
York Learning & Skills Fact Sheet: February 2007

To provide background information on key economic, social and employment issues and adult learning and skills and education in the City of York

Executive Summary¹

Challenges

- Seven (out of a total of 118) Super Output Areas (SOAs)² with York fall within the most deprived areas in England in terms of education, skills and training. These areas are found within the urban area of York in the following wards: Westfield (3 SOAs), Hull Road (1 SOA), Clifton (2 SOAs) and Acomb (1 SOA).
- Within York, 11.7% of the working age population have no formal qualifications, which, though better than both the regional and national averages, remains high.
- 23.3% of the working age population experience numeracy problems, with 23% experiencing literacy problems.
- 5.9% of school leavers are NEET (Not in Employment Education or Training), though this figure is lower than the regional average (8.2%) and national average (7.1%).
- In 2001, 30,000 people (approximately 17% of all residents) rated themselves as having a limiting long-term illness/disability (Source: ONS [2001] *2001 Census*).
- There are still many people / employees who are not involved in any learning activities
- The main barriers to learning appear to be issues such as lack of time, the location and timing of courses and cost. Specifically for level 2 learners, the main barriers to learning and work are: 'disability'; 'English as a foreign language' (likely to increase with York's changing demographic); and 'no relevant qualifications'.
- York has the lowest self-employment rate throughout York and North Yorkshire.
- The city needs to be able to change its skills base as the nature of the job market changes. Employers and trainers need to be involved within this process.
- If newly created employment opportunities are to be accessed by the city's residents, economic development initiatives must be underpinned by policies which address workforce skills and inclusion issues.
- It is important that a large pool of people are trained to technician level (NVQ Level 3 and higher) to support the development of the knowledge-led economy.

Gaps

- Yorkshire & Humber has the worst rate of skills gaps of any region, with 23% of employers reporting deficiencies (7% higher than the national average). Within the York the figure is also 23%
- Skills deficiencies reported by employers in York include: 60% report Customer handling skills; 53% report Team working skills; 50% report technical/practical skills; 49% report oral communication skills; 47% report problem solving skills.

Strengths

- York performs at above both the regional and national averages across NVQ Levels 1, 2, 3, and 4+ qualifications. Though 31,200 (11.7%) of the working age population have no formal qualifications, this figure is still below the regional average (15.8%) and the national average (14.3%).

¹ The basis and main content of this summary is taken from a briefing note submitted to the Future York Group in January 2007

² SOAs are neighbourhoods which have 1,500 residents on average.

- Whilst there are recent concerns in some industries (e.g. planned redundancies), between 2000 and 2004 there was a 7% growth in employment levels in York.

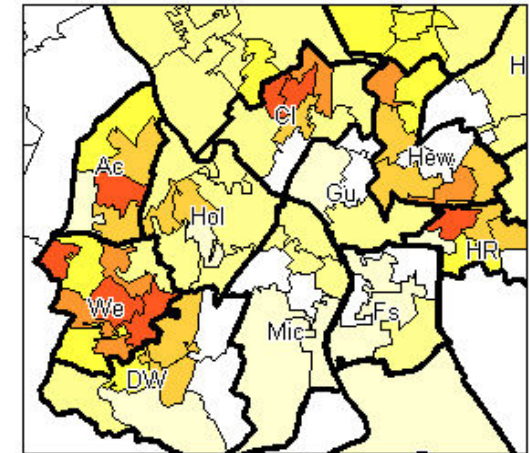
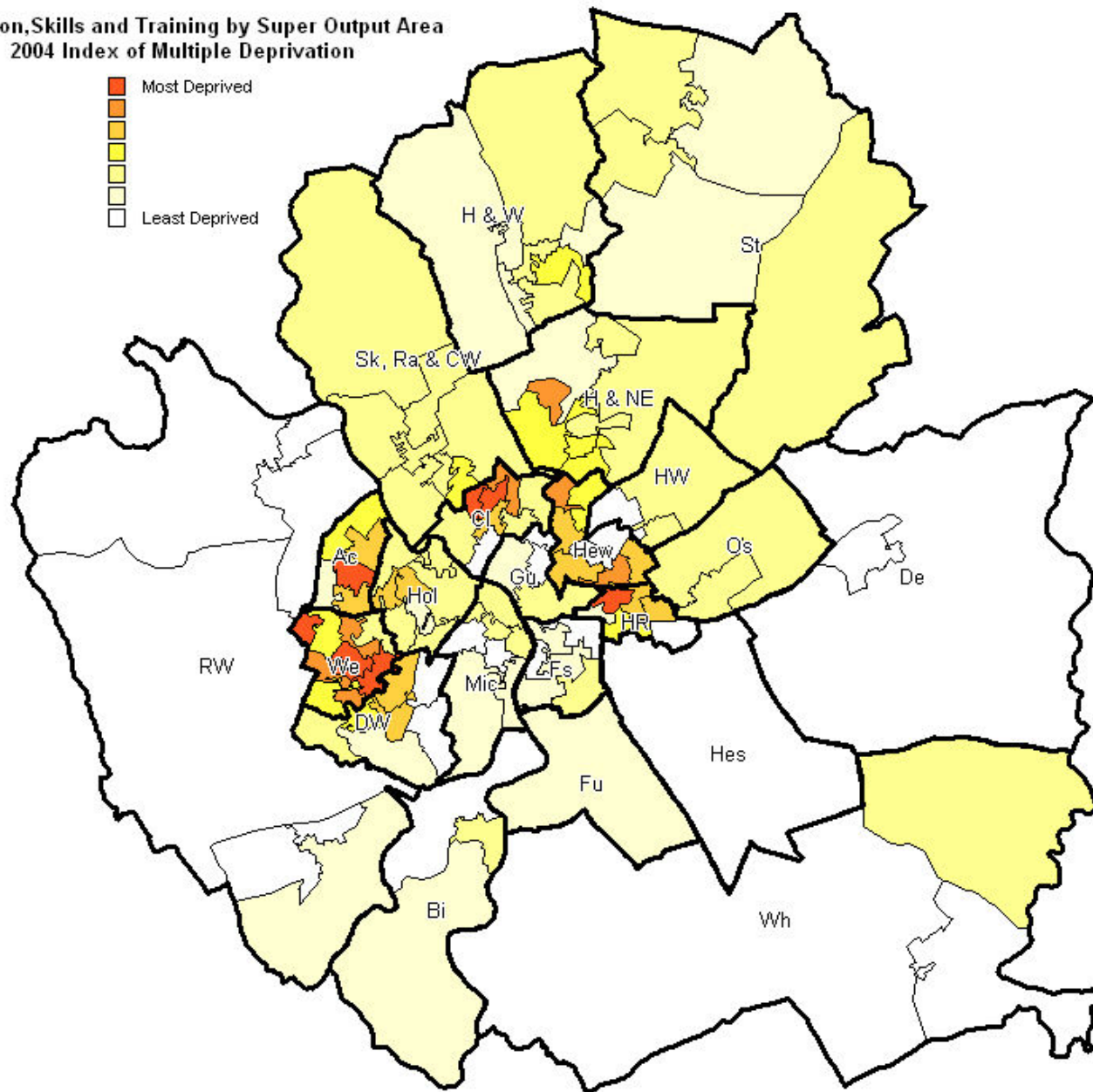
Demographics and Special Groups

