

### 3 Employment, education and skills training

This priority area is to “encourage and develop participation in quality learning opportunities, and support rural businesses in workforce development”.

#### 3.1 Economic activity and inactivity

The economic activity rates (e.g. those in, or seeking work) in York and North Yorkshire are favourable when compared to the national and regional pictures.

**Table 3-1 Economic Activity rates for the working age population (%’s)<sup>7</sup>**

Area	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	% Change (99/00 - 04/05)
England	79	79	79	79	79	78	-0.6%
Yorkshire and Humber	78	78	77	77	78	78	-0.1%
York and North Yorkshire	81	82	82	82	82	82	1.1%
Craven	84	85	80	84	90	85	1.4%
Hambleton	80	80	84	87	80	84	5.3%
Harrogate	83	83	86	86	85	86	3.1%
Richmondshire	78	79	84	81	84	80	2.8%
Ryedale	89	80	73	84	83	83	-5.9%
Scarborough	77	78	78	73	73	75	-2.1%
Selby	80	83	85	82	81	80	-0.8%
York	80	84	83	82	83	81	1.6%

Source: Office for National Statistics, Local Area Labour Force Survey and Annual Population Survey

Economic inactivity is in essence where people are neither working, nor seeking work. This group can include students, the long term sick, those looking after family / friends and also “discouraged workers”. The table below focuses on such inactivity and is based upon those who are of a working age (men who are 16-65 and women who are 16-60 years old). This shows that whilst a number of districts in the sub region see similar proportions of those who are economically inactive (often around 18-20% of all those of a working age), it is important to consider the extent to which these people: a) want a job, b) don’t want a job and c) the actual numbers of people either of these situations apply to. Key findings (primarily focusing on the rural 80 districts) include:

- Across the whole sub region (including York) nearly 80,000<sup>8</sup> people are economically inactive. Within this, around 15,000 (or around 20% of the economically inactive) state that do actually want a job, with around 65,000 (or around 80%) not wanting a job
- Based on the latest data, the highest levels of economic inactivity are seen in Hambleton, Richmondshire and Selby (all around 19-20%), with the proportion of economic inactivity being marginally lower in Craven and Ryedale
- Of all the rural 80 districts, it is Craven (41%) which sees the highest proportion of the economically inactive who want a job (with 59% who do not want a job). This is some way in excess of the other rural 80 districts, with Richmondshire being next with 25% who want a job.

<sup>7</sup> Which is effectively 16-65 for men and 16-60 for women

<sup>8</sup> The fact that data for Ryedale is suppressed does however affect these figures

**York and North Yorkshire Rural Evidence Base 2007: Main report  
Employment, education and skills training**

**Table 3-2 Economic inactivity rates: April 05-March 06 (working age)**

District	% of Working Age Population Economically Inactive		Do Want a Job			Do Not Want a Job		
	Number	%	Number	% of all working age	% of Inactive	Number	% of all working age	% of Inactive
Craven	4,900	15.9	2,000	6.5	40.9	2,900	9.4	59.1
Hambleton	9,900	19.6	1,300	2.6	13.5	8,600	16.9	86.5
Harrogate	11,900	13.0	1,100	1.3	9.6	10,800	11.8	90.4
Richmondshire	5,200	18.9	1,300	4.6	24.6	3,900	14.2	75.4
Ryedale	4,700	16.3	!	!	!	4,000	14.1	86.7
Scarborough	11,400	18.6	3,100	5	27.1	8,300	13.6	72.9
Selby	9,700	19.9	1,700	3.4	17	8,100	16.5	83.0
York	21,600	19.0	4,000	3.5	18.6	17,600	15.5	81.4

Source: Office for National Statistics, Annual Population Survey ! means data has been suppressed

It is not possible to conduct any analysis of economic activity / inactivity by age at a sub regional or district level. A Rural Economies of Yorkshire and Humber report by DTZ Pida Consulting (July 2004) does however examine this issue at a regional level and considers any key rural and urban differences. Overall it finds that those in rural areas are more likely to be economically active than their rural counterparts. This includes those who are 50 to retirement age, although economic activity is in the region of 30% in rural areas. The exception to this is seen for 16-19 year olds.

### **3.2 Employment change**

Within the rural communities section of the report there is detailed information in relation to unemployment and incapacity claimants. In terms of unemployment, it can however be summarised that whilst some districts have recently experienced their highest rates and volumes for some years, the proportion of claimants in rural districts is relatively low.

The rural business development chapter also features information such as the business base and forecasts for future employment. The table below shows that within the rural 80 areas there have been notable increases in employment and since 2000 Richmondshire, Craven and particularly Selby see the largest proportional increases.

