not fully understood. Is FE less attractive relative to SFC and school sixth form?

3. Support aimed at primary school children to reduce the proportions of those not reaching the expected standards at KS 2? In turn, this could reduce the need for re-sits at GCSE. Very high proportions failing in maths and English; how can we help the education system in these subjects?

4. Apprenticeships are up and sector match is broadly ok, but fairly flat. Attractiveness remains a hard sell? What else can be done?

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SKILLS SUPPLY: ADULTS

Course starts among adults fall by 36% in four years

Figure 70: Adult (19+) education and training starts by sector and year 2012/13-2015/16, excluding apprenticeships

	Sector	2012/13	2013/14	2014/15	2015/16	% change 2012/13 - 2015/16
High job growth	Digital and Creative	41,842	34,333	27,624	23,852	-43%
	Business Finance and Professional	16,489	16,045	12,056	11,605	-30%
	Construction	8,402	7,304	7,808	5,302	-37%
	Personal Services	6,123	6,715	6,199	5,388	-12%
Modest job growth	Health & social care & health innov.	22,837	22,306	18,776	11,248	-51%
	Hospitality, tourism and sport	13,518	11,548	11,254	7,689	-43%
	Transport, Logistics & Storage	5,229	8,629	2,074	1,309	-75%
	Retail and Wholesale Distribution	2,852	1,750	5,834	5,250	84%
Declining jobs	Manufacturing	4,747	5,007	5,206	3,113	-34%
	Public sector (Education & admin)	11,193	5,968	6,290	4,163	-63%
	Primary Industries	2,370	2,011	1,800	1,494	-37%
Non-sector specific	Basic Skills	121,778	133,223	123,104	101,055	-17%
	Academic	15,334	14,832	14,552	12,191	-20%
	Not Applicable	24,865	29,988	2,564	2	-100%
	Unknown	8,211	2,983	15,116	2,182	-73%
Total		**305,790**	**302,642**	**260,257**	**195,843**	**-36%**

- Data for 2015/16 shows there has been an overall decline in the total number of further education and training course starts of 36% since 2012/13. This fall in course take-up could be related to reduced funding for further education, especially for those aged 19 and over.
- There were over 101,000 starts related to basic skills provision. This accounted for 52% of all FE provision (excluding apprenticeships) in 2015/16. Digital and creative (23,852 starts), health and social care (11,248) and business finance and professional services (22,605)) are the most popular courses.
- The Adult Skills Budget (ASB) has been reduced by 35% between 2009/10 and 2015/16 as adult skills absorbs the impact of the government's efforts to reduce public expenditure.
- The number of starts in some technical (in the widest sense) sectors declined: digital and creative numbers plummeted from over 41,000 in 2012/13 to just under 24,000 in 2015/16 - a decline of 43%. Construction witnessed a decline of 37% in the same period.
- In health and social care related courses, starts have dropped by more than half.

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SFA datacube 2015/16

Declines in course starts among adults sharpest at level 2

Figure 71: Adult (19+) starts by sector and level, 2014/15 and 2015/16, excluding apprenticeships

	Sector	Entry and Level 1		Level 2		Level 3		Level 4 and above		Not Applicable/Not Known		Total	
	19+	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16
High job growth	Digital and creative	9,529	7,118	2,680	1,984	1,313	1,042	572	772	13,530	12,935	27,624	23,852
	BFPS	3,921	4,271	5,160	3,617	1,680	1,858	1,165	957	130	902	12,056	11,605
	Construction	2,797	1,507	3,041	2,013	1,449	1,205	253	322	268	255	7,808	5,302
	Personal services	2,368	2,255	2,307	1,483	940	1,356	67	78	517	216	6,199	5,388
Modest job growth	Health and social care and health innovation	3,776	1,573	9,404	4,711	3,063	2,390	572	608	1,961	1,966	18,776	11,248
	Hospitality, tourism, sport	1,898	1,474	5,248	2,749	873	1,046	122	149	3,113	2,271	11,254	7,689
	Transport/ logistics	720	573	1,165	540	154	155	14	14	21	27	2,074	1,309
	Retail and wholesale	1,826	1,664	3,922	3,489	14	64	7	12	65	21	5,834	5,250
Declining jobs	Manufacturing	701	322	3,120	1,602	1,134	905	249	281	2	3	5,206	3,113
	Public sector (incl. educat.)	477	353	2,660	1,216	1,806	1,253	423	524	924	817	6,290	4,163
	Primary industries	461	255	580	542	189	238	46	63	524	396	1,800	1,494
Non-sector specific	Academic	1,365	690	7,283	5,741	895	710	263	155	4,745	4,895	14,552	12,191
	Basic Skills	73,453	65,382	8,888	7,412	50	40	11	23	40,702	28,198	123,104	101,055
	Not Applicable							36	2	2,528		2,564	2
	Unknown	7,208		799		208			3	6,901	2,179	15,116	2,182
Total		**110,500**	**87,437**	**56,257**	**37,099**	**13,768**	**12,262**	**3,800**	**3,963**	**75,931**	**55,081**	**260,257**	**195,843**

- Level 2 fell by 34% between 2014/15. Entry and level 1 fell by 21%. Level 3 fell by 11%. Courses that did not have levels applied to them fell by 27%. Meanwhile, level 4 courses edged up by 4%.
- The steepest decrease in starts was related to sectors with declining jobs – there were 45% fewer starts compared to the last academic year (compared to a 30% fewer starts in high job growth sectors and 21% fewer in relation to modest job growth sectors.

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Source: SFA datacube 2015/16

Top 10 adult providers account for just under two thirds of starts

Figure 72: Adult (19+) starts by provider 2015/16, excluding apprenticeships

	Entry and Level 1	Level 2	Level 3	Level 4 and above	N/A, Not Known	TOTAL
MANCHESTER COLLEGE	22,330	6,468	2,564	992	3,141	**35,495**
MANCHESTER CITY COUNCIL	5,576	1,215			13,836	**20,627**
OLDHAM METROPOLITAN COUNCIL	3,254	550	23		6,852	**10,679**
SALFORD CITY COLLEGE	4,414	1,017	331	49	3,707	**9,518**
BOLTON METROPOLITAN COUNCIL	4,555	162			4,518	**9,235**
BOLTON COLLEGE	4,891	1,683	578	254	544	**7,950**
HOPWOOD HALL COLLEGE	2,417	1,893	553	85	2,812	**7,760**
TRAFFORD COLLEGE	2,711	1,486	1,005	155	935	**6,292**
ECONOMIC SOLUTIONS LIMITED	3,321	482	69	1	2,122	**5,995**
WIGAN AND LEIGH COLLEGE	1,529	1,553	563	439	1,852	**5,936**
WORKERS' EDUCATIONAL ASSOC.	4,465	488	7		694	**5,654**
BURY METROPOLITAN COUNCIL	1,779	276	2		2,866	**4,923**
LEARNDIRECT LIMITED	3,464	926	332		167	**4,889**
TAMESIDE COLLEGE	1,691	1,589	515	138	54	**3,987**
THE OLDHAM COLLEGE	2,243	844	544	244	70	**3,945**
BURY COLLEGE	1,019	1,844	608	176	122	**3,769**
WIGAN METROPOLITAN COUNCIL	374	139	17		3,176	**3,706**
STOCKPORT COLLEGE	1,237	1,410	458	374		**3,479**
STOCKPORT MET. COUNCIL	696	140	29		2,072	**2,937**
MANTRA LEARNING LIMITED	1,265	1,370			20	**2,655**
THE CITY OF LIVERPOOL COLLEGE	1,867	122	18	12	3	**2,022**
TAMESIDE METROPOLITAN COUNCIL	538	121	1		843	**1,503**
AQUINAS COLLEGE	26	119	43		1,025	**1,213**
EASTLEIGH COLLEGE	675	180	1		318	**1,174**
WEST NOTTINGHAMSHIRE COLLEGE	591	171	3		249	**1,014**
Total	**87,437**	**37,099**	**12,272**	**3,960**	**55,081**	**195,849**

- In 2015/16 there were 413 providers delivering adult SFA-funded starts to Greater Manchester residents. The top 25 are listed.
- The top 10 providers account for 61% of the total skills delivery market.
- As well as accounting for just under half (or 45%) of learning starts in GM in total, the general FE colleges also deliver a almost two thirds of starts at levels 4 or above (61%).
- Local authorities – through their adult education services – remain significant training organisations in terms of volumes of learners. Manchester, Oldham, Bolton, Bury, Stockport , Wigan, and Tameside have started just under 54,000 adult learners on courses, accounting for 27% of all adult provision.

