

Monday, 14 October 2019

To: Members of the Sheffield City Region Skills & Employment Board and Appropriate Officers

**NOTICE OF MEETING**

You are hereby summoned to a meeting of the Sheffield City Regional Skills & Employment Board to be held at **11 Broad Street West, Sheffield, S1 2BQ**, on: **Tuesday, 22 October 2019** at **1.00 pm** for the purpose of transacting the business set out in the agenda.



Dr Dave Smith  
**Chief Executive**

## Member Distribution

Julia Muir (Chair)	Private Sector LEP Board Member
Councillor Julie Dore (Co-Chair)	Sheffield City Council
Philippa Sanderson	Private Sector LEP Board Member
Councillor Nuala Fennelly	Doncaster MBC
Councillor Denise Lelliott	Rotherham MBC
Councillor Tim Cheetham	Barnsley MBC
Councillor Tricia Gilby	Chesterfield MBC
Dr Ruth Adams	SCR Executive Team
Krysia Wooffinden	SCR Executive Team
Councillor Chris Furness	Derbyshire Dales DC

SCR - Skills & Employment Board

Tuesday, 22 October 2019 at 1.00 pm

Venue: 11 Broad Street West, Sheffield, S1 2BQ

## Agenda

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1.	Welcome and Apologies		
2.	Declarations of Interest by individual Members in relation to any item of business on the agenda		
3.	Urgent items / Announcements		
4.	Public Questions of Key Decisions		
5.	Minutes of the meeting held on 27 August 2019		5 - 10
6.	Matters Arising		11 - 22
7.	Strategic Economic Plan/Local Industrial Strategy	Mr Felix Kumi-Ampofo	23 - 50
8.	Establishment of an Advisory Group for Skills & Employment	Ms Krysia Wooffinden	51 - 54
9.	Forward Plan		Verbal Report
10.	Any Other Business		Verbal Report
<b>Date of next meeting:</b> Monday, 6 January 2020 at 11.00 am <b>At:</b> 11 Broad Street West, Sheffield, S1 2BQ			

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**SCR - SKILLS & EMPLOYMENT BOARD**

**MINUTES OF THE MEETING HELD ON:**

**TUESDAY, 27 AUGUST 2019 AT 1.00 PM**

**11 BROAD STREET WEST, SHEFFIELD, S1 2BQ**



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**Present:**

Julia Muir (Chair)

Councillor Denise Lelliott

Councillor Tim Cheetham

Dr Ruth Adams

Private Sector LEP Board Member

Rotherham MBC

Barnsley MBC

SCR Executive Team

**Apologies:**

Councillor Julie Dore

Philippa Sanderson

Krysia Wooffinden

Sheffield City Council

Private Sector LEP Board Member

SCR Executive Team

**1 Welcome and Apologies**

The Chair welcomed everyone to the meeting. Apologies were noted as above.

**2 Declarations of Interest by individual Members in relation to any item of business on the agenda**

None.

**3 Urgent items / Announcements**

None.

**4 Public Questions of Key Decisions**

None.

**5 Matters Arising**

The Board noted that their request for the development of a 'self-assessment' styled series of questions to assist in the review of the Board was being progressed by the Governance team and would be available towards the end of the year.

The glossary of terms that members had requested was at Appendix 1 to the report and further details on the groups and networks operating in the SCR was at Appendix 2.

Members requested that other groups such as the Barnsley Economic Partnership and Sheffield Business together be included in the list and stressed the importance of employers being involved from the beginning.

As requested, greater detail on the performance of schools and colleges in the Sheffield City Region against the eight Gatsby Benchmarks of Good Careers Practice was also provided.

With regard to the Local Growth Fund proposal for Sheffield UTC, officers confirmed that there would be a clear separation of students (14-19 and adults) and that the inclusion of adults did not affect the value for money calculation.

## **6 Minutes of the meeting held on 6th August 2019**

The Chair requested strengthening the wording around the importance of employer involvement in the Advisory Group for Skills and Employment.

RESOLVED: That the minutes of the meeting of the Skills and Employment Board held on 6 August 2019 be agreed as a correct record.

## **7 Skills & Employment Overview**

The Board were informed that the City Region was developing a new Economic Strategy for the region

The Strategic Economic Plan would be a single overarching strategy which would set out the wider socio-economic aspirations and inclusive priorities for SCR over the medium to long term.

There would also be a Local Industrial Strategy which would align with the National Industrial Strategy and be agreed with Government.

Members noted that work on the evidence base was reaching completion.

Lyndsey Whitaker gave a presentation to the Board which provided:

- An overview of the available evidence base in relation to skills and employment.
- Current challenges.
- The potential focus for future priorities.
- Programmes currently being delivered.

The Board was informed that the SCR had seen significant economic growth in recent years but noted that it had been more significant in some areas and not in others.

There had also been employment and some productivity growth but this had largely been in low pay and low productivity sectors and not at the scale that could drive transformational economic growth.

Weekly pay was behind the national average; 33% of workers were employed

in low pay sectors.

The Board discussed the evidence around unemployment, health, economic inactivity, children in workless households, the labour market and employment by gender, ethnicity and disability.

The Board stressed the importance of in-depth data to ensure that bespoke programmes could be put in place in the correct areas to ensure that the skills and employment agenda could be delivered.

Action: SCR Policy and Assurance Team to provide data on skills and employment challenges and opportunities within each local authority area.

The Board then went on to discuss skills supply and demand.

It was noted that the key stage 4 GCSE attainment was below average and the Board questioned whether they were in a position to influence schools to maybe look at different models and to concentrate on STEAM subjects.

The evidence had shown that 60% of FE colleges had been graded as 'requires improvement' by inspectors. Members commented that Barnsley College was rated as outstanding and felt that other colleges should be able to learn from this.

The importance of good quality school-leaver and degree level entry apprenticeships was also acknowledged.

Members also noted SCR's current activities including:

- Skills Bank
- Skills Capital
- Enterprise Advisor Network
- Health Led Employment Trial; and
- European Social Fund

Members commented that specific areas need to be targeted and it was vital that they had in-depth evidence to identify these targets.

It was also important that training providers provided courses that were useful and that would provide people with skills that employers needed.

The Board also acknowledged the importance of tying their work with that of the Business Growth Board and the Transport Board.

RESOLVED: That the report be noted.

## 8 **Performance Dashboard**

Sue Sykes presented a paper which provided the Board with up to date performance information on all skills and employment programmes delivered by the SCR Executive on behalf of the LEP and MCA.

Attached were performance dashboards for the programmes for members to review. These were:

- Local Growth Fund
- Working Win – the Health Led Employment Trial
- Skills Bank; and
- The Enterprise Advisor Network

With regard to the Local Growth Fund, the programme was on target to deliver the headline outputs and outcomes. Across the one completed project and seven projects that were currently in the delivery phase, six projects were performing to target. Where targets were behind profile, enhanced monitoring would be implemented, and appropriate remedial action agreed.

The Working Win - Health led Employment Trial was delivering an intensive employment support programme in health settings. It was available to anyone whether they were in work or not as long as they were registered with a GP in South Yorkshire or Bassetlaw. The trial was currently below profile for people engaged in the service being tested, however numbers moving into or retaining work were exceeding the expected profile. Cllr Lelliott suggested the project needed a higher public profile as she was unaware of it despite all the Council work she carried out.

The Skills Bank was a deal between the Government and the LEP aimed at delivering a new approach to workforce training, delivering co-investment deals based upon a desired rate of return. Due to delays in the procurement of the provider Skills Bank 2 commenced delivery 10 months into the financial year 2018-19. The result was a reduced delivery timescale of 14 months to deliver 2 years' worth of targets. An action plan was being put in place to increase the volume of deals and learner starts, the SCR Executive was working with the provider to boost referrals and conversion to training.

The Enterprise Advisor Network commissioned by the SCR Executive on behalf of the LEP, with funding from the Careers Enterprise Company, focused on supporting schools and colleges in SCR to ensure all pupils get multiple opportunities to learn from employers and gain meaningful first-hand experiences of the world of work. All contractible targets for the EAN from the Careers and Enterprise Company had been achieved.

Members commented that there was a need to look at the impact on specific strategies and priorities, the profile of the beneficiaries and if targets had been met.

Communications also needed to be looked into to see if all channels available were being utilised.

A Risk Register was suggested for high risk projects.

RESOLVED: That the report be noted.



9 **Skills Bank Overview and Performance**

Deferred.

10 **ESF Overview**

Deferred.

11 **Forward Plan**

Members noted that the Forward Plan would be adjusted to reflect the deferred items from today's meeting.

12 **Any Other Business**

None.

In accordance with Combined Authority's Constitution/Terms of Reference for the Board, Board decisions need to be ratified by the Head of Paid Services (or their nominee) in consultation with the Chair of the Board. Accordingly, the undersigned has consulted with the Chair and hereby ratifies the decisions set out in the above minutes.

Signed \_\_\_\_\_  
Name \_\_\_\_\_  
Position \_\_\_\_\_  
Date \_\_\_\_\_

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**SKILLS AND EMPLOYMENT BOARD**

22<sup>nd</sup> Oct 2019

**MATTERS ARISING**

**Purpose**

This paper provides an update on matters arising from the previous meeting – 27 August 2019.

**Item  
no.**

**Minutes**

Members requested that a strengthened employer voice is ensured in the formation of the Skills and Employment Specialist Advisory Panel. Please see attached paper (item 8) on proposed recruitment of employer to the Specialist Advisory Network.

**6. Skills & Employment Overview**

Members requested a more detailed overview of the data analysis identifying areas where there are cold spots/significant performance gaps against comparator areas.

Please see attached Appendix 1.

**7. Dashboard**

Amendments were requested on the format of the Performance Dashboard, providing greater clarity of the risk level attached to the performance of contracts and explore the opportunity for additional impact measures to aid understanding. Those amendments have been made and a revised versions are attached under Agenda Item 8.

**General**

Fewer items will be included in future Agenda's to allow for detailed discussion.