**Table 3-3 Employment change**

Area	Total employment		% change
	1996	2004	
York and North Yorkshire	278,086	327,594	18%
Craven	20,616	24,455	19%
Hambleton	32,757	36,926	13%
Harrogate	53,178	64,214	21%
Richmondshire	11,666	14,093	21%
Ryedale	18,873	21,472	14%
Scarborough	37,722	39,244	4%
Selby	19,127	26,722	40%

Source: 2006 SEA (from the Annual Business Inquiry 2004)

Based on volumes, since 1999 employment growth in the rural districts has tended to be higher in full time, rather than part time jobs. A notable exception to this is that in proportion terms Craven (12.7%) has seen some notable growth in part time jobs. The Women in Rural Areas Fact Sheet, Commission for Rural Communities, (September 2006) also highlights that nationally around a third of self-employed people in rural areas are women. Although women account for 21% of full-time self-employed people, nearly two thirds (62%) of part-time self-employed people are women. It is also the case that nearly half of women entering self-employment had previously been economically inactive.

Other chapters in the document, including rural communities and housing include information which is also relevant, including in relation to earnings and household income.

### **3.3 Educational performance – 19 year olds and younger**

Much of the educational performance in the sub region and also for rural districts remains favourable when compared to other geographies, e.g. regionally and nationally (and for this reason to avoid repetition such comparisons are limited within this chapter<sup>9</sup>). In addition, although locally (e.g. at a district level) trends may not be as positive as is seen elsewhere, York and North Yorkshire does however see a strong starting point. The 2004 Indices of Deprivation do however highlight “pockets” of relative poor performance in regard to education, which are often in and around urban areas, such as York, Harrogate and Scarborough.

#### **Attainment at Key Stage 2 (level 4 and above): 1997/98 – 2004/05**

The national curriculum details at what age children are expected to attain a certain level of achievement in each subject. Key stage 2 (KS2) is a national standard for primary school pupils.

For English, performance in the rural districts continues to improve and outperform the mixed areas of York and Scarborough. It is Hambleton (87%) which sees the highest figure, with Richmondshire (83%) seeing the lowest. For Maths the picture is similar to this in the fact that overall performance is good, but there are variances within the districts, ranging from 76% in Richmondshire to 83% in Craven. Improvement in Ryedale, (19%), was particularly strong, yet slowest in Richmondshire, Hambleton and Selby.

**Table 3-4 Proportion achieving level 4 and above (end of key stage 2): 2005**

Area	English (%)	% change since 97	Maths (%)	% change since 97
Craven	84	13.5	83	15.3
Hambleton	87	20.8	79	8.2
Harrogate	85	11.8	82	12.3
Richmondshire	83	18.6	76	7.0
Ryedale	84	18.3	82	18.8
Scarborough	75	7.1	75	10.3
Selby	84	21.7	79	9.7
York	81	17.4	78	14.7

Source: 2006 SEA

---

<sup>9</sup> Due to the volume of information, value added measures which can allow schools and areas with different intakes to be compared against each other “more fairly” are also included in the SEA, but not in this document

## **York and North Yorkshire Rural Evidence Base 2007: Main report Employment, education and skills training**

Key stage 3 (in relation to 11-14 year olds teaching and learning) is not featured in any detail in this chapter. As is the case with the other measures, since 1998/99 North Yorkshire sees a positive trend - in this case the measures being English, Maths and Science. In 2005 the sub region also “performs well” in comparison to the national and regional picture and provides the basis for good GCSE results.

### **GCSE achievement: level 2**

In 2004/2005 the proportion achieving 5 A\*-C grades (62.4%) in the North Yorkshire Local Authority (LA) was not only considerably above the national average, but was the 14th best LA performance in England (by comparison York achieved 59.8%). The proportion of pupils leaving secondary education with no GCSE passes (2.5%) is also below the England average.

**Table 3-5 Change in GCSE/GNVQ achievement 1998/99 – 2004/05 (5 + A\* - C)**

Area	1998/99 %	2004/05 %	Improvement from 98/99 to 04/05	No Qualifications 2004/05
England	46.5	54.7	8.2	4.1
Yorkshire and Humber	41.0	51.2	10.2	4.8
York and North Yorkshire	55.0	61.9	6.9	2.5
York	52.6	59.8	7.2	2.5
North Yorkshire	57.4	62.4	5.0	2.5

Source: Department for Education and Skills, GCSE and Equivalent Results 2004/05, DfES (Jan 2006)

Richmondshire is the only rural 80 district not to exceed the England average, with the remaining four districts within a range of 62%-65%. Although not shown in the table below, Selby showed a 27% increase over this period.