Source: SFA datacube 2015/16

Adult apprentice numbers slightly lower in 2014/15

Figure 73: Adult (19+) apprenticeship starts by sector and year, 2012/13-2015/16

	Sector	2012/13	2013/14	2014/15	2015/16	% change 2014/15 – 2015/16
High job growth	BFPS	9,477	7,375	7,908	7,807	-1%
	Construction	607	714	530	789	49%
	Creative and Digital	458	373	489	432	-12%
	Personal Services	654	673	1,096	949	-13%
Modest job growth	Health and social care & health innov.	5,547	4,649	5,701	5,624	-1%
	Hospitality, tourism and sport	1,143	1,676	1,862	1,787	-4%
	Retail and Wholesale	956	684	1,213	1,191	-2%
	Logistics (incl. postal)	1,062	949	449	593	32%
Declining jobs	Public sector (Education & public admin)	800	568	888	735	-17%
	Manufacturing	684	933	1,628	1,788	10%
	Primary industry	143	145	115	138	20%
Non-Sector Specific	Science	0	0	26	16	
	Not Applicable	1,123	10	0	0	
Total		**22,654**	**18,739**	**21,905**	**21,849**	**-0.3%**

- Adult apprenticeships (19+) have declined since 2012/13 and 2015/16, halting the strong recovery of the adult apprenticeships market following the scrapping of the decision to introduce adult learner loans for apprentices in 2014/15.
- Frameworks related to general business and business services (for example, business administration, customer service and management) and health and social care remain the most popular apprenticeships.
- Over the last 12 months, construction apprenticeships increased by nearly 50% (or 259). Manufacturing (+160) and logistics related frameworks (+144) have also seen increases in starts.

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Source: SFA datacube 2015/16

Economic Solutions is the biggest adult apprenticeship provider

Figure 74: Top 30 adult (19+) apprenticeship providers by level in 2015/16

	Intermediate	Advanced	Higher	Total
ECONOMIC SOLUTIONS LIMITED	400	405	25	830
BURY COLLEGE	278	395	94	767
ESG (SKILLS) LIMITED	338	366	57	761
MANCHESTER COLLEGE	304	388	36	728
LEARNDIRECT LIMITED	265	439	5	709
BABCOCK TRAINING LIMITED	250	421	1	672
GP STRATEGIES TRAINING LIMITED	310	251	76	637
ROCHDALE TRAINING ASSOCIATION LIMITED	252	208	125	585
LIFETIME TRAINING GROUP LIMITED	194	348	2	544
EQL SOLUTIONS LIMITED	340	129	44	513
WIGAN AND LEIGH COLLEGE	200	234	42	476
NORTH LANCS. TRAINING GROUP LIMITED	138	311	7	456
TRAFFORD COLLEGE	191	184	44	419
WEST NOTTINGHAMSHIRE COLLEGE	154	256	9	419
THE OLDHAM COLLEGE	152	238	17	407
EASTLEIGH COLLEGE	114	245	35	394
SALFORD CITY COLLEGE	160	189	27	376
JOINT LEARNING PARTNERSHIP LIMITED	100	149	90	339
BCTG LIMITED	104	162	61	327
TOTAL PEOPLE LIMITED	178	102	43	323
JARVIS TRAINING MANAGEMENT LIMITED	137	109	22	268
REMIT GROUP LIMITED	65	184	12	261
THE INTRAINING GROUP LIMITED	75	152	13	240
BOLTON COLLEGE	91	139	3	233
DAMAR LIMITED	106	93	24	223
WIGAN METROPOLITAN BOROUGH COUNCIL	92	76	54	222
KAPLAN FINANCIAL LIMITED	103	84	32	219
PARAGON EDUCATION & SKILLS LIMITED	79	135		214
CHESTERFIELD COLLEGE	93	107	8	208
ALLIANCE LEARNING	92	99	8	199

Source: SFA datacube, 2015/16

- Of 351 adult apprenticeship providers in GM, the table shows the top 30 in 2015/16. Of those, the top 10 provide around one in three (31%) apprenticeships.
- Economic Solutions and Bury College were the two largest providers overall. Economic Solutions is also the largest provider at intermediate and advanced level.
- Rochdale Training Association was the largest provider of higher level apprenticeships.
- Overall, 54% of all adult apprenticeship starts were at Level 2, 39% at Level 3, and 7% at Level 4.

Higher level apprenticeships among adults growing from low base

Figure 75: Adult (19+) apprenticeship starts by sector, level and year, 2014/15-2015/16

	Sector	Intermediate 14/15	Intermediate 15/16	Advanced 14/15	Advanced 15/16	Higher 14/15	Higher 15/16	Grand Total 14/15	Grand Total 15/16
High job growth	BFPS	4,357	3,984	2,937	2,894	614	929	7,908	7,807
	Construction	362	577	160	190	8	22	530	789
	Creative and Digital	158	132	273	205	58	95	489	432
	Personal Services	692	580	400	368	4	1	1,096	949
Modest job growth	Health and social care & health innov.	2,546	2,486	2,608	2,675	547	463	5,701	5,624
	Hospitality, tourism and sport	1,278	1,171	575	604	9	12	1,862	1,787
	Retail and Wholesale	999	959	203	229	11	3	1,213	1,191
	Logistics (incl. postal)	311	439	138	154			449	593
Declining jobs	Public sector (Education & public admin)	288	225	600	507		3	888	735
	Manufacturing	1,135	1,148	484	617	9	23	1,628	1,788
	Primary industry	78	98	37	40	0	0	115	138
Non-Sector	Science	8	4	12	8	6	4	26	16
Total		**12,212**	**11,803**	**8,427**	**8,491**	**1,266**	**1,555**	**21,905**	**21,849**

- Higher level apprenticeships have seen the largest increase among adults (19+) between 2014/15 and 2015/16, with a growth of 23% over the last academic year. This compares to 1% growth of advanced level apprenticeships and a 3% decline in intermediate apprenticeships.
- The growth in higher apprenticeships was driven by frameworks relevant to general business (for example, management and senior administrative frameworks) and digital and creative.
- At advanced level, the fastest growing frameworks were related to manufacturing and health and social care.

