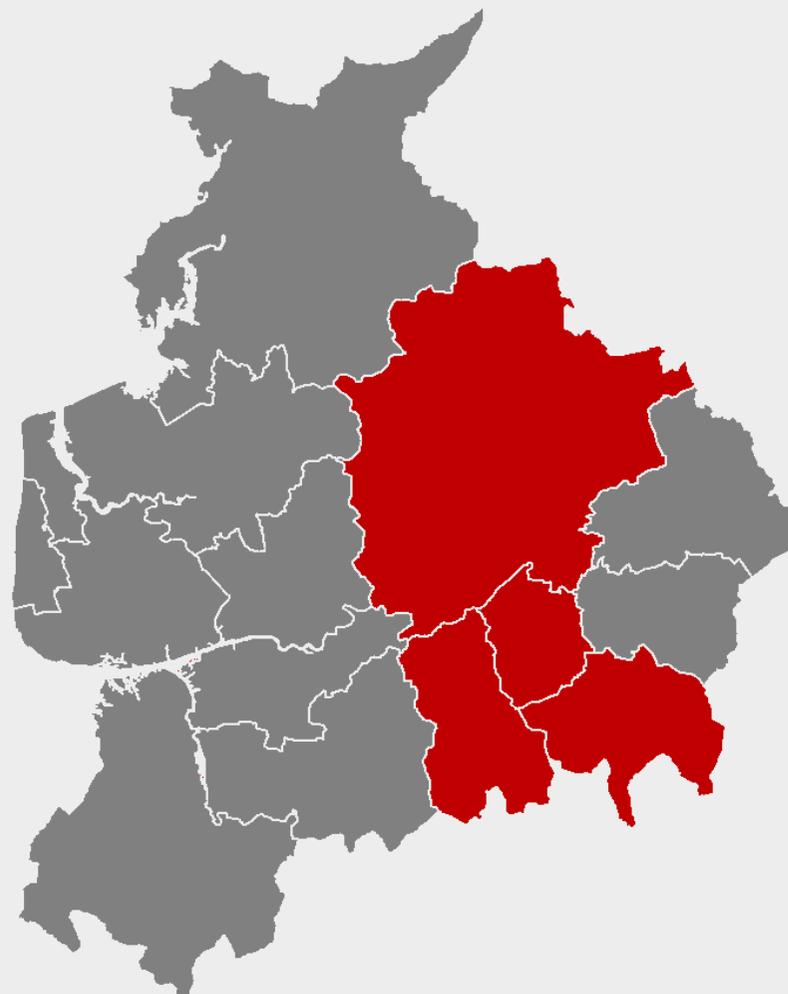




Lancashire  
Enterprise Partnership

## The Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley Labour Market Intelligence Report

*Part of the 2019 Lancashire Labour  
Market Intelligence Toolkit*



European Union  
European Social Fund  
Investing in jobs and skills



# The Lancashire Labour Market Intelligence Toolkit and Report Overview

This report is the **Travel to Work Area (TTWA) Labour Market Intelligence report for Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley**, part of the **2019 Lancashire Labour Market Intelligence (LMI) Toolkit**. It updates the information provided in the 2018 Toolkit and aligns with the Department for Education's (DfE's) Skills Advisory Panel (SAP) toolkit for local skills analysis.

Labour Market Intelligence is the term used to describe the wide range of information that helps inform decisions about work and training, covering topics such as jobs, salaries and employers, as well as education and skills.

The toolkit contains three parts:

- **LMI reports** - of which this document is one - covering **six TTWA's<sup>1</sup> in Lancashire<sup>2</sup>**, alongside a stand-alone report covering **Lancashire**.
- **A data matrix** that contains all of the underpinning data which has been analysed to inform the LMI reports and the presentation packs. This includes time series data (typically for up to 10 years) and data for Local Authorities, the six TTWAs, Lancashire, and the national average<sup>3</sup>. The Matrix includes Local Authority and TTWA summary sheets which allow users to access summary charts and tables for their selected area.
- **Presentation packs** for each area, providing key labour market facts and figures for those who need them.

The report covers the four themes set out in the table below. Each theme includes a series of summary sheets, which provide key facts and figures, followed by more detailed analysis and commentary. An overview and key messages are also provided.

REPORT COVERAGE	
Overview and Key Messages	Overview and Key Messages for Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley.
Residents in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley	This section provides data on the residents who live in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley – their employment, occupations, skills and earnings. It also provides information on unemployment and inactivity. It covers the overall resident base including those who work within and outside the TTWA. <i>The underpinning data is available in the Resident Matrix which can be accessed on the Lancashire Skills Hub website</i>
The Economy in the TTWA	This section provides data on the jobs available at employers located in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley. This includes jobs that are filled by residents from within and outside the TTWA. <i>The underpinning data is available in the Economy and Business Matrix which is located on the Lancashire Skills Hub website</i>
Economic Forecasts for the TTWA to 2028	This section provides forecasts of the jobs expected to be available at businesses located in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in the 2018-2028 period. This includes jobs that could be filled by residents from within and outside the TTWA. <i>The underpinning data is available in the Economic Forecasts Matrix which can be accessed on the Lancashire Skills Hub website</i>
The Skills and Education System in the TTWA	This section provides data on provision, participation and attainment levels throughout the education system in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley – from Key Stage 1 through to Higher Education. <i>The underpinning data is available in the Skills and Education System Matrix which can be accessed on the Lancashire Skills Hub website.</i>

<sup>1</sup> TTWAs represent labour markets in which the residents of each local area are most likely to work. Not all residents work in the TTWA in which they live.

<sup>2</sup> Throughout this report, the term 'Lancashire' is used to refer to the Lancashire Local Enterprise Partnership (LEP) area.

<sup>3</sup> England excluding London is used as the national comparator, to remove the distorting effects of the London economy (which differs markedly from the rest of England) from the comparison.

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## Overview of the Economy and Labour Market in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

### Key Points

#### Residents

- In 2018, the population of the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley Travel to Work Area (TTWA) is nearly 361,000, accounting for almost a quarter of Lancashire's population and making it the second largest TTWA.
- The population has grown by 3% between 2008 and 2018 (driven by growth in Rossendale and Ribble Valley), slightly lower than the Lancashire growth rate (3.3%) and considerably lower than national growth (+7%).
- The population is younger on average than across Lancashire, but the number of people of working age has fallen by 2,100 over the ten years between 2008 and 2018. This is expected to continue, with 7,100 fewer residents of working age by 2028.
- The latest available statistics for 2017/18 show that 71.8% of working age people are in employment. Whilst this is below the national rate (75.4%), the employment rate in the TTWA has risen faster over the ten years from 2008 to 2018 than nationally or the Lancashire average.
- Overall, the working age population in the TTWA are slightly less well-qualified than across Lancashire or nationally (2017/18), and the proportion of residents working in highly skilled occupations is also slightly lower. This is also reflected in earnings levels which, with the exception of Ribble Valley, are below the Lancashire and national averages.
- Unemployment has been on a downward trend for a number of years, but rose slightly between 2017 and 2018. Unemployment is particularly high amongst 16-19 year olds in the TTWA, and amongst the Pakistani / Bangladeshi population. Around 7,000 residents within the TTWA receive unemployment-related benefits.
- Economic inactivity rates have also fallen between 2017 and 2018, but remain above the Lancashire and national average. A

higher proportion of economically inactive people within the TTWA are looking after the family / home compared to the Lancashire level.

- There is a significant level of deprivation within the TTWA. Almost a quarter (24%) of Lower Layer Super Output Areas (LSOAs<sup>1</sup>) are amongst the 10% most deprived in England in 2019, a position that has deteriorated since 2015. Deprivation is particularly severe in Blackburn with Darwen where 36% of LSOAs fall within the 10% most deprived areas of England.

#### Jobs and the Economy

- There are over 13,000 businesses / employers in the TTWA (2019), 88% of which are microbusinesses employing fewer than ten people.
- The TTWA's businesses provide 153,600 jobs in 2018, a figure which has increased by 7,000 jobs since 2017, driven by strong employment growth in Blackburn with Darwen.
- The TTWA has a diverse economy. The largest sector in employment terms is Advanced Manufacturing, which employs 23,000 people in 2018 (15% of the total workforce) and accounts for 30% of the Advanced Manufacturing jobs in Lancashire.
- The second and third largest sectors are Health and Social Care (21,000 jobs) and Retail (20,000 jobs).
- Reflecting a trend across Lancashire, the fastest growing priority sector over the three years from 2015 to 2018 has been logistics, which now employs 17,000 people within the TTWA.

#### Employment Forecasts

- Employment is forecast to grow between 2018 and 2028, with the creation of just under 1,000 new jobs, although the rate of growth will be slower than across Lancashire as a whole.
- Recruitment is expected across all sectors and occupations, including in each of Lancashire's priority sectors, and sectors that have recently experienced employment decline such as Manufacturing. This will include recruitment for the relatively small number of new jobs created through sector growth, and jobs that become available as people leave or change jobs.

<sup>1</sup>LSOAs are small geographies for data collection and reporting purposes that typically contain a population of approximately 1,500 people

- Wholesale and Retail, Human Health and Social Work, Manufacturing, Accommodation and Food Services and Administrative and Support Services are forecast to create the most job opportunities each year.
- In terms of occupations, recruitment is expected to be highest for Professional, Caring and Elementary Occupations reflecting a move towards an 'hourglass' shaped labour market with opportunities at the top and bottom end but fewer mid-level roles.
- Demand for higher level skills is expected to increase, with an increase in the number of people in employment in the TTWA with qualifications at Level 3 or above, while the number in employment with qualifications at Level 2 or below or no qualifications will fall. The number of people in employment with other qualifications, such as apprenticeships, is also expected to increase.

### Education and Skills

- Data for 2017/18 shows overall GCSE performance (average Attainment 8 score at 46.1) is slightly above the Lancashire (45.8) and above the England excluding London (43.7) averages, although there is considerable variation across the TTWA ranging from 43.2 in Hyndburn to 53.6 in Ribble Valley. Young people in the TTWA make slightly better progress between Key Stage 2 (11) and Key Stage 4 (16) than the Lancashire and England excluding London averages.
- By the age of 19, the proportion of young people who have attained Level 2 and Level 3 qualifications is higher than the Lancashire and national averages (2017/18).
- In 2018/19 there were over 24,800 TTWA residents participating in Further Education (FE) – the second highest level recorded across Lancashire's TTWAs.
- Considering provision delivered within the TTWA in 2018/19 show that General FE Colleges account for nearly half of FE participants (46%), a level below the Lancashire, regional and national averages.
- The FE colleges also provide a significant amount (13%) of Higher Education (HE) provision.

- Comparison of FE participation levels in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based providers against participation by residents of the TTWA area suggest that a significant number of residents travel outside the TTWA to learn.
- More than one quarter of all apprenticeship starts in Lancashire are by people living in the TTWA – approximately 3,350 in 2018/19, an increase of 8% on 2017/18 levels. Some three-fifths of these apprenticeship starts are at an advanced or higher level, and the age profile of apprentices is younger than Lancashire, regional and national profiles.
- Over half of all apprenticeship starts by TTWA residents are in two subject areas - Business Administration and Law, and Health, Public Services and Care – but are both below Lancashire, regional and national levels.

### Key messages for partners across Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

This Travel to Work Area (TTWA)-level report, together with the information contained within the data matrix, provides an understanding of the skills and labour market position in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, and how it compares to the picture across Lancashire as a whole, as well as the regional and national position.

The strength of the labour market and the supply of skills available to the economy are increasingly important in driving economic growth and delivering inclusive growth. Tackling the issues identified in this report will help to create the conditions in which the local economy can thrive.

This section of the report summarises the key messages from the data, to help guide partners in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley.

### **Future Workforce: The Importance of the Young Future Workforce**

Although employment in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is forecast to grow less quickly than in other parts of Lancashire, there is expected to be an absolute increase in the number of jobs within the TTWA over the ten years from 2018 to 2028, and local employers will need to fill many existing positions as current workers retire or move onto other roles.

Forecast reductions in the population of working age mean it is vital that the future workforce - the young people currently in education and training who will become part of the labour pool that local employers will draw from in future years - have the skills and capabilities which prepare them for employment in the 21<sup>st</sup> century. Although Attainment 8 scores on average are above the Lancashire level, TTWA statistics hide low levels of attainment in Hyndburn.

Given the pace of change within the labour market, with technological developments affecting not only the type of occupations in which people will work in future years but also the nature of the work that they will do and how they will do it, forecasting future skills needs is very challenging. New occupations that cannot currently be envisaged are likely to emerge. The skills and qualifications needed to obtain and perform existing job roles may also change significantly. The future workforce will therefore need to be flexible and adaptable, and have the resilience to recognise and respond to the change that they are likely to see during their working careers.

As well as having a firm foundation of the core skills needed for success in life - numeracy, literacy and digital skills, as well as work-related skills such as team-working, communication and problem-solving - young people need to be aware of the opportunities offered both within their local labour market and further afield, and an understanding of what is required from them if they are to make the most of those opportunities.

### **Better Informed Young People**

In Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, there is a need to continue to engage and inform young people about the world of work and the opportunities which are open to them, and use this as a mechanism to inspire young people to raise their aspirations for their future, particularly in those parts of the TTWA where young people currently make below average levels of progress. A wide range of options are open to young people within the TTWA, in the form of both Further Education (FE) and apprenticeship provision. However, consideration of FE participation levels in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based providers against participation by residents of the TTWA area suggest that a significant number of residents travel outside the TTWA to learn.

Engaging employers in education not only helps to educate young people about the world of work, it also offers the opportunity to help shape what young people learn and how they are taught, ensuring the curriculum aligns with local skills needs. As Technical Education is rolled out, and employers continue to influence the content of apprenticeships, the skills of the Future Workforce should continue to be better aligned with the needs of the local economy.

### **Connecting People to Local Employment Opportunities**

The Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA is the second largest in employment terms (2018), and provides a significant proportion of Lancashire's jobs, particularly within the Advanced Manufacturing sector which accounts for a particularly high proportion of employment in Ribble Valley. These jobs are particularly important to the Lancashire economy, generally being highly productive and therefore offering above average levels of pay. Ensuring that there is an appropriate pool of labour to take up these jobs, both as new jobs are created and as the existing workforce retires, will help the Lancashire economy to achieve its growth ambitions.

Whilst good quality jobs such as those in the Advanced Manufacturing sector are likely to attract recruits from across a wider geography, ensuring that local young people have the skills and aptitudes sought by local Advanced Manufacturing employers is important to ensure local people benefit from the strength of the Manufacturing sector locally.

Whilst growth is expected in the number of jobs in the TTWA requiring high level skills, the number of people employed within the TTWA with qualifications at Level 2 or below is expected to fall over the next ten years. However, despite the absolute decline in numbers, entry level jobs will continue to arise due to churn within the labour market, and employers will need to find new recruits to fill them. It is important that young people, particularly those who may not achieve Level 3 qualifications (e.g. in Hyndburn where Attainment 8 levels are lower than average), are made aware of the opportunities that will be open to them, and provided with pathways once in work to continue to develop their skills and progress into higher levels of work-related learning.

Digital skills are increasingly required by employers across a wide range of occupations, and this is expected to continue as automation and digitalisation becomes more pervasive in all elements of the economy. Young people in the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA need the opportunity to acquire digital skills throughout their education, to give them a platform from which to develop the more advanced and specialist skills that they may need once in work.

### **A More Skilled and Productive Workforce**

Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA's workforce is crucial to its future economic success. The vast majority of jobs are filled by local people, with over two-thirds of residents in work being employed within the TTWA. Over the next ten years (2018-2028), there will be a need not only to find the workforce to take up the 1,000 or so additional jobs which are expected to be created by 2028, but also to replace those workers who are leaving the workforce due to retirement.

This additional and replacement demand will coincide with a continued contraction of the working age population, reducing the size of the labour pool from which employers are able to recruit. Whilst international migration has contributed to population growth in recent years, there is considerable uncertainty over future migration patterns once the UK implements a new immigration system post-Brexit. The health and social care sector – the second largest employer within the TTWA's economy – is expected to be particularly impacted by changing migration patterns. It is therefore important that the potential of the existing workforce is fully utilised, and those not currently in employment but who are interested in working with the appropriate support are encouraged and enabled to play an active part in the economy.

### **New Skills and Changing Jobs**

The changes seen within the labour market, with new roles emerging, and others changing radically as automation alters the way in which businesses operate, mean that re-skilling and upskilling are increasingly important, and will be required throughout our working lives. On average, the working age population in the TTWA is slightly less well-qualified than the Lancashire average, and many will need to refresh and develop their skills on an on-going basis. TTWA statistics do however hide significant variations at the local authority level with 45.9% of working aged residents being qualified to NVQ4+ in Ribble Valley compared to just 16.8% in Hyndburn and occupation profiles varying as a result. Different interventions will therefore be required to upskill and re-skill residents in different locations.

Both employers and the individuals affected by change will need support to anticipate and respond to future change, providing opportunities to acquire the new skills that will keep businesses competitive and make individuals resilient to labour market change. Apprenticeships, both for new recruits and current workers at all ages and levels, are one part of achieving this (with high levels of take up already recorded by residents in the TTWA), but there will also be a need for shorter, more intensive forms of training, which provide people with the core skills they need to move into new roles.

This type of training is particularly likely to be relevant to those needing digital skills either to retain their existing job, or move into a new one. Putting in place the training provision to deliver these skills will require providers to work with employers to identify the specific skills which are required in each role, and develop a training programme tailored to meet this specific need.

### **Inclusive Communities and an Inclusive Workforce**

Over the past few years, the economy across Lancashire has strengthened and, like other places, the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA has seen employment rise and unemployment fall. Unemployment is now in line with the Lancashire average at 4.4%, although there remain some 7,200 people who are unemployed within the TTWA (2018). Unemployment also remains a particular challenge in Blackburn with Darwen at 6.7%, which will require targeted intervention.

Some groups experience much higher rates of unemployment than others, with young people aged 16-19 and the Ethnic Minority population, particularly those from a Pakistani / Bangladeshi background, most likely to be affected. Intensive support is needed for those who remain unemployed, to connect them to the job opportunities which arise within the TTWA and ensure that they are equipped with the skills they will need to secure a job.

Economic inactivity has also been on a downwards trend, although there have been fluctuations year by year, and in 2018 the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA continued to record a higher level of economic inactivity (25.4%) than Lancashire (21.8%) and the national (21.4%) position. Economic inactivity is higher than average amongst both men and women in the TTWA, and particularly high amongst those aged 35-49 years. Local authority statistics also show a concentration of inactivity in Blackburn with Darwen, driven by particularly high levels of inactivity amongst ethnic minority residents.

In contrast to Lancashire as a whole, the most common reason for being economically inactive is looking after the family or home, with long-term ill-health being the second most common reason. Falling economic inactivity rates over the past ten years have brought a significant number of people into the labour pool within Lancashire, helping to offset the decline in the

working age population. Continuing this trend within the TTWA will require a range of policy responses to address the different barriers faced by those who are economically inactive but may wish to work. However, it is noted that the proportion of TTWA residents who are currently economically inactive but would like to work is lower than the Lancashire average (15% against 18%).

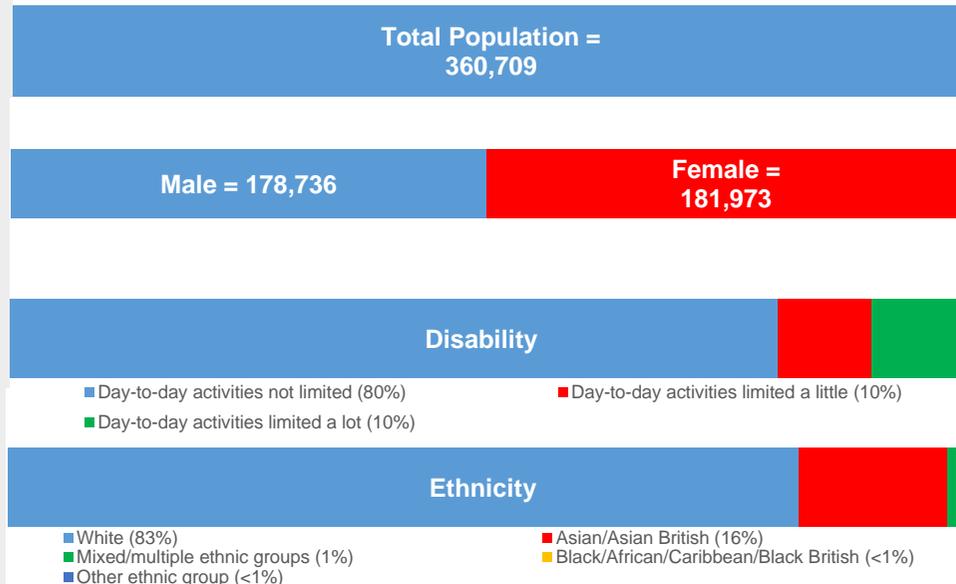
The latest update of the Index of Multiple Deprivation (IMD) highlights the extent of deprivation within the TTWA, with almost one-quarter of LSOAs classed as being amongst the 10% most deprived nationally. Local authority statistics show that Blackburn with Darwen and Hyndburn dominate the TTWA's poor performance on this measure. Tackling deprivation requires a holistic approach to its multiple domains, but improving skills and labour market outcomes has an important part to play, given the impact on employability and earnings (which – considering full time annual earnings – are below the Lancashire average in all but Ribble Valley), as well as the social and community benefits of education and skills.