**Table 3-6 GCSE/GNVQ achievement: 2004/05 (5 + A\* - C)<sup>10</sup>**

Area	% 5 A*-C
Craven	62.9
Hambleton	65.3
Harrogate	71.3
Richmondshire	53.7
Ryedale	61.7
Scarborough	50.2
Selby	63.9
York	59.8

Source: 2006 SEA

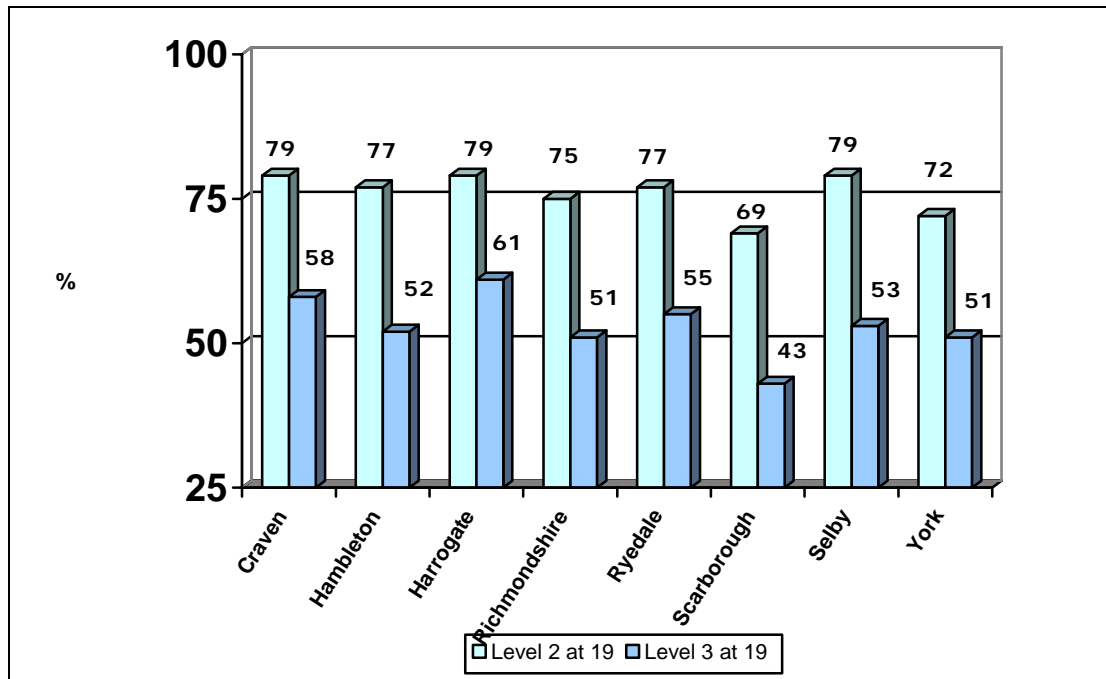
### **AS/A Levels**

The average GCE/VCE A/AS point scores of 16-18 year olds for North Yorkshire was 295, with York achieving 291. This performance in the sub region is better than is seen nationally (278) and regionally (271). All such figures are based on a scoring system of A=120; B=100; C=80; D=60; E=40 points, etc.

<sup>10</sup> The SEA also includes further information, e.g. in relation to ethnicity and gender

New measures have recently been developed which at a local authority level show the percentage achieving the Level 2 (e.g. "5+A-C GCSEs") and level 3 ("A level") thresholds by the age of 19. For level 2 by 19, performance in the rural 80 districts is significantly high, particularly when compared to York and Scarborough. This is generally the case in terms of the proportion of young people who reach Level 3 by age 19, although in relative terms notably lower performance is seen in the rural 80 districts of Hambleton, Richmondshire and Selby.

**Figure 3-1 Level 2 and performance at 19: 2004-2005**



Source: Learning and Skills Council (LSC) level 2 and 3 report

There is a need to consider provision and performance in schools in relation to the current and future needs of the economy, e.g. in relation to high growth / creative and science related industries. There is also a link / opportunities here to the role specialised diplomas<sup>11</sup> will play.

### **3.4 Not in education, employment or training (NEET)**

Connexions record the number of year 11 school leavers who are then in education, employment or training (EET) and conversely those who are not in education, employment, or training (NEET). The figures below are a snapshot of this information as taken at the end of December 2006.

The data shows that the proportion of school leavers in the NEET group, even in rural areas, varies between the districts. The highest percentages for the NEET group are seen in Richmondshire (4.47%), Hambleton (4.21%) and Selby (4.06%), with this being marginally less in Ryedale (3.48%). By comparison, the figure is 1.58% in Craven and 3.91% in York.