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Source: SFA datacube, 2015/16

Health and social care remains the most popular adult apprenticeship

Figure 76: Most popular adult (19+) apprenticeship frameworks in 2015/16

Framework	Intermediate Apprenticeship	Advanced Apprenticeship	Higher Apprenticeship	Total
Health and Social Care	2097	1915		4012
Management	1364	1185	646	3195
Business Administration	1056	797	163	2016
Customer Service	1323	399		1722
Hospitality and Catering	815	349		1164
Children's Care & Development	389	642		1031
Construction Skills	569	185		754
Industrial Applications	690			690
Active Leisure and Learning	326	204		530
Supporting Teaching in Schools	118	365		483
Warehousing and Storage	448	30		478
Care Leadership and Management			462	462
Retail	270	146		416
Accountancy	93	137	81	311
Hairdressing	119	182		301
Social Media & Digital Marketing		239	9	248
Vehicle Maintenance and Repair	94	121		215
Driving Goods Vehicles	206			206
Engineering	20	186		206
Barbering	127	73		200
IT and Telecoms Professionals	19	136	39	194
Bus and Coach Transport	177			177
IT User	112	47		159
Cleaning and Support Service	148	6		154
Glass Industry Occupations	102	44		146
MES Plumbing	87	58		145
Electrotechnical		144		144
Dental Nursing		118		118
Aviation Operations on the Ground	113	4		117
Facilities Management	95	15	1	111

- The health and care sector generates by far the largest number of apprenticeships for 19+ year olds.
- The table shows the clear orientation of the apprenticeship system towards the service sector - a phenomenon that is particularly apparent among adult apprentices over the age of 19, and especially over the age of 25.
- At higher level, management and care leadership and management are the most popular.

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Source: SFA datacube, 2015/16

HIGHER EDUCATION IN GREATER MANCHESTER

96,000 people attended university in GM in 2014/15

Figure 77: All higher education participants at GM's higher education institutions, 2014/15

	Bolton	MMU	UoM	RNCM	Salford	GM	UK
Undergraduates							
Full-time	3,920	23,955	26,145	595	13,850	**68,465**	1,391,705
Part-time	1,370	1,855	585	-	1,045	**4,855**	336,190
UK	4,950	24,365	20,165	485	13,340	**63,305**	1,495,750
EU	155	655	1,430	40	775	**3,055**	78,345
Non-EU	190	790	5,135	65	780	**6,960**	153,745
Total undergraduate	**5,295**	**25,810**	**26,725**	**595**	**14,895**	**73,320**	1,727,895
Postgraduates							
Full-time	470	2,220	8,420	200	2,350	**13,660**	305,445
Part-time	620	3,325	3,445	10	1,675	**9,075**	232,740
UK	895	4,835	6,215	115	2,430	**14,490**	333,445
EU	35	260	785	25	255	**1,360**	46,230
Non-EU	165	450	4,865	75	1,340	**6,895**	158,265
Total postgraduate	**1,090**	**5,545**	**11,865**	**210**	**4,025**	**22,735**	538,180
Totals							
Total HE students	**6,385**	**31,355**	**38,590**	**805**	**18,920**	**96,055**	2,266,075

- GM has five Higher Education Institutions (HEIs). In 2014/15, there were just over 96,000 people studying at them.
- GM students represent 4.24% of all UK students. (The RNCM is a specialist institution rather than an HEI with a broadly based curriculum).
- Some 76% of this population are undergraduates and 24% are postgraduate.
- The largest single institution in volume terms is the University of Manchester, but Manchester Metropolitan University has almost as many students
- Full time students account for 93% of undergraduates and 60% of postgraduates.

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Source: Higher Education Statistics Agency, 2014/15

Business courses remain the most common higher education subject

Figure 78: All higher education qualifiers by institution and subject, 2014/15

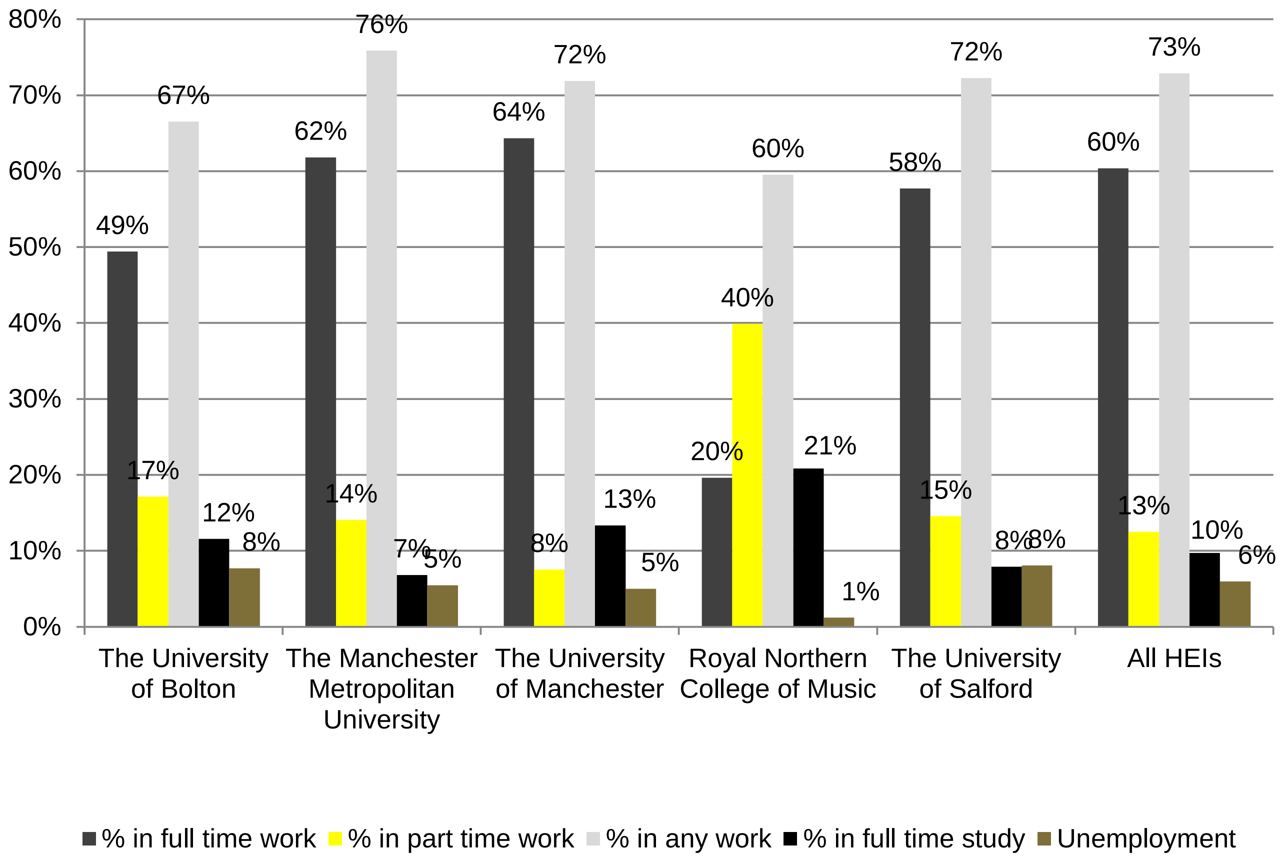
	Bolton	MMU	UoM	Salford	GM Total	UK Total	GM as % of UK
Medicine & dentistry	-	10	870	-	**880**	18,725	4.70%
Subjects allied to medicine	350	715	1,225	1,300	**3,590**	81,660	4.40%
Biological sciences	220	960	810	405	**2,395**	60,295	3.97%
Veterinary sciences	-	-	-	-	**-**	1,340	0.00%
Agriculture & related subjects	-	15	5	-	**20**	6,030	0.33%
Physical sciences	-	275	930	170	**1,375**	26,965	5.10%
Mathematical sciences	25	90	555	20	**690**	11,895	5.80%
Computer sciences	115	310	420	235	**1,080**	26,785	4.03%
Engineering & technology	280	260	2,275	580	**3,395**	50,410	6.73%
Architecture, building & planning	95	265	85	415	**860**	17,710	4.86%
Total - Science subjects	1,090	2,900	7,170	3,120	**14,280**	301,805	4.73%
Social studies	80	805	1,390	610	**2,885**	69,485	4.15%
Law	35	340	480	110	**965**	31,240	3.09%
Business & administrative studies	270	2,375	2,430	885	**5,960**	132,345	4.50%
Mass communications	40	300	30	310	**680**	18,145	3.75%
Languages	35	305	840	245	**1,425**	33,975	4.19%
Historical & philosophical studies	-	250	495	20	**765**	25,380	3.01%
Creative arts & design	260	845	180	635	**1,920**	56,065	3.42%
Education	495	1,850	590	45	**2,980**	71,045	4.19%
Total - All subjects	**2,300**	**9,970**	**13,605**	**5,975**	**31,850**	**745,005**	**4.28%**