There is a need to recognise the diversity of the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA when planning interventions, with skills levels, employment and unemployment varying considerably across the TTWA. Focussing support on those areas where labour market outcomes are poorest (typically Hyndburn and Blackburn with Darwen) will support inclusive growth ambitions and help to narrow the gap between the TTWA's strongest and weakest economies.

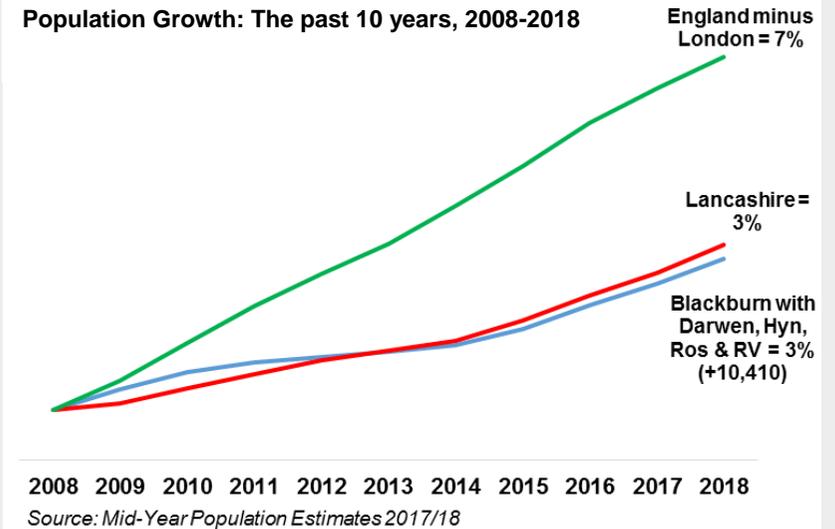
# The Population in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley – Who Lives in the Area?

## Overview of the Population

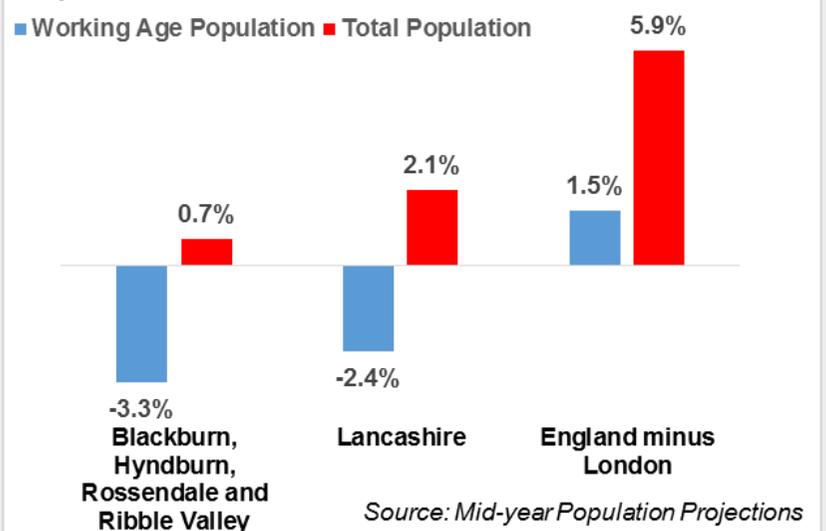
Source: Mid-year Population estimates 2017/18, Census 2011



## Population Growth: The past 10 years, 2008-2018



## Population Forecasts, 2018 to 2028



## Population by Age Band, 2018

	BwD, H, R and RV		Lancashire	England minus London
0-14	70,800	20%	18%	18%
15-19	21,800	6%	6%	6%
20-24	19,900	6%	6%	6%
25-34	44,800	12%	12%	13%
35-44	44,200	12%	11%	12%
45-54	51,600	14%	14%	14%
55-64	44,000	12%	13%	12%
65+	63,600	18%	20%	19%

Source: Mid-year population estimates

In 2018, 221,600 residents (61.4%) are of working age (aged 16-64). This is in line with the proportion of the population that are of working age in Lancashire (61.1%) and nationally (61.7%).

The population is expected to grow by over 2,500 residents between 2018 and 2028. However, the working age population is expected to get smaller with almost 7,100 fewer residents of working age living in the area by 2028.

## Total Population

The Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley Travel to Work Area (TTWA) has a population of 360,709 people in 2018, around a quarter of the Lancashire total (24.1%). The population is the second largest of the six TTWAs in Lancashire.

Blackburn with Darwen is the largest of the four local authority areas, with just short of 149,000 residents (41.3% of the total TTWA). Hyndburn, Rossendale and Ribble Valley have resident populations of 81,000, 71,000 and 60,000 respectively. 16% of the TTWA population live in a rural location, or 20% including hub towns. This is similar to the proportion across Lancashire as a whole. The Ribble Valley has the highest rural population out of all the Lancashire local authorities at 67.1%.

The population of the TTWA has grown by 3% over the past ten years (2008-2018), equating to an increase of 10,410 residents. This rate of growth is slightly below that seen in Lancashire as a whole (+3.3%), but considerably below the rate of growth seen nationally over the same period (+7%). Out of the four local authority areas, Rossendale has seen the biggest increase over the ten year period at 5.7% growth.

In 2018, long-term international migration resulted in a net increase of 917 residents, equating to a 0.26% increase in the population. Blackburn with Darwen was the only one of the four local authority areas to see a decline in population due to net internal migration (-0.8%).

## Gender and Ethnic Make-Up of the Population

The population is split almost evenly between males and females, with a slightly higher proportion of females at 50.4% in 2018. Around 83% of the population is of white ethnicity, with Asian / Asian British people accounting for a further 16%. At 28.1%, Blackburn with Darwen has the highest Asian / Asian British population in Lancashire, compared to 11.2% in Hyndburn, 5.0% in Rossendale and 1.3% in Ribble Valley. This is Lancashire's most ethnically diverse TTWA.

## Population Demographics

The age profile of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is slightly younger, on average, than Lancashire as a whole, across the North West or nationally. The 0-14 years age group accounts for 20% of the total population in 2018, compared to 18% in Lancashire and nationally. Whereas only 17% are aged over 65, compared to 20% in Lancashire and 19% nationally.

## Working Age Population

There are 221,600 people of working age (16-64 year olds) in the TTWA, making up 61.4% of the total population in 2018. This is just under one quarter (24.2%) of the total working age population across Lancashire. The working age population has fallen slightly over the past ten years, by 2,100 people, or -0.9%, in contrast to the population as a whole which has grown. This is not dissimilar to Lancashire where working age population has also declined (-1.4%), but is in contrast to nationally, where the working age population over the same period has grown by +2.5%.

## Population Projections

The population of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is expected to continue to grow over the next ten years (2018-2028), with an additional 2,547 residents (+0.7%). This is a slower rate of growth than is expected for Lancashire as a whole (+2.1%), and nationally (5.9%). Rossendale (4.0%) and Ribble Valley (2.7%) are expected to have the fastest rates of growth in the TTWA, whilst slight population declines are forecast for Blackburn with Darwen and Hyndburn.

The working age population within the area is expected to continue to fall, with a reduction of 7,052 people, or -3.3% over the ten years from 2018 to 2028. The highest declines in working age population are expected in Blackburn with Darwen (-3,296 or -3.6%), Hyndburn (-2,311 or -4.8%) and Ribble Valley (-1,258 or -3.7%), whilst the change in Rossendale is expected to be negligible.



## Employment

*Residents who have a job or are self-employed (either within or outside the TTWA)*

## Unemployment

*Residents without a job, who have been actively seeking work within the last four weeks*

## Inactivity

*Residents who are not in work and have not sought work in the last four weeks (e.g. looking after family/home, studying, long-term sick and retired)*

What is happening in the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA?

**155,700 people, 71.8%** of the resident working-age population (16-64) are in employment in (2018), a 4.3 percentage point increase from 2010.

**7,200 people, 4.4%** of economically active residents are unemployed (2017/18) (up from 3.5% last year).

**55,500 people, 25.4%** of the working-age population are economically inactive (2017/18) (down from 26.6% last year).

How does this compare to what is happening in Lancashire and nationally?

The employment rate is lower than Lancashire (**74.8%**) and national rates (**75.4%**) (2017/18).

The same as Lancashire (**4.4%**) but higher than the national rate (**4.1%**) (2017/18)

Higher than Lancashire (**21.8%**) and national rates (**21.4%**) (2017/18)

What is happening at the local level?

Hyndburn and Ribble Valley have the highest employment rates of the four local areas at **78.0%** and **77.9%** (2017/18).  
Rossendale's is rate also above the TTWA average at **73.7%**, Blackburn with Darwen's is the lowest at **64.2%** (2017/18).

The rate is higher in Blackburn with Darwen (**6.7%**); and lower in Rossendale (**4.3%**) and Hyndburn (**3.8%**). Whilst the latest Ribble Valley rate is unavailable due to a small sample size. (2017/18)

Hyndburn has the lowest inactivity rate at **18.9%**. Rates in the other local authorities are Ribble Valley **22.1%**, Rossendale **22.9%**, and Blackburn with Darwen **31.2%**. (2017/18)

This means that across Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley:

- 7,200 residents are unemployed and looking for work.
- 55,500 residents are economically inactive – 8,400 of these residents (15%) would like to work, against an 18% Lancashire average.

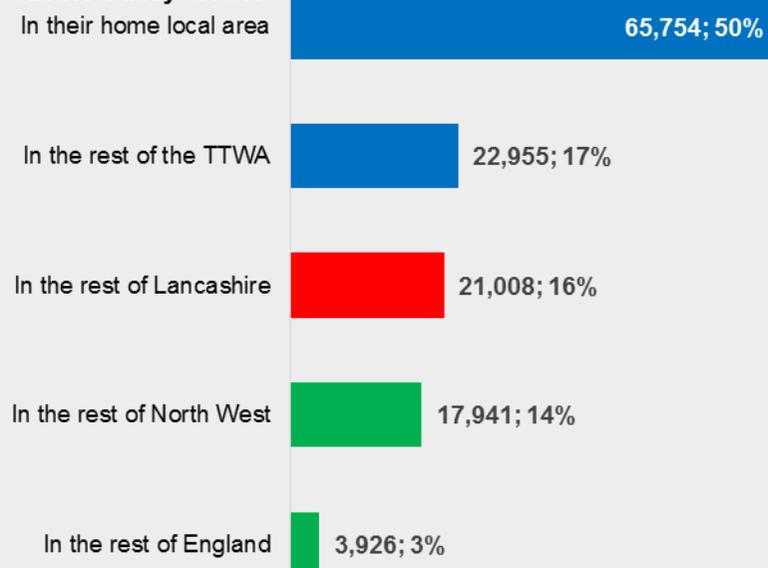
The primary reasons for being economically inactive (with percentages shown against Lancashire averages) are: looking after family/home (27.7%, against 22.7%), being long-term sick (26% against 24.6%), studying (20.4% against 24.6%) and being retired (12.7% against 16.6%).

# Local Residents in Employment – Who is working in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley?

Employment Patterns, 2017/18				
Residents who work...	Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley		Lancashire	England minus London
	No.	%		
In self-employment	20,300	13.1%	12.4%	13.7%
Full-time	117,500	75.5%	74.7%	74.0%
Part-time	38,100	24.5%	25.1%	25.8%
Under 10 hours weekly	2,900	1.9%	3.0%	3.5%
10-34 hours weekly	44,400	28.5%	28.6%	28.1%
35-44 hours weekly	78,300	50.3%	46.6%	45.2%
45 hours or more weekly	30,200	19.4%	21.8%	23.2%
In non-permanent employment	6,800	4.2%	5.4%	4.7%

Source: Annual Population Survey July 2017 – June 2018

## Where do residents in Blackburn, Hyndburn, Rossendale and Ribble Valley work?



Source: Census 2011

Median resident-based earnings (earnings of those who *live* in the area) in 2018 range from £22,600 in Hyndburn, to £23,400 in Blackburn with Darwen, £25,000 in Rossendale and £31,100 in Ribble Valley. All except for Ribble Valley (which is significantly above) are below the Lancashire (£26,500) and national (£29,900) averages.

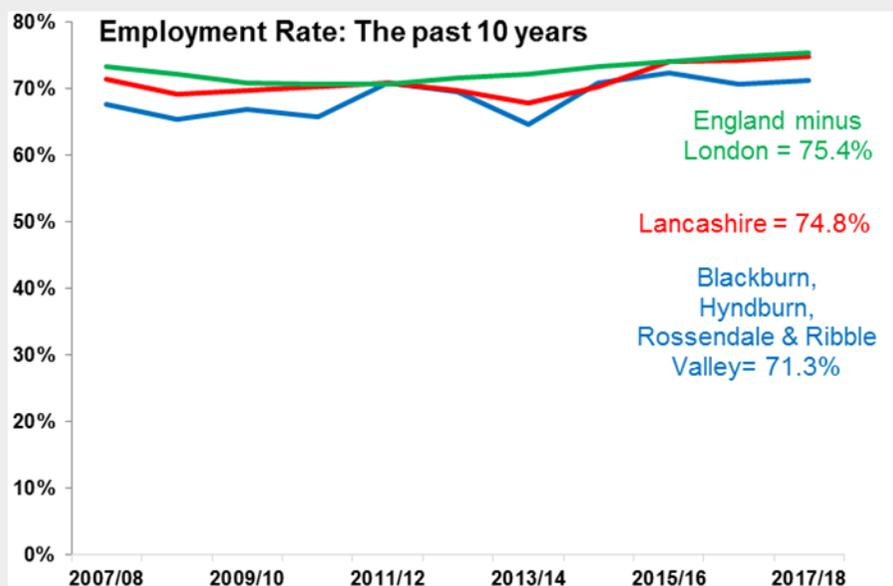
Median workplace-based earnings (earnings of those who *work* in the area) are similar to residence-based earnings in Blackburn with Darwen (£24,200), Ribble Valley (£31,000), and Hyndburn (£23,000), but lower in Rossendale (£22,200).

Median house prices in the area range from £100,000 in Hyndburn to £217,250 in Ribble Valley in 2018.

Housing is most affordable in Hyndburn where the ratio of median house price to median gross annual residence-based earnings is 4.42 in 2018. This is well below the ratio for Ribble Valley (6.78) where housing is least affordable, and lower than the Lancashire average (5.48).



## Local Residents in Employment (2) – Who is working in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley?



### Employment Rate by Gender, 2017/18



	BwD, H, R and RV	Lancashire	England minus London
Female	66%	71%	71%
Male	76%	79%	80%

Source: Annual Population Survey 2017/18

The employment rate has increased by 3.6 percentage points over the last 10 years (from 2007/08 to 2017/18), similar to the average Lancashire increase (3.4 percentage points) and more than nationally (2.1 percentage points). Employment rates for both males and females are lower in the Travel to Work Area than Lancashire and nationally.

### Employment Rate by Ethnicity, 2017/18

	BwD, H, R and RV	Lancashire	England minus London
White	132,000 76%	77%	77%
Ethnic Minority	23,600 54%	57%	64%
Mixed Ethnic Group	~ 24%	52%	68%
Indians	9,000 59%	64%	74%
Pakistanis/Bangladeshis	11,800 51%	49%	55%
Black or Black British	600 80%	90%	74%
All Other Ethnic Groups	1,900 61%	60%	62%
<b>16-64</b>	<b>155,700 71%</b>	<b>75%</b>	<b>75%</b>

Source: Annual Population Survey 2017/18

~ Estimate is less than 500

### Employment Rate by Age Band, 2017/18

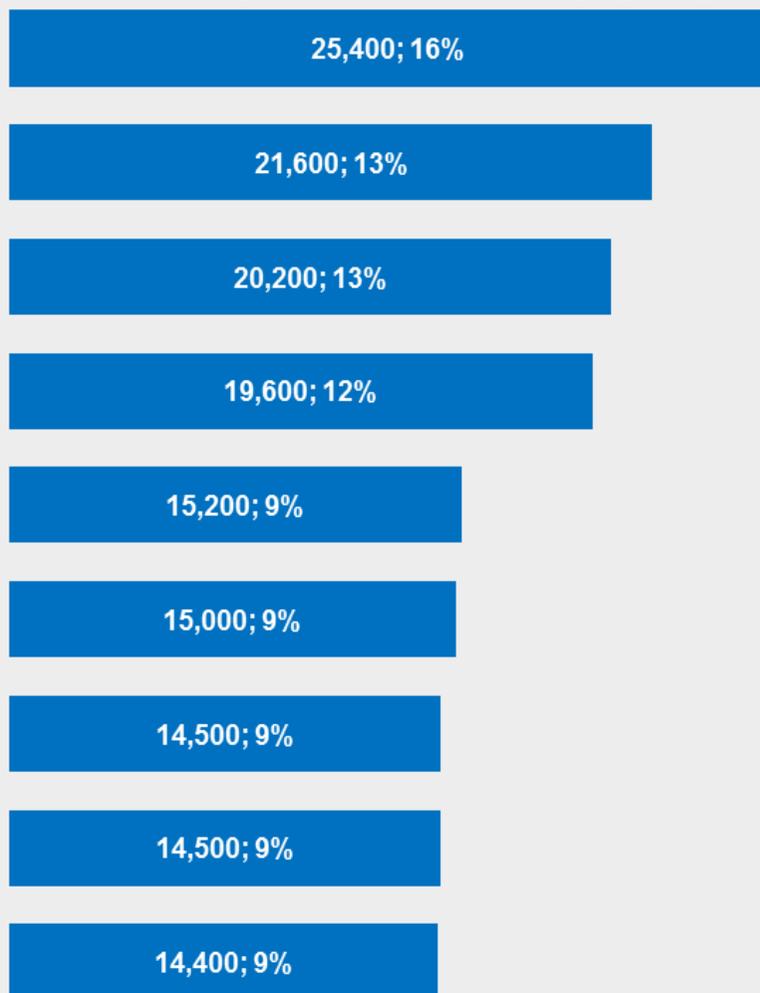
	BwD, H, R and RV	Lancashire	England minus London
16-19	4,900 29%	36%	39%
20-24	14,500 74%	70%	68%
25-34	32,000 81%	87%	84%
35-49	51,300 80%	85%	85%
50-64	52,900 68%	69%	72%
65+	4,800 7%	9%	10%
<b>16-64</b>	<b>155,700 71%</b>	<b>75%</b>	<b>75%</b>

Source: Annual Population Survey 2017/18

In 2017/18, the employment rate is highest amongst the 25-34 and 35-49 age groups, similar to the Lancashire and national position. The rate for 16-19 year olds (29%) is considerably lower than the Lancashire and national averages. The rate is highest amongst white and Black or Black British groups, below Lancashire but above national rates.

## Occupations of Local Residents – What jobs do people in the Travel to Work Area do?

### Number and Proportion of Residents Employed by Occupation, 2017/18



**Professional Occupations**, including teachers, lawyers, doctors, nurses and other medical occupations, engineers, scientists, social workers, architects and surveyors.

**Associate Professional and Technical Occupations**, including engineering, building and lab technicians, IT technicians, paramedics, police, prison and fire service officers, graphic designers, accounting technicians, health and safety officers.

**Administrative and Secretarial Occupations**, including admin officers, finance officers, office managers, secretaries, Personal Assistants (PAs) and receptionists.

**Elementary Occupations**, including construction labourers, postal workers, cleaners, security staff, catering assistants and waiting / bar staff.

**Sales and Customer Service Occupations**, including sales assistants and shop workers, telesales and call centre workers and customer service managers.

**Skilled Trades Occupations**, including welders, mechanics, machinists, electricians, plumbers, plasterers, chefs, cooks.

**Caring, Leisure and other Service Occupations**, including teaching assistants, nursery workers, care workers, hairdressers, beauticians, caretakers and housekeepers.

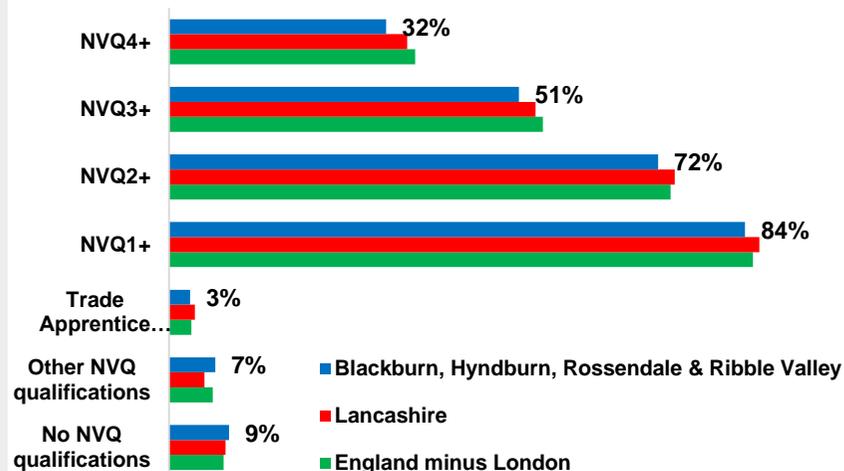
**Managers, Directors and Senior Officials**, including all types of managers (finance, HR, sales, production etc.) in all types of organisations.

