SEMLEP

South East Midlands
Local Enterprise Partnership

European Union
European
Social Fund

2017 European Social Fund Programme

Data refresh

26 April 2017

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1 Executive summary

In 2015, South East Midlands Local Enterprise Partnership [SEMLEP] developed their ESIF Strategy and the Strategic Economic Plan [SEP]. SEMLEP are working with stakeholders to identify and scope priorities for the next stage of the European Social Fund [ESF] programme. The purpose of this document is to better understand the current situation across all thirteen Local Authorities within SEMLEP and to identify gaps in current social provision.

The information gathered for this report comes largely but not exclusively from

- The Office of National Statistics [ONS]: including the annual population survey.
- The Department of Work and Pensions [DWP]: including benefit claimants' statistics.
- The Department for Communities and Local Government: Indices of Deprivation.

The key observation from this study is that the **overall trends in the SEMLEP area are improving and in most areas of study, match or exceed national averages.**

- Job densities are at or exceed the economic activity levels in many areas.
- Employment rates in almost every category is up over the three-year period studied including among 50-64-year-olds, ethnic minority males and disabled.
- Substance Abuse is encouragingly showing a downward trend

Areas of opportunity/challenge

1. The proximity of the employment density to economic activity suggests pending labour supply problems for maintained area growth. This is a growing UK concern and has also been seen already in the United States. The influx of future foreign labour is unlikely due to Brexit therefore optimising the current labour pool needs greatest attention.
    - Economic inactivity among women is over 10 points higher than men.
    - Employment rates amongst ethnic females is *decreasing* in SEMLEP [section 6.4.1 & 6.4.4] contrary to UK trends.
    - Disabled employment rates are running 20% lower than non-disabled employment. There is an opportunity to develop a training programme to help disabled people back into work [section 6.4.5].
    - Youth wellbeing is a cause for concern [section 6.4.2]. Economic activity among 20-24-year-olds [27.3%] is 7 points higher than the working age population average [19.6%] and increased 8 points over the three years studied.
    - There will be a need to develop a flexible education and training programmes for all skill levels [section 6.3]. These training programmes will need to be flexible and allow for academic as well as work based qualifications.

2. Whilst almost every employment statistic is stronger, there are social concerns outside the job figures.
    - The number of people claiming ESA benefits for 2 years or more is increasing.
    - There is a large divide in benefits claims between the primarily rural and primarily urban local authorities. The imbalance is still clear even when the data is population weighted.
    - The IMD sites housing and access to services as a deprivation issue across 11 of 13 local authorities. This is also seen in a dramatic rise in the

homelessness rate increase across SEMLEP, which surpasses that of London over the previous six years [section 6.4.6].

3. Again, the IMD study suggests that SEMLEP urban local authorities have made some progress but continue to have concerns in the index of Crime and Disorder'. Looking at the Ministry of Justice's re-offenders profile it is evident that the most important work is to prevent young males from becoming criminally active. [section 6.4.8]

2 Methodology

In 2015, South East Midlands Local Enterprise Partnership [SEMLEP] developed their ESIF Strategy and the Strategic Economic Plan [SEP] setting out local priorities supported by a Social Inclusion Strategy and Rural Plan. The ESIF Strategy was detailed and an Implementation Plan covering the first half of the 2014-2020 ESIF programme was published.

SEMLEP are working with stakeholders to identify and scope priorities for the next stage of the European Social Fund [ESF] programme. Delays in the launch of the programme make it important to ensure that future calls are strategic and respond to a clearly defined need. The purpose of this document is to better understand the current situation across all thirteen Local Authorities within SEMLEP and to identify gaps in current social provision.

SEMLEP has published the ESF Project Directory 2014-2017 providing an overview of all the projects contracted during the first half of the European Programme, both in the 'historical' SEMLEP and the 'historical' Northamptonshire Enterprise Partnership [NEP] Areas. It also provides details of what has been delivered by which providers in every single local authority of the SEMLEP Area.

In April 2017, the Local Enterprise Partnerships [LEPs] of South East Midlands and Northamptonshire merged forming an area of thirteen Local Authorities compared to SEMLEP's previous eleven. NOMIS queries as of 1st April 2017 began reflecting these changes. While any reference to SEMLEP in this document relates to this new profile, we frequently use the term 17 SEMLEP to clarify this information versus queries prior to April 1.

The information gathered for this report comes from various sources with each table referenced. Data is the most recent available from each source based on reporting frequency and comes primarily from:

- The Office of National Statistics [ONS]: including the annual population survey.
- The Department of Work and Pensions [DWP]: including benefit claimants' statistics.
- The Department for Communities and Local Government: Indices of Deprivation.

Other reports referenced include:

- 2015 SEMLEP Business Survey
- SEMLEP ESF Project Directory 2014-17 [2017]
- The Future of Work, Jobs and Skills 2030

- Women's Business Council's Progress Report [2016]
- 'The Longitudinal Study of Young People' DoE [2011]
- Princes Trust Youth Index [2017]
- NHS Statistics on drugs misuse - England, [2017]
- Homeless DCLG Rough Sleeping Returns Annual Report [January 2017]
- Offenders and Re-offending Ministry of Justice [September 2016]

All of the graphs contained within this document are augmented by numeric tables using the same number in the appendix, section 8.2.

3 SEMLEP Demographics

To illustrate the differing area demography and to aid comparison of local area graphs and tables are organised into the largely rural areas of

- Aylesbury Vale,
- Central Bedfordshire,
- Cherwell,
- Daventry,
- East Northamptonshire,
- South Northamptonshire.

and the predominantly urban areas of

- Bedford,
- Corby,
- Kettering,
- Milton Keynes,
- Northampton
- Wellingborough.

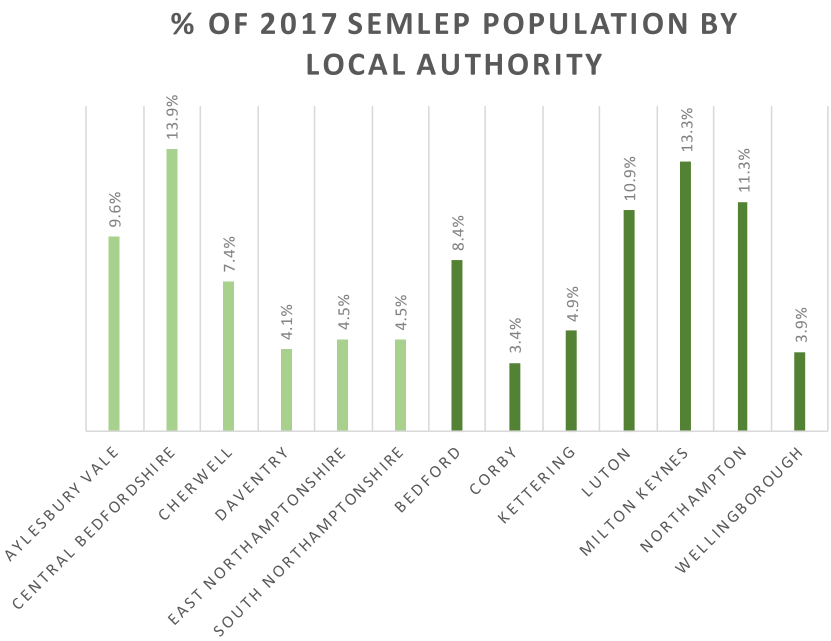


Figure 3.0.1: Relative % of SEMLEP 17 by Local Authority.[1]

Figures 3.0.1 compares local authority area as a proportion or percentage of the total SEMLEP population. SEMLEP's population is fairly well balances with 55% in predominantly urban areas as opposed to 45% in predominantly rural districts.

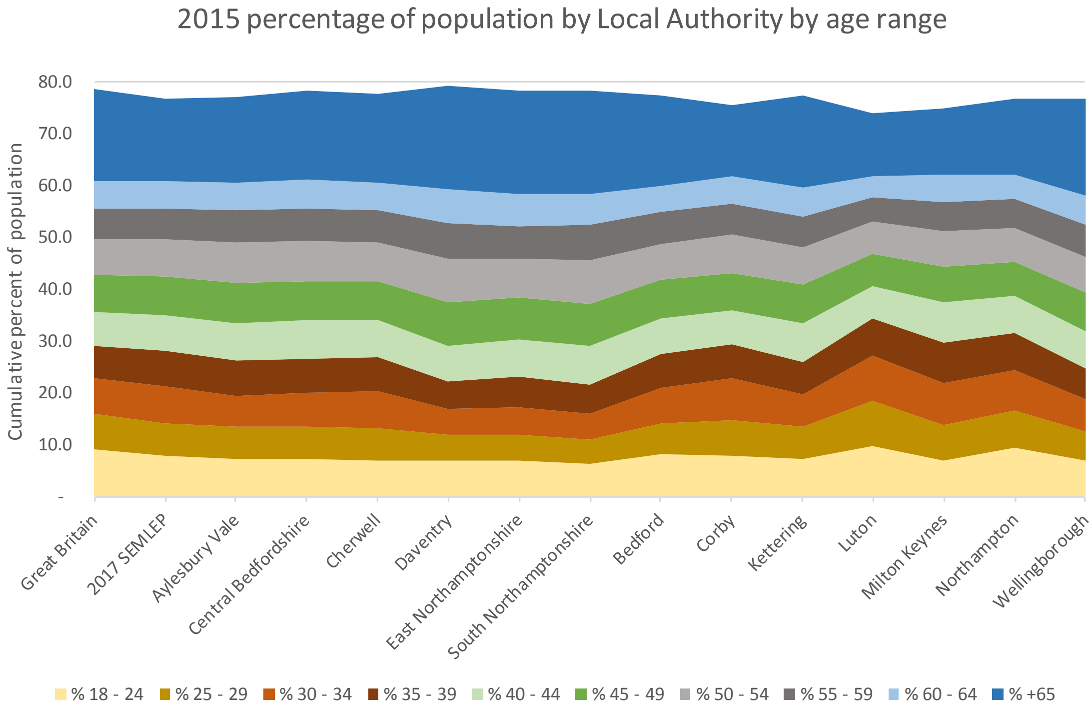


Figure 3.0.2: Cumulative % of each Local Authority area by age range.[1]

Figure 3.0.2 represents the SEMLEP population by age range. The UK average shows that nearly 80% of the population are of working age with SEMLEP showing a similar trend. The purpose of this graph was to explore whether there were any peaks or troughs in the data as seen in a baby boom or significant aging population. As the graph shows the age bands are roughly proportionate at around 7% for each grouping with Luton and Northampton showing a slightly higher demographic in the lower age bands.

4 ESF Provision 2014-2017

For the first half of the Programme the pre-2017 SEMLEP has committed over £20m of ESF [equivalent to approximately 61% of the full Programme]. Of these,

- £7.2m are funding projects that can provide skills training to the workforce at all levels; supporting those at risk of redundancy and apprenticeships services.
- £1.35m will support young people who are [NEETS] or who are at risk of becoming NEETs.
- £5m are funding projects helping the long-term unemployed and the economically inactive into work.
- Over £3.1 m are funding social inclusion projects including ESF Community Grants for small Voluntary organisations, the Big Lottery Programme and Open Calls projects.
- £4m have been split equally between Corby and Luton to implement Community Led Local Development. The local authorities are the accountable bodies for Community Led Local Development Initiatives, however, the strategy and implementation phases of CLLD are to be overseen by a Local Action Group comprising equal representation of private, public and voluntary sector partners.

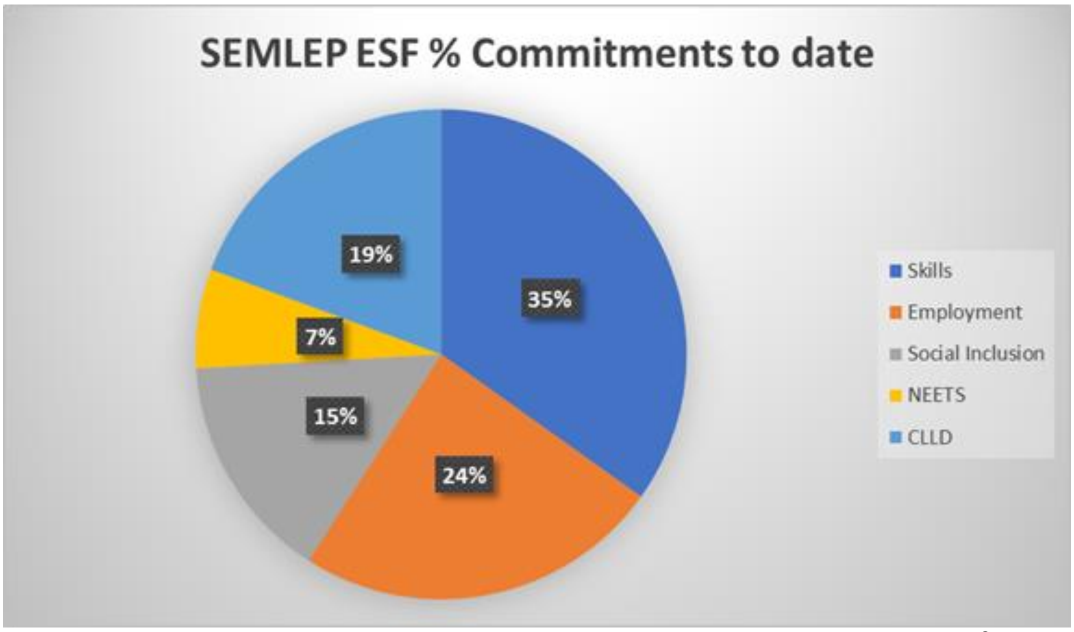


Figure 4.0.1: ESF commitments by spend category for Pre-2017 SEMLEP.[2]

In the pre-2017 NEP area for the first half of the ESF Programme, the commitment is £9.7 m of ESF (46% of the full Programme). Of these

- £4m will support the unemployed and the economically active into work or self-employment through projects co-financed by the DWP and the SFA.
- £3.68m are supporting the upskilling of the workforce at intermediate and higher levels.
- Over £300k are available to support young people who are NEETs and or at risk of becoming NEETs.
- £1.83m are funding social inclusion projects with support from the Big Lottery Fund and the SFA.

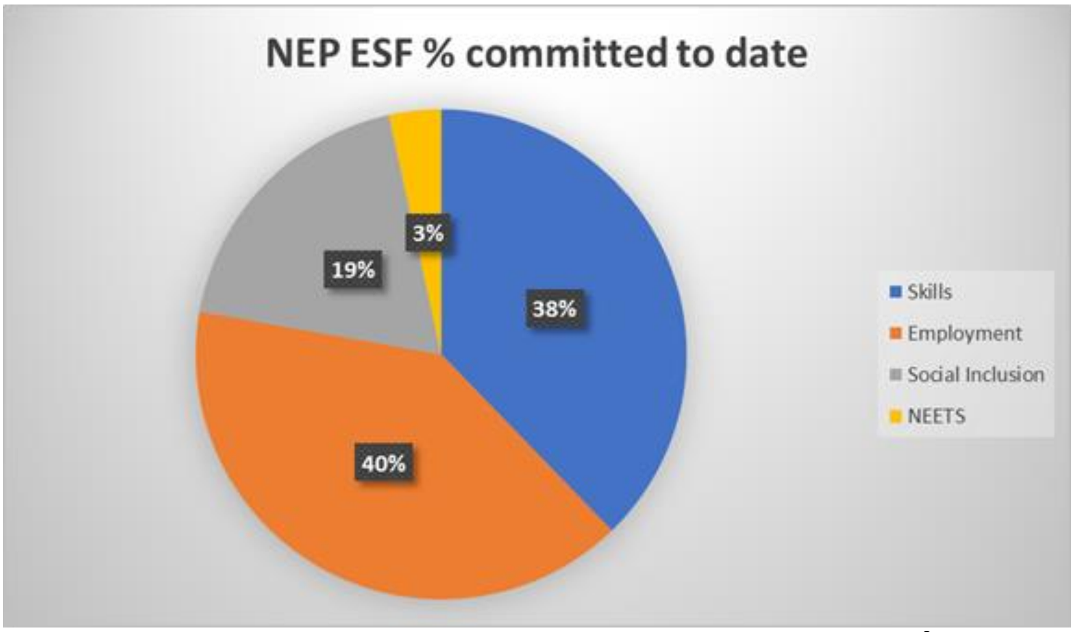


Figure 4.0.2: ESF commitments by spend category for Pre-2017 NEP.[2]

Figure 4.0.3 shows the combined ESF spend for the combined areas of pre-2017 SEMLEP and NEP is below.