- In 2014/15, 31,850 people qualified from GM's mainstream HEIs (this includes all qualifiers, post- and under-graduate; we exclude RNCM here as it is a specialist institution). This compares with 34,545 people in 2013/14.
- All institutions saw reductions in the numbers of qualifiers. The largest drop in number and percentage terms was at MMU (1,350; 14%)
- The University of Manchester accounts for 43%, MMU for 31%, Salford for 19% and Bolton for 7% of all qualifiers in GM.
- Just under one in five qualifiers pursued studies in business and administration – the most popular subject area.
- Approximately 45% of the qualifiers were in science subjects (broadly defined).
- Engineering and technology and subjects allied to medicine both accounted for 11% of all qualifiers.

Source: Higher Education Statistics Agency, 2014/15

60% of graduates from GM in full time work six months after graduation

Figure 79: % of 2013/14 graduates by activity



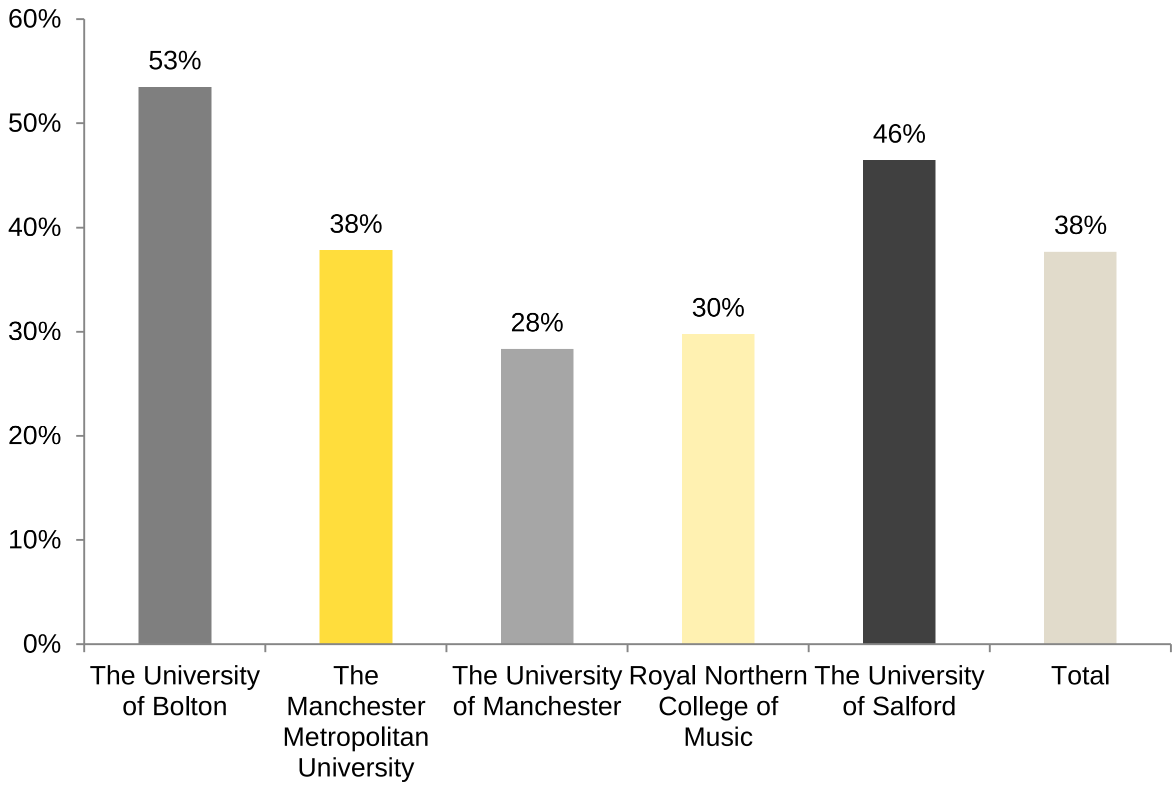
- Manchester Metropolitan University had the highest proportion of students moving into 'any work' in 2014/15, however, the University of Manchester shows the highest proportion moving into 'full-time work'.
- Royal Northern graduates were most likely to pursue further study (more than a fifth, or 21%), followed by those graduating from the University of Manchester.
- It should be noted that this chart does not include a variable to show those both in work and studying at the same time.

Source: Higher Education Statistics Agency, 2014/15

new economy

38% of graduates from local universities start their careers in GM

Figure 80: Proportion of graduates working in GM six months after graduation in 2013/14