**Process, Plant and Machine Operatives**, including factory workers, sewing machinists, tyre fitters, scaffolders, road and rail construction workers, lorry, bus and taxi drivers, train drivers and forklift truck drivers.

Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley has a similar share of residents in Professional Occupations to Lancashire (17%), but slightly lower the national share (19%) in 2017/18. There is a higher share of Process, Plant and Machine Operative occupations than Lancashire (8%) and nationally (7%). **Digital Occupations** are found across all sectors. Some 3,400 people are employed in digital roles in the TTWA, three-quarters of whom work outside the Digital Sector.

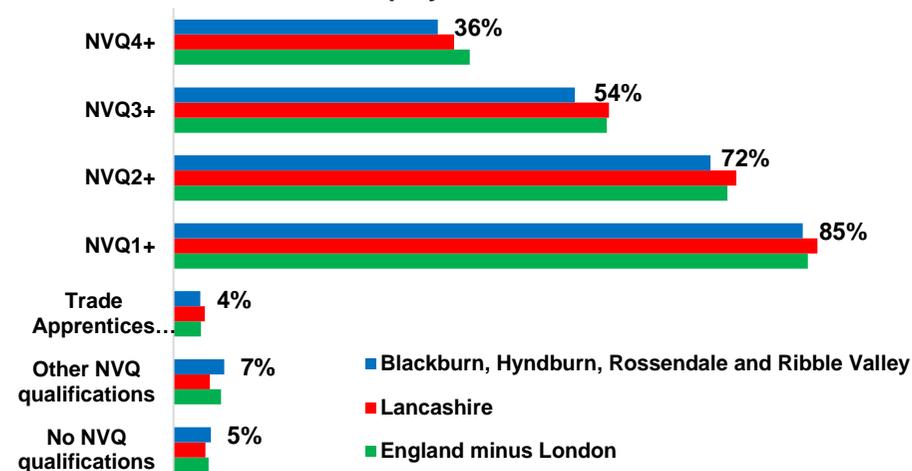
## The Skills of Local Residents – How well-qualified are people in the Travel to Work Area?

Skills of local residents, 2018



Source: Annual Population Survey 2018

Skills of local residents in employment, 2018



Source: Annual Population Survey 2018

### How do the skills of local residents differ by gender?

- In general, females are more highly qualified, as is the case across Lancashire and nationally.
- 37% of females hold qualifications at NVQ4 or above, greater than 26% for males, and the gap has widened since 2016.
- 10% of males and 7% of females have no formal qualifications.

### ...and by age?

- A higher proportion of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents in the 20-29 age group are qualified at NVQ4 or above than across Lancashire as a whole. However, those aged over 30 are less likely to hold a level 4 qualification, than nationally.
- Those aged 20-39 are most highly qualified, as is the case across Lancashire and nationally.
- The 20-24 group has the highest rate of qualifications at NVQ2+ (91%), while 11% of those aged 16-19 do not hold any formal qualifications.

In 2018, those in employment are more qualified, on average, than the working age population. A greater share of the resident population have no qualifications (9% v. 5%), while a larger share of those in work have qualifications at NVQ4 and above (36% v 32%).

### Residents in Employment in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

Over 155,700 (71.8%) working age residents (aged 16-64) are in employment in 2017/18 within or outside the Travel to Work Area (TTWA). Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley has the second lowest employment rate of the TTWAs across Lancashire (West Lancashire is lower at 68.4%) and is below both the Lancashire (74.8%) and national (75.4%) average.

The proportion of residents in employment has increased over the past ten years between 2007/08 and 2017/18 (by 3.6 percentage points), a bigger increase than across Lancashire (3.4 percentage points) and nationally (2.1 percentage points). Since 2016, however, the employment rate has increased nationally and across Lancashire as a whole, whereas in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley it has fallen by 1.2 percentage points.

The employment rate varies widely within the TTWA. The lowest employment rate is in Blackburn with Darwen, 64.2%. In contrast, the employment rates in Hyndburn (78.0%) and Ribble Valley (77.9%) are well above both the Lancashire and national averages, while the Rossendale rate (73.7%) is in line with the Lancashire rate. For Blackburn with Darwen to catch up with the Lancashire average, an additional 10,000 working age residents would need to gain employment (equivalent to a 17% increase).

### Characteristics of those in Employment

As is the trend nationally, the employment rate for men (76%) in 2017/18 is higher than the employment rate for women (66%). However, the difference in the rates (of ten percentage points) is slightly larger than the difference across Lancashire and nationally. This does however mask differences at the local area. Hyndburn has the largest gap between male and female employment rates with a higher than average male employment rate (86.5%) coupled with a below average female employment rate (69.3%). In Rossendale, however, the employment rate for females (80.3%) is considerably higher than the rate for males (75.3%), and a wider gap than last year.

The employment rate varies by age group and is highest amongst those aged 25-49, as is the case across Lancashire and nationally in 2017/18. The key differences in the employment profile by age relate to the youngest and oldest age groups. While the employment rate for those aged 16-19 is significantly lower in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley than in Lancashire and nationally, the rate for those aged 20-24 is higher. Data for the oldest age group (those aged 65+) shows that residents of the TTWA record a lower employment rate than the Lancashire and national averages.

The employment rate also varies by ethnicity. It is highest amongst white and Black/Black British groups, and whilst the rate for white groups is similar to the employment rates in Lancashire and nationally, for those who are Black/Black British the rate, at 80%, is considerably higher than the national average but below the Lancashire average (90%). In contrast, there is a particularly low employment rate amongst the mixed ethnic group in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, especially when compared to the Lancashire and national average. As is the case across Lancashire and nationally, there is also a particularly low employment rate amongst the Pakistani and Bangladeshi community. This is significant as 16% of the TTWA's population is of Asian/Asian British origin (double the Lancashire proportion), rising to 28.1% of the population in Blackburn with Darwen. However only limited conclusions should be drawn from employment estimates in minority ethnic groups due to relatively small populations.

### Employment Hours

Data for 2017/18 shows that around one in seven working age residents (13.1%) in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley are self-employed which is between the Lancashire (12.4%) and national (13.7%) averages. Hyndburn has the highest proportion of self-employed residents (18.8% - a proportion significantly above the national average) and whilst in the previous year Ribble Valley also had particularly high levels of self-employment (20.4%), this year it has dropped below average to 9.2%. Blackburn with Darwen and Rossendale (both close to 12%) are nearer to the Lancashire average.

Three quarters of working age residents in employment are employed on a full-time basis which is largely in line with the Lancashire and national profiles. At 50.3%, residents in the TTWA are slightly more likely than average to work between 35 and 44 hours per week, but at just 1.9%, slightly fewer than average work less than ten hours per week.

A small proportion (4.2%) of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents work on a non-permanent basis (such as fixed period contracts, agency temping casual work, casual work and seasonal work). This proportion is 4.7% nationally and 5.4% across Lancashire.

### Occupations

The largest occupational group amongst residents in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is **Professional Occupations**, accounting for 16% of those in employment in 2017/18. However, this is slightly lower than the Lancashire and national figures. The second and third largest occupational groups are **Associate, Professional and Technical Occupations** (14%) and **Administrative and Secretarial Occupations** (13%). Overall, the occupational profile of residents largely aligns with the Lancashire and national profile.

There has been a reduction in the number of residents working in Skilled Trades Occupations since 2016/17 (from 22,700 to 14,000), but an increase in numbers working as Process, Plant and Machine Operatives (from 10,600 to 14,400). The decline in Skilled Trades Occupations has been seen in most of the TTWAs, despite an increase in employment in the Manufacturing sector.

Overall, over one third (38%) of residents from the TTWA are employed in highly skilled occupations (Managers, Directors and Senior Officials; Professional Occupations; and Associate Professional and Technical Occupations). This is slightly below the Lancashire average (39%), and well below the national average (44%). The other notable differences against the national profile include the higher proportion of residents working as Process, Plant and Machine Operatives and in Administrative and Secretarial Occupations. Although the differences only tend to be 2-3 percentage points, they mask further variation at the local level.

Key points to note at the local level include:

**Highly Skilled Occupations:** Although a much higher proportion than average of Rossendale's residents work in highly skilled occupations (56%), the proportion is lower in both Blackburn with Darwen (37%) and Ribble Valley (40%) and is much lower in Hyndburn where the proportion has dropped to 24% from 33% last year.

**Across the remaining occupational groups:** Ribble Valley has a particularly high proportion of residents (18%) working in **Administrative and Secretarial Occupations**, compared to Blackburn with Darwen (11%), Hyndburn (11%) and Rossendale (12%) which largely align with the Lancashire (12%) and national (10%) average.

Hyndburn has a particularly high proportion of residents (16%) working in **Skilled Trade Occupations**, while the proportion in Blackburn with Darwen (9%) is closer to the Lancashire (10%) and national (11%) average. The proportion in Ribble Valley is well below the average (5%).

Blackburn with Darwen has seen a reduction in the proportion of residents working in **Caring, Leisure and Service Occupations** since last year (from 11% to 8%), whereas the proportion in Ribble Valley has stayed in line with the national average (10%). At 12%, Hyndburn now has a higher than average share.

Hyndburn also has a higher proportion of residents working in **Sales and Customer Services** (15%) than across the other local areas, while **Process, Plant and Machine Operatives** are more common in Blackburn with Darwen (12%) and **Elementary Occupations** in Ribble Valley (15%).

### Travel to Work

Based on data from the 2011 Census, a total of 67% of residents live and work within Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley (50% work in their home local area and 17% work within the wider TTWA). The large majority of residents who work outside the area, travel to other parts of Lancashire (16%) or across the wider North West region (14%) with just 3% working outside of the North West.

## Earnings

The median earnings of residents in the TTWA are below the national average, ranging from £22,600 in Hyndburn and £23,400 in Blackburn with Darwen to £25,000 in Rossendale and £31,100 in Ribble Valley in 2018 – a figure that is significantly above the Lancashire average. This is equivalent to between 76% and 104% of the national average (£29,900). The median earnings of residents in all the areas except for Ribble Valley are below the average for Lancashire (£26,500). Median earnings in Ribble Valley and Rossendale have increased since last year, in Blackburn with Darwen there has been little change, but in Hyndburn median earnings have decreased by £2,500, further widening the earnings gap.

When the median earnings of residents from each local area (i.e. resident-based earnings) are compared to the median earnings of the jobs based in each area (i.e. workplace-based earnings), the data suggests that residents from Rossendale typically travel outside the area to access higher paid employment, with workplace-based earnings (£22,200) lower than resident based earnings (£25,000). There is little difference in resident and workplace based earnings in the other three areas, however.

Whilst local data is not available, in the North West as a whole 1.7% of those in employment are earning below the minimum wage.

## Housing Affordability

Median house prices range from £100,000 in Hyndburn to £217,250 in Ribble Valley (the highest figure in Lancashire) in 2018. Housing is most affordable in Hyndburn where the ratio of median house price to median gross annual residence-based earnings is 4.42. This is well below the ratio for Ribble Valley (6.78) where housing is least affordable, compared to a ratio of 5.48 across Lancashire as a whole.

Between 2017 and 2018, house price to earnings ratios have increased in Blackburn and Darwen and Hyndburn where median earnings have stagnated or fallen. In Ribble Valley and Rossendale ratios have decreased, in line with the increase in median earnings.

## The Skills Profile

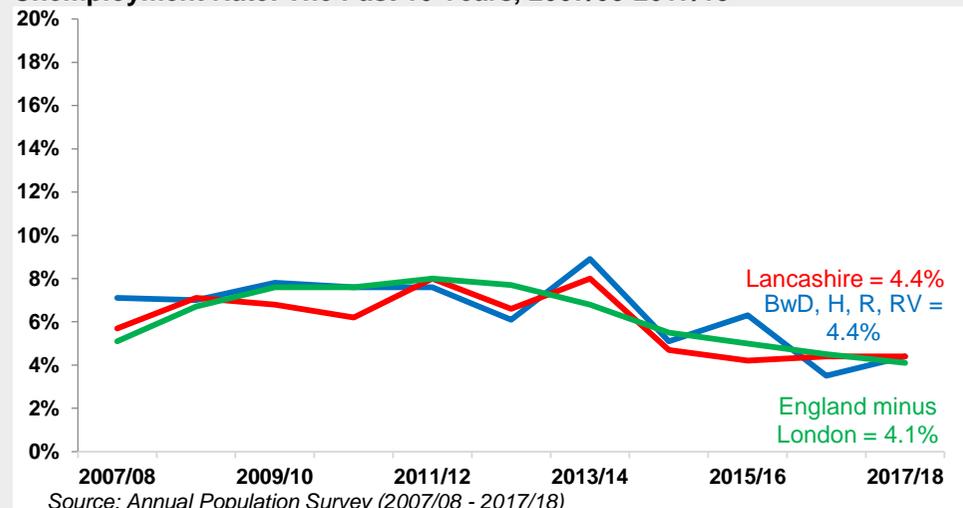
Based on the latest available data for 2018, the working age population in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley are slightly less qualified than the working age population across Lancashire and nationally. At all skills levels, including higher level skills (level 4+), the area underperforms the Lancashire and national average. The proportion of working age residents that hold no qualifications is the same as the Lancashire average however.

At the local level the profile varies, with the poor overall performance driven by Blackburn with Darwen and Hyndburn. Both areas lag behind the Lancashire and national average at all qualification levels. The skills profile of residents in Ribble Valley, however, is quite different, with 46% holding qualifications at Level 4 or above (compared to 36% nationally). Similarly, Ribble Valley has a higher proportion of residents holding qualifications at Level 3 or above (67% compared to 56% nationally) and Level 2 or above (86% compared to 74%). Rossendale also outperforms the national average at Level 4+ but is more in line with the average at other levels.

On average, residents who are in employment are more qualified than the working age population as a whole. For example, 54% of those in employment are qualified at Level 3 or above compared to 51% of the working age population. Similarly, 36% of those in employment hold qualifications at Level 4 or above, compared to 32% of the working age population. The proportion of working age residents with no qualifications is lower for those in employment (5%) compared to the total population (9%).

# Unemployment – Who is unemployed in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley?

**Unemployment Rate: The Past 10 Years, 2007/08-2017/18**



**Unemployment Rate by Gender, 2017/18**

	BwD, H, R and RV	Lancashire	England minus London
	5%	4%	4%
	4%	5%	4%

Source: Annual Population Survey 2017/18

The unemployment rate fell by 1.2 percentage points over the last 10 years between 2007/08 and 2017/18, (although is currently up from a low of 3.5% in 2016/17) in line with the average Lancashire fall (-1.3 percentage points) and greater than nationally (-1.0 percentage points). The unemployment rate for men is lower in the Travel to Work Area than the Lancashire average, while the unemployment rate for women is above the Lancashire and national rate.

**Unemployment Rate by Age Band, 2017/18**

	BwD, H, R and RV		Lancashire	England minus London
16-19	2,000	29%	20%	17%
20-24	1,000	7%	10%	9%
25-34	1,700	5%	4%	4%
35-49	1,600	3%	2%	3%
50-64	900	2%	2%	3%
<b>16-64</b>	<b>7,200</b>	<b>4%</b>	<b>4%</b>	<b>4%</b>

Source: Annual Population Survey 2017/18

There are 180 young people who are Not in Education, Employment or Training (NEET) in Blackburn and Darwen. This is 4.5% of 16-17 year olds, compared to 9.0% in Lancashire (2,920 young people), and 5.7% nationally (Department for Education NEET and participation figures, 2018/19).

**Unemployment Rate by Ethnicity, 2017/18**

	BwD, H, R and RV		Lancashire	England minus London
White	4,300	3%	4%	4%
Ethnic Minority	3,200	12%	10%	7%
Mixed Ethnic Group	..	..	..	6%
Indians	~	3%	4%	5%
Pakistanis/Bangladeshis	2,700	19%	17%	10%
Black or Black British	..	..	..	8%
All Other Ethnic Groups	~	14%	4%	6%
<b>16-64</b>	<b>7,200</b>	<b>4%</b>	<b>4%</b>	<b>4%</b>

Source: Annual Population Survey 2017/18

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Between 2016/17 and 2017/18, unemployment is highest amongst young people aged 16-19, with a rate of 29%. The rate has increased from 22% in 2013 but is below the 2008 level of 41%, a time when young people could leave the education system at the age of 16. The current rate is above the Lancashire (20%), North West (18%) and national (17%) level. The unemployment rate for 20-24 years olds is significantly lower and has fallen from 14% in 2013 to 7% and is below the Lancashire (10%), North West (9%) and national (9%) rate. By ethnicity, the rate is lower in the white population but higher in the Pakistani/Bangladeshi and ethnic minority groups, as is the case across Lancashire and nationally.

## Unemployment – The Difference between Unemployment and the Claimant Count in the Travel to Work Area

'Unemployment' refers to people who are actively seeking and available for work. There are two core measures:

International Labour Organisation (ILO) unemployment – which is measured using an internationally agreed definition and is typically higher than the number of people claiming benefits.

The Claimant Count – which measures the number of people who are receiving benefits principally because they are unemployed, and includes both those who remain on Jobseeker's Allowance (JSA) and those who are claiming the unemployment-related elements of Universal Credit. Not everyone who is unemployed is eligible to claim unemployment-related benefits.

This page compares the number of unemployed in people in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, with the number who are claiming unemployment-related benefits.

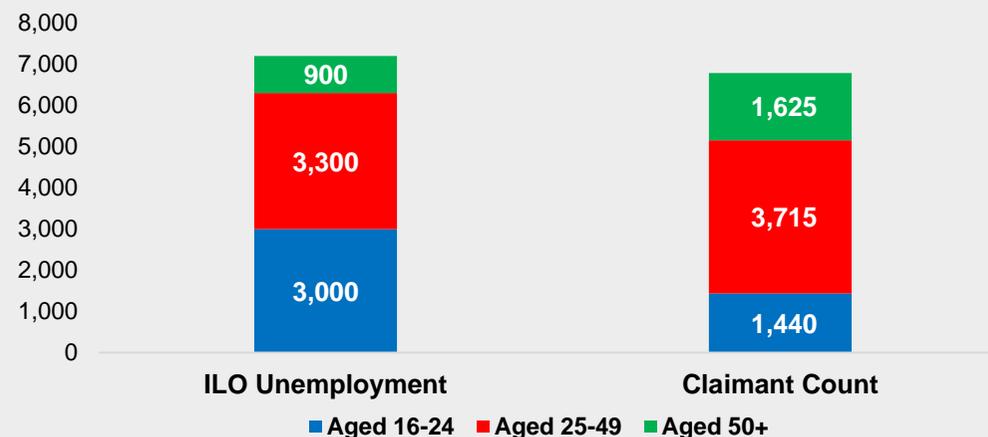
Claimant unemployment has increased by over 400 people over the past year. Claimant unemployment has also increased in Lancashire and nationally.

### Claimant Count Unemployment, 2018

Residents	BwD, H, R and RV	Lancashire	England minus London
Claimant Count (no.)	6,780	24,855	641,455
Claimant Count (% of working age population)	3.1%	2.7%	2.2%
Claimants as % of those Unemployed	94%	81%	69%

Source: Annual Population Survey, 2017/18, Claimant Count, November 2018

### Unemployment and Claimants in Travel to Work Area by Age, 2017/18



Source: Annual Population Survey, 2017/18; Claimant Count, November 2018

In 2017/18 there was a higher share of those unemployed are claimants of unemployment-related benefits (94%) in the TTWA, above the Lancashire (81%) and national (69%) proportion. Older people (50 and over) are more likely to receive unemployment benefits, contrary to the case nationally. There is a higher claimant count amongst males, and a greater proportion of males who are unemployed receive benefits compared to females.