- In mid-2005, York had an estimated population of 186,800 (Source: ONS, September 2006). This represents an increase of over 3% on the 2001 total of 181,094 (Source: ONS [2001] *2001 Census*).
- The population of the city is increasing, having experienced a growth of 9.1% between 1991 and 2001. In 2001, the population stood at 181,100. Of these persons 109,000 were aged 20-65, with 40% aged 45+. The population in 2006 is estimated to be 186,800 and forecast to be 196,000 by 2021 (DCLG forecast, April 2006). The city has an ageing demographic.
- In 2001, white people (177,191) made up 97.8% of York's population, which gave the area the highest proportion of ethnic minorities in the sub-region (albeit significantly below regional and national figures). The most prevalent minority ethnic group within the Unitary Authority of York was Chinese at 0.4% (642 persons). Source: ONS [2001] *2001 Census*.
- General trends seen at ward level include "pockets" of high levels of incapacity benefit claimants, low qualification levels, and "relative deprivation".
- In 2001, 30,000 people (approximately 17% of all residents) rated themselves as having a limiting long-term illness/disability (Source: ONS [2001] *2001 Census*).
- The City of York has historically been perceived as a good place in which to live with a high quality of life. While this is true for many, the Index of Multiple Deprivation illustrates that varying levels of deprivation are evident. The map on the following page shows the geographical location of the 7 Super Output Areas (SOAs) that fall within the most deprived areas in England in terms of education, skills and training. These areas are found within the urban area of York in the following wards: Westfield (3), Hull Road (1), Clifton (2) and Acomb (1).

Employment

- York has 6,851 employers (equivalent to 21% of the sub-regional total) and 100,467 employees (31% of the sub-regional total). Source: *Annual Business Inquiry 2004*.
- In 2004, 80% of employers (5,481) had 10 or less staff (across Yorkshire & Humberside 81.1% [138,436] organisations were of this size). In York however, only 4% of employers with 50+ people accounted for 60% of employees.
- Travel to work: 2004 - within the region, the "major" cities are net importers of jobs, e.g. Leeds imports around 85,300 jobs, Sheffield 46,900 and York 12,800. It is also the case that some rural areas are net exporters of workers, helping to create York commuter "belt / corridors". Source: (*Rural evidence base for the Yorkshire and Humber report / Regional Econometric Model*)
- The 2001 Census revealed that only 7% of people aged 16-74 years old were self-employed. York had the lowest self-employment rate throughout York and North Yorkshire.
- 81% of York's residents are economically active and the city has high levels of employment. Of those economically inactive (21,600 people, or 19% of the population), just over 4,000 want a job, whilst 17,600 do not (Source: *NOMIS – Official Labour Market Statistics*, 2006. Figures for April 2005-March 2006).
- In October 2006, 2,060 people (1.7% of the population of York) were claiming Job Seeker's Allowance (Source: *NOMIS – Official Labour Market Statistics*). In July 2006, there were a total of over 6,500 incapacity benefit claimants (Source: Job Centre Plus).

