

Local Skills Improvement Plan (LSIP)

Essex, Southend
and Thurrock

Annex C Data Report

(This is a supporting report to the Essex LSIP. Annex A & B includes information on the local strategic context and the methodology respectively.)



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Table of Contents

Introduction	3
Employment	4
Employment by Sector	
Employment by Sector & by Local Authority	5
Employment by Occupation	9
Employment Rate & Employment Level	10
Employment Rate by Local Authority	11
Self-Employment Rate by Local Authority	12
Business Environment	
Enterprise by Employment Band Size	13
Enterprise by Employment Band Size & Local Authority	14
Enterprise Size by Local Authority	15
Enterprise Starts by Local Authority	18
Enterprise Closures by Local Authority	19
Economic Output	
Current GVA	20
Current GVA by Local Authority	21
Median Gross Weekly Wage	22

Population Demographics

Population by Age and Local Authority	23
Deprivation	24

Qualifications

Qualification Level	25
Qualification Level by Local Authority	26
Adult Education Qualifications by Subject & Local Authority	28
Apprenticeship Achievement by Subject & Local Authority	30
HE Qualifiers by Subject	32
Destinations of KS4 Learners	33
Destinations of KS5 Learners	33
HE Destinations	34
Employer Provided Training	35

Skills Provision

Unique Postings	36
Sector Growth Forecasts	38
Annual Job Replacement	39
Occupational Growth Forecasts	40

Provider & Employer Feedback	41
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Introduction

The Local Skills Improvement Plan data pack is provided to give in depth information about Greater Essex.

Greater Essex when mentioned within the report is the local authorities which sit under Essex County Council (as described in the table to the right) and the unitary authorities of Southend on Sea (Southend City Council) and Thurrock.

This report pulls data from numerous sources to provide an overview of the strengths, weaknesses, opportunities, and challenges that face Greater Essex.

This report is meant to be read in conjunction with the Local Skills Improvement Plan (LSIP).

Greater Essex

Essex County Council Local Authorities
Basildon Borough Council
Braintree District Council
Brentwood Borough Council
Castle Point Borough Council
Chelmsford City Council
Colchester Borough Council
Epping Forest District Council
Harlow District Council
Maldon District Council
Rochford District Council
Tendring District Council
Uttlesford District Council
Southend-on-Sea City Council
Thurrock Council



Employment

There are 756,000 jobs across the greater Essex area, this has seen an increase of over 36,000 jobs since 2019.

Essex is home to over 80,000 businesses, split across the seventeen sectors.

The sectors where most employment is notably higher than average are construction, transportation & storage, accommodation & food services, information & communications, education, arts, entertainment and recreation. Some of this can be attributed to main transport hubs such as Stansted and Southend Airports and the ports of Harwich and Tilbury. The high number of accommodation & food service jobs can in part be linked to the two big coastal areas of Tendring and Southend on Sea and the close proximity to London.

Essex employment sits below the national average in several areas, most notably manufacturing, real estate, professional, scientific & technical, and public administration & defence.

To fully understand the diverse economic profile of Greater Essex the data has been broken down to a local authority district level.

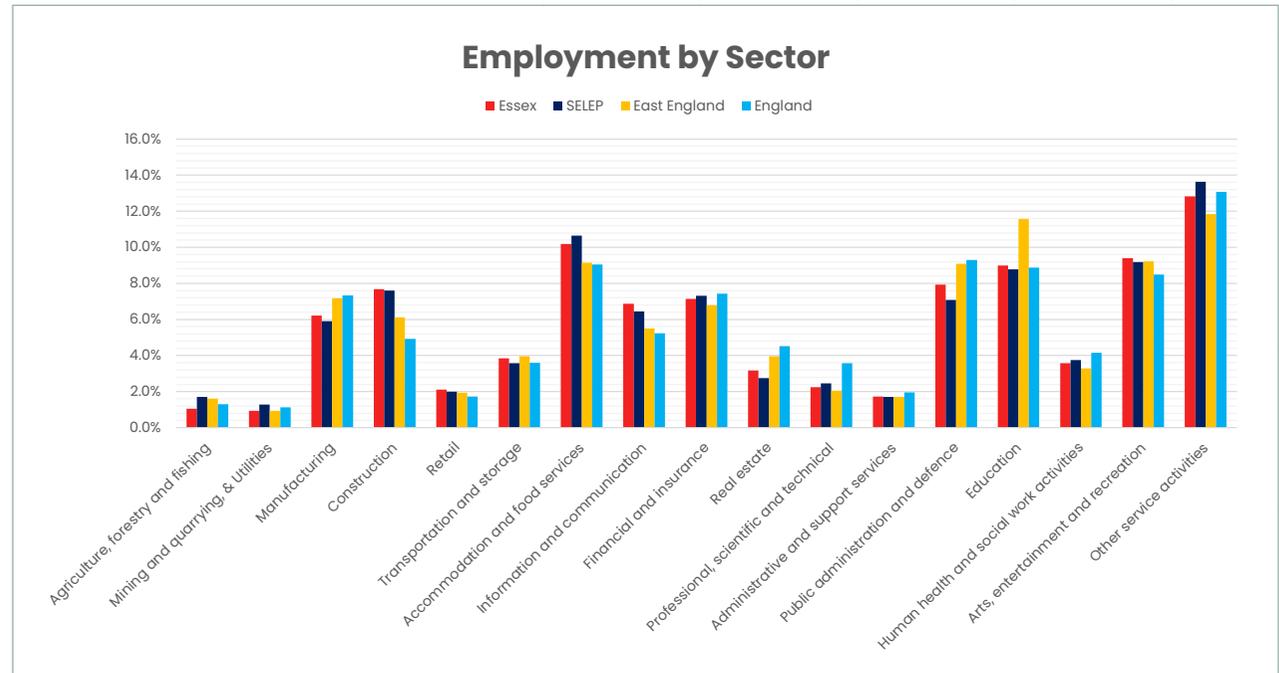


Fig 1: Employment by Sector – Essex, SELEP, East England & England. This data uses ONS Standard industry classification (SIC) codes 2007 at the section level. Source: Business Register and employment survey ONS Dec 22.



Employment (continued)

In Basildon, the key sectors for employment are retail (16.8%), human health activities (15.4%) and professional, scientific, and technical (9.9%). This accounts for nearly half of the 91,700 jobs within the district.

In Braintree, the key sectors for employment are retail (16.5%), human health activities (10.7%) followed by construction, manufacturing, professional, scientific & technical and education (8.9%). These sectors account for over half of the 55,150 jobs within the district.

In Brentwood, the key sectors for employment are administrative and support services (13.9%), followed by construction (12.5%) and professional, scientific & technical (11.1%). This accounts for around a third of the 36,285 jobs within the district.

In Castle Point, the key sectors for employment are retail (19.1%), followed by education (15.5%) and administrative & support services (10.2%). These sectors account for nearly half of the 22,370 jobs within the district.

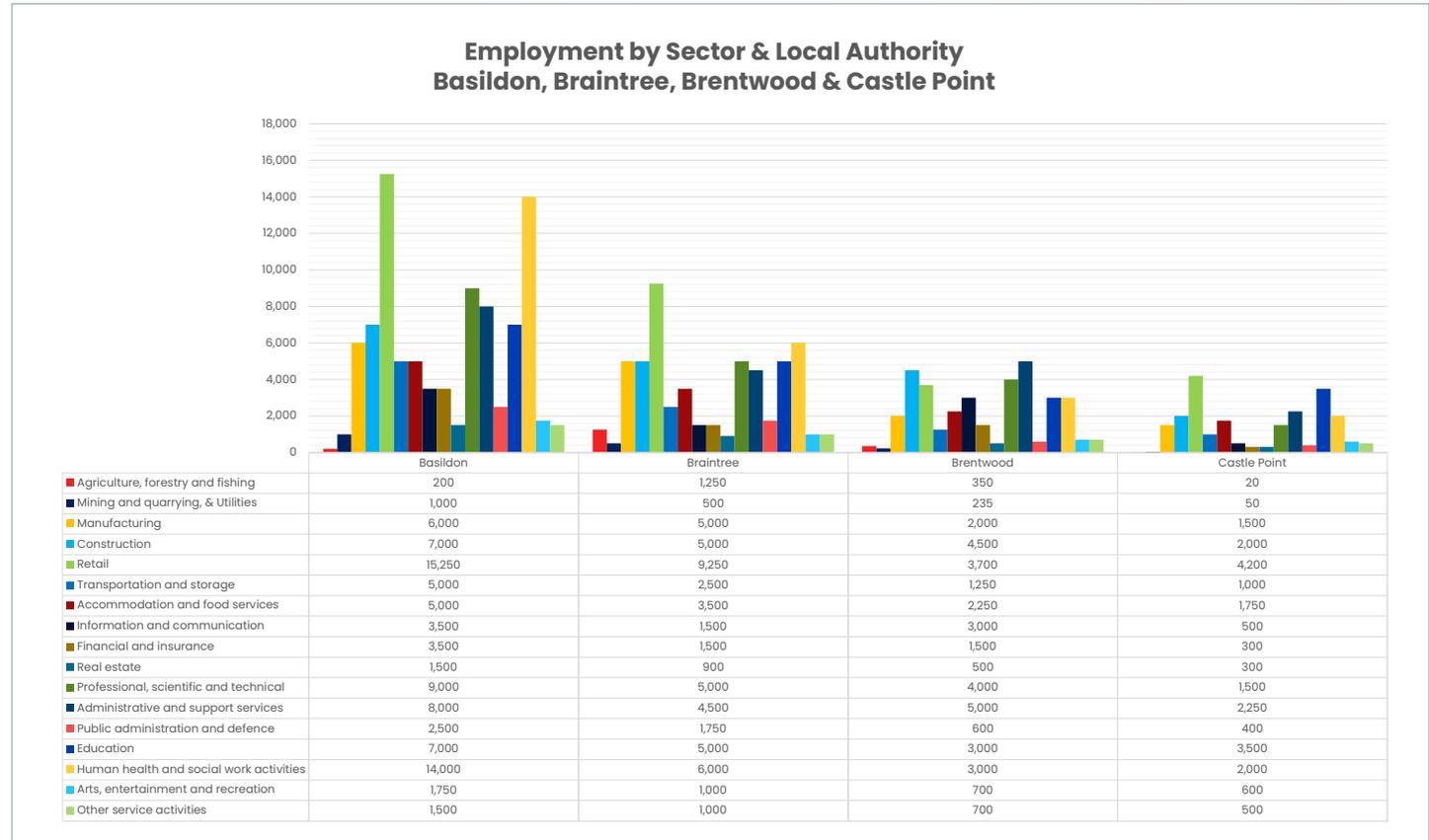


Fig 2: Employment by Sector & Local Authority – Basildon, Braintree, Brentwood and Castle Point. This data uses ONS Standard industry classification (SIC) codes 2007 at the section level. Source: Business Register and employment survey ONS Dec 22.



Employment (continued)

In Chelmsford, the key sectors for employment are human health & social work activities (17.4%), retail (12%) and education (9.8%). This accounts for over a third of the 92,700 jobs within the district.

In Colchester, the key sectors for employment are human health & social work activities (16.5%), retail (16.5%) and education (11.8%). This accounts for nearly half of the 84,420 jobs within the district.

In Epping Forest, the key sectors of employment are retail, administration & support services (14.5%) human health & social work activities and construction (12.8%). This accounts for nearly half of the 55,850 jobs within the district.

In Harlow, the key sectors of employment are retail (17.5%), human health & social work activities (15.9%) and administration & support services (10.2%). This accounts for over half of the 42,350 jobs within the district.

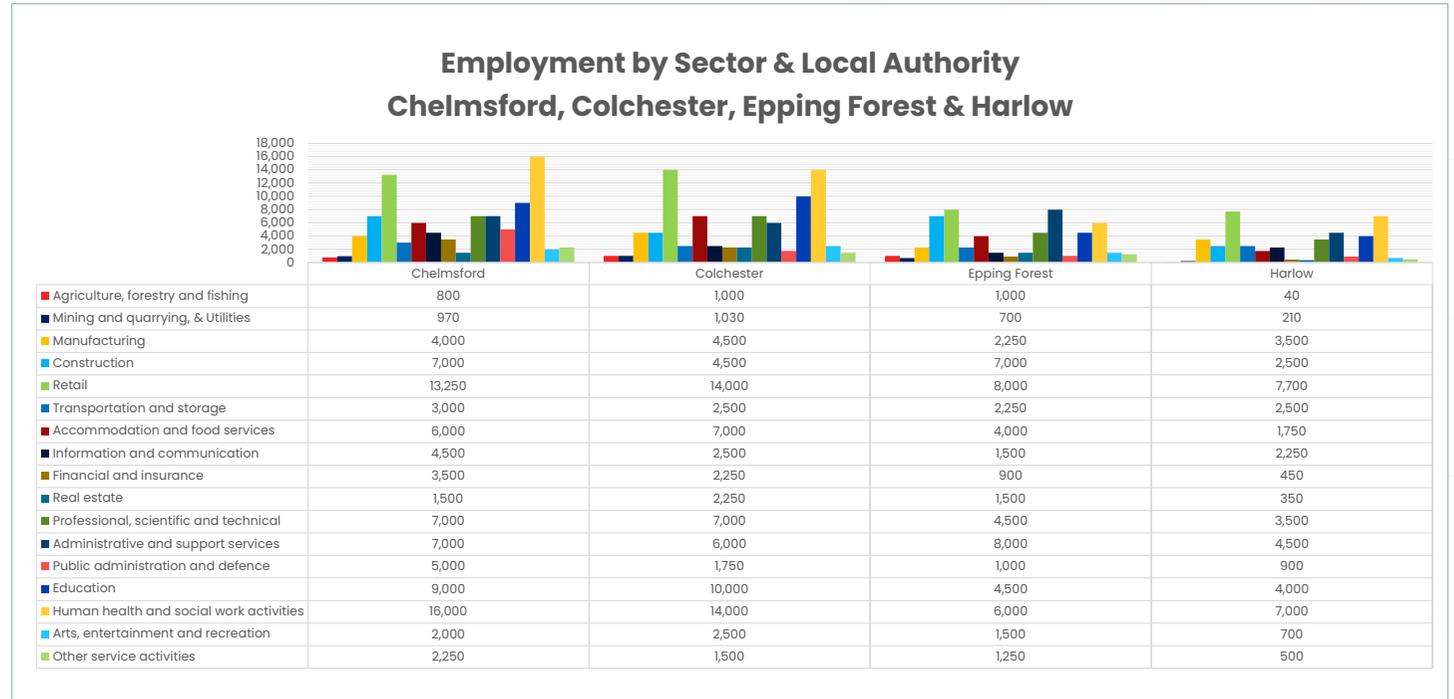


Fig 3: Employment by Sector & Local Authority. Chelmsford, Colchester, Epping Forest, and Harlow. This data uses ONS Standard industry classification (SIC) codes 2007 at the section level. Source: Business Register and employment survey ONS Dec 22.

Employment (continued)

In Maldon, the key sectors are retail (18.3%), construction and manufacturing (both 11.9%). This accounts for nearly half of the 21,045 jobs within the district.

In Rochford, the key sectors are retail (15.2%), human health & social work activities and education (both 12.5%). This accounts for around half of the 24,952 jobs within the district.

In Southend on Sea, the key sectors are human health and social work activities (16.7%), retail (14.4%) and education (10.6%). This accounts for just under half of the 65,255 jobs within the area.

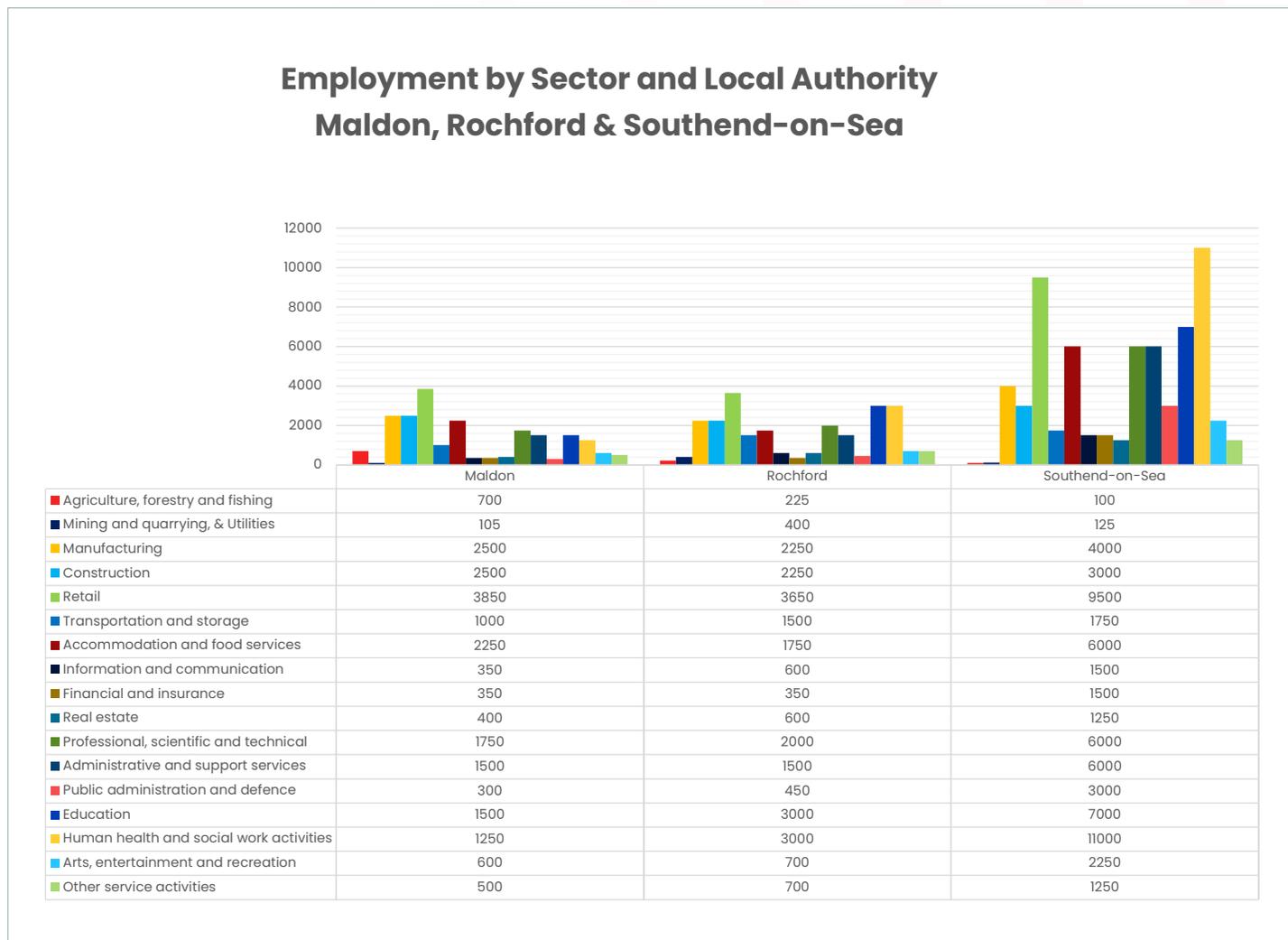


Fig 4: Employment by Sector and Local Authority. Maldon, Rochford & Southend-on-Sea. This data uses ONS Standard industry classification (SIC) codes 2007 at the section level. Source: Business Register and employment survey ONS Dec 22.



Employment (continued)

In Tendring, the key sectors are retail (17.4%), human health & social work activities (16.3%) and accommodation & food services (11.6%). This accounts for just over a third of the 43,250 jobs within the district.

In Thurrock, the key sectors are transportation & storage (21.1%), construction, education, human health & social work activities and public administration & defence (all 7.9%). This accounts for just over half of the 74,755 jobs.

In Uttlesford, the key sectors are transportation & storage (20%), retail (11.6%), professional, scientific & technical and administrative & support services (both 8.9%). This accounts for around half of the 45,320 jobs within the district.

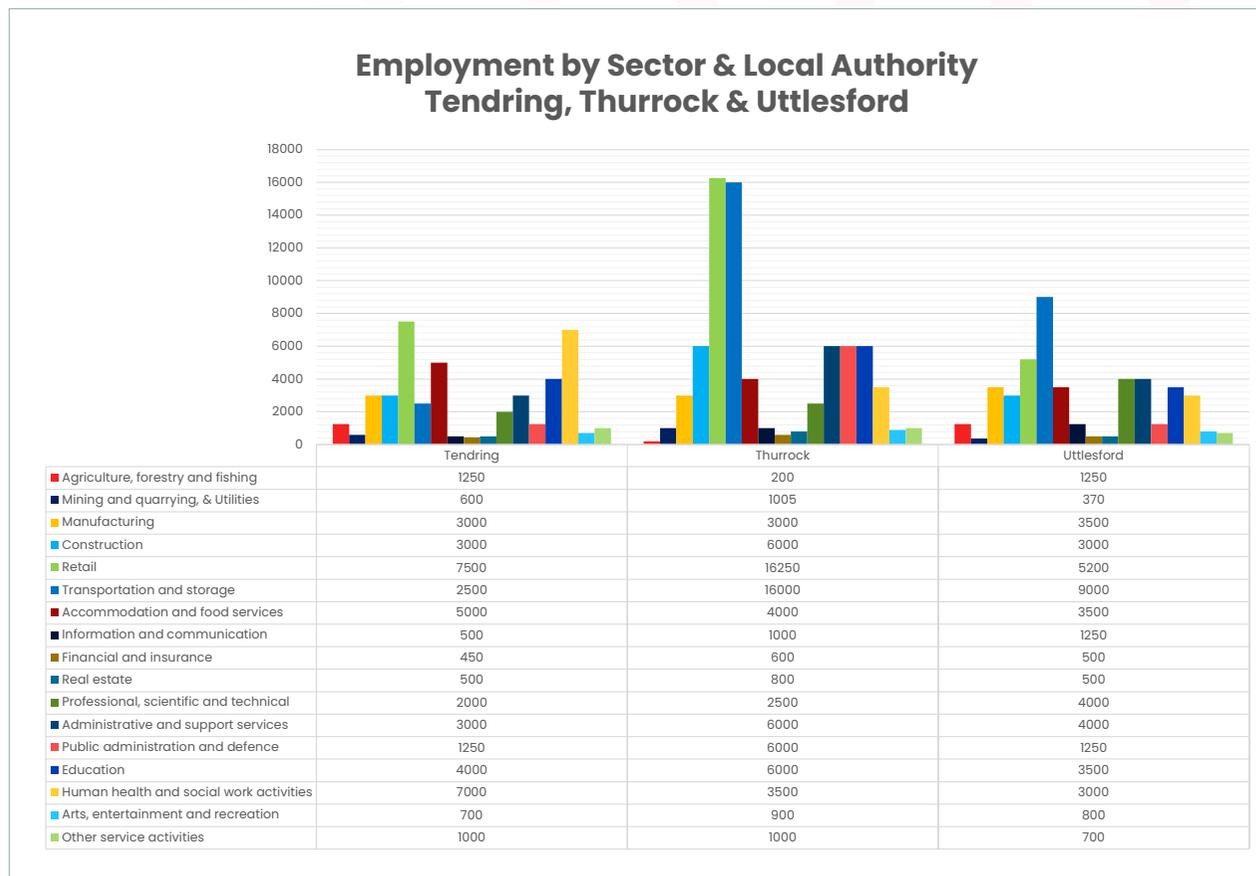


Fig 5: Employment by Sector and Local Authority. Tendring, Thurrock and Uttlesford. This data uses ONS Standard industry classification (SIC) codes 2007 at the section level. Source: Business Register and employment survey ONS Dec 22.

