

Workforce Attainment

Percentage of Economically Active Adults (18-59/64) Qualified to at Least NVQ Level 3 (or equivalent), 2000/01 – 2004/05

Area	2000/01	2004/05
England	46.2%	49.8%
Yorkshire and Humber	44.1%	48.4%
York and North Yorkshire	50.1%	58.6%
Craven	54.3%	64.1%
Hambleton	48.3%	58.5%
Harrogate	50.9%	58.7%
Richmondshire	55.1%	56.7%
Ryedale	39.4%	57.7%
Scarborough	52.6%	56.1%
Selby	42.1%	54.7%
York	52.7%	60.5%

Source: Department of Education and Skills, analyses of the Local Labour Force Survey

Qualifications of the workforce are generally measured in NVQs (National Vocational Qualifications) or equivalent. NVQ Level 2 equates to five or more GCSE's grade A* - C, whilst NVQ 3 is equivalent to two or more A Levels. NVQ 4 is generally accepted as being at first degree level.

In 2004/05, 58.6% of economically active adults of working age were qualified to at least Level 3 in the sub-region. This is an 8.5% increase since 2000/01. The figure is around 10% higher than both the regional and national averages. District level analysis highlights that Craven has the highest proportion of adults qualified to this level at 64.1%, and that Ryedale experienced the greatest increase at around 18%.

Further information from the Local Labour Force Survey has been used to demonstrate the percentage of economically active adults who are qualified to at least NVQ Level 4 or above; again the sub-regional average at 37% exceeds both regional and national figures.

Due to the sample survey methodology of the Labour Force Survey, caution should be taken when using the data at a district level as the information is subject to errors.

Skills Gaps

According to the National Employer Skills Survey (NESS) 2005 for York and North Yorkshire, a skills gap is defined as existing where, in the opinion of the employer, an employee is not fully proficient at their job. Whilst it is now the case that nationally "only" around one in six (16%) of employers are experiencing skills gaps, Yorkshire and Humber does however see the worst figure of any region (23%). Within York and North Yorkshire the figure is 21%.

The table below summarises the specific skills employers identified as the most common "deficiencies".

Deficiencies reported by employers in York and North Yorkshire, 2005

Skills Deficiencies	Percentage
Technical, practical or job-specific skills	47%
Oral communication Skills	36%
Team working skills	35%
Customer handling skills	32%
Problem solving skills	29%
Literacy skills	27%
Written communication Skills	27%
Management skills	24%
Numeracy skills	24%

Source: National Employers Skills Survey 2005

The combined percentage of employers reporting gaps in generic skills like communication, team working, customer handling and problem solving exceeds those seeking technical skills. This may highlight the need for consideration into how to best respond to these findings in terms of necessary training and education for the future workforce.

Progress in York and North Yorkshire 2006 Educated and Skilled People

Progress in York and North Yorkshire provides an overview of the economic, social and environmental situation in the York and North Yorkshire sub-region. The report mirrors Progress in the Region which is produced by Yorkshire Futures, the Regional Intelligence Network and follows the Advancing Together framework and high-level indicators produced by the Yorkshire and Humber Assembly, to provide an up-to-date assessment of the sub-region. This factsheet provides a summary of key data and information from the Educated and Skilled People chapter.

Key Stage 2 Attainment

Attainment at Key Stage 2 1998/99 – 2004/05, level 4 and above

Area	English		Mathematics		Science	
	1998/99	2004/05	1998/99	2004/05	1998/99	2004/05
England (LEA maintained)	70	79	68	74	78	86
Yorkshire and Humber	68	77	68	73	77	85
The Humber	67	78	68	73	77	86
South Yorkshire	63	75	65	70	75	83
West Yorkshire	68	77	66	72	76	83
York and North Yorkshire	77	82	75	79	84	88
York	77	81	75	79	85	87
North Yorkshire	77	83	76	79	84	89

Source: Department for Education and Skills, Statistical First Release 'National Curriculum Assessments of 7,11 and 14 year olds by Local Education Authority 1999' and Statistical First Release 'National Curriculum Assessments at Key Stage 2 2004/05'

Key Stage 2 attainment (or final year of primary school - 11 years old) is reflected through the percentage of those children achieving the required standard (Level 4 or above) in English, Maths and Science.