**Education, Skills and Training by Super Output Area
2004 Index of Multiple Deprivation**



- Ac - Acomb
- Bi - Bishopthorpe
- Cl - Clifton
- De - Dewsbury
- DW - Dringhouses and Woodthorpe
- Fs - Fiskergate
- Ft - Fulford
- Gr - Gillyhall
- H & W - Haxby and Wigginton
- Hes - Heslington
- Hew - Heworth
- HW - Heworth Without
- Hol - Holgate
- HR - Hill Road
- H & NE - Heslington & New Earswick
- Mic - Micklegate
- Os - Osbaldwick
- RW - Rural West
- Sk, Ra & CW - Skelton, Rawcliffe and Clifton Without
- St - Strensall
- We - Westfield
- Wh - Wakefield



Full/Part-Time Split and Gender Split of Employment

- Of all jobs in the district, 64% are full-time and 36% part-time (Source: Annual Business Inquiry [ABI], 2004).
- The workforce consists of: 40% male full-time workers, 24% female full-time workers; 8% male part-time workers; and 28% female part-time workers (Source: ABI, 2004).

Employment by Industry

- In 2004, 60% of the workforce were employed within two industries, namely the public administration, education and health (30.7%) and distribution, hotels and restaurants (29%) sectors (Source: *Annual Business Survey, 2004*).
- The 2004 increase in public administration, education and health and the longer-term declines in the energy and water, manufacturing and construction industries are arguably the most notable changes in employment in recent years (Source: ABI, 2004).
- In 2003 the Science City York clusters (Bioscience, IT and digital and creative industries) accounted for approximately 8% of all employment. Science City York aims to have created 19,000 additional jobs by 2021.
- By 2016 is forecast that a number of industries are predicted to see growth in employment, including financial and business services, distribution, hotels and catering and transport and communications. This is also true for other (services which includes education) which will continue to be a major sector. Many other industries are however predicted to see declines.

York Forecast total employment demand by Industry: 2006 – 2016 (in thousands)

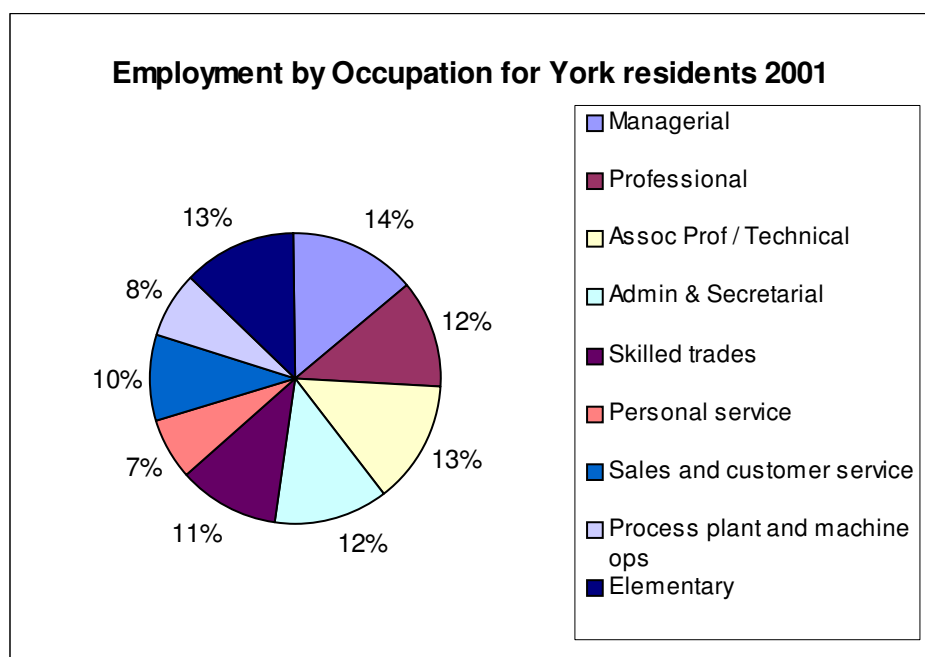
Industry	2006	2011	2016	Change in volumes 06-16 (000's)	% change 06-16
Agriculture, Forestry & Fishing	0.67	0.59	0.47	-0.20	-30%
Mining & Utilities	0.18	0.15	0.12	-0.06	-33%
Metals, Minerals & Chemicals	1.52	1.58	1.65	0.13	9%
Engineering	0.87	0.79	0.78	-0.09	-10%
Other Manufacturing	4.42	3.62	2.73	-1.68	-38%
Construction	3.95	3.61	3.43	-0.52	-13%
Distribution, Hotels & Catering	30.58	32.15	33.39	2.81	9%
Transport & Communications	13.81	14.90	15.07	1.26	9%
Financial & Business Services	16.42	17.58	18.34	1.92	12%
Other (mainly public) Services	37.13	37.85	39.42	2.29	6%

Source: Yorkshire Forward Regional Econometric Model - Experian Business Strategies Ltd

Employment by Occupation

- According to the 2001 Census, the highest proportion of jobs held by York residents can be found in the managerial category (14%), with elementary and associate professional/technical occupations accounting for 13% each.

Employment by Occupation for York Residents (2001)



Source: 2001 Census

Base: All employed residents in York aged between 16 and 74 (total: 87,300).