Employment (continued)

When looking at employment by occupation, Essex has the greatest number of jobs within the professional occupations. The smallest number of jobs sits within the process, plant and machine operatives' occupations. The categories are not dissimilar to our SELEP partners and the rest of the region (albeit higher or lower in some categories).

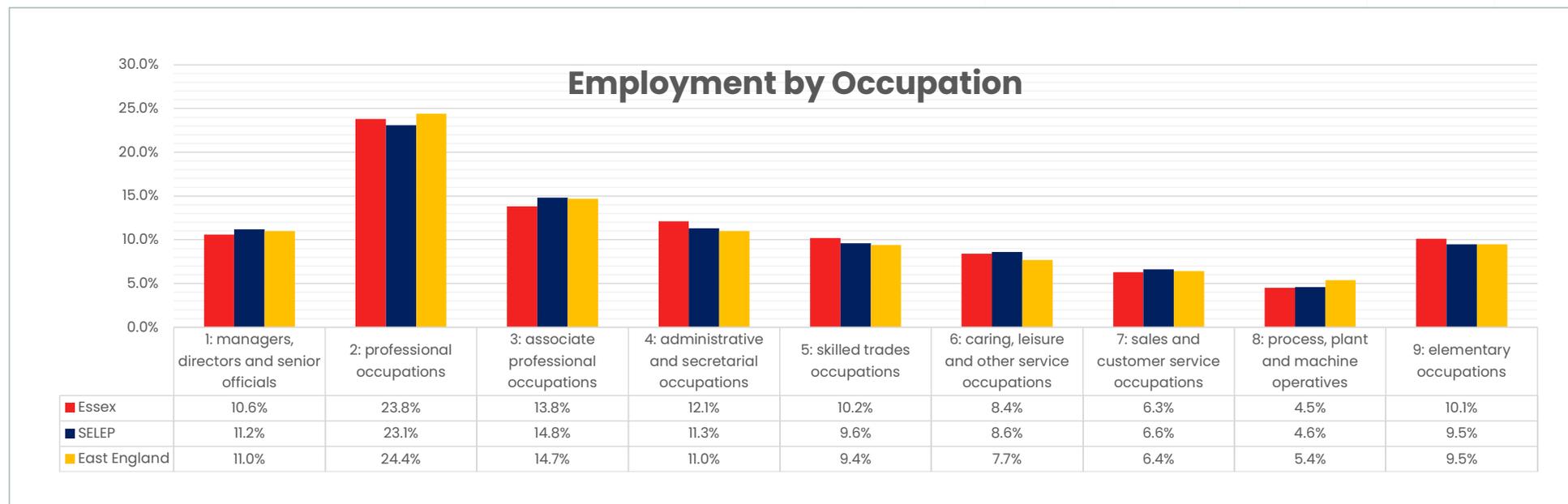


Fig 6: Employment by Occupation. Essex, SELEP & East England source: Source: Annual population survey ONS Dec 22.



Employment Rate & Employment Level

In relation to the employment levels in Essex, we can see that there is a much bigger proportion of employed than self-employed people and this has remained consistent over time. It should be noted that there has been a decrease in self-employed since the pandemic with a drop of around 37,000 people within the region. This contrasts with the increase of around 60,000 people now employed.

The levels of employment within Essex have seen an increase of 4% since 2013, remaining consistently around 78% for the last few years. Since 2013, Essex has consistently had a higher than national level of employment. The national average is currently 75% and Essex is 78%.

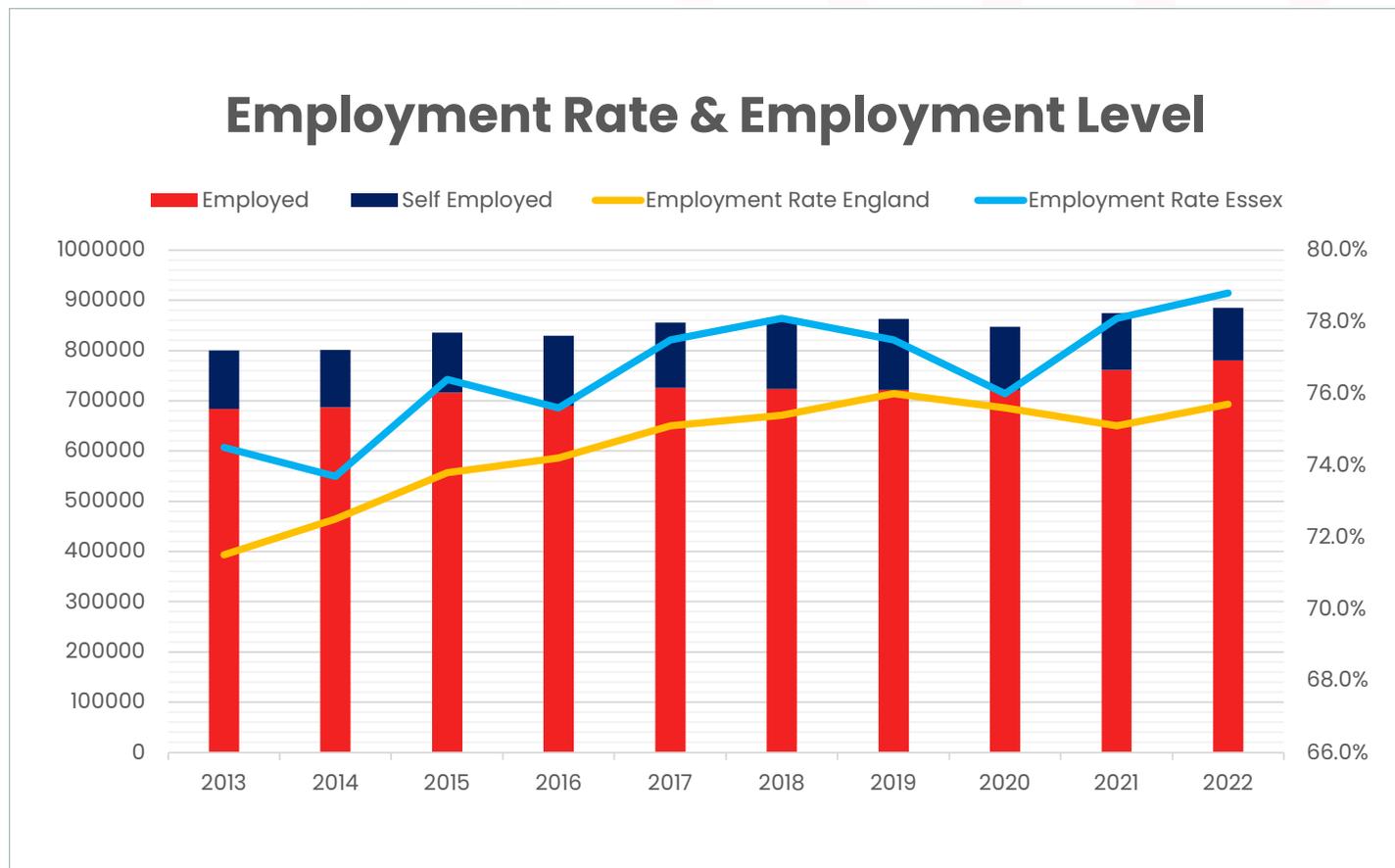


Fig 7: Employment Rate & Employment Level Essex & England. Source: Annual population survey ONS Dec 22.

Employment Rate & Employment Level (continued)

When looking at the employment rate by local authority since 2019, we can see that there has been the most growth within Braintree district (by over 15%), closely followed by Basildon district and

Harlow district (both with over 11% growth). Conversely, there has been decline in some districts - most notably Maldon district with a decline of 4.6% and Castle Point district with a decline of 4.5%.

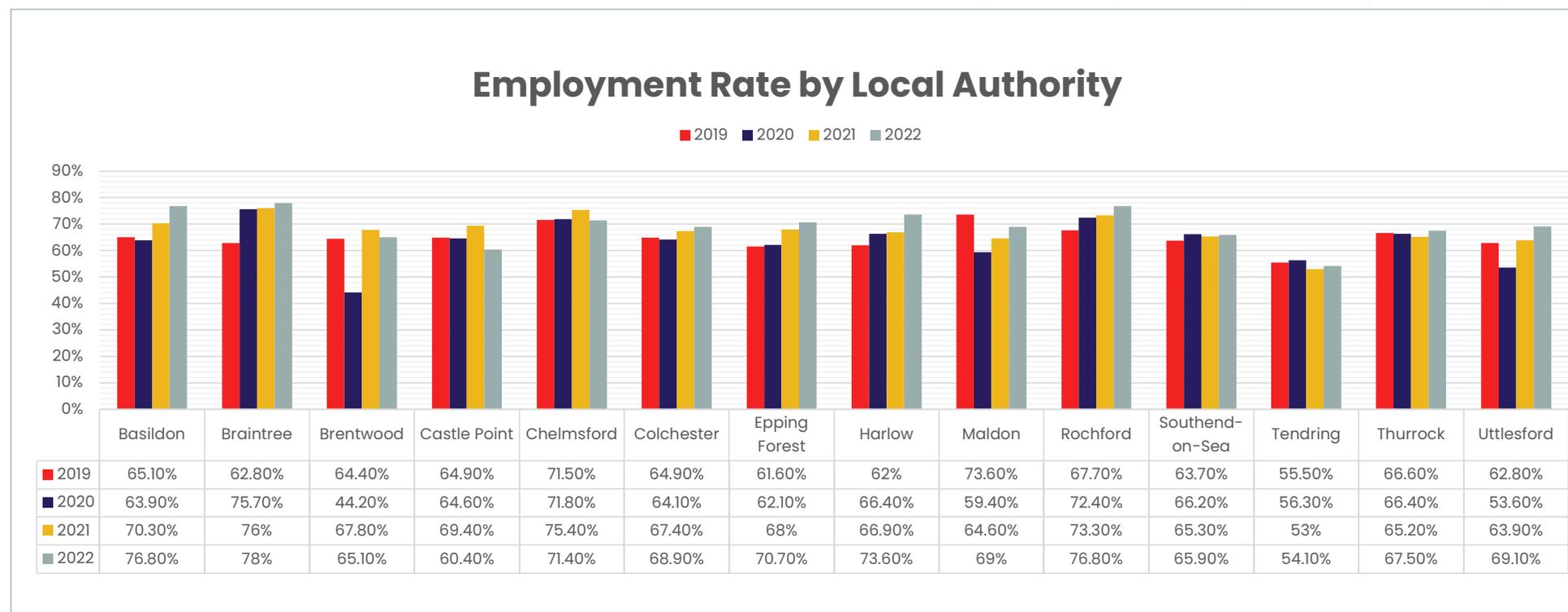


Fig 8: Employment Rate by Local Authority 2019 – 2022. Source Annual Population Survey ONS December 22.

Employment Rate & Employment Level (continued)

If we look at the self-employment rate by district, there is a notable decrease in all but two districts. The two districts that have seen a small amount of growth in self-employment are Thurrock at 1.3% and Tendring at 0.8%. The districts that have seen the largest decrease in self-employment are Rochford with an 8.7% decrease and Braintree with an 8.1% decrease.

It should be noted that for both the employment rate and self-employment rate only one district had minimal change, Chelmsford saw 0.1% change within the employment rate from 2019 – 2022 and 0.5% change in self-employment within the same period.

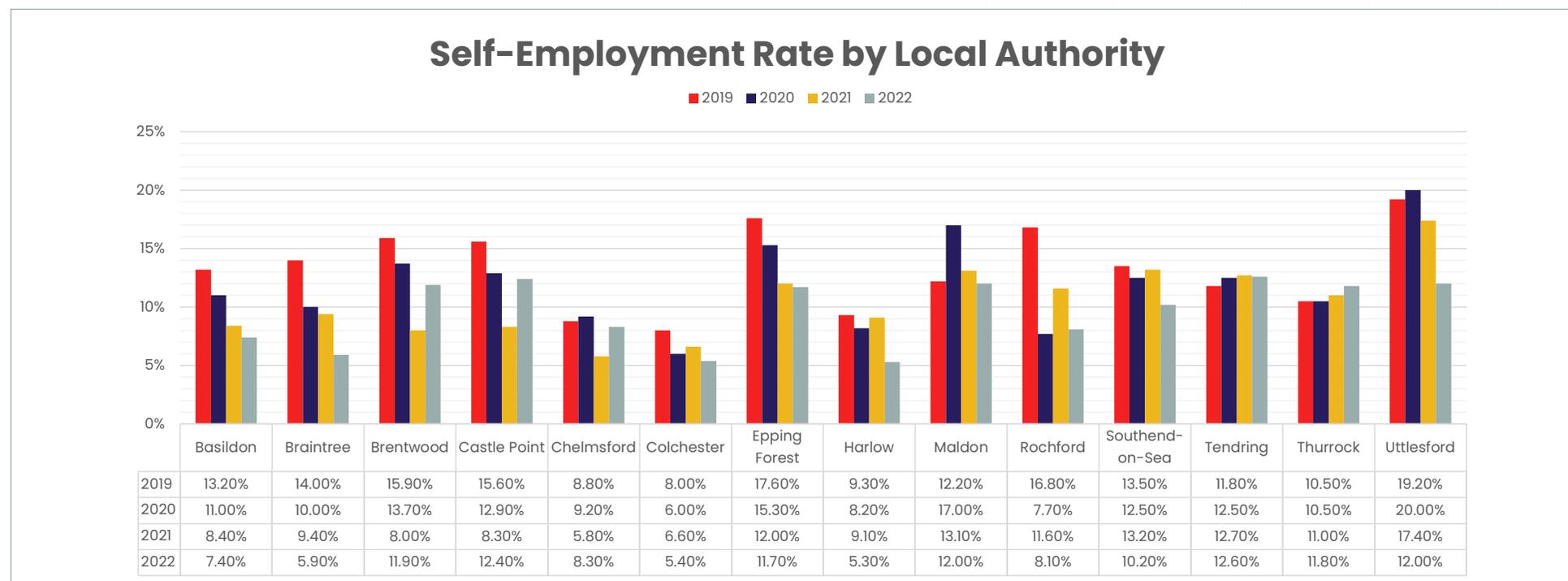


Fig 9: Self Employment Rate by Local Authority 2019 – 2022. Source Annual Population Survey ONS December 22.



Business Environment

Essex is home to 80,910 businesses. 73,025 of them fall into the micro category making up most of the business landscape, 6,575 are small, 1,090 medium sized and 220 fall into the large category.

Essex is on par with its SELEP partners, the rest of the East of England region and even nationally.

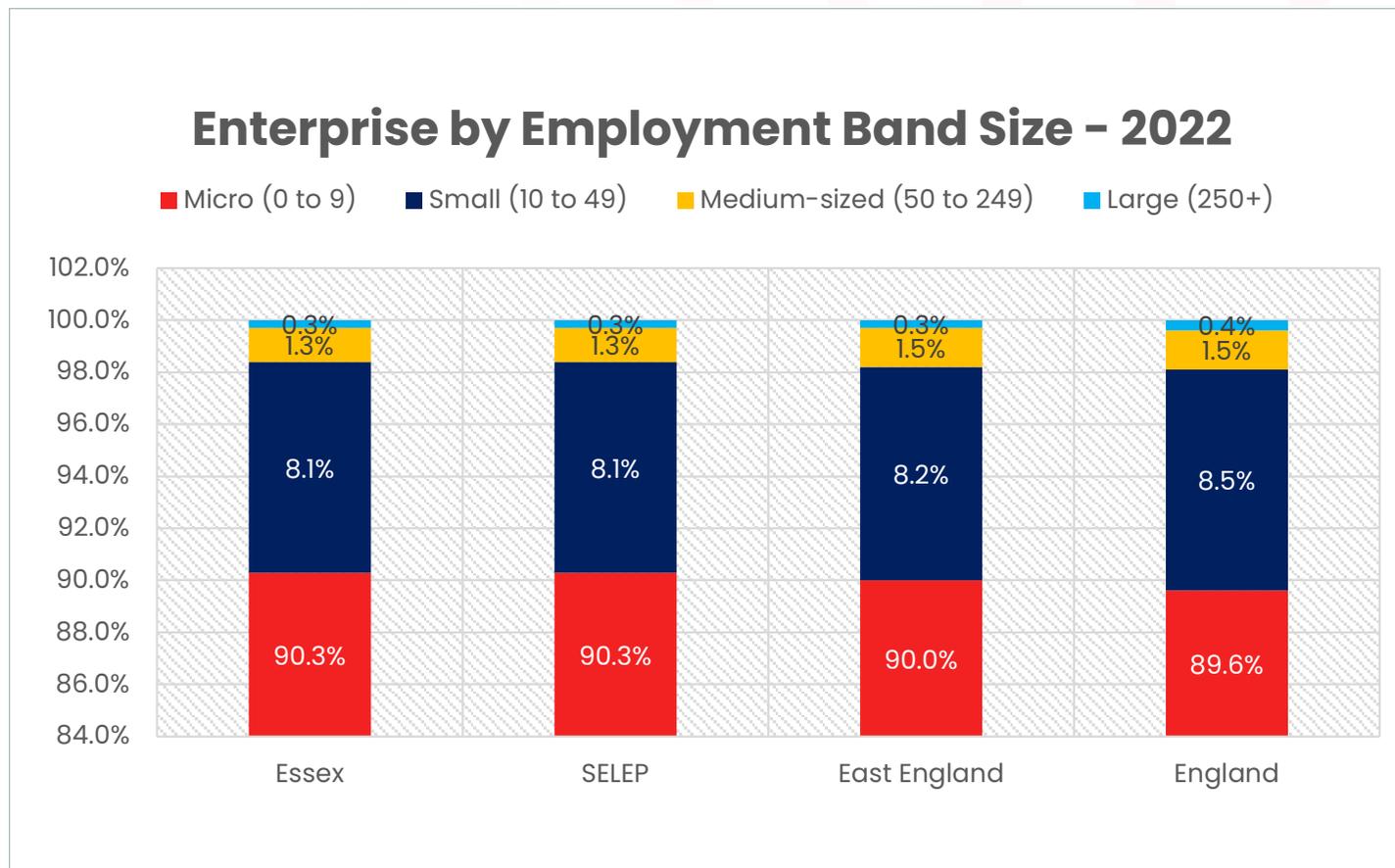


Fig 10: Enterprise by Employment Band Size - 2022 - Essex, SELEP, East England & England. Source: UK Business counts - enterprises by industry and employment size band ONS Dec 22.



Business Environment (continued)

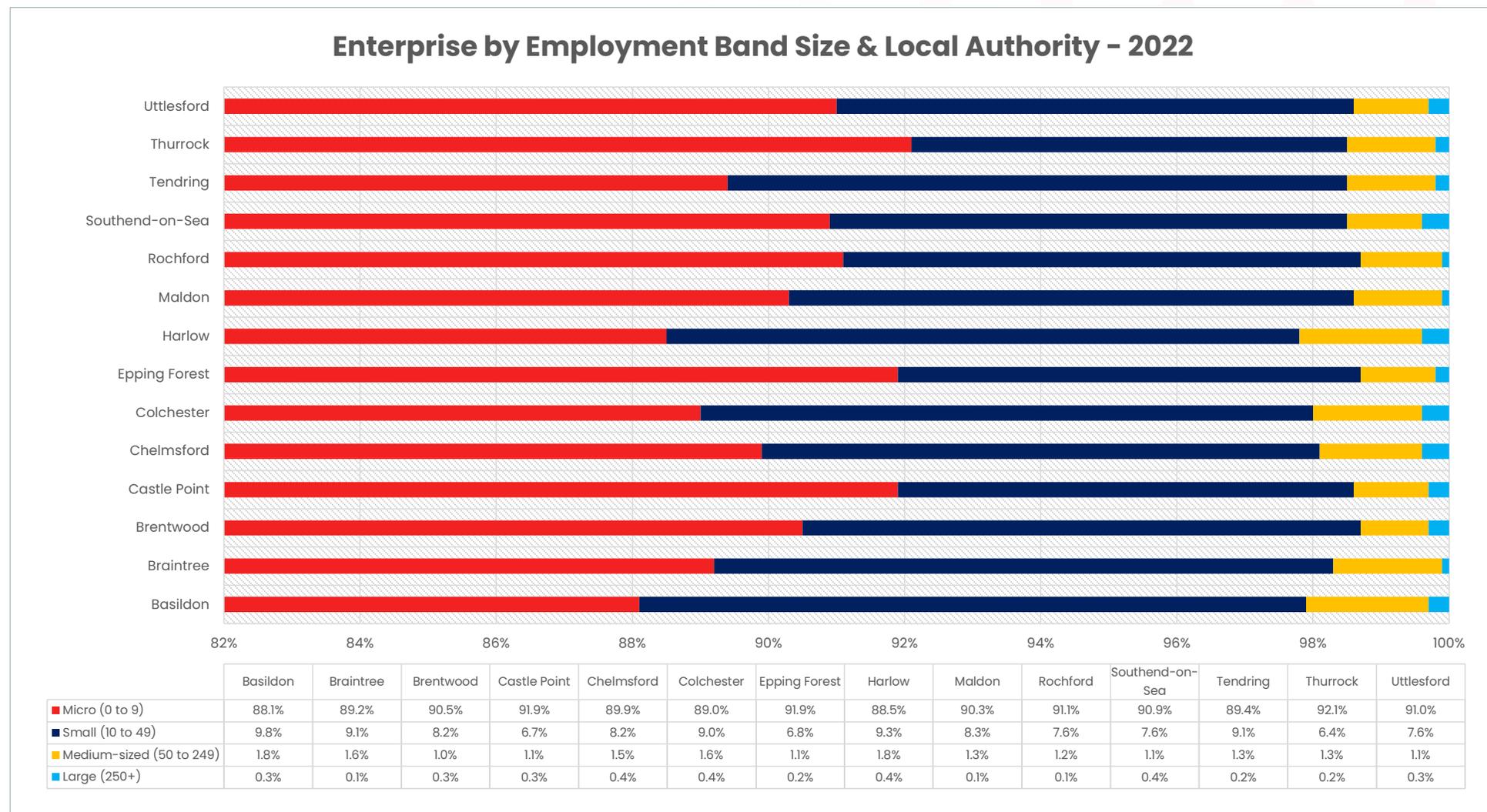


Fig 11: Enterprise by Employment Band Size & Local Authority 2022. Source: UK Business counts – enterprises by industry and employment size band ONS Dec 22.