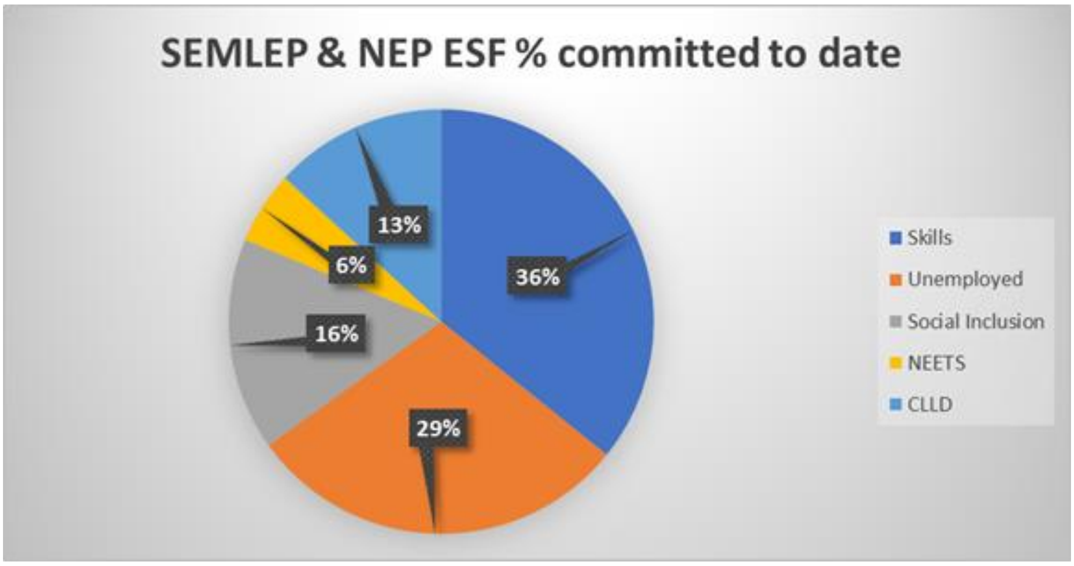


Figure 4.0.3: ESF commitments by spend category for the combined pre-2017 SEMLEP and NEP areas.[2]

5 Business

5.1 Job market

Figure 5.1.1 shows the job density [number of jobs per person age 16 – 64] for each of the 13 local authorities. Job density is the total number of jobs divided by the number of working age people. It does not exclude those working age people who are economically inactive.

Total number of jobs is defined as employed, self-employed, government supported trainees and the armed forces. In the figure below

- The brown tones show the density by local area for full time and part time jobs separately;
- The light green tone is the combined jobs, full time plus part time [light and dark brown values combined];
- The dark green tone shows those people who are self-employed.

Note the ratio in Milton Keynes indicates a demand of more than one job per working age person as opposed to East Northampton which shows only 0.6 jobs per person of working age. Full time jobs are most plentiful in Milton Keynes [0.73 full time jobs per person of working age] and Northampton [0.61]. Factoring in levels of economic inactivity with this data suggests several SEMLEP areas are reaching or have reached active workforce capacity.

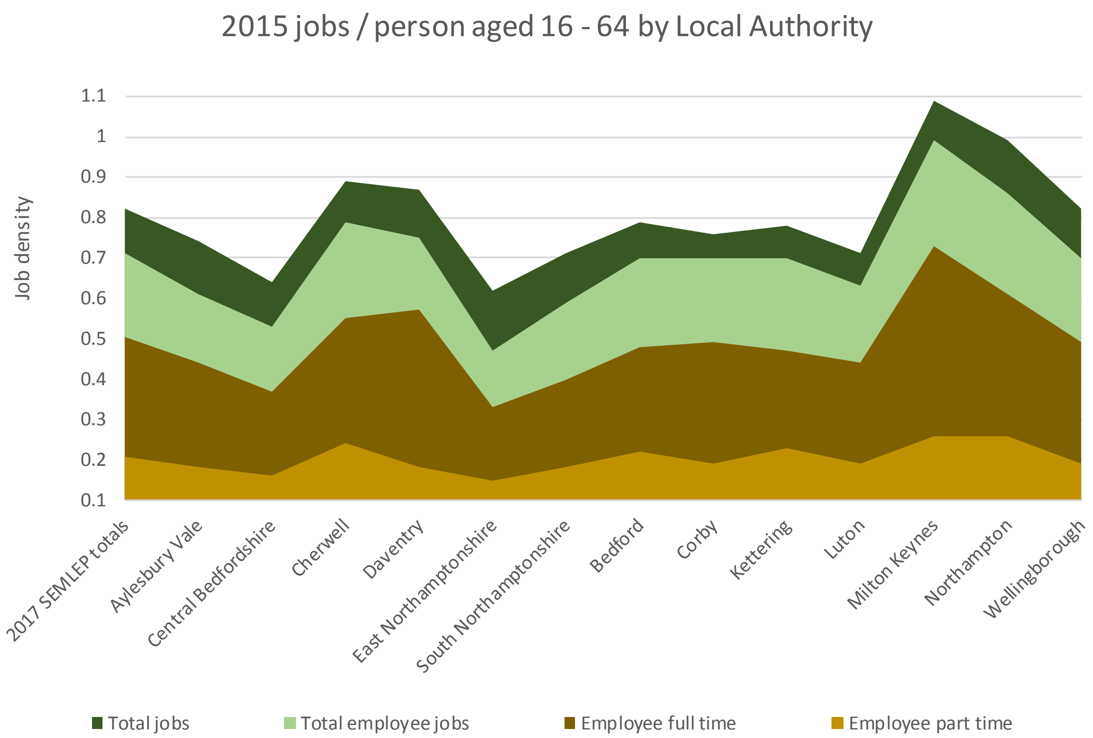


Figure 5.1.1: Job density by local authority[1]

Figure 5.1.2 below gives the jobs by sector within SEMLEP area. The value of this information is to identify a 'driving' employment sector; the decline or relocation of which being could be a high-risk factor *i.e.* oil industry in Scotland, coal in North England.

In SEMLEP's case there seems to be no dominant sector. The leading employers are wholesale and retail trade, supporting 163,000 jobs [18%]. Other leaders are human health and social work activities with 95,250 jobs [11%], administrative and support services with 91,250 jobs [10%], manufacturing with 87,000 jobs and the education sector employing 79,250 people [9%]. The tourism and food sector is 6% with 49,750 jobs and the cultural sector including recreation is at 2% [20,400]. Transportation and storage which includes logistics employs 64,000 [7%]. Interestingly construction often seen as a keystone of the area represents only 4% of all jobs [38,250].

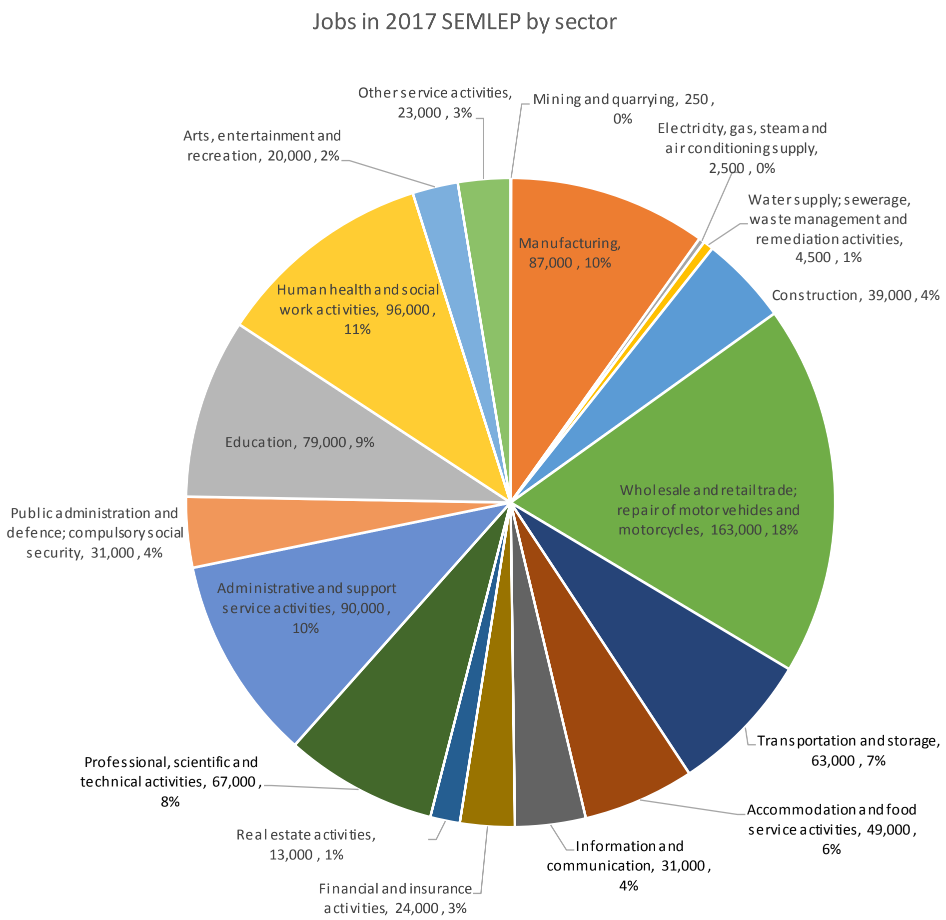


Figure 5.1.2: Job's by sector 2017 SEMLEP[1]

While 5.1.2 shows employment by sector across the whole of the LEP area. Figure 5.1.3 below provides insight into job categories or roles.

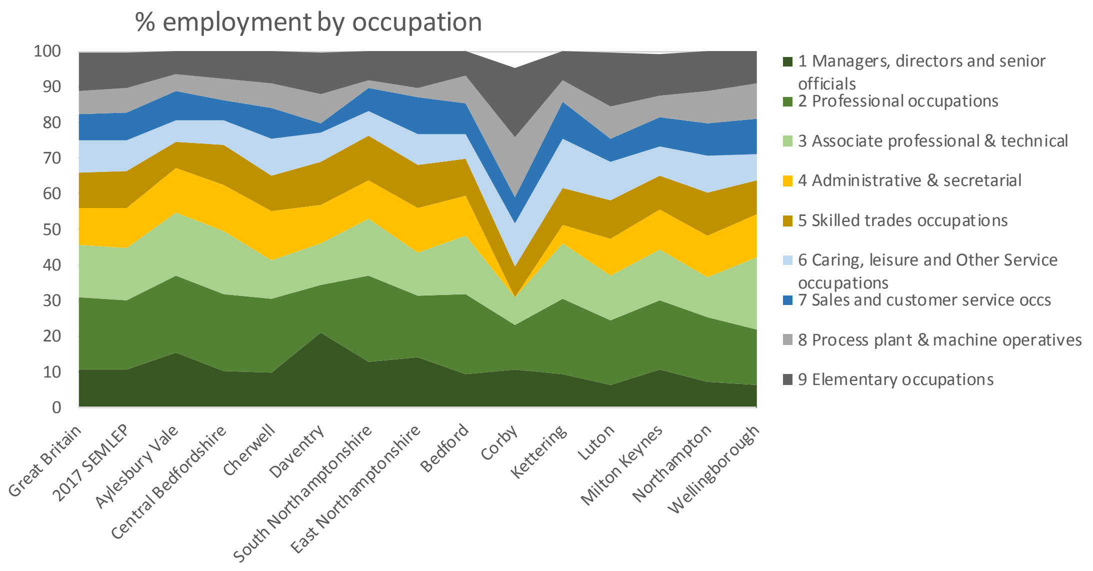


Figure 5.1.3: Employment by occupation, by local authority.[1]

5.1.3 shows employment by SOC2010 occupation category across the 13 local authorities.

- The green shades [1 to 3] represent managerial/professional roles [46%]
- The brown shades [4 & 5] show skilled trades [22%]
- The blue shades [6 & 7] are for the service sector [15.5%]
- The grey shades [8 & 9] show factory and non-skilled jobs [16.5%]

It is important to note that this data is based on where a person lives and not where they work. People commuting to their work may account for the managerial /professional peaks in Aylesbury Vale, Daventry, South Northants, Bedford, Milton Keynes and Kettering which all have good London transport links.

Corby stands out as it lags across all job sectors. As example, in ‘Professional Occupations’ Corby’s 12.4% is substantially below its neighbour Kettering [21.4%] and Milton Keynes [19.4%]. Please refer to the relevant table in the annex for complete local authority percentages.

5.2 Market outlook

It is estimated that 23 million people in the UK work full time, around 8.4 million employees work part time. SEMLEP’s 2015 Business Survey asked businesses in the South-East Midlands about perceived constraints to growth and the results are shown in figure 5.2.1. In the survey, businesses comment that a lack of skills and local training providers particularly at the higher level is holding back growth and their productivity/competitiveness.

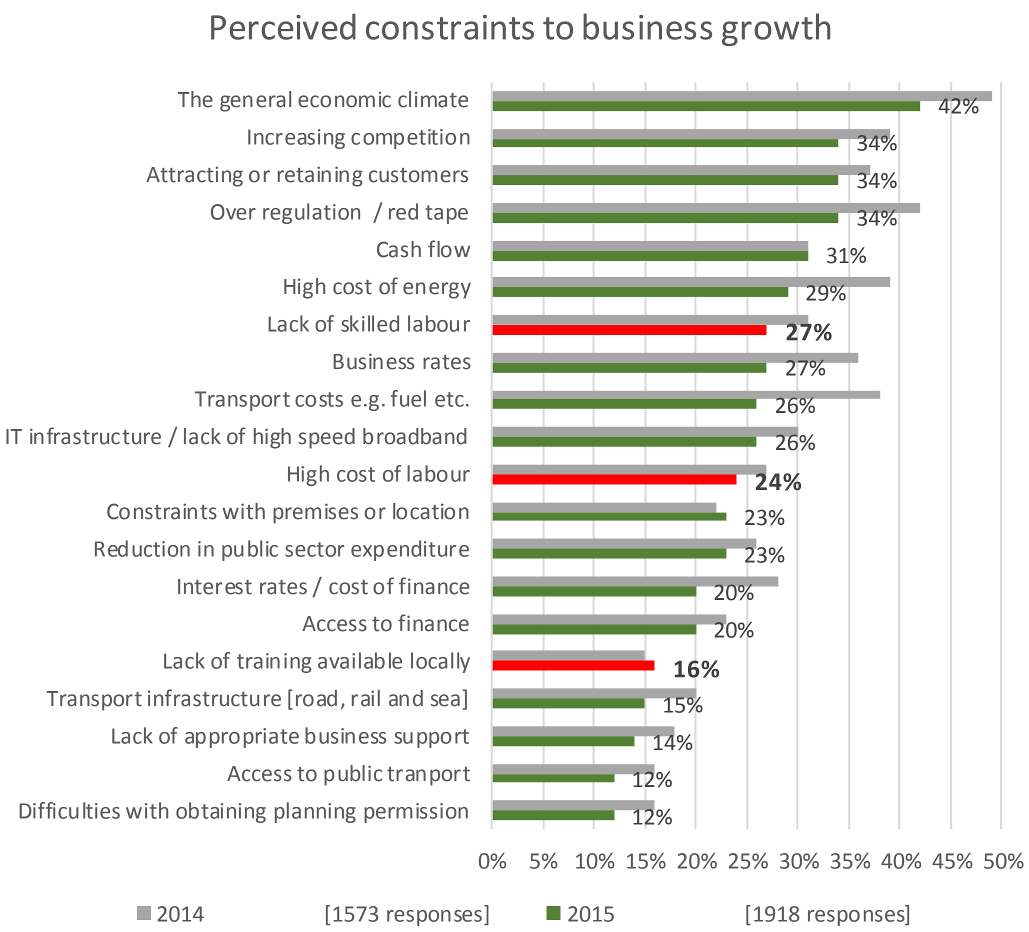


Figure 5.2.1: Perceived constraints to business growth.[2]

Figure 5.2.2 below shows the potential changes [positive and negative] in the various job sectors for the period to 2024. Comparing 5.1.2 job statistics in 2015 by sector [previous section] and 5.2.2 illustrates the challenges local business face if they are to grow. Caring personal service occupations [human health and social work activities plus health professionals] is projected to grow by 15,000 jobs meaning that by 2024 this sector will employ 250,000 people. Similarly, per the Women's Business Council's 2016 Progress Report, the UK will need to recruit 182,000 people with engineering skills per year to 2022.

Finally, there is speculation that as a result of Brexit some EU nationals will leave the UK, causing the jobs gap to widen in certain sectors for example:

- Health and social care
- Logistics
- Construction

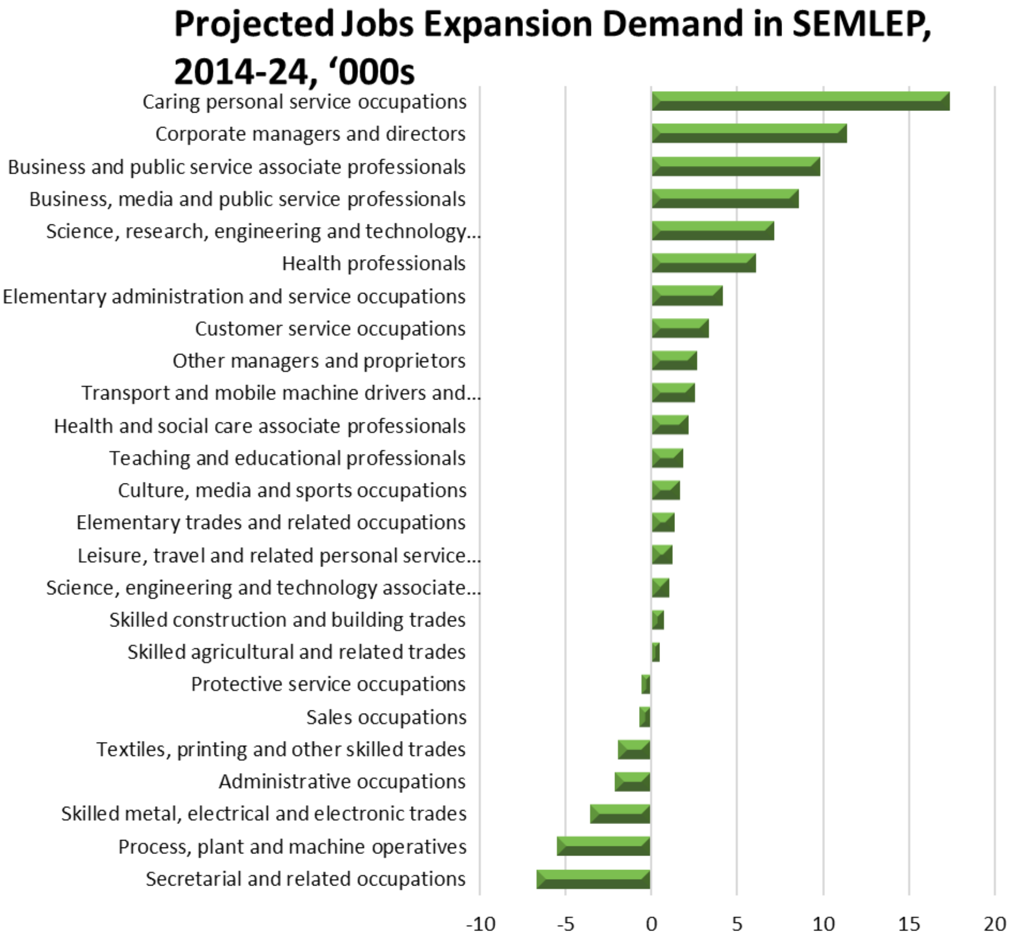


Figure 5.2.2: Projected jobs expansion demand for the SEMLEP area, 2014 – 2024.[4]

As highlighted in the SEMLEP 2015 business survey there is a real need to attract business professionals across all sectors into the area or provide suitable training and personal development opportunities for the current workforce to adapt.