- Nationally it is forecast that growth will be in “higher” level occupations, e.g. for managers and professionals, with declines predicted in areas such as elementary occupations (e.g. farm workers and porters). Source: (Working Futures report: 04-14 by IER)

Skills Gaps

- According to the 2005 *National Employer Skills Survey* (NESS) a skills gap is defined as existing where, in the opinion of the employer, an employee is not fully proficient at their job. Nationally approximately one in six (16%) of employers are experiencing skills gaps. However, Yorkshire and the Humber has the worst figure of any region at 23%. Within the York the figure is also 23%.

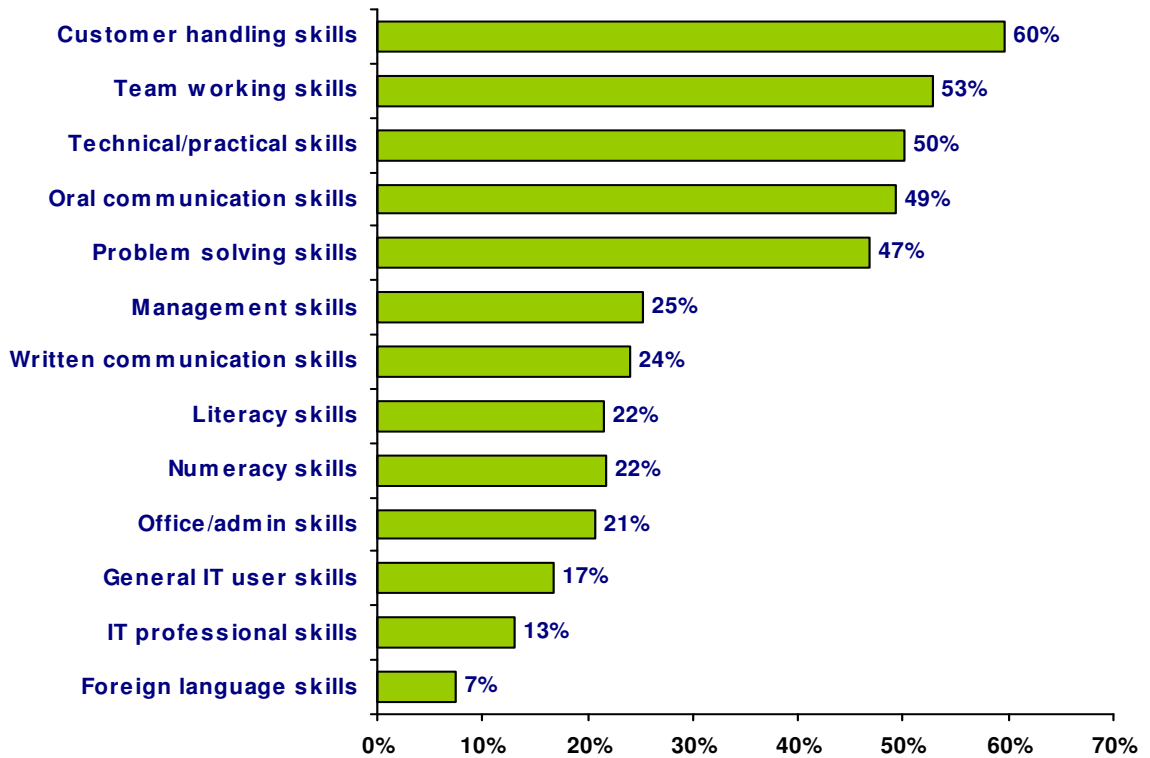
Employer Skills Needs in York (2005)

Vacancies	% of establishments with vacancies	21.9%
	Vacancies	4,000
	Vacancies as % of total employment	4.0%
Hard-to-fill vacancies	% of establishments with hard-to-fill vacancies	13.4%
	Hard-to-fill vacancies	1,921
	Hard-to-fill vacancies as % of vacancies	48.0%
All skill-shortage vacancies (SSVs)	% of establishments with any SSVs	9.6%
	SSVs (total)	1,312
	SSVs as % of vacancies	32.8%
	All SSVs per 1000 total employment	13.0
Skills gaps	% of establishments with skill gaps	22.5%
	Skill gaps	7,247
	Skill gaps as % of total employment	7.2%
Training	% of establishments with training plan	50.4%
	% of establishments providing any training	70.2%

Source: *National Employers' Skills Survey 2005*

- To assist in addressing skills gaps, 70.2% of establishments in York provided training to employees (Source: *NESS 2005*). Reasons employers gave for not training included employees learn by experience (7%) and external courses were too expensive (also 7%).