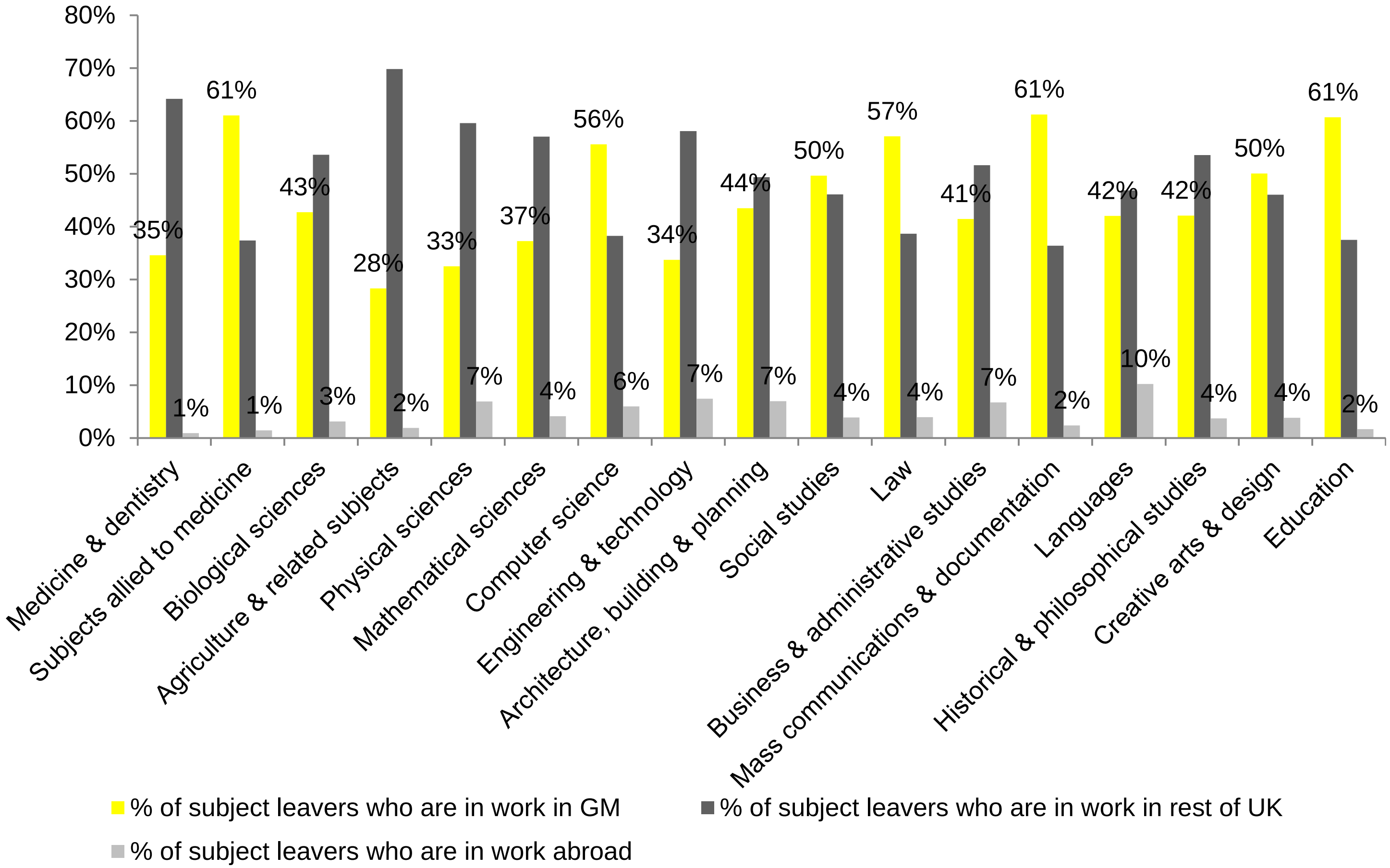
- The chart shows the numbers who work in GM six months after graduation; whether anyone has a clear idea of their work or life priorities at this moment in their lives is a moot point.
- The proportion of about 38% has altered little in recent years.
- Graduates from the University of Manchester are least likely to stay in GM after graduation with 28% doing so in comparison to the city regional average of 38%.
- This contrasts with the University of Bolton and the University of Salford who had 53% and 46% of their graduates respectively staying in GM to work
- Note: the data on this chart includes full time and part time work, those combining work with study and those due to start work.
- Of the people who find work in GM about 63% were resident in GM prior to University and about 36% choose to stay, but were not resident prior.

new economy

Source: Higher Education Statistics Agency, DLHE, 2013/14

Education, communications and 'subjects allied to medicine' are the fields generating largest proportions entering GM workforce

Figure 81: Proportion of graduates entering work in GM and elsewhere, 2013/14



- The chart shows the subject backgrounds of students who found work in the 2013/14 cohort.
- Students who qualified in the three subjects areas of communications, education and subjects allied to medicine are those most likely to begin their careers in GM (all on 61%).
- In respect of STEM subjects – sometimes seen as critical in terms of how the skills formation system can support future economic growth - it is a mixed picture. For engineering, just over a third of graduates begin their careers in GM. Maths and physical sciences graduates also tend to go elsewhere in the UK. But for computer science, 56% of GM graduates start out working in GM – more than go elsewhere in the UK, full-time and part-time work.

new economy

Source: Higher Education Statistics Agency, DLHE, 2013/14

Notes; This data includes those mixing work and study.

Policy points – Adult Learners (19 years and over)

1. GM witnessing big fall in adult learners, and slight fall in 19-24 apprenticeships. Does this matter?
2. Questions around use of AEB – what are the priorities (getting people learning, including basic skills, or 3+). If 3+ what should be our line on entitlements?
3. Apprenticeships are where the funding is growing, especially with Levy. Employers need help to understand it and what is available. How can we target?
4. Is dominance of HSC adult apprenticeships a problem? Good or bad? If good, how can we learn from adoption of app model by sector and popularise the example?

TRAVEL TO LEARN PATTERNS, WORK PROGRAMME

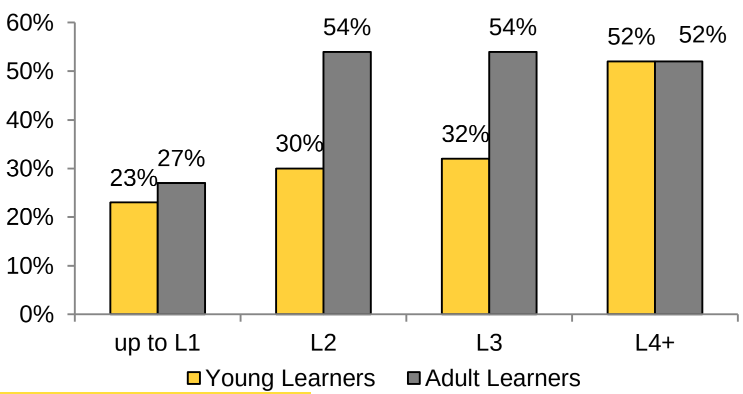
new economy

17,000 course starts outside GM in 2015/16 – a fall on previous year

Figure 82: Learner travel flows in education and training among GM residents (all levels and ages, 2015/16

	Staying in home district	Learners staying in GM	Travelling outside of GM	N/A/ Not Known	Total
Bolton	66.2%	89.3%	9.5%	1.2%	31,231
Bury	77.7%	95.5%	3.5%	0.9%	19,641
Manchester	74.5%	95.8%	2.9%	1.4%	79,120
Oldham	73.0%	94.8%	3.2%	2.0%	30,608
Rochdale	60.8%	94.4%	4.5%	1.1%	28,022
Salford	57.5%	93.8%	4.9%	1.3%	24,845
Stockport	67.9%	94.4%	4.5%	1.1%	26,246
Tameside	67.3%	95.5%	3.3%	1.1%	24,932
Trafford	45.7%	92.7%	5.1%	2.2%	15,699
Wigan	66.7%	77.7%	14.6%	7.7%	33,282
GM total 2015/16	**65.7%**	**92.5%**	**5.4%**	**2.0%**	**313,626**
GM total 2014/15	**63.5%**	**90.1%**	**7.5%**	**2.4%**	**387,764**
Ppt. diff. 2014/15 to 2015/16	2.2%	2.4%	-2.0%	-0.4%	**- 74,138**

Figure 83: % of learners travelling outside of their home district



Source: SFA datacube, 2015/16

- This travel-to-learn analysis is focused on education and training courses only. Apprenticeships have been excluded from the analysis because the learner's workplace can be in a location different from the learning provider and it is to the workplace that the apprentice will do most of their commuting. It is also worth noting that about 6% of courses do not correspond to specific learning levels, a decrease from 10% in the previous year. These are not included in the analysis either. Compared to the previous year, learning starts in education and training have reduced – by about 75,000. That has resulted in around 12,000 fewer FE starts outside of GM (or 2 percentage points).
- The table provides an overview of travel-to-learn patterns of all GM learners of all ages and levels. This shows that overall, two in three GM learners are staying in their home authority, an increase on the previous year. These proportions, however, vary greatly across the districts, with roughly three out of four learners from Bury, Manchester and Oldham learning in their home district, compared to under half of learners in Trafford.
- The chart further breaks travel patterns down by age, illustrating that below level 4+, those under 19 years of age are a lot less likely to take up FE learning outside of their home district.
- The overview has the caveat that provider location is not available in all cases, resulting in about 2% of the learning locations being unknown. However, this ranges between around 8% for Wigan and 1% in Bury. This can be expected to skew the data slightly.