The table above outlines the attainment level at Key Stage 2 across York and North Yorkshire in comparison to regional and national averages. At a regional level Yorkshire and Humber has consistently performed poorly around attainment in all the subject areas, featuring in one of the two bottom positions. However at a sub-regional level, both York and North Yorkshire perform well, exceeding the regional and national averages, similar performance is experienced across each of the subject areas.

Although there are high levels of attainment within the sub-region at this level, since 1998 York and North Yorkshire has experienced the least improvement. Therefore the gap between regional and sub-regional average has decreased, suggesting that attainment in other areas is catching up and York and North Yorkshire is not maintaining the extent of its lead.

19 Year Old Attainment at Level 2

Percentage of learners reaching Level 2 by age 19 2003/4 and

LSC Area	% of Learners reaching Level 2 by age 19 (by end of 2003/04)	% of Learners reaching Level 2 by age 19 (by end of 2004/05)	Change (2003/04 to 2004/05)
Humber	64.3%	66.2%	1.9%
North Yorkshire	85.1%	87.1%	2.0%
South Yorkshire	58.4%	60.0%	1.6%
West Yorkshire	60.4%	64.1%	3.7%
Yorkshire and the Humber	64.3%	66.8%	2.5%
National	66.8%	69.8%	3.0%

Source: LSC

This table shows 87.1% of 19 year olds reaching Level 2 by the end of 2004/5. This achievement is 20.3 percentage points higher than the regional average (66.8%) and also builds on high levels of success of young people aged 15 achieving 5+ GCSE at grade A* to C. The sub-region's figure is also significantly higher than those seen in The Humber (66.2%), West Yorkshire (64.1%) and in South Yorkshire (60.0%). The trend for Level 2 attainment by age 19 shows that between 2003/4 to 2004/5 there was an increase of 2.5% across the region, with a 2 percentage point increase seen in York and North Yorkshire.

Advancing Together Vision

Yorkshire and Humber will have exceptional education and training, widespread learning and skills, and a healthy labour market without skills gaps or shortages.

In a global environment where knowledge is key to competitiveness, the future prosperity of Yorkshire and Humber is closely linked to the skills and aspirations of people in the region. Through education and learning we will build the skills and capacity, fulfilment, and life chances of our people – from pre-school to post-retirement – for the benefit of individuals, businesses, and the entire region.

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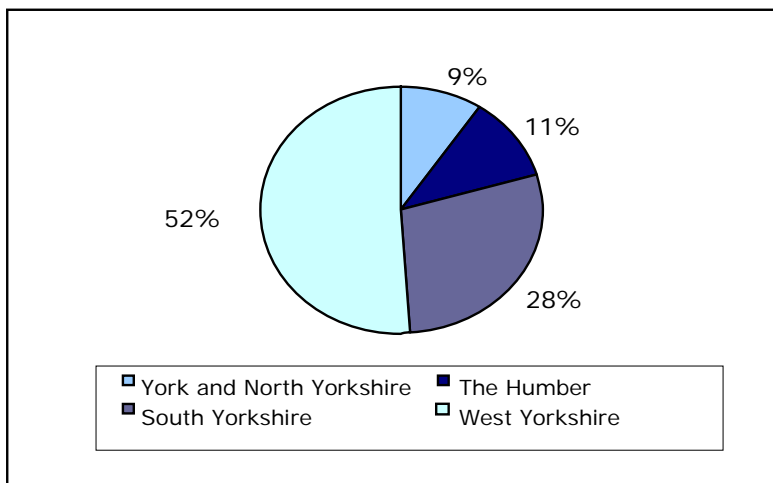
For the full version of Progress in
York and North Yorkshire 2006
please visit:

[http://www.ynypu.org.uk/
Research/PIYNY.stm](http://www.ynypu.org.uk/Research/PIYNY.stm)



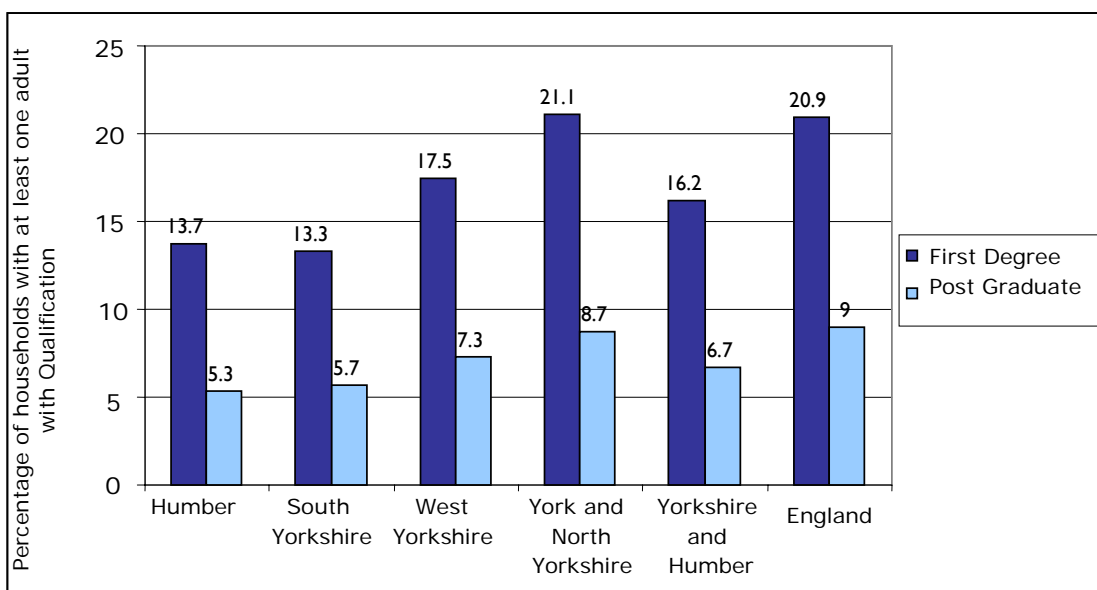
Higher Level Skills

HE Students in Yorkshire and Humber



Source: HESA, 2004

First Degree and Post Graduate qualifications across the sub-regions and region



Source: Acxiom, National Lifestyle Survey, 2004. Acxiom UK Ltd, 2004. All rights in the data contained in this figure belong to Acxiom UK Ltd and may not be used or reproduced without the express permission of Acxiom UK Ltd.

Post 16 Choices

Destinations data for York and North Yorkshire highlights that in 2004, out of a cohort of 8,767, 94% of school students continued in Education, Employment or Training (EET). Ryedale has the highest proportion of school leavers continuing into EET (97.6%) followed by Craven (97.2%) whereas York has the lowest percentage at 92.1%, followed by Scarborough at 93.6%.

A further aspect of the destinations data which is a key priority for organisations such as the LSC, is the 16-18 age group that have left full-time education and are 'Not involved in Employment, Education or Training' – the NEET group. The danger is that these young people could become lost to the world of learning.

In November 2004, across York and North Yorkshire there were around 527 16-18 year olds who fell into this NEET group. The adjacent table shows the proportion of 16-18 year olds who are in the NEET group by district. Sub-regionally 5% of school leavers went into the NEET group, at a local level the highest percentages were in York and Scarborough both with 6% of school leavers entering the NEET group.