<sup>11</sup> This is a new qualification to recognise achievement at ages 14 to 19. It will combine practical skill development with theoretical and technical understanding and knowledge.

**Table 3-7 EET and NEET data: December 2006**

Area	EET		NEET	
	Number	%	Number	%
York and North Yorkshire	24,057	96.62%	841	3.76%
Craven	2,557	98.42%	41	1.58%
Hambleton	2,357	95.77%	104	4.21%
Harrogate	4,700	96.41%	175	3.60%
Richmondshire	798	95.57%	37	4.47%
Ryedale	992	96.50%	36	3.48%
Scarborough	3,554	95.36%	173	4.65%
Selby	2,478	95.93%	105	4.06%
York	6,622	96.10%	269	3.91%

Source: Connexions York and North Yorkshire performance tracker reports. Note – the York and North Yorkshire total include a small number where the district is recorded as “other”

Although not shown here, Connexions also examine those who are specifically in learning (e.g. those in full time, work related learning, etc). The majority of the rural 80 districts see figures for those in learning which are between 1.5 – 5% percentage points less than is seen for York (80%) - Richmondshire being the exception (which is below 66%).

### **3.5 Graduates / under graduates in North Yorkshire**

Whilst there is useful information included in the 2006 Progress in the Region in relation to graduates / under graduates in the region, this is an area which would greatly benefit from further research, particularly in terms of a rural evidence base.

Using data provided by Yorkshire Forward (sourced from dfes) it is however possible to consider the number of 18-20 year old full time and part time entrants to HE institutions who are from North Yorkshire. Such figures should however be considered in relation to the population sizes in each area, with perhaps in Richmondshire, Ryedale, Scarborough and Selby where further investigations could take place as in proportion terms (of the 18-20 year old population) entry into HE may be lower. This initial finding should however be viewed with some caution, with a need to also consider progression routes and the learning opportunities available to young people which affect entry into HE.

The table below focuses on the volumes of people entering HE institutions by district.

**Table 3-8 - Full time and part time Entrants aged 18 to 20 at HE institutions**

	Full Time Entrants			Part Time Entrants		
	1999/2000	2004/05	Difference	1999/2000	2004/05	Difference
Craven	245	280	35	10	0	-10
Hambleton	510	450	-60	10	10	0
Harrogate	770	825	55	25	5	-20
Richmondshire	190	190	0	–	10	N/A
Ryedale	200	215	15	–	5	N/A
Scarborough	445	410	-35	5	15	10
Selby	300	330	30	15	10	-5
North Yorkshire	2,655	2,700	45	60	55	-5
Yorkshire and Humber	17,220	18,920	1,700	735	485	-250
England	19,8970	218,185	19,215	6,345	6,325	-20

Source: DFES

The Yorkshire Universities have also produced a “Three Years On... A Survey of the Early Career Paths of the Graduates of 2002 report” (May 2006), which for this purpose has been summarised by Yorkshire Forward. This work includes 23 separate comments from respondents who lived in the North Yorkshire sub-region in relation to aspects of Yorkshire they liked. Most indicated that it was a pleasant and friendly place to live and that it was inexpensive. Some positive comments were also put forward in relation to the attractive countryside of the region and the fact that family and friends were close by. The availability of good housing, excellent transport links were also mentioned as advantages. Disadvantages of the region included the perceived limited employment opportunities, yet the high cost of housing and rented accommodation also then gives a contrasting view.

### **3.6 Adult qualifications**

Due to relatively small sample sizes in some local authorities, data from the Annual Population Survey should be viewed with some caution. Having said this, the table below highlights qualifications at all levels of those of a working age. This includes the rural districts, with Hambleton and Ryedale seeing relatively high proportions with level 4+ qualifications. Conversely the figures are lower in Craven and Selby. Craven also sees the highest proportion of any district of those with no qualifications.

**Table 3-9 % of working age population by qualification type (%’s), 2005**

<b>Area</b>	<b>with NVQ4</b>	<b>NVQ3 only</b>	<b>Apprenticeships</b>	<b>NVQ2 Only</b>	<b>NVQ1 Only</b>	<b>Other</b>	<b>No Quals</b>	<b>Total</b>
Craven	21.4	20.2	9.3	15.2	14.2	4.1	15.6	100
Hambleton	29.3	19.4	5.4	18.9	15.1	4.0	8.0	100
Harrogate	31.0	17.5	4.6	14.8	14.0	10.4	7.8	100
Richmondshire	25.4	25.3	6.0	16.7	16.3	3.5	6.8	100
Ryedale	33.2	14.2	4.3	19.2	11.9	6.4	10.6	100
Scarborough	22.7	14.0	7.5	18.6	17.9	3.9	15.4	100
Selby	19.8	12.9	10.8	21.2	18.6	4.0	12.8	100
York	38.2	16.2	4.9	15.5	11.1	4.5	9.6	100