Younger learners at low skill levels are less likely to travel far to learn

Figure 84: Learner travel flows in education and training, level 1, % by borough, GM

PROVIDER LOCATION ------------->

LEARNER POSTCODE

YOUTH - L1 and below	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	Grand total
Bolton	87.7%	6.1%	0.7%	0.0%	0.1%	3.0%	0.0%	0.0%	0.0%	1.3%	1.1%	100%
Bury	11.8%	74.1%	5.1%	0.1%	3.9%	2.4%	0.0%	0.1%	0.4%	0.0%	2.1%	100%
Manchester	0.4%	3.4%	75.0%	1.2%	4.0%	2.9%	6.0%	1.6%	5.0%	0.0%	0.4%	100%
Oldham	0.2%	0.3%	4.3%	80.2%	9.9%	0.4%	0.1%	4.1%	0.1%	0.0%	0.4%	100%
Rochdale	0.3%	13.8%	4.1%	6.4%	73.6%	0.5%	0.1%	0.5%	0.0%	0.0%	0.7%	100%
Salford	5.3%	1.6%	10.4%	0.3%	0.5%	76.0%	0.1%	0.2%	3.2%	0.3%	2.2%	100%
Stockport	1.2%	0.1%	20.4%	0.0%	0.1%	1.4%	69.5%	1.7%	1.5%	0.0%	3.9%	100%
Tameside	0.7%	0.1%	14.1%	2.3%	0.6%	1.2%	1.8%	77.4%	0.6%	0.0%	1.1%	100%
Trafford	1.0%	0.3%	27.0%	0.1%	0.2%	4.9%	0.3%	0.1%	64.8%	0.0%	1.3%	100%
Wigan	5.6%	0.0%	0.5%	0.0%	0.0%	3.2%	0.2%	0.1%	0.1%	79.5%	10.8%	100%
GM TOTAL	13.9%	7.0%	23.9%	11.2%	9.6%	8.6%	5.5%	7.0%	4.4%	7.1%	2.0%	100%

PROVIDER LOCATION ------------->

LEARNER POSTCODE

ADULT - L1 and below	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	Grand total
Bolton	79.1%	2.2%	2.9%	1.6%	1.2%	4.1%	0.6%	0.0%	0.2%	3.5%	4.6%	100%
Bury	6.3%	67.2%	10.6%	3.9%	2.8%	3.3%	0.5%	0.2%	0.6%	0.1%	4.5%	100%
Manchester	0.2%	0.3%	82.1%	2.2%	0.6%	3.1%	4.1%	0.5%	2.9%	0.0%	4.0%	100%
Oldham	0.1%	0.2%	8.4%	80.6%	3.2%	1.3%	1.1%	1.9%	0.3%	0.1%	2.9%	100%
Rochdale	0.4%	5.1%	7.9%	14.0%	62.4%	1.1%	0.8%	0.1%	0.2%	0.4%	7.5%	100%
Salford	2.6%	0.7%	26.5%	1.9%	0.3%	52.9%	0.8%	0.3%	8.5%	0.1%	5.3%	100%
Stockport	0.5%	0.1%	11.5%	2.6%	0.3%	0.9%	74.7%	1.9%	0.6%	0.0%	6.9%	100%
Tameside	0.4%	0.1%	13.4%	9.1%	0.8%	1.1%	9.8%	58.7%	0.7%	0.2%	5.8%	100%
Trafford	0.9%	0.1%	34.7%	1.6%	0.2%	2.6%	2.2%	0.4%	51.7%	0.0%	5.7%	100%
Wigan	2.6%	0.2%	3.2%	0.9%	0.9%	1.2%	0.7%	0.1%	0.2%	71.3%	18.9%	100%
GM TOTAL	8.8%	4.0%	37.1%	10.9%	6.2%	6.8%	5.7%	3.8%	4.1%	6.6%	6.0%	100%

Source: SFA datacube, 2015/16

- Adult learners are more inclined to travel to their learning at level 1 and entry level than young people, with 27% traveling to learn outside of their home borough compared with 23% of younger learners.
- It is worth noting that among learners over 19 this is a sizeable drop from the year before when 36% did so - a decrease of 9ppt. Adult learners are also considerably more likely to travel outside of GM, especially from Rochdale and Wigan.
- The most ‘self-contained’ local authorities – meaning the places where learners tend to stay in their home districts - were Bolton and Oldham.
- The least self-contained areas for both youth and adult learners was Trafford.

Most young learners at level 2 stay close to home when they learn

Figure 85: Learner travel flows in education and training at level 2, % by borough, GM

PROVIDER LOCATION ------------->

LEARNER POSTCODE

YOUTH - L2	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	
Bolton	69.3%	14.7%	1.0%	0.0%	0.0%	5.7%	0.0%	0.0%	0.2%	3.2%	5.8%	100%
Bury	2.8%	84.9%	3.9%	0.1%	3.0%	3.1%	0.0%	0.0%	0.6%	0.0%	1.7%	100%
Manchester	0.1%	5.7%	65.1%	1.7%	4.3%	3.5%	8.5%	1.6%	8.7%	0.0%	0.9%	100%
Oldham	0.0%	0.5%	5.5%	72.2%	13.8%	0.6%	0.2%	5.2%	0.5%	0.1%	1.4%	100%
Rochdale	0.3%	22.5%	4.4%	8.6%	61.8%	0.2%	0.0%	0.2%	0.2%	0.0%	1.9%	100%
Salford	3.7%	2.9%	9.8%	0.2%	0.3%	70.6%	0.2%	0.1%	6.8%	1.3%	4.3%	100%
Stockport	0.1%	0.2%	18.9%	0.0%	0.1%	0.9%	70.3%	1.9%	3.1%	0.0%	4.4%	100%
Tameside	0.1%	0.4%	13.9%	1.8%	0.6%	0.6%	3.5%	75.9%	0.7%	0.2%	2.2%	100%
Trafford	0.1%	0.4%	24.3%	0.1%	0.2%	5.3%	0.7%	0.1%	66.4%	0.1%	2.2%	100%
Wigan	5.2%	0.3%	0.4%	0.0%	0.0%	4.6%	0.1%	0.0%	0.4%	76.7%	12.4%	100%
GM TOTAL	8.2%	10.9%	20.7%	9.0%	8.2%	8.1%	8.4%	7.7%	6.8%	8.6%	3.6%	100%

PROVIDER LOCATION ------------->

LEARNER POSTCODE

ADULT L2	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	Grand total
Bolton	55.1%	7.4%	3.1%	5.7%	0.5%	5.0%	0.3%	0.4%	0.9%	5.1%	16.5%	100%
Bury	4.0%	57.3%	6.2%	8.2%	2.3%	3.8%	0.4%	0.9%	2.1%	0.4%	14.5%	100%
Manchester	0.4%	1.4%	57.5%	7.4%	1.3%	3.2%	6.1%	1.5%	5.0%	0.0%	16.1%	100%
Oldham	0.1%	0.8%	6.8%	55.4%	9.0%	1.9%	0.4%	4.2%	1.6%	0.2%	19.7%	100%
Rochdale	0.4%	7.7%	5.2%	18.2%	49.2%	0.8%	0.3%	0.9%	1.1%	0.2%	15.9%	100%
Salford	5.1%	3.1%	16.7%	5.5%	0.5%	36.4%	1.3%	0.4%	9.4%	1.1%	20.5%	100%
Stockport	0.2%	0.3%	10.5%	5.3%	0.2%	1.6%	56.8%	3.5%	4.2%	0.1%	17.4%	100%
Tameside	0.0%	0.3%	11.6%	11.6%	1.5%	1.6%	5.4%	51.2%	3.1%	0.0%	13.7%	100%
Trafford	0.7%	0.3%	17.2%	2.5%	0.3%	3.8%	2.4%	1.0%	50.1%	0.2%	21.5%	100%
Wigan	3.3%	0.5%	1.7%	1.7%	0.4%	1.0%	0.2%	0.2%	0.9%	56.8%	33.3%	100%
GM TOTAL	6.0%	5.8%	21.1%	12.2%	7.0%	4.9%	6.4%	5.4%	5.8%	6.7%	18.7%	100%