6 People

Looking at the SEMLEP potential workforce, Figure 6.0.1 [below] provides the 3-year historic comparison of economic activity and employment between Great Britain and SEMLEP. 'Active' values represent those people employed plus those who are actively seeking work [Economically active], the 'employed' columns show those currently in work.

Despite recent uncertainty across the UK; SEMLEP including the added local authorities, have shared in the generally improving three-year trends in economic strength. In most categories of economic activity and employment, the area is solidly on par or better than English national averages. As discussed in section 5, concerns in some areas of SEMLEP are finding people capacity for continued future growth. The figure supports that concern, showing on-average 80% of 16-64-year-olds are economically active over the three years reported suggesting a ceiling value.

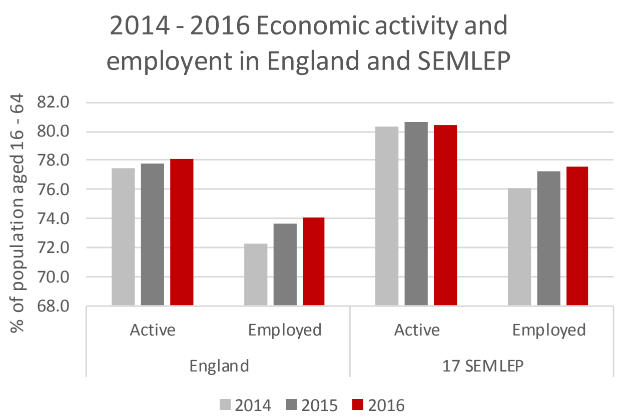


Figure 6.0.1: Economic activity and employment trends, 2014 – 2016.[5]

Just looking at 2016 totals 77.5% of people in SEMLEP are in work above the national average [74.1%]. Comparing the two datasets, 2.7% of SEMLEP's population are actively seeking work against an average of 4% across the UK.

6.1 Economic activity

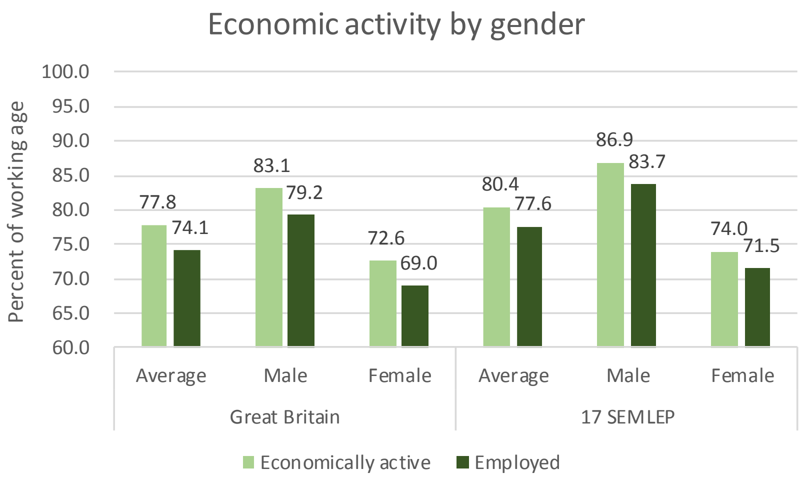


Figure 6.1.1: Economic activity by gender[1]

Studying economic activity in greater granularity is justified to find potential gains in workforce capacity. Graph 6.1.1 provides detail by gender. As mentioned previously 80.2% of SEMLEP's overall working age population are economically active. Comparing genders, 86.3% of males versus 74% females are working or seeking work. Less than three percent of both men and women are not employed but seeking work which is better in both categories than the national average.

Graph 6.1.2 provides further information regarding employment rates by gender and age. This figure illustrates trends at the young and old end of the working population [edges]. Education is a strong possible reason for the low percentage rate in 16 to 19 year olds. However, it is interesting to see that employment amongst the over 50's is at 80% for men and 70% for women.

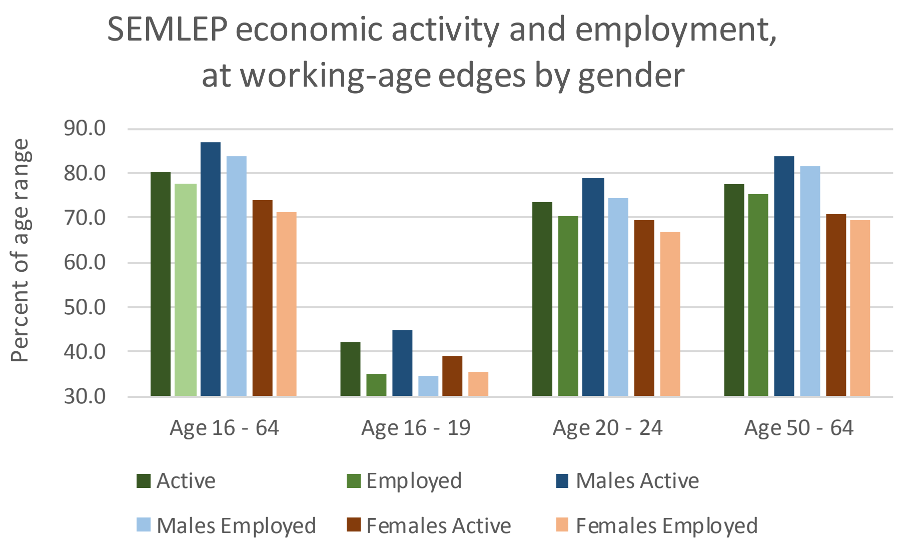


Figure 6.1.2: Workforce details for working age edge groups by age and gender.[5]

6.2 Economic Inactivity

Definition - Economic inactivity:

- ONS: People not in employment who have not been seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks.
- Translation: People who are neither in nor actively seeking employment. This group includes, for example, all those who were looking after a home or retired

Nationally there was a spike in unemployment between 2007 and 2011. The England unemployment rate for April to June 2016 was 4.9 per cent down 0.1 percentage points on January to March 2016 and down 0.7 percentage points on a year earlier. The percentage of working age people who are not available for work or seeking work [economic inactivity rate] in 2015 was 22 per cent in urban settlements and 20 per cent in rural areas.

Across the UK, economic inactivity as a percentage of working age population has fallen since 2011 in both rural and urban areas and the difference between rural and urban areas has narrowed from 2.6 percentage points to 2.3 percentage points in 2015. However, in the previous three years, figure 6.2.1 shows no significant change in the economic inactivity rates despite continuing increased employment levels over the same period [reference figure 6.0.1].

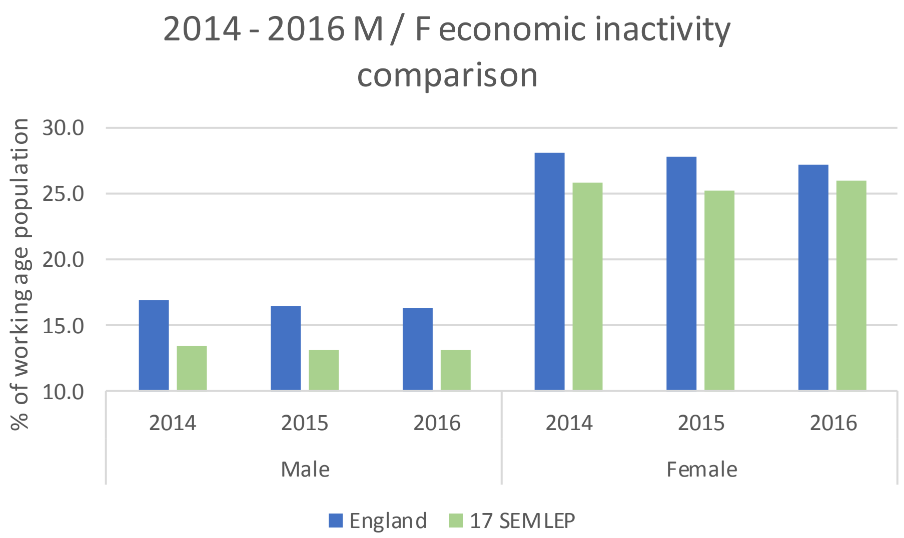


Figure 6.2.1: Economic inactivity by gender for 2014 – 2016.[6]

Figure 6.2.1 demonstrates not surprisingly that significantly more women are not employed or seeking employment. Some explanation for this is offered later [see figure 6.4.1] but seems mainly due to family commitments. In 2016, 13% of men and 26% of females in SEMLEP were not looking for work. There has been no significant change in this value over the past 3 years.

Figures 6.2.2 and 6.2.3 offer economic inactivity by local authority. Looking at male inactivity over a 3-year period while SEMLEP average values are stable, Corby, Milton Keynes and Northampton negate the downward trends in other areas. Most notable is Wellingborough which indicates a sharp fall. This needs further investigation. Milton Keynes is also worth study as it shows increased economic inactivity at a time when the job density per working age population is over 1.

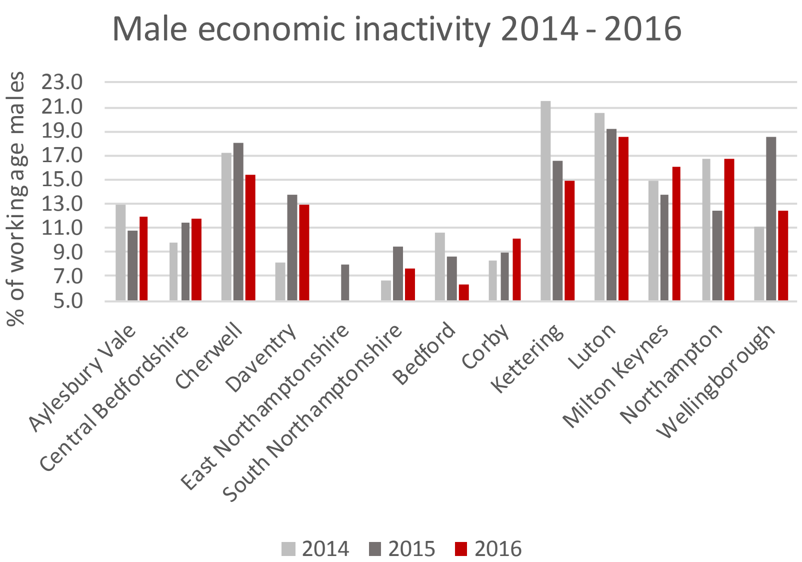


Figure 6.2.2 Economic inactivity for males, 2014 – 2016 by local authority area.[6]

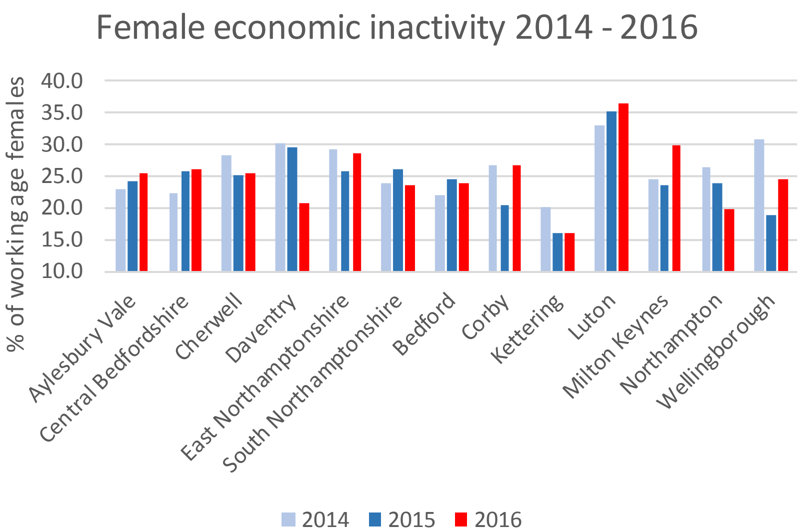


Figure 6.2.3: Economic inactivity for females, 2014 – 2016 by local authority area.[6]

Male and female statistics are often dramatically different as seen comparing the previous figures. Looking specifically at female inactivity in figure 6.2.3, of interest is 36.6% of women in Luton recorded as economically inactive as opposed to 15.9% in Kettering. Further investigation is needed to understand this difference.

6.2.1 Benefit Claimants

Definitions of terms used in this section:

Incapacity Benefit (IB)

- Introduced in 1995, a state benefit paid to people who are unable to work for a period of more than twenty-eight consecutive weeks because of illness or disability. [IB] was replaced by Employment and Support Allowance [ESA] in 2008. Since then the Social Security Agency has been migrating everyone from Incapacity Benefit to Employment and Support Allowance [ESA]. New claims to Incapacity Benefit could only be made in limited circumstances after 2008.

Total Benefit Claimants includes
- Jobseekers
- ESA
- Incapacity benefit
- Lone parents
- Carers
- Disabled
- Bereaved
- Others on income related benefits

Main out of work benefits is a subset of 'Total Benefits Claimants' including
- Jobseekers
- ESA
- Incapacity benefit
- Lone parents
- Others on income related benefits

Figure 6.2.4 compares total benefits claimants by local authority area. Organising the 13 local authorities into rural and urban settlements shows a distinct break of almost 4 percentage points between benefits claimants of the two groups.

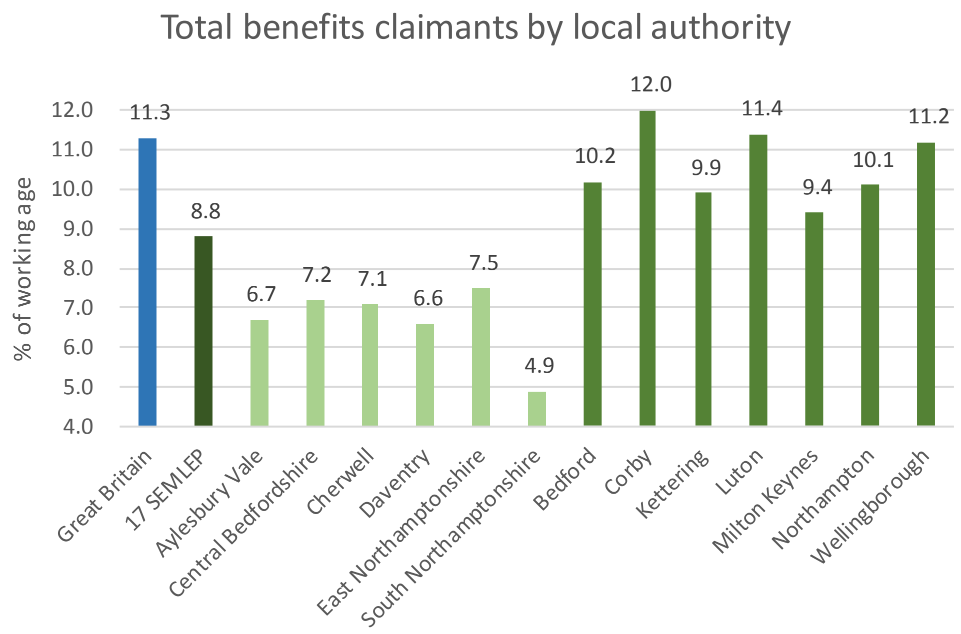


Figure 6.2.4: % of total benefits claimants by local authority.[1]

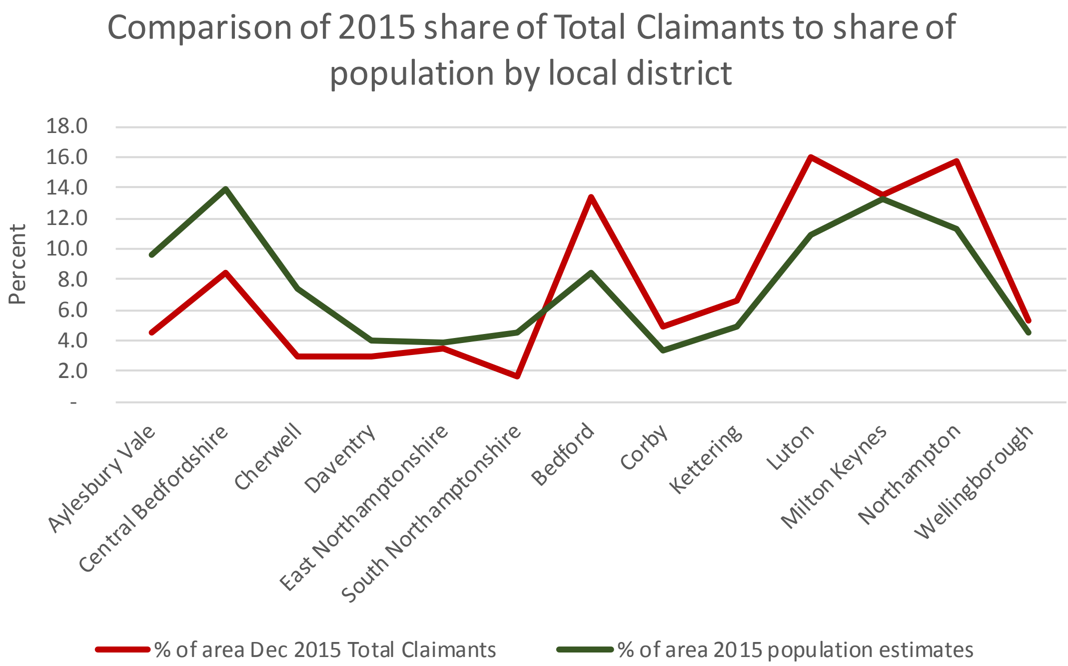


Figure 6.2.5: Comparison of % total jobseekers to % working age population by local authority .[1]

Figure 6.2.5 offers more to the rural-urban comparison, looking at job-seekers allowance by local area. The two lines show each local area's relative SEMLEP population [in green from Figure 3.0.1] compared to the percentage of SEMLEP total job seekers allowance claims [in red] by local authority.