Source: Nomis, Annual Population Survey

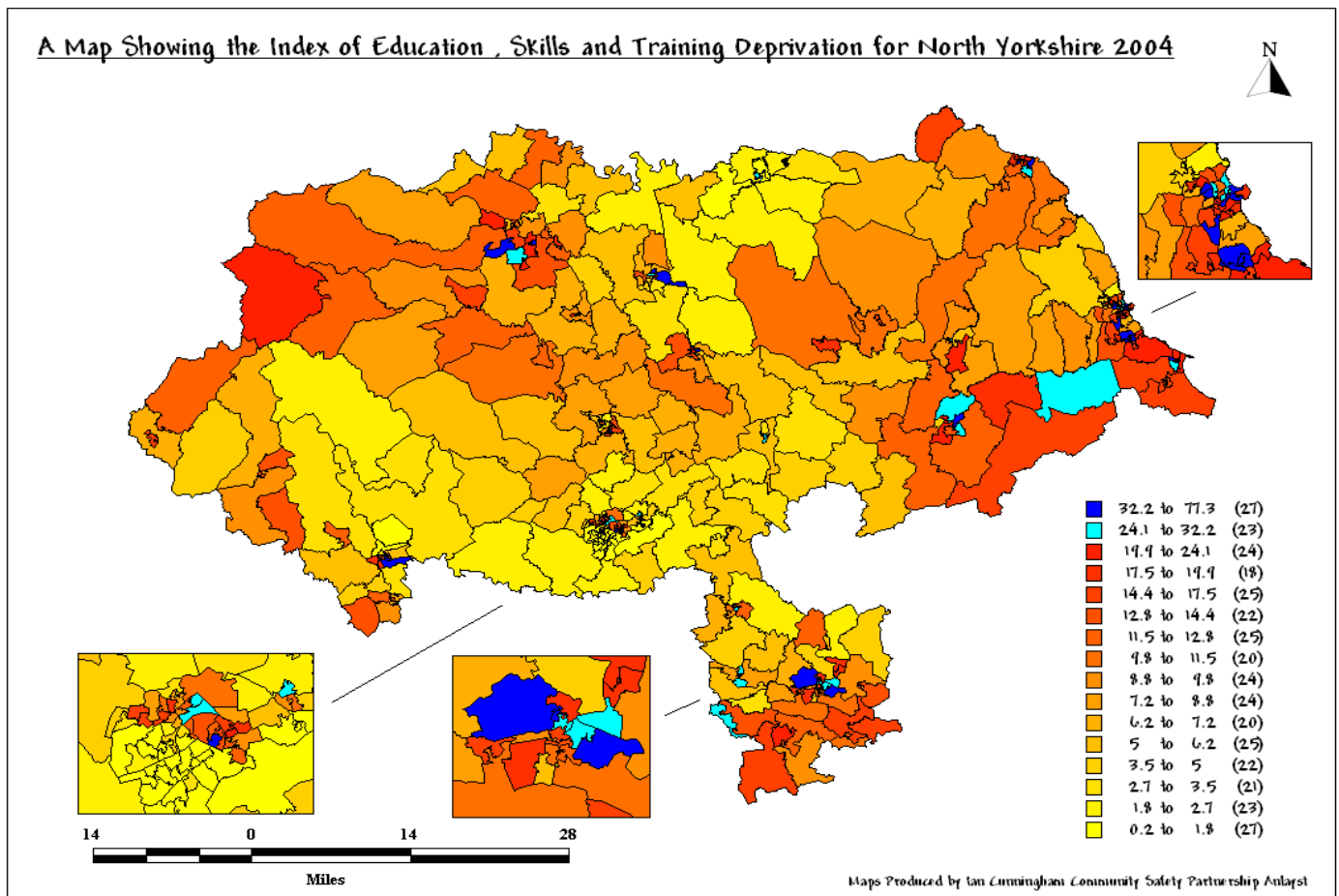
Comparing findings across a number of the measures above, the qualification levels achieved by adults do not seem to “match” those seen for children / young adults.

#### **Education performance / qualification levels at a more detailed level**

A need was also identified to consider education performance / qualification levels at a more detailed level. The first map below shows findings from the 2004 Indices of Deprivation. This considers education, skills and training deprivation, thus combining a number of such measures at an SOA level<sup>12</sup>. The findings are based on an overall rating, which in essence means a higher score shows a more negative picture. A further map then considers the proportion of the adult population (16-74 years old) who at the time of the 2001 Census did not have any qualifications.