Business Environment (continued)

When we look at the enterprise size at a district level, we are once again reminded of the diverse landscape of Essex businesses.

The tables below give an estimate for each district of how employment numbers are distributed across enterprises by employment band size. Micro businesses are assumed to have an average of 1.7 employees and Medium sized businesses an average of 100, based on national level PAYE information from HMRC. Enterprise counts include public sector bodies and over 20% of large enterprises are public sector bodies.

Basildon has a total of 7,580 businesses across the district with an estimate of 74,497 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	6,675	11,347
Small	750	13,350
Medium	135	13,500
Large	20	36,300

Braintree has a total of 6,765 businesses across the district, with an estimate of 50,356 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	6,035	10,259
Small	615	10,947
Medium	110	11,000
Large	10	18,150

Brentwood has a total of 4,385 businesses across the district, with an estimate of 44,793 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	3,970	6,749
Small	355	6,319
Medium	45	4,500
Large	15	27,225

Castle Point has a total of 3,365 businesses across the district, with an estimate of 30,755 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	3,000	5,100
Small	225	4,005
Medium	35	3,500
Large	10	18,150

Chelmsford has a total of 8,230 businesses across the district, with an estimate of 91,134 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	7,400	12,580
Small	680	12,104
Medium	120	12,000
Large	30	54,450



Business Environment (continued)

Colchester has a total of 7,415 businesses across the district, with an estimate of 90,007 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	6,600	11,220
Small	665	11,837
Medium	125	12,500
Large	30	54,450

Harlow has a total of 3,340 businesses across the district, with an estimate of 43,766 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	2,955	5,023
Small	310	5,518
Medium	60	6,000
Large	15	27,225

Rochford has a total of 3,640 businesses across the district, with an estimate of 23,605 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	3,315	5,335
Small	275	4,895
Medium	40	4,000
Large	5	9,075

Epping Forest has a total of 8,355 businesses across the district, with an estimate of 68,913 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	7,680	13,056
Small	565	10,057
Medium	95	9,500
Large	20	36,300

Maldon has a total of 3,515 businesses across the district, with an estimate of 23,634 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	3,175	5,397
Small	290	5,162
Medium	40	4,000
Large	5	9,075

Southend-on-Sea has a total of 7,105 businesses across the district, with an estimate of 73,880 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	6,460	10,982
Small	535	9,523
Medium	80	8,000
Large	25	45,375



Business Environment (continued)

Tendring has a total of 4,665 businesses across the district with an estimate of 71,129 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	7,170	12,189
Small	425	7,565
Medium	60	6,000
Large	25	45,375

Uttlesford has a total of 5,645 businesses across the district with an estimate of 49,786 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	5,135	8,729
Small	440	7,832
Medium	60	6,000
Large	15	27,225

Thurrock has a total of 7,005 businesses across the district with an estimate of 55,119 jobs.

Business Type	Number of Business	Estimate of employment jobs
Micro	6,455	10,973
Small	445	7,921
Medium	90	9,000
Large	15	27,225



Enterprise Starts & Closures

When looking at growth of new businesses within Essex over the last few years, the Covid-19 pandemic caused a slight dip in the growth of new businesses. Furthermore, in both Colchester and Thurrock the growth of businesses has not yet recovered to the same pre pandemic level (Colchester had 1165 new businesses within 2019

and only 910 in 2021, and Thurrock had 1315 new businesses within 2019 and only 1115 in 2021). Some districts have seen a growth of new businesses even higher than the pre pandemic levels, for example Tendring district and Braintree district have seen a slight increase of 95 and 65 respectively.

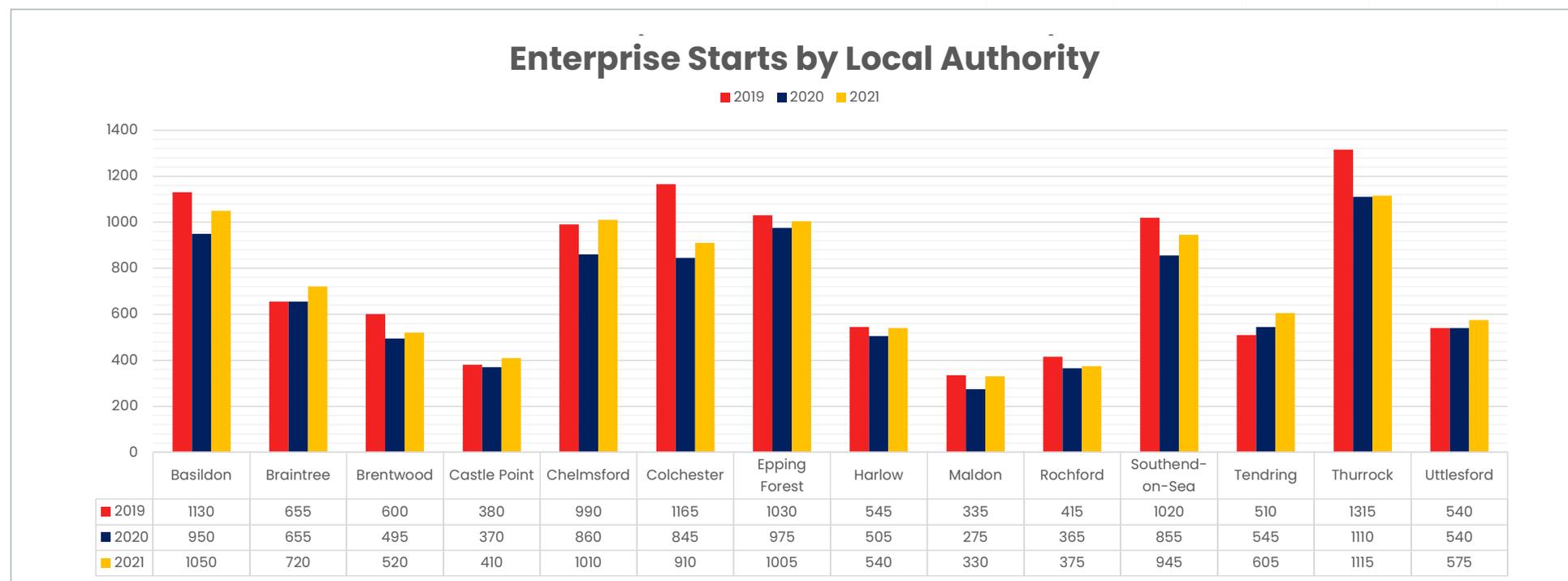


Fig 12: Enterprise Starts by Local Authority 2019 – 2021 – Source: ONS, Business demography ONS 21.



Enterprise Starts & Closures (continued)

When looking at the business start-up and closures within Essex over the same period, there is more of a consistency across the districts and the number of business closures is minimal in relation to the business births. This is true across Essex except for three notable areas; Thurrock had an increase of 175 business closures, Basildon

had an increase of 100 business closures and Colchester had an increase of 95 business closures. When looking at this along with the business births we can see that the areas of least growth would be Colchester and Thurrock.

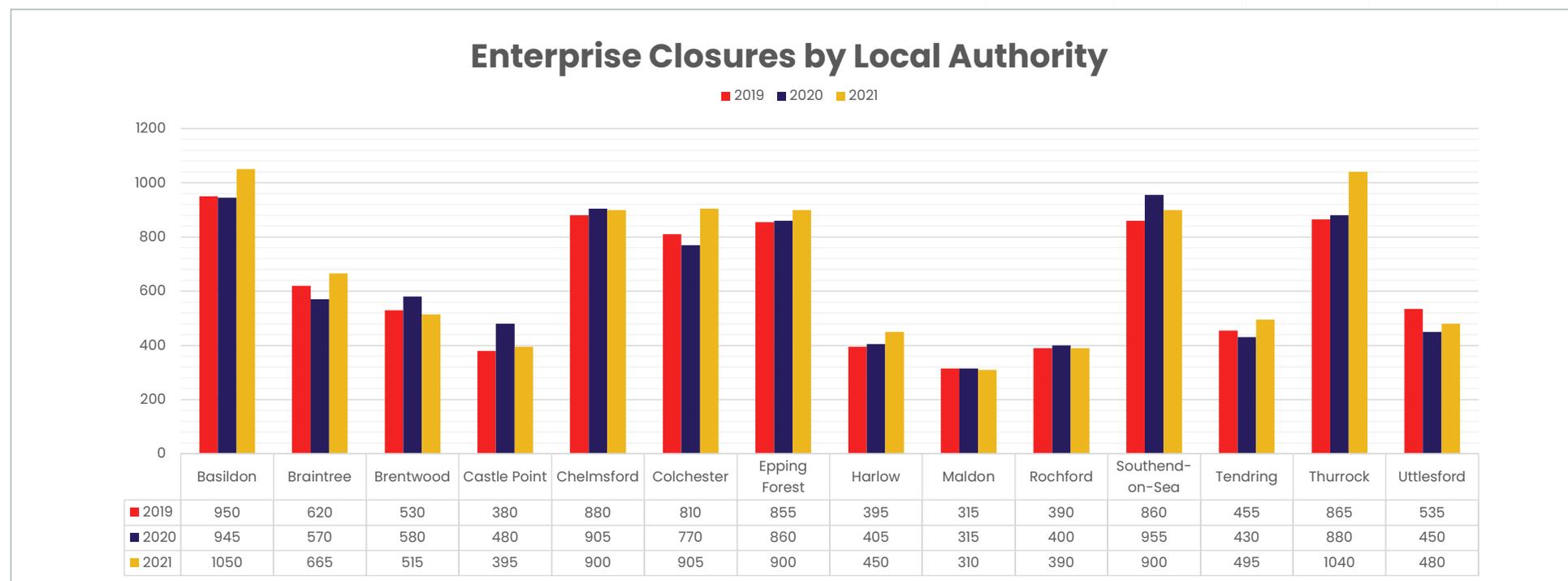


Fig 13: Enterprise Closures by Local Authority 2019-2021 - Source : ONS, Business demography ONS 21.



Economic Output

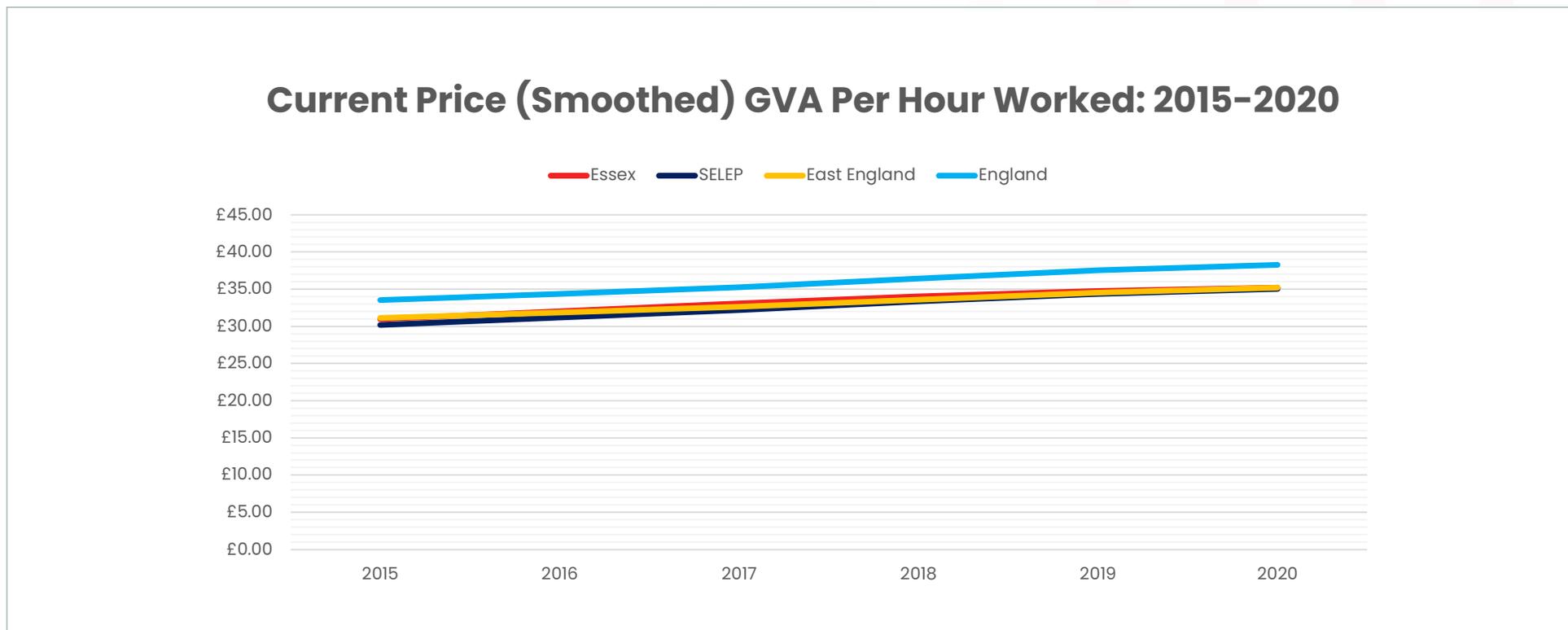


Fig 14: Current Price (Smoothed) GVA Per Hour Worked: 2015 - 2020. Essex, SELEP, East England & England. Source ONS, Sub-regional productivity.

If we look at the gross value added (GVA), firstly across the district, SELEP, region and nationally, Essex has seen a steady increase in the GVA. There has been an increase of £4.25 since 2015, and when compared with our SELEP partners this is slightly lower (with the increase being £4.88). However, compared with the East of England

region at £4.08, Essex is higher. The national GVA is £4.75 so whilst it is lower than the Essex average, the growth both at an Essex level and nationally has been consistent.

Economic Output (continued)

The GVA has increased the most in Colchester district with an increase of £8.25 since 2015. This is followed by Braintree district with an increase of £7.87 and Brentwood with an increase of £6.83.

There has been a decrease of GVA in only one district: Uttlesford has seen a decrease of £2.88 from £30.69 in 2015 to £27.81 in 2020.

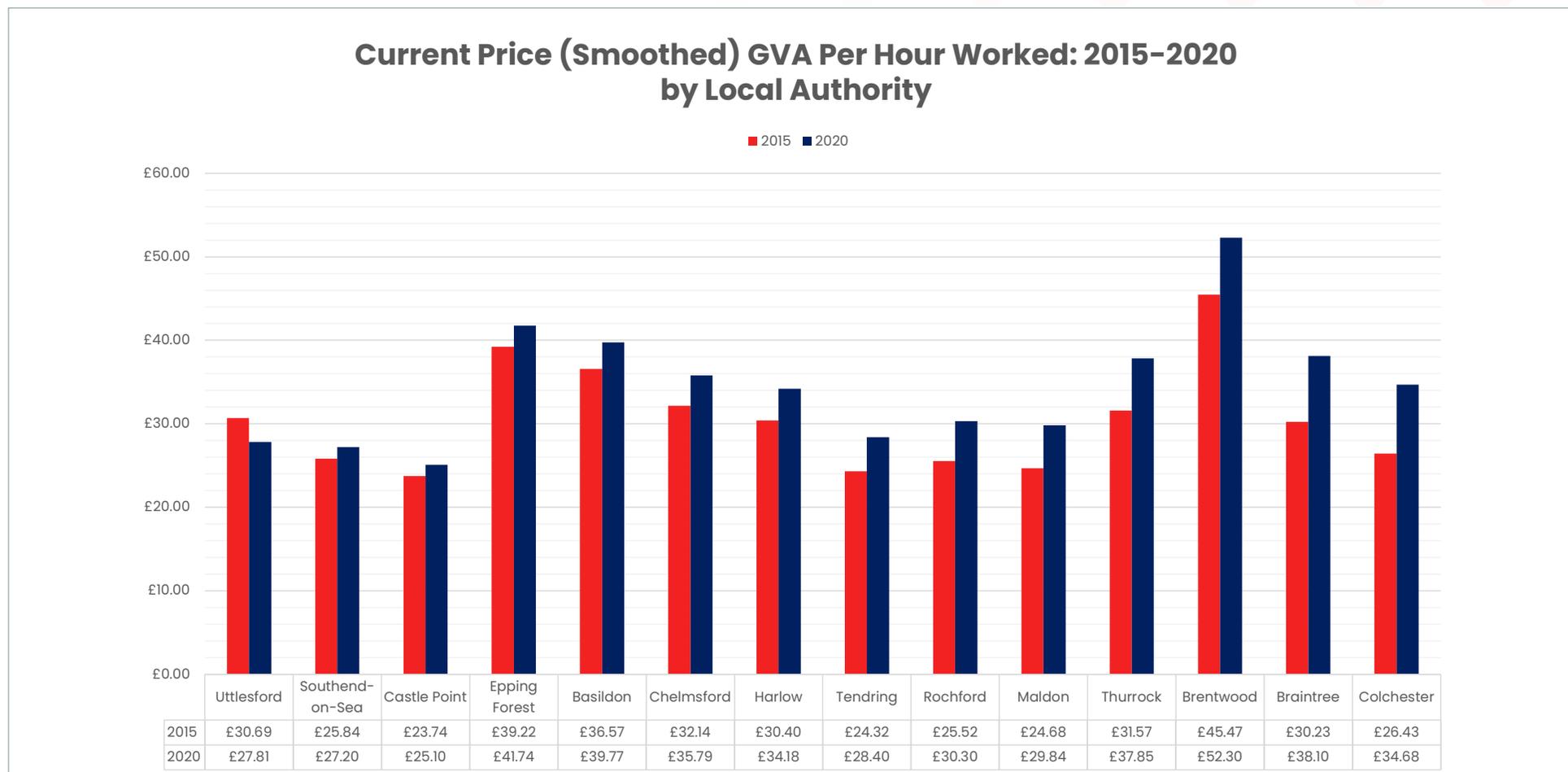


Fig 15: Current Price (Smoothed) GVA Per Hour Worked: 2015–2020 by Local Authority. Source – ONS Sub regional productivity.

Economic Output (continued)

If we look at the average weekly wages for full time workers, we can look at those who work in Essex and those who are residents in Essex. As a place to work the average wage for Essex is in the middle, slightly higher than those of our SELEP neighbours and slightly lower than the East of England. In contrast Essex average wage for residents is

higher than both SELEP and the East of England. This in part could be due to the region's proximity to London and the likelihood that Essex residents are commuting into London or working from home for a London based company.

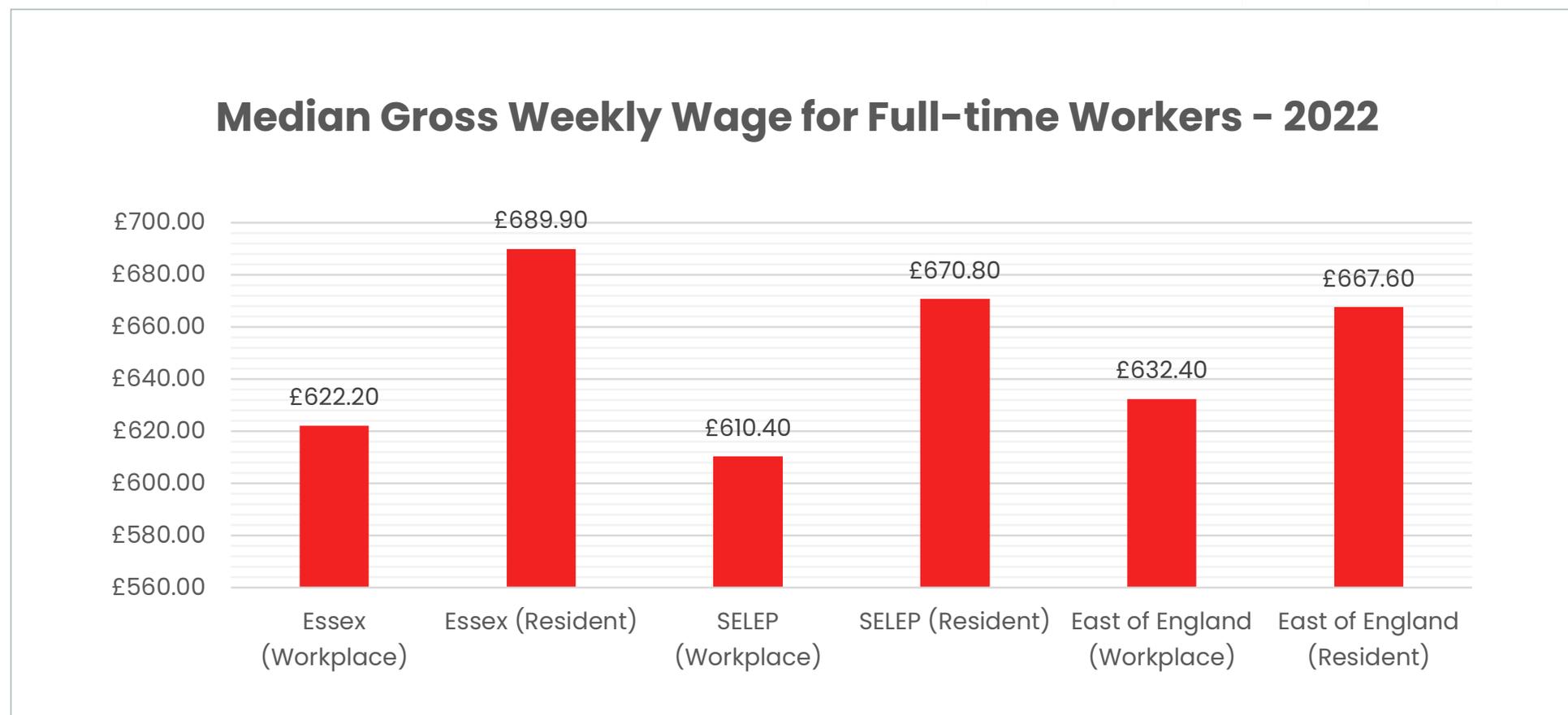


Fig 16: Median Gross Weekly Wage for Full-time Workers - 2022. Essex, SELEP & East England (Resident & workplace) Source: annual survey of hours and earnings – resident and workplace analysis ONS, Jan 22.