While the total claimants figure showed primarily rural local authority areas have lower levels of claimants, this comparison shows that the claimant levels are also lower when compared to the local areas share of the SEMLEP population [claimant density versus population density].

Figure 6.2.6 below offers more detail on the type of 'Main out of work benefits' by local authority. ESA claimants are by far the higher proportion and perhaps this is an area which should be a priority. As in previous cases, the area profile is in line with the graph shows clear delineation between the rural and urban areas. Also, Bedford, Corby, Luton, Northampton and Wellingborough are above the national average.

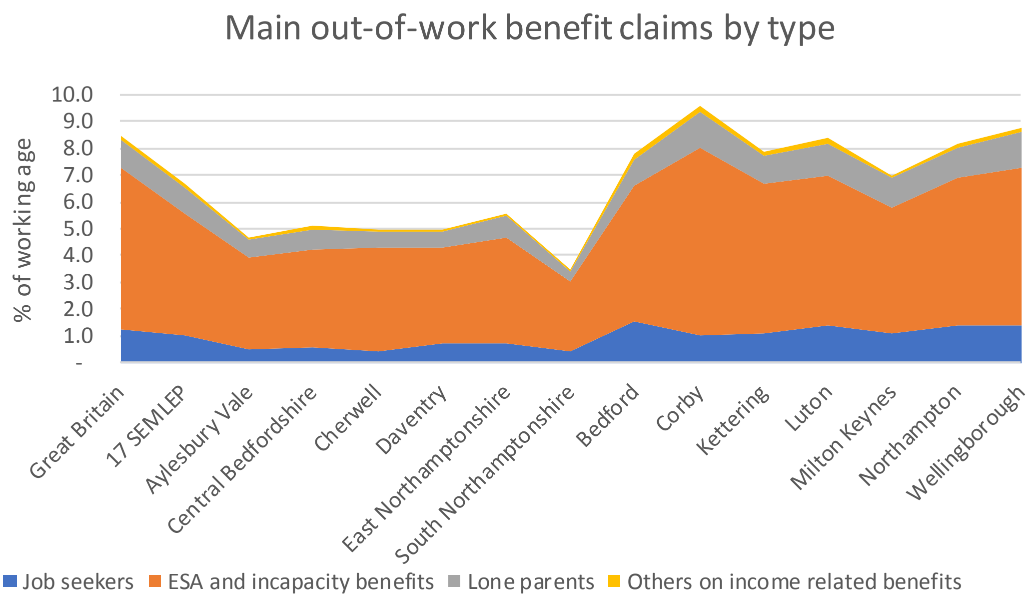


Figure 6.2.6: 'main out of work benefits' by type and local authority.[1]

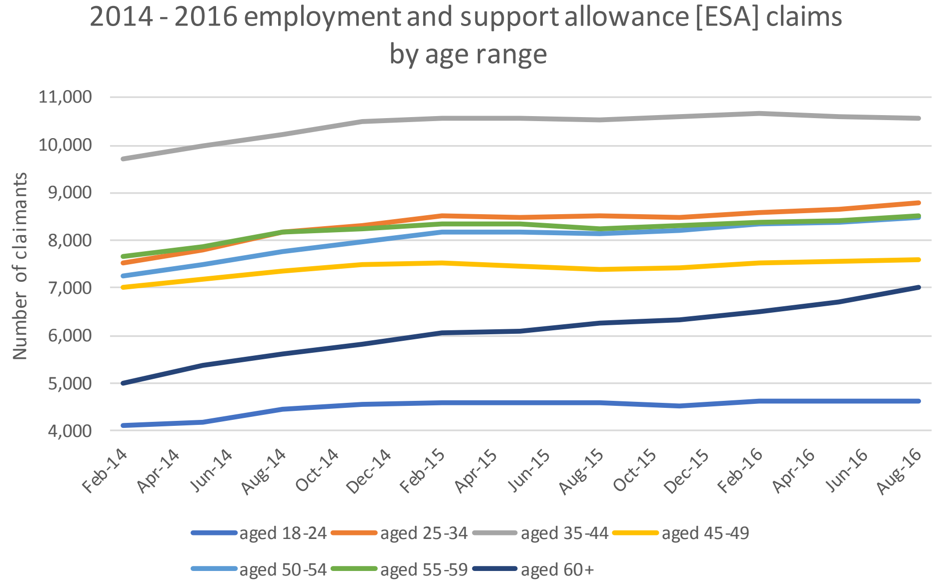
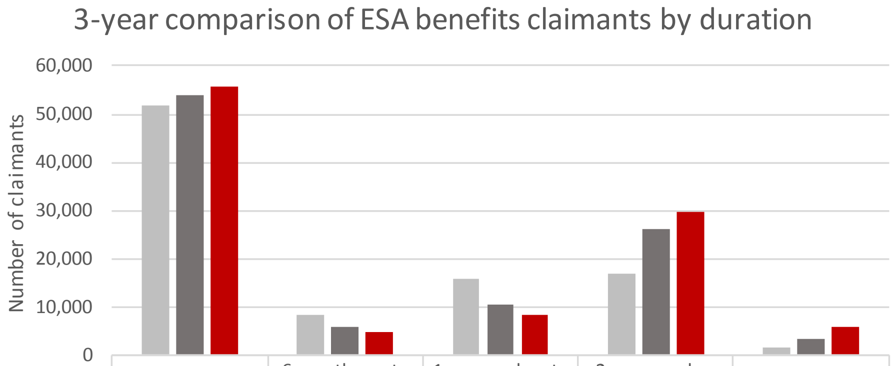


Figure 6.2.7: ESA claimants 2014 – 2016 by age range.[7]

Following on, figure 6.2.7 plots ESA claimants historically by age range. Claimant numbers have been fairly flat over the last 3 years in all age bands with the exception of 60+. It is likely that this age band will continue to increase with aging population demographics. Whilst employment is increasing in the SEMLEP area, people who claim ESA appear to progress at constant levels through the age bands.

Whilst the above 6.2.7 shows a low slope over time, Figure 6.2.8 [below] indicates increasing numbers of total claimants and people on ESA for 2 years or more despite the economic improvement over the same time period.



	Total	6 months up to 1 year	1 year and up to 2 years	2 years and up to 5 years	5 years and over
2014	51,920	8,410	15,670	16,870	1,670
2015	53,790	5,980	10,530	26,250	3,470
2016	55,720	4,650	8,130	29,840	5,810

2014 2015 2016

Figure 6.2.8: ESA benefits claims by duration.[8]

A clear priority for intervention is to tackle the rise in ESA claimants in the 2 to 5-year bracket. Further research needs to be made into the reason for the dramatic drop in people claiming ESA for more than 5 years.

6.3 Education and skills

Job based training

Definition: National Vocational Qualification – work based awards in England, Wales and Northern Ireland that are achieved through assessment and training. For example, someone working in an admin office role may take an NVQ in Business and Administration.

Figure 6.3.1 illustrates National Vocational Qualification [NVQ] levels across SEMLEP's 13 Local Authorities. People holding some NVQ certificate are at record levels around or above 90% in most areas. The level of people with NVQ 4 and above differ across the areas the highest being in Aylesbury Vale at over 43% the lowest being in Corby at 20%. The proportion of working age population with NVQ Level 4 or above, working in predominantly urban areas was 30% on average compared with 36% in predominantly rural areas. At NVQ Level 2 rural areas have 72% unweighted average versus approximately 64% in predominately rural areas.

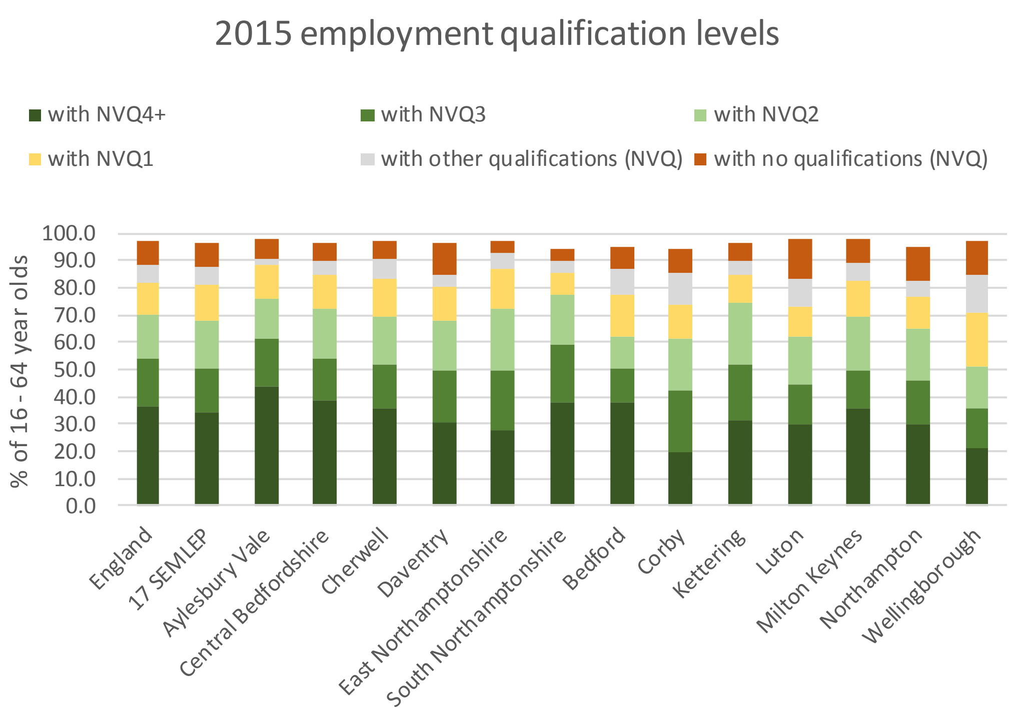


Figure 6.3.1: 2015 NVQ levels by local authority.[9]

Education for women

The Women's Business Council Progress report girls are outperforming boys at school and a greater proportion are going on to university. 20.2% of girls taking A levels now enter maths, up from 18.6% in 2010. However, this educational attainment is not translating into career and economic attainment. The STEM subjects [science, technology, engineering and maths] dominate the highest graduate earnings, and our economy has a chronic skills gap in STEM sectors. Currently similar numbers of boys and girls take science and maths, but then girls peel away quite sharply. And within STEM subjects, girls tend to congregate around medical science but are very absent in, for example, engineering and construction. In engineering, fewer than 10% of senior staff are women – the lowest proportion in Europe.

Women in education has been static over the past 3 years and women with family commitments is by far the highest profile [circa 35%]. Once women are established in their working lives, they face the challenge of building and sustaining progress into the jobs they want at the pay they need. They may aim for leadership roles, or they may simply want a satisfying, decently paid job that fits with other life demands. For women who have children, this can be problematic. Too often, motherhood triggers a downward shift of status and stalled progress that can last long after the children have started school. This is equally true for those who care for older relatives or others. Too often some of these demands make it very difficult to enter the workforce initially.

Future skills planning

In 2017 Government published the 'Building our Industrial Strategy' green paper. This document contained 10 pillars 'supporting skills' was pillar 2. SEMLEP's response to Q.10 around basic skills and the creation of a transition year stated:

"Basic skills required by South East Midlands' employers include core competencies (communication, confidence, initiative, organisation, problem solving, resilience, teamwork), literacy, numeracy and basic IT skills.

Prevention:

- Ensure that provision and time is available in schools to provide awareness and develop core competencies
- Ensure basic English and maths skills are secured at early ages in secondary education (11-13)
- Ensure basic IT education is relevant to those needed in adult life and by employers.

Addressing current skills needs in adults:

- Remove stigma around adult education of English, maths and IT through a national campaign similar to those previously [Get rid of your Gremlins] and ensure participants are assessed but not through examinations.
- Funding should follow the individual. If a person leaves a course from 16-19, a proportion of the original funding should be made available for a new training plan or course.
- Increase capacity of Family Learning for adults and children together to reduce generational barriers in developing basic skills for well-being, life and employability.
- Provide provision for English for Speakers of Other Languages [ESOL] delivery to develop English and communication skills whilst taking advantage to promote community cohesion. Funding needs to ensure the attraction of quality teachers with a guarantee of longer term contracts.

Make transition year a "pre-traineeship" with a combination of work based learning and basic academic education in a sixth form. Completion of pre-traineeship would include accreditation, assessed by employer and school with no examinations. This should also be an option for Work Study Programme for all 16-19 NEET and 16-24 for young people with learning difficulties."

The recent 'The Future of Work Jobs and Skills 2030' report available on www.gov.uk further explores the need for flexibility within education. Like the Industrial Strategy green paper it poses a number of questions or scenarios. Some of the key findings were:

What trends shape the future of work? If current trends run a steady path, in 2030 the UK workforce will be multi-generational, older, and more international, with women playing a stronger role. While the highly skilled will push for a better work-life balance, many others will experience increasing insecurity of employment and income. As businesses shrink their workforces to a minimum using flexibly employed external service providers to cover shortfalls, a much smaller group of employees will be able to enjoy long-term contracts.

"The idea of a single education, followed by a single career, finishing with a single pension is over" [UK policy maker]

"People will look for jobs that give them the diversity of experience and skills that will enhance their personal mobility and opportunities rather than a conventional 'career ladder' set of skills" [UK policy maker]

Increased individual responsibility - International competition and technological development is likely to continue to increase the flexibility that employers demand from their employees. As the world of work becomes more flexible, employees are expected to shoulder more and more responsibility for skills development. Self-management, alongside core business skills, such as project management expertise, and the ability to promote your personal brand, will become increasingly vital. Personal agility and resilience, such as the ability to adapt to or embrace change is important within this context. Particularly for young people who will be competing for jobs with those that stay in employment longer. The hierarchical structures of companies are changing towards leaner management with more responsibility for tasks and processes. The responsibility to uphold the organisation's brand when dealing with customers rests more and more on the shoulders of individuals. New work modes like telework [work wherever and whenever] further drive this.

"Workers will need to constantly gain new skills throughout their work life" [Global thought leader]

The shrinking middle - The shrinking middle will challenge the workforce. The high-skilled minority [characterised by their creativity, analytical and problem solving capabilities and communication skills] will have strong bargaining power in the labour market, whilst the low-skilled will bear the brunt of the drive for flexibility and cost reduction, resulting in growing inequality. Jobs which have traditionally occupied the middle of the skills hierarchy and earnings range, such as white collar administrative roles and skilled / semi-skilled blue collar roles, are declining at a significant rate due to changes in work organisation driven by technology and globalisation. There is evidence that new types of jobs are emerging to fill the middle ground but these have markedly different entry routes and skill requirements.

“People moving in and out of learning will continue. In particular, when people develop portfolio careers, they need to be able to convert their qualifications or build upon the ones they have. Education has to come up with the right package to solve these new demands.” [Education and training provider]

The 2030 report demonstrates that any approach needs to be multi-faceted. It will not be the sole responsibility of educators but a combination of employers, individuals and education and training providers working in collaboration.