- Sub-regionally (i.e. across York and North Yorkshire) the highest volumes of skills gaps are seen in: hotels & restaurants (7,042); banking, finance & insurance (4,014); and public administration, education & health (3,516). Source: *NESS 2005*. (Within York the following proportions of the workforce are employed in each of these sectors: hotels, restaurants and catering 29% (29,350); banking, finance and insurance 13.6% (13,800) and public administration, education and health 30.7% (31,000) (Source: *Annual Business Inquiry, 2004*).
- In addition to improvements required to many generic and technical skills, employers perceived management literacy and numeracy skills were issues



Base: All establishments with skills gaps (unweighted=89)

Learning Provision in York

- York has strong learning and skills provision in schools, colleges and providers for learners of all ages. Significant investment has been made in facilities in recent years. There is a strong commitment to partnership working between all organisations and stakeholders coordinated by the Lifelong Learning Partnership, Learning City York.
- York has the significant benefit of high quality Further Education infrastructure at Askham Bryan College and York College following substantial investment in Centres of Vocational Excellence. This will be further enhanced upon completion of the £60 million new build at York College in September 2007, resulting in local access to world-class facilities for skills provision spanning all industry sectors.

	Maintained Secondary Schools	Independent Secondary Schools	Special Schools	Schools with 6th Form	FE Colleges	Work Based Learning Providers	Adult and Community Learning
York	11	3	1	4	2	5	16

Source: LSC North Yorkshire, North Yorkshire Local Authority and York Local Authority 2005.

Note: Work-Based Learning (WBL) figure – based in York but provision also takes place outside York. Adult and Community Learning (ABL) figure – Numbers shown of ACL district offices.

- In comparison to elsewhere (e.g. nationally and most areas within the region), educational performance for pre 16's and young adults in the City is positive. An example of this is for GCSE Results, where the percentage of pupils Achieving 5+ A*-C Grades or Equivalent in 2004/2006 was 60.6%. This ranked Nationally York ranks 27th out of 149 Local Education Areas (Source: DfES, January 2006) and was a percentage increase of 4.0% since the previous year. Further information is included as an appendix.
- In 2004, 92.1% of those leaving school at the end of Year 11 in York continued into Education, Employment or Training (EET). 5.9% of leavers were Not in Education, Employment or Training (NEET) and 1.9% were unaccounted for (Source: *Guidance Enterprises Destination Report 2004*). Regionally 8.2% of school leavers are NEET, with the national average standing at 7.1% (Source: Connexions West Yorkshire, November 2005).

Post-16 Attainment Levels

- In York, 72% of young people achieve a level 2 qualification by 19 (Source DfES, 2005).
- In York, 51% of young people achieve a level 3 qualification by 19 (Source DfES, 2005).

Qualification Levels of Working Age Population (16-64), 2005

Qualification Level	% of Residents of Working Age Population		
	York	Yorkshire & Humber	Great Britain
No Qualifications	11.7	15.8	14.3
At Least NVQ Level 1 (or equivalent)	83.2	76	77.2
NVQ Level 2 or above	72.1	60.5	62.9
NVQ Level 3 or above	54.2	41	44.4
NVQ Level 4 or above	33.4	22.2	26.5

Source: NOMIS, December 2005 – *Annual Population Survey*

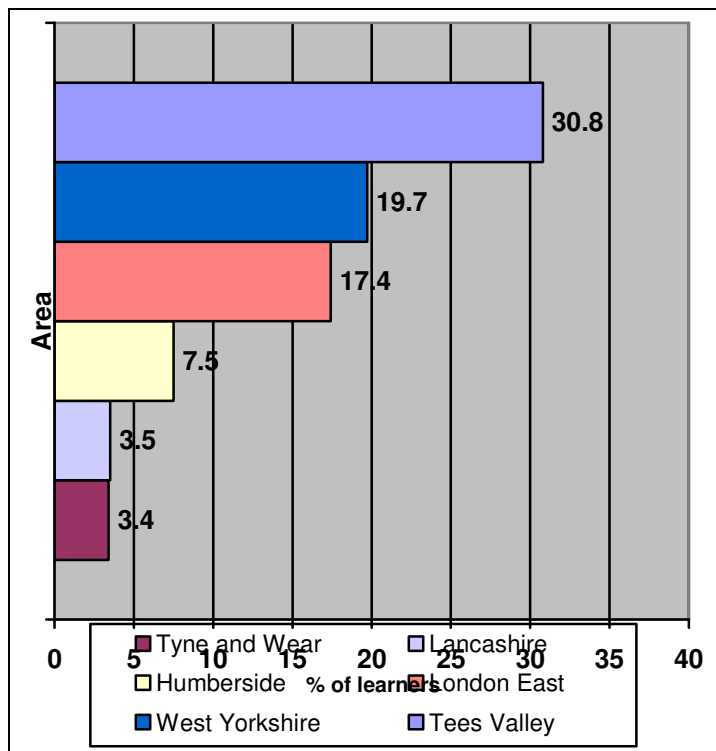
Note: York's performance is above the regional average on all the above categories.

- A high percentage of the working age population in York have low literacy and numeracy skills.
 - York - % of adults aged 16-60 with numeracy problems:
Low Numeracy: 11.6%, Lower Numeracy: 6.7%, Very Low Numeracy: 5%, Overall: 23.3% (Source: Basic Skills Agency, 2003).
 - York - % of adults aged 16-60 with literacy problems:
Low Literacy: 14.8%, Lower Literacy: 4.3%, Very Low Literacy: 3.9%, Overall: 23% (Source: Basic Skills Agency, 2003).