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<b>Population (SCR):</b>	1,877,000	<b>Productivity</b>	<b>Barnsley</b>	<b>SCR</b>
<b>Population (Barnsley):</b>	245,200 13.06% of SCR Population	GVA Per Head	£ 15,072	£ 18,785

**Labour Market**

**Age Profile**

	Barnsley		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	152,210	62.1	1,175,600	62.6
Young People (16 to 24 yrs)	10,850	4.4	214,542	18.2
Male	75,720	49.7	589,145	50.1
Female	76,490	50.3	586,455	49.9
BAME	2,435	1.6	116,384	9.9

**Employment Rate**

	Barnsley		SCR	
	No.	%	No.	%
In Employment	112,300	71.7	893,100	74.0
Male		76.6		78.5
Female		66.8		69.6
BAME		55.0		64.0

**Economic Inactivity**

	Barnsley		SCR	
	No.	%	No.	%
Economically Inactive (Total)	37,100	24.3	254,000	21.8
Male		19.8		17.4
Female		28.8		26.2
BAME		45.0		29.7
Wants a Job	12,500	33.7	67,200	26.5
Does Not Want a Job	24,600	66.3	186,800	73.5

**Reasons for Economic Inactivity**

	Barnsley		SCR	
	No.	%	No.	%
Student	9,200	24.9	65,800	25.9
Looking After Family/Home	9,200	24.7	56,100	22.1
Temporary/Long-Term Sick	11,400	30.7	76,100	30.0
Retired	4,000	10.7	30,800	12.1

**Workless Households**

	Barnsley		SCR	
	No.	%	No.	%
Workless Households (Total)	13,900	17.7	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

**Out of Work Benefit Claimants**

	Barnsley		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	5,225	3.4	34,665	2.9
Young People (16 to 24 yrs)	1,130	6.3	7,335	4.3
Male	3,020	57.8	20,470	2.9
Female	2,210	42.3	14,195	3.5

**Employment**

**Average Weekly Pay (by Place of Residence)**

	Barnsley		SCR	
	£	£	£	£
All Full Time Workers	492.5	517.0	528.3	555.8
Male Full Time Workers	444.2	453.2	84.1	102.6
Female Full Time Workers	84.1	102.6		
Gender Pay Gap				

**Jobs Density**

	Barnsley		SCR	
	No.	%	No.	%
Total Number of Jobs	90,000		856,000	
Ratio of Jobs to Working Population	0.59		0.73	

**Businesses (by Size)**

	Barnsley		SCR	
	No.	%	No.	%
Total Businesses	7,505		67,255	
Micro (0 to 9 employees)	6,220	88.3	54,985	81.8
Small (10 to 49 employees)	1,050	9.8	9,890	14.7
Medium (50 to 249 employees)	205	1.5	2,085	3.1
Large (over 250 employees)	35	0.5	290	0.4

**Top 5 Employing Industries**

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

**Top 5 Employing Industries**

	Barnsley	
	Employees	%
Human Health & Social Work	14,000	18.2
Manufacturing	12,000	15.6
Wholesale & Retail Trade	12,000	15.6
Education	7,000	9.1
Transportation & Storage	5,000	6.5

**Employment (by Occupation)**

	Barnsley		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	43,200	38.6	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	27,100	24.3	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	19,500	17.5	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	22,000	19.7	167,200	18.8

**Education & Skills**

**Qualifications (Working Age Population)**

	Barnsley		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	39,700	25.8	376,600	32.4
NVQ Level 3 and Above	72,200	46.9	621,800	53.6
NVQ Level 2 and Above	104,100	67.6	836,800	72.1
NVQ Level 1 and Above	123,800	80.4	986,700	85.0
Other Qualifications	15,700	10.2	84,100	7.2
No Qualifications	14,400	9.4	89,900	7.7

**GCSE/Key Stage 4 Attainment**

	Barnsley		Sth Yorks	
	%	%	%	%
Average Attainment 8 Score	42.4		43.2	
English & Maths 9 - 5 Pass (Strong)	39.0		38.1	
English & Maths 9 - 4 Pass (Standard)	60.8		59.4	
Average Progress 8 Score	-0.14		-0.12	

**A Level Attainment**

	Barnsley		Sth Yorks	
	%	%	%	%
Pupils Achieving at Least 2 A Levels	72.2		69.25	

**Destination of GCSE Students**

	Barnsley		Sth Yorks	
	%	%	%	%
Further Education College/Provision	66.0		43.50	
School 6th Form	10		28.75	
6th Form College	5		8.75	
Apprenticeship	7		6.5	
Employment	6		4.00	
No Sustained Destination	3		6.25	
Other	3		2.25	

**Destination of A Level Students**

	Barnsley		Sth Yorks	
	%	%	%	%
Further Education College/Provision	8.0		6.50	
Higher Education	49		51.5	
Apprenticeship	12		8.75	
Employment	21		20	
Deferred HE Entry	0		1.50	
No Sustained Destination	7		7.75	
Other	3		4	

**Apprenticeship Starts**

	Barnsley		SCR	
	No.	No.	No.	No.
Intermediate	690		5,910	
Advanced	610		5,360	
Higher	180		1,510	
Total Starts	1,490		12,760	

<b>Population (SCR):</b>	1,877,000		<b>Productivity</b>	<b>Bassetlaw</b>	<b>SCR</b>
<b>Population (Bassetlaw):</b>	116,800	6.22% of SCR Population	GVA Per Head	£ 20,446	£ 18,785

**Labour Market**

**Age Profile**

	Bassetlaw		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	70,485	60.4	1,175,600	62.6
Young People (16 to 24 yrs)	7,675	6.6	214,542	18.2
Male	35,420	50.3	589,145	50.1
Female	35,065	49.7	586,455	49.9
BAME	-	-	116,384	9.9

**Employment Rate**

	Bassetlaw		SCR	
	No.	%	No.	%
In Employment	53,100	74.1	893,100	74.0
Male	-	78.0	-	78.5
Female	-	70.3	-	69.6
BAME	-	-	-	64.0

**Economic Inactivity**

	Bassetlaw		SCR	
	No.	%	No.	%
Economically Inactive (Total)	14,000	20.5	254,000	21.8
Male	-	14.6	-	17.4
Female	-	26.2	-	26.2
BAME	-	-	-	29.7
Wants a Job	-	-	67,200	26.5
Does Not Want a Job	10,300	73.5	186,800	73.5

**Reasons for Economic Inactivity**

	Bassetlaw		SCR	
	No.	%	No.	%
Student	-	-	65,800	25.9
Looking After Family/Home	-	-	56,100	22.1
Temporary/Long-Term Sick	-	-	76,100	30.0
Retired	-	-	30,800	12.1

**Workless Households**

	Bassetlaw		SCR	
	No.	%	No.	%
Workless Households (Total)	-	-	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

**Out of Work Benefit Claimants**

	Bassetlaw		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	1,865	2.6	34,665	2.9
Young People (16 to 24 yrs)	430	5.2	7,335	4.3
Male	1,075	57.6	20,470	2.9
Female	785	42.1	14,195	3.5

**Employment**

**Average Weekly Pay (by Place of Residence)**

	Bassetlaw	SCR
All Full Time Workers	£ 471.1	£ 517.0
Male Full Time Workers	£ 486.4	£ 555.8
Female Full Time Workers	£ 422.6	£ 453.2
Gender Pay Gap	£ 63.8	£ 102.6

**Jobs Density**

	Bassetlaw	SCR
Total Number of Jobs	57,000	856,000
Ratio of Jobs to Working Population	0.81	0.73

**Businesses (by Size)**

	Bassetlaw		SCR	
	No.	%	No.	%
Total Businesses	4,845	-	67,255	-
Micro (0 to 9 employees)	3,990	82.4	54,985	81.8
Small (10 to 49 employees)	700	14.4	9,890	14.7
Medium (50 to 249 employees)	135	2.8	2,085	3.1
Large (over 250 employees)	20	0.4	290	0.4

**Top 5 Employing Industries**

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

**Top 5 Employing Industries**

	Bassetlaw	
	Employees	%
Manufacturing	9,000	18.8
Wholesale & Retail Trade	9,000	18.8
Human Health & Social Work	8,000	16.7
Transportation & Storage	3,500	7.3
Education	3,500	7.3

**Employment (by Occupation)**

	Bassetlaw		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	15,300	28.7	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	10,500	19.7	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	11,400	21.5	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	15,900	30.0	167,200	18.8

**Education & Skills**

**Qualifications (Working Age Population)**

	Bassetlaw		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	14,000	20.3	376,600	32.4
NVQ Level 3 and Above	26,000	37.8	621,800	53.6
NVQ Level 2 and Above	43,700	63.5	836,800	72.1
NVQ Level 1 and Above	55,200	80.1	986,700	85.0
Other Qualifications	7,500	10.9	84,100	7.2
No Qualifications	6,200	9.1	89,900	7.7

**GCSE/Key Stage 4 Attainment**

	Notts	Sth Yorks
Average Attainment 8 Score	47.1	43.2
English & Maths 9 - 5 Pass (Strong)	45.2	38.1
English & Maths 9 - 4 Pass (Standard)	66.2	59.4
Average Progress 8 Score	-0.02	-0.12

**A Level Attainment**

	Notts	Sth Yorks
Pupils Achieving at Least 2 A Levels	74.1	69.25

**Destination of GCSE Students**

	Notts		Sth Yorks	
	%	%	%	%
Further Education College/Provision	37.0	43.50	-	-
School 6th Form	42	28.75	-	-
6th Form College	3	8.75	-	-
Apprenticeship	7	6.5	-	-
Employment	3	4.00	-	-
No Sustained Destination	5	6.25	-	-
Other	3	2.25	-	-

**Destination of A Level Students**

	Notts		Sth Yorks	
	No.	%	No.	%
Further Education College/Provision	10.0	6.50	-	-
Higher Education	50	51.5	-	-
Apprenticeship	8	8.75	-	-
Employment	20	20	-	-
Deferred HE Entry	3	1.50	-	-
No Sustained Destination	7	7.75	-	-
Other	2	4	-	-