<u>Employer Responsibility;</u>

- Take leadership and responsibility for developing the skills needed for business success to create resilience and the capacity to innovate in the face of intensifying competitive pressures and market volatility. Industry-wide collaboration by business is needed to address key skills challenges as an intrinsic part of sectoral growth strategies. The ability to attract, develop and retain world class talent will increase in importance as a differentiating factor in global markets.
- Develop capability to manage skills and talent across global business networks and supply chains, to adapt to open business models and more fluid employment arrangements.
- Collaborate with government to develop sustainable career and learning pathways for young people in a challenging labour market.
- Prepare for increasing diversity in the workforce, both culturally and generationally, by supporting a greater range of flexible working arrangements and adapting organisational values to create meaning and value to work.
- Intensify collaboration with the education and training sector to access critical skills as the capacity to innovate becomes paramount

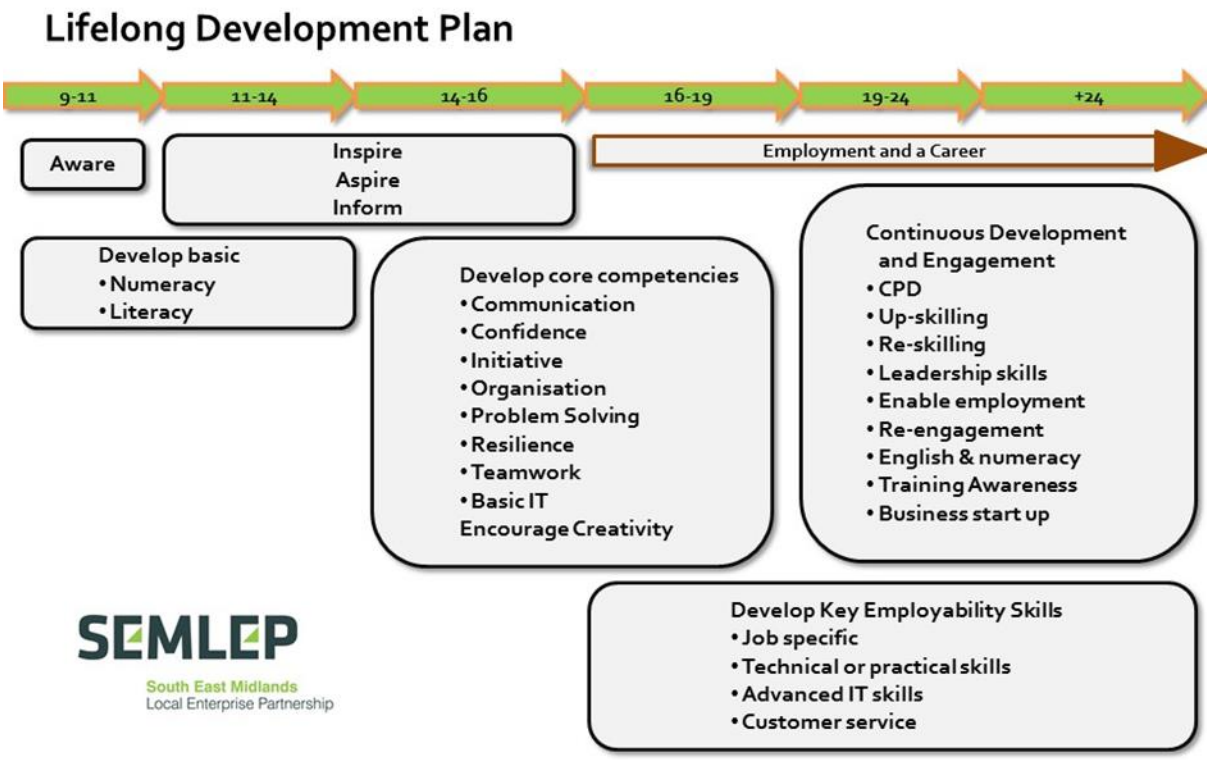
<u>Individuals Responsibility</u>

- Change mind-set regarding the nature of work, as it becomes less location-specific, more network oriented, project based and increasingly technology intensive.
- Take greater personal responsibility for acquiring and continuously updating skills for progression and success in the face of limited investment from employers and government and increasing division between low and high-skill jobs. Keep in touch with relevant labour market developments and include skills and training opportunities as part of contract negotiations with employers.
- Be open to and take advantage of new and different approaches to learning, for instance self-directed, bite-sized learning, peer-to-peer learning and technology enabled training opportunities.
- Be willing to jump across specialist knowledge boundaries as technologies and disciplines converge, developing a blend of technical training and ‘softer’, collaborative skills.
- Focus on development of key skills and attributes that will be at a premium in future, including resilience, adaptability, resourcefulness, enterprise, cognitive skills [such as problem solving], and the core business skills for project based employment.

Education and Training Provider Responsibility

- Collaborate closely with employers to support them in achieving their business and skills objectives to ensure provision is responsive to their needs and forward-looking in a competitive learning market.
- Be prepared to adapt to the continuing disruption of established income streams and business models arising out of the marketisation of learning.
- Invest continuously in new modes and content of provision. Keep abreast of developments and understand the impact of technology on learning delivery.
- Put in place systems to offer clear information on success measures of learning to inform investment decisions by learners and employers.
- Adapt learning programmes to reflect the critical importance of an interdisciplinary approach to innovation in the workplace and the all-pervasive influence of technology.
- Understand the increasingly diverse demands people place on modes of education and training and develop flexible learning pathways and bite-sized opportunities to reflect the changing employment landscape.

With this more flexible approach in mind **SEMLEP are currently developing a Skills Strategy** and a suggested approach being discussed is to produce a sector and employer- driven lifelong learning plan that creates a talent pipeline and addresses current competency and employability skills needs.



This type of plan should include structured development of knowledge, skills and competencies to ensure people are work-ready, in line with employer requirements. An example of the levels of possible intervention follow:

Phases of plan include:
- Aware – introduce world of work and skills
- Inspire, Aspire and Inform – showcase opportunities in the future
- Core Competencies – Develop transferable skills
- Employability Skills – Develop specific work related attributes
- Continuous Development and Engagement – For employees and those entering work, post 19

Aware (9-12)
- Introduction of world of work, how it relates to education, the benefits of work and introducing the importance of skills
- Activity through employer talks, workplace visits and introductory enterprise provision in schools
- Age appropriate labour market information, infographic based outlining the local economy and sector focus for young people and parents

Inspire, Aspire and Inform (11-16)
- Showcase career opportunities and raising aspirations
- Focus provision and employer engagement on inspirational/role model speakers, workplace visits, enterprise activity, mentoring for selected cohorts and employability workshops
- Age appropriate, digital labour market information, sector based and including definitions, opportunity, job types, earning potential, local company profiles, pathways for entry and where to study

Core Competencies (14-19)
- Develop primarily in schools and further education
- Focus provision with employer engagement through activities for enterprise, mentoring and work experience
- Labour market information to include relevance of competencies to sector and employer needs

Employability Skills (+16)
- Develop through vocational and technical education, apprenticeships, traineeships, study programme
- For those in traditional academic pathway use work experience, enterprise activity, internships, part-time work and volunteering

Continuous Development and Engagement (+19)
- For those in employment - ensure capacity and sign posting exists for relevant skills development through CPD, up-skilling, leadership and managerial skills, developing flexibility and opportunities for progression from low skill/pay jobs
- For those seeking employment - ensure capacity, access and awareness exists for relevant skills development including re-skilling, re-engagement in to work provision, access for vulnerable and difficult to reach groups, ESOL Training, basic English, numeracy and IT training

- Develop through vocational and technical education and apprenticeships
- Labour market information aimed at agencies and training providers should be sector based and include definitions of sectors, where opportunities will be, job types, earning potential, local company profiles, pathways for entry and where to study

6.4 Special interest groups

6.4.1 Women

A report by the Women's Business Council 'Maximising women's contribution to future economic growth' in June 2013 highlighted a number of challenges for women accessing and progressing in the labour market. In the UK, there are over 2.4 million women who are not in work but want to work, and over 1.3 million women who want to increase the number of hours they work.

In the latest Women's Business Council Progress Report [2016] the United Kingdom is the best place in Europe for women to start their own business, and the 3rd best place in the world. However, women are still far less likely than men to set up their own business and to seek less financial assistance. The current United Kingdom's early stage entrepreneurial activity rate for women is 4.7% and 9.5% amongst men. Cranfield University Female FTSE Report provides a positive outlook. Women now account for over 26% of FTSE 100 directors, up from 12.5% in 2011. There are also no all-male boards left amongst FTSE 100 companies, down from 21 in 2011. This trend continues as over 20% of FTSE 250 board directors, up from 7.8% in 2011. Women also account for 22% of directors of FTSE 350 companies, up from 9.5% in 2011. There are 15 all-male boards in the FTSE 350, and this is down from 152 in 2014.

However, the gender pay gap is still a problem.

Age Group	Gender Pay Gap
16-17	-1.00%
18-21	3.6%
22-29	4.2%
30-39	11.5%
40-49	9.%
50-59	27.3%
60+	21.1%
Overall	19.2%

Table 6.4.1: Pay gap for women in business by age range.[10]

The causes of the gender pay gap are varied and overlapping and can have a significant cumulative impact on a woman's earning potential during her lifetime. The pay gap varies by industry, occupation, age group and working patterns. For example, not enough women reach senior positions and there is a lack of female representation in the more lucrative professions [e.g. technology and engineering]. If we look at the distribution of men and women's pay, over 60% of employees in the lowest pay quartile are women and over 60% in the highest quartile are men.

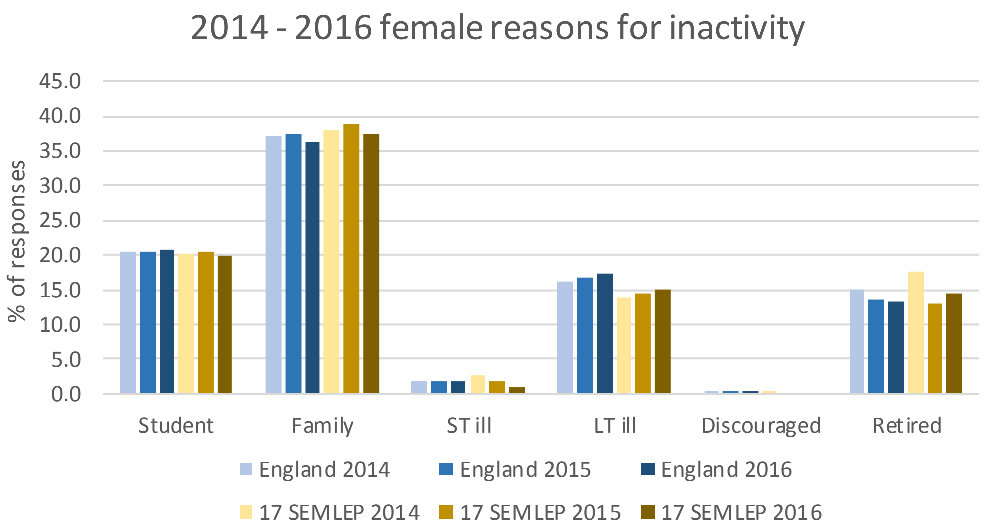


Figure 6.4.1: Female reasons cited for economic inactivity.[6]

Women ideally need flexibility and support at home as well as at work. The introduction of shared parental leave has been an important step in delivering a culture change which will enable men to share parenting from the start, providing women with a greater choice over how they combine work and family life. Another important element of that choice is the ability to access affordable, high quality childcare. This is a significant factor in women's ability to return to work. The Women's Business Council estimate that approximately 97% of UK companies offer some form of flexible working.

Women in the third phase of their working lives offer tremendous untapped potential and opportunity for economic growth. However, as women move to mid- and late career, their progress seems to stall and the gender pay gap widens. One key reason for this is caring responsibilities – there is a 'sandwich' generation of women, aged 45-60, who care for both children and elderly parents or others. About one quarter of older women are unpaid carers and this is a considerable workload to juggle alongside paid employment. There are other factors, the impact of menopause on women's wellbeing, the low social value ascribed to midlife and older women and the continuing price paid for not having enjoyed equal access to education and training in their younger years.

The United Kingdom faces a skills gap and an aging population. If we are to ensure that our economy is to grow from strength to strength, then we must also ensure that women have the skills and confidence to return to work from their caring responsibilities and that we are properly harnessing the skills and experience of older workers. Women are much more likely than men to take time out of the labour market to take on caring responsibilities and there is a lack of well-paid part-time work. Other factors include constrained individual choice, corporate cultures, unconscious bias and discrimination.

6.4.2 Young People Not in Education, Employment or Training [NEET]

For ESF a person is considered NEET if they are aged 16 to 24 and not in education, employment or training. The ONS considers a person to be in education or training if they:

- are doing an apprenticeship;
- are on a Government employment or training programme;
- are working or studying towards a qualification;
- have had job-related training or education in the last four weeks; or
- are enrolled on an education course and are still attending or waiting for term to (re)start.

Therefore, anyone aged 16-24 who is not in the above forms of education or training and who is not in employment, is considered NEET. The definition of “in employment” follows that used for the official labour market statistics. This definition is based on that recommended by the International Labour Organisation (ILO)

According to the ONS NEET report [Feb 2017] there were 826,000 young people (aged 16 to 24) in the UK who were not in education, employment or training (NEET), a decrease of 31,000 from July to September 2016 and down 36,000 from a year earlier.[11]

The percentage of all young people in the UK who were NEET was 11.5%, down 0.4 percentage points from July to September 2016 and down 0.4 percentage points from a year earlier.

42% of all young people in the UK who were NEET were looking for work and available for work and therefore classified as unemployed. The remainder were either not looking for work and/or not available for work and therefore classified as economically inactive.

For the 2014-2020 European ESIF programme SEMLEP has contracted 6% of programme funding to NEET or Pre-NEET provision. As documented in the SEMLEP Project Directory the LEP has committed to support 3,660 young people (16-24) who are NEET.

Projects contracted to date across the ‘pre-2017 SEMLEP area’ will support 1,000 young people and deliver the following outcomes: 40 will have improved basic skills and 433 will because of the ESF Intervention go into employment or education/training.

In the pre-2017 NEP Area over the life of the ESF Programme, 1,560 young people will be support to achieve their potential.

Projects contracted to date will support 176 young people and will deliver the following outcomes: 62 people will leave the project with enhanced basic skills; and 76 young people will go into employment, education or training upon leaving.

The Department for Education 2011 study '*The Longitudinal Study of Young People in England'* provides information on characteristics of young people who were NEET and aged 19 in 2010.

- Young people who have achieved five or more GCSEs grade A-C are less likely to be NEET than those who have not.
- Those eligible for free school meals are more likely to be NEET than those not eligible.
- Those who have been excluded or suspended from school are more likely to be NEET than those who have not.
- Those with their own child are more likely to be NEET than those without.
- Those who have a disability are more likely to be NEET than those who do not.

The Longitudinal Study also gives information on characteristics by the length of time for which somebody is NEET. 14% of 19-year-olds in 2010 had been NEET for over a year at some stage. 65% had never been NEET.

Over half of people age-19 in 2010 with their own child had been NEET at some point. This also applied those who had ever been excluded or suspended from school and those eligible for free school meals. It was also the case that over half of those who have not achieved five or more A*-C GCSEs had been NEET at some point. In all of these groups at least a quarter experienced a period of over a year NEET. 48% of 19-year-olds with a disability had ever been NEET, with 24% having been NEET for over a year at some stage.

From a well-being perspective, The Prince's Trust have recently published their Youth Index 2017. It takes an in-depth look at the views and outlooks of young people aged 16 to 25. The Index gauges young people's feelings about their lives today and their feelings about the future. David Fass, CEO of the MacQuarie Group stated that *"Young people from all walks of life are feeling increasingly uneasy about their future and this is eroding the happiness and confidence they feel in many aspects of their lives. Concerns about job prospects, how to cope with challengers at work and school, and the potential impact of recent political events are all weighing on young minds. Some young people are so disillusioned that they think their lives will amount to nothing no matter how hard they try. Without the right support, they may never know what it's like to reach their full potential and reap the benefits this can bring."*

The Youth Index shows significant differences between the genders, with young women more likely to feel they have no control over their lives than young men. Concerns over the wellbeing of young people is repeated throughout the report.

Youth Index key findings:

- 31% of young women do not feel in control of their lives, compared to 26% of young men.
- 69% of young women who do not feel in control of their lives said a lack of self-confidence holds them back, compared to 53% of young men.
- 55% of young women who do not feel in control of their lives said mental health issues make it hard for them to progress in life.

6.4.3 50 – 64-year-olds

Figure 6.4.3 shows the SEMLEP employment data for over 50's is above the national average and increasing year-on-year.

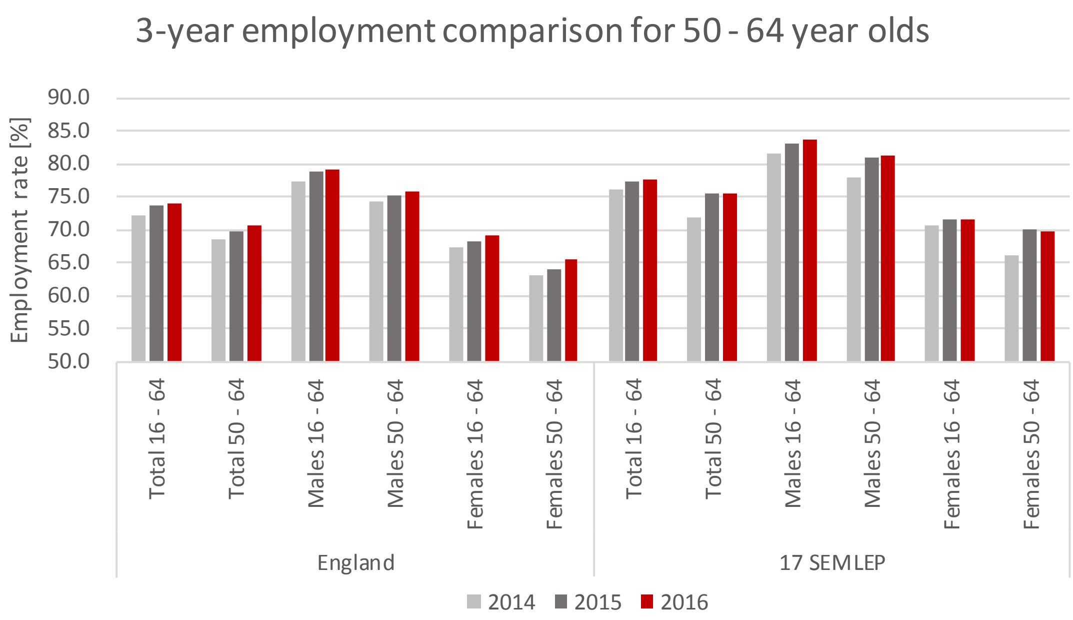


Figure 6.4.2: 2014 – 2016 employment rates for 50-64 year olds[12]

In 2016, the percentage of men, in employment, in the 50 to 64 age band was 80% of their age group within SEMLEP. This is nearly 5% higher than the national average. Reasons for higher male employment than female have been discussed in the previous section.