Source: SFA datacube, 2015/16

- Adult learners at level 2 are more likely to travel outside of their home district than their peers at level 1, with just over half (or 54%) doing so at level 2in 2015/16 compared to just under one in three learners (or 27%) at level 1.
- Among learners under 18 years, just 30% travel outside their home district which is also higher than the 23% at level 1.
- As at level 1, adult learners are more likely to travel outside of their home district for learning, especially among learners from Salford, where only about one in three adult learners (36%) take up FE in their home authority.
- For adults, the most self-contained local authority areas were Bury, Manchester, and Wigan.
- Among young people at level 2, the most self-contained are Bury, Tameside, and Wigan.
- Salford, and Tameside. The least self-contained are Manchester and Rochdale.

Third of young learners at level 3 leave home district to study

Figure 86: Learner travel flows in education and training at level 3, % by borough, GM

PROVIDER LOCATION →

LEARNER POSTCODE ↓

YOUTH -L3	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	Grand total
Bolton	46.5%	19.2%	1.6%	0.0%	0.0%	8.0%	0.0%	0.0%	0.1%	5.7%	18.9%	100%
Bury	1.2%	93.3%	2.4%	0.0%	0.6%	1.7%	0.0%	0.0%	0.1%	0.1%	0.7%	100%
Manchester	0.1%	6.7%	74.9%	1.8%	0.9%	2.9%	6.8%	2.2%	3.4%	0.0%	0.5%	100%
Oldham	0.1%	0.5%	7.9%	79.1%	6.1%	0.2%	0.1%	3.4%	0.1%	0.1%	2.5%	100%
Rochdale	0.2%	27.7%	3.8%	7.8%	58.7%	0.6%	0.1%	0.1%	0.1%	0.0%	0.9%	100%
Salford	1.9%	2.8%	25.0%	0.0%	0.0%	63.2%	0.0%	0.1%	1.4%	3.8%	1.7%	100%
Stockport	0.1%	0.0%	26.7%	0.0%	0.0%	0.5%	70.3%	0.8%	0.4%	0.0%	1.2%	100%
Tameside	0.1%	0.0%	16.0%	1.2%	0.1%	0.3%	6.7%	74.1%	0.2%	0.0%	1.3%	100%
Trafford	0.3%	0.0%	55.4%	0.0%	0.1%	9.1%	1.0%	0.1%	29.1%	0.1%	4.8%	100%
Wigan	5.4%	0.2%	0.5%	0.0%	0.0%	7.7%	0.0%	0.0%	0.2%	73.9%	12.1%	100%
Grand Total	5.3%	13.3%	24.9%	8.1%	5.6%	7.8%	11.4%	7.5%	2.5%	9.2%	4.3%	100%

PROVIDER LOCATION →

LEARNER POSTCODE ↓

ADULT - L3	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	Grand total
Bolton	45.5%	7.8%	7.9%	0.2%	1.0%	4.8%	1.7%	0.2%	3.5%	5.4%	22.0%	100%
Bury	6.5%	47.3%	14.3%	1.2%	2.7%	3.2%	3.1%	0.8%	2.3%	0.4%	18.2%	100%
Manchester	0.7%	1.1%	59.4%	1.8%	1.2%	5.4%	8.2%	2.1%	7.0%	0.1%	13.0%	100%
Oldham	0.1%	1.4%	12.3%	41.1%	5.8%	1.9%	2.0%	5.3%	2.4%	0.0%	27.7%	100%
Rochdale	1.2%	8.9%	10.3%	9.0%	43.1%	4.4%	2.4%	1.3%	2.8%	0.4%	16.1%	100%
Salford	5.3%	2.5%	27.3%	0.7%	0.2%	27.4%	3.0%	0.9%	11.9%	0.9%	19.8%	100%
Stockport	0.1%	0.7%	20.0%	0.7%	0.4%	3.8%	42.6%	3.2%	7.4%	0.0%	21.0%	100%
Tameside	0.6%	0.7%	25.4%	2.4%	0.6%	3.1%	5.4%	39.9%	6.0%	0.0%	15.9%	100%
Trafford	0.8%	1.0%	21.0%	0.5%	0.3%	5.4%	3.1%	1.4%	48.9%	0.1%	17.3%	100%
Wigan	4.4%	0.9%	4.7%	0.1%	0.1%	3.4%	1.0%	0.2%	4.2%	47.8%	33.2%	100%
GM TOTAL	5.5%	5.4%	25.8%	5.9%	4.8%	6.2%	7.2%	5.1%	8.7%	5.6%	19.8%	100%

Source: SFA datacube, 2015/16

- At level 3 32% of young learners and 54% of adult learners travelled outside of their home district in 2015/16.
- Among adults, the most self contained local authorities are Manchester, Trafford, Wigan, and Bury.
- The travel-to-learn patterns of young learners in Greater Manchester show very different trends across districts, with Bury being almost entirely self-contained (i.e. 93% of learners learn within Bury), and at the other extreme only a third of learners (or 29%) from Trafford learned within their home borough.

Level 4 learners are much more likely to travel outside their home district

Figure 87: Learner travel flows in education and training at level 4 and above, % by borough, GM

PROVIDER LOCATION

LEARNER POSTCODE

YOUTH -L4+	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	Grand total
Bolton	29%	6.7%	4.0%	0.0%	0.0%	4.0%	1.3%	0.0%	4.0%	8.0%	42.7%	100%
Bury	2.5%	45.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	37.5%	100%
Manchester	0.0%	5.1%	66.7%	6.4%	2.6%	1.3%	5.1%	0.0%	3.8%	0.0%	9.0%	100%
Oldham	0.0%	0.0%	17.1%	44.7%	18.4%	0.0%	2.6%	1.3%	0.0%	0.0%	15.8%	100%
Rochdale	0.0%	10.2%	4.1%	4.1%	44.9%	2.0%	0.0%	0.0%	2.0%	0.0%	32.7%	100%
Salford	4.2%	4.2%	12.5%	4.2%	4.2%	37.5%	4.2%	0.0%	4.2%	0.0%	25.0%	100%
Stockport	0.0%	0.0%	20.8%	1.9%	1.9%	0.0%	41.5%	0.0%	3.8%	0.0%	30.2%	100%
Tameside	0.0%	0.0%	26.4%	3.8%	3.8%	0.0%	5.7%	50.9%	0.0%	0.0%	9.4%	100%
Trafford	0.0%	0.0%	25.9%	0.0%	0.0%	7.4%	0.0%	0.0%	40.7%	0.0%	25.9%	100%
Wigan	4.6%	0.0%	1.5%	0.0%	0.0%	3.1%	0.8%	0.0%	0.8%	55.0%	34.4%	100%
Grand Total	5.0%	5.4%	18.3%	7.4%	6.9%	3.3%	5.6%	4.6%	4.0%	12.9%	26.6%	100%