<sup>12</sup> The map being produced by Ian Cunningham – Community Safety Partnership Analyst

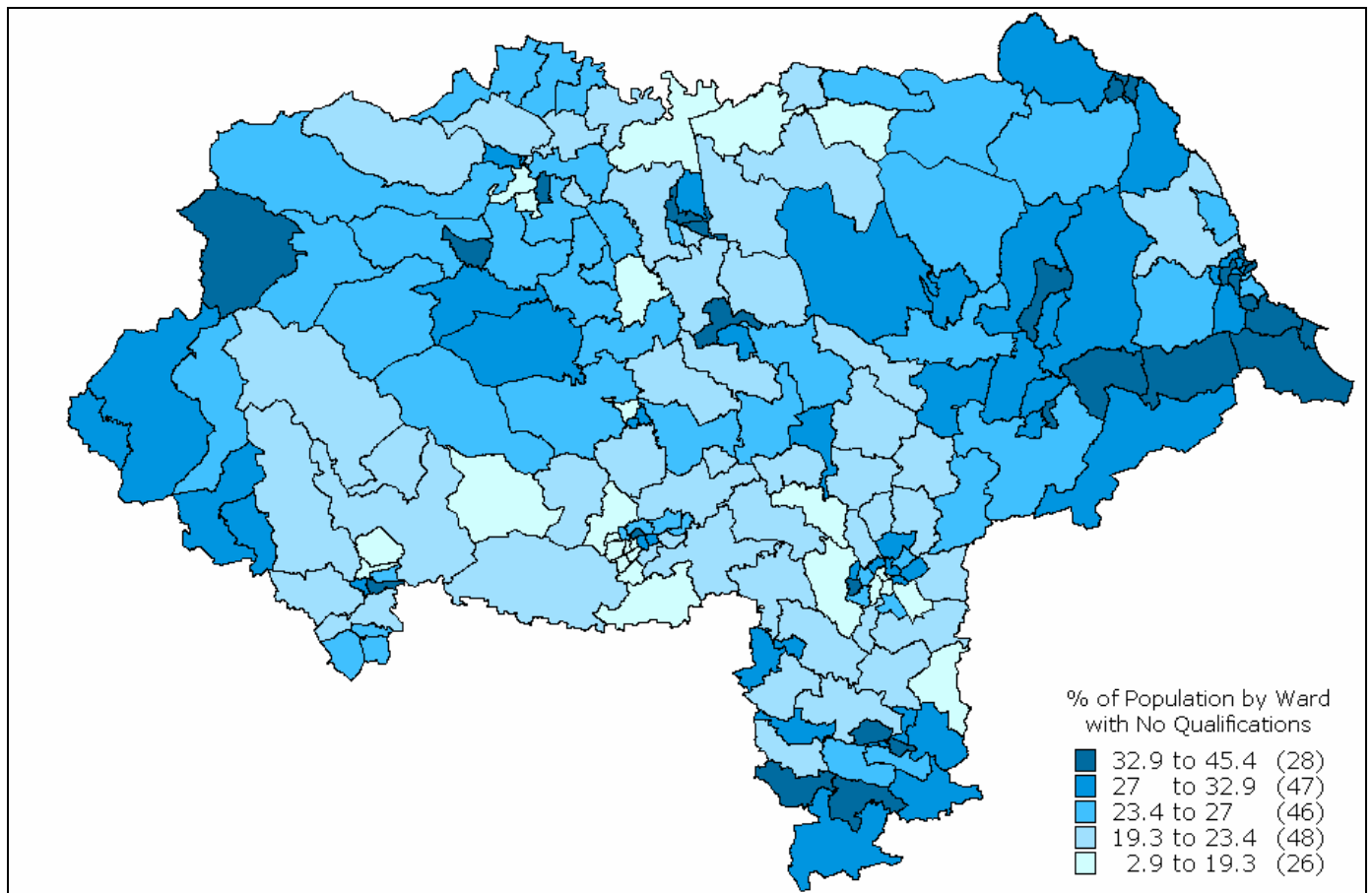
Figure 3-2 Education, skills and training deprivation 2004 for the sub region



Any such maps and also those also included later in the report (particularly in the rural communities chapter) begin to suggest geographical areas which can be considered as priorities for any actions. These include:

- Ryedale wolds to Filey / east of the county
- South Selby
- Richmond / Catterick and across the uplands
- Moors and coastal, particularly around Whitby.