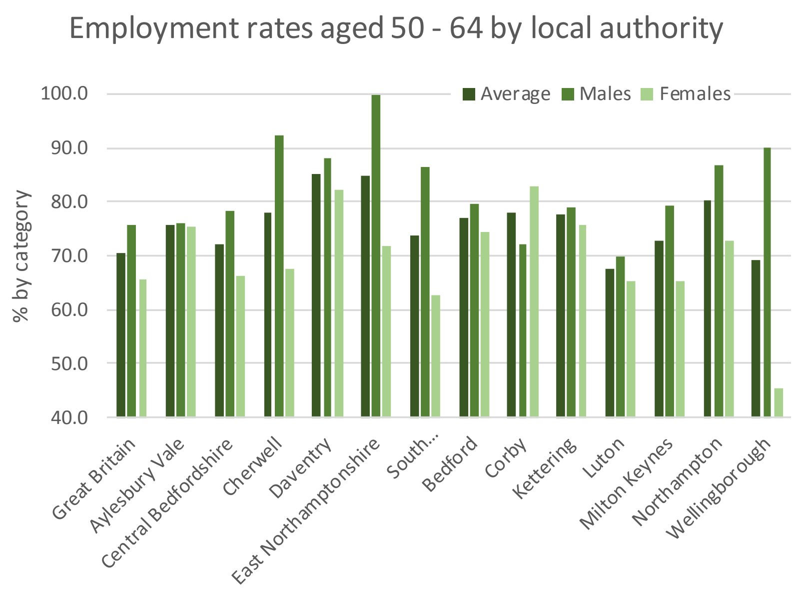


Figure 6.4.3: Employment rate for 50-64 -year-olds by local authority.[12]

Following on from the previous graph Figure 6.4.3 provides granular information by local authority employed aged 50-64 by gender. The graph again demonstrated the rural urban divide. Employment for older males appears high in some areas particularly in Cherwell [92% of men] and East Northants [100% of men]. These areas are considered rural and these spikes may relate to agriculture.

The graph does show some anomalies. In Corby apparently more women [83%] in this age band work compared to men [72.3%]. Further clarity is needed to explain the dramatic drop in females working rates in Wellingborough which is 20 percentage points below the national average and half the percentage of men in the same area.

6.4.4 Ethnic minorities

Figure 6.4.4 illustrates the employment rates over 3 years by ethnicity and gender. The data shows that in general white and ethnic males and white females conform to and possibly drive the national average. However, the data appear to show ethnic female employment figures have decreased yearly from 2014 to 2016 which bucks the national trend. Less than 50% of ethnic females are in work as opposed to almost 75% of white women. This could be due to education, language and community traditions that discourage ethnic women seeking work.

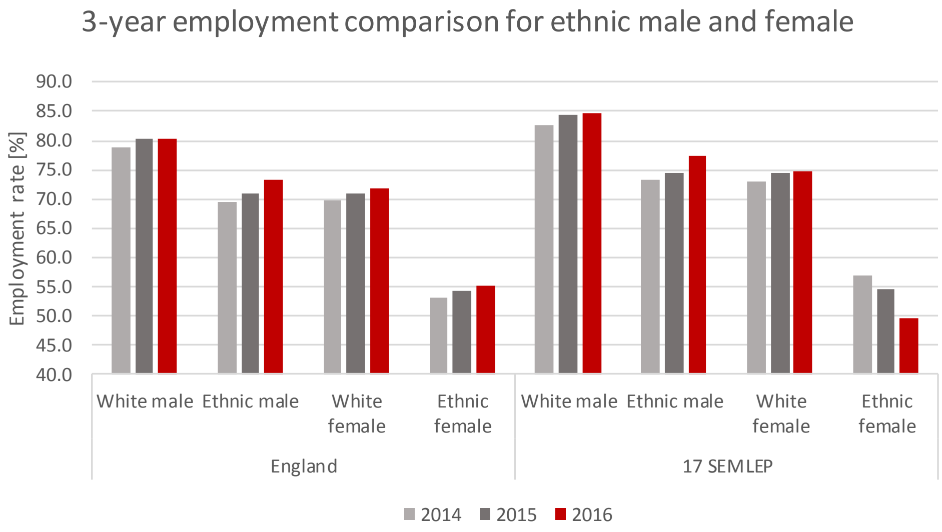


Figure 6.4.4: Employment rates by ethnicity and gender.[13]

6.4.5 EA core and work limiting disabled

Definition: EA Core

- Disability Rights UK: 2010 Equality Act Core, 'a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities'.
- Translation: EA Core disabled includes those who have a long-term disability which substantially limits their day-to-day activities.

Figure 6.4.5 a compares employment rates for people not registered as having a disability to those claiming EA core or work limiting disabled benefits by gender over the previous 3-year period.

Focusing on the 2016 statistics Figure 6.4.5 shows SEMLEP's profile is in line with or above the UK average in all categories. As shown in Figure 6.1.1, employment rates overall are running at over 80% for males and 70% for females which realistically is nearing total employment. Given these figures, there appears to be potential to get more disabled people into work.

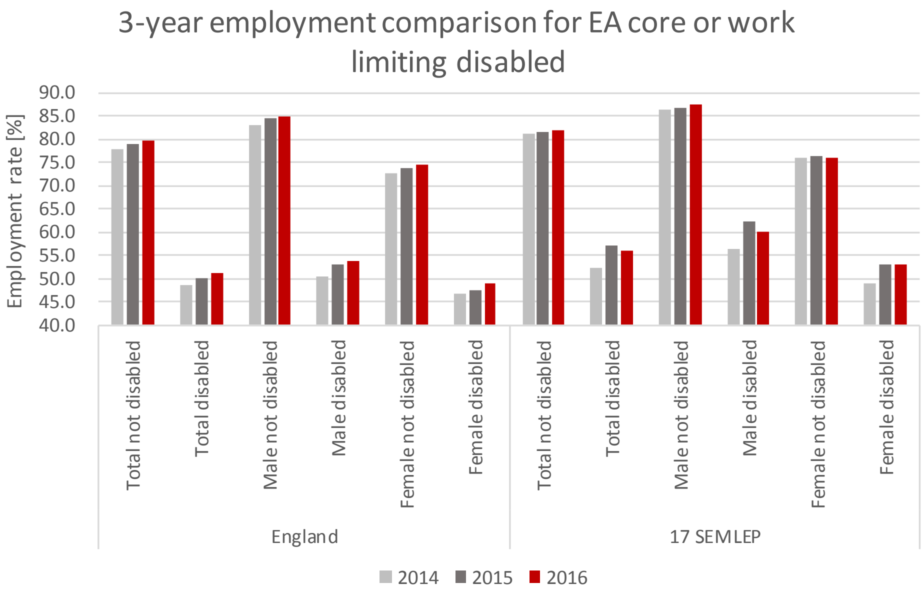


Figure 6.4.5: ESA employment rates for EA core or work-limiting disabled.[14]

6.4.6 Homeless

On 25 January 2017, the Department for Communities and Local Government published the latest rough sleeping statistics for England [source http://www.russellwebster.com/many-more-people-sleeping-rough/]. The headline figures make depressing reading:

- The autumn 2016 total number of rough sleepers counted and estimated is 4,134.
- This is up 565 [16%] from the autumn 2015 total of 3,569.
- The number of rough sleepers has increased by 3% in London and 21% in the rest of England since autumn 2015.
- London had 964 rough sleepers in autumn 2016, which is 23% of the England total.
-

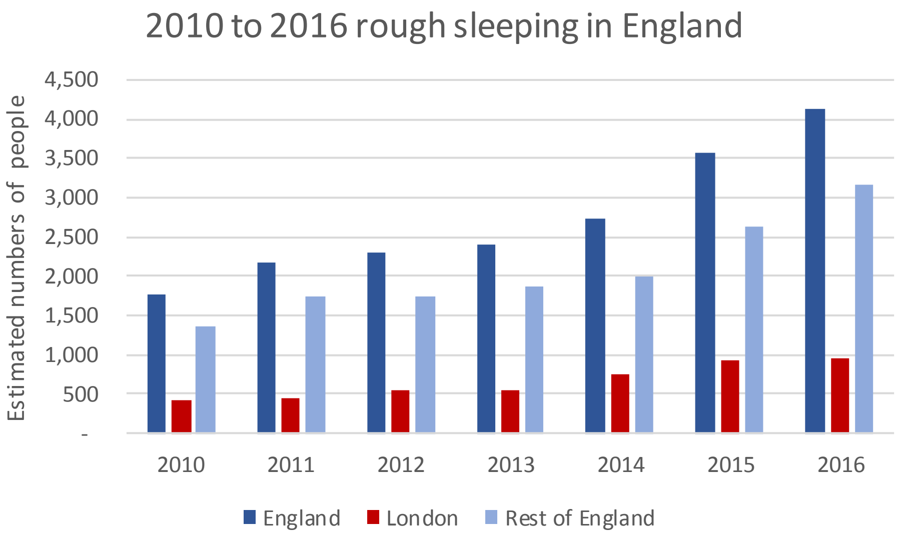


Figure 6.4.6: Sleeping rough in England.[15]

As you can see from figure 6.4.6, the number of people sleeping rough in England are increasing annually and the figures are alarming.

Of the 4,134 rough sleepers counted in autumn 2016:

- 509 [12%] of rough sleepers were women
- 288 [7%] of rough sleepers were under 25 years of age
- 714 [17%] of rough sleepers were EU nationals from outside the UK
- 194 [5%] of rough sleepers were from outside the EU

Compared to the rest of the country, rough sleepers in London were less likely to be female [9% vs 13%] and under 25 years old [3% vs 8%] but more likely to be from the EU [32% vs 13%] or from other non-EU countries [12% vs 2%].

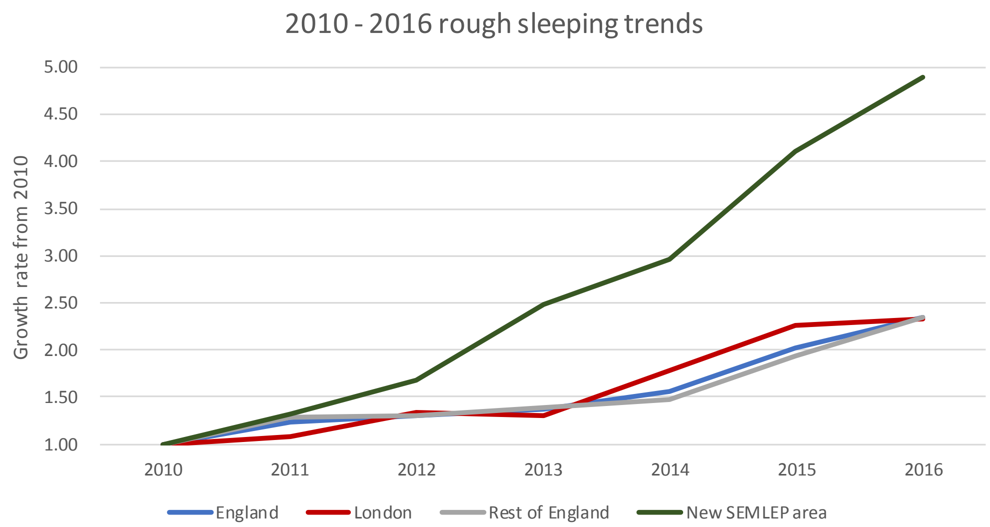


Figure 6.4.7: 2010 – 2016 rough sleeping trends in 17 SEMLEP.[15]

Studying the same data source for local conditions, 6.4.7 compares the growth rates for people sleeping rough in the 13 local authority areas compared to areas in the previous graph. This has been achieved by taking the 2010 figures and looking at the increase rate year on year. While over the 6-year period the UK homeless rate has doubled, in SEMLEP the numbers have increased 5 fold over the same period. Unfortunately, this trend is likely to become worse with the pressure on Local Authority finances.

Homelessness is the most extreme form of housing need. But homelessness isn't just about people sleeping on the streets. There are many more people in England who do not have a home despite not actually sleeping rough. Some must put up with living in temporary accommodation where they have an uncertain future. Unable to afford alternative options, others must endure overcrowding and unsanitary conditions. Having a home is about more than just having a roof over your head. Shelter's graphic below, demonstrates that rough sleepers are only the tip of the homelessness iceberg.

Figure 6.4.8 from the same source *[Department for Communities and Local Government: Rough sleeping in England: Autumn 2016, 25 January 2017*] provides more insight. The graph plots the dramatic rise in families in B&B accommodation from 2012 to 2016. Further investigation would be necessary to understand the sudden drop in Q3 of last year perhaps an increase in housing stock?

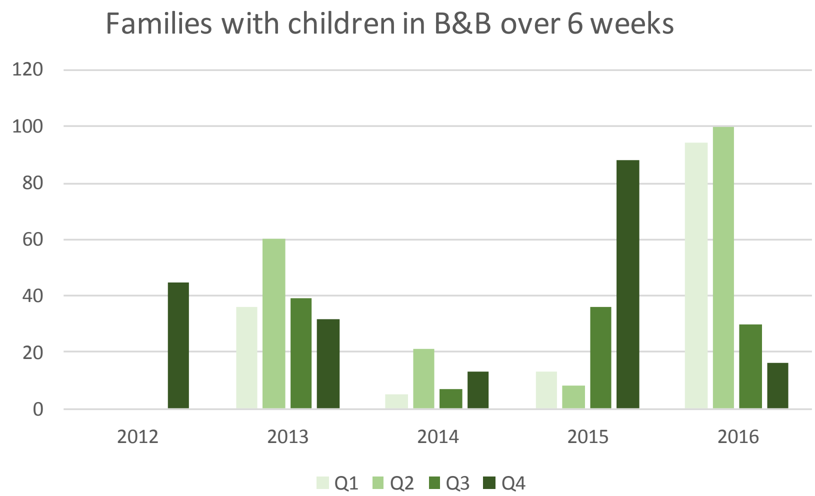


Figure 6.4.8: Families with children in B&B accommodation over 6 weeks for 17 SEMLEP.[15]

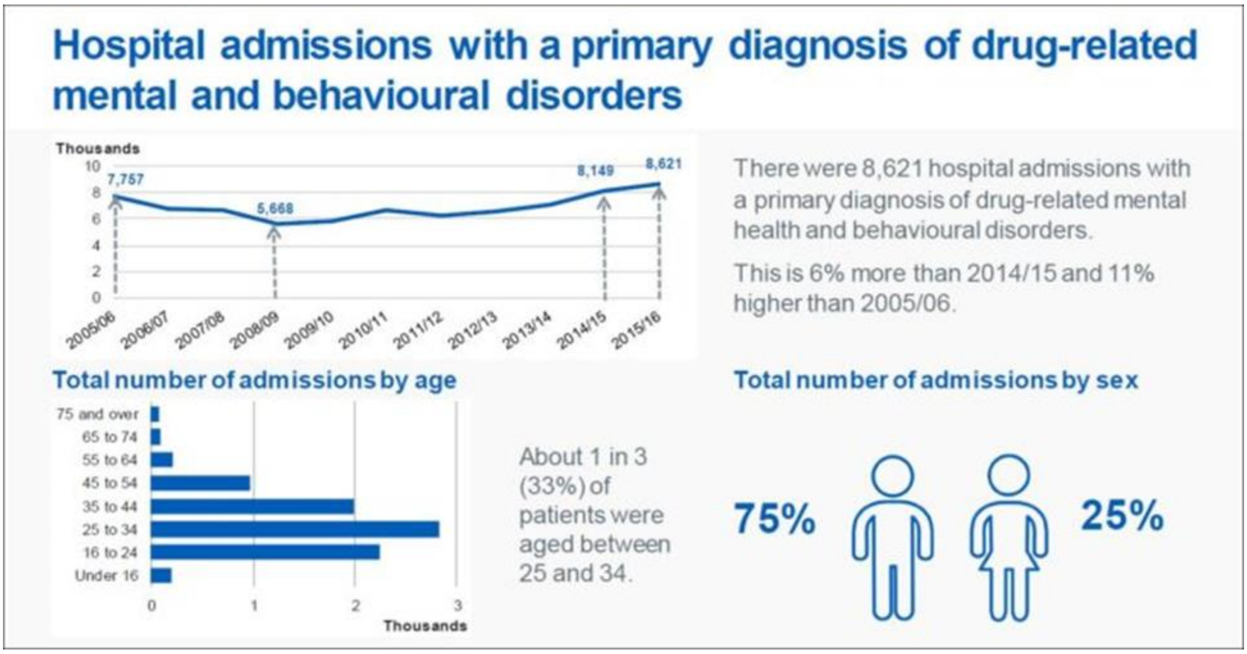
6.4.7 Substance Abuse

On 28 February 2017 the NHS with the Office for National Statistics published the latest information about drug misuse in England and Wales. The main findings are summarised below in both bullet points and graphics. The headlines are:

- Hospital admissions for drug-related mental health up 11% over the last decade
- Hospital admissions for overdoses [technically poisoning by illicit drugs] up 51% over the decade and 6% on last year
- Drug-related deaths at an all-time high. 2,479 individuals lost their lives through their drug use in 2015.
- The level of adult drug misuse has stabilised and is down by about a quarter compared to a decade ago

Drug misuse related hospital admissions [England]

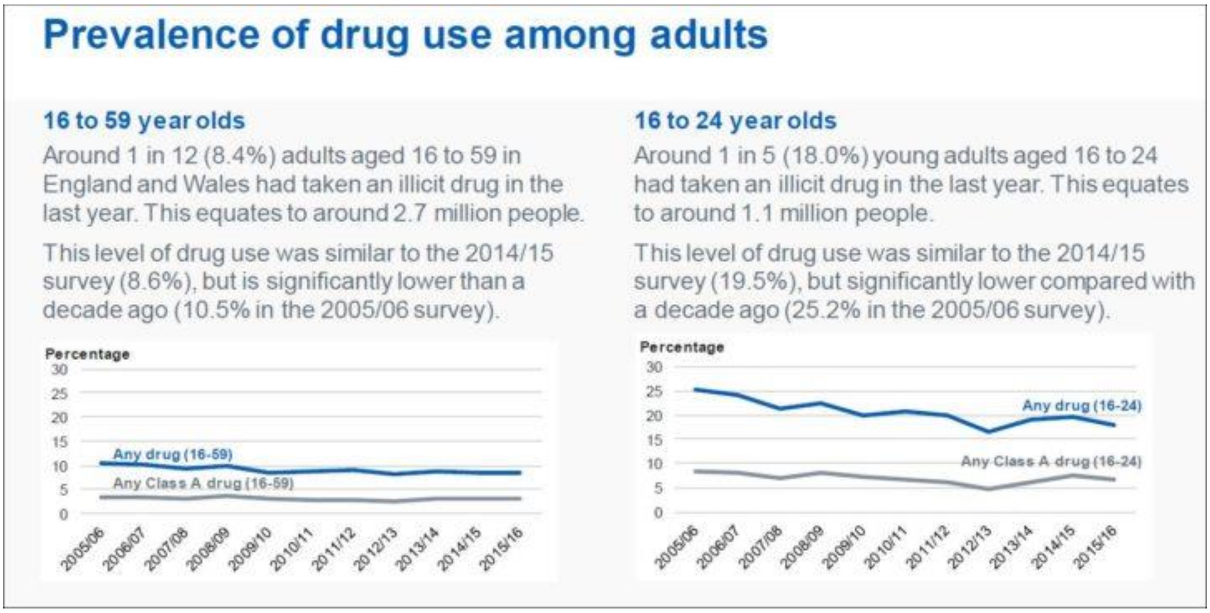
- In 2015/16 there were 8,621 hospital admissions with a primary diagnosis of drug-related mental health and behavioural disorders. This is 6 per cent more than 2014/15 and 11 per cent higher than 2005/06.
- There were 15,074 hospital admissions with a primary diagnosis of poisoning by illicit drugs. This is 6 per cent more than 2014/15 and 51 per cent more than 2005/06.



Source: NHS Statistics on Drug Misuse England 2017

Drug use among adults [England and Wales]

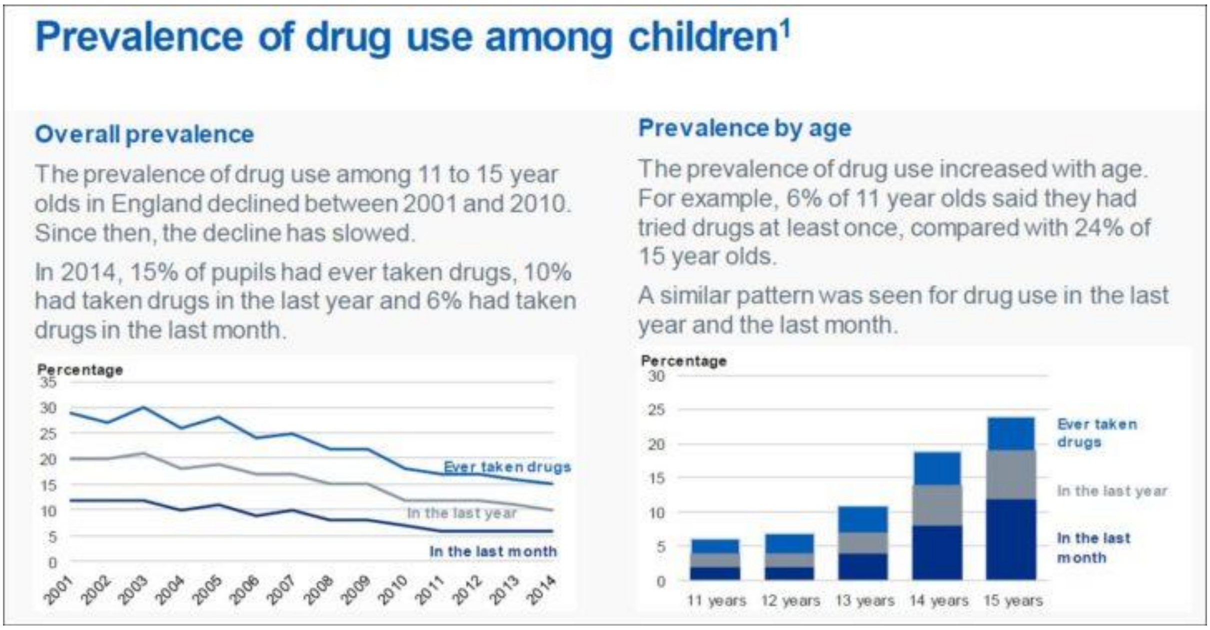
The report does contain some good news. In 2015/16, around 1 in 12 [8.4%] adults aged 16 to 59 had taken an illicit drug in the last year. This equates to around 2.7 million people. While this level of drug use was similar to the 2014/15 survey [8.6%], it is 2 points lower than a decade ago [10.5% in the 2005/06 survey].



Source: NHS Statistics on Drug Misuse England 2017

Drug use among children [England]

- In 2014, 15% of pupils had ever taken drugs, 10% had taken drugs in the last year and 6% had taken drugs in the last month.
- The probability of drug use not surprisingly increases with age. 6%of 11-year-olds said they had tried drugs at least once, compared with 24% of 15-year-olds.



Source: NHS Statistics on Drug Misuse England 2017

Information in this section has been quoted from [http://www.russellwebster.com/the-latest-drug-misuse-figures-201516/.](http://www.russellwebster.com/the-latest-drug-misuse-figures-201516/)

6.4.8 Criminal Re-Offenders

Figures 6.4.9 and 6.4.10 are drawn from information offered by the Ministry of Justice offending history tables, September 2016. Figure 6.4.9 suggests young male offenders are more likely to reoffend and 6.4.10 shows that the likelihood of reoffence increases in men with number of offenses. This would make the priority of programmes, first-time young male offenders.

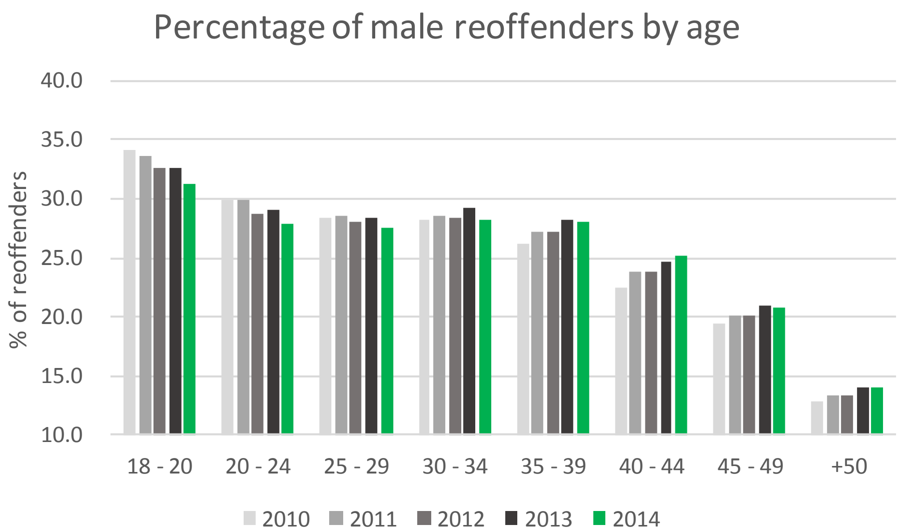


Figure 6.4.9: 2010 – 2014 male reoffenders by age, England and Wales.[16]

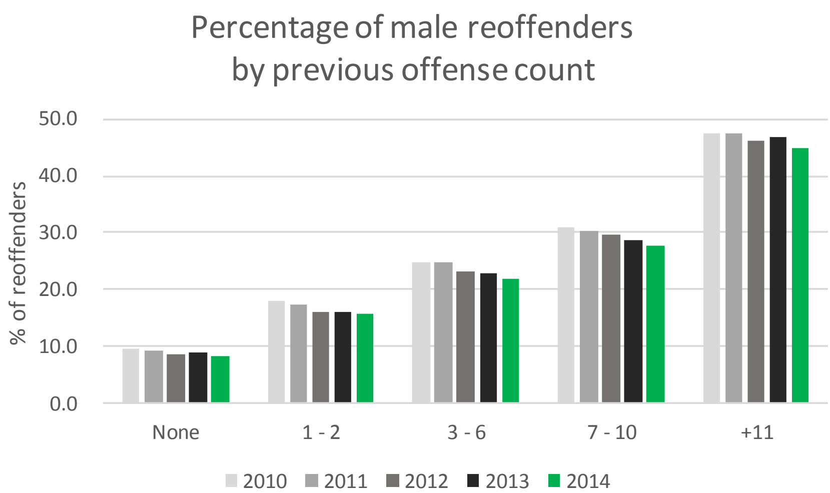


Figure 6.4.10: 2010 – 2014 male reoffenders by previous offense count, England and Wales.[16]

Figures 6.4.11 and 6.4.12 illustrate the same information for females. Unlike males the trend of females reoffending by age steadily increases until middle-age.

However, it is important to notice the difference in the scale between figures 6.4.9 and 6.4.11. The overall percentage of reoffenders is much lower among women.

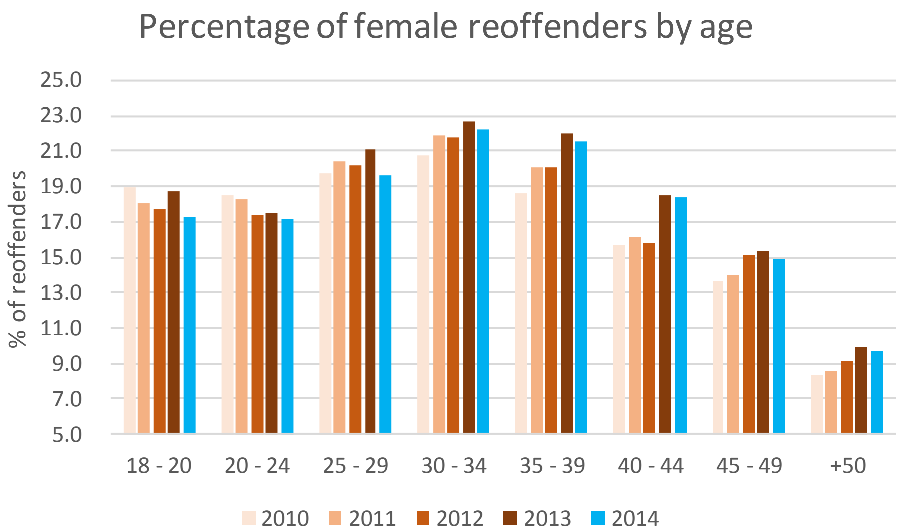


Figure 6.4.11: 2010 – 2014 female reoffenders by age, England and Wales.[16]

While many male / female statistics presented show large dissimilarity, sadly the trend for female reoffenders by previous offense count closely follows male trends and on identical scales.

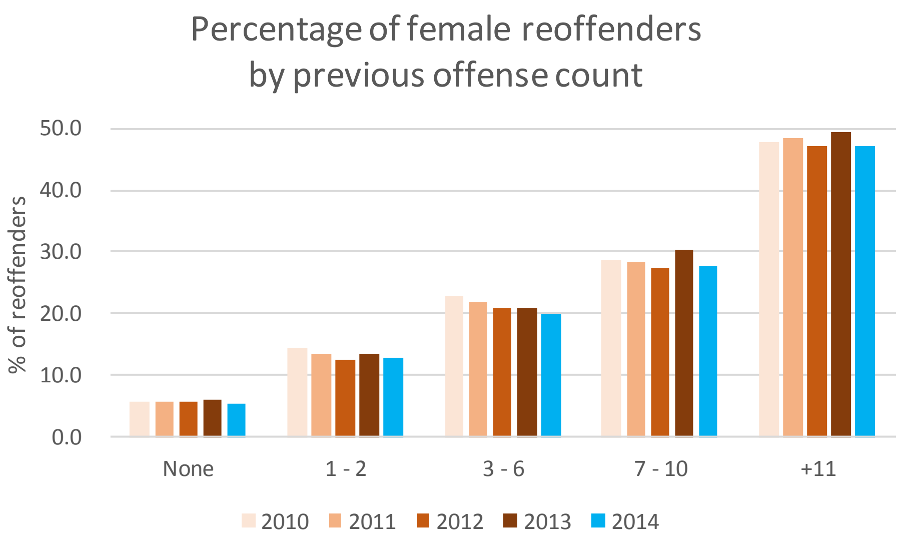


Figure 6.4.12: 2010 – 2014 female reoffenders by previous offense count, England and Wales.[16]

7 Geographies

7.1 Rural economy

Definitions:
DEFRA differentiate rural / urban areas as follows:

- Urban is defined as settlements with populations of 10,000 or more.
- Rural is anything else and is classified as rural towns, villages, hamlets and isolated dwellings
- Local authorities are also classified, based on the proportion of their populations in rural areas. 'Predominantly rural' is where 50% or more of the population live in rural areas or rural 'hub towns'
- Rural areas across the country are diverse – from remote upland communities to lowland peri-urban settlements, within commuting distance of a large city.

England's rural areas play an important role in the national economy. Local authority areas in England that are classified as 'predominantly rural' contribute 16.5% to England's Gross Value Added (GVA), worth an estimated £237 billion.

Production represents 12% of GVA in predominantly rural areas, the same as the contribution in predominantly urban areas (excluding London) and the proportions from most other sectors are broadly similar between predominantly rural and urban areas (excluding London).

The trend towards greater diversification is continuing and economic activity in rural areas is becoming more dynamic, facilitated in part by improved information communications. For example:

- The contribution to GVA in predominantly rural areas from business service activities grew from 9.6% to 10.7% between 2011 and 2015.
- Home-working is more prevalent and growing faster in rural areas than in urban areas. In 2013, around 1 million, or 22%, of workers in England's rural areas worked from home (spending at least half of their work time using their home) compared with 12% of workers in urban areas.

However, businesses and those living in rural areas face a number of barriers in terms of transport, access to skilled labour, superfast broadband and business support. The following key statistics were taken from the March 2017 edition of the 'DEFRA Statistical Digest of Rural England'.

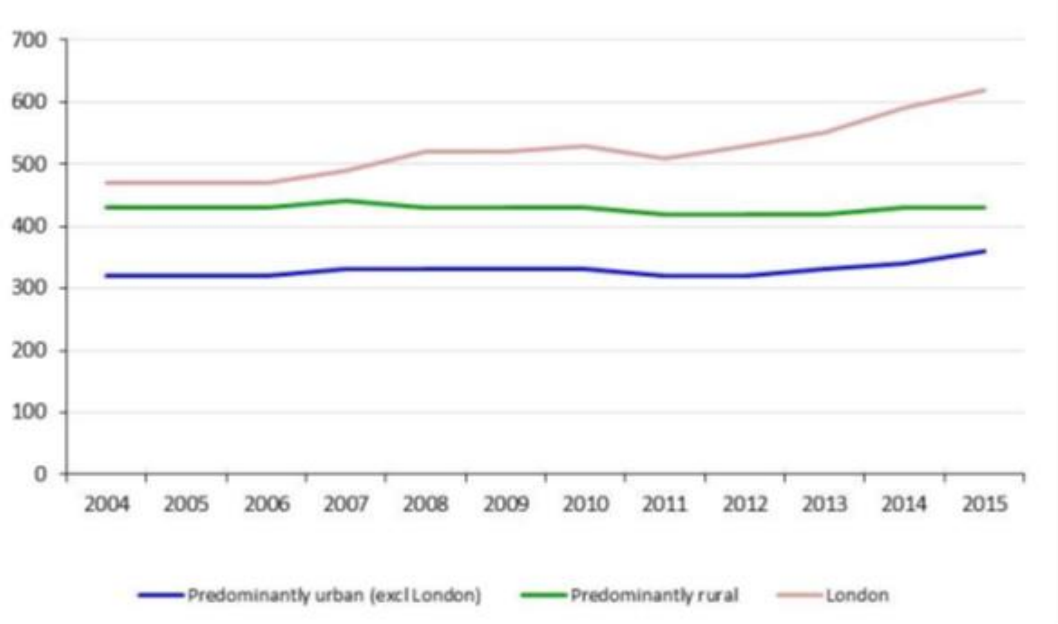


Figure 7.1.1: Registered businesses per 10,000 population by Local Authority Classification, in England, 2004 to 2015[17]

In 2015/16 there were 537,000 businesses registered in rural areas, accounting for 24 per cent of all registered businesses in England. Businesses registered in rural areas employed 3.5 million people, accounting for 13 per cent of all those employed by registered businesses in England. There are more registered businesses per head of population in predominantly rural areas than in predominantly urban areas [excluding London].