High level skills tend to be delivered by the Higher Education (HE) Sector. The Higher Education establishments can be grouped as follows:

- West Yorkshire - University of Leeds, Leeds Metropolitan University, Trinity & All Saints College, University of Huddersfield, University of Bradford
- South Yorkshire - University of Sheffield, Sheffield Hallam University
- York and North Yorkshire - University of York, York St John College
- The Humber - University of Hull

In 2003/04, the sub-region had 18,010 students which equates to 9.5% of the total students from the region. Amongst HE students in York and North Yorkshire 27% or 4,830 were postgraduates, (compared to a regional average of 24%) and 73% or 13,180 were undergraduates (compared to a regional average of 76%).

The Acxiom Lifestyle survey provides data on the first degree and postgraduate qualifications of households across the sub-region. In 2004, 21.1% of households in York and North Yorkshire had at least one adult with a first degree; this is slightly higher than the national average and also exceeds the regional average. The percentage of households with at least one Post Graduate qualification within the sub-region is higher than the regional average but slightly lower than the national average.

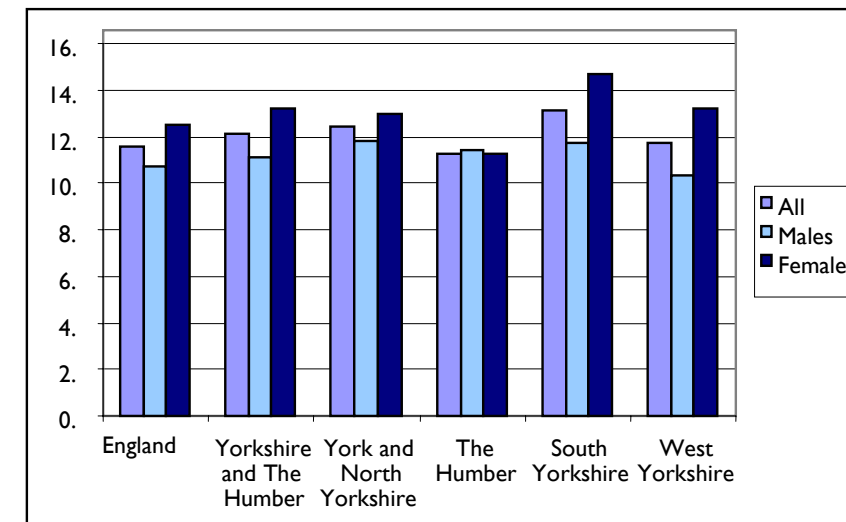
Proportion of the 16-18 age group across the region that are not involved in employment, education or training, November 2004

Area	Destination of School Leavers		
	Into EET (%)	Into NEET (%)	Into Unknown (%)
York and North Yorkshire	94.2	4.6	1.2
Craven	97.2	2.7	0.1
Hambleton	95.3	4.3	0.4
Harrogate	94.0	3.8	2.3
Richmondshire	96.0	3.2	0.9
Ryedale	97.6	2.4	0.0
Scarborough	93.6	5.7	0.7
Selby	94.2	4.7	1.0
York	92.1	5.9	1.9

Source: Guidance Enterprises Destination Report 2004

Work Related Training

Percentage of Working Age Employees Receiving Job-Related Training in the Past Four Weeks, by Gender



Source: Nomis, Annual Population Survey, 2004/05

Results from the Annual Population Survey 2004/05, highlights that 12.4% of York and North Yorkshire employees had received job-related training in the past four weeks. This is slightly higher than the regional and national averages. Gender analysis highlights that a higher percentage of females (13%) undertook training in the sub-region compared to males (11.8%); however both genders experienced an increase from 1999/00. The percentage of females receiving training was slightly lower in York and North Yorkshire than the regional average. Closer local level analysis highlights differences between the districts; from 14.5% in Hambleton to 5.1% in Ryedale. This may relate to the high number of small businesses within the Ryedale district, and corresponds with findings from the National Employer Skills Survey, 2003 which stated that businesses within Ryedale were the least likely to have a training budget whereas establishments in Hambleton are most likely to have such a budget.