Population Demographics

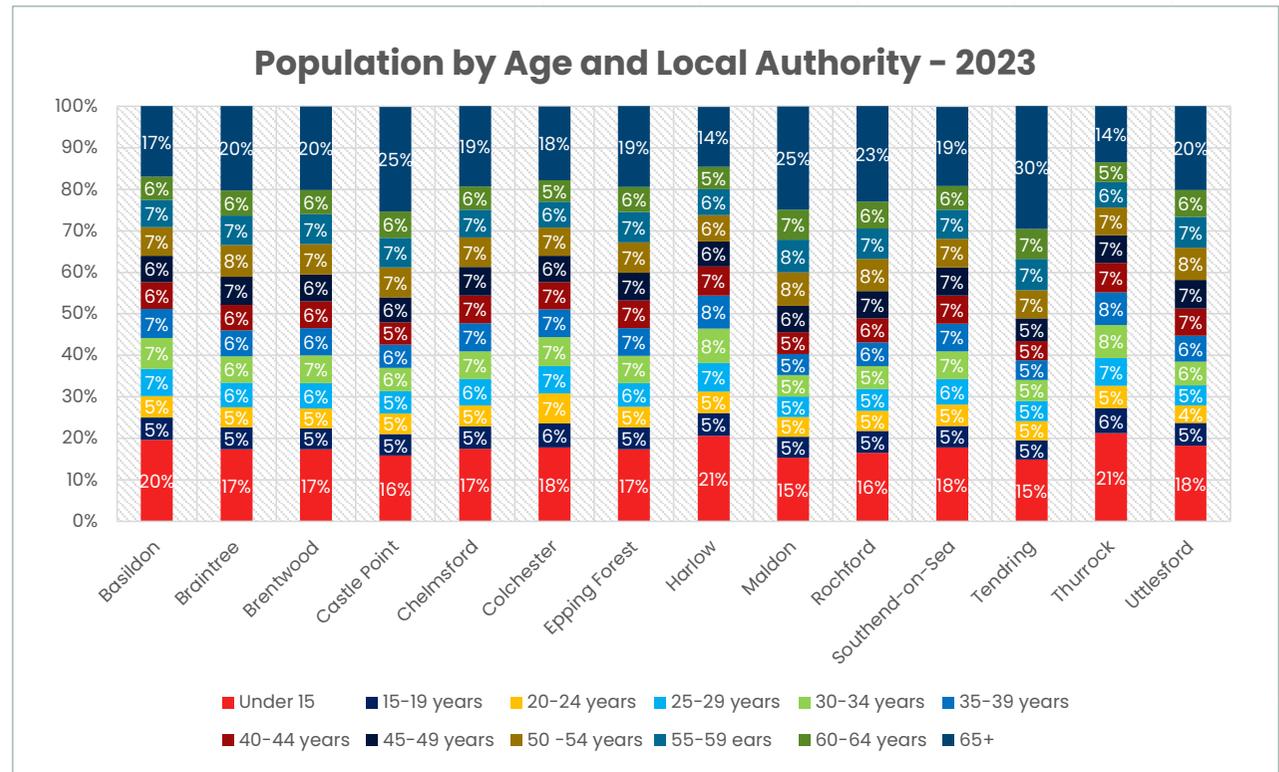
Essex has an ageing population, something which is generally reflected within SELEP and the East of England. Essex sits above the national average having a slightly higher proportion of residents being 65+.

If we look at the population at district level, we can see that a few districts have a higher percentage of residents aged 65+. This influences a number of things such as employment numbers, wage levels and the levels of care needed.

We can see that the areas with a higher proportion of 65+ residents are Tendring, Maldon and Castle Point. Tendring has 30% of its population aged 65+ which is more than double Harlow and Thurrock which both have 14% of the population aged 65+.

	Under 16	16-19	20-24	25-34	35-49	50-64	65+
Essex	19.5%	4.2%	5.2%	12.2%	19.2%	19.8%	19.9%
SELEP	19.3%	4.3%	5.2%	11.9%	18.7%	20.0%	20.6%
East of England	19.4%	4.2%	5.4%	12.2%	19.2%	19.6%	20.0%
England	19.2%	4.4%	6.1%	13.4%	19.2%	19.2%	18.5%

Source: NOMIS 13th December 2022.



Source: ONS Census 2021.



Population Demographics (continued)

When looking at deprivation within Essex, for this report we have focused on three of the seven areas of deprivation. Income, employment, and education, skills and training.

The figures on the right show the proportion of neighbourhoods in the 10% most deprived nationally.

Essex has a lot of disparity across the region, the level of deprivation in some areas is nil, these areas being Uttlesford, Maldon, Harlow & Brentwood. There are however, some areas where the level of deprivation is quite high such as Tendring, Basildon, Castle Point and Southend-on-sea.

	Income Domain	Employment Domain	Education, Skills and Training Domain	Overall IMD
Basildon	18%	7%	19%	11%
Braintree	0%	0%	5%	0%
Brentwood	0%	0%	0%	0%
Castle Point	5%	2%	14%	2%
Chelmsford	1%	1%	1%	0%
Colchester	1%	1%	6%	1%
Epping Forest	0%	0%	1%	0%
Harlow	0%	0%	0%	0%
Maldon	0%	0%	0%	0%
Rochford	2%	0%	2%	0%
Southend-on-Sea	12%	12%	8%	8%
Tendring	15%	18%	20%	18%
Thurrock	5%	2%	8%	4%
Uttlesford	0%	0%	0%	0%

Source: Indices of multiple deprivation. MHCLG 2019.



Qualifications

If we look at the difference in qualifications across SELEP and Essex, we can see that there is a large portion of Essex residents that do not hold any qualifications (16% of the population). This contrasts with the SELEP average of 6%.

However, Essex does have a higher proportion of residents who hold an apprenticeship with 5.9% compared to SELEP's 2.9%.

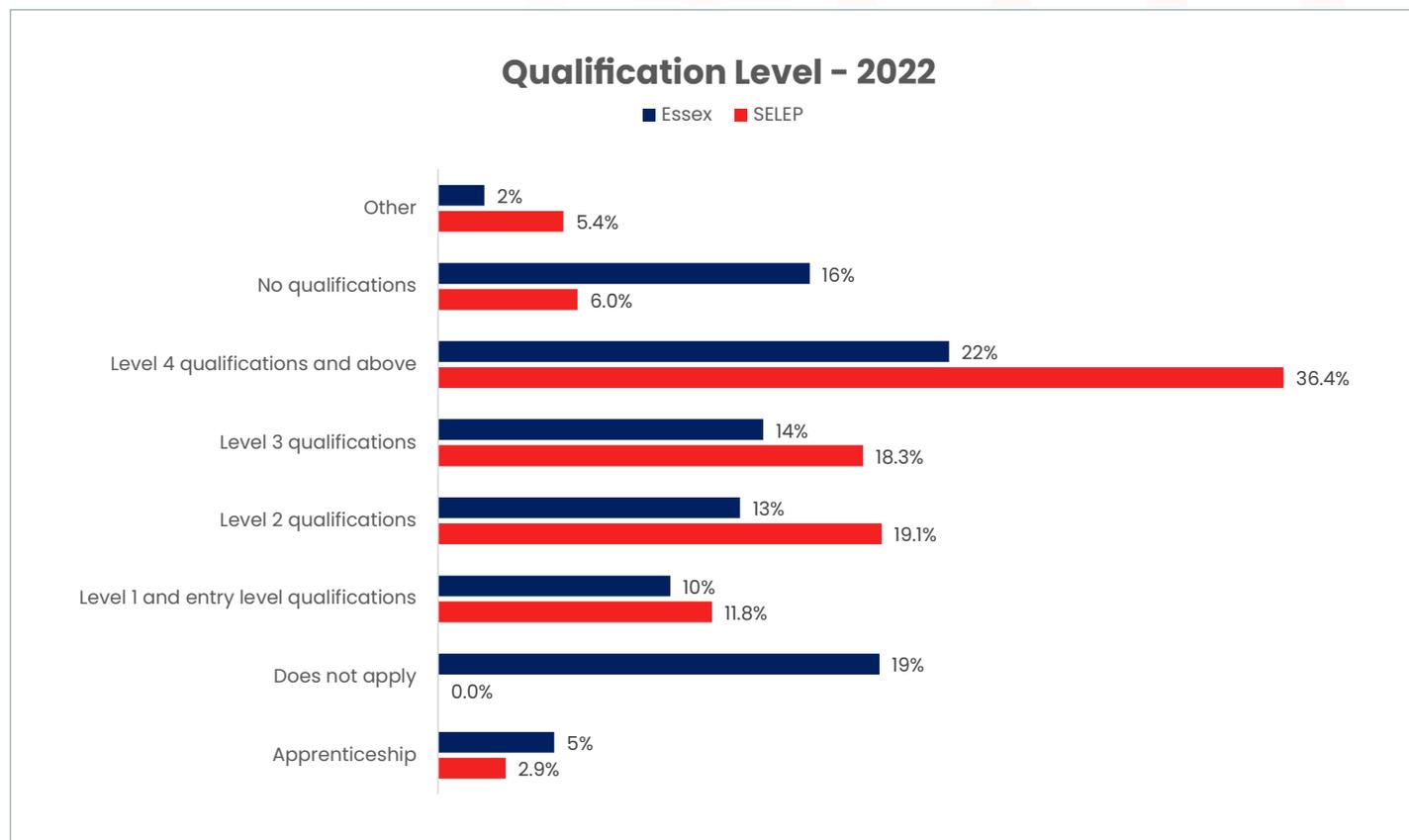


Fig 17: Qualification Level - 2022. Essex & SELEP *Data for does not apply does not exist for SELEP. Source: Adult Qualifications, Annual population survey ONS Jan 23.



Qualifications (continued)

When looking closer at each local authority, we can see that there are some areas where the level of qualifications is drastically lower than others. For example, the number of residents in Tendring and Castle Point that hold no qualifications is 10% higher, this is a vast difference and can be attributed to other issues such as deprivation within these areas.

On the other end of the qualifications level, the number of residents that hold a Level 4 qualification is higher in those areas with a university such as Colchester and Chelmsford, and those with close proximity to London such as Uttlesford.

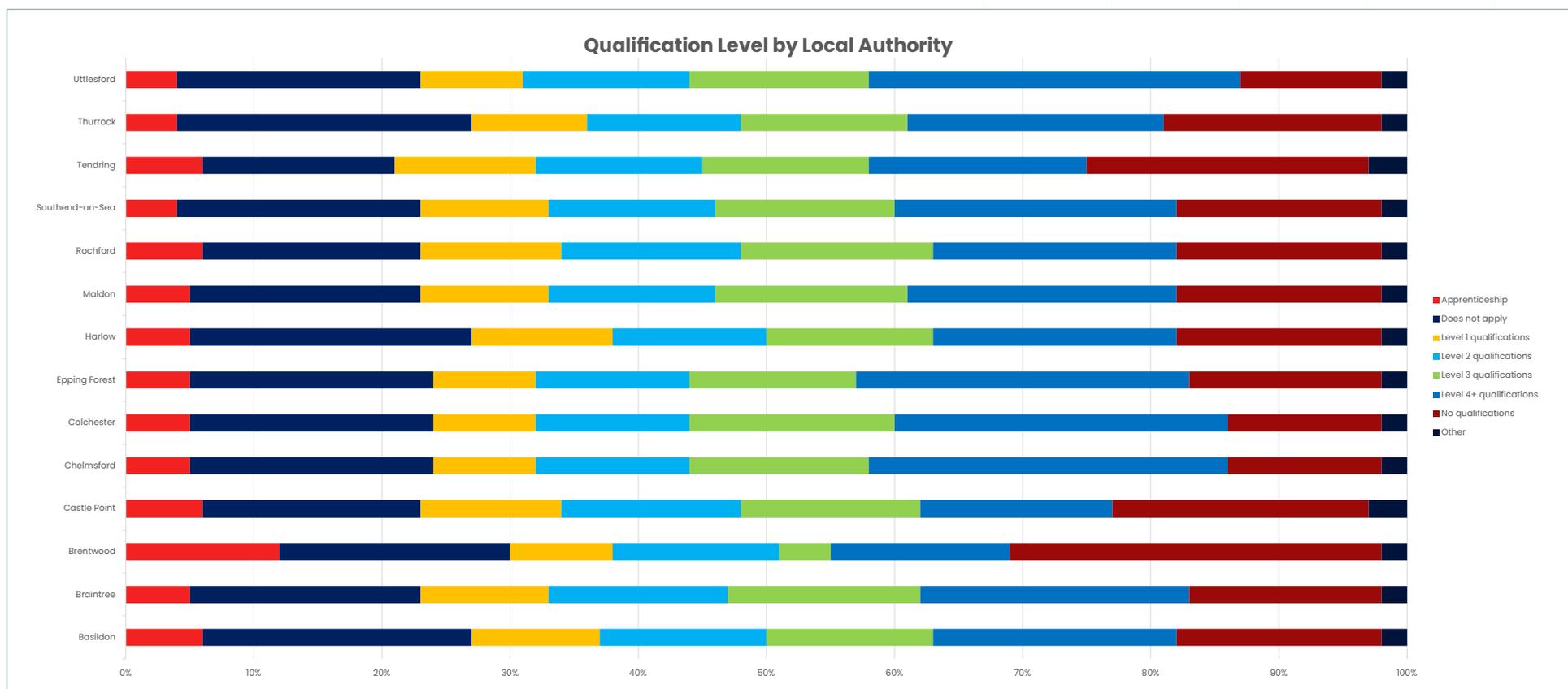


Fig 18: Qualification Level by Local Authority. Source: Adult Qualifications, Annual population survey ONS Jan 23.



Qualifications (continued)

	Basildon	Braintree	Brentwood	Castle Point	Chelmsford	Colchester	Epping Forest	Harlow	Maldon	Rochford	Southend-on-Sea	Tendring	Thurrock	Uttlesford
Apprenticeship	6%	5%	12%	6%	5%	5%	5%	5%	5%	6%	4%	6%	4%	4%
Does not apply	21%	18%	18%	17%	19%	19%	19%	22%	18%	17%	19%	15%	23%	19%
Level 1 qualifications	10%	10%	8%	11%	8%	8%	8%	11%	10%	11%	10%	11%	9%	8%
Level 2 qualifications	13%	14%	13%	14%	12%	12%	12%	12%	13%	14%	13%	13%	12%	13%
Level 3 qualifications	13%	15%	4%	14%	14%	16%	13%	13%	15%	15%	14%	13%	13%	14%
Level 4+ qualifications	19%	21%	14%	15%	28%	26%	26%	19%	21%	19%	22%	17%	20%	29%
No qualifications	16%	15%	29%	20%	12%	12%	15%	16%	16%	16%	16%	22%	17%	11%
Other	2%	2%	2%	3%	2%	2%	2%	2%	2%	2%	2%	3%	2%	2%

Source: Adult Qualifications, Annual population survey ONS Jan 23.

Qualifications (continued)

When looking at the local authorities we can see that health & social care, retail & commercial enterprise, business, administration & law are the areas where most adult education achievement has been attained.

There is a clear correlation between qualification achievement and the vacancies being advertised across the region.

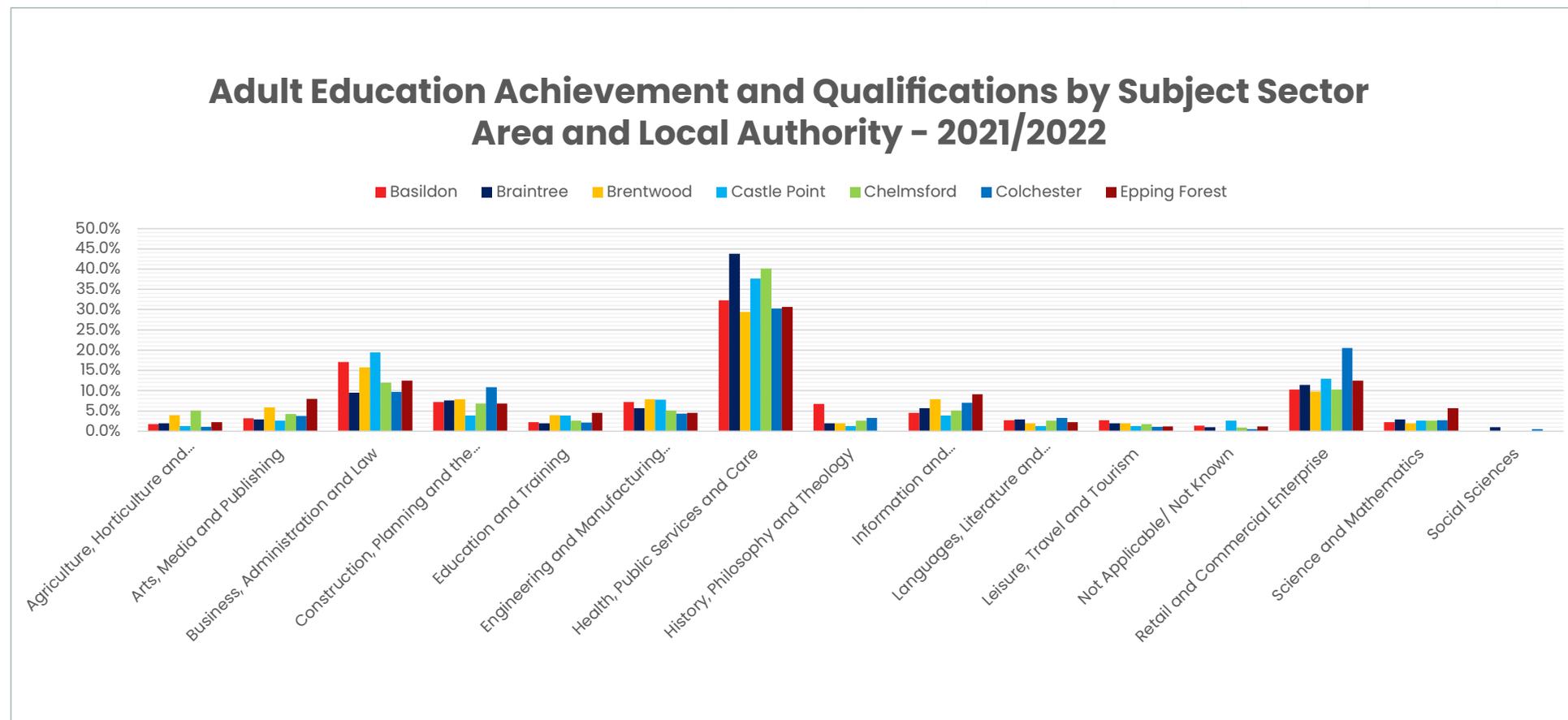


Fig 19: Adult Education Achievement and Qualifications by Subject Sector Area and Local Authority - 2021/2022. Basildon, Braintree, Brentwood, Castle Point, Chelmsford, Colchester & Epping Forest. Source: Further education & Skills 2021/22 DfE.

Qualifications (continued)

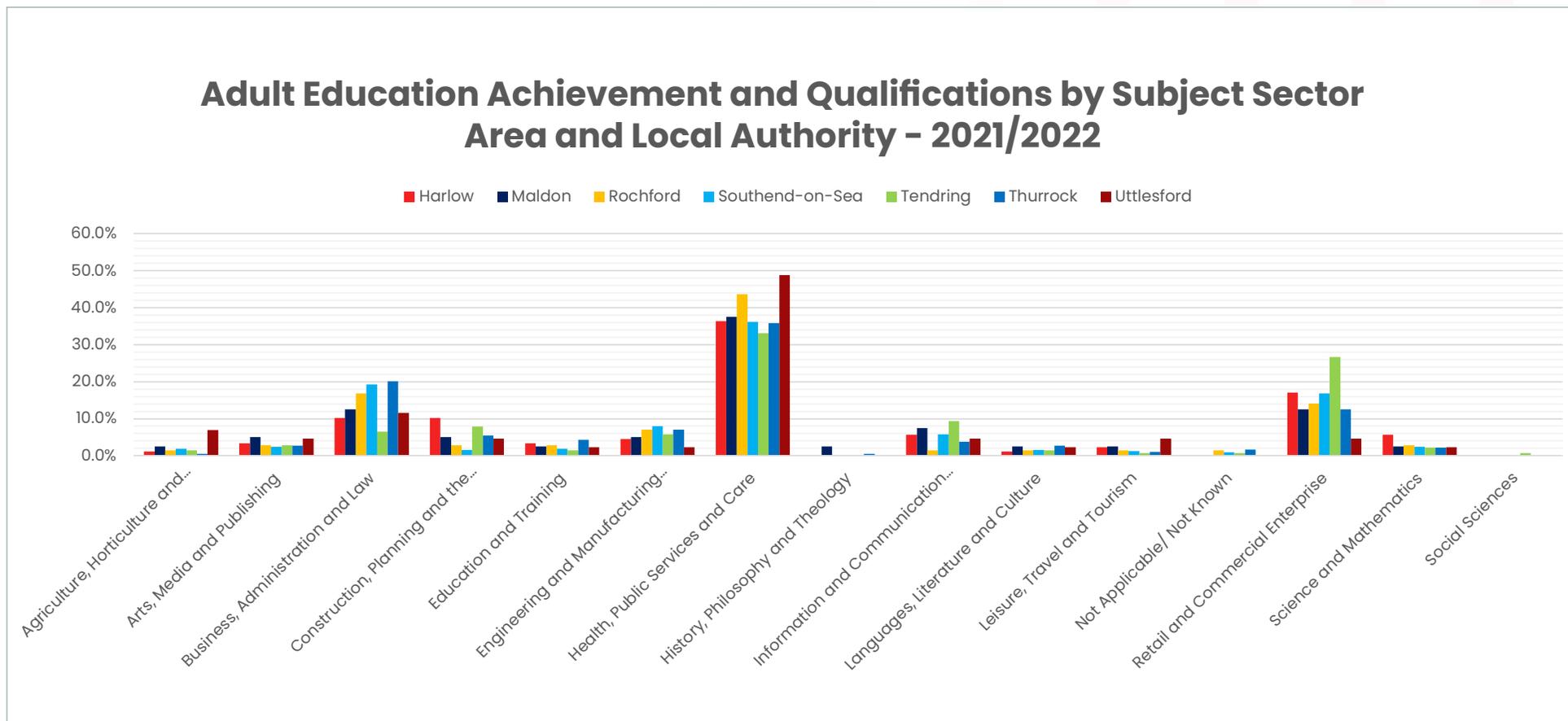


Fig 20: Adult Education Achievement and Qualifications by Subject Sector Area and Local Authority – 2021/2022. Harlow, Maldon, Rochford, Southend-on-Sea, Tendring, Thurrock and Uttlesford. Source: Further education & Skills 2021/22 DfE.