Self-employment rates tend to be higher in rural areas. This is particularly evident in the South-East Midlands area, where the self-employment rate in the rural areas is nearly double the rate for the urban parts. Importantly though, a much greater proportion of the business activity in the rural parts of the South-East Midlands area is focussed in micro businesses [0-4 employees]. The productively gap is also narrowing in 2015 there were 53 registered business start-ups per 10,000 population in predominantly urban areas [excluding London] compared with 49 per 10,000 population in predominantly rural areas.

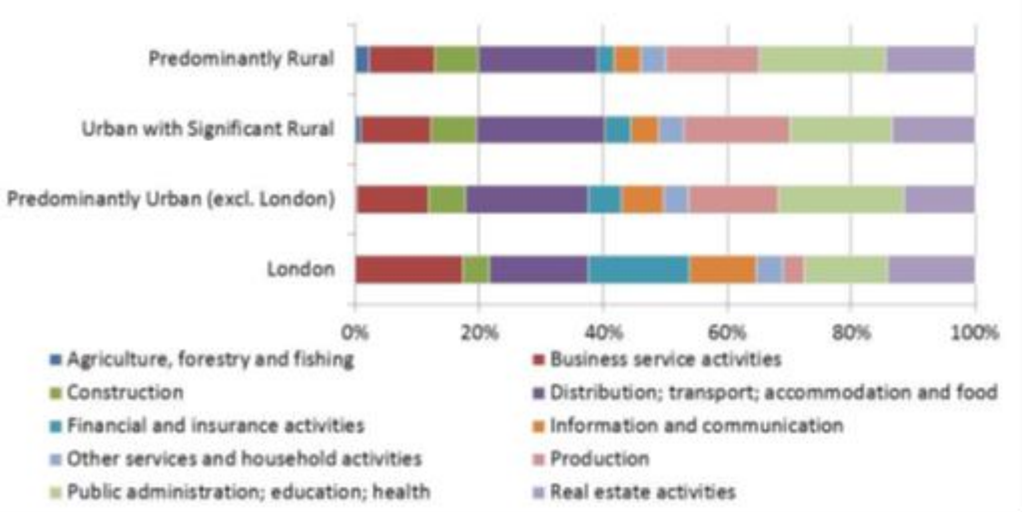


Figure 7.1.2: Percentage breakdown of Gross Value Added [GVA] by industry, and by Local Authority Classification-2011 in England, 2015[17]

As shown in Figure 7.1.2 even in Predominantly Rural areas, 'Agriculture, forestry and fishing' contributes one of the smallest shares of GVA of any category [2% in 2015] though this likely to under-estimate the value of agriculture owing to data collection issues. So farming and diversification has a role to play in enabling farmers to restructure to meet the new challenges, such as increasing competition. It provides a number of benefits and forms an important mechanism in integrating farmers into the wider rural economy. Home working in rural hamlets and dispersed areas is 33% compared with 12% in urban areas.

Transport and Access to Services

Access to services continues to be an issue for many rural communities. In 2008-12 [average results over a 5-year period] people living in the most rural areas travelled 50% further per year than those in England as a whole and 63% further than those living in urban areas.

The continued reduction in transport links is well documented. Rural firms are less likely to train or upskill their workforce because of the increased time and travel costs for employees. For example, 55% of 16 to 19-year-olds in rural areas travel 30 minutes to the nearest FE college. As opposed to 95% in urban areas. Access to motor transport is essential in rural areas with only 11% of households in rural area with no access to a car or van compared with 28% in urban areas in 2012.

Indeed, there are both opportunities and challenges relevant to everyone involved in growing rural economies. For example, key messages from Newcastle University's rural-urban analysis of the UK Longitudinal Small Business Survey highlight the:

- Untapped potential – more rural firms have goods or services suitable for exporting
- Weaknesses – rural firms less likely to expect to grow their workforces
- Obstacles to business success – staff recruitment and skills, planning

7.2 Indices of Multiple Deprivation

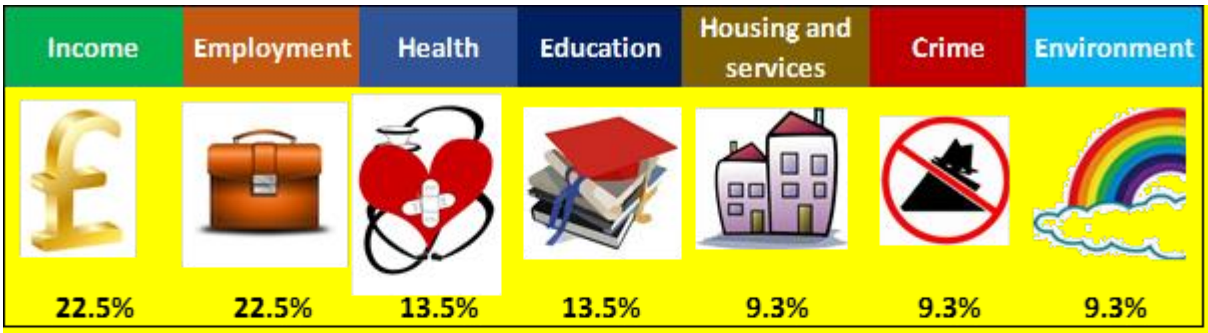
Back ground

The SEMLEP area has followed the UK three-year economic trend of increasing employment with higher economic activity and overall employment than UK and EU27 averages in every category studied. SEMLEP is committed to ensure that economic growth and prosperity are shared throughout the areas and that social and economic exclusion are tackled through ESF investments.

England's Index of Multiple Deprivation [IMD] first issued in 2007 is an opportunity to compare smaller subsections of the local authorities in SEMLEP on a relative basis to other parts of England. The study measures life quality in seven categories and ranks areas across the UK in 1500 person groupings, Lower-layer Super Output Areas [LSOAs] against one another.

While the economy across the UK has improved in the three-year cycle studied, through the IMD, it is possible to understand if areas in SEMLEP are benefiting from this economic cycle as much as other areas on a comparative basis.

In developing the IMD, the Government weights the seven key indicators as follows.



Their development of these measures is described below.

Income deprivation: The income domain measures the proportion of the population in an LSOA1 that live in income deprivation. The definition of low income used includes both people who are out-of-work and those who are in work but have low earnings (and who satisfy the respective means tests).

Employment deprivation: The Employment Deprivation Domain measures the proportion of the working-age population in an area that are involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities.

Health deprivation and disability: The health deprivation and disability domain of the ID 2015 is made up of the following indicators:

- Years of potential life lost - an age and sex standardised measure of premature death;
- Comparative illness and disability ratio - an age and sex standardised morbidity/disability ratio;
- Acute morbidity - an age and sex standardised rate of emergency admission to hospital;
- Mood and anxiety disorders - a composite based on the rate of adults suffering from mood and anxiety disorders, hospital episodes data, suicide mortality data and health benefits data.

Barriers to housing and services:

- Household overcrowding - The proportion of all households in a Lower-layer Super Output Area1 which are judged to have insufficient space to meet the household's needs.
- •Homelessness - Local authority district level rate of acceptances for housing assistance under the homelessness provisions of the 1996 Housing Act, assigned to the constituent Lower-layer Super Output Areas.
- •Housing affordability - Difficulty of access to owner-occupation or the private rental market, expressed as the inability to afford to enter owner-occupation or the private rental market.

Crime: The Crime Domain measures the risk of personal and material victimisation and is made up of several indicators based on the recorded numbers of violent crimes, burglaries, thefts and criminal damage.

Living environment deprivation: The Index of Living Environment Deprivation measures the quality of individuals' immediate surroundings both within and outside the home. The indicators fall into two subdomains.

- The 'indoors' living environment measures the quality of housing, and
- the 'outdoors' living environment contains two measures relating to air quality and road traffic accidents.

Findings

Figure 7.2.1 shows the percentage of LSOA's in SEMLEP that have been in the bottom 20% of UK IMD rankings over the previous three reports, dating back to 2004. The figure suggests that while we have been improving, our relative ranking in quality of life is deteriorating compared to the rest of the country. SEMLEP challenge areas have increased as a percentage of the UK worst across almost all areas, with most notable increases in access to housing and services.

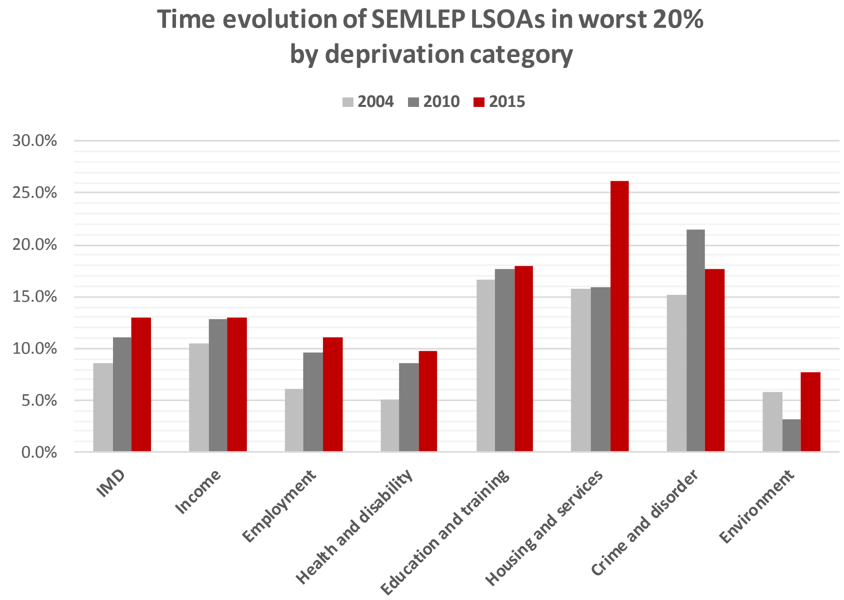


Figure 7.2.1: Time evolution of LSOAs in SEMLEP in the UK IMD bottom 20%.[18]

The IMD can also help identify isolated areas in what would otherwise be generalised as a strongly performing local authority.

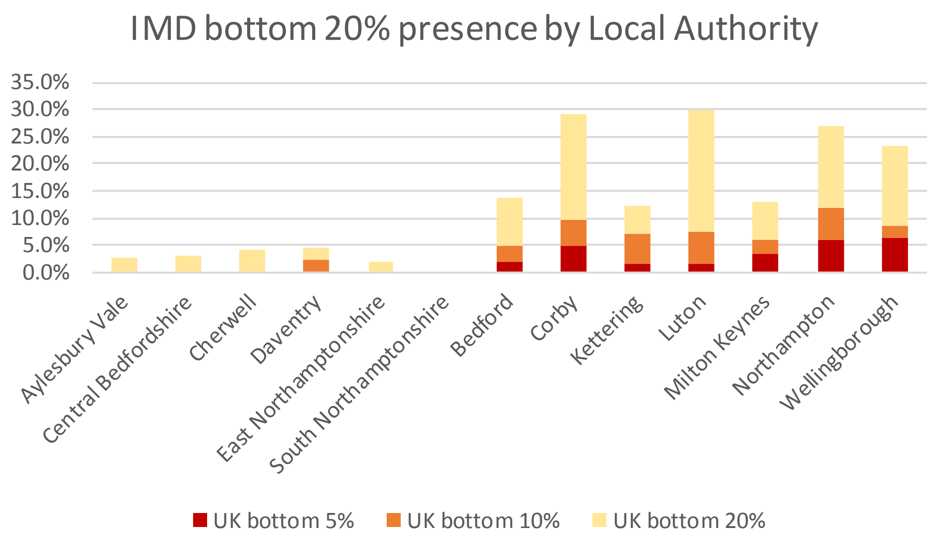


Figure 7.2.2: Percentages of LSOAs in the UK IMD bottom 20% by local authority[18].

Figure 7.2.2 shows the percentage of LSOAs in the bottom 20% of the UK IMD by local authority. Not surprisingly, predominantly urban centres fare worse than predominantly rural areas. Surprisingly Milton Keynes, which has shown strongly in economic indicators still shows areas of deprivation when nationally ranked. As you would expect Corby and Luton are areas for concern with almost 30% of their LSOAs nationally ranking in the bottom 20%. However, these two areas have applied for community led local development funding which will result in a targeted approach in specific wards to tackle deprivation [£4m per project].

Table 7.2.3 looks at local authority performance across all seven indices by local authority with highlighting in areas that have more than one-quarter of their LSOAs in the bottom of national ranks. The table is reproduced in Appendix section 8.2 more clearly. Barriers to Housing and Services appears to be an issue to some degree in most areas. A tailored approach should be considered for Aylesbury Vale, Daventry, Bedford, Milton Keynes, Northampton, and possibly Cherwell.

Crime and disorder also appears to be a problem over predominantly urban areas. Luton [41.3%], Northampton [35.3%] and Wellingborough [29.8%].

SEMLEP area	IMD	Income	Employment	Health and disability	Education and training	Housing and services	Crime and disorder	Environment
Aylesbury Vale	2.6%	1.7%	3.5%	0.9%	12.2%	26.1%	3.5%	1.7%
Central Bedfordshire	3.2%	6.4%	3.2%	0.6%	10.2%	11.5%	14.0%	0.6%
Cherwell	4.3%	3.2%	1.1%	2.2%	15.1%	24.7%	4.3%	4.3%
Daventry	4.5%	2.3%	4.5%	2.3%	13.6%	31.8%	6.8%	6.8%
East Northamptonshire	2.1%	4.3%	6.4%	0.0%	12.8%	19.1%	6.4%	6.4%
South Northamptonshire	0.0%	0.0%	0.0%	0.0%	0.0%	19.6%	0.0%	9.8%
Bedford	13.6%	19.4%	18.4%	9.7%	18.4%	27.2%	9.7%	15.5%
Corby	29.3%	26.8%	34.1%	43.9%	53.7%	4.9%	26.8%	0.0%
Kettering	12.3%	8.8%	10.5%	8.8%	17.5%	5.3%	21.1%	8.8%
Luton	29.8%	28.9%	16.5%	19.0%	18.2%	55.4%	41.3%	17.4%
Milton Keynes	13.2%	15.1%	12.5%	9.2%	15.1%	29.6%	16.4%	1.3%
Northampton	27.1%	21.8%	17.3%	25.6%	32.3%	35.3%	35.3%	18.0%
Wellingborough	23.4%	21.3%	25.5%	8.5%	27.7%	17.0%	29.8%	6.4%

Table 7.2.3: Percentage of each local authority's LSOAs ranking in the UK's worst 20% by deprivation category.

8 Appendix

Appendix 8.1 lists reference sources used for each figure offered in the report. Appendix 8.2 offers the corresponding data table where necessary. Each table is numbered corresponding to the document figure or figures it supports. For multiple figures, all relevant figure numbers are referenced.

8.1 Bibliography

As described in the methodology, the information compiled for this report has come predominantly from three source:
The Office of National Statistics [ONS].
The Department of Work and Pensions [DWP].
The Department of Communities and Local Government.

Data from ONS and DWP have been acquired through NOMIS, the search engine provided by the ONS either by extracting local area profiles or by specific query. In each reference, we will identify the body of information and the search criteria that yielded the results. Please bear in mind that automated reports [LEP or Local Authority profiles] will generate different results depending on the date of the request as new data becomes available and is automatically incorporated. For each reference '13 local authorities should be meant to include:

East	East Midlands	South East
Bedford	Corby	Aylesbury Vale
Central Bedfordshire	Daventry	Cherwell
Luton	East Northamptonshire	Milton Keynes
	Kettering	
	Northampton	
	South Northamptonshire	
	Wellingborough	

Local authorities in grey have been grouped in some figures to approximate rural community trends.

References
1. Office for National Statistics - nomis, Area Profiles. https://www.nomisweb.co.uk/home/profiles.asp. data request – 4 April, 2017.
2. *ESF Project Directory,* Southeast Midlands Local Enterprise Partnership [SEMLEP], April 2017; pages 5-6.
3. *SEMLEP 2015 Business Survey,* Research Report – Wiseman, Parry and Baker, BMG Research, September 2015; page 56.
4. Projected jobs expansion page 11.
5. Office for National Statistics – nomis, Query – Annual population survey. https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17 economic activity rate and employment rate/ Sep 2014, Sep 2015, Sep 2016 for England, South-East Midlands LEP and 13 local authorities. Data request – 5 April, 2017.
6. Office for National Statistics – nomis, Query – Annual population survey. https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17 economic inactivity rate