PROVIDER LOCATION

LEARNER POSTCODE

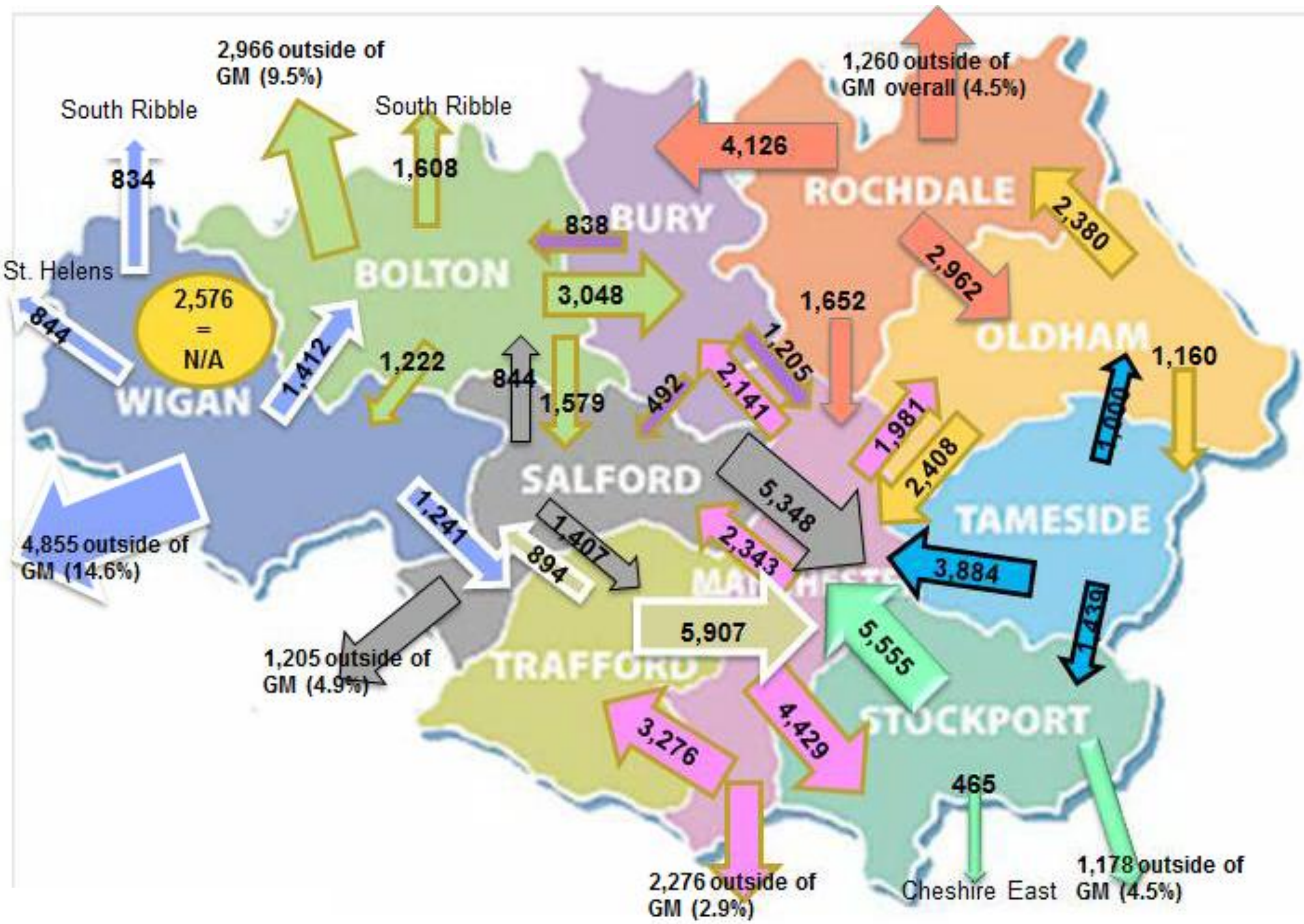
ADULT – L4+	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Tameside	Trafford	Wigan	Outside GM	Grand total
Bolton	43%	6.6%	9.6%	0.7%	0.2%	0.5%	0.0%	0.5%	0.2%	11.6%	26.9%	100%
Bury	5.8%	50%	15.5%	0.7%	0.7%	0.4%	2.2%	1.1%	1.4%	0.4%	22.3%	100%
Manchester	1.4%	2.2%	62.2%	3.4%	0.7%	0.7%	10.7%	0.7%	3.2%	0.0%	14.9%	100%
Oldham	0.6%	1.6%	18.7%	51.3%	2.8%	0.3%	2.5%	6.0%	1.3%	0.3%	14.6%	100%
Rochdale	2.1%	15%	17.4%	9.9%	20.7%	1.2%	1.8%	0.6%	1.5%	1.5%	28.2%	100%
Salford	3.5%	5.1%	40.4%	0.4%	0.4%	14.1%	3.9%	0.8%	7.8%	4.7%	18.8%	100%
Stockport	0.6%	0.6%	19.3%	0.3%	0.0%	0.0%	52.7%	3.3%	2.4%	0.6%	20.2%	100%
Tameside	0.3%	0.3%	26.8%	6.0%	0.3%	0.0%	15.4%	35.2%	1.0%	0.3%	14.1%	100%
Trafford	1.4%	2.7%	33.3%	0.9%	0.0%	1.4%	5.0%	0.5%	33.3%	1.4%	20.3%	100%
Wigan	4.5%	0.5%	3.3%	0.0%	0.2%	0.7%	0.0%	0.0%	1.3%	61.4%	28.1%	100%
GM TOTAL	7.0%	6.9%	26.5%	6.5%	2.3%	1.5%	9.0%	3.9%	3.9%	11.6%	21.0%	100%

- Only small numbers of SFA funded learners pursue their studies at L4 (1.4% or 4,442 in total). However, those who do are much more willing to travel to learn than learners at other levels.
- Overall, 52% of both young and adult learners left their home borough to learn at this level in 2015/16.
- This pattern is markedly different from other learning levels. Almost all (86%) of level 4 learners are over 19, which may influence the pattern.
- Their travel patterns vary across the conurbation, with only a minority taking up learning in their home borough in Salford, Rochdale and Trafford, compared to nearly two thirds of learners in Manchester and Wigan, and over half in Bury, Oldham, and Stockport.

Source: SFA datacube, 2015/16

17,000 learners leave city region to study in 2015/16

Figure 88: Learner travel flows between district and out of GM in education and training, all ages and levels, 2015/16



- In total, there are just over 17,000 learners who live in GM, but study outside it. This represents a drop on 2014/15, when about 29,000 did so.
- Wigan is by far the district that 'exports' most learners out of GM – a little under 5,000.
- Most learners who leave their home district to study tend to travel to a neighbouring borough. The exceptions to are relatively small numbers of learners travelling further away from Bolton, Stockport, Bury, Oldham, Rochdale, Tameside and Trafford.
- The main learning destination outside of GM is South Ribble (Lancashire), with 0.8% (or 2,475) of GM learners traveling there.
- Wigan based residents who go outside their district to learn tend to go to St Helens, South Ribble, and Warrington.

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Source: SFA datacube, 2015/16

Map navigation: Arrows of the same colour show E&T starts from the same local authority and illustrate the main learning destinations from each borough. The arrows further in- or decrease in size depending on the total number of starts. It is worth noting that the number of starts is different from the number of learners. Total numbers of E&T starts taken up outside of GM are shown in case more than 1,000 starts.

GREATER MANCHESTER SKILLS ANALYSIS 2016/17

March 2017

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