Qualifications (continued)

When we look at apprenticeship achievements over the region, we can see there is a trend towards health, public services & care. This could be a direct response to the pandemic and the increase in care related jobs due to the ageing population. There is also a high number of apprenticeships in retail & commercial enterprise and business, administration & law.

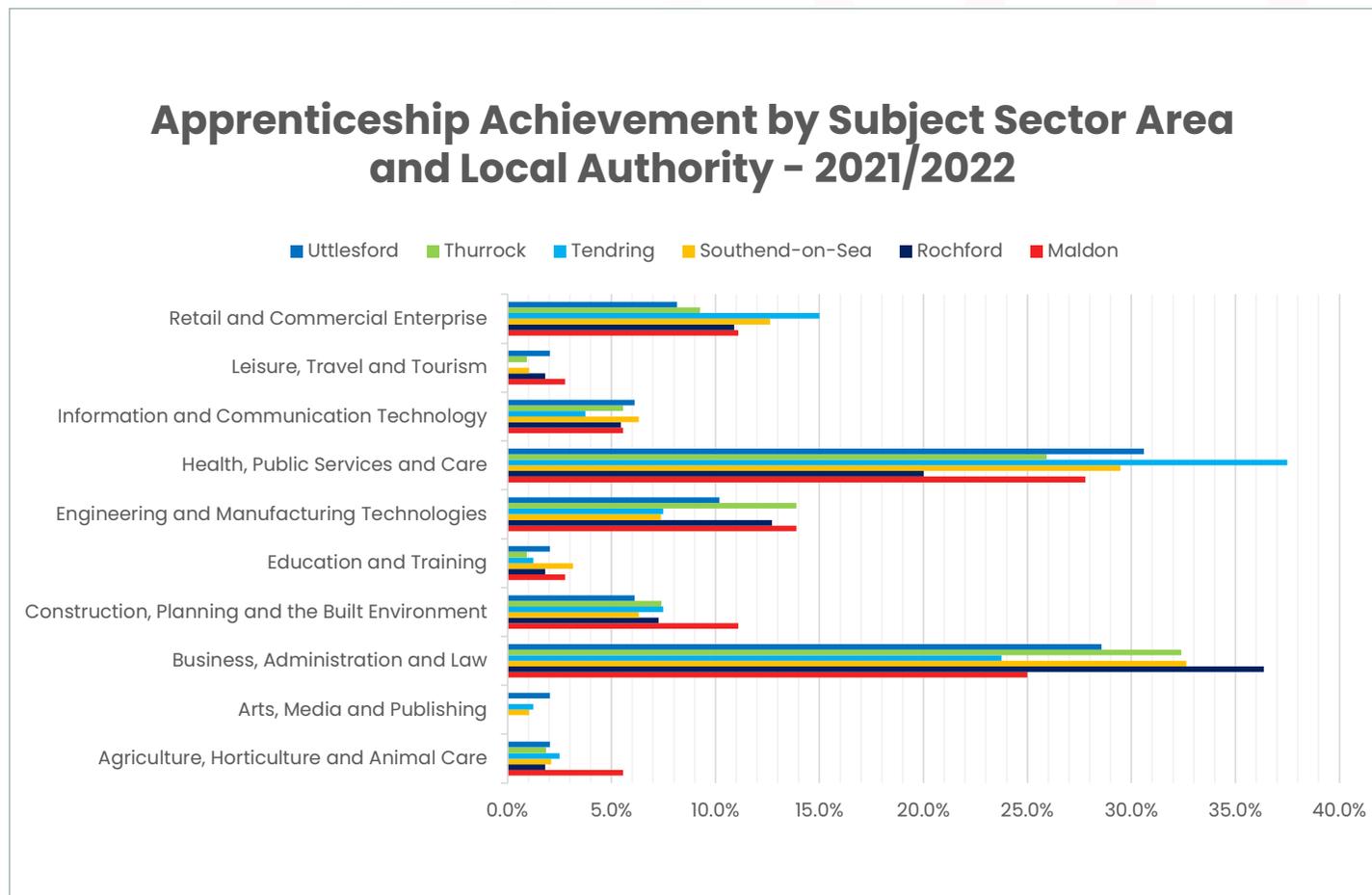


Fig 21: Apprenticeship Achievement by Subject Sector Area and Local Authority – 2021/2022. Uttlesford, Thurrock, Tendring, Southend-on-Sea, Rochford, and Maldon. Source: Apprenticeship achievements 2021/22 DfE.



Qualifications (continued)

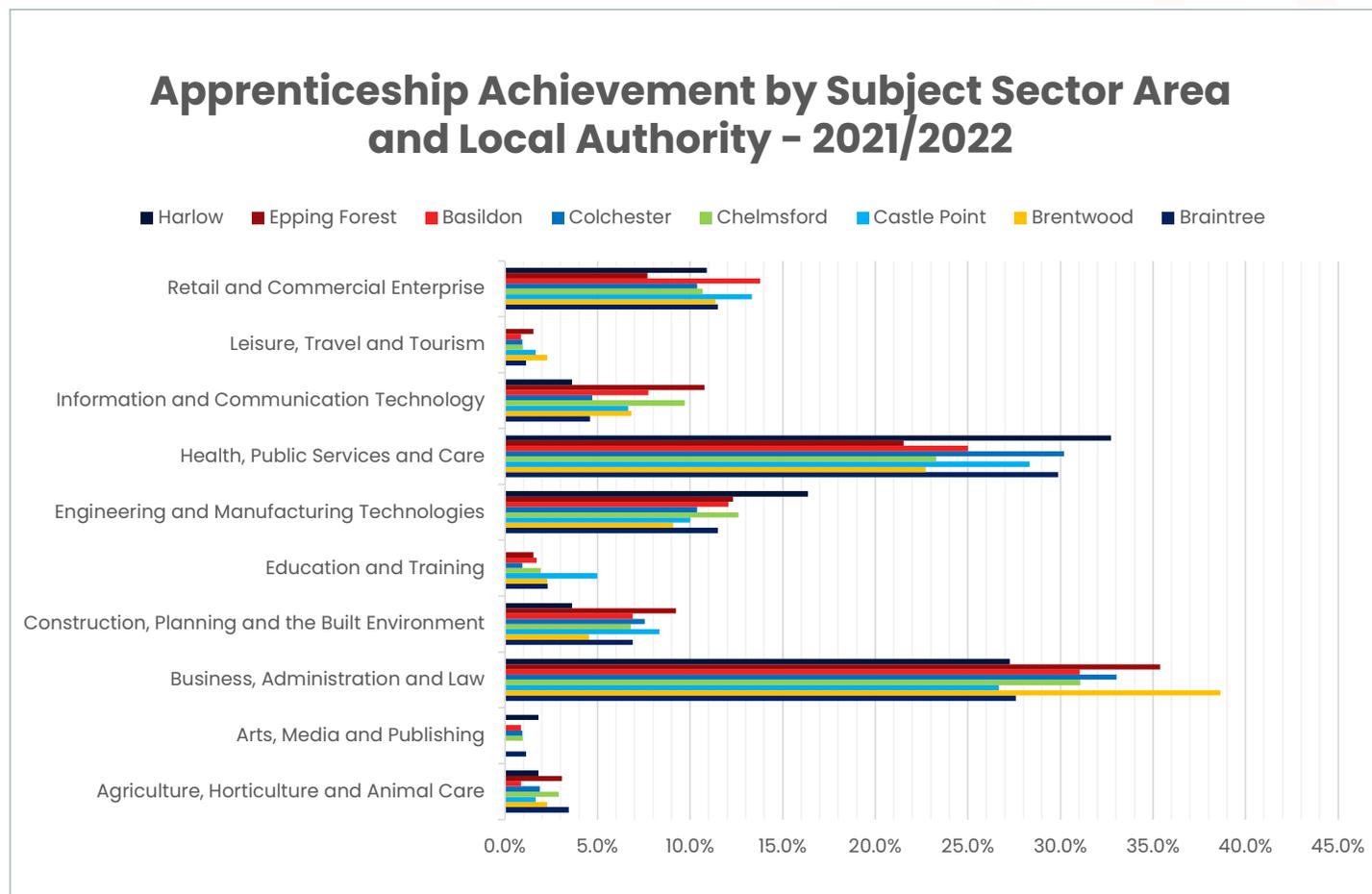


Fig 22: Apprenticeship Achievement by Subject Sector Area and Local Authority - 2021/2022. Basildon, Braintree, Brentwood, Castle Point, Chelmsford, Colchester, Epping Forest & Harlow. Source: Apprenticeship achievements 2021/22 DfE.



Qualifications (continued)

If we look locally at the qualifiers from higher education, we look at the three of the U9¹ universities in the SELEP area: Anglia Ruskin University, Writtle University College and the University of Essex.

The main areas are business & management, subjects allied to medicine and social sciences. Both Anglia Ruskin and University of Essex have class leading business schools. There is a strong emphasis on nursing within the region, and both Anglia Ruskin University and the University of Essex have strong links with the NHS locally, providing all of the student nurses for the Trust. Writtle University College also has a strong emphasis on sports science and sports wellness.

In the last twelve months, there has been an increase in qualifications being received in engineering, with the numbers in this subject increasing from 370 to 745. Business and management, subjects allied to medicine and social sciences have also seen a large increase. This once again echoes the vacancies within the region.

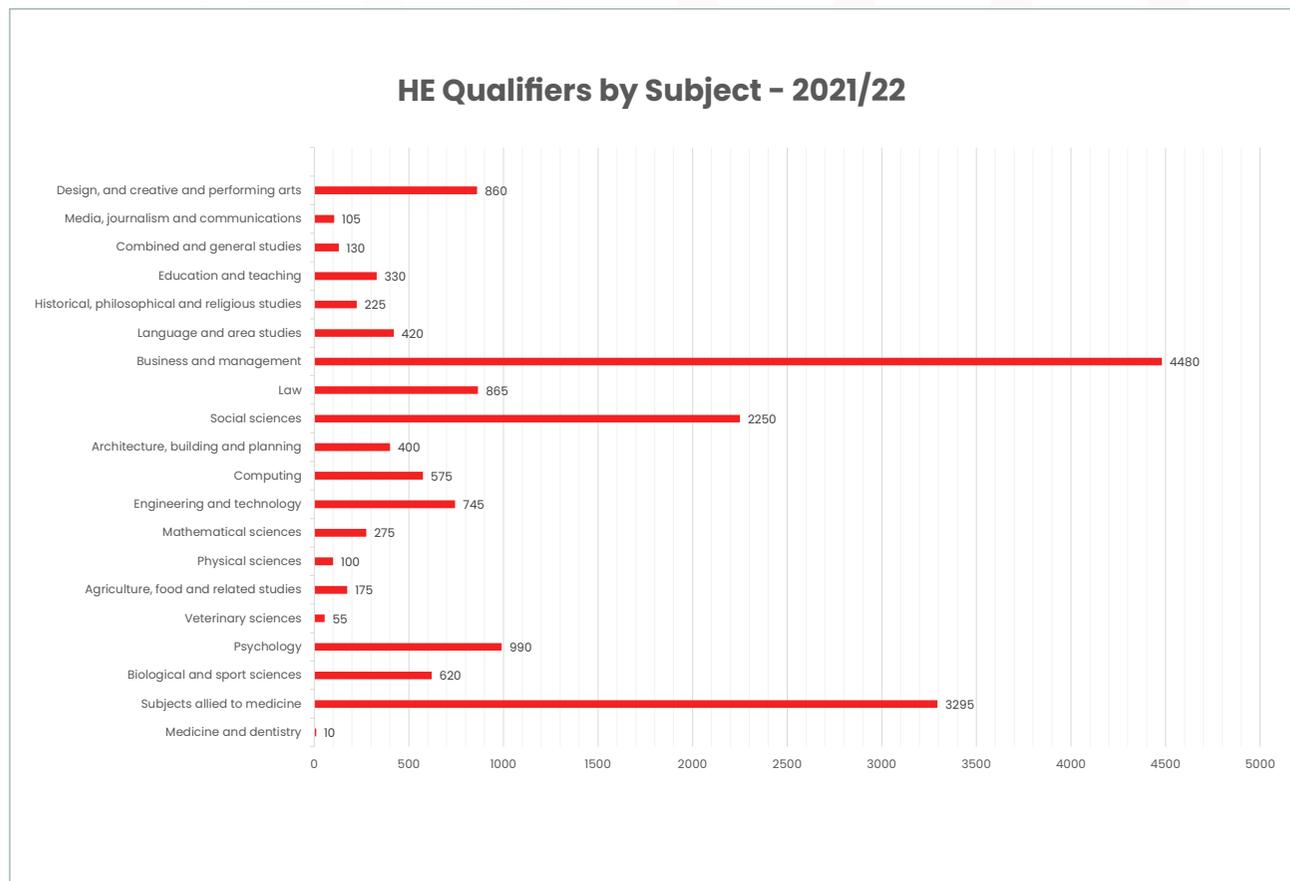


Fig 23: HE Qualifiers by Subject - 2021/22. Source: HESA.

¹The U9 is made up of nine higher education institutes within the South East Local Enterprise Partnership (SELEP)



Qualifications (continued)

There were 36,797 KS4 students in 2020/21. As we can see from the graph below, over 90% of these students stayed on in education.

This is an increase of 9% from 2010/11. It is likely that the change in education system and the different opportunities available to young people and also the impact of the Covid-19 pandemic has made staying in education more attractive. The number of apprenticeships has fallen by 3%, with now just over 700 students choosing to follow the apprenticeship route. It could be inferred that the provision of lower-level apprenticeships is not as widely available as the 10 years prior, and that lots of businesses are choosing to use their apprenticeship levy as an in house tool for training rather than recruiting new staff to the workforce.

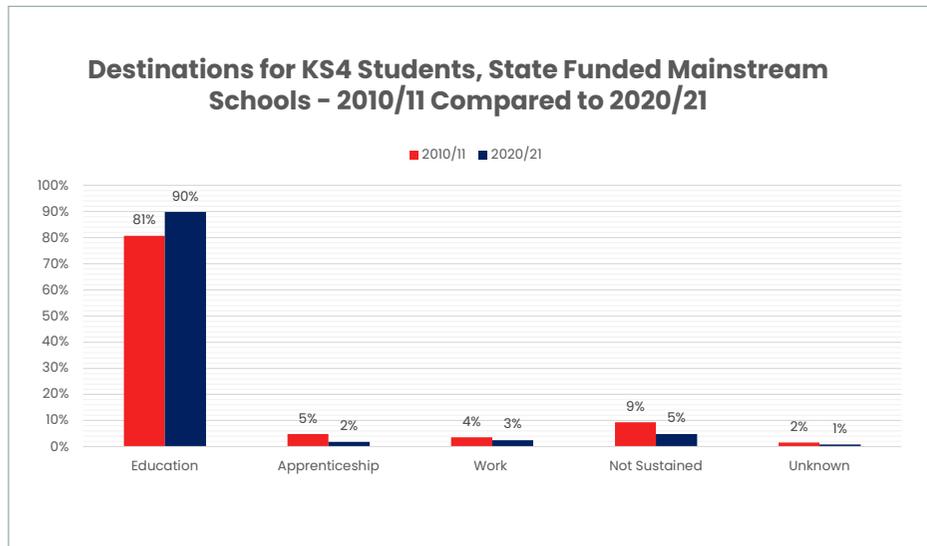


Fig 24: Destinations for KS4 Students, State Funded Mainstream Schools - 2010/11 Compared to 2020/21. Source DfE.

There were 5570 learners leaving KS5.

Most learners continued onto further education, with 71% of Level 3 learners continuing on. In all areas, over 15% of the learners went into work and with Level 2 learners over 15% went into apprenticeships.

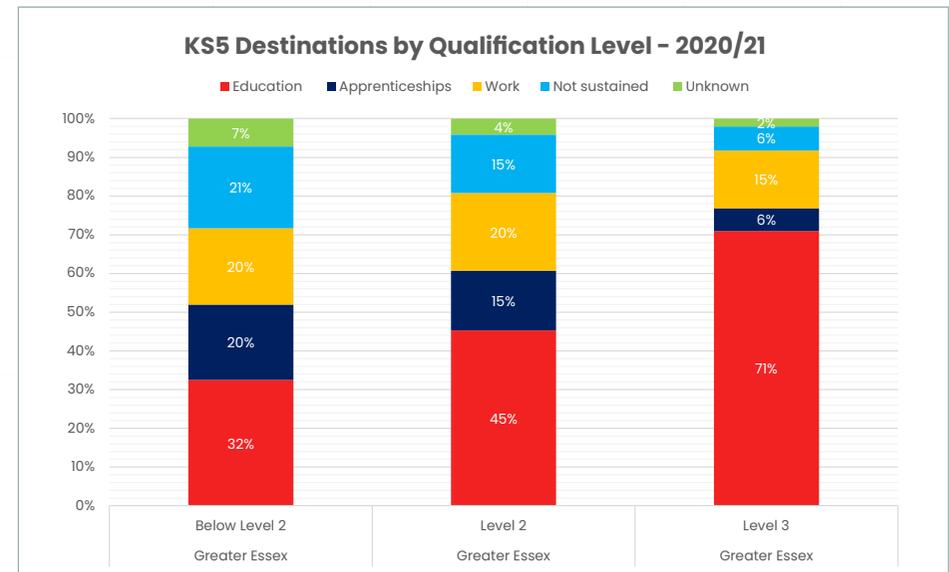


Fig 25: KS5 Destinations by Qualification Level - 2020/21. Source: DfE.



Qualifications (continued)

In 2020/21 there were 6860 students that left higher education.

The split between undergraduate and postgraduate is roughly 75% to 25%. There were 4730 undergraduate students and 2130 post graduate students. For undergraduate students we can see that the majority of students either went on to employment (3055) or education (1300). With post graduate students we can see that this pattern is the same with the majority moving into employment (1565) or staying in education (335). The unemployment figures for both undergraduate and postgraduate are low sitting at 6% and 5% respectively.

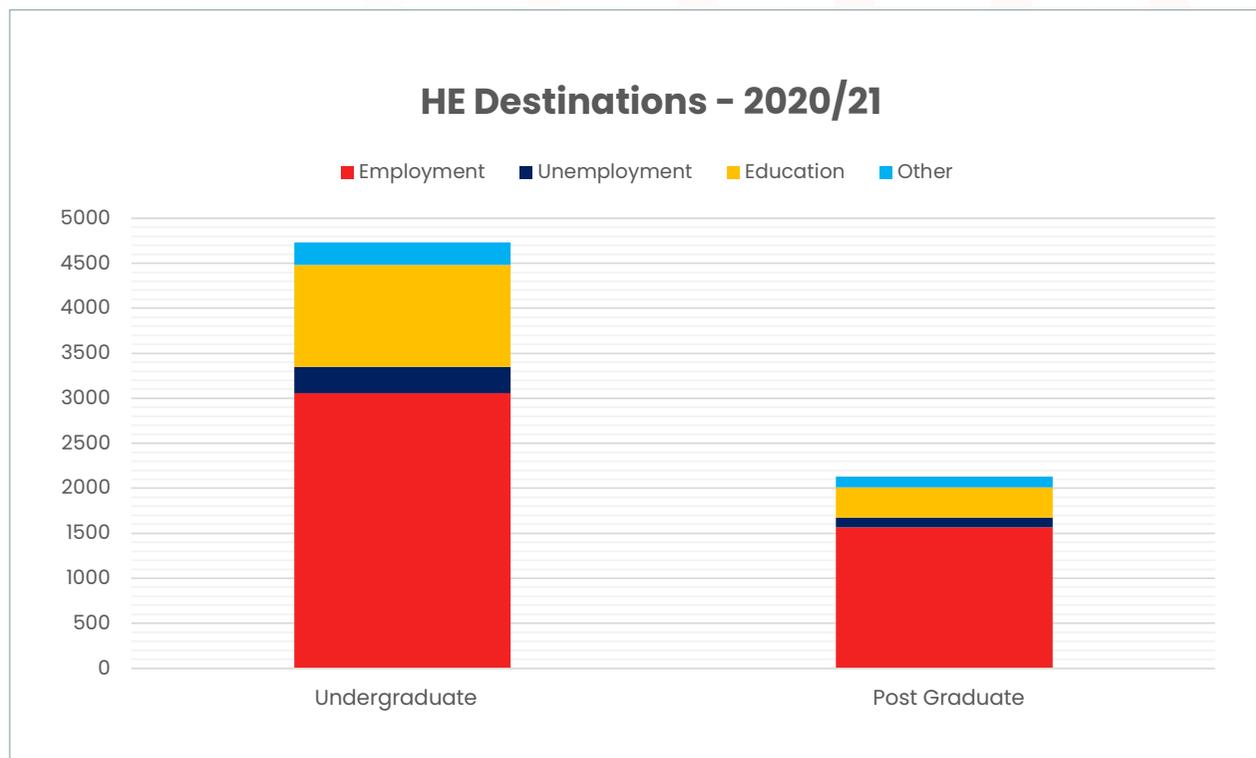


Fig 26: HE Destinations - 2020/21. Source HESA.