**Apprenticeship Starts**

	Bassetlaw	SCR
	No.	No.
Intermediate	430	5,910
Advanced	360	5,360
Higher	100	1,510
Total Starts	890	12,760

<b>Population (SCR):</b>	1,877,000	<b>Productivity</b>	Bolsover SCR
<b>Population (Bolsover):</b>	79,500 4.24% of SCR Population	GVA Per Head	£ 19,841 £ 18,785

**Labour Market**

**Age Profile**

	Bolsover		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	49,565	62.4	1,175,600	62.6
Young People (16 to 24 yrs)	10,050	12.6	214,542	18.2
Male	24,725	49.9	589,145	50.1
Female	24,840	50.1	586,455	49.9
BAME	3,023	6.1	116,384	9.9

**Employment Rate**

	Bolsover		SCR	
	No.	%	No.	%
In Employment	41,100	77.4	893,100	74.0
Male	-	79.3	-	78.5
Female	-	75.6	-	69.6
BAME	-	83.0	-	64.0

**Economic Inactivity**

	Bolsover		SCR	
	No.	%	No.	%
Economically Inactive (Total)	9,900	19.9	254,000	21.8
Male	-	19.4	-	17.4
Female	-	20.4	-	26.2
BAME	-	-	-	29.7
Wants a Job	-	-	67,200	26.5
Does Not Want a Job	7,800	79	186,800	73.5

**Reasons for Economic Inactivity**

	Bolsover		SCR	
	No.	%	No.	%
Student	-	-	65,800	25.9
Looking After Family/Home	-	-	56,100	22.1
Temporary/Long-Term Sick	4,300	43.8	76,100	30.0
Retired	-	-	30,800	12.1

**Workless Households**

	Bolsover		SCR	
	No.	%	No.	%
Workless Households (Total)	-	-	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

**Out of Work Benefit Claimants**

	Bolsover		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	1,135	2.3	34,665	2.9
Young People (16 to 24 yrs)	265	4.6	7,335	4.3
Male	640	56.4	20,470	2.9
Female	495	43.6	14,195	3.5

**Employment**

**Average Weekly Pay (by Place of Residence)**

	Bolsover		SCR	
	£	£	£	£
All Full Time Workers	461.2	517.0	486.7	555.8
Male Full Time Workers	434.9	453.2	51.8	102.6
Female Full Time Workers	51.8	102.6	-	-
Gender Pay Gap	-	-	-	-

**Jobs Density**

	Bolsover		SCR	
	No.	%	No.	%
Total Number of Jobs	32,000	-	856,000	-
Ratio of Jobs to Working Population	0.65	-	0.73	-

**Businesses (by Size)**

	Bolsover		SCR	
	No.	%	No.	%
Total Businesses	2,640	-	67,255	-
Micro (0 to 9 employees)	2,135	80.9	54,985	81.8
Small (10 to 49 employees)	395	15	9,890	14.7
Medium (50 to 249 employees)	100	3.8	2,085	3.1
Large (over 250 employees)	10	0.4	290	0.4

**Top 5 Employing Industries**

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

**Top 5 Employing Industries**

	Bolsover	
	Employees	%
Manufacturing	5,000	16.7
Wholesale & Retail Trade	4,500	15
Human Health & Social Work	3,500	11.7
Transportation & Storage	3,000	10
Professional, Scientific & Technical Activities	3,000	10

**Employment (by Occupation)**

	Bolsover		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	13,400	32.5	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	8,100	19.8	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	11,100	26.9	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	8,600	20.9	167,200	18.8

**Education & Skills**

**Qualifications (Working Age Population)**

	Bolsover		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	14,100	28.7	376,600	32.4
NVQ Level 3 and Above	25,500	51.9	621,800	53.6
NVQ Level 2 and Above	34,800	70.9	836,800	72.1
NVQ Level 1 and Above	41,200	83.8	986,700	85.0
Other Qualifications	4,700	9.5	84,100	7.2
No Qualifications	3,300	6.7	89,900	7.7

**GCSE/Key Stage 4 Attainment**

	Derbys		Sth Yorks	
	%	%	%	%
Average Attainment 8 Score	45.4	43.2	-	-
English & Maths 9 - 5 Pass (Strong)	42.6	38.1	-	-
English & Maths 9 - 4 Pass (Standard)	64.0	59.4	-	-
Average Progress 8 Score	-0.23	-0.12	-	-

**A Level Attainment**

	Derbys		Sth Yorks	
	%	%	%	%
Pupils Achieving at Least 2 A Levels	77.6	69.25	-	-

**Destination of GCSE Students**

	Derbys		Sth Yorks	
	%	%	%	%
Further Education College/Provision	39.0	43.50	-	-
School 6th Form	36	28.75	-	-
6th Form College	6	8.75	-	-
Apprenticeship	8	6.5	-	-
Employment	4	4.00	-	-
No Sustained Destination	6	6.25	-	-
Other	1	2.25	-	-

**Destination of A Level Students**

	Derbys		Sth Yorks	
	%	%	%	%
Further Education College/Provision	4.0	6.50	-	-
Higher Education	55	51.5	-	-
Apprenticeship	8	8.75	-	-
Employment	21	20	-	-
Deferred HE Entry	4	1.50	-	-
No Sustained Destination	7	7.75	-	-
Other	1	4	-	-

**Apprenticeship Starts**

	Bolsover		SCR	
	No.	No.	No.	No.
Intermediate	250	5,910	-	-
Advanced	180	5,360	-	-
Higher	30	1,510	-	-
Total Starts	450	12,760	-	-

<b>Population (SCR):</b>	1,877,000	<b>Productivity</b>	Chesterfield	SCR
<b>Population (Chesterfield):</b>	104,600 5.57% of SCR Population	GVA Per Head	£ 20,987	£ 18,785

**Labour Market**

**Age Profile**

	Chesterfield		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	64,945	62	1,175,600	62.6
Young People (16 to 24 yrs)	5,900	5.6	214,542	18.2
Male	32,315	49.8	589,145	50.1
Female	32,630	50.2	586,455	49.9
BAME	4,741	7.3	116,384	9.9

**Employment Rate**

	Chesterfield		SCR	
	No.	%	No.	%
In Employment	49,100	69.9	893,100	74.0
Male	-	72.9	-	78.5
Female	-	67.1	-	69.6
BAME	-	63.8	-	64.0

**Economic Inactivity**

	Chesterfield		SCR	
	No.	%	No.	%
Economically Inactive (Total)	16,600	25	254,000	21.8
Male	-	21.7	-	17.4
Female	-	28.1	-	26.2
BAME	-	28.9	-	29.7
Wants a Job	-	-	67,200	26.5
Does Not Want a Job	13,100	78.8	186,800	73.5

**Reasons for Economic Inactivity**

	Chesterfield		SCR	
	No.	%	No.	%
Student	-	-	65,800	25.9
Looking After Family/Home	-	-	56,100	22.1
Temporary/Long-Term Sick	7,700	46.5	76,100	30.0
Retired	-	-	30,800	12.1

**Workless Households**

	Chesterfield		SCR	
	No.	%	No.	%
Workless Households (Total)	-	-	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

**Out of Work Benefit Claimants**

	Chesterfield		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	2,000	3.1	34,665	2.9
Young People (16 to 24 yrs)	465	5.9	7,335	4.3
Male	1,205	60.3	20,470	2.9
Female	800	40.0	14,195	3.5

**Employment**

**Average Weekly Pay (by Place of Residence)**

	Chesterfield	SCR
All Full Time Workers	£ 481.6	£ 517.0
Male Full Time Workers	£ 518.2	£ 555.8
Female Full Time Workers	£ 428.9	£ 453.2
Gender Pay Gap	£ 89.3	£ 102.6

**Jobs Density**

	Chesterfield	SCR
Total Number of Jobs	57,000	856,000
Ratio of Jobs to Working Population	0.87	0.73

**Businesses (by Size)**

	Chesterfield		SCR	
	No.	%	No.	%
Total Businesses	4,135	-	67,255	-
Micro (0 to 9 employees)	3,245	78.5	54,985	81.8
Small (10 to 49 employees)	710	17.2	9,890	14.7
Medium (50 to 249 employees)	165	4	2,085	3.1
Large (over 250 employees)	15	0.4	290	0.4

**Top 5 Employing Industries**

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

**Top 5 Employing Industries**

	Chesterfield	
	Employees	%
Human Health & Social Work	12,000	24
Wholesale & Retail Trade	10,000	20
Manufacturing	5,000	10
Education	4,500	9
Accommodation & Food Service Activities	3,000	6

**Employment (by Occupation)**

	Chesterfield		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	18,600	37.9	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	9,600	19.6	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	10,300	21.1	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	10,500	21.5	167,200	18.8

**Education & Skills**

**Qualifications (Working Age Population)**

	Chesterfield		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	19,000	28.7	376,600	32.4
NVQ Level 3 and Above	33,400	50.5	621,800	53.6
NVQ Level 2 and Above	45,400	68.6	836,800	72.1
NVQ Level 1 and Above	54,800	82.8	986,700	85.0
Other Qualifications	5,800	8.8	84,100	7.2
No Qualifications	5,600	8.4	89,900	7.7

**GCSE/Key Stage 4 Attainment**

	Derbys	Sth Yorks
Average Attainment 8 Score	45.4	43.2
English & Maths 9 - 5 Pass (Strong)	42.6	38.1
English & Maths 9 - 4 Pass (Standard)	64.0	59.4
Average Progress 8 Score	-0.23	-0.12

**A Level Attainment**

	Derbys	Sth Yorks
	%	%
Pupils Achieving at Least 2 A Levels	77.6	69.25

**Destination of GCSE Students**

	Derbys	Sth Yorks
	%	%
Further Education College/Provision	39.0	43.50
School 6th Form	36	28.75
6th Form College	6	8.75
Apprenticeship	8	6.5
Employment	4	4.00
No Sustained Destination	6	6.25
Other	1	2.25