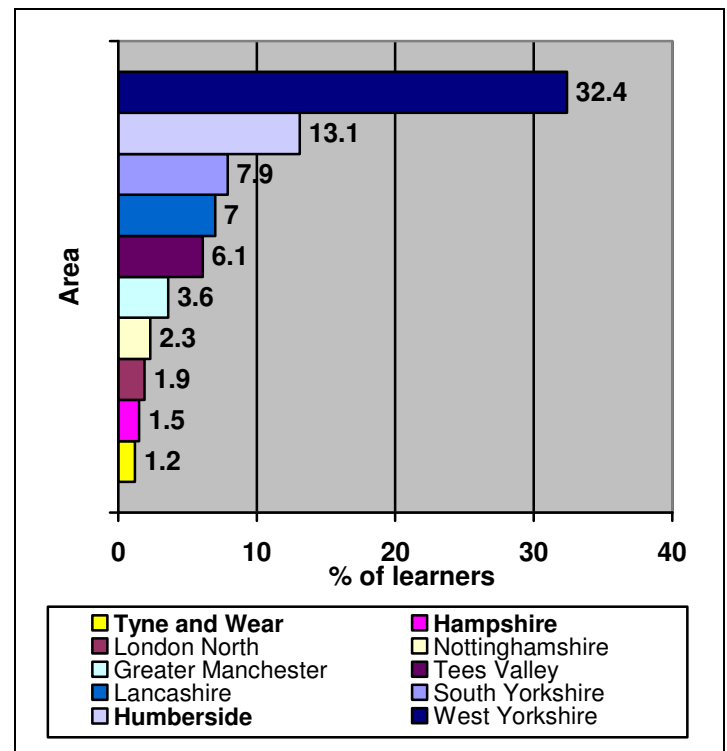
Travel to Learn Figures

- For FE learners 2004-05:
 - In total 3,937 learners aged 16-18 learn in York local authority district.
 - 2,235 learners aged 16-18 have a York district postcode. Of these:
 - 2,020 learn in the district.
 - 185 learn outside of the York area district.
 - 23 learn in other North Yorkshire districts.
 - 162 learn outside of York and North Yorkshire.
 - Of the learners that leave the York and North Yorkshire sub-region the highest number (63 in total) learn within the West Yorkshire LSC area.
 - 1,887 learners come into the York district to learn
 - York district makes an overall gain of 1,702 16-18 learners
- FE Adult travel to learn: 04/05³, at York and North Yorkshire level at least two thirds (33,000+) of 19+ learners with a York local authority district postcode learn in the sub region
- The charts below show the “key” areas where York and North Yorkshire learners “migrate to learn” and also where those who travel to York and North Yorkshire originate from.

Where learning when leaving the area (those with a York and North Yorkshire postcode)



Learners migrating to York & North Yorkshire: Main origin of learners



Source: LSC travel to learn reports (note only includes those with >1% of learners)

³ The Analysis is however based on the providers’ “administrative” address / postcode. “Out of area” providers have North Yorkshire based “outreach” provision, e.g. LMU and Darlington College which may mean any learners at these are recorded as not actually learning in the sub region

- York based providers see interesting travel to learn patterns / catchment areas. York College recorded 1371 (or 16%) of its 8594 19+ York College learners from outside of the sub region. Askham Bryan College recorded 871 (or 33%) of it's 2680 19+ learners from outside of the sub region

Key areas learners are from: York and Askham Bryan Colleges

York College		
Area	Number	%
York & North Yorkshire	7218	84.0%
Craven	39	0.5%
Hambleton	358	4.2%
Harrogate	519	6.0%
Richmondshire	106	1.2%
Ryedale	324	3.8%
Scarborough	475	5.5%
Selby	541	6.3%
York	4856	56.5%
Humberside	508	5.9%
West Yorkshire	241	2.8%
Lincolnshire & Rutland	74	0.9%

Askham Bryan		
Area	Number	%
York & North Yorkshire	1807	67.4%
Craven	10	0.4%
Hambleton	359	13.4%
Harrogate	328	12.2%
Richmondshire	135	5.0%
Ryedale	339	12.6%
Scarborough	96	3.6%
Selby	114	4.3%
York	426	15.9%
Tees Valley	458	17.1%
West Yorkshire	196	7.3%
Humberside	70	2.6%

Source: LSC travel to learn reports (not only includes "key" areas")

Participation in Learning Figures

% Participation in Learning among Working Age Adults – (Ordered by Participation in Any Learning)

Partnership Area	In the last 3 years		Participation in Job Related Training by ...		
	Participation in any learning	Participation in taught learning	Employees in last 4 weeks	Employees in last 13 weeks	Last 12 months
York	73.7	54.8	11.9	26.6	
North Yorkshire	73.6	52.1			
England	69.5	48.6	11.2	21.9	35.1
Yorkshire & Humber	66.8	47.0	11.4	21.9	33.9
Source	DfES	DfES	APS	APS	Claritas Axiom

Source: DfES, *Qualifications and Participation in Learning at a Local Level (England 2004/05)* – based on ONS Local Area Labour Force Survey 2004/05, Annual Population Survey (December 2005) & Claritas Axiom Lifestyle Survey.