Employer Provided Training

If we look at the chart to the right, we can see the comparison between training provision by employers in Essex and nationally. Essex seems very close to what is seen with training across the country. 37% of businesses do not train at all, this is lower than the national average of 39%. Essex is home to a huge number of micro businesses that have less than 10 employees, this can often mean that there is less emphasis on training. This can be due to funding constraints, resource constraints or other external factors.

The general training needs identified by employers for the future were things such as soft skills, mental health training and management skills, which mirrors the employer feedback we have received as part of the LSIP engagement - the employers had said that the priorities for them in regard to training are soft skills and behaviours, Basic English, Maths and ESOL (English for Speakers of Other Languages), Digital skills and 'Digitech, Leadership and Management skills & Green Skills.

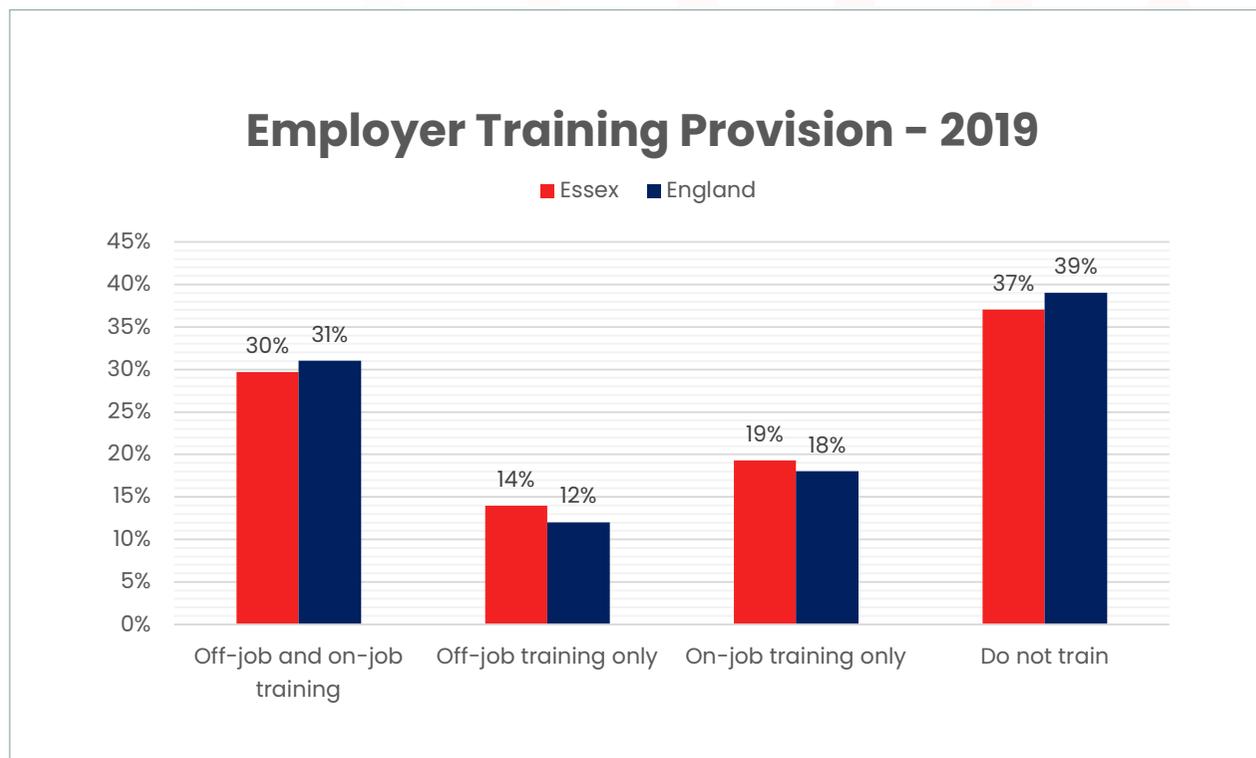


Fig 27: Employer Training Provision - 2019 Essex & England. Source: DfE Employer Skills Survey.

Skills Provision

The graph below shows the vacancies within greater Essex since 2018. We can see a dramatic drop around the pandemic in 2020 but there has been a gradual up-hill trend in the last 2 years. The numbers

have now reached levels higher than pre-pandemic and show that there is strong competition to attract labour into Essex.

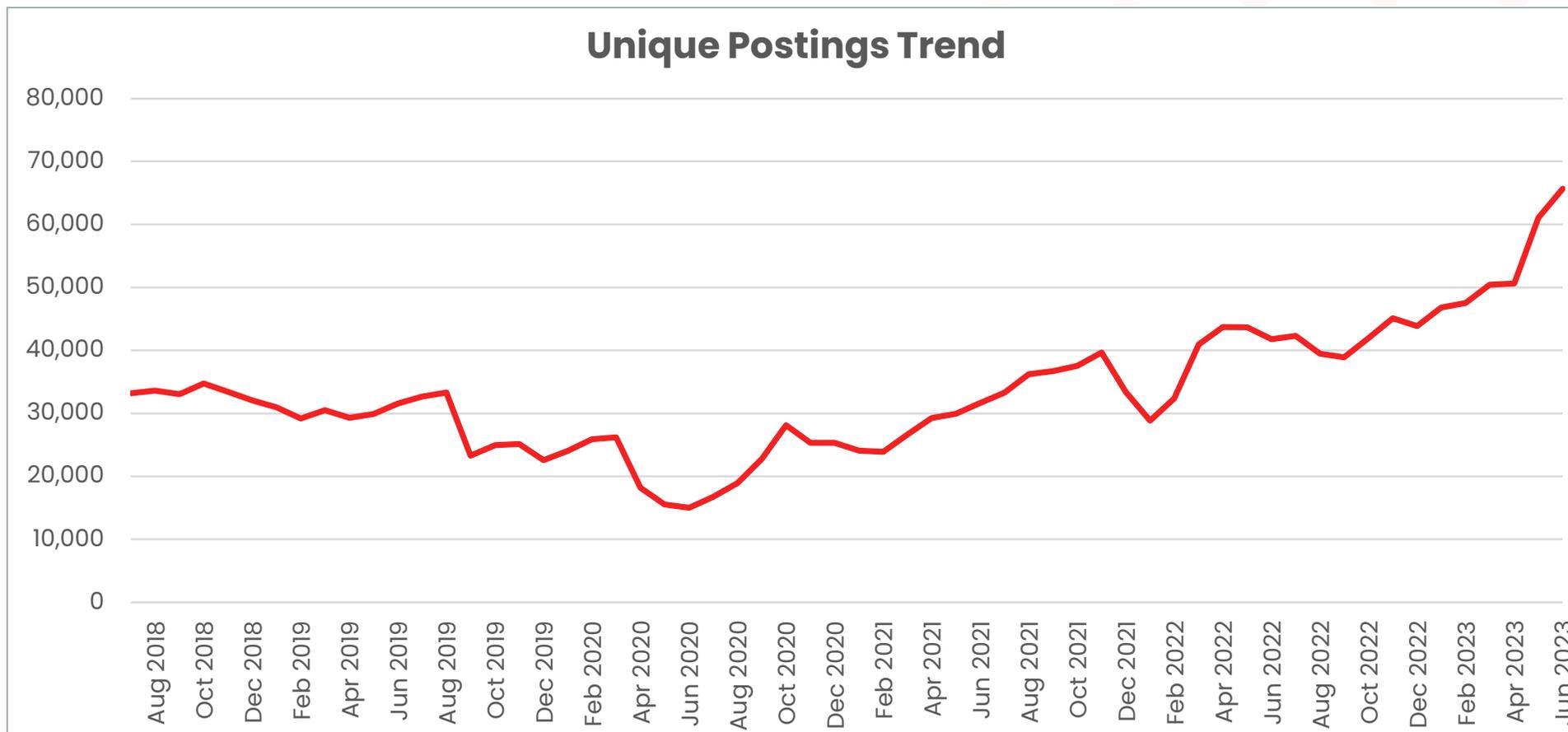


Fig 28: Unique Postings Trend May 2018 – 2023 – Lightcast KK May 23.



Skills Provision (continued)

When looking closer at the vacancies across the region for the period of January 2022 to January 2023, we can see that most of the vacancies are within health & social care and med-tech. This area has consistently seen a growth of vacancies since the pandemic. Essex also has an ageing population, and this results in the need for more care to be provided thus creating more roles. We expect that this is a sector that will continue to grow within Essex.

Other areas where we have seen growth of vacancies are professional services. This is an area that has consistently seen large numbers of vacancies and accounts for nearly a third of all the vacancies across Essex.

	New job Postings Jan 22- Jan 23	Share of Job Postings		New job Postings Jan 22- Jan 23	Share of Job Postings
Health & Social Care & Med-Tech			Hospitality & Retail		
Caring personal service occupations	20127	9%	Sales occupations	13176	6%
Health professionals	15138	7%	Customer service occupations	7706	4%
Health and social care associate professionals	4264	2%	Creative & Cultural		
Professional Services			Business, media, and public service professionals	13110	6%
Administrative occupations	19680	9%	Textiles, printing and other skilled trades	5407	3%
Elementary administration and service occupations	17650	8%	Education		
Business and public service association professionals	16159	8%	Teaching and education professionals	9977	5%
Corporate managers and directors	11197	5%	Transport & Logistics		
Other managers and proprietors	4985	2%	Transports and mobile machines drivers and operatives	9125	4%
Secretarial related occupations	4250	2%	Construction & Retrofit		
Advanced Manufacturing & Engineering			Skilled metal, electrical and electronic trades	8484	4%
Science, research, engineering, and technology professionals	13724	6%	Elementary trades and related occupations	3653	2%
Science, engineering, and technology	10299	5%	Process, plant and machine operatives	4158	2%

Fig 29: Vacancies for Greater Essex Jan 2022 – 23. Lightcast KK May 23.



Sector Growth Forecasts

The DfE sponsored Working Futures labour market and skills projections for the period 2017 to 2027 provide one view on how employment by sector and skills requirements may change in the future. The projections are based on past trends and the impact the Covid-19 pandemic may have had (significantly altering some trajectories). The table to the right shows Essex projections for employment (in thousands) and employment change by sector from the Working Futures report.

As we can see from the table to the right, the key areas of growth expected within Essex are construction, travel, accommodation & transport, business & other services and non-marketed services. All of these align with the priority areas we have identified within the LSIP.

*Fig 30: Sector growth forecasts.
Source: Working Futures labour market and skills projections.*

	2017	2022	2027	2017-2022	2022-2027	2017-2027
Primary sector and utilities	59	57	56	-2	-2	-3
Agriculture	29	27	25	-2	-2	-4
Mining and quarrying	3	3	2	0	0	-1
Electricity and gas	8	8	8	0	0	0
Water and sewerage	19	20	21	1	1	2
Manufacturing	235	223	212	-12	-11	-23
Food drink and tobacco	33	32	31	-1	-1	-2
Engineering	48	47	44	0	-3	-3
Rest of manufacturing	154	144	136	-10	-8	-18
Construction	254	259	265	5	6	11
Trade, accomod. and transport	860	861	883	2	22	24
Wholesale and retail trade	494	500	511	7	10	17
Transport and storage	178	176	176	-2	0	-2
Accommodation and food	187	184	196	-3	12	9
Business and other services	1,012	1,050	1,070	38	20	58
Media	36	35	34	-1	0	-1
Information technology	94	94	95	0	1	1
Finance and insurance	64	63	60	-1	-3	-4
Real estate	49	51	53	2	2	5
Professional services	278	294	300	16	6	22
Support services	311	324	332	13	8	21
Arts and entertainment	93	99	102	6	3	9
Other services	87	90	92	4	2	5
Non-marketed services	703	724	756	20	32	53
Public admin. and defence	91	89	93	-2	4	2
Education	257	258	263	1	5	6
Health and social work	356	377	400	21	23	44
All industries	3,124	3,175	3,242	51	67	119



Annual Job Replacement

The Working Futures labour market and skills projections suggests that on average as the population and economy grows, the job market will see an increase of 6000 jobs a year. However, this is just a projection and other external factors can increase or decrease this projection.

Regardless of the projections, it is likely that those sectors currently that have the highest employment levels will continue to have the most jobs in the future. We can see that in Essex this is likely to be professional occupations, caring, leisure & other services and managers, directors & senior officials.

Sector	Expected annual job replacement demand 2022 -2027 (Thousands)
Managers, directors and senior officials	24
Professional occupations	38
Associate professional and technical	19
Administrative and secretarial	-27
Skilled trades occupations	-13
Caring, leisure and other service	28
Sales and customer service	0
Process, plant and machine operatives	-5
Elementary occupations	2
All occupations	66

Fig 31: Annual job replacement. Source: Working Futures labour market and skills projections.



Occupational Growth Forecasts

When looking at the Working Futures projections at an occupational group level, we have a much clearer picture of what areas of growth we can expect to see within Essex.

These are corporate managers & directors, caring personal service occupations and business & public service associate professionals.

We can also see a drop in secretarial & related occupations and process, plant & machine operatives. This is potentially as a result of more automation for manufacturing occupations and the change in culture of professional occupations working from home more.

Source: Working Futures projections.

	2022	2027	Change
Managers, Directos and Senior officials			
11 Corporate managers and directors	272	291	19
12 Other managers and proprietors	105	111	6
Professional Occupations			
21 Science, research, engineering and technology professionals	189	196	7
22 Health professionals	122	133	10
23 Teaching and educational professionals	140	152	12
24 Business, media and public service professionals	161	169	8
Associate Professional and Techncial			
31 Science, engineering and technology associate professionals	64	65	1
32 Health and social care associate professionals	40	44	3
33 Protective service occupations	31	31	1
34 Culture, media and sports occupations	80	81	1
35 Business and public service associate professionals	235	249	14
Adminstratvie and Secreterial			
41 Administrative occupations	240	231	-9
42 Secretarial and related occupations	54	36	-18
Skilled trades Occupations			
51 Skilled agricultural and related trades	27	28	1
52 Skilled metal, electrical and electronic trades	109	102	-7
53 Skilled construction and building trades	95	92	-3
54 Textiles, printing and other skilled trades	68	63	-4
Caring, Leisure and other services			
61 Caring personal service occupations	253	282	29
62 Leisure, travel and related personal service occupations	70	69	-1
Sales and Customer Services			
71 Sales occupations	193	189	-4
72 Customer service occupations	62	67	5
Process,Plant and Machine Operatives			
81 Process, plant and machine operatives	68	62	-7
82 Transport and mobile machine drivers and operatives	123	125	2
Elementary Occupations			
91 Elementary trades and related occupations	51	49	-1
92 Elementary administration and service occupations	322	325	4
All occupations	3,175	3,242	67



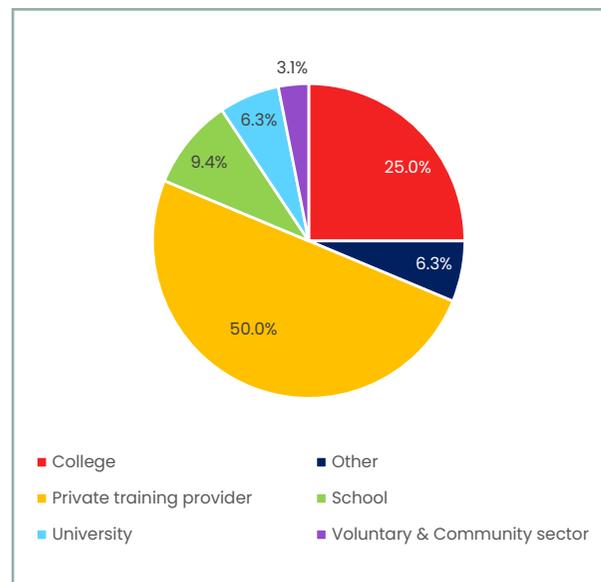
Local Skills Improvement Plan – Provider & Employer Survey Results

The employer and provider surveys were hosted on the Chamber of Commerce website.

Where we have received other additional comments, we have removed these to protect the identity of individuals and businesses. We will look at these comments locally.

The feedback from the provider survey can be found here:

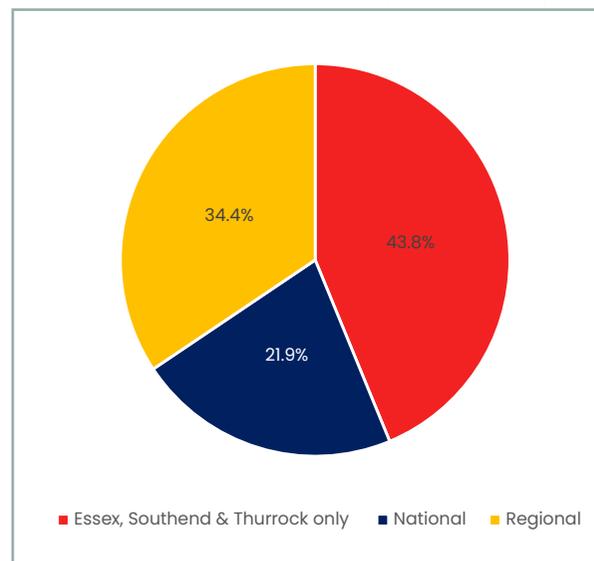
Type of organisation:



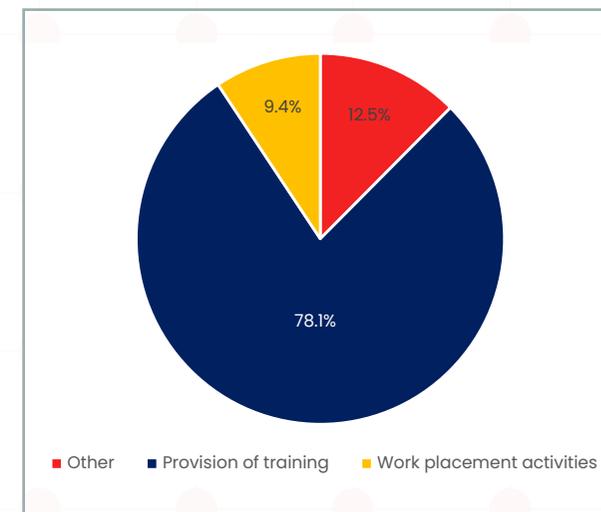
Other:

- Local Authority.
- App developer (Technology Services).

Are you a local provider, or do you have a regional or national coverage?



Do you engage with employers, and if so what is the nature of that engagement?

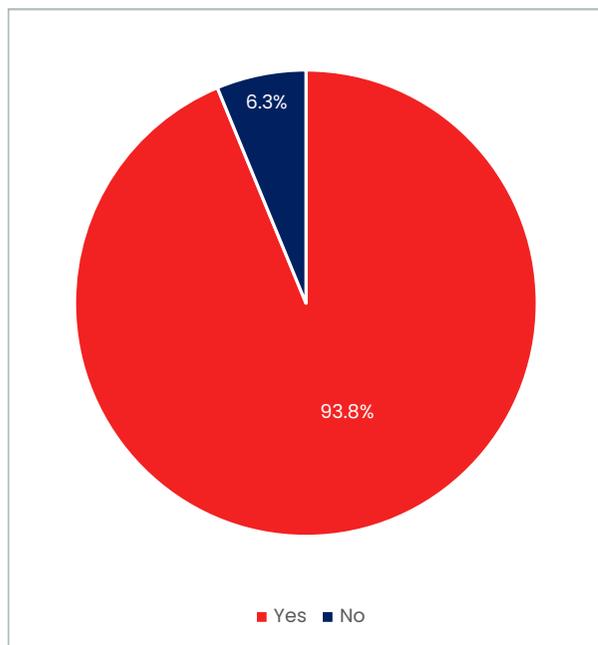


Other:

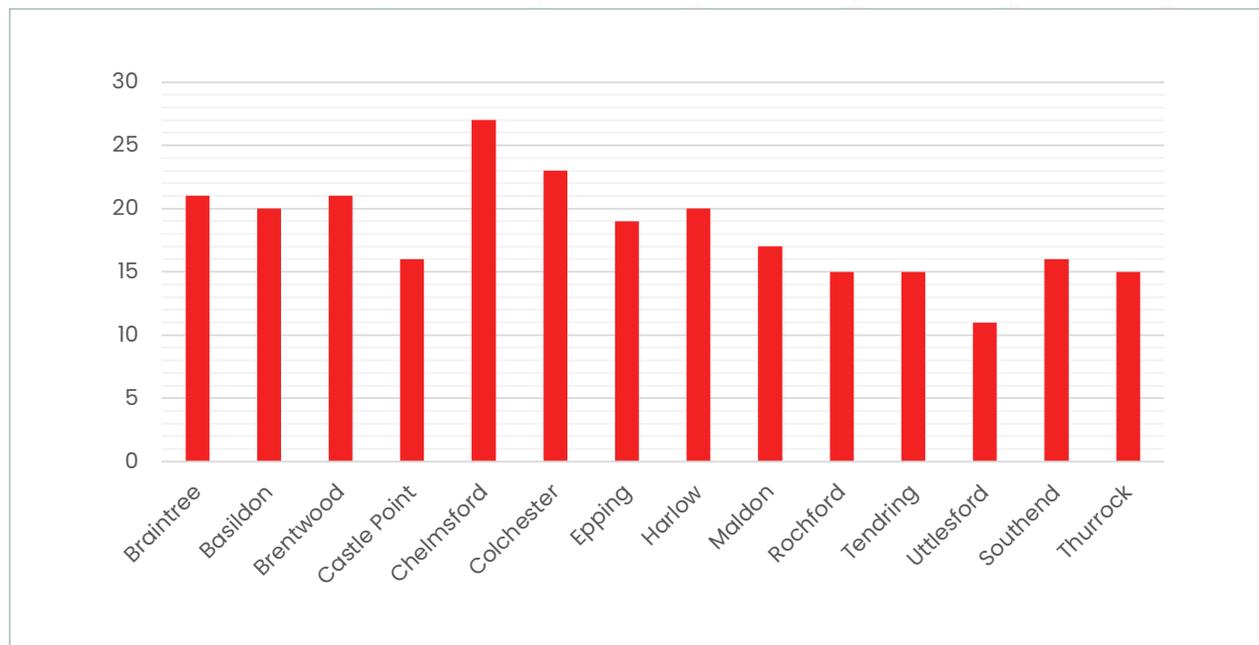
- 1:1 interviews with students, careers fairs, career talks to students.
- Encounters with employers/workplaces/employees.
- Work experience, completion of live projects, employer led masterclasses.
- Apprenticeships.
- Work placements, training needs analysis.
- Employment opportunities.
- We also engage in research and knowledge transfer activity. We also meet with many colleagues at various local committees, groups and organisations.
- Business support delivery (including workforce development).

Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

Do you engage with employers in different locations in Essex?



If so, where?



If you provide training for employers, what type of training / qualifications do you offer?

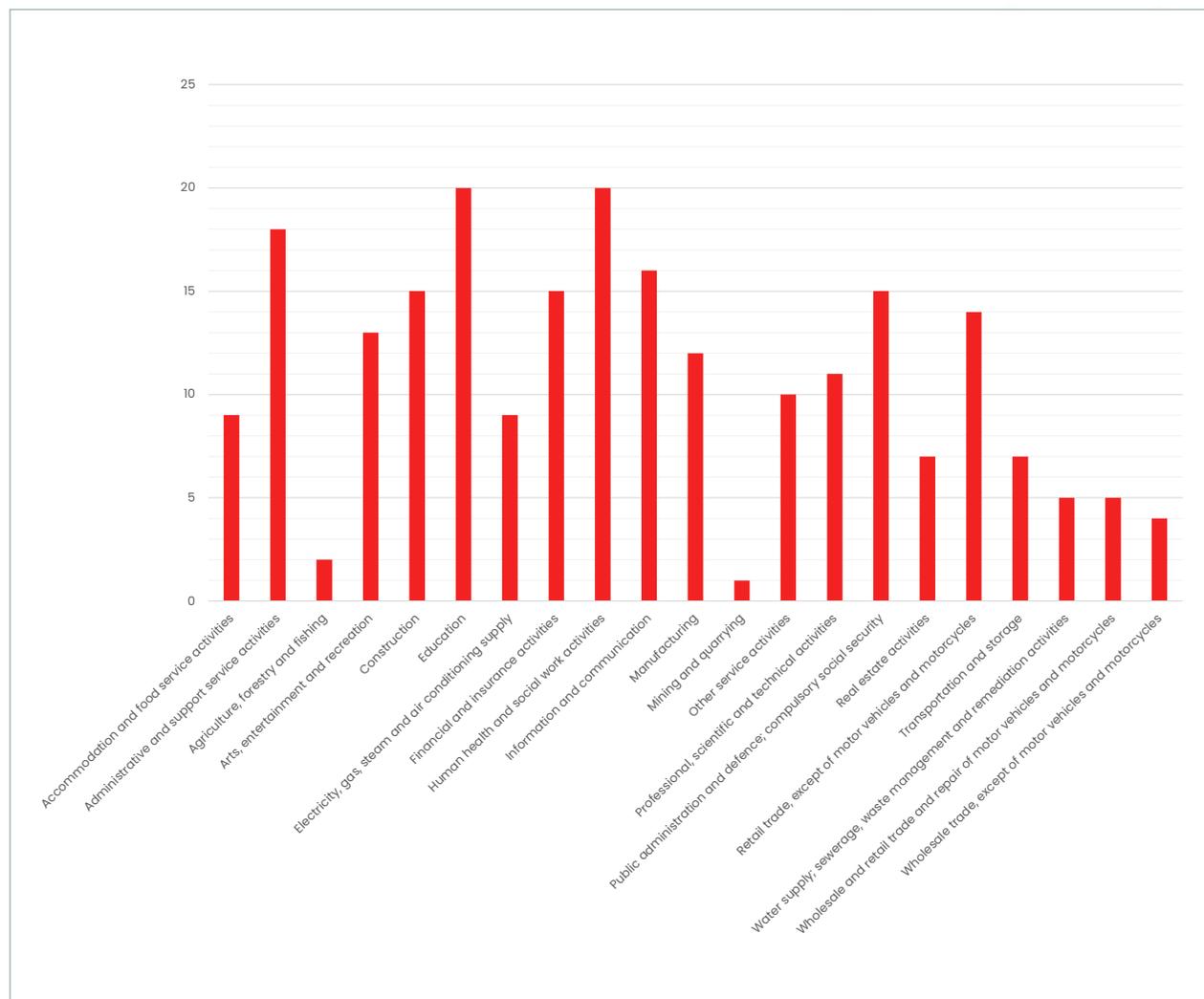
Other:

- We tend to deliver at Levels 4 to 7.
- Bespoke training solutions.



Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

If you engage with employers, from what industry sectors do they come from?



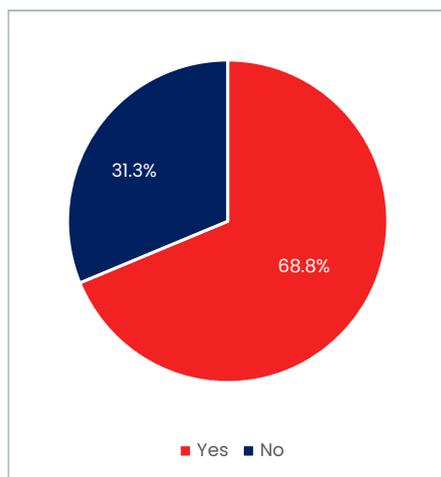
Other includes:

- Crown Prosecution Service, Job Recruitment Agency.
- Equine, Land-based and Animals.
- Health & Social Care.
- Beauty, Nails and Hair.
- Hairdressing.
- Childcare, Adult Social Care.

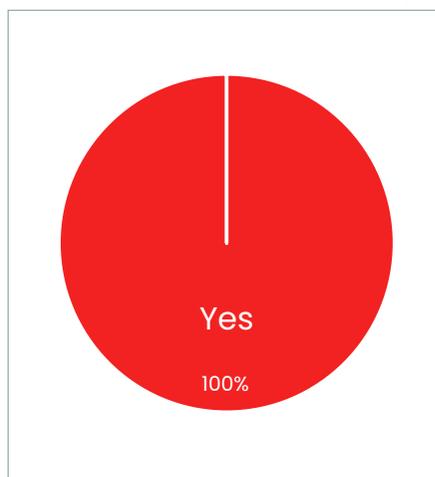


Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

Do you find it easy to engage with employers?



Would you like to do more with employers?



From your engagement with employers, what do you feel are key sectors Essex should be focussing on?

- Healthcare
- Education
- Construction & Engineering
- Professional Services
- Digital
- Green
- Hospitality & Retail

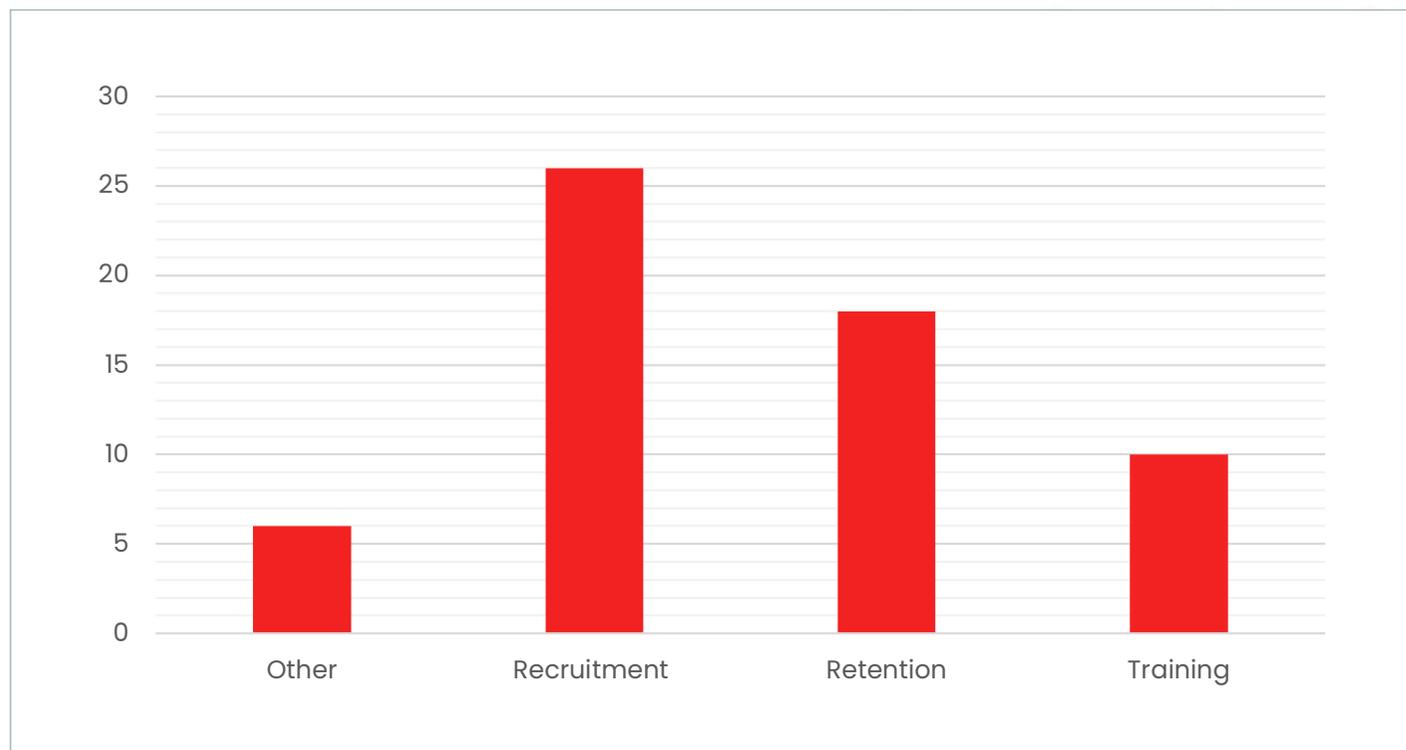
From your engagement with employers, what skills are they asking you to focus on?

- Leadership
- Resilience/tenacity
- Soft skills
- Mental Health
- IT Skills
- English and Maths



Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

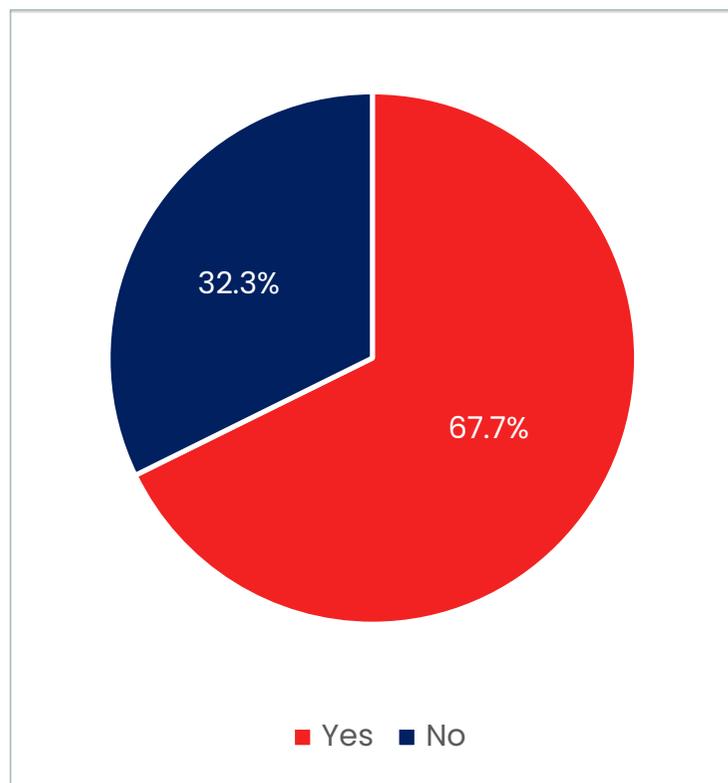
From your engagement with employers, what barriers are they facing?





Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

Does your organisation have recruitment and retention challenges?



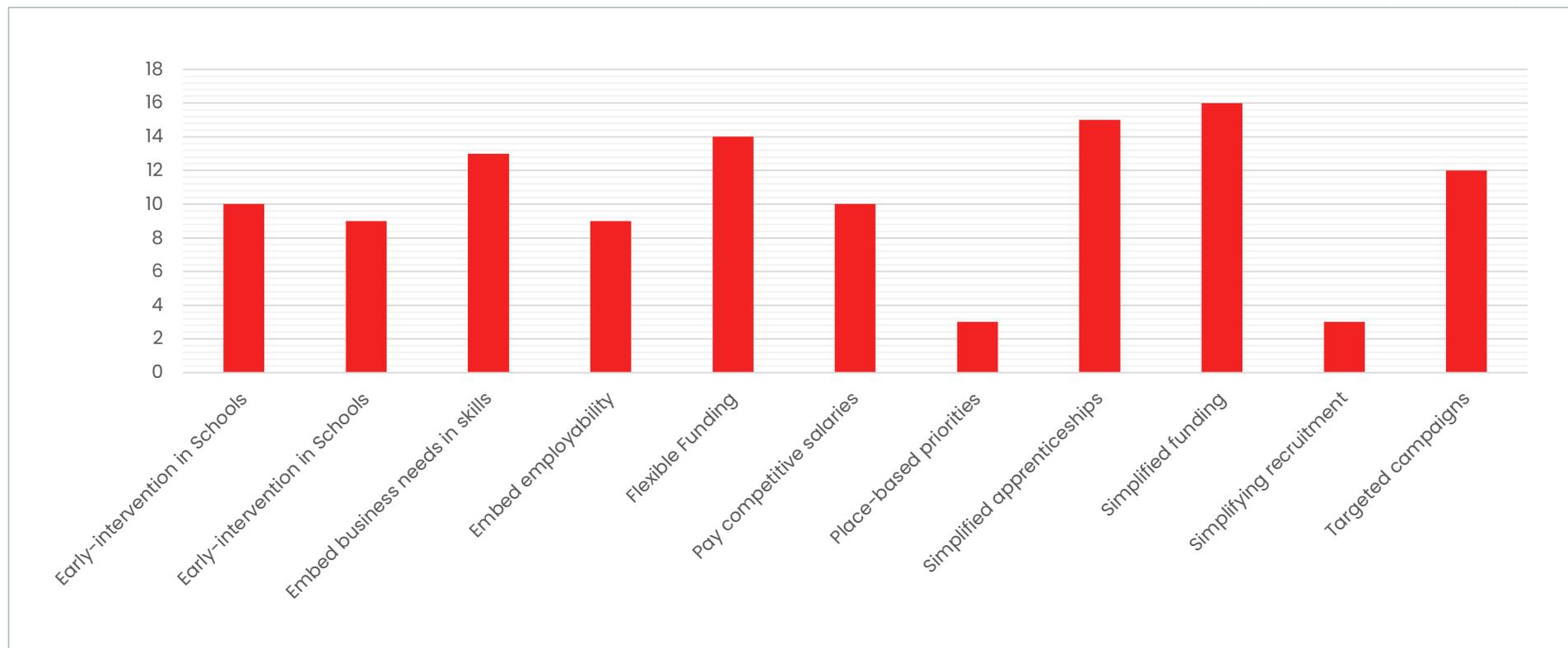
If yes, please specify:

- Teachers across the range of subjects, but also admin roles, security, IT, HR and Finance where better pay can be found in particular in the private sector but also in our local university
- Recruiting highly skilled subject area experts in construction, engineering, business, with limitations on what salaries can be paid in comparison to what they can earn actually doing the job
- Hard to fill vacancies in many areas often taking more than 12 months to fill and inadequate funding means wages not competitive.
- There are a shortage of applicants for all delivery posts including teaching. FE Colleges struggle to compete with both schools and industry where teachers can earn more money. This makes recruitment of new staff and retention of existing staff very difficult.



Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

In your opinion, what are the top 3 priorities for the Essex Local Skills Improvement Plan?

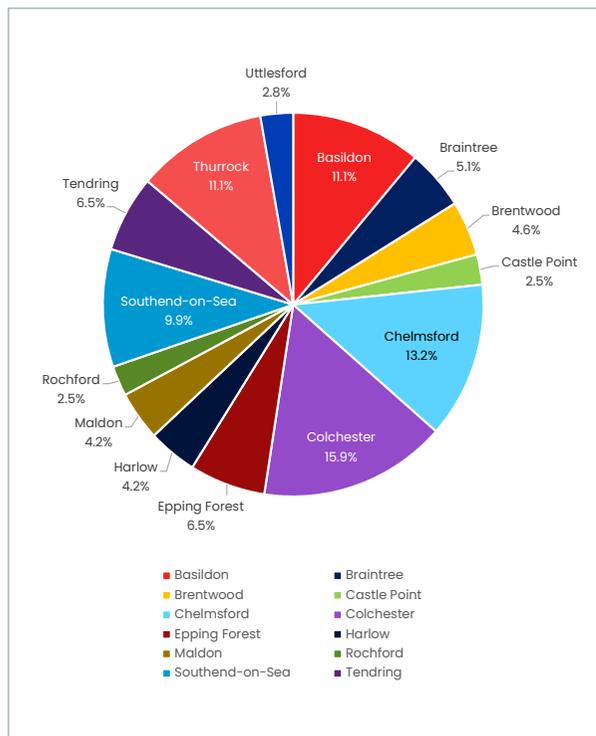




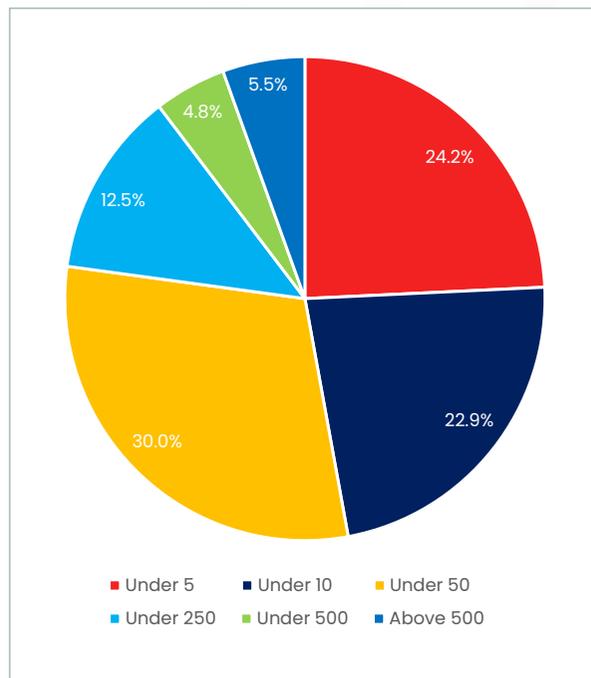
Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

The feedback from the employer survey can be found here:

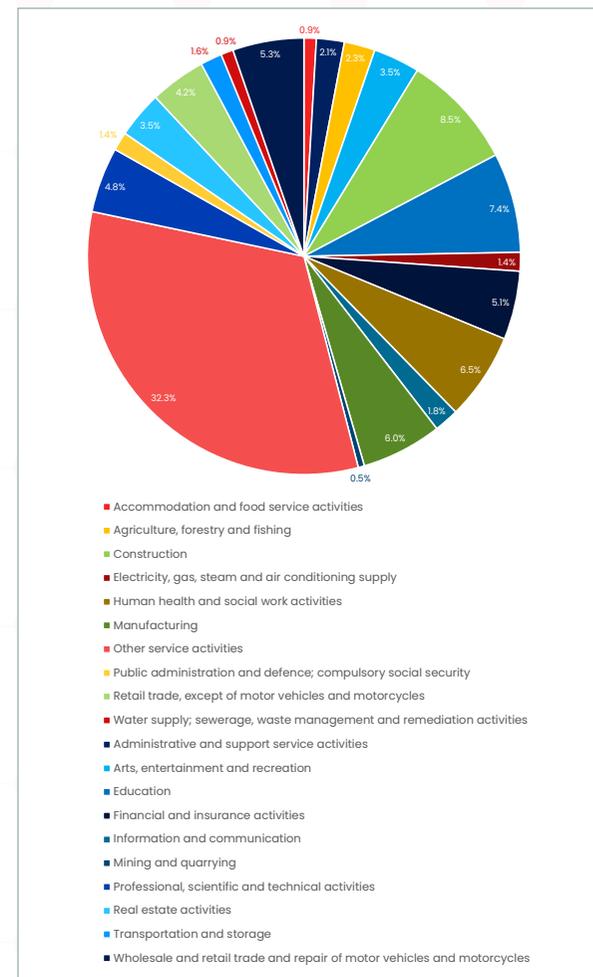
COMPANY LOCATION



COMPANY SIZE



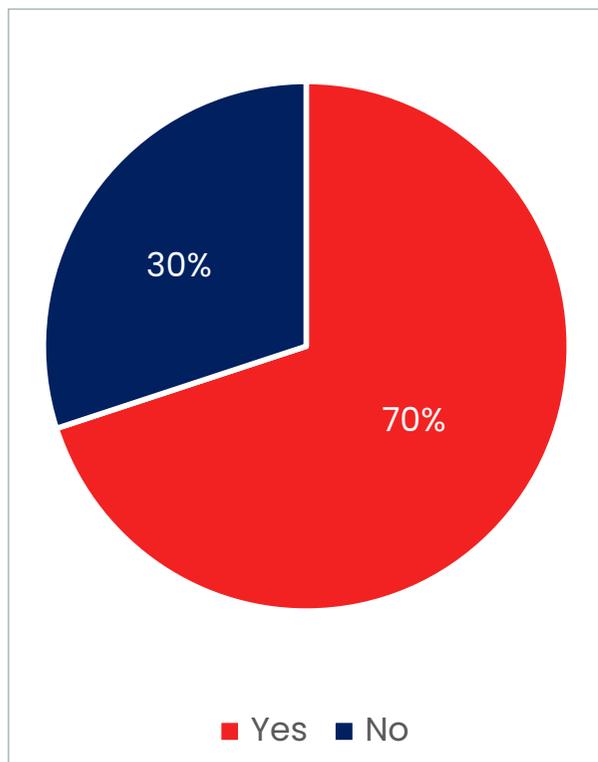
INDUSTRY SECTOR



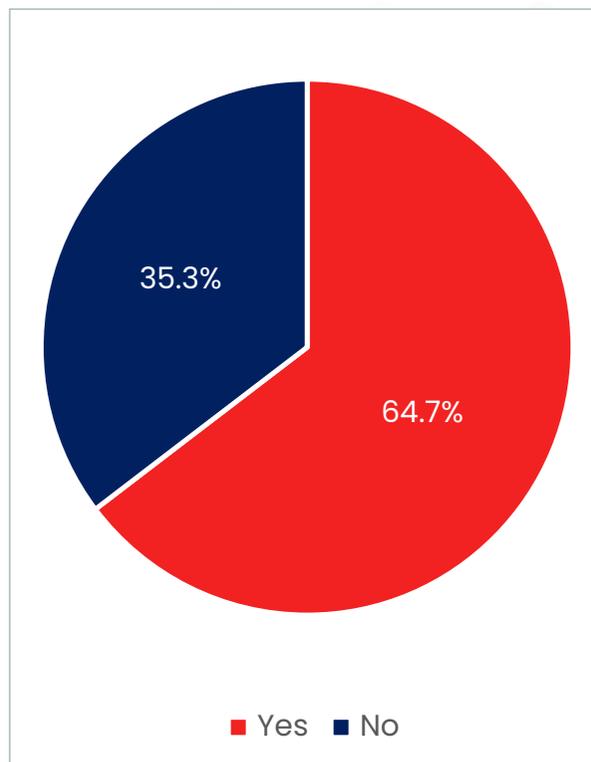


Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

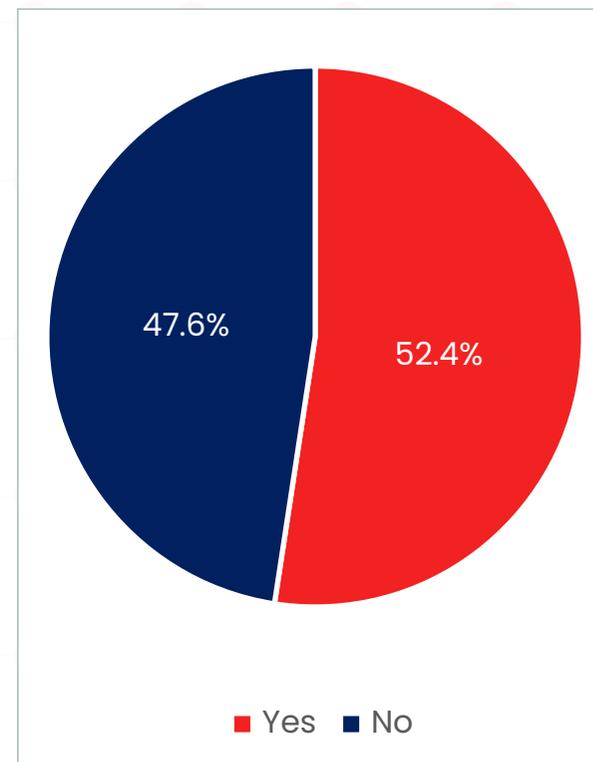
Have you recruited within the last 12 months?



Do you plan to recruit within the next 12 months?

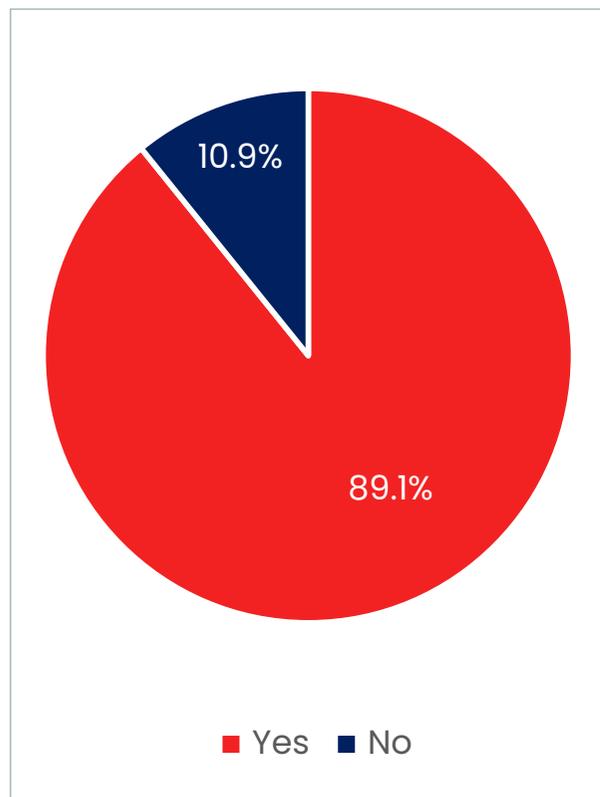


Do you generally find it easy to recruit?

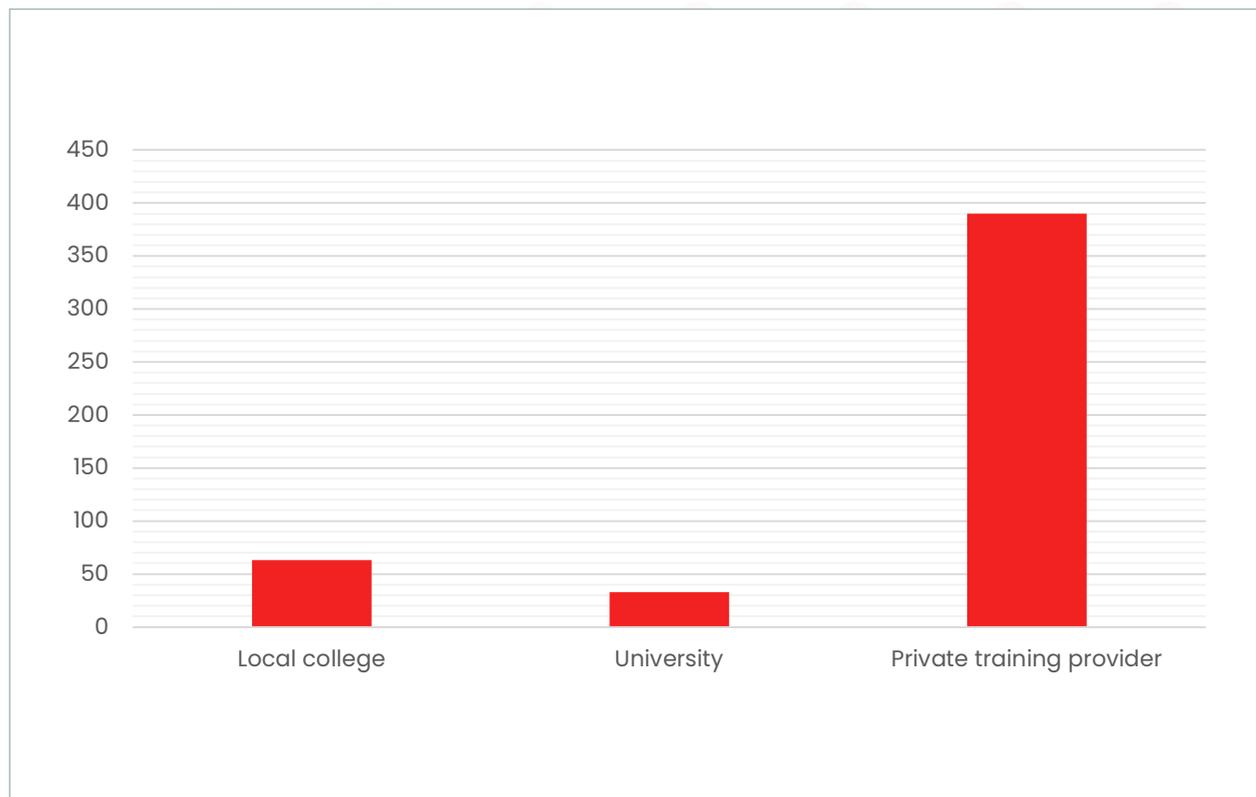


Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

Do you currently offer training for your staff?



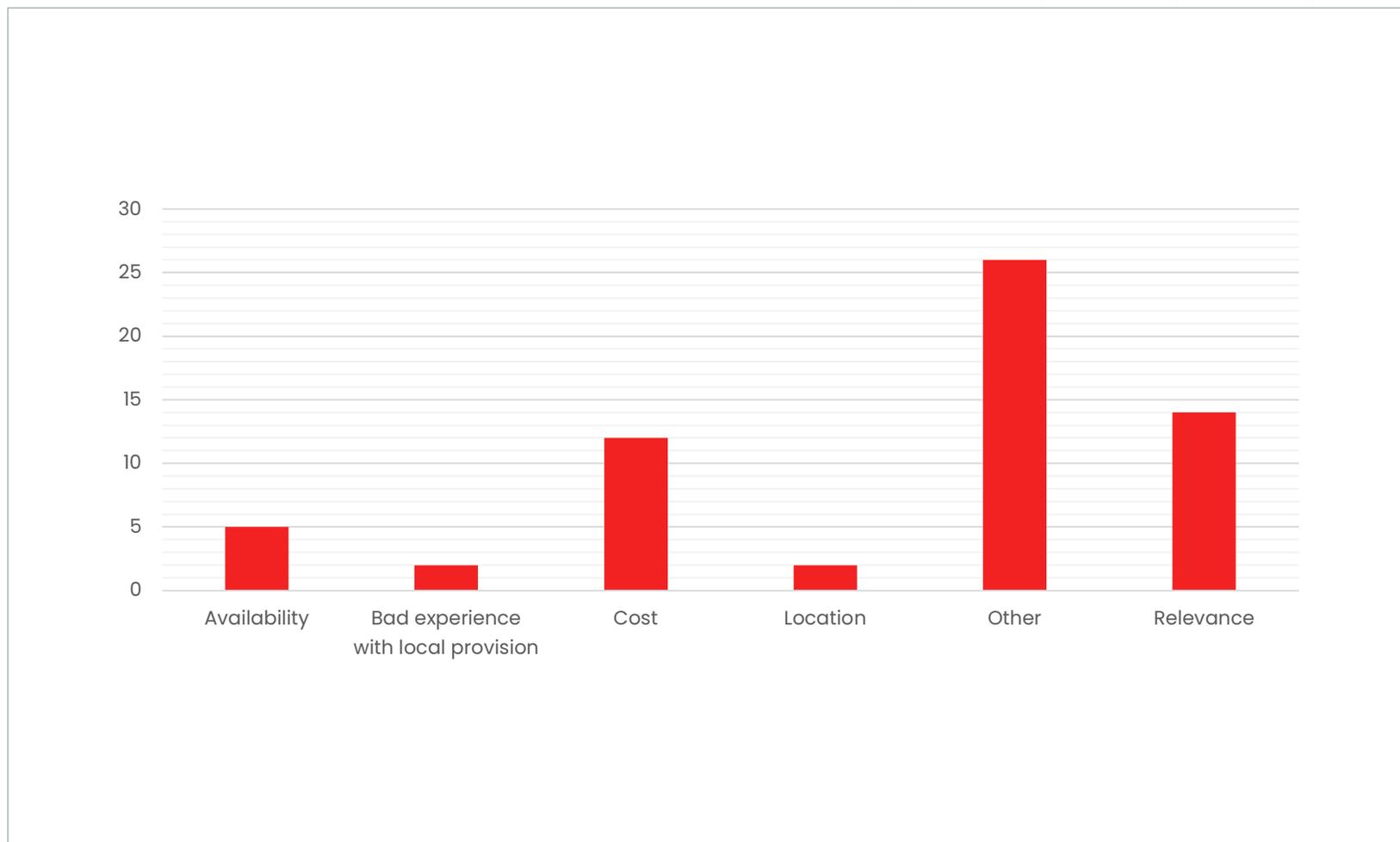
If yes, is this via a local college, university or private training provider





Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

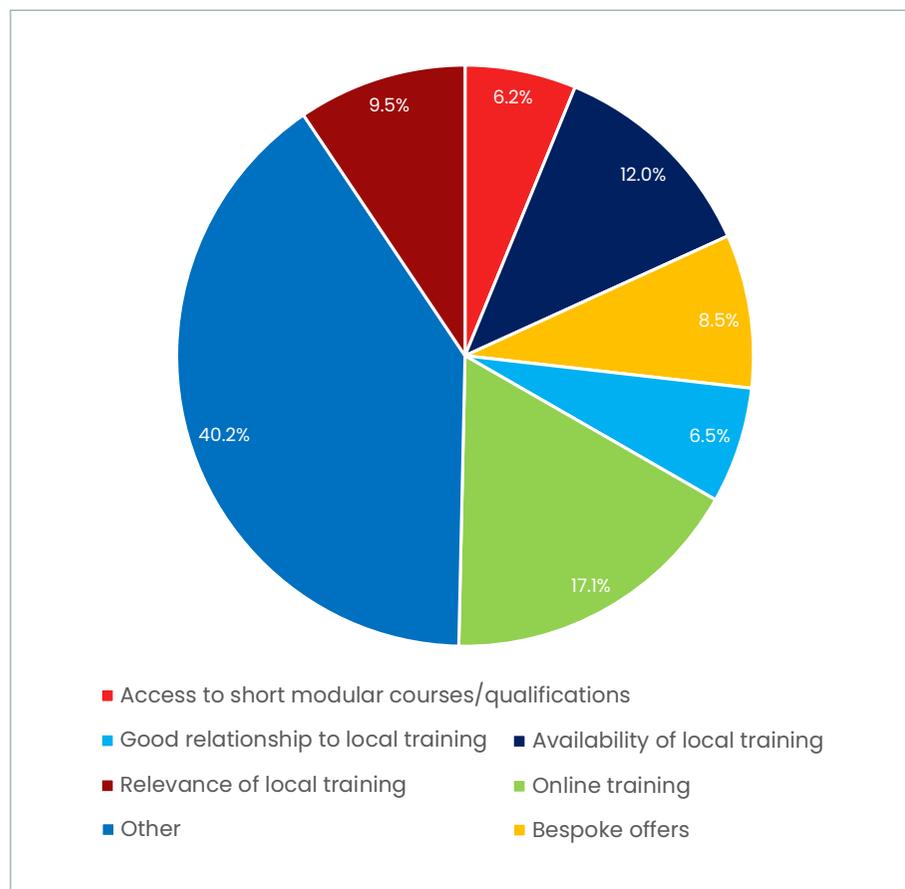
If no, what are the barriers?





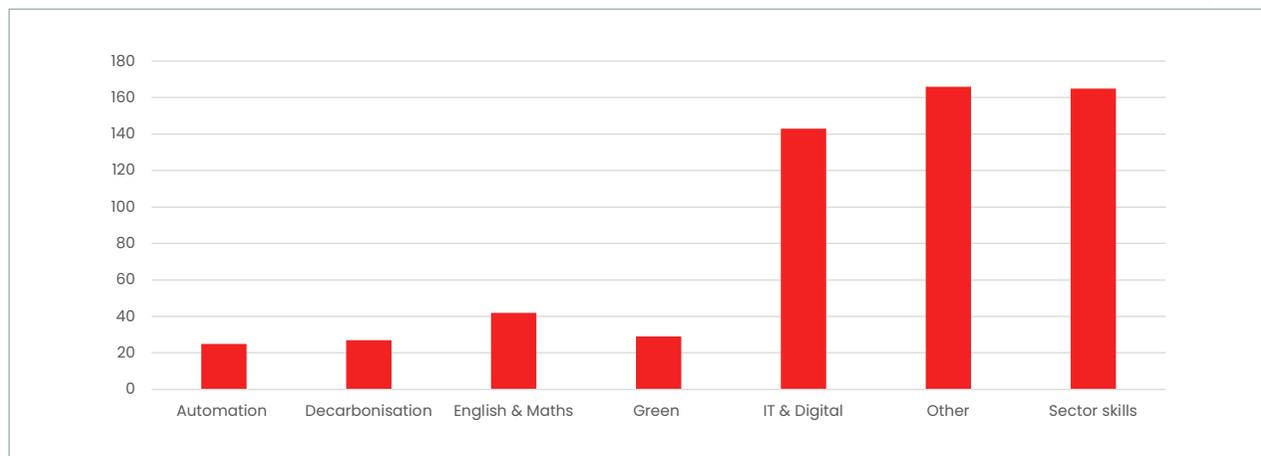
Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

What would improve the skills supply for your business?



Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

What skills is your business likely to need in the next 3-5 years?



Other includes:

- Communication skills
- Specific health and safety skills needed and people with first aid training
- Retrofit skills which are not currently that available and cost of staff due to market conditions
- Company offers lone worker training and break away training, specialised skills required for this form of training
- Sales and organisational skills
- Their carpentry requires an artisan element - so requires specialist carpentry skills
- Need people with knowledge of carpentry, security, locksmith etc.
- Welders, engineers, gas engineers
- Veterinary
- Mechanics need experience to fully know what to do - hands on experience is required to know what to do

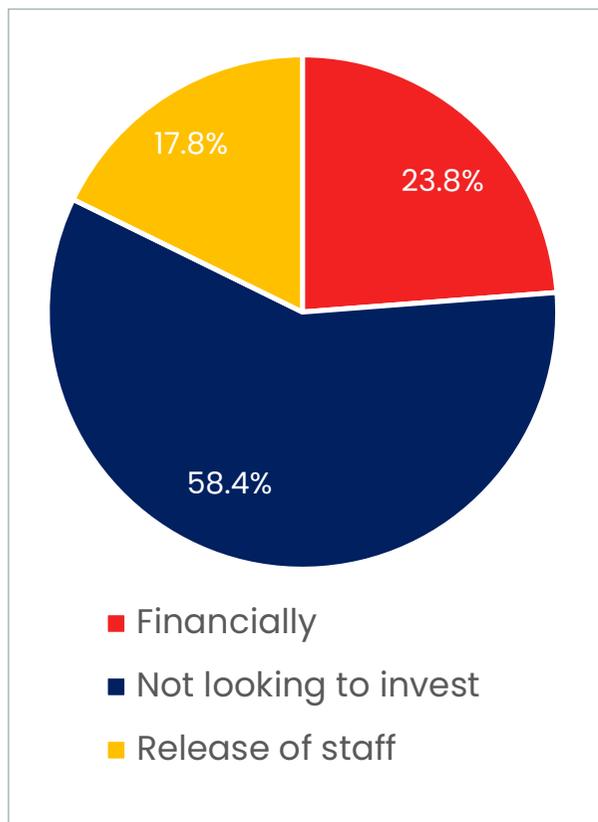
- Refrigeration and Gas safety engineers and stainless steel fabricators
- Creative thinking, confidence, imagination
- Dependant on how licencing regulations change - these will need to be adhered to but cannot be predicted
- Repair and maintenance skills and general building skills – heights
- Needs more training for working at heights
- Needs more courses in behaviour training, autism, speech etc.
- Tractor driving
- Hospitality skills
- Sales training, people management, leadership
- More qualified dentists
- Skill set required for new regulated body coming in near future and social media marketing skills are becoming more needed
- Hands on skills in the workshop
- Upgrade key staff electrical certification

- Maths and English - although not a high scoring skill required for us, to get our applicants on NVQ 2 trade apprenticeships generally school leavers and career changers need to have improved levels
- Scaffold courses
- Accounting and administration are most needed
- Ground workers, site managers, site supervisors
- Sales HTML
- Customer service and marketing skills
- RICS qualified staff
- Leisure skills such as swim teacher, lifeguards, coaches etc
- Recognised accredited qualifications
- Marketing support, leadership & management
- Building and quantity surveying skills
- Sports coaching aligned with National Curriculum needs
- Networking
- Sales and organisational skills
- Export related things, marketing
- Customer service and marketing skills
- Supporting people with autism
- Experience and resilience
- Neurodiversity, inclusion, mental health, mild learning difficulties etc.
- Health and Safety
- System engineering
- Engineering training courses to HNC Level 5
- Marketing, financial, design
- Availability of apprentices
- CIPD AND NEBOSH
- Director level
- Refrigeration, relevant gas and electrical appliance(s) training
- Skilled trades men / women

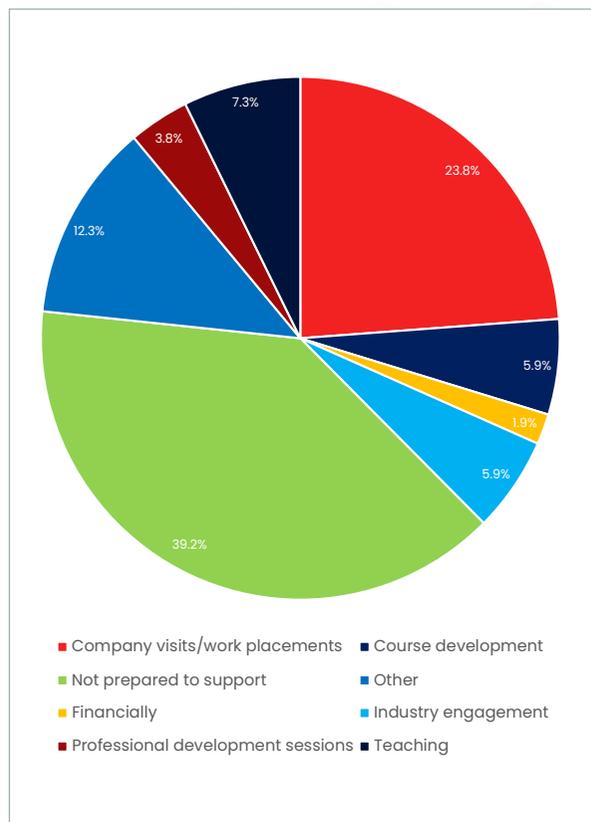


Local Skills Improvement Plan – Provider & Employer Survey Results (continued)

Would your company be prepared to invest in skills, and if so how?



Would your company be prepared to support colleges and providers?





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