**Destination of A Level Students**

	Derbys	Sth Yorks
	%	%
Further Education College/Provision	4.0	6.50
Higher Education	55	51.5
Apprenticeship	8	8.75
Employment	21	20
Deferred HE Entry	4	1.50
No Sustained Destination	7	7.75
Other	1	4

**Apprenticeship Starts**

	Chesterfield	SCR
	No.	No.
Intermediate	590	5,910
Advanced	440	5,360
Higher	100	1,510
Total Starts	1,120	12,760



Derbyshire Dales

<b>Population (SCR):</b>	1,877,000	<b>Productivity</b>	<b>Derbys Dales</b>	<b>SCR</b>
<b>Population (Derbyshire Dales):</b>	72,000 3.84% of SCR Population	GVA Per Head	£ 23,989	£ 18,785

Labour Market

Age Profile

	Derbys Dales		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	41,625	57.8	1,175,600	62.6
Young People (16 to 24 yrs)	8,815	12.2	214,542	18.2
Male	20,905	50.2	589,145	50.1
Female	20,720	49.8	586,455	49.9
BAME	-	-	116,384	9.9

Employment Rate

	Derbys Dales		SCR	
	No.	%	No.	%
In Employment	37,800	82.9	893,100	74.0
Male	-	85.2	-	78.5
Female	-	80.7	-	69.6
BAME	-	-	-	64.0

Economic Inactivity

	Derbys Dales		SCR	
	No.	%	No.	%
Economically Inactive (Total)	6,600	16.1	254,000	21.8
Male	-	14.8	-	17.4
Female	-	17.3	-	26.2
BAME	-	-	-	29.7
Wants a Job	-	-	67,200	26.5
Does Not Want a Job	6,300	94.7	186,800	73.5

Reasons for Economic Inactivity

	Derbys Dales		SCR	
	No.	%	No.	%
Student	-	-	65,800	25.9
Looking After Family/Home	-	-	56,100	22.1
Temporary/Long-Term Sick	-	-	76,100	30.0
Retired	-	-	30,800	12.1

Workless Households

	Derbys Dales		SCR	
	No.	%	No.	%
Workless Households (Total)	-	-	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

Out of Work Benefit Claimants

	Derbys Dales		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	485	1.2	34,665	2.9
Young People (16 to 24 yrs)	100	2.3	7,335	4.3
Male	245	50.5	20,470	2.9
Female	235	48.5	14,195	3.5

Employment

Average Weekly Pay (by Place of Residence)

	Derbys Dales		SCR	
	£	%	£	%
All Full Time Workers	601.1	517.0	517.0	517.0
Male Full Time Workers	657.0	555.8	555.8	555.8
Female Full Time Workers	474.9	453.2	453.2	453.2
Gender Pay Gap	182.1	102.6	102.6	102.6

Jobs Density

	Derbys Dales		SCR	
	No.	%	No.	%
Total Number of Jobs	43,000	856,000	856,000	856,000
Ratio of Jobs to Working Population	1.03	0.73	0.73	0.73

Businesses (by Size)

	Derbys Dales		SCR	
	No.	%	No.	%
Total Businesses	5,320	86.7	67,255	81.8
Micro (0 to 9 employees)	4,610	86.7	54,985	81.8
Small (10 to 49 employees)	620	11.7	9,890	14.7
Medium (50 to 249 employees)	90	1.7	2,085	3.1
Large (over 250 employees)	5	0.1	290	0.4

Top 5 Employing Industries

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

Top 5 Employing Industries

	Derbys Dales	
	Employees	%
Manufacturing	5,000	15.6
Wholesale & Retail Trade	4,500	14.1
Accommodation & Food Service Activities	4,500	14.1
Human Health & Social Work	3,000	9.4
Public Administration	2,500	7.8

Employment (by Occupation)

	Derbys Dales		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	21,000	55.5	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	6,100	16.2	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	4,800	12.6	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	5,900	15.7	167,200	18.8

Education & Skills

Qualifications (Working Age Population)

	Derbys Dales		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	19,700	48.2	376,600	32.4
NVQ Level 3 and Above	27,700	67.7	621,800	53.6
NVQ Level 2 and Above	32,900	80.4	836,800	72.1
NVQ Level 1 and Above	38,700	94.5	986,700	85.0
Other Qualifications	-	-	84,100	7.2
No Qualifications	-	-	89,900	7.7

GCSE/Key Stage 4 Attainment

	Derbys	Sth Yorks
	%	%
Average Attainment 8 Score	45.4	43.2
English & Maths 9 - 5 Pass (Strong)	42.6	38.1
English & Maths 9 - 4 Pass (Standard)	64.0	59.4
Average Progress 8 Score	-0.23	-0.12

A Level Attainment

	Derbys	Sth Yorks
	%	%
Pupils Achieving at Least 2 A Levels	77.6	69.25

Destination of GCSE Students

	Derbys	Sth Yorks
	%	%
Further Education College/Provision	39.0	43.50
School 6th Form	36	28.75
6th Form College	6	8.75
Apprenticeship	8	6.5
Employment	4	4.00
No Sustained Destination	6	6.25
Other	1	2.25

Destination of A Level Students

	Derbys	Sth Yorks
	%	%
Further Education College/Provision	4.0	6.50
Higher Education	55	51.5
Apprenticeship	8	8.75
Employment	21	20
Deferred HE Entry	4	1.50
No Sustained Destination	7	7.75
Other	1	4

Apprenticeship Starts

	Derbys Dales	SCR
	No.	No.
Intermediate	180	5,910
Advanced	140	5,360
Higher	20	1,510
Total Starts	340	12,760

<b>Population (SCR):</b>	1,877,000	<b>Productivity</b>	<b>Doncaster SCR</b>
<b>Population (Doncaster):</b>	310,500 16.54% of SCR Population	GVA Per Head	£ 16,897 £ 18,785

**Labour Market**

**Age Profile**

	Doncaster		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	191,940	61.8	1,175,600	62.6
Young People (16 to 24 yrs)	23,405	7.5	214,542	18.2
Male	97,015	50.5	589,145	50.1
Female	94,925	49.5	586,455	49.9
BAME	11,900	6.2	116,384	9.9

**Employment Rate**

	Doncaster		SCR	
	No.	%	No.	%
In Employment	140,800	73.1	893,100	74.0
Male		77.9		78.5
Female		68.2		69.6
BAME		73.9		64.0

**Economic Inactivity**

	Doncaster		SCR	
	No.	%	No.	%
Economically Inactive (Total)	39,800	21.3	254,000	21.8
Male		17.1		17.4
Female		25.5		26.2
BAME		20.3		29.7
Wants a Job	11,200	28.2	67,200	26.5
Does Not Want a Job	28,500	71.8	186,800	73.5

**Reasons for Economic Inactivity**

	Doncaster		SCR	
	No.	%	No.	%
Student	9,400	23.6	65,800	25.9
Looking After Family/Home	9,800	24.7	56,100	22.1
Temporary/Long-Term Sick	12,400	31.2	76,100	30.0
Retired	4,100	10.2	30,800	12.1

**Workless Households**

	Doncaster		SCR	
	No.	%	No.	%
Workless Households (Total)	16,400	17	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

**Out of Work Benefit Claimants**

	Doncaster		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	6,820	3.6	34,665	2.9
Young People (16 to 24 yrs)	1,495	6.9	7,335	4.3
Male	3,995	58.6	20,470	2.9
Female	2,825	41.4	14,195	3.5

**Employment**

**Average Weekly Pay (by Place of Residence)**

	Doncaster	SCR
All Full Time Workers	£ 519.6	£ 517.0
Male Full Time Workers	£ 551.1	£ 555.8
Female Full Time Workers	£ 460.2	£ 453.2
Gender Pay Gap	£ 90.9	£ 102.6

**Jobs Density**

	Doncaster	SCR
Total Number of Jobs	140,000	856,000
Ratio of Jobs to Working Population	0.73	0.73

**Businesses (by Size)**

	Doncaster		SCR	
	No.	%	No.	%
Total Businesses	10,805		67,255	
Micro (0 to 9 employees)	8,935	82.7	54,985	81.8
Small (10 to 49 employees)	1,485	13.7	9,890	14.7
Medium (50 to 249 employees)	335	3.1	2,085	3.1
Large (over 250 employees)	50	0.5	290	0.4

**Top 5 Employing Industries**

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

**Top 5 Employing Industries**

	Doncaster	
	Employees	%
Human Health & Social Work	21,000	17.2
Wholesale & Retail Trade	20,000	16.4
Education	11,000	9
Transportation & Storage	11,000	9
Manufacturing	10,000	8.2

**Employment (by Occupation)**

	Doncaster		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	46,700	33.5	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	30,900	22.1	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	27,200	19.5	166,600	18.7
SOC 8 to 9: Operatives & Elementary ( Low Skill)	34,800	24.9	167,200	18.8

**Education & Skills**

**Qualifications (Working Age Population)**

	Doncaster		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	42,300	22.6	376,600	32.4
NVQ Level 3 and Above	80,200	42.9	621,800	53.6
NVQ Level 2 and Above	123,800	66.3	836,800	72.1
NVQ Level 1 and Above	152,900	81.8	986,700	85.0
Other Qualifications	15,200	8.1	84,100	7.2
No Qualifications	18,800	10.1	89,900	7.7

**GCSE/Key Stage 4 Attainment**

	Doncaster	Sth Yorks
Average Attainment 8 Score	42.5	43.2
English & Maths 9 - 5 Pass (Strong)	37.0	38.1
English & Maths 9 - 4 Pass (Standard)	58.5	59.4
Average Progress 8 Score	-0.22	-0.12

**A Level Attainment**

	Doncaster	Sth Yorks
Pupils Achieving at Least 2 A Levels	63.8	69.25

**Destination of GCSE Students**

	Doncaster	Sth Yorks
Further Education College/Provision	34.0	43.50
School 6th Form	39	28.75
6th Form College	5	8.75
Apprenticeship	7	6.5
Employment	5	4.00
No Sustained Destination	7	6.25
Other	3	2.25

**Destination of A Level Students**

	Doncaster	Sth Yorks
Further Education College/Provision	7.0	6.50
Higher Education	52	51.5
Apprenticeship	7	8.75
Employment	21	20
Deferred HE Entry	0	1.50
No Sustained Destination	8	7.75
Other	5	4