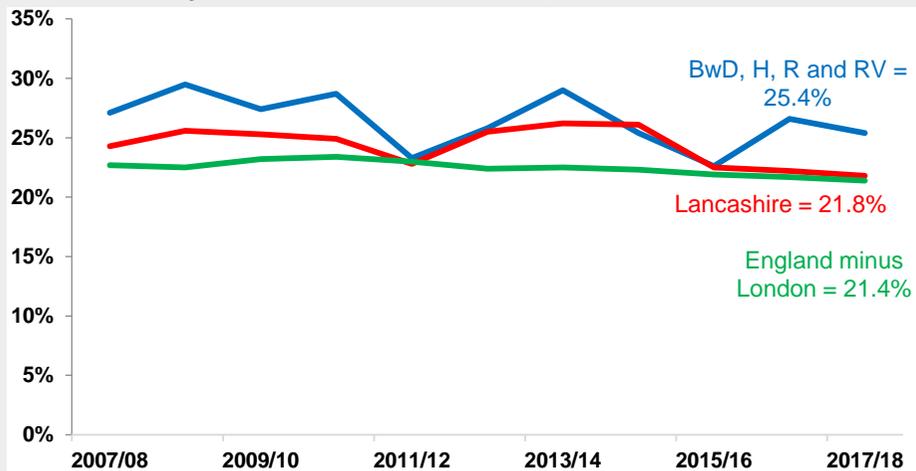
### Unemployment and Claimant Count by Gender, 2017/18

BwD, H, R and RV	Unemployment	Claimant Count
	3,900	2,790
	3,300	3,995

Source: Annual Population Survey, 2017/18, Claimant Count, November 2018

# Economic Inactivity – Who is economically inactive in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley?

**Inactivity Rate: The Past 10 Years, 2007/08-2017/18**



Source: Annual Population Survey, 2007/08-2017/18

Inactivity rates are highest for young people aged 16-19 (59%) - above the Lancashire and national average in 2017/18. Mixed ethnic groups have a particularly high rate of inactivity (76%), significantly above the Lancashire (37%) and national (28%) proportion. Rates are also high among the Indian group (40%), again above the Lancashire (33%) and national rates (22%).

**Inactivity Rate by Age Band, 2017/18**

	BwD, H, R and RV		Lancashire	England minus London
16-19	10,100	59%	55%	54%
20-24	4,100	21%	23%	26%
25-34	5,700	14%	10%	13%
35-49	11,500	18%	13%	13%
50-64	24,200	31%	30%	26%
65+	59,700	92%	91%	90%
<b>16-64</b>	<b>55,500</b>	<b>25%</b>	<b>22%</b>	<b>21%</b>

Source: Annual Population Survey, 2017/18

**Top 3 Reasons for Inactivity, 2017/18**



1. Looking after family and home (28%)
2. Long-term sick (26%)
3. Studying (20%)

The top three reasons for economic inactivity in the Travel to Work Area for 2017/18 are the same as for Lancashire and nationally, although the area has: a lower share of those studying (Lancashire 25% and nationally 26%); a higher share looking after family and home (Lancashire 23% and nationally 24%); and a similar share of long-term sick (Lancashire 25% and nationally 26%).

**Inactivity Rate by Ethnicity, 2017/18**

	BwD, H, R and RV	Lancashire	England minus London
White	38,600 22%	20%	20%
Ethnic minority	16,900 39%	37%	31%
Mixed Ethnic Group	900 76%	37%	28%
Indians	6,100 40%	33%	22%
Pakistanis/Bangladeshis	8,800 38%	41%	39%
Black or Black British	.. ..	10%	27%
All Other Ethnic Groups	900 30%	38%	34%
<b>16-64</b>	<b>55,500 25%</b>	<b>22%</b>	<b>21%</b>

**Inactivity Rate by Gender, 2017/18**

Female	32,900 30%	26%	26%
Male	22,600 21%	17%	17%

Source: Annual Population Survey, 2017/18

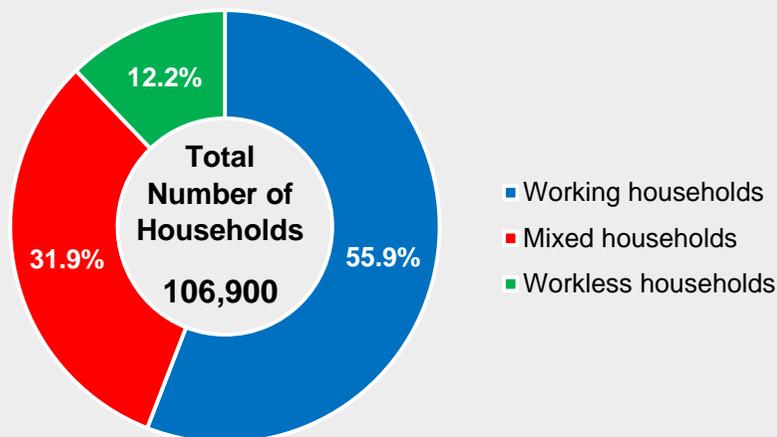
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# Deprivation and Household Economic Inactivity – How many workless households are in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley?

## Composition of Households, 2017/18

Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2017/18 has a lower share of working households (56%) than Lancashire and nationally (both 59%) as well as a lower share of workless households (which include student households, 12% compared to 15% in Lancashire and 16% nationally). Therefore mixed households – which contain both working and workless members – are more common in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley (32%) than the Lancashire (26%) and national (27%) averages.

The Composition of Households in the TTWA, 2017/18



Source: Annual Population Survey household dataset, July 2017 - June 2018

## Index of Multiple Deprivation (IMD) by Lower Super Output Area (LSOA)\*, 2019

	BwD, H, R, RV	Lancashire
No. LSOA's in 10% most deprived	53	186
% of LSOA's in 10% most deprived	24%	20%

Source: Index of Multiple Deprivation, 2019

\* lower super output areas are small geographies for data collection and reporting purposes that typically contain a population of approximately 1,500 people.

## Overview of Workless Households, 2018

Households where no (16+) member is working

12.2%

Households where all (16+) members are inactive

10.6%

Households where all (16+) members are unemployed

1.1%

8,300

children live in workless households

Source: Annual Population Survey household dataset, July 2017 – June 2018

Almost a quarter (24%) of LSOAs in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley are in the most deprived 10% parts of the country in 2019. This is a slightly worse position than the Lancashire average where 20% of LSOA's are in the most deprived 10%.

Local authority statistics show significant differences within the TTWA. More than a third of Blackburn with Darwen's LSOAs (36%) fall within the 10% most deprived areas in the country will Ribble Valley records no LSOAs in the top 10%.

## Unemployment in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

Based on the International Labour Organisation (ILO) definition of unemployment\*, there are 7,200 people unemployed in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2017/18, up from 5,600 in the previous year. This equates to an unemployment rate of 4.4%, up from 3.5% in the previous year, and broadly the same as the Lancashire (4.4%) and national (4.1%) rate. Unemployment has fluctuated over the past 10 years from a high of 8.9% in 2013/14 to a low of 3.5% in 2016/17.

Within the Travel to Work Area (TTWA), unemployment is highest in Blackburn with Darwen (6.7%), exceeding the Lancashire and national average, while in Hyndburn (3.8%) and Rossendale (4.2%) unemployment is below the Lancashire rate (current data is not available for Ribble Valley).

## Characteristics of those who are unemployed

In contrast to the Lancashire and national picture, unemployment for women (5%) is higher than for men (4%). Unemployment varies significantly by age group, as is the case nationally, however the variance is larger in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley. For instance the unemployment rate amongst those aged 16-19 is 29%, compared to 20% across Lancashire as a whole and 17% nationally.

In terms of ethnicity, the unemployment rate is highest for ethnic minority (12%) and Pakistani/Bangladeshi (19%) groups, above the Lancashire wide (10% and 17% respectively) and national (7% and 10% respectively) rates. In contrast unemployment for white residents (3%) is below the Lancashire and national level (both 4%).

## The Claimant Count

The Claimant Count measures the number of people who are receiving benefits principally because they are unemployed, and includes both those who remain on Jobseeker's Allowance (JSA) and those who are claiming the unemployment-related elements of Universal Credit. There are 6,780 claimants in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2018. This is equivalent to 3.1% of the working age population, greater than the Lancashire (2.7%) and national (2.2%) average. Data

reveals an upward trend in the TTWA with an uplift of 2,345 claimants since 2014 when the proportion of claimants was 2%. Growth in claimants in Blackburn and Darwen accounted for more than half of the uplift across the TTWA. As with ILO unemployment Blackburn and Darwen has the highest claimant count in the TTWA (4%), while in Hyndburn (3.7%) the proportion of claimants is also above the Lancashire and national averages. In contrast Ribble Valley has a particularly low proportion of claimants (0.8%).

In Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, a relatively high share of those who are unemployed receive and/or claim benefits (94%) when compared the Lancashire (81%) and national (69%) shares in 2017/18. Older people (50 and over) are more likely to receive unemployment benefits, contrary to the case nationally. There is a higher claimant count amongst males, and a greater proportion of males who are unemployed receive benefits compared to females.

## Economic Inactivity in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

Across Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2017/18, there are 55,500 economically inactive residents, which comprises those not in work who have not sought work in the last four weeks. This makes up 25.4% of the working age population, above the Lancashire wide (21.8%) and national (21.4%) rate, as has been the case historically, with economic inactivity remaining consistently above the national rate over the past 10 years.

Across the local areas economic inactivity varies, with the highest rate in Blackburn with Darwen (31.2%), significantly above the Lancashire and national level, while in Rossendale (22.9%) and Ribble Valley (22.1%) inactivity is still above but more closely aligned to the Lancashire and national rate. In contrast in Hyndburn (18.9%), inactivity is below both the Lancashire and national rate.

## Reasons for Economic Inactivity

The three primary reasons for economic inactivity in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2017/18 are the same as across Lancashire and nationally: long term sickness; looking after family and

home; and being a student in 2017/18. However the share of those inactive varies across these three reasons. For instance there is a higher share looking after family and home (28%) than in Lancashire (23%) and nationally (24%), and a lower share studying (20%) than across Lancashire (25%) and nationally (26%). There is also a lower share of inactivity due to retirement in the TTWA (12%) compared to the Lancashire (17%) and national (14%) proportion. The proportion of residents inactive due to long term sickness (at 26%) is broadly in line with the Lancashire (25%) and national averages (26%).

## Characteristics of those who are Inactive

A high proportion of working age females (30%) are inactive compared to males (21%) in 2017/18. This is consistent with the national picture although inactivity rates are higher compared to Lancashire and nationally (both 26% amongst women and 17% for men). However, when looking at the local area level, in Ribble Valley the opposite is the case where inactivity amongst women (20%) is lower than amongst men (25%).

As is the case nationally, aside from those of retirement age, inactivity is highest amongst young people aged 16-19 (59%), although the rate is higher than across Lancashire (55%) and nationally (54%) for this age group. Inactivity also differs from the Lancashire and national picture in the 35-49 age group, which stands at 18% in the TTWA compared to 13% both across Lancashire and nationally.

Large disparities also exist by ethnicity. Mixed ethnic groups have a particularly high rate of inactivity (76%), significantly above the Lancashire (37%) and national (28%) proportions. Inactivity is also high among the Indian group (40%), again above the Lancashire (33%) and national rates (22%).

## Economic Activity by Household

Data for 2017/18 shows that out of the 106,900 households in the TTWA, the majority (55.9%) are working, but this is below the Lancashire (58.6%) and national (58.5%) proportion. In addition, Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley has a lower share of workless households (12.2%), which includes student households, than across

Lancashire (15.0%) and nationally (14.2%). This means that there is a greater share of mixed households containing both working and workless members (31.9%) than in Lancashire (26.4%) and nationally (27.3%).

As with the disparities for employment, unemployment and inactivity, there are variances in the household profile at the local level. Working households are far more prevalent in Hyndburn (64.4%), Rossendale (61.7%) and Ribble Valley (61.0%) compared to Blackburn with Darwen (46%). Likewise, mixed households are most prevalent in Blackburn with Darwen (40.1%) and least prevalent in Hyndburn (25.3%). The share of workless households in all local areas is below the Lancashire and national and rate.

Of 13,000 workless households in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2017/18, a large majority are occupied by residents who are economically inactive. In 12.2% of households all members over 16 are inactive, while in just 1.1% of households all members are unemployed. There are 8,300 children living in households where no-one is in work, a number which has fallen significantly since 2013 by around 5,600.

## Deprivation

The Index of Multiple Deprivation (IMD) is the most commonly used measure of deprivation. IMD covers the following seven domains: income; employment; health deprivation and disability; education skills and training; barriers to housing and services; living environment; and crime. IMD data for 2019 shows almost one quarter (24%) of small areas, known as Lower Layer Super Output Areas (LSOAs – see page 19 for a definition), in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley are in the most deprived 10% in the country, while the area accounts for 0.7% of LSOAs across England.

Deprivation varies dramatically across the TTWA, with a concentration of deprivation in Blackburn with Darwen which is the 9<sup>th</sup> most deprived local authority, out of 326 across England, up from 15<sup>th</sup> most deprived in 2015. Hyndburn also performs relatively poorly ranking 16<sup>th</sup> in the country up from 26<sup>th</sup> in 2015. In contrast, Ribble Valley shows little evidence of deprivation using this measure, with none of its LSOAs in the 10% most deprived, ranking 283<sup>rd</sup> overall, while Rossendale ranks 92<sup>nd</sup>.

# Employment by Sector in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

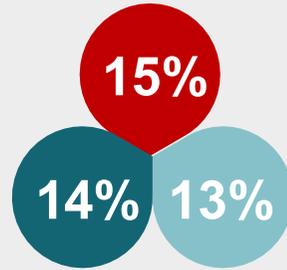
## Total Employment, 2018



**153,600 JOBS**

23% of all jobs in Lancashire

## Three Largest Employment Sectors, 2018



**Advanced Manufacturing**  
**Health**  
**Retail (Inc. Motor Trades)**

## Jobs in the Largest Sectors\*, 2018



**23,000 JOBS**

1. Advanced Manufacturing



**21,000 JOBS**

2. Health and Social Care



**20,000 JOBS**

3. Retail (including Motor Trades)



**18,000 JOBS**

4. Finance and Professional Services



**17,000 JOBS**

5. Logistics



**13,000 JOBS**

6. Education



**11,000 JOBS**

7. Visitor Economy



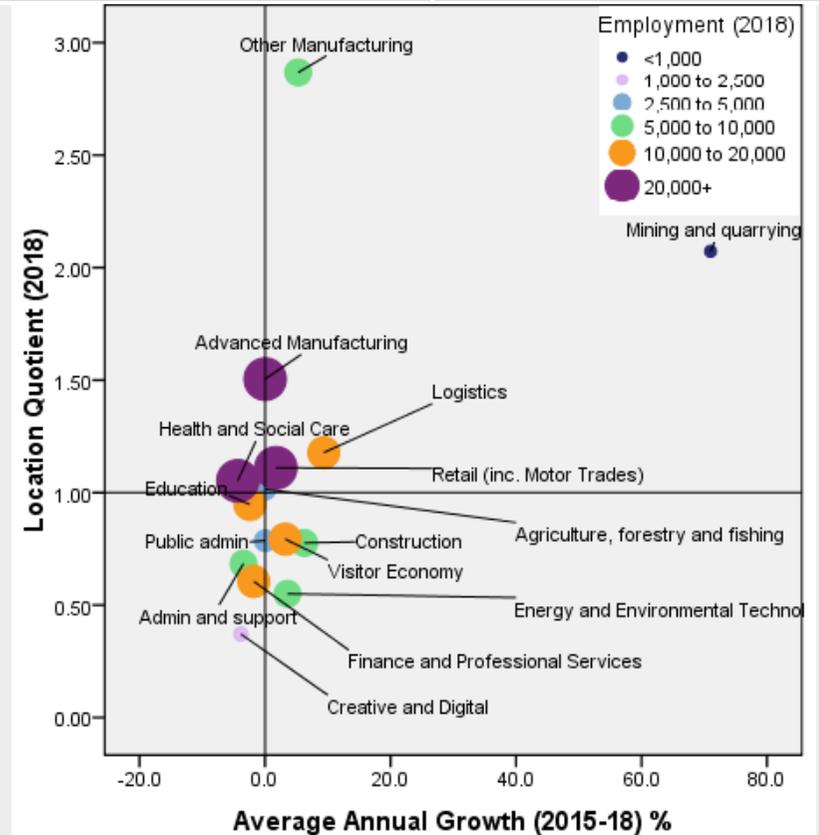
**9,000 JOBS**

8. Administration and Support

## Employment Growth and Specialisation by Sector, 2015-18

**Top left:** Sectors that have seen employment fall since 2015, and are more highly represented in the local area than the national average.

**Top right:** Sectors that have seen employment growth since 2015 and are more highly represented in the local area than the national average.

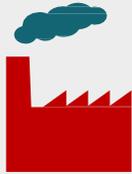


**Bottom left:** Sectors that have seen employment fall since 2015 and are less highly concentrated in the local area than the national average.

**Bottom right:** Sectors that have seen employment growth since 2015 and are less highly concentrated in the local area than the national average.

# The Business Base in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

There are 13,320 different businesses in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2019:



Private Employers



The Public Sector



Charities and Voluntary Organisations

## Businesses by Employment Size Band, 2019

88% are micro businesses, employing fewer than 10 people

10% are small businesses, employing between 10 and 49 people

2% are medium-sized businesses, employing between 50 and 249 people

<1% are large businesses employing 250 or more people

Source: UK Business Counts 2019

In 2019, the split by size of businesses is in line with the Lancashire average. Micro businesses account for a slightly smaller proportion of the business base than nationally (89%). Fewer than 1% of employers, around 40, in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley are classed as large employers, employing 250 or more people.

## Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley Business Counts by Sector 2019



Source: UK Business Counts 2019

In 2017, business births outnumbered business deaths by 955, resulting in a net rate of business creation of +7%, much higher than the Lancashire average which was -1%.

# Location of Employment and Key Employers – Where do people work in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley?

This map shows where employment is concentrated across Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley. Darker regions correspond to higher numbers of jobs. There are 13,320 micro, small, medium and large employers based in the area in 2018.

This map highlights some of the area's key employers and the sectors they are in.

## Sector

- AM** – Advanced Manufacturing
- CD** – Creative and Digital
- Co** – Construction
- Ed** – Education
- EE** – Energy and Environmental Technologies
- FPS** – Finance and Professional Services
- HSC** – Health and Social Care
- L** - Logistics
- OM** – Other Manufacturing
- R** – Retail
- VE** – Visitor Economy

## Samlesbury

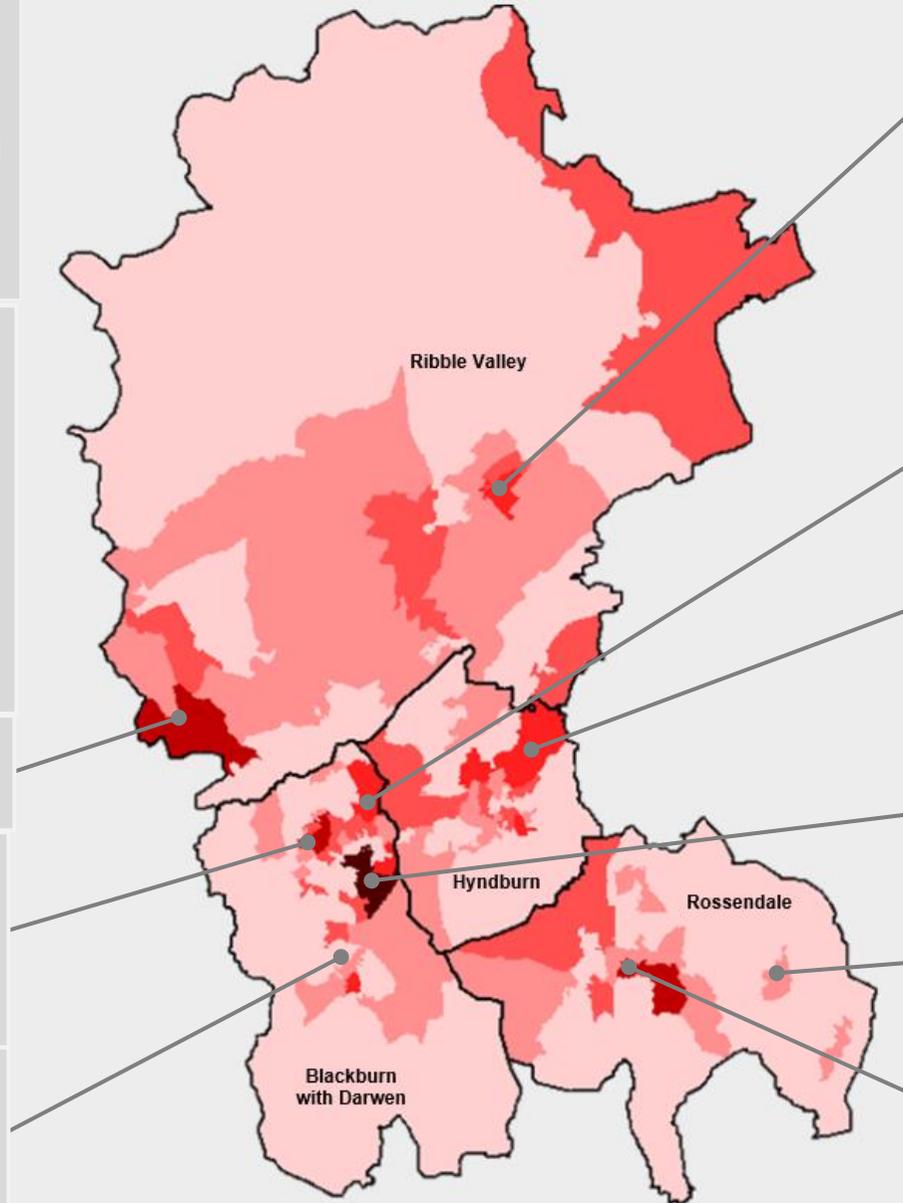
- BAE Systems (AM)*
- Wade Group (Co)*

## Blackburn Town Centre

- Blackburn College (Ed)*
- Blackburn Youth Zone (Ed)*
- Capita (FPS)*
- B with Us (FPS)*
- Forbes Solicitors (FPS)*