**Figure 3-3 Percentage of Population by Ward aged 16-74 with No Qualifications**



Source: Census 2001

### **3.7 Skills for life**

The sub regions' Skills for Life Strategy aims to support those needing to improve their everyday functional maths and English. The target in the sub region to 2004 was met (8,634 qualifications), with the aim to achieve a total of 16,123 by July 2007. No data has been analysed at a district level.

Such figures should be considered in relation to not only the above qualification levels, but also Basic Skills Agency data which highlights around 75,000 people in the county of North Yorkshire have basic skills needs in literacy and nearly as many in relation to numeracy. In relative terms the poorest levels of literacy were seen in the rural 80 districts of Craven and Ryedale and the mixed area of Scarborough, with a similar picture also being seen in relation to numeracy. This is however considered to be an area where there is a lack of detailed information / research available.

**Table 3-10 Proportion of the population with poor literacy and numeracy (2003)**

Area	Literacy	Numeracy
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
York and North Yorkshire	23.2	22.1

Source: Basic Skills Agency: 2003

It has also been put forward that The Train to Gain programme offers opportunities to rural businesses, particularly to those with employees who have skills for life needs and / or have not achieved a full level 2 qualification. There is also a need to raise the “learning aspirations” of individuals and ensure they understand the benefits of (life-long) learning. This is especially true in districts where up to a quarter of people have no qualifications.

### **3.8 Skills Gaps and training**

From the National Employer Skills Survey (NESS) conducted in 2005, employers perceived that around 21,000 employees in the sub region do not have the skills required to be fully proficient in their current job (which is referred to hereon as a skills gap).

Based on employers’ perceptions, in relative terms skills gaps appear to be less of an issue in Ryedale and Richmondshire. It is the mixed areas of York, Scarborough and Harrogate which tend to have the largest proportions of establishments reporting any skills gaps (and also the highest volumes of employees with skills gaps). The 80 rural districts of Craven and Hambleton also seem to be experiencing such problems<sup>13</sup>, which may be due to a number of factors, including the need for higher level skills.

**Table 3-11 Establishments with skills gaps**

District	Number of skills gaps	% of establishments with a skills gap
Craven	1,561	17.3
Hambleton	3,026	19.9
Harrogate	3,426	17.8
Richmondshire	967	16.7
Ryedale	1,354	14.0
Scarborough	2,232	22.2
Selby	1,109	14.7
York	7,247	22.5

LSC Key facts leaflet 2006

<sup>13</sup> Although the survey cannot be used at a district level to identify which particular industries are experiencing such problems

## **York and North Yorkshire Rural Evidence Base 2007: Main report Employment, education and skills training**

The proportion of employers providing training to their staff tends to be higher in the mixed districts and lower in rural areas (especially in Hambleton, Richmondshire and Ryedale). All such findings must be considered against other factors (e.g. nationally highly skilled workers are more likely to receive training and North Yorkshire has a high incidence of many industries which are less likely to provide training). It is particularly important to note that rural areas see a high incidence of Small and Medium Enterprises (SMEs) and agricultural businesses which are less likely to offer training.

**Table 3-12 % of establishments training over last 12 months**

Area	% of establishments training staff over last 12 months
Craven	61
Hambleton	57
Harrogate	63
Richmondshire	55
Ryedale	58
Scarborough	62
Selby	61
York	70
York and North Yorkshire	62
Yorkshire and Humber	64

Source: National Employers Skills Survey 2005, District reports June 2006 (LSC)

The Annual Population Survey also reports that in relation to rural districts, the proportion who received training in the last four weeks is highest in Ryedale and Selby (around 15%), yet below 10% in the remaining three rural 80 districts.

Again from NESS 2005, the most commonly cited skill in which employees in York and North Yorkshire have skills gaps is technical, practical and job specific skills<sup>14</sup>. Over half of employers also mentioned customer handling skills, which are particularly important to the sub region's tourism sector. As employers were permitted to give more than one response, the figures total more than 100%.