**Apprenticeship Starts**

	Doncaster	SCR
Intermediate	1,140	5,910
Advanced	1,000	5,360
Higher	190	1,510
Total Starts	2,330	12,760

<b>Population (SCR):</b>	1,877,000	<b>Productivity</b>	
<b>Population (NE Derbyshire):</b>	101,100 5.39% of SCR Population	GVA Per Head	NE Derbys SCR £ 14,676 £ 18,785

**Labour Market**

**Age Profile**

	NE Derbys		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	59,990	59.3	1,175,600	62.6
Young People (16 to 24 yrs)	27,470	27.2	214,542	18.2
Male	29,540	49.2	589,145	50.1
Female	30,450	50.8	586,455	49.9
BAME	-	-	116,384	9.9

**Employment Rate**

	NE Derbys		SCR	
	No.	%	No.	%
In Employment	49,600	81.3	893,100	74.0
Male	-	86.1	-	78.5
Female	-	76.5	-	69.6
BAME	-	-	-	64.0

**Economic Inactivity**

	NE Derbys		SCR	
	No.	%	No.	%
Economically Inactive (Total)	9,500	16.4	254,000	21.8
Male	-	10.8	-	17.4
Female	-	22.2	-	26.2
BAME	-	-	-	29.7
Wants a Job	-	-	67,200	26.5
Does Not Want a Job	7,100	75.3	186,800	73.5

**Reasons for Economic Inactivity**

	NE Derbys		SCR	
	No.	%	No.	%
Student	-	-	65,800	25.9
Looking After Family/Home	-	-	56,100	22.1
Temporary/Long-Term Sick	-	-	76,100	30.0
Retired	-	-	30,800	12.1

**Workless Households**

	NE Derbys		SCR	
	No.	%	No.	%
Workless Households (Total)	-	-	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

**Out of Work Benefit Claimants**

	NE Derbys		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	1,165	1.9	34,665	2.9
Young People (16 to 24 yrs)	250	3.9	7,335	4.3
Male	670	57.5	20,470	2.9
Female	495	42.5	14,195	3.5

**Employment**

**Average Weekly Pay (by Place of Residence)**

	NE Derbys	SCR
All Full Time Workers	£ 570.2	£ 517.0
Male Full Time Workers	£ 638.6	£ 555.8
Female Full Time Workers	£ 431.6	£ 453.2
Gender Pay Gap	£ 207.0	£ 102.6

**Jobs Density**

	NE Derbys	SCR
Total Number of Jobs	32,000	856,000
Ratio of Jobs to Working Population	0.54	0.73

**Businesses (by Size)**

	NE Derbys		SCR	
	No.	%	No.	%
Total Businesses	3,680	-	67,255	-
Micro (0 to 9 employees)	3,130	85.1	54,985	81.8
Small (10 to 49 employees)	470	12.8	9,890	14.7
Medium (50 to 249 employees)	70	1.9	2,085	3.1
Large (over 250 employees)	5	0.1	290	0.4

**Top 5 Employing Industries**

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

**Top 5 Employing Industries**

	NE Derbys	
	Employees	%
Manufacturing	6,000	23.1
Human Health & Social Work	4,000	15.4
Wholesale & Retail Trade	3,500	13.5
Education	2,500	9.6
Construction	2,000	7.7

**Employment (by Occupation)**

	NE Derbys		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	21,800	43.9	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	13,800	27.9	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	6,700	13.5	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	7,300	14.8	167,200	18.8

**Education & Skills**

**Qualifications (Working Age Population)**

	NE Derbys		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	19,800	34.1	376,600	32.4
NVQ Level 3 and Above	33,600	57.9	621,800	53.6
NVQ Level 2 and Above	44,800	77.1	836,800	72.1
NVQ Level 1 and Above	54,600	94.0	986,700	85.0
Other Qualifications	-	-	84,100	7.2
No Qualifications	-	-	89,900	7.7

**GCSE/Key Stage 4 Attainment**

	Derbys	Sth Yorks
Average Attainment 8 Score	45.4	43.2
English & Maths 9 - 5 Pass (Strong)	42.6	38.1
English & Maths 9 - 4 Pass (Standard)	64.0	59.4
Average Progress 8 Score	-0.23	-0.12

**A Level Attainment**

	Derbys	Sth Yorks
	%	%
Pupils Achieving at Least 2 A Levels	77.6	69.25

**Destination of GCSE Students**

	Derbys	Sth Yorks
	%	%
Further Education College/Provision	39.0	43.50
School 6th Form	36	28.75
6th Form College	6	8.75
Apprenticeship	8	6.5
Employment	4	4.00
No Sustained Destination	6	6.25
Other	1	2.25

**Destination of A Level Students**

	Derbys	Sth Yorks
	%	%
Further Education College/Provision	4.0	6.50
Higher Education	55	51.5
Apprenticeship	8	8.75
Employment	21	20
Deferred HE Entry	4	1.50
No Sustained Destination	7	7.75
Other	1	4

**Apprenticeship Starts**

	NE Derbys	SCR
	No.	No.
Intermediate	190	5,910
Advanced	170	5,360
Higher	170	1,510
Total Starts	400	12,760

<b>Population (SCR):</b>	1,877,000	<b>Productivity</b>	<b>Rotherham</b>	<b>SCR</b>
<b>Population (Rotherham):</b>	264,700	14.10% of SCR Population	£ 17,289	£ 18,785
		GVA Per Head		

**Labour Market**

**Age Profile**

	Rotherham		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	161,645	61.1	1,175,600	62.6
Young People (16 to 24 yrs)	25,935	9.8	214,542	18.2
Male	80,235	49.6	589,145	50.1
Female	81,410	50.4	586,455	49.9
BAME	10,992	6.8	116,384	9.9

**Employment Rate**

	Rotherham		SCR	
	No.	%	No.	%
In Employment	117,200	71.8	893,100	74.0
Male		78.1		78.5
Female		65.4		69.6
BAME		61.1		64.0

**Economic Inactivity**

	Rotherham		SCR	
	No.	%	No.	%
Economically Inactive (Total)	38,600	24.1	254,000	21.8
Male		18.1		17.4
Female		30.2		26.2
BAME		38.9		29.7
Wants a Job	11,900	30.9	67,200	26.5
Does Not Want a Job	26,700	69.1	186,800	73.5

**Reasons for Economic Inactivity**

	Rotherham		SCR	
	No.	%	No.	%
Student	7,300	18.9	65,800	25.9
Looking After Family/Home	9,500	24.6	56,100	22.1
Temporary/Long-Term Sick	12,200	31.6	76,100	30.0
Retired	3,600	9.4	30,800	12.1

**Workless Households**

	Rotherham		SCR	
	No.	%	No.	%
Workless Households (Total)	14,100	17.3	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

**Out of Work Benefit Claimants**

	Rotherham		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	5,635	3.5	34,665	2.9
Young People (16 to 24 yrs)	1,190	6.2	7,335	4.3
Male	3,245	57.6	20,470	2.9
Female	2,385	42.3	14,195	3.5

**Employment**

**Average Weekly Pay (by Place of Residence)**

	Rotherham	SCR
All Full Time Workers	£ 508.8	£ 517.0
Male Full Time Workers	£ 552.1	£ 555.8
Female Full Time Workers	£ 445.2	£ 453.2
Gender Pay Gap	£ 106.9	£ 102.6

**Jobs Density**

	Rotherham	SCR
Total Number of Jobs	113,000	856,000
Ratio of Jobs to Working Population	0.70	0.73

**Businesses (by Size)**

	Rotherham		SCR	
	No.	%	No.	%
Total Businesses	8,925		67,255	
Micro (0 to 9 employees)	7,275	81.5	54,985	81.8
Small (10 to 49 employees)	1,320	14.8	9,890	14.7
Medium (50 to 249 employees)	295	3.3	2,085	3.1
Large (over 250 employees)	40	0.4	290	0.4

**Top 5 Employing Industries**

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

**Top 5 Employing Industries**

	Rotherham	
	Employees	%
Wholesale & Retail Trade	15,000	15.2
Manufacturing	14,000	14.1
Human Health & Social Work	13,000	13.1
Education	9,000	9.1
Admin & Support Services	9,000	9.1

**Employment (by Occupation)**

	Rotherham		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	42,700	36.5	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	25,700	22.0	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	25,700	22.0	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	22,700	19.4	167,200	18.8

**Education & Skills**

**Qualifications (Working Age Population)**

	Rotherham		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	41,200	25.9	376,600	32.4
NVQ Level 3 and Above	73,300	46.2	621,800	53.6
NVQ Level 2 and Above	108,400	68.3	836,800	72.1
NVQ Level 1 and Above	133,000	83.9	986,700	85.0
Other Qualifications	12,000	7.5	84,100	7.2
No Qualifications	13,600	8.6	89,900	7.7

**GCSE/Key Stage 4 Attainment**

	Rotherham	Sth Yorks
Average Attainment 8 Score	43.3	43.2
English & Maths 9 - 5 Pass (Strong)	37.0	38.1
English & Maths 9 - 4 Pass (Standard)	58.9	59.4
Average Progress 8 Score	-0.10	-0.12

**A Level Attainment**

	Rotherham		Sth Yorks	
	%	%	%	%
Pupils Achieving at Least 2 A Levels	68.3		69.25	

**Destination of GCSE Students**

	Rotherham		Sth Yorks	
	%	%	%	%
Further Education College/Provision	34.0		43.50	
School 6th Form	32		28.75	
6th Form College	16		8.75	
Apprenticeship	6		6.5	
Employment	5		4.00	
No Sustained Destination	6		6.25	
Other	1		2.25	

**Destination of A Level Students**

	Rotherham		Sth Yorks	
	%	%	%	%
Further Education College/Provision	5.0		6.50	
Higher Education	53		51.5	
Apprenticeship	10		8.75	
Employment	18		20	
Deferred HE Entry	2		1.50	
No Sustained Destination	7		7.75	
Other	5		4	