## Darwen

- WEC Engineering & Fabrication Group (AM)*
- Crown Paints (AM)*
- Kaman Composites (AM)*
- Lucite International (AM)*
- Herbert Parkinson (AM)*



## Clitheroe

- 3m Healthcare Ltd (AM)*
- Deli Solutions / Farmhouse Fare (AM)*
- James Alpe (R)*
- Stoneyhurst College (Ed)*
- Ultra Frame (OM)*
- Hanson Cement (L)*
- Johnson Matthey (AM)*
- Dugdale Nutrition (OM)*
- Digital 22 (CD)*
- Paper Cup Company (OM)*
- James Place (VE)*

## North East Blackburn

- Graham and Brown (OM)*
- PM+M Accounting (FPS)*
- Big Bear Confectionary (AM)*

## Accrington, Moorfield Industrial Estate and Altham, Junction 7 and Huncoat Parks

- Allermuir (R)*
- Harworths Accountants (FPS)*
- 24Studio (R)*
- Exertis (L)*
- Express Gifts (R)*
- The Senator Group (OM)*

## South East Blackburn (Inc. Shadsworth Industrial Estate and Walker Industrial Park)

- Royal Blackburn Hospital (HSC)*
- Vital Energi (AM)*

## East Rossendale (Bacup)

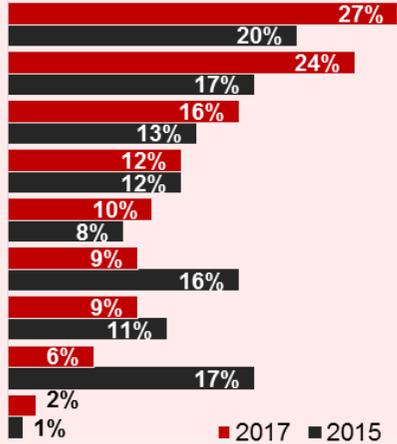
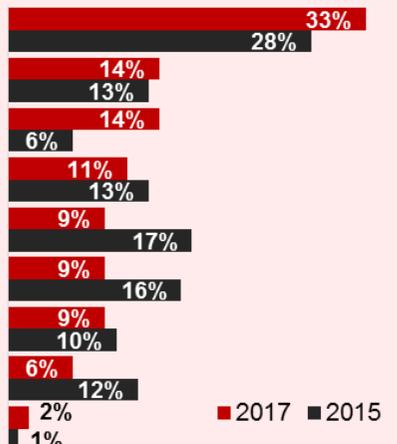
- Peel Energy (EE)*
- Orthoplastics (AM)*
- JJO Plc (AM)*
- E Sutton (R)*

## West Rossendale (Haslingden)

- Interfloor (AM)*
- Holland Pies (AM)*
- Solomon Commercials (AM)*
- Driver Group (FPS)*
- Texacom (AM)*

# Employer Skill Requirements – What skills shortages are employers reporting in Lancashire?

The **UK Employer Skills Survey** provides a comprehensive source of information on employer skills needs. Both for the 2015 and 2017 editions approximately 1,900 businesses in Lancashire were surveyed. The sample size means that data is only available at Lancashire level rather than by TTWA. (Change since 2015 shown in brackets)

Skills Gaps within the current workforce	Skills Shortages – a lack of suitably skilled people when trying to recruit new workers																																
<p><b>16% (-1 percentage point 2015 to 2017)</b></p> <p>of employers in Lancashire report <b>skills gaps</b>, a greater proportion than the North West's 15% and 14% nationally.</p>	<p><b>20% (+3 percentage points 2015 to 2017)</b></p> <p>of employers reported <b>at least one vacancy</b>, in line with the North West and national average</p>	<p>In 2017, <b>8% of Lancashire employers</b> said they had <b>hard to fill vacancies</b>, compared to 8% in England as a whole. <b>Hard to Fill Vacancies</b> in Lancashire, by occupation:</p>	 <table border="1"> <caption>Hard to Fill Vacancies by Occupation</caption> <thead> <tr> <th>Occupation</th> <th>2017 (%)</th> <th>2015 (%)</th> </tr> </thead> <tbody> <tr><td>Skilled Trades Occupations</td><td>27%</td><td>20%</td></tr> <tr><td>Caring, Leisure and other Services Staff</td><td>24%</td><td>17%</td></tr> <tr><td>Elementary Staff</td><td>16%</td><td>13%</td></tr> <tr><td>Professionals</td><td>12%</td><td>12%</td></tr> <tr><td>Associate Professionals</td><td>10%</td><td>8%</td></tr> <tr><td>Machine Operatives</td><td>9%</td><td>16%</td></tr> <tr><td>Administrative/Clerical Staff</td><td>9%</td><td>11%</td></tr> <tr><td>Sales and Customer Services Staff</td><td>6%</td><td>17%</td></tr> <tr><td>Managers</td><td>2%</td><td>1%</td></tr> </tbody> </table> <p>Source: Employer Skills Survey</p>	Occupation	2017 (%)	2015 (%)	Skilled Trades Occupations	27%	20%	Caring, Leisure and other Services Staff	24%	17%	Elementary Staff	16%	13%	Professionals	12%	12%	Associate Professionals	10%	8%	Machine Operatives	9%	16%	Administrative/Clerical Staff	9%	11%	Sales and Customer Services Staff	6%	17%	Managers	2%	1%
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<p><b>The top ten reasons reported by employers for employee skills gaps (2017):</b></p> <ol style="list-style-type: none"> <li>1. They are new to the role 65% (-1 percentage point).</li> <li>2. Their training is currently only partially completed 61% (-8 percentage points).</li> <li>3. Staff lack motivation 30% (+6 percentage points).</li> <li>4. They have not received the appropriate training 28% (no change).</li> <li>5. Unable to recruit staff with the required skills 28% (+11 percentage points).</li> <li>6. They have been on training but their performance has not improved sufficiently 27% (+5 percentage points).</li> <li>7. Problems retaining staff 21% (+15 percentage points).</li> <li>8. The introduction of new working practices 19% (-2 percentage points).</li> <li>9. The development of new products and services 16% (+3 percentage points).</li> <li>10. The introduction of new technology 16% (+2 percentage points).</li> </ol>	<p>In both 2015 and 2017, Lancashire employers reported a higher proportion of hard to fill vacancies than the North West and national averages in:</p> <p><b>Administrative and Clerical Occupations; Caring, Leisure and other Services Staff; and Machine Operatives.</b> In 2017 this was also the case for <b>Skilled Trades</b> and <b>Elementary Roles.</b></p> <p>They also reported above regional and national average skills shortages in both years in <b>Skilled Trades</b>, and in 2017 for <b>Caring, Leisure and other Services; Machine Operatives</b> and <b>Elementary Roles.</b></p>	<p>In 2017, <b>5% of Lancashire employers</b> said they had vacancies due to <b>skills shortages</b>, compared to 6% nationally. <b>Skills shortage vacancies</b> in Lancashire by occupation:</p>	 <table border="1"> <caption>Skills Shortage Vacancies by Occupation</caption> <thead> <tr> <th>Occupation</th> <th>2017 (%)</th> <th>2015 (%)</th> </tr> </thead> <tbody> <tr><td>Skilled Trades Occupations</td><td>33%</td><td>28%</td></tr> <tr><td>Caring, Leisure and other Services Staff</td><td>14%</td><td>13%</td></tr> <tr><td>Elementary Staff</td><td>14%</td><td>6%</td></tr> <tr><td>Professionals</td><td>11%</td><td>13%</td></tr> <tr><td>Sales and Customer Services Staff</td><td>9%</td><td>17%</td></tr> <tr><td>Machine Operatives</td><td>9%</td><td>16%</td></tr> <tr><td>Associate Professionals</td><td>9%</td><td>10%</td></tr> <tr><td>Administrative/Clerical Staff</td><td>6%</td><td>12%</td></tr> <tr><td>Managers</td><td>2%</td><td>1%</td></tr> </tbody> </table> <p>Source: Employer Skills Survey</p>	Occupation	2017 (%)	2015 (%)	Skilled Trades Occupations	33%	28%	Caring, Leisure and other Services Staff	14%	13%	Elementary Staff	14%	6%	Professionals	11%	13%	Sales and Customer Services Staff	9%	17%	Machine Operatives	9%	16%	Associate Professionals	9%	10%	Administrative/Clerical Staff	6%	12%	Managers	2%	1%
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# Employer Skill Requirements – What skills shortages are employers reporting in Lancashire?

<b>Future training needs</b> within the current workforce	<b>Skills surpluses</b>	<b>Training provided to staff</b>																					
<p><b>Skills most needing development in the workforce according to employers (% of those anticipating the need for new skills in the next 12 months) – Top ten (2017):</b></p> <ol style="list-style-type: none"> <li>1. Adapting to new equipment 48%</li> <li>2. Role specific skills or knowledge 48%</li> <li>3. Organisation specific knowledge of goods and services 46%</li> <li>4. Complex problem solving 35%</li> <li>5. Knowledge of the organisation 35%</li> <li>6. Basic IT and computer skills 34%</li> <li>7. Advanced IT skills 29%</li> <li>8. Writing reports etc. 29%</li> <li>9. Comprehension of guidelines and reports 27%</li> <li>10. Complex numerical and statistical skills 19%</li> </ol>	<p>In 2017, <b>45%</b> of employers in Lancashire report having staff who are <b>over-qualified in their current role</b>, the same as in the North West and above the national average (42%).</p> <p>In 2017, <b>37%</b> of employers in Lancashire report having <b>staff who are under-utilised (over-qualified and with more advanced skills) in their current role</b>, above the North West (36%) and national averages (34%).</p>	<p><b>Occupations provided training</b> in the last twelve months (% employers providing training in last 12 months, 2017)</p>	<table border="1"> <caption>Occupations provided training in the last twelve months (% employers providing training in last 12 months, 2017)</caption> <thead> <tr> <th>Occupation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Managers</td> <td>62%</td> </tr> <tr> <td>Administrative/Clerical Staff</td> <td>37%</td> </tr> <tr> <td>Elementary Staff</td> <td>25%</td> </tr> <tr> <td>Sales and Customer Services Staff</td> <td>22%</td> </tr> <tr> <td>Skilled Trades Occupations</td> <td>20%</td> </tr> <tr> <td>Professionals</td> <td>15%</td> </tr> <tr> <td>Caring, Leisure and other Services Staff</td> <td>12%</td> </tr> <tr> <td>Machine Operatives</td> <td>11%</td> </tr> <tr> <td>Associate Professionals</td> <td>9%</td> </tr> </tbody> </table> <p>Source: Employer Skills Survey 2017</p>	Occupation	Percentage	Managers	62%	Administrative/Clerical Staff	37%	Elementary Staff	25%	Sales and Customer Services Staff	22%	Skilled Trades Occupations	20%	Professionals	15%	Caring, Leisure and other Services Staff	12%	Machine Operatives	11%	Associate Professionals	9%
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		<p><b>3.6 days</b> is the <b>average training in a year provided per member of staff</b> in Lancashire employers providing training, compared to 3.8 regionally and 4.0 nationally (2017).</p>	<p><b>68%</b> of employers in Lancashire <b>report funding or arranging training for staff in the past 12 months</b>, the same proportion in the North West and slightly above the national figure of 66% (2017).</p>																				

## Employment Numbers and Trends

In 2018, Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is the second largest of Lancashire's six Travel to Work Areas (TTWA) in employment terms with 153,000 jobs in the area accounting for 23.2% of the total in Lancashire. Since 2015, employment has grown by 4,000 jobs<sup>1</sup>, a greater proportion than across Lancashire as a whole (2.7% compared to 2.2%), but a lesser rate than regionally and across England minus London (5.1% and 3.4% respectively). There has not been constant growth with employment falling to 146,000 in 2017 and then lifting by 7,000 jobs in the following year.

The majority of employment growth in the TTWA since 2015 has occurred in Blackburn with Darwen, with 6,000 extra jobs (5,000 in the last year) taking total employment in 2018 within the local authority to 72,000 (11% of the Lancashire total). Employment in Hyndburn has increased by 1,000 in the same period taking its total to 29,000 approximately level with Ribble Valley which has not increased. Despite an increase in the past year, Rossendale is the only district where employment has fallen since 2015, with 2,000 fewer jobs and a total employment figure of 23,000.

## Sectoral Employment

The sectoral pattern in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley in 2018 differs from that in Lancashire as a whole<sup>1</sup>:

- **Advanced Manufacturing** is the largest priority sector in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley (third largest in Lancashire), with 23,000 workers employed in the sector. In comparison to 12% across Lancashire as whole, the sector in the TTWA accounts for 15% of employment, and therefore almost 30% of Lancashire's Advanced Manufacturing workforce are based in the area. Advanced Manufacturing is particularly prominent in Ribble Valley, where 7,000 are employed in the sector (24% of all employment), reflecting the presence of BAE Systems.

- **Health and Social Care** is the largest priority sector in Lancashire as a whole, and employs a slightly lower proportion (13.7%) of people in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley than typical for Lancashire (14.2%). The sector is concentrated in Blackburn with Darwen, where it provides 18% of jobs. The sector employs 3,000 fewer people in the TTWA than in 2015, the greatest fall of the six TTWAs.
- **Retail (including Motor Trades)**, the TTWA has a proportionally larger retail sector (13.1%) than Lancashire as a whole (12.7%). The sector is particularly well represented in Hyndburn, where it accounts for approximately one in five jobs.
- **Finance and Professional Services**, are a less significant employer in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley than across Lancashire. Such jobs only represent 11.8% of jobs in the TTWA compared to 13.3% in the Local Enterprise Partnership (LEP) area.
- The fifth to eighth largest sectors by employment in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley are identical in order to those across Lancashire as a whole: **Logistics; Education; the Visitor Economy;** and **Administrative and Support Services**. With the exception of the logistics sector, these sectors represent a smaller proportion of jobs in the area than is the case for Lancashire as a whole.
- Along with Advanced Manufacturing, **Other Manufacturing**, is particularly well represented in the TTWA, employing 7,000 of the 18,000 jobs in Lancashire.

## Sectoral Trends

Between 2015<sup>2</sup> and 2018, there have been employment increases in four of the LEP's priority sectors: **Construction; the Visitor Economy; Energy and Environmental Technologies;** and **Logistics** within the TTWA. These all also grew across Lancashire with the exception of the Visitor Economy, in fact Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is the only TTWA where the Visitor Economy has expanded since 2015. The

Sources: Business Register and Employment Survey 2015-2018,

<sup>1</sup> The analysis of employment by sector in the 2019 Toolkit report uses Lancashire's priority sector definitions. These are different to the definitions used in the 2018 Toolkit report. The data matrix contains time series data for both definitions

<sup>2</sup> The 2015-2018 period is used to provide longer-term trend data as consistent data is available for these years

increases in Logistics, and Energy and Environmental Technologies employment (31% and 11% respectively) are the greatest increases for these sectors in any of the Lancashire TTWAs, significantly above the 18% and 5% Lancashire averages.

Alongside the **Health and Social Care** sector, which is the sector to lose the greatest number and proportion (-3,000 and -13%) of jobs since 2015, the **Creative and Digital** and **Finance and Professional Services** are the other priority sectors to have experienced a fall in employment (-11% and -5% respectively). Other sectors with falling employment include **Education** and **Administrative and Support Services**, which both employ 1,000 fewer people than in 2015.

### Local Authority District Sectoral Employment

**Blackburn with Darwen's** role as a service centre for the wider area is clear from its employment in certain sectors. Over 30% of the local authority's employment is in either Education, Health and Social Care or other Public Services. Blackburn with Darwen is the location of the majority of the TTWA's Health and Social Care (13,000) and Finance and Professional Services (11,000) employment in 2018.

**Hyndburn's** economy is dominated by the employment in the retail and motor trade sectors which employs one in five people (~6,000) compared with 11% across Lancashire. There is also a concentration of Other ("non-advanced") Manufacturing jobs (2,500), which comprise 9% of employment, three times the Lancashire percentage in 2018.

Advanced Manufacturing is well represented in **Rossendale** in line with the rest of the TTWA (15% of employment in both). The priority sectors Rossendale has a particular strength in are Construction (8% of employment compared with 4% in the TTWA) and Logistics (17% compared with 11% in the TTWA) in 2018.

**Ribble Valley** has a strong Advanced Manufacturing base, with 7,000 people employed, 24% of total employment. Besides manufacturing Ribble Valley also has a high proportion of Visitor Economy jobs, the 4,000 jobs in the sector equate to 14% of the local authority total, making it the second

largest priority sector in the district and the second highest proportion for a local authority in Lancashire behind Blackpool in 2018.

### Employment Locations

Employment is distributed across the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley area, with concentrations in the key centres, along transport routes particularly the M65 and at major employment locations such as Samlesbury Aerospace Enterprise Zone.

### Employer Skill Requirements

The UK Employer Skills Survey 2017 provides a comprehensive source of information on employer skills needs. Data is available for Lancashire based on responses from 1,900 businesses.

The data from the survey covers both the current workforce (skills gaps, training provided) and experience of recruitment (vacancies, hard to fill and skills shortage vacancies, recruitment methods) and asks employers about the skills they will need in future.

### Skills Gaps

Considering the current workforce, 16% of Lancashire employers said that at least some of their workers had skills gaps (i.e. they were not fully proficient in their current role). This is a slight fall from 17% in 2015, but remains higher than the regional (15%) and national averages (14%).

The main reasons for skills gaps within the workforce reported by Lancashire employers in the 2017 survey are:

- They are new to the role (65% of employers).
- Employee training is currently only partially complete (reported by 61%).
- Staff lack motivation (30%).
- They have not received the appropriate training (28%).
- Unable to recruit staff with the required skills (28%).
- They have been on training but their performance has not improved sufficiently (27%).

Employers in Lancashire were much more likely to cite problems retaining skilled staff as a cause of skills gaps (20%) than those in the North West (14%) or nationally (13%).

### **Over-Qualification**

In addition to skills gaps, employers also identified staff within their workforce who were over-qualified for their current role, or under-utilised within the role (i.e. both over-qualified and have skills which are more advanced than are needed in their role). Forty-five percent of Lancashire employers said they had at least one employee who was over-qualified for their role, the same as the regional proportion and higher than the number saying the same nationally (42%).

Thirty-seven per cent said they had under-utilised staff, slightly higher than the regional (36%) and higher than the national shares (34%).

### **Employer-Provided Training**

In 2017, 68% of employers in Lancashire said they provide training to their staff, with 54% providing on-the-job training and 49% providing off-the-job training. On average, Lancashire employers provided 3.6 days of training per trainee, compared to 3.8 days per trainee on average in the North West and 4.0 days nationally.

The most commonly provided types of training are job specific training (85% of employers), health and safety / first aid training (73%) and induction training when staff first start in their role (67%). Lancashire employers are less likely than the regional and national average to provide training in new technology (44% of employers, compared to 49% regionally and 47% nationally).

Different occupations benefit from different levels of training. Managers and directors are the occupational group most likely to receive training - with 62% of Lancashire employers providing training to this group. Associate professionals are the group least likely to be trained (9% of employers said they train this group). Employers in Lancashire are more likely to say they train workers in elementary jobs (25% of employers) than is the case

regionally (21%) or nationally (18%). Two main barriers were identified by Lancashire employers which prevent them from offering more training to staff - being unable to spare the time for staff to go on training (53%) and the expense / cost of training (47%). Very few employers identified a lack of provision (2%) or a lack of good quality provision (3%) as barriers to providing training.

Skills in need of development, identified by Lancashire employers, include adapting to new equipment, role-specific skills and organisation-specific knowledge in 2017. Over one-third of Lancashire employers said basic IT and computer skills would need development, slightly higher than the national level (34% compared to 31%) and 29% said advanced IT skills would be required (compared to 30% nationally).

### **Recruitment and Recruitment Difficulties**

One in five Lancashire employers surveyed said that they had at least one vacancy in 2017, the same proportion as regionally and nationally, but up from 17% in 2015. Eight per cent said that at least one vacancy was hard to fill, with 5% saying that they had a skill shortage vacancy, i.e. a vacancy which is hard to fill due to skills shortages amongst potential applicants. The most commonly used recruitment methods were via social media or the company's website. Employers in Lancashire are much more likely to use a government recruitment service or scheme than is the case nationally (29% compared to 22%).