- Participation means at any time during the previous three years.
- Taught Learning includes:
 - Any taught course meant to lead to a qualification, whether or not this was achieved.
 - Any taught course designed to help develop skills used in a job.
 - Any course, instruction or tuition in driving, playing a musical instrument, art or craft, sport or any other practical skill.
 - Learning involving working on one's own from a package of materials provided by an employer, college, commercial organisation or other training provider.
 - Any other taught course, instruction or tuition.

- c) Non-taught learning includes:
- Studying for qualifications without taking part in a taught course.
 - Supervised training while doing a job.
 - Time spent keeping up to date with developments in one's job, for example by reading books or attending seminars or conferences.
 - Deliberately trying to improve one's knowledge about anything or teach oneself a skill without taking part in a taught course.

Barriers to Learning and Work

- From the 2000 Household Survey and the 2006 Talk About Survey (which focused on adult education courses), the main reasons for not learning are often as expected, but are significant. The findings / main reasons included:

2000 Household Survey

Lack of time (27%)
 Not able to afford (5%)
 Not interested (17%)
 Not needing qualifications for job (21)
 Childcare (14%)
 Suitable courses not offered (9%)
 Other family commitments (8%)

2006 Talk About Survey

Lack of time (40%), location/timing of courses (34%)
 Cost (33%)
 None (23%)
 Lack of support from employer (3%)
 Childcare (7%)
 Lack of information on courses (10%)

Source: LSC Household Survey 2000

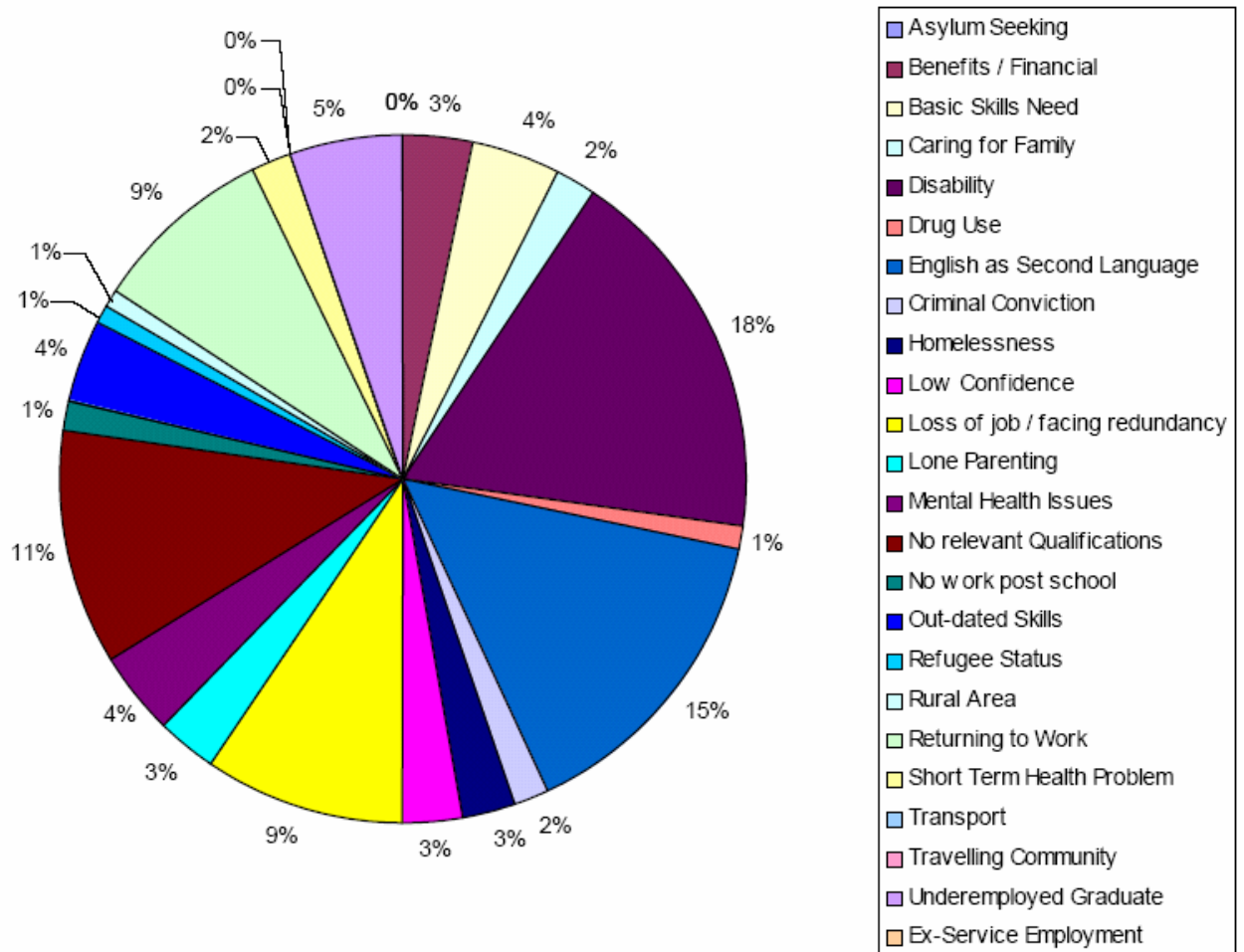
Source: City of York Council Talk About Survey 2006

Primary Barriers

The chart below indicates the range of barriers that clients face when looking at progressing into learning or work. 'Primary' indicates the main barrier that the individual perceives he/she experiences in relation to learning and work progression. It should be noted that the figures are based on clients receiving a Level 2 service (i.e. individual support) during 2005-06.