**Apprenticeship Starts**

	Rotherham		SCR	
	No.	No.	No.	No.
Intermediate	810		5,910	
Advanced	700		5,360	
Higher	170		1,510	
Total Starts	1,680		12,760	

Sheffield

<b>Population (SCR):</b>	1,877,000	<b>Productivity:</b>	Sheffield	SCR
<b>Population (Sheffield):</b>	582,500	31.03% of SCR Population	£ 19,870	£ 18,785
		GVA Per Head		

Labour Market

Age Profile

	Sheffield		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	383,195	65.8	1,175,600	62.6
Young People (16 to 24 yrs)	92,460	15.9	214,542	18.2
Male	193,270	50.4	589,145	50.1
Female	189,925	49.6	586,455	49.9
BAME	63,227	16.5	116,384	9.9

Employment Rate

	Sheffield		SCR	
	No.	%	No.	%
In Employment	291,900	74.6	893,100	74.0
Male		78.9		78.5
Female		70.3		69.6
BAME		62.8		64.0

Economic Inactivity

	Sheffield		SCR	
	No.	%	No.	%
Economically Inactive (Total)	82,000	21.5	254,000	21.8
Male		17.1		17.4
Female		25.9		26.2
BAME		30.0		29.7
Wants a Job	19,600	23.9	67,200	26.5
Does Not Want a Job	62,400	76.1	186,800	73.5

Reasons for Economic Inactivity

	Sheffield		SCR	
	No.	%	No.	%
Student	30,400	37	65,800	25.9
Looking After Family/Home	15,400	18.8	56,100	22.1
Temporary/Long-Term Sick	17,300	21.1	76,100	30.0
Retired	11,000	13.5	30,800	12.1

Workless Households

	Sheffield		SCR	
	No.	%	No.	%
Workless Households (Total)	33,700	17.5	102,100	17.0
Children in Workless Households	-	-	58,100	16.5

Out of Work Benefit Claimants

	Sheffield		SCR	
	No.	%	No.	%
All Working Age (16 to 64 yrs)	10,335	2.7	34,665	2.9
Young People (16 to 24 yrs)	2,010	2.7	7,335	4.3
Male	6,375	61.7	20,470	2.9
Female	3,960	38.3	14,195	3.5

Employment

Average Weekly Pay (by Place of Residence)

	Sheffield	SCR
All Full Time Workers	£ 532.1	£ 517.0
Male Full Time Workers	£ 557.5	£ 555.8
Female Full Time Workers	£ 472.5	£ 453.2
Gender Pay Gap	£ 85.0	£ 102.6

Jobs Density

	Sheffield	SCR
Total Number of Jobs	292,000	856,000
Ratio of Jobs to Working Population	0.77	0.73

Businesses (by Size)

	Sheffield		SCR	
	No.	%	No.	%
Total Businesses	19,390		67,255	
Micro (0 to 9 employees)	15,450	79.7	54,985	81.8
Small (10 to 49 employees)	3,140	16.2	9,890	14.7
Medium (50 to 249 employees)	690	3.6	2,085	3.1
Large (over 250 employees)	110	0.6	290	0.4

Top 5 Employing Industries

	SCR	
	Employees	%
Wholesale & Retail Trade	120,000	16.1
Human Health & Social Work	118,000	15.9
Manufacturing	90,000	12.1
Education	74,000	9.9
Admin & Support Services	54,000	7.3

Top 5 Employing Industries

	Sheffield	
	Employees	%
Human Health & Social Work	41,000	15.8
Wholesale & Retail Trade	40,000	15.4
Education	32,000	12.4
Manufacturing	23,000	8.9
Professional, Scientific & Technical Activities	22,000	8.5

Employment (by Occupation)

	Sheffield		SCR	
	No.	%	No.	%
SOC 1 to 3: Managers, Professionals, Associates (High Skill)	153,000	52.5	375,500	42.2
SOC 4 to 5: Admin & Skilled Trades	49,200	16.9	181,000	20.3
SOC 6 to 7: Caring, Service & Sales	50,000	17.1	166,600	18.7
SOC 8 to 9: Operatives & Elementary (Low Skill)	39,400	13.5	167,200	18.8

Education & Skills

Qualifications (Working Age Population)

	Sheffield		SCR	
	No.	%	No.	%
NVQ Level 4 and Above	166,800	44.1	376,600	32.4
NVQ Level 3 and Above	249,900	66.1	621,800	53.6
NVQ Level 2 and Above	298,900	79.0	836,800	72.1
NVQ Level 1 and Above	332,600	87.9	986,700	85.0
Other Qualifications	22,000	5.8	84,100	7.2
No Qualifications	23,700	6.3	89,900	7.7

GCSE/Key Stage 4 Attainment

	Sheffield	Sth Yorks
Average Attainment 8 Score	44.5	43.2
English & Maths 9 - 5 Pass (Strong)	39.5	38.1
English & Maths 9 - 4 Pass (Standard)	59.5	59.4
Average Progress 8 Score	0.00	-0.12

A Level Attainment

	Sheffield	Sth Yorks
Pupils Achieving at Least 2 A Levels	72.7	69.25

Destination of GCSE Students

	Sheffield		Sth Yorks	
	%	%	%	%
Further Education College/Provision	40.0	43.50		
School 6th Form	34	28.75		
6th Form College	9	8.75		
Apprenticeship	6	6.5		
Employment	3	4.00		
No Sustained Destination	6	6.25		
Other	2	2.25		

Destination of A Level Students

	Sheffield		Sth Yorks	
	%	%	%	%
Further Education College/Provision	6.0	6.50		
Higher Education	52	51.5		
Apprenticeship	6	8.75		
Employment	20	20		
Deferred HE Entry	4	1.50		
No Sustained Destination	9	7.75		
Other	3	4		

Apprenticeship Starts

	Sheffield	SCR
	No.	No.
Intermediate	1,630	5,910
Advanced	1,760	5,360
Higher	680	1,510
Total Starts	4,060	12,760

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**SKILLS & EMPLOYMENT BOARD**22<sup>nd</sup> OCTOBER 2019**STRATEGIC ECONOMIC PLAN****Purpose of Report**

This paper provides Board members with an update following the discussion at the last LEP Board which provided a steer on the vision and objectives for the emerging Strategic Economic Plan.

Members will be provided with an update on the vision, objectives and draft outcomes and emerging broad policy areas. The appendix provides an early view of the draft and informs a discussion of priorities for the economic plan.

**Thematic Priority**

This paper links to all thematic priorities and the eventual outputs will shape the thematic priorities in the future.

**Freedom of Information**

This paper will be made available under the MCA transparency scheme

**Recommendations**

That Board members:

- Note the revised vision and objectives agreed by the LEP (9<sup>th</sup> September 2019)
- Discuss the draft outcomes and emerging broad policies, and provide their input for the development of these in the draft SEP.

**1. Introduction**

- 1.1 The City Region is developing a new Economic Strategy for the region. The Strategic Economic Plan (SEP) will be a single overarching strategy which will set out the wider socio-economic aspirations and inclusive priorities for SCR over the medium to long term. This paper provides an update on the process and discussion of the vision, objectives and action areas proposed.

## 2. Proposal and justification

- 2.1 Following the presentation of the economic evidence base to the Skills and Employment Board on (add date when this was done), the strategy development process, overseen by the LEP Board, has revised the vision, objectives and broad policy areas following feedback from the LEP and thematic boards.
- 2.2 This work to date will be presented to seek further feedback and stimulate discussion on the future policy direction and priority areas for SCR and where the LEP/MCA can add most value and impact.
- 2.3 An early draft economic strategy is attached to this paper and will be used to facilitate discussion. This will form the basis of the presentation to the Board, to stimulate debate.
- 2.4 The emerging vision is focused on our “People” (all who live, work or visit SCR) and as such has been agreed as:

*A growing, inclusive, and sustainable economy playing an ever-increasing role in future UK prosperity.*

- 2.5 Innovation and creativity underpin the strategy and will drive how the policy is designed and the priorities for delivery. Innovation is a process that that delivers added value and change. However, the field of innovation is very broad. The ability to develop, commercialise and adopt new ideas is a priority for all high-performing organisations and places. Intense global competition and technological development have made innovation a source of competitive advantage. It is a primary reason economic growth may occur in one area and not another.
- 2.6 The strategic objectives in the SEP are framed around “Inclusion”, “Growth” and “Sustainability”:
- **Inclusion** reflects the realisation that economic growth is not beneficial unless all people have a fair opportunity to contribute and benefit from it.
  - **Growth** reflects the need to drive up prosperity by lifting productivity to improve the wellbeing of our people and businesses.
  - **Sustainability** (or rather environmental sustainability) reflects the urgent need to address concerning climatic and environmental challenges and create sustainable and attractive places for our people and businesses to thrive.

The draft business objectives link the above to our agreed thematic areas of skills and employment, business growth, housing, transport and infrastructure development. The work to date has highlighted a systemic approach and as such, the objectives link across to the vision and thus the strategic objectives.

- 2.7 A set of policies are proposed as ways in which the LEP and partners can make interventions to drive economic prosperity. The policy areas reflect a need for focused intervention but also to take account of the broadening agenda for LEPs.

## 3. Consideration of alternative approaches

- 3.1 There are no viable alternative propositions as the LEP/MCA has empowered the Thematic Boards to:
- Contribute to future policy development and priorities
  - Develop new programmes;



## 4. Implications

### 4.1 Financial

There are no financial implications to this paper.

### 4.2 Legal

There are no legal implications to this paper.

### 4.3 Risk Management

Through the development of programmes, appropriate risk measures will be put in place in line with the SCR Risk Management Programme.

### 4.4 Equality, Diversity and Social Inclusion

Inclusive growth is central to the agenda and the strategy considers all aspects of society to understand where opportunities are not available or where particular barriers are preventing residents from accessing opportunities. Further consideration of inclusion will occur through review from Sheffield Hallam's Centre for Regional Economic and Social Research.