Lancashire employers most commonly reported hard to fill vacancies in Skilled Trades (27%), and Caring, Leisure and other Services (24%) and Elementary Occupations (16%). All of these occupations accounted for a higher proportion of hard to fill vacancies in 2017 than in 2015. Skills shortage vacancies were also most common across these occupations, with one-third linked to Skilled Trades Occupations. Employers in the Transport and Storage and Construction sectors were most likely to report skill shortage vacancies. The skills most difficult to obtain from applicants were specialist skills and knowledge (stated by 24% of employers) and the ability to manage their own time (13% of employers).

# Employment Forecasts 2018-2028 – Which Sectors will employ people in the future?

## Forecast 10-Year Employment Change, 2018-2028

	Blackburn with Darwen, Hyndburn, Rossendale and Ribbles Valley	Lancashire	UK
2018-2028	910	0.5%	2.6%

### Top 5 Sectors requiring employees due to sector growth (expansion demand)



- **Administrative and Support Services** (+100 new jobs each year).
- **Professional, Scientific and Technical Activities** (+90 new jobs each year).
- **Wholesale and Retail Trade** (+80 new jobs each year).
- **Information and Communication** (+30 new jobs each year).
- **Construction** (+30 new jobs each year).

### Top 5 Sectors requiring employees to fill jobs to replace people leaving or changing jobs (replacement demand)



- **Wholesale and Retail Trade** (4,050 jobs each year).
- **Health and Social Work** (2,610 jobs each year).
- **Manufacturing** (2,580 jobs each year).
- **Accommodation and Food Services** (1,840 jobs each year).
- **Education** (1,470 jobs each year).

## Total Employment Requirement Across all Sectors 2018-2028 To meet sector growth and replace people leaving or changing jobs

Sector	Part of Priority Sector?	Average Annual Requirement	Total Requirement
Wholesale and Retail Trade		4,130	45,450
Human Health and Social Work Activities	- Health and Social Care	2,600	28,590
Manufacturing	- Advanced Manufacturing - Creative and Digital - Energy and Environmental Tech	2,200	24,300
Accommodation and Food Service Activities	- Visitor Economy	1,860	20,510
Administrative and Support Service Activities	- Finance and Professional Services - Visitor Economy	1,490	16,350
Education	- Creative and Digital	1,400	15,480
Professional, Scientific and Technical Activities	- Finance and Professional Services - Advanced Manufacturing - Creative and Digital - Energy and Environmental Tech	1,130	12,390
Information and Communication	- Creative and Digital - Finance and Professional Services	780	8,610
Construction	- Construction - Energy and Environmental Tech	720	7,940
Arts, Entertainment and Recreation	- Creative and Digital - Visitor Economy	710	7,810
Transportation and Storage	- Visitor Economy	680	7,490
Other Service Activities		550	6,080
Public Administration and Defence		400	4,410
Real Estate Activities	- Finance and Professional Services	210	2,270
Agriculture, forestry and fishing		160	1,800
Financial and Insurance Activities	- Finance and Professional Services	120	1,360
Water Supply; Sewerage etc.	- Energy and Environmental Tech	100	1,090
Electricity, Gas, Steam and Air Conditioning Supply	- Energy and Environmental Tech	<50	390
Mining and quarrying	- Energy and Environmental Tech	<50	<50

# Employment Forecasts 2018-2028 – Future occupations in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

## Forecast 10-Year Employment Change, 2018-2028

	Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley	Lancashire	UK
2018-2028	910	0.5%	2.6%

**Top 3 Occupations requiring employees due to sector growth (expansion demand)**



- **Caring, Leisure and other Service Occupations** (+30 jobs each year).
- **Managers, Directors and Senior Officials** (+20 jobs each year).
- **Sales and Customer Service Occupations** (+20 jobs each year).

**Top 5 Occupations requiring employees to fill jobs to replace people leaving or changing jobs (replacement demand)**



- **Professional Occupations** (3,260 jobs each year).
- **Caring, Leisure and other Service Occupations** (3,170 jobs each year).
- **Elementary Occupations** (2,380 jobs each year).
- **Managers, Directors and Senior Officials** (2,240 jobs each year).
- **Administrative and Secretarial Occupations** (1,950 jobs each year).

## Total Employment Requirement Across all Occupations 2018-2028

*To meet occupational growth and replace people leaving or changing jobs*

Occupation*	Average Annual Requirement	Total Requirement
Professional Occupations	3,260	35,810
Caring, Leisure and other Service Occupations	3,200	35,160
Elementary Occupations	2,380	26,220
Managers, Directors and Senior Officials	2,260	24,820
Associate professional & tech occupations	1,940	21,360
Administrative and Secretarial Occupations	1,910	21,050
Sales and Customer Service Occupations	1,700	18,650
Skilled Trades Occupations	1,390	15,290
Process, Plant and Machine Operatives	1,270	14,000

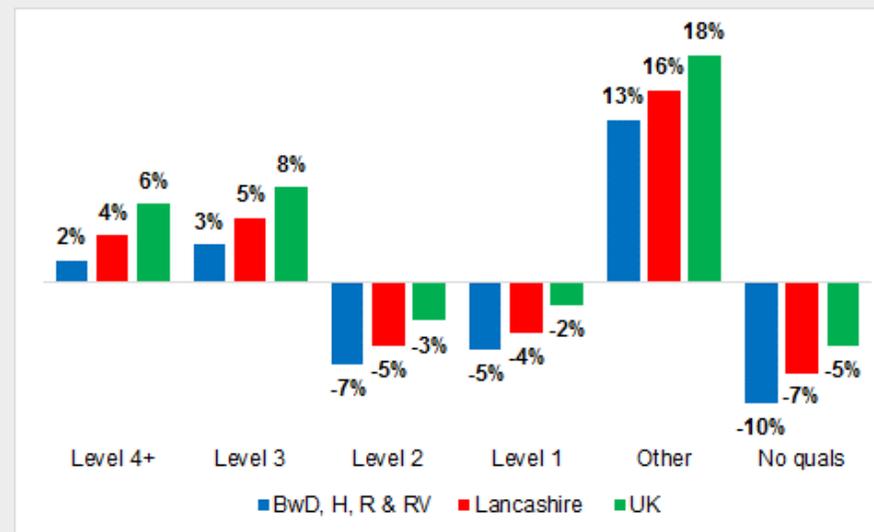
Sources: Oxford Economics, 2018

\* details of the occupational categories can be found at [https://onsdigital.github.io/ep-classification-tools/standard-occupational-classification/ONS\\_SOC\\_hierarchy\\_view.html](https://onsdigital.github.io/ep-classification-tools/standard-occupational-classification/ONS_SOC_hierarchy_view.html)

# Employment Forecasts 2018-2028 – How will skills change in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley?

Forecast 10-Year Employment Change by Highest Qualification Level, 2018-2028			
Qualification Level	2018	2028	Change
Level 4+	50,778	51,697	+919
Level 3	29,241	30,135	+893
Level 2	25,526	23,855	-1,670
Level 1	21,160	20,017	-1,144
Other*	16,138	18,257	+2,118
No Qualifications	16,960	15,317	-1,643

Forecast 10-Year Employment Change by Highest Qualification Level, 2018-2028



In line with forecast trends across Lancashire and the country, the typical qualifications held by people employed within Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley are expected to shift upwards. The Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley economy is anticipated to employ over 1,800 more people with Level 3 or higher qualifications by 2028, whilst the total employment of people with qualifications lower than Level 2 is set fall over the next ten years.

At a Lancashire level, there is forecast to be a particular rise in Level 3 and 4 qualified workers in: Administrative and Secretarial Occupations, and Caring, Leisure and other Service Occupations. Other qualifications\* (including Apprenticeships) are expected to be required in Skilled Trade Occupations and Sales and Customer Service Occupations.

## Employment Forecasts – Total Employment

Forecasts provide an indication of the future growth of an economy, but are not set in stone. Between 2018 and 2028, over 900 new jobs are expected to be created in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, representing a 0.5% increase in total employment. This is lower than the growth forecast across Lancashire as a whole (2.6%) and nationally (5.2%) over the same period.

## Job Opportunities

There will be a wide range of job opportunities available between 2018 and 2028, with recruitment across all sectors and occupations, including in each of Lancashire's priority sectors and in sectors which have recently experienced overall employment decline such as Manufacturing, Accommodation and Food and Arts, Entertainment and Recreation. This will include recruitment for new jobs created through sector growth (expansion demand) and jobs that become available as people leave or change jobs (replacement demand).

Typically across all sectors and occupations, replacement demand will be much greater than expansion demand, meaning that people are more likely to enter existing rather than newly created jobs. The high levels of replacement demand reflect factors such as the ageing population with many current workers due to retire from the workforce over this period.

## Job Opportunities by Sector

**Wholesale and Retail Trade** will provide the highest number of opportunities in the TTWA – requiring over 45,000 people to fill jobs between 2018 and 2028. On average, this will equate to 4,100 people being recruited to the sector each year.

This is followed by **Human Health and Social Work activities**, where there is a total requirement for over 28,500 people between 2018 and 2028 – or approximately 2,600 people per annum on average, and **Manufacturing and Accommodation and Food Services**, which will both have opportunities for over 20,000 people (or over 1,800 per annum).

Other sectors offering opportunities for over 5,000 people between 2018 and 2028 include:

- Administrative and Support Service Activities (1,490 per annum).
- Education (1,400 per annum).
- Professional, Scientific and Technical Activities (1,130 per annum).
- Information and Communication (780 per annum).
- Construction (720 per annum).
- Arts, Entertainment and Recreation (710 per annum).
- Transportation and Storage (680 per annum).
- Other Service Activities (550 per annum).

## Job Opportunities by Occupation

Across the sectors, a range of occupations will be available. In Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley there will be opportunities for at least 14,000 people within each occupational group (equivalent to at least 1,270 jobs per annum) between 2018 and 2028. Requirements will be highest for **Professional Occupations**, with opportunities for almost 36,000 people (3,300 per annum), followed by **Caring, Leisure and other Service Occupations** with opportunities for over 35,100 people (3,200 per annum). There will also be opportunities for over 20,000 people in **Elementary; Manager, Director and Senior Official; Associate Professional and Technical**; and **Administrative and Secretarial** roles.

## Skills Requirements

In line with trends forecast for Lancashire and nationally, demand for higher level skills is expected to increase, as reflected by an upwards shift in the skills profile of the workforce. By 2028, a higher number of people employed in the local economy will hold qualifications at Level 3 and above, while the number in employment with qualifications at Level 2 or below or no qualifications will fall. The number of people in employment with other qualifications, such as apprenticeships, is also expected to increase. This trend typically applies across all occupations.

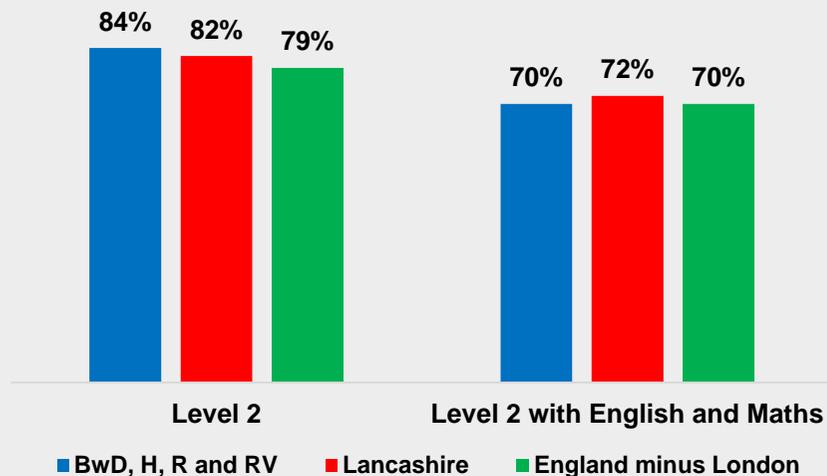
## Key Stage 1 to 4 (GCSE) in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

Age Group	Performance Measure	What is happening in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, 2017/18?	National comparison
<b>Key Stage 1 (KS1)</b> <b>5-7 years</b>	% of pupils who meet the required standard of 'phonic decoding': using knowledge of phonics to accurately read words.	In Lancashire*, approximately <b>81-82%</b> of Year 1 pupils meet the standard, and <b>91%</b> of Year 2 pupils.	Year 1: 82% Year 2: 91%
<b>Key Stage 2 (KS2)</b> <b>8-11 years</b>	% of pupils who meet the required standards in reading, writing and mathematics.	<b>64% (+11 percentage points since 2016)</b> of pupils meet the required standard, one percentage point above the Lancashire average. The best results were in Ribble Valley (66%), followed by Blackburn with Darwen and Rossendale (65% each), and the lowest were in Hyndburn (59%).	England excluding London: 64%
<b>Key Stage 4 (KS4)</b> <b>14-16 years</b>  <b>(Recent changes to the GCSE system mean there are three separate performance measures)</b>	<b>Average Attainment 8 score:</b> A measure of attainment – a pupil's average score across a set of eight subjects including English and maths.	<b>46.1 (-3.9 since 2016)</b> , with the best average score (53.6) in Ribble Valley, followed by 45.5 in Blackburn with Darwen and 45.2 in Rossendale and 43.2 in Hyndburn, compared to 45.8 across Lancashire.	England excluding London: 43.7
	<b>Average Progress 8 score:</b> A measure of relative progress - the comparison of pupils' Attainment 8 score with the average Attainment 8 score of all pupils nationally who had a similar KS2 results (0.0 = the national average).	<b>-0.04 (+0.03 since 2016)</b> Ribble Valley's average score of 0.22 is the highest followed by 0.01 in Blackburn with Darwen, -0.13 in Hyndburn and -0.25 in Rossendale. This compares to -0.12 across Lancashire.	England excluding London: -0.06
	<b>% achieving English Baccalaureate:</b> grade 5 or above in English and maths GCSE, plus C or above in science, a language and history or geography.	<b>13% (-9 percentage points since 2016)</b> achieve the EBacc, the highest proportion is 18% in Ribble Valley, then 15% in Blackburn with Darwen, 12% in Rossendale and only 5% in Hyndburn, compared to 13% for Lancashire.	England excluding London: 14%
<b>Destinations at age 16</b>	Percentage of pupils in overall sustained education and / or employment / training destination.	<b>95%</b> in line with the Lancashire average.	England excluding London: 95%

Sources: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18; Percentages of overall pupil destinations after completing key stage 4 / key stage 5 2014/15 - 2016/17 destinations for the 2013/14 cohort

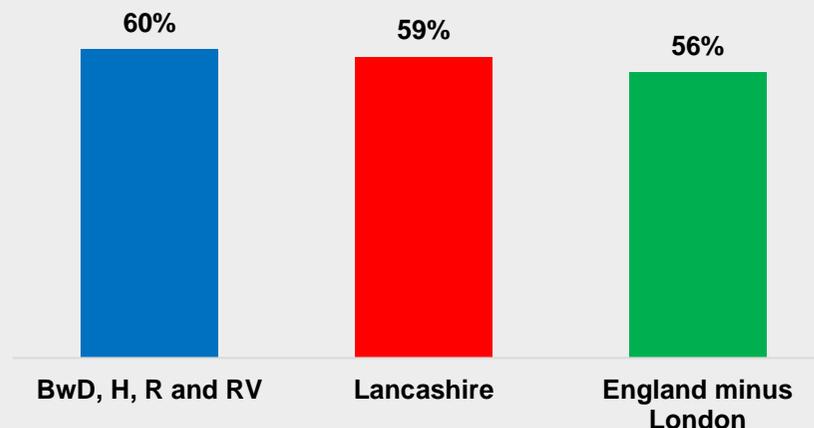
\* this indicator is not reported at the TTWA level

Level 2 attainment by age 19, 2017/18



Sources: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18

Level 3 attainment by age 19, 2017/18



Sources: Department for Education Attainment Data by age 19 and by disadvantaged pupils, 2017/18

## KS5 Destinations, 2016/17

**81% (-6 percentage points since 2014/15\*)**  
of students in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley enter sustained education or employment after KS 5

**65% (-4 percentage points)**  
enter sustained education - either at HEIs, FEIs or other destinations e.g. private training providers

**16% (-2 percentage points)**  
enter sustained employment

**56% (+2 percentage points)**  
HE institutions

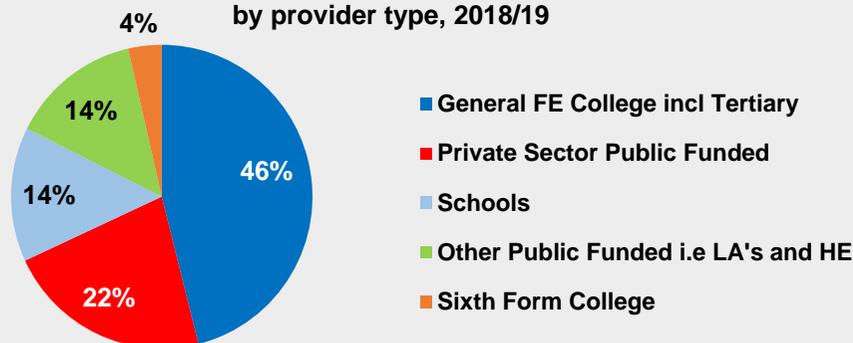
**6% (-5 percentage points)**  
FE institutions

Of which **9% (+1 percentage point)** are apprentices

# Further Education: TTWA Provider Perspective – What Further Education Provision is Available?

Providers in the TTWA accounted for 19,550 students participating<sup>^</sup> in Further Education in 2018/19 – the third highest out of Lancashire’s Travel to Work Areas (TTWAs)

Share of Further Education (FE) provision (% of participants) in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley by provider type, 2018/19



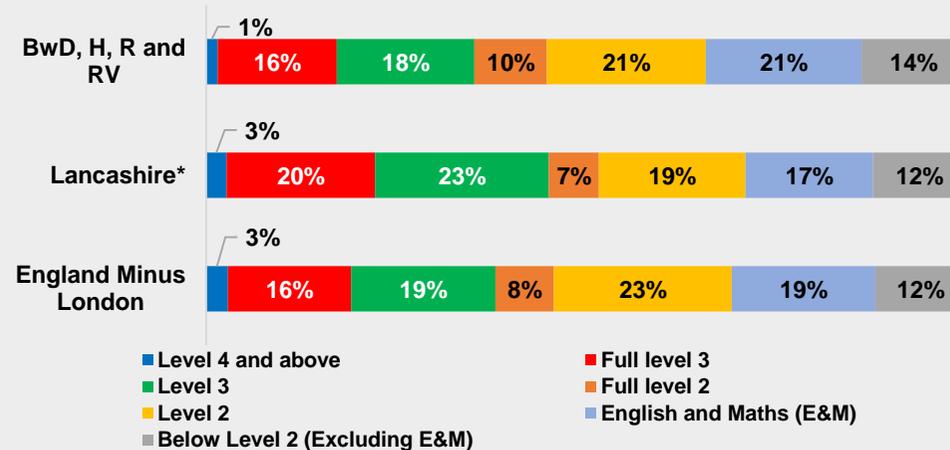
Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019 (Key Stage 5 Years 12 - 14)

Based on the latest 2018/19 data, General FE Colleges account for nearly half (46%) of FE students at providers based in the Travel to Work Area (TTWA), equal to just over 9,000 students. This proportion is less than the Lancashire (64%), regional (52%) and national profiles (51%). Participation levels are also higher at Private Sector Public Funded institutions (22%) compared to Lancashire (12%), but are consistent with regional levels and below the national average (24%).

Where data is available, the age profile of students studying at TTWA based FE providers is similar to the Lancashire profile and younger than the national profile<sup>1</sup>. Just under two-fifths (37%) of students were under the age of 19, lower than the Lancashire average (39%) but higher than national level (31%). Ethnic minority groups (accounting for 30% of participants) are also over-represented in the TTWA’s provider organisations relative to the Lancashire and national averages (both 18%).

Providers based in the TTWA cater for a lower proportion of students studying Full Level 3 (16%) and Level 3 (18%) compared to the Lancashire (20% and 23%) and the national profile (16% and 19%)<sup>1</sup>. Likewise, there is a higher proportion studying below Level 2 (14%) compared to Lancashire and national levels (12% each).

What level are FE students studying with providers in the TTWA, 2018/19?<sup>1</sup>



Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19  
Figures may not sum due to rounding.

\* Lancashire figures exclude West Lancashire College, which reports as part of Newcastle College Group

## FE Learner Characteristics by Provider Location, 2018/19<sup>1</sup>

	BwD, H, R and RV	Lancashire*	England minus London
<b>Age</b>			
Under 19	37%	39%	31%
19-24	17%	14%	17%
25+	45%	47%	51%
<b>Gender</b>			
Female	50%	54%	55%
Male	49%	46%	45%
<b>Ethnicity</b>			
Black, Asian or Minority	30%	18%	18%
White	70%	82%	82%

Source: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19

\* Lancashire figures exclude West Lancashire College, which reports as part of Newcastle College Group  
Figures may not sum due to rounding.