Top 5 primary barriers (accounting for 62% of total):

- Disability (18%)
- English as a Second Language (15%)
- No relevant qualifications (11%)
- Loss of Job (9%)
- Returning to Work (9%)



Source: Future Prospects (2006) *Annual Report*

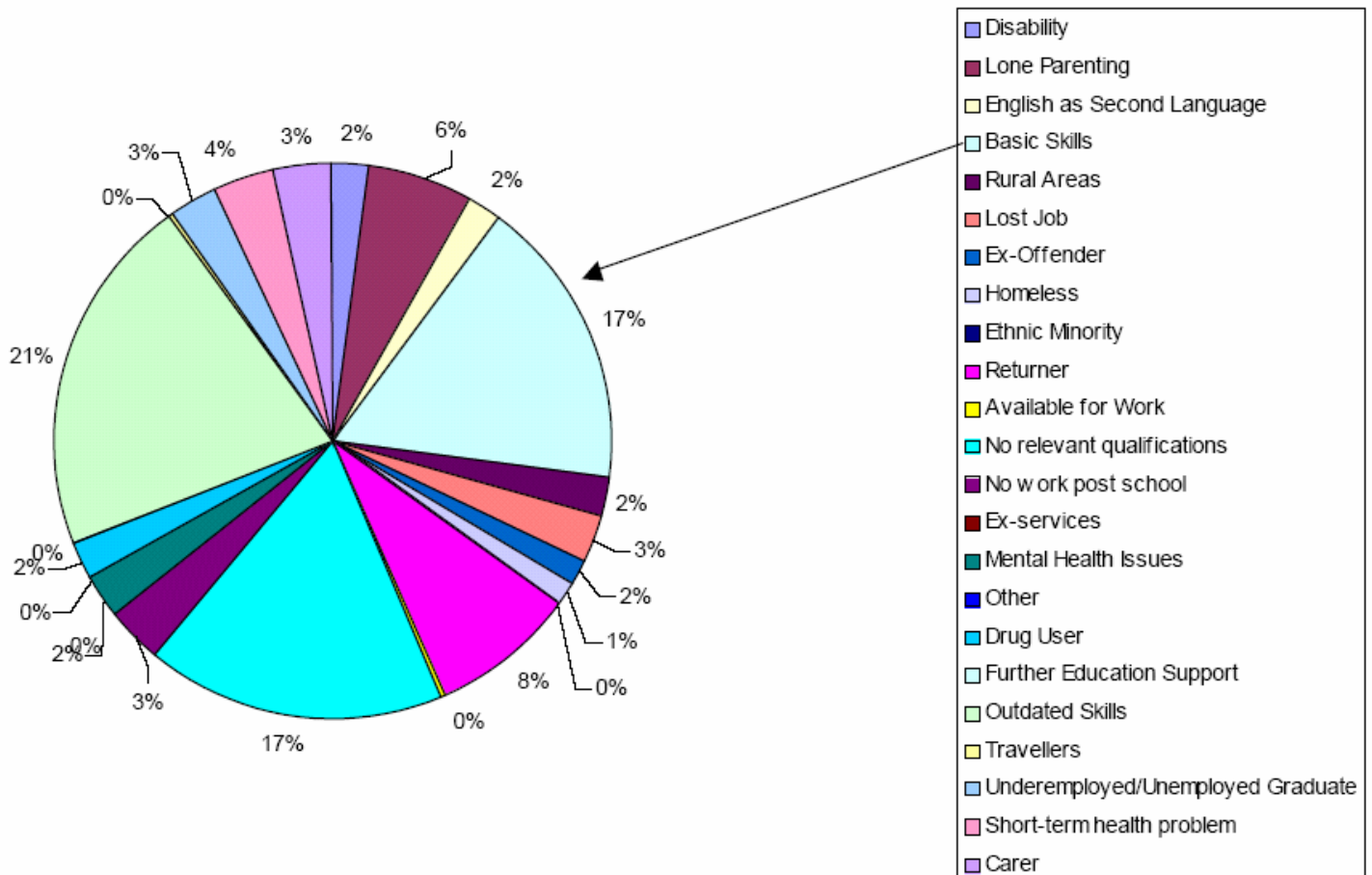
Note: Figures are based on clients receiving a Level 2 service (i.e. individual support) during 2005-06.

Secondary Barriers

The chart below shows the secondary barriers that Future Prospects clients face when attempting to progress into learning or work. This is useful in reflecting the multiple issues that individuals have to deal with. Basic skills issues are often identified as a secondary barrier behind homelessness, offending history or disability issues.

Top 5 secondary barriers (accounting for 69% of total):

- Outdated Skills (21%)
- Basic Skills (17%)
- No relevant qualifications (17%)
- Returning to work (8%)
- Lone parents (6%)



Source: Future Prospects (2006) *Annual Report*

Note: Figures are based on clients receiving a Level 2 service (i.e. individual support) during 2005-06.