## 5. Communications

- 5.1 All propositions developed by Thematic Boards to support the SEP / LIS will be communicated to and subject to agreement by the LEP / MCA to adopt the new policy. A communications plan underpins the work to develop the SEP and the LIS and specific work resulting from this. The SCR Corporate Communications plan will reflect agreed LEP, Mayoral and MCA priorities.

## 6. Appendices/Annexes

- 6.1 Appendix 1 – SEP Draft

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Background papers used in the preparation of this report are available for inspection at: 11 Broad Street West, Sheffield S1 2BQ

Other sources and references:

- Strategic Economic Plan Evidence Base – 2019 (Summary Evidence Pack) and other relevant documents available on the website: <https://sheffieldcityregion.org.uk/explore/resources/>

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# STRATEGIC ECONOMIC PLAN

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**Sheffield**  
**City Region**

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  - Business growth,
  - Skills and employment,
  - Connectivity and infrastructure,
  - Quality of place

# VISION

# 1. VISION

*A growing, inclusive, and sustainable economy playing an ever-increasing role in future UK prosperity*

## – Focus on inclusion and people

- Whilst productivity has increased through the delivery of the first SEP, not everyone has benefited with pockets of deprivation, high unemployment and low skills/pay. This SEP needs to bring everyone along together and avoid leaving any individuals or communities behind

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## Growth

- SCR is on track to meet many of the ambitions in the first SEP, but is performing less well than most other LEPs and the UK in economic performance. This SEP aims to achieve a step change in growth punching above its weight both nationally and globally through an innovation furnace that builds on its legacy and capitalises upon current and future opportunities

## – Sustainability

- Climate change is happening and requires a major change in how we live, work and play. This SEP will help SCR transform to a low carbon economy, build its resilience to climate change and create sustainable places that improve the quality of place whilst maintaining local distinctiveness

# **PROGRESS TO DATE**

# 2. SUCCESSES

- Exceeding performance anticipated in previous SEP
  - GVA growth has been twice as fast as planned, hitting the target of £35bn six years ahead of schedule, progress towards the job creation target is four years ahead of schedule, number of new businesses created has almost hit its 2024 target already
- Strong manufacturing industry and growing business base
  - More businesses since 2011 and a higher proportion of high growth businesses in SCR compared to other areas.
  - Manufacturing makes up a bigger proportion of the economy (12.1% of employment base) and is growing at a faster rate than the UK average
  - Global reputation for high precision engineering and high quality design - world-leading manufacturing and engineering companies: Rolls-Royce, Tata Steel, Siemens VAI, McLaren

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## Academic research and R&D strengths

- Several areas of academic specialisation (e.g. health, metal and materials-related, engineering)
- Industry-leading examples of technical education delivery (e.g. UTCs); and private sector engagement with universities driving innovation.
- Strengths in nationally supported sectors including digital
  - High growth sectors (e.g. professional services, scientific & technical activities) becoming more embedded with almost 1,500 more firms in professional, scientific and technical sub-sector between 2011-2017.
  - The digital sector contains a group of high productivity, relatively high growth businesses with growth in productivity of 150% between 1997 and 2015
- Local, national and international connectivity
  - Geographically well-connected with recent local upgrades
  - Doncaster Sheffield airport integrated logistics hub
- Availability of affordable housing and valuable natural capital
  - Standard of living higher for middle-high earners than other northern cities



# 3. LESSONS

- Absolute GVA has increased since the first SEP was launched but UK gap remains the same. Productivity gap has widened.
- SCR needs economic not just productivity growth i.e. more jobs and more high skilled jobs

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Skills requirements of Industry 4.0 – need to respond, quickly;

- Mismatch in workforce supply and demand exacerbated by decreasing levels of age population participating in learning and training, and lack of progress in addressing education progression
- Levels of digital exclusion exceed the UK averages with Barnsley, Doncaster and Bolsover amongst the worst in the country
- Increasing recognition of the importance of places
  - Access to skilled workers, supply chain networks and supporting institutions crucial for investment. SCR’s strength of place and its locational economic advantages can be packaged into a compelling proposition.

# 4. CHALLENGES AND OPPORTUNITIES

Challenges	Opportunities
<p data-bbox="92 654 131 773">Page 34</p> <ul data-bbox="77 392 1139 1349" style="list-style-type: none"><li>• Low levels of productivity, innovation, entrepreneurship and R&amp;D investment compared to other areas.</li><li>• Several low productivity sectors are strong and dominating industries are predicted to decline.</li><li>• Higher proportion than England average with no qualifications, lower proportion with higher skills and lower educational attainment</li><li>• Low wage/skills industry dominates (1/3 of all employees, average wage 11% lower than England average) with the potential for employment to be replaced by automation</li><li>• Hotspots of deprivation with poor health outcomes and high unemployment</li><li>• Certain population groups remain disengaged from the labour market, for example ethnic minorities and female employees.</li><li>• International trade and challenges with existing markets</li><li>• Graduate retention issues.</li><li>• Varied quality of living environment with polarised housing market</li><li>• Digital and transport connectivity issues.</li><li>• Poor air quality.</li><li>• Climate change and potential for more frequent extreme weather events</li></ul>	<ul data-bbox="1168 392 1864 1049" style="list-style-type: none"><li>• Move into emerging industries (e.g. digital)</li><li>• Better locally embed some sectors e.g. construction, transport, professional services and health</li><li>• Build on academic excellence and links between academia and industry</li><li>• Opportunities for new international markets</li><li>• Potential for integrated logistics hub</li><li>• Potential to build a higher standard of living for middle earners</li><li>• Climate change and potential opportunities from transforming to a low carbon economy</li></ul>

# STRATEGIC AMBITIONS

# 5. STRATEGIC AMBITIONS - 2040

## – GROWTH

- GVA and productivity growth will have increased to exceed the UK average with SCR's strengths achieving global excellence and recognition providing improved prosperity for people.

## – INCLUSION

- All of SCR's people will have the opportunity to benefit from economic growth and access to education, training, jobs and services.

## – SUSTAINABILITY

- SCR will be recognised and celebrated for its high quality, low carbon environment and distinctive quality places including access to green space, connectivity, housing and resilience to current and future climate threats

## 6. FOCUS UPON PEOPLE

- **People** start businesses, make decisions, research, up-skill, innovate, care and create opportunities.
- An increasing number of economic strategies are focused on “**People**”, showing a recognition of the most important driver of economic transformation:
  - Medellin in Colombia - Participation
  - Greater Manchester - GM’s public services.
- People will **be able to access more opportunities, be more prosperous, and enjoy the places they live, work and play in and interact with.**

# 7. DELIVERING TRANSFORMATIONAL CHANGE

## Innovation

- **A shared pervading ethos:** all stakeholders working together to identify and exploit opportunities to innovate across SCR's economy, places and communities
- **Combined with disciplined approaches:** using, refining and continuously improving best practice for driving forward innovation, so innovation becomes our 'first nature'

## Creativity

- **Daring to be different:** effective creative relationships generating new and novel opportunities via knowledge 'fusion' and cross-agency/sector/place collaboration, creating a broad and powerful culture
- **Active cross-overs:** increased creativity will create pervasive benefits both for innovation by business and social enterprises/non-profit activities contributing to a powerful local ecosystem

# 7.1 SPATIAL CONTEXT *(CURRENTLY BEING WORKED UP WITH LAs)*

## **Barnsley:**

Barnsley's local distinctiveness stems from its historical character and culture, including its settlements and architecture. Barnsley's location means it is ideally placed to support sustainable economic growth and the sectors which will drive forward the regional economy. Barnsley future economy is evolving from the industrial past, adapting to economic change and meeting future needs.

## **Doncaster:**

Doncaster is a metropolitan borough located in the heart of England. We have innovative businesses across a range of sectors, hard-working employees, an expanding skills sector, world class connectivity and a growing cultural scene. We have a great platform of success to build upon, and we are ready to go further and faster.

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## **Sheffield:**

Sheffield is the core city at the heart of the Sheffield City Region and is a creative, inventive and energetic city. It is one of the UK's major city economies with internationally recognised, leading edge talents in manufacturing, engineering and design. The city will be known for its distinctive and high performing sectors.

## **Rotherham:**

Rotherham is one of the most enterprising places in Britain and we will make Rotherham the go to place to start or grow a business, where entrepreneurs will flourish. World class businesses are already located in Rotherham alongside many home grown firms with world class reputations.

# **STRATEGIC PRIORITIES FOR DELIVERY**



# 8. PRIORITIES FOR DELIVERY

Priority areas through which the identified challenges and opportunities will be address to achieve the overall vision:

- Business Growth

- Driving innovation and creativity to create the enabling conditions which will grow productivity, R&D investment, scale-ups, trade and exports to grow the economy and improve the well being of people.