Sources: Department for Education FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019

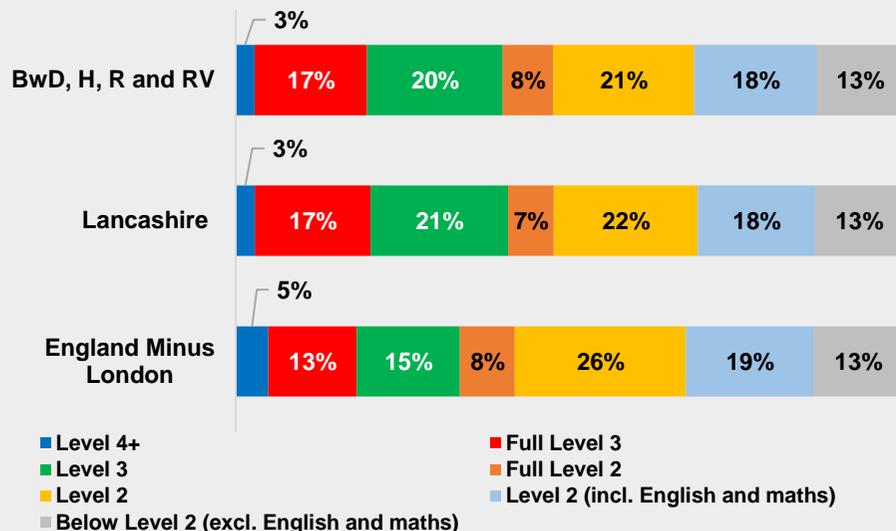
<sup>^</sup> All figures on this page relate to participation – a count of the number of people starting, continuing and achieving in FE in that year.

<sup>1</sup> Due to data limitations, the analysis of the level of provision and learner characteristics relates to FE provision that is ESFA-funded and captured in Individualised Learner Record returns only.

This excludes an element of school sixth form provision which accounts for 2,800 learners.

In 2018/19, there were a total of 24,830 Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents participating<sup>^</sup> in Further Education (FE) – the second highest level across Lancashire’s Travel to Work Areas (TTWAs).

Level of study by FE learners living in the TTWA, 2018/19



Source: Department for Education: Further Education and Skills Geography 2014/15 to 2018/19.

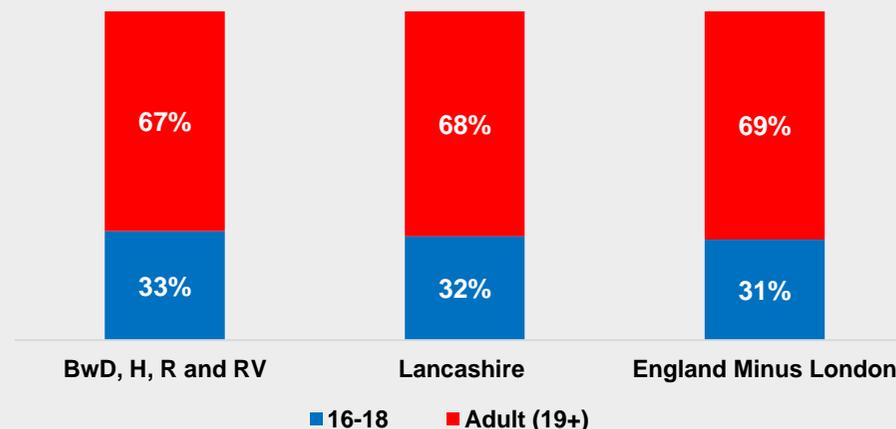
Figures represent the learner aims by level due to students being able to study multiple level courses. Figures also do not include aims where there is no level assigned.

Figures may not sum due to rounding.

In 2018/19, there were approximately 24,830 Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents participating in Further Education (FE) – the second highest count across Lancashire’s Travel to Work Areas (TTWAs).

Across the TTWA, the proportion of learner aims that are at a Level 4 (3%) are consistent with Lancashire levels (3%) but lower than national levels (5%). However, there is a larger proportion of learner aims that are at Level 3 (20%) and Full Level 3 (17%) compared to national levels (15% and 13% respectively) but less than the Lancashire profile (21% and 17% respectively).

Age profile of FE learners living in the TTWA, 2018/19



Source: Department for Education: Further Education and Skills Geography 2014/15 to 2018/19. Figures represent the learner aims by level due to students being able to study multiple level courses. Figures also do not include aims where there is no level assigned.

A third of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents participating in FE are aged between 16 and 18, higher than Lancashire (32%), regional and national profiles excluding London (both 31%).

## Apprenticeships: TTWA Provider Perspective – Apprenticeship participation by subject and by level

In 2018/19, Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based providers\* recorded 4,570 learners participating^ in apprenticeships – the third highest level across Lancashire’s Travel to Work Areas (TTWAs).

### Apprenticeships in TTWA based providers by subject, 2018/19

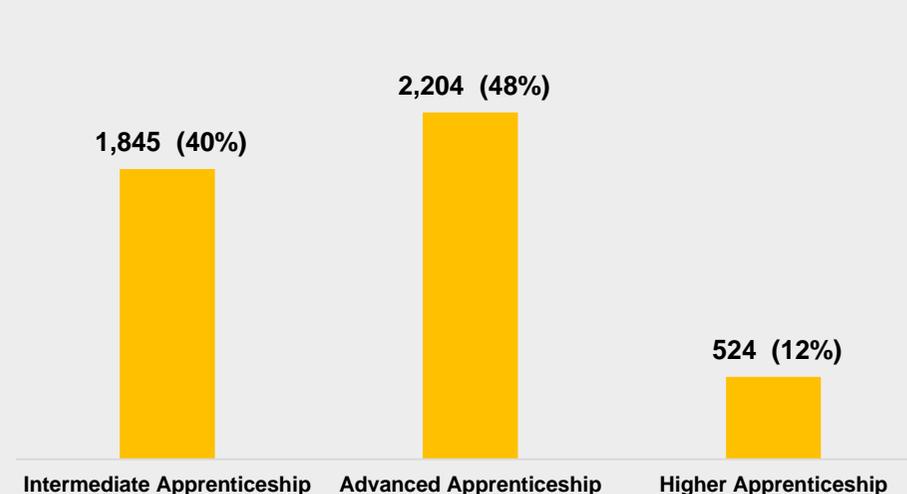


Source: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19  
Totals may not sum due to rounding.

Based on the latest 2018/19 data, Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based providers account for approximately 4,570 learners participating in apprenticeships – the third highest number of participants across Lancashire’s TTWAs.

Just over one-quarter of apprentices registered with providers in the TTWA\* are completing Health, Public Services and Care training. This is followed by Business Administration and Law (24%); Engineering and Manufacturing Technologies (20%); and Retail and Commercial Enterprise (10%), which together account for four-fifths of all apprenticeship provision.

### Apprenticeships in TTWA based providers by level, 2018/19



Source: DfE Apprenticeship participation/achievements by sector subject area, provider, framework/standard, local authority district: 2014/15 to 2018/19

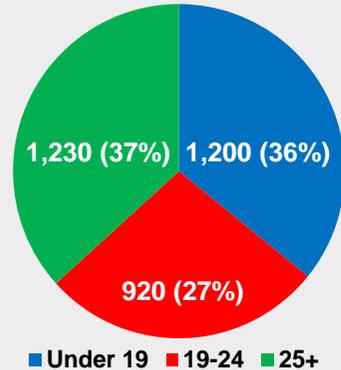
In 2018/19, two-fifths of apprentices registered with providers in the TTWA were participating in intermediate level apprenticeships, equal to 1,850 learners. This compares to 36% of provision being at this level across Lancashire and regionally and 38% nationally (excluding London).

Approximately three-fifths of apprentices registered with providers in the TTWA were participating in advanced or higher level apprenticeship courses. This is lower than Lancashire (64%), regional (64%) and national, excluding London, (62%) averages.

# Apprenticeships: TTWA Learner Perspective – Who started an apprenticeship?

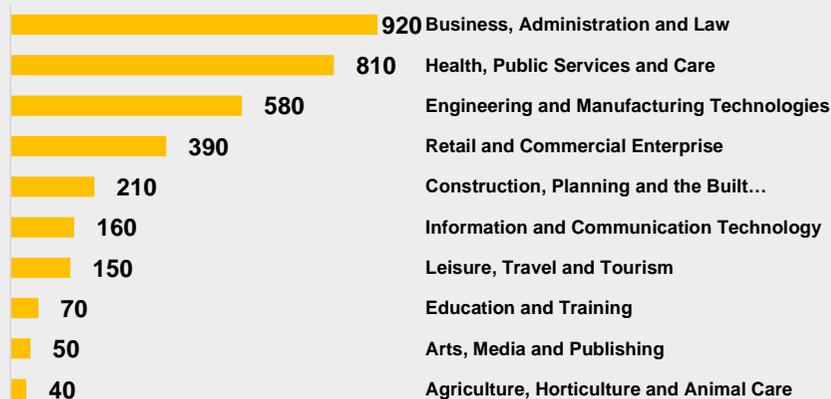
A total of 3,350 Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based residents started apprenticeships in 2018/19 – an increase of 8% on 2017/18 levels.

Apprenticeship starts\* by Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents by age, 2018/19



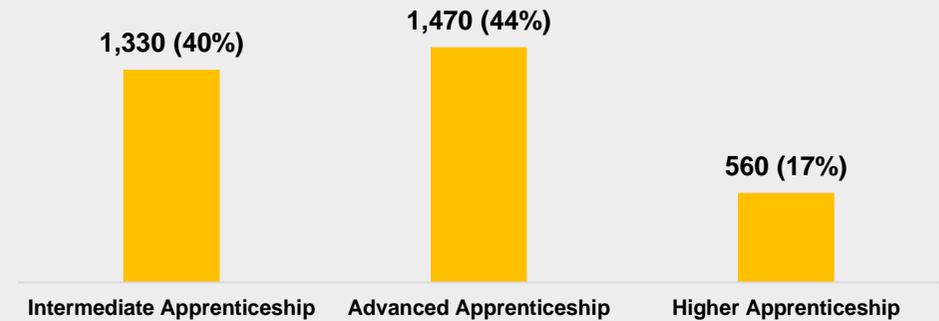
Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements, 2018 to 2019

Apprenticeship starts by Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents by subject, 2018/19



Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements, 2018 to 2019  
Totals may not sum due to rounding.

Apprenticeship starts by Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents by level, 2018/19



Source: DfE : Apprenticeships geography and sector subject area PivotTable tool: starts and achievements, 2018 to 2019  
Figures may not sum due to rounding

The age profile of TTWA resident apprentices in 2018/19 shows:

- There was a higher proportion of younger learners under the age of 19 (36%) compared to Lancashire (28%), regional and national levels (26% each).
- The proportion of apprentice starts over the age of 25 (37%) was lower than in each of these comparator areas.

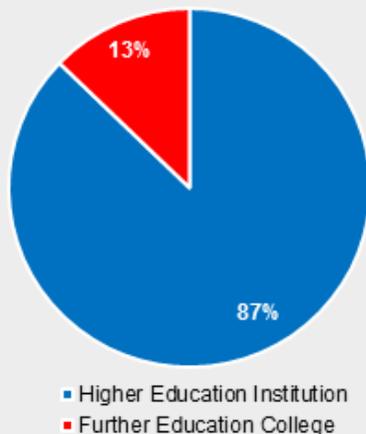
TTWA residents are less commonly starting advanced and higher apprenticeships (60%) than across Lancashire and the North West (both 64%) and across England (excluding London) (63%).

The profile of subjects studied is fairly consistent with the Lancashire profile, with the main differences including:

- A higher proportion of starts in **Engineering and Manufacturing Technologies** (17%) compared to Lancashire, the North West and nationally (each 15%).
- A higher proportion of starts in **Leisure, Travel and Tourism** (4%) compared to all other geographies (2% each).
- A lower proportion of starts in **Health, Public Services and Care** (24%) compared to Lancashire, the North West (both 27%) and nationally (25%).
- A lower proportion of starts in **Business, Administration and Law** (27%) compared to Lancashire (30%), the North West (31%) and nationally (30%).

In 2017/18 there are 56,460 (+5% since 2016/17) students studying with 16 different Higher Education (HE) providers in Lancashire (including Further Education (FE) and alternative providers).

Location of provision for HE Students in Lancashire, 2017/18



Source: Higher education full time equivalent (FTE) 2017/18 calculated using HESA student, HESA AP student or ILR data.

FE colleges are an important part of HE provision and teach a significant proportion of HE students in Lancashire - around 13% in 2017/18. Unfortunately, the data which used to be available on HE students in FE Colleges (from HEFCE) is no longer produced. The remainder of this section therefore provides data on HE students studying in Lancashire's HE institutions.

Nearly three quarters of students at Lancashire's Higher Education Institutions (HEI's) are from the North West. Leeds City Region is the Local Enterprise Partnership (LEP) area outside the North West from which the greatest proportion of HEI students come from (4%).

The proportion of International HEI students (13%) is seven percentage points below the national average (20%).

### Domicile of HEI students studying in Lancashire, 2016/17

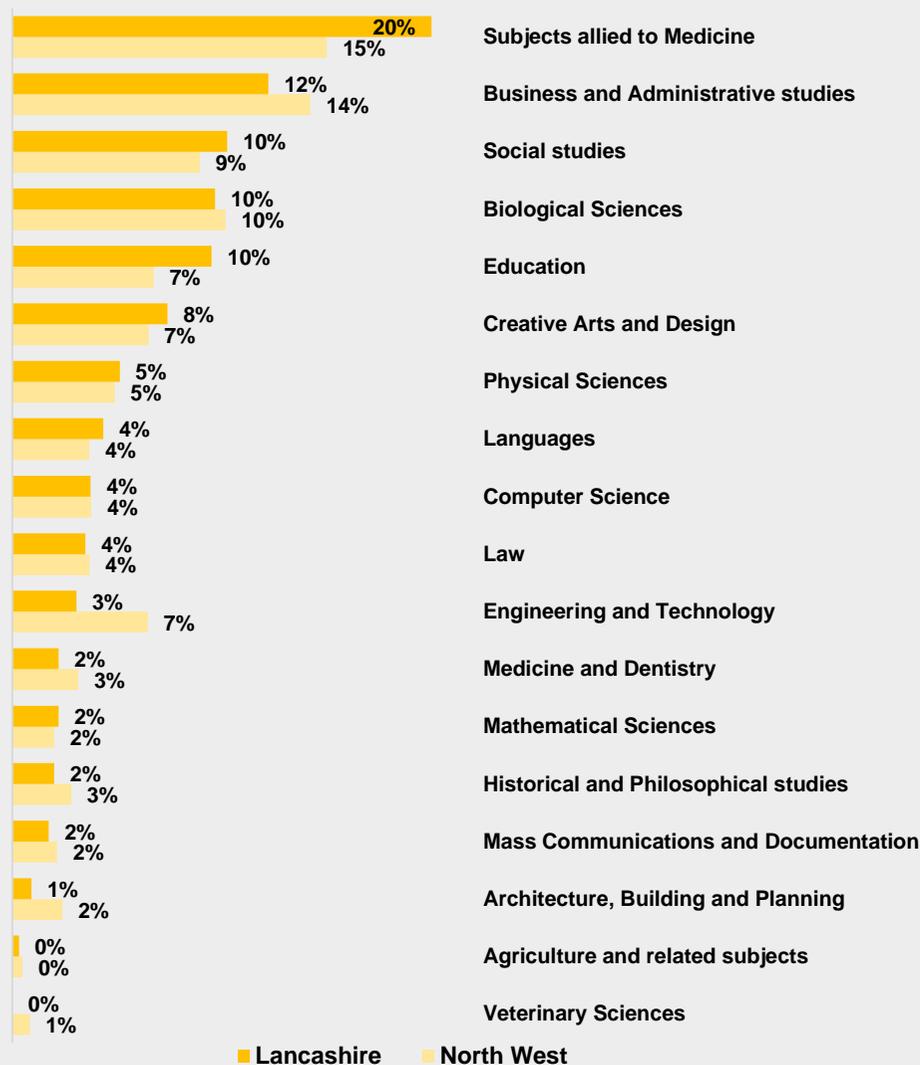
	Lancashire	North West	England
<b>Total UK</b>	87%	83%	80%
<b>Other EU</b>	4%	4%	6%
<b>Non-EU</b>	9%	13%	14%

HESA Destination of Leavers from Higher Education, 2016/17

### Where did Lancashire's HE students come from in 2016/17?

1. Lancashire (32%)
2. Greater Manchester (18%)
3. Liverpool City Region (16%)
4. Cheshire and Warrington (4%)
5. Cumbria (4%)

## Higher Education students by subject in Lancashire, 2017/18



Source: HESA HE student enrolments by HE provider and subject of study, 2017/18.

## Higher Education Providers in Lancashire

>> *Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley:*

There are no Higher Education (HE) Institutions within the TTWA.

>> *Based elsewhere in Lancashire:*

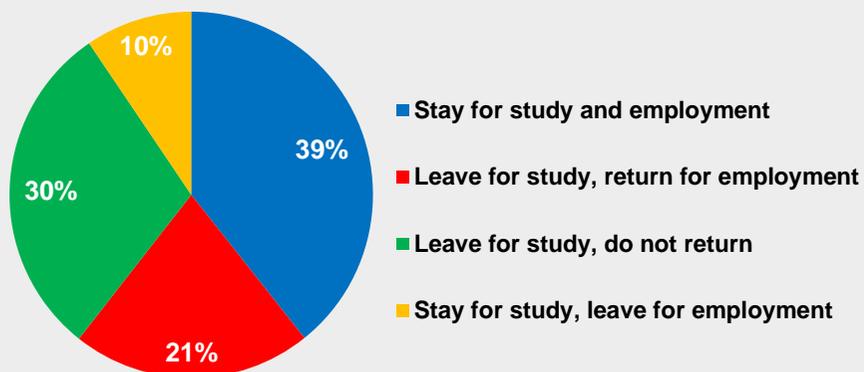
- University of Central Lancashire
- Lancaster University
- Edge Hill University
- University of Cumbria

A number of Further Education providers are recognised to deliver Higher Education courses in Lancashire but no data is available to quantify the scale of this provision.

In Lancashire's Higher Education Institutions (HEIs) in 2017/18, 20% of students are studying Subjects Allied to Medicine, compared to 15% regionally and 12% nationally. In contrast, only 3% of students at HEIs in Lancashire study Engineering and Technology, compared to 7% regionally and nationally.

There is a higher proportion of students at Lancashire based HEIs studying education subjects compared to the North West (7%) and nationally (6%).

## Lancashire Residents Participating in Higher Education (HE), 2014/15\*



Source: Higher Education Funding Council for England (HEFCE), Student Geographical Mobility, 2014/15

The most recently available data shows, just over three-fifths (61%) of Lancashire residents who participate in HE go into employment in Lancashire. This proportion is similar to the national average for a LEP area (60%).

A higher proportion stay to study and then work locally than the national LEP average (29%), while the proportion who leave to study outside Lancashire and then return to work locally is lower than the national LEP average (30%).

## HE Destinations, 2016/17

## Where do Lancashire’s students go to work, 2016/17?

### The top 5 LEP area destinations:

1. Lancashire (32%)
2. Greater Manchester (18%)
3. Liverpool City Region (15%)
4. London (4%)
5. Cheshire and Warrington (4%)

Source: HESA Destinations of Leavers Survey and Student Record, 2016/17

### Outcomes achieved by students of Lancashire’s Higher Education Institutions:

#### One year

After one year, 69% of graduates from Lancashire’s Higher Education Institutions are in sustained employment. 7% of graduates have no sustained destination (decreased by 3 percentage points since 2015/16), slightly lower than the average for all institutions in the North West where the figure is 8%.

#### Three years

After three years, the proportion in sustained employment rises to 72%, and 11% have no sustained destination, higher than the North West figure (6%).

#### Five years

After five years, the proportion in sustained employment increased to 77%. The number with no sustained destination falls to 6%, equal to the regional average.

## The Education and Skills System

Data is available for all levels of the education and skills system, from Key Stage (KS) 1 through to Higher Education (HE). The data through to KS5 shows how well education, skills and training providers and residents in the Travel to Work Area (TTWA) are performing, as well as providing an indication of the choices that residents make after leaving school.

Data for HE is available at the Lancashire level. Unfortunately, the most detailed data is now only available for students studying at Lancashire's HE institutions, and not those studying HE courses in Further Education (FE) colleges, which it is believed accounts for a significant share of HE in Lancashire. The data covers students that study in Lancashire, regardless of where they come from, unless otherwise stated.

### KS1 and KS2

Across Lancashire more than eight out of ten year 1 pupils met the required standard of phonic decoding (81%) in 2017/18, in line with the North West and national averages. This increases to 91% by year 2, also in line with regional and national averages.

Data available for the TTWA for the 2017/18 year shows that by the end of KS2 in 2018, 64% of pupils are meeting the required standards in reading, writing and mathematics in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, an increase of 11% since 2016. This is the fourth highest of Lancashire's six TTWAs, one percentage point higher than the Lancashire average (63%) and in line with the national average (64%).