**Table 3-13 Specific skills deficiencies**

Skills Deficiencies	Percentage
Technical, practical or job-specific skills <sup>15</sup>	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 (LSC)

<sup>14</sup> The sample of the survey is not sufficient as to allow such analysis at a district level

<sup>15</sup> It is not possible to provide any further details on the specific types of technical skills lacking

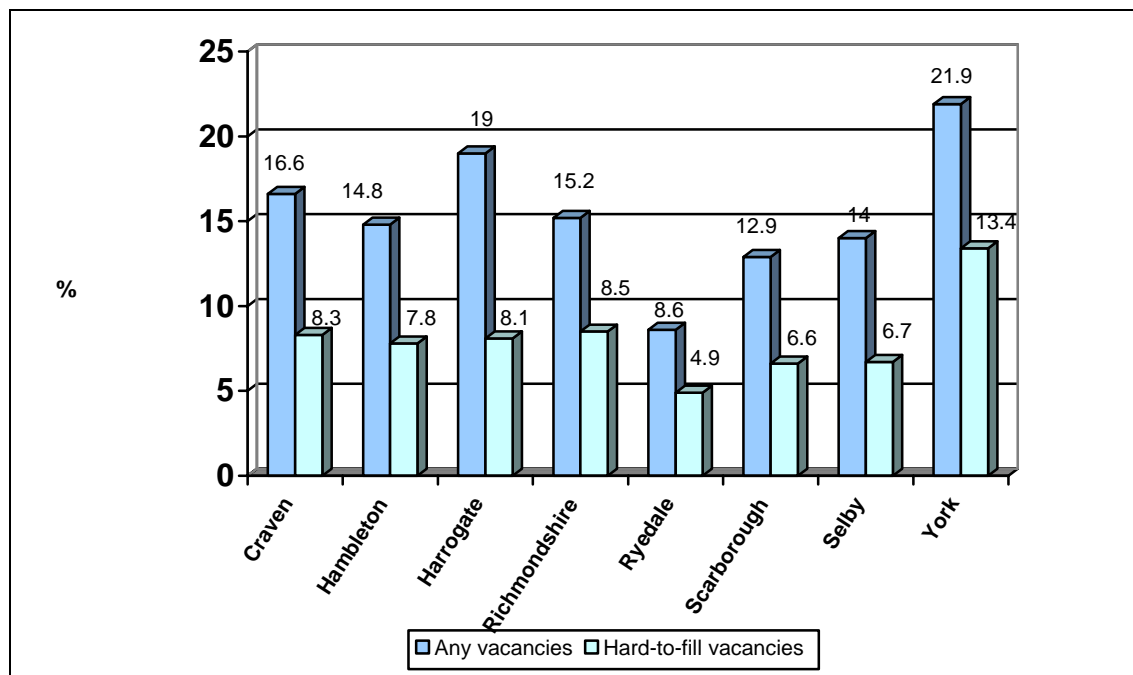
The 2006 SEA also reports the issue around lack of suitable courses in the locality is most prevalent in Richmondshire, Ryedale and Craven. Districts such as Richmondshire and Hambleton do not have a dedicated FE college, although there are many other training providers who operate in the area. In rural areas there is often a lack of Work Based Learning provision and a need to broaden the curriculum to reduce gaps in provision.

Further information in relation to Workforce Skills can be found in chapter 3: Skilled People Benefiting Business of the 2006 SEA. There is also analysis in relation to access to schools and travel to learn patterns of adult Further Education learners within the Access to Services chapter of this report.

### 3.9 Vacancies

The NESS 2005 also reports that Ryedale (8.6%) sees a significantly lower proportion of establishments with any vacancies, with the remaining rural 80 districts percentages being within a range of 14.0% - 16.6%. In relation to the proportion of vacancies which are due to skills shortages (i.e. where the applicant does not have the right skills, qualifications or experience), the mixed areas of York and Harrogate see the greatest problems. Selby (18.7%) sees the lowest figure of the rural districts, with Richmondshire the highest (28.0%).

**Figure 3-4 Establishments with vacancies**



Source: National Employers Skills Survey 2005, District reports June 2006

### ***3.10 Conclusions and policy implications***

So, to summarise the key findings:

- The rural areas of North Yorkshire have high levels of economic activity, with employment levels having increased significantly in recent years
- Of those who are economically inactive, with the exception of Craven there appears to be a significant proportion who do not want a job. There is a need to understand the reasons for this and also to investigate any varying levels of economic activity by age and by geographical area
- Overall educational performance of children and young adults (i.e. up to and including GCSEs and A levels) in the sub region is very good
- The qualification levels achieved by adults do not however match that seen for children / young adults
- Particularly in Richmondshire, there is a need to consider relatively high proportions of young adults in rural areas who are in employment without training / not in learning
- Skills for life and the proportion of people with no qualifications is an issue in some rural areas
- The current level of vacancies and skills gaps in rural areas seem less than in the sub region's (more) urban areas. These however may still be having an impact on rural economies. There is also a need to consider the role of migrant workers, particularly for jobs in industries where vacancies and skills shortages are apparent
- There is a need to conduct further analysis of skills gaps, e.g. by industry which will help identify why in relative terms the sub region is experiencing particular problems. The health and tourism sectors (which also see significant levels of employment) are known to be experiencing problems here.