Basic Skills

Although the data to the right is some what out of date, it does provide the opportunity to make comparisons of basic skills levels with the region and across the districts. The sub-regional average for both poor literacy (23.2%) and poor numeracy (22.1%) is lower than both the regional and national average. There are an estimated 100,558 people with poor literacy and 96,113 with poor numeracy across the sub-region. At a district level Ryedale and Scarborough have the highest percentage of working age population with poor numeracy or literacy skills.

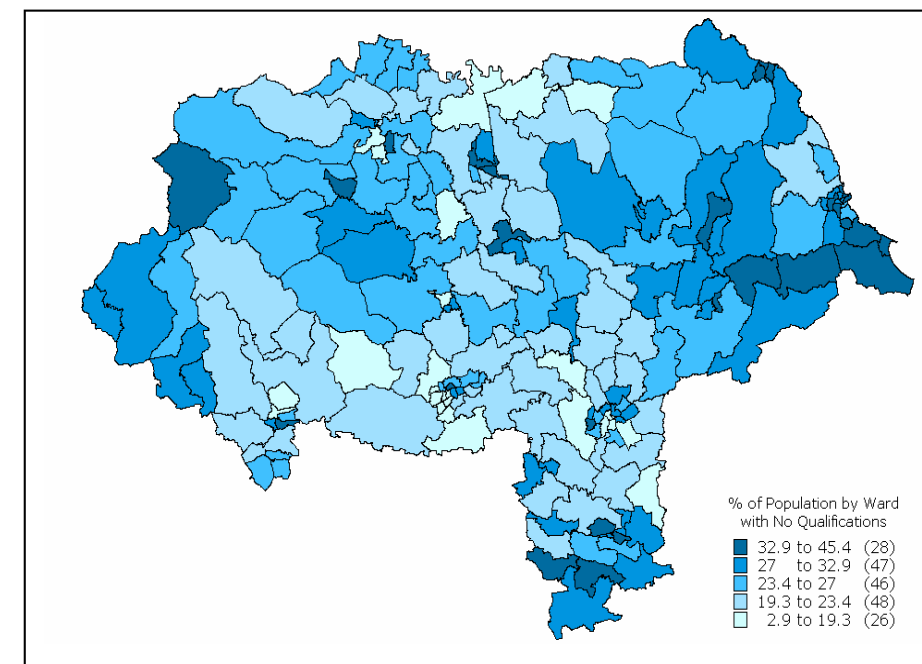
Percentage of Working Age Population (aged 16-60) with Poor Literacy and Numeracy

Area	Poor Literacy (%)	Poor Numeracy (%)
England	24%	24%
Yorkshire and Humber	26.0%	26.6%
York and North Yorkshire	23.2%	22.1%
Craven	25.5%	23.9%
Hambleton	21.8%	20.2%
Harrogate	20.6%	19.2%
Richmondshire	22.3%	19.5%
Ryedale	27.4%	24.4%
Scarborough	26.6%	25.5%
Selby	22.3%	22.1%
York	23.0%	23.3%

Source: Basic Skills Agency, 2001

No Qualifications

Percentage of Population by Ward aged 16-74 with No Qualifications



Source: Census 2001

The adjacent map shows the percentage of population by ward, aged between 16-74 who were recorded in the Census 2001 as having no qualifications. This highlights a concentration of such individuals in the main urban centres of York, Scarborough, Selby and Harrogate and the coastal strip. Sub-regionally, according to the Census 2001, 26% of people aged 16-74 have no qualifications. This is lower than the regional average of 33%.

Nomis, Labour Force survey 2004 provides further data that suggests that in 2003/04, 10.1% of economically active adults within the sub-region had no qualifications. This is lower than the regional percentage of 11.3%; however there has been no change in this figure since 1999/00, whereas each of the other sub-regions has experienced a decrease in this figure.