Performance across the four local authorities varies greatly. Despite increasing by 11 percentage points since 2016, Hyndburn remains significantly below the Lancashire average performance, with 59% of pupils meeting the required standard. Blackburn with Darwen and Rossendale pupils perform above average at 65% and Ribble Valley the best with 66%.

### KS4 (GCSE)

In terms of measuring performance at KS4 (GCSE), the Department for Education (DfE) implemented a new secondary school accountability system in 2016, using Attainment 8 and Progress 8 measures.

**Attainment 8** measures the average achievement of pupils in up to 8 qualifications including English (double weighted if the combined English qualification, or both language and literature are taken), maths (double weighted), three further qualifications that count in the English Baccalaureate (EBacc) and three further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.

**Progress 8** aims to capture the progress a pupil makes from the end of KS2 to the end of KS4. It compares pupils' achievement – their Attainment 8 score – with the average Attainment 8 score of all pupils nationally who had a similar starting point (or 'prior attainment'), calculated using assessment results from the end of primary school. Progress 8 is a relative measure, therefore the national average Progress 8 score for mainstream schools is zero.

Across Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley, the results for the 2017/18 year show:

- The **average Attainment 8 score** is 46.1, slightly above the average score for Lancashire (45.8) and nationally excluding London (43.7). Behind Preston, Chorley and South Ribble (49.3), Lancaster and Morecambe (47.0); and West Lancashire (46.4), this is the fourth highest average score across the Lancashire TTWAs. The TTWA statistics do however mask significant variations at the local authority level. Ribble Valley performs very strongly (53.6) followed by Blackburn with Darwen (45.5) and Rossendale (45.2) which remain above the national average, excluding London. In contrast, Hyndburn performs below the Lancashire average (43.2) and has recorded a decline since 2015/16 of 2.4 points.

- On average, pupils make greater progress from the end of KS2 to the end of KS4 than the Lancashire and national (excluding London) averages. **The average Progress 8 score** in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is -0.04 (compared to -0.12 for Lancashire and -0.06 for England minus London). Behind Preston, Chorley and South Ribble, this is the second strongest progress score of the six Lancashire TTWAs. Progress is strongest in Ribble Valley and Blackburn with Darwen (each with positive scores of 0.22 and 0.01 respectively, indicating that pupils there make greater progress than the national average when London is included), compared to average progress scores of -0.13 in Hyndburn and -0.25 in Rossendale.
- Approximately 13% **achieve the English Baccalaureate** (a set of subjects at GCSE including English and maths, a science, a language, and geography or history) in 2017/18, falling by 9% since 2015/16 and equal to the Lancashire average, but below the average nationally (excluding London 14%). Each of the local authority areas except Hyndburn (5%) is above the Lancashire average, while Ribble Valley (18%) and Blackburn with Darwen (15%) equal to or outperforming the national average (12% in Ribble Valley).

Based on the destinations of students upon completion of KS4 in 2016/17, 95% of pupils remain in sustained education and/or an employment / training destination, equal to Blackpool, Fylde and Wyre, Preston, Chorley and South Ribble, West Lancashire, and Lancaster and Morecambe as the highest proportion across all of the Lancashire TTWAs and in line with the Lancashire and national average (95%). There is little variance by local authority.

## Young People aged 16-19

Between ages 16 and 19, attainment at Level 2 / KS4 (equivalent to GCSE) and Level 3 / KS5 (equivalent to A-Levels) is measured.

Across the TTWA, by the age of 19 data for 2017/18 shows:

- 84% have **achieved Level 2**, above the Lancashire (82%) and national average (79%). The proportion achieving Level 2 **with English and maths** is 70%, a figure below the Lancashire (72%) and equal to the national average (70%). This represents a 2 percentage points and 3 percentage points decline since 2015/16 respectively, with achievements including English and maths falling proportionally more compared to Lancashire and the national level (both 1 percentage point).
- The strongest performance is recorded in Ribble Valley (90% and 80%), followed by Blackburn and Darwen (84% and 69%) and Rossendale (85% and 72%) which meet the Lancashire average in one measure each. Hyndburn performs below both the Lancashire and national average (80% and 69%), falling by 5 percentage points and 12 percentage points since 2015/16.
- 60% **achieve Level 3 by the age of 19**, again outperforming the Lancashire (59%) and national averages (56%) despite falling by 2 percentage points since 2015/16. As with Level 2, the strong performance is driven by Ribble Valley (69%) with Rossendale (55%) and Hyndburn (54%) performing below the Lancashire average and Blackburn with Darwen (50%) below both the Lancashire and national averages.

Latest available data for 2016/17 shows, upon completion of KS5, 81% of leavers enter sustained education or employment falling by 6 percentage points since 2014/15. This is the lowest of the six TTWAs, below the Lancashire and national averages (both 83%). This proportion varies across the TTWA's local authorities, ranging from 78% in Hyndburn (decline of 6 percentage points since 2014/15) to 80% in Blackburn with Darwen (-6 percentage points), and 84% in Rossendale (-4 percentage points) and Ribble Valley (-6 percentage points).

The split between education (63%) and employment (19%) is largely in line with the Lancashire average and does not differ greatly across the local areas. This differs slightly from the national profile (60% and 23%) where a higher proportion enter sustained employment, although education remains the preferred choice. The large majority of those entering sustained education (86%) go to HE Institutions (within and outside Lancashire), a seven percentage points increase from the previous year while approximately one in ten attend FE institutions. Less than one in ten students (9%) start an apprenticeship upon completion of KS5, in line with Lancashire and above the national average by two percentage points.

## Further Education and Apprenticeship Provision in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley Based Providers<sup>^</sup>

This section considers provision being delivered by providers based in the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA (a provider perspective) before the patterns of residents of the TTWA area are explored in the section that follows (learner perspective).

### Further Education

The latest (2018/19) data for Further Education (FE) providers based in the Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley TTWA shows there were a total of 19,550 students participating (defined as all learners who are starting, continuing or achieving within the year) in FE courses delivered within the TTWA – equal to over one-fifth (22%) of FE participation across Lancashire\*. Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley is ranked the third largest of Lancashire's TTWAs, behind Burnley and Pendle and Preston, Chorley and South Ribble on a measure of participation.

General FE College(s) account for nearly half (46%) of FE participants registered with providers based in the TTWA, equal to just over 9,000 students. This proportion is 18 percentage points below the wider Lancashire LEP average (64%), six percentage points below regional (52%) and five percentage points below national levels (51%). Private Sector Public Funded Institutions also play an important role, accounting for over a fifth (22%) of participants which is in line with the regional average (22%) and slightly below the national average (24%) but significantly higher than the 12% Lancashire average. The remaining students participate in FE in Schools (KS5 – Years 12 to 14) (14%) (which is considerably higher than the Lancashire average (6%)) and Other Public Funded Institutions (14%) (which is higher than the Lancashire average (12%)).

Where data is available<sup>§</sup>, the age profile of students participating in FE at providers in the TTWA is similar to Lancashire but younger than the national profile in 2018/19. Just under two-fifths (37%) of students were under the age of 19, two percentage points lower than both Lancashire (39%) but six percentage points higher than national levels (31%). Likewise, there is a lower proportion of learners over the age of 25 (45%) compared to Lancashire (47%) and the national profile (51%).

Providers in the TTWA<sup>§</sup> record a lower proportion of students studying Full Level 3 (16%) and Level 3 (18%) compared to the Lancashire (20% and 23%) and the national profile (16% and 19%). Likewise, there is a higher proportion studying below Level 2 (14%) compared to Lancashire and national levels (12% each). There is also a higher proportion of students studying at Level 2 (21%) compared to the wider Lancashire average (19%), although this remains two percentage points below the national average (23%).

Sources: DfE FE Skills Data: Participation by Provider by Funding Stream, Learner and Learning Characteristics 2018/19; School, Pupils, and their Characteristics, January 2019

\* West Lancashire College data is not captured in Lancashire wide figures due to inclusion in Newcastle College Group wide returns.

<sup>^</sup> All figures in this section relate to participation – a count of the number of people starting, continuing and achieving in that year.

<sup>§</sup>Due to data limitations, the analysis of the level of provision and learner characteristics relates to FE provision that is ESFA-funded and captured in Individualised Learner Record returns only.

This excludes an element of school sixth form provision which accounts for 2,800 learners.

## Apprenticeships

Based on the latest 2018/19 data, there were approximately 4,570 apprentices participating (starting, carrying out or achieving) in apprenticeships with Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based providers (see the definition on page 36). This is the third highest level of provision recorded in a TTWA, behind Preston, Chorley and South Ribble and Blackpool, Fylde and Wyre.

There are three main levels of apprenticeships:

- **Intermediate apprenticeship:** This is classed as Level 2 and equivalent to 5 good GCSEs.
- **Advanced apprenticeship:** This is classed as Level 3 and equivalent to 2 A-Levels.
- **Higher apprenticeship:** This can cover Level 4, 5, 6 and 7 and is equivalent to foundation degrees and above.

In 2018/19, there were more apprentices in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based providers participating in lower level apprenticeships than geographical comparators. Two-fifths (40%) of learners in the TTWA were participating in intermediate level apprenticeships, equal to 1,850 apprentices. This is four percentage points higher than the Lancashire and regional averages (36% each) and two percentage points higher than national levels (38%).

The remaining three-fifths (60%) of provision was offered through advanced (48%) or higher (12%) level apprenticeship courses. This proportion is lower than Lancashire (64%), regional (64%) and national averages excluding London (62%). The difference is most evident in the proportion of apprentices undertaking higher level apprenticeships, being three percentage points less than Lancashire and national levels (15%) and four percentage points less than regional levels (16%).

Subject coverage of apprenticeships offered by Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley based providers is fairly

consistent with Lancashire trends, but varies from regional and national profiles in 2018/19. Differences include:

- Just over one-quarter (26%) of apprentices at providers in the TTWA participate in **Health, Public Services and Care**, equal to just less than 1,200 learners. This is in line with the Lancashire LEP profile, but higher than regional (25%) and national excluding London levels (24%).
- There are less apprentices participating in **Business Administration and Law** (24%); compared to Lancashire (26%), regional (29%) and national levels (27%).
- **Engineering and Manufacturing Technologies** (20%) participation in the TTWA is higher than regional (19%) but lower than national levels excluding London (21%).
- **Retail and Commercial Enterprise** (10%) participation in the TTWA is in line with Lancashire levels but less than regional (11%) and national levels (12%).

## Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley Residents Undertaking FE and Apprenticeships

This section considers FE and apprenticeships being undertaken by people who live in the TTWA, based on the home postcode of learners. Not all learners will undertake courses in the TTWA they live in meaning that there are variations between the figures reported from a provider and learner perspective.

### Further Education<sup>^</sup>

In 2018/19, 24,830 students participating in FE were residing in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley. This is the second highest number of resident learners across Lancashire's Travel to Work Areas (TTWAs) closely behind Preston, Chorley and South Ribble.

The provision being undertaken by Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents split by level shows a lower proportion are studying at Level 4 (3%) than national levels (5%), but this is consistent with the wider Lancashire profile. On the other hand, there is a

# Analysis and Insight: The Education and Skills System in Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley

higher proportion of learner aims at Level 3 (20%) and Full Level 3 (17%) than the national profile excluding London (15% and 13% respectively) whilst remaining below Lancashire levels (21% and 17% respectively).

The age profile of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley resident FE learners is somewhat consistent when compared to Lancashire, regional and national profiles. Learners across the TTWA are however more commonly aged 16 to 18, accounting for one-third (33%) of FE participants, compared to 32% across Lancashire and nationally, excluding London (31%).

Consideration of the FE participation statistics for TTWA area residents relative to those for local providers suggest that a significant number of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents travel outside the TTWA to access FE provision.

## Apprenticeships

Based on the latest learner data for 2018/19, Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents accounted for approximately 3,350 apprenticeship starts (note that the apprenticeship data for Lancashire residents reports on starts rather than participation, comparison between provider and learner statistics is therefore not possible. This is the second highest figure recorded across Lancashire's TTWAs.

The age profile of Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley resident apprentices in 2018/19 shows:

- There was a higher proportion of apprentices under the age of 19 (36%), eight percentage points higher than the Lancashire LEP average (28%), and two percentage points higher than regional and national levels (26% each).
- The proportion of apprentice starts over the age of 25 (37%) was lower than in each of the comparator areas.

Approximately three-fifths (60%) of apprenticeship starts by Blackburn with Darwen, Hyndburn, Rossendale and Ribble Valley residents were at an advanced or higher level. This is four percentage points less than across

Lancashire and the North West (64% each) and three percentage points less than across England minus London (63%).

The profile of subjects studied by residents of the TTWA is broadly consistent with the wider Lancashire profile. Differences include:

- A higher proportion of starts in **Engineering and Manufacturing Technologies** (17%) compared to Lancashire, the North West and nationally (each 15%).
- A higher proportion of starts in **Leisure, Travel and Tourism** (4%) compared to all other geographies (2% each).
- A lower proportion of starts in **Health, Public Services and Care** (24%) compared to Lancashire and the North West (27% each) and nationally (25%).
- A lower proportion of starts in **Business, Administration and Law** (27%) compared to Lancashire (30%), the North West (31%) and nationally (30%).

## Higher Education in Lancashire

Overall, there were 56,460 students studying at 16 different Higher Education (HE) providers in Lancashire in 2016/17, an increase of 5.1% since the previous Toolkit report was produced. The large majority (87%) are based at the four Higher Education Institutions (HEIs) – Lancaster University, the University of Central Lancashire (which has its main campus based in Preston), Edge Hill University and the University of Cumbria (which has a major campus in Lancaster). A further 13% are based in FE colleges across Lancashire.

Compared to the North West region (93%), there is smaller proportion of students studying at HEIs. While the proportion of students studying at FE colleges in Lancashire is higher than the wider North West region (13% compared to 7%).

The large majority of HE students in Lancashire are from the UK, accounting for some 87% of students and higher than the regional (83%) and national (80%) averages. In contrast, there is a smaller proportion of non-EU students studying at HEIs in Lancashire (9%) compared to the North West (13%) and England (14%).

The HEIs and FE colleges have a strong regional draw. Approximately three quarters of students at Lancashire's HEI are from the North West. Overall, four out of ten students residing in Lancashire choose to stay and study in Lancashire for HE. Other LEP areas from which students are attracted include Greater Manchester, Liverpool City Region, Cheshire and Warrington and Cumbria. International students account for between 13% (at HEIs) of HE students in Lancashire, below the national average (20%).

Across Lancashire there are a wide range of subjects available to students, covering all sectors and priority sectors. Across HEIs in Lancashire, the most popular courses are Subjects Allied to Medicine (accounting for 20% of students), followed by Business and Administrative Studies (12%), Biological Sciences, Social Studies, and Education (10% each). Compared to regional and national proportions, key differences are:

- A much higher proportion of students studying Subjects Allied to Medicine in Lancashire (20% compared to 15% regionally and 12% nationally).
- A higher proportion of students studying Education in Lancashire (10% compared to 7% regionally and 6% nationally).
- A lower proportion of students studying Engineering and Technology (3% compared to 7% regionally and nationally).

### Higher Education Destinations

Following changes to the availability of graduate destination data following the closure of Higher Education Funding Council for England (HEFCE), data on graduate destinations is available for graduates who studied in Lancashire's HEIs, from the Higher Education Statistics Authority (HESA). This shows that almost one third of leavers from Lancashire's HEIs in 2016/17 entering employment did so in Lancashire, and a further 41% in the North West.

ONS Longitudinal Education Outcomes data for 2016/17 reveals that one year after graduation 69% of leavers from Lancashire's HEIs are in sustained employment, whilst 20% enter sustained education. In comparison, on average across the North West, 66% entered employment and 22% further study. After five years, the proportion of leavers recorded as in further study, sustained employment or both is 87% compared to 86% across the North West.

## Appendix: Sectors, Occupations and Education Routes

The table below shows (in broad terms) the relationship between sectors (including Lancashire’s priority sectors), occupations and the emerging Technical Education Routes which will provide a pathway into many skilled occupations in future. There is a large degree of overlap between occupations and sectors, with many occupations found across a large number of sectors, e.g. management roles, administrative occupations and support roles such as IT, human resources, etc. The allocation of a Technical Education route to a specific sector therefore is somewhat simplistic – many routes will be relevant to a number of sectors.

It is also important to note that many occupations require similar underlying skills and qualifications, including numeracy, literacy and IT skills. Technical education is only one route into employment – many people will progress into Higher Education, where the link between subject studied and occupation subsequently taken up can be less direct.

Sectors, Occupations and Education Routeways			
Sector	Relationship to Lancashire’s Priority Sectors	Occupations*	Technical Education Routes**
Agriculture, Forestry and Fishing	n/a	Vast majority of jobs are in Skilled Trades and Elementary Occupations, e.g. farmers, groundsmen, farm workers etc, plus a small number of higher level occupations e.g. managers, veterinarians, environmental professionals	Agriculture, Environmental and Animal Care
Mining and Quarrying	Some elements are part of Energy and Environmental Technologies		
Electricity, Gas, Steam and Air Conditioning Supply	Energy and Environmental Technologies	One-third work in higher level occupations, including engineers, production managers, health and safety officers etc.  20% are Process, Plant and Machine Operatives, e.g. plant workers.	Construction  Engineering and Manufacturing
Water Supply, Sewerage, Waste Management and Remediation	Some elements are part of Energy and Environmental Technologies	Relatively high proportion of Administrative and Secretarial Occupations.	

## Sectors, Occupations and Educational Routes

Manufacturing	<p>Some elements are part of Advanced Manufacturing</p> <p>Some elements are part of Energy and Environmental Technologies</p> <p>Some elements are part of Creative and Digital Industries</p>	<p>30% of workers are in Professional or Technical roles, e.g. production managers, engineers.</p> <p>One quarter are in Skilled Trades (e.g. welding, machining etc.).</p> <p>20% are in less skilled processing and packing roles.</p>	Engineering and Manufacturing
Construction	<p>Construction</p> <p>Some elements are part of Energy and Environmental Technologies</p>	<p>Over half of workers are in Skilled Trades jobs such as bricklayers, plumbers, carpenters etc.</p> <p>1 in 10 are in Professional Occupations, including engineers, surveyors etc.</p>	Construction
Wholesale and Retail, Repair of Motor Vehicles	n/a	As well as Sales and Customer Service jobs, people work as managers, in finance roles, and as cleaners and security staff.	Sales, Marketing and Procurement
Transportation and Storage	Some elements are part of Visitor Economy	One third work in plant and machine operative roles, including bus, train, van, truck and taxi drivers.	Transport and Logistics
Accommodation and Food Service Activities	Visitor Economy	Jobs include chefs, kitchen and catering assistants, waiters and waitresses, bar staff and cleaners. Some people work as managers, but there are very few professional roles in this sector.	Catering and Hospitality
Information and Communication	<p>Some elements are part of Creative and Digital Industries</p> <p>Some elements are part of Finance and Professional Services</p>	<p>A large proportion of workers are in Elementary Occupations – largely postal workers.</p> <p>Professional and associate Professional Occupations include IT professionals and IT technician roles.</p>	Digital

## Sectors, Occupations and Educational Routes

Financial and Insurance Activities	Part of Finance and Professional Services	<p>44% of roles are in Professional and Associate Professional Occupations, including legal roles such as solicitors and barristers, accountancy, advertising etc.</p> <p>13% work as managers and senior officials.</p> <p>1 in 5 work in Administrative and Secretarial roles, including as finance clerks.</p>	Legal, Financial and Accounting
Real Estate Activities	Part of Finance and Professional Services		Legal, Financial and Accounting
Professional, Scientific and Technical Activities	<p>Some elements are part of Finance and Professional Services</p> <p>Some elements are part of Advanced Manufacturing</p> <p>Some elements are part of Energy and Environmental Technologies</p> <p>Some elements are part of Creative and Digital Industries</p>		Legal, Financial and Accounting
Administrative and Support Service Activities	<p>Some elements are part of Finance and Professional Services</p> <p>Some elements are part of Visitor Economy</p>		Business and Administration
Public Administration and Defence	n/a		Business and Administration Protective Services
Education	Some elements are part of Creative and Digital Industries		Education and Childcare
Human Health and Social Work Activities	Health and Social Care		Health and Science Care Services

Arts, Entertainment and Recreation	Parts included in Visitor Economy; Parts included in Creative and Digital	Relatively few people are employed in professional roles.	Creative and Design
Other Service Activities	n/a	One-third of people work in Caring, Leisure and other Service Occupations, such as hairdressing and beauty therapy.  Associate Professional Occupations include artistic occupations such as artists, authors, actors, dancers, musicians, photographers.	Hair and Beauty

Source: Business Register and Employment Survey, 2018; Annual Population Survey 2017/18

\* Occupations data based on broad sector definitions and applied to SIC sections.

\*\* Technical education routes will prepare people for occupations which may be found within a number of sectors.

n/a Not related to priority sectors