- Skills and Employment

- Transforming the skills base at all levels, increasing employment particularly skilled, well-paid employment to deliver prosperity

- Connectivity and Infrastructure

- Digital and sustainable transport infrastructure and clean energy to transform to a low carbon economy

- Quality of place

- Quality built and natural environments in distinctive places, local culture and sport, access to green space and services supporting positive health and wellbeing outcomes

# 8.1 BUSINESS GROWTH

- Objective

- Business-driven investment in innovation, combined with academic-business R&D partnerships and open innovation consortia for key supply chains, will significantly increase R&D investment - assisting the transition to a highly productive economy by 2030

- Outcomes

- Economic and productivity growth
- Increased investment in R&D
- Skilled worker retention
- Increased exports
- Improved business and employment density

## 8.2 SKILLS AND EMPLOYMENT

- Objective

- By 2030 education and skill levels will lead to increased and higher paid employment, through focused interventions from school age through to adult education, leading to an increase in economic activity at all skill levels across SCR

- Outcomes

- Improvement in qualification levels in population
- Improved wage levels
- Higher share of higher-level occupations in labour market
- Better education progression and attainment rates
- Reduction in benefit claimant rates

## 8.3 CONNECTIVITY AND INFRASTRUCTURE

- Objective

- Transform connectivity and transition to a low carbon economy by improving sustainable transport, digital coverage and sustainable energy ensuring that everyone can access education, employment, leisure, health and other services and amenities within a clean energy environment by 2030

- Outcomes

- Reduction in car travel
- Increase active and public travel
- 5G and full fibre coverage
- Reduction in emissions

# 8.4 QUALITY OF PLACE

- Objective

- By 2030 SCR's cities, towns and rural areas will be recognised for their quality built and natural environments in distinctive places, with access to local culture and sport, green space and services supporting positive health and wellbeing outcomes

- Outcomes

- Reduced fuel poverty and homelessness rates
- Improved housing energy efficiency
- Improved urban centre vitality
- Improved air quality
- Enhanced natural capital
- Higher cultural and sport participation
- Improved visitor numbers

# HOW OUR PRIORITIES INTERRELATE

Inputs ↓	Outputs →	Business growth	Skills and employment	Connectivity and Infrastructure	Quality of place
<b>Business growth</b>			Growing businesses employ more people and provide demand for skills	Business growth in these areas enhances connectivity	Increases local buying power that helps to sustain local places
<b>Skills and employment</b>	Improved skills enable business growth			Improved skills enable growth in digital, energy and transport sectors	Increases local buying power that helps to sustain local places
<b>Connectivity</b>	Digital and transport connectivity and transformation to low carbon economy supports business growth		Connectivity provides opportunities to access skills and employment and growth in this area provides skills and employment opportunities		Improved connectivity enhances local places and facilitates more balanced housing markets
<b>Quality of place</b>	Quality places provide business advantage and attract high skilled workers, resilient business premises support growth		Growth in this area provides skills and employment opportunities, resilient skills institutions employment premises sustain skills and employment growth	Low carbon energy developments facilitate new transport opportunities, green infrastructure contributes to active travel, resilient infrastructure keeps SCR running	

# METRICS

# METRICS (1/2)

Theme	Indicator / aim	Data source
Overall	Productivity & GVA Growth	ONS GVA & Productivity Estimates
	Earnings Growth	ONS ASHE
	Carbon Emissions	TBC (ONS)
Connectivity and Infrastructure	Public transport usage	Annual cordon counts
	Car usage is falling	DfT car miles data
	Active travel mode share	Census
	5g and FF Broadband coverage	DCMS & Ofcom
Skills & employment	Employment growth	ONS
	Proportion of employees on low earnings	Annual Population Survey
	Proportion of employees in managerial professional occupations	Annual Population Survey
	Proportion of working-age population at NVQ3 and above	DfE admin data
	'Attainment 8' scores	DfE admin data
	Proportion of workless households	Annual Population Survey
	Out-of-work benefits claimant rate	DWP Longitudinal Study



# METRICS (2/2)

Theme	Indicator / aim	Data source
Quality of place	Domestic energy efficiency: proportion of EPC C rated homes	MHCLG domestic EPC register
	Air quality: no. designated Air Quality Management Areas (AQMAs)	Defra
	Participation in cultural activity	Active Lives Survey
	CO2 emissions	(tbc)
	Neighbourhood deprivation	Index of Multiple Deprivation
	Fuel poverty rate	BEIS sub-regional fuel poverty statistics
	Index of private rental costs	VOA admin data
	House price to earnings ratio	ONS combined data
	Statutory homelessness	Local Authority admin data
Business Growth	Labour productivity	ONS
	GVA growth per capita	ONS National Accounts
	Business birth and survival	HMRC admin data
	Highly Skilled People in Labour Market (& Graduate retention)	Annual Population Survey (& DLHE survey)
	R&D investment	BERD Survey (tbc)



## SKILLS & EMPLOYMENT BOARD

22 October 2019

### Establishment of an Advisory Group for Skills & Employment

#### **Purpose of Report**

To present a proposed membership and approach to appointment of employers for the Skills and Employment Specialist Advisory Network.

#### **Thematic Priority**

Develop the SCR skills base, labour mobility and education performance.

#### **Freedom of Information**

This paper is not exempt from FOI requests and will be published in line with the Combined Authority Publication Scheme.

#### **Recommendations**

That members:

- Endorse the current named representatives for the Network.
- Review the proposed approach for the recruitment of employer representatives, sectors and organisations considering the options presented in this paper.
- Charge the SCR Executive to recruit to their agreed approach and establish a first meeting of the network in Jan 2020.

## **1. Introduction**

- 1.1** In the 6 June 2019 meeting, the Skills and Employment Board agreed to establish a Skills and Employment Specialist Advisory Network. The network will support the activity of the board by providing broader expertise and knowledge on the key priority areas (as agreed by the board).
- 1.2** This report sets out a list of named representatives and a suggested approach for employer representation on the Network (Appendix 1).

## **2. Proposal and justification**

- 2.1** Appendix 1 outlines representatives from organisations who have already agreed to being part of the network or have been approached (confirmation of their acceptance is pending). As agreed by the board, these will form the core membership with additional members

included where specialist areas of knowledge are required, for example the third sector representative may delegate if discussion is particularly focused on young people or supporting those with a disability to ensure we get the right expertise.

- 2.2** As requested by the Board, employer representation on this network is critical to ensure they become part of the solution in marrying up supply and demand issues but also that activity remains current and responsive. There several options in relation to employer representation on the network and although the previous paper presented to the Board on 6<sup>th</sup> June outlined how we could recruit employers (direct approach/open application) this paper provides more detail on the proposed approach.
- 2.3** Finding a balance between the views of business of all sizes, types and location can be a challenge. Representation from individual employers can often miss the views of the wider sector, whereas broad non-specific employer body representation sometimes doesn't offer the detailed input needed. The model outlined below seeks to strike a balance.
- 2.4** To maximise employer participation, the suggested proposed approach:
- Each local authority is invited to put forward the name of two businesses from their local area who is championing innovation to support growth, is engaged on the agenda of skills and employment and is committed to adding value to the network and representing their wider sector (further guidance will be developed)
  - An invitation is made to one employer body that represents business views from across the board, for example The Institute of Directors (IoD), Chambers of Commerce, Federation of Small Business (FSB), Confederation of Business Industry (CBI)
  - In recognition of the focus on innovation to support growth in the region, two invitations to be made to employer bodies that represent this, for example Make UK (formerly known as the Engineering Employers Federation), the South Yorkshire Manufacturing Forum and an equivalent for the digital sector.
- 2.5** To maximise opportunities for employer participation beyond these representatives, the Board may also want to consider the establishment of a Virtual Employer Network. This would maximise employer engagement and create a wider 'go to' group of engaged employers in SCR (allowing for targeting engagement on specific agendas).

### **3. Consideration of alternative approaches**

- 3.1** Section 2.3 – 2.5 outlines one model that the Board may wish to pursue to involve employers, however there are several alternative approaches that the Board may wish to consider as an addition to, or an alternative to, the proposal;
- 3.1.1** Representation from individual employers only. This may limit the breadth of experience and insight we are able to glean as they would only be able to contribute their own direct experience.
- 3.1.2** Only have employer body representation from growth, high value industries. Current employment in these sectors represents a small % of the total employment in SCR. Input solely from these may limit opportunities for residents from all communities to access opportunities.
- 3.1.3** Employer body representation is reserved for broad engagement only, for example only have representation from organisation such as the FSB, Chambers, CBI to ensure all sectors are represented. This approach would mean we wouldn't be able to understand in detail the issues facing those business that represent the greatest opportunity for growth and increasing productivity in the region.

## 4. Implications

### 4.1 Financial

There are no financial implications for this paper.

### 4.2 Legal

There are no legal implications for this paper, although Officers will seek to manage and monitor any conflicts of interest.

### 4.3 Risk Management

Key risks are advisory members do not commit to attendance and contribution to the group and that they do not have the mechanism to cascade information from and to the group through established networks. The draft ToRs would need to address this and would be a requirement for all members to adhere to these.

### 4.4 Equality, Diversity and Social Inclusion

The work of the Skills and Employment Board will be to ensure that all residents in SCR get parity of access to opportunities available within the region. The suggested membership of the advisory group ensures all key stakeholders and employers are represented to gain a balanced view on key issues.

## 5. Communications

5.1 Key messages in relation to skills and employment activity will form part of an organisational communication/marketing plan.

## 6. Appendices/Annexes

6.1 Appendix 1- Named representatives for the Skills and Employment Network

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Background papers used in the preparation of this report are available for inspection at: 11 Broad Street West, Sheffield S1 2BQ

Other sources and references:

## Appendix 1

### Named Membership of the SCR Specialist Skills and Advisory Network

Suggested stakeholder organisations for Board Member consideration:

Key Stakeholder	Represented by
Further Education	<i>The Chair of the Principles Group or nominee</i> - <b>Angela Foulkes (CEO Sheffield College)</b>
Higher Education	<i>A relevant Pro Vice-Chancellor or nominee</i> - <b>TBC (contact made)</b>
Schools	<i>Regional Schools Commissioner</i> - <b>TBC (contact made)</b>
Independent Training Providers	<i>Board member of the SCR Provider Network</i> - <b>Jayne Vose (Regional Director, Prospects, Chair of the SCR Provider Network Board)</b>
University Technical Colleges	<i>Chief Executive Officer</i> -TBC (contact made)
NHS	<i>Integrated Care System South Yorkshire &amp; Bassetlaw</i> - <b>Kevan Taylor (ICS Chief Executive System Lead)</b>
JobCentre Plus	<i>JobCentre Plus, District Manager for South Yorkshire</i> - <b>Sharon Thorpe, (District Manager)</b>
DWP/Work & Health Unit	<i>Labour Market Strategy</i> - <b>Johanna Hoyal (Head of DWP Interventions &amp; Local Labour Market Strategy)</b>
DfE/ESFA	<i>Intermediaries Engagement</i> - <b>Bev Moxan (Intermediaries Engagement Manager-North)</b>
3 <sup>rd</sup> Sector	<i>SCR 3<sup>rd</sup> Sector Forum</i> - <b>Matthew Dean (CEO Zest) agreed nominee from SCR 3<sup>rd</sup> Sector forum</b>
Trade Union	<i>TUC</i> - <b>TBC (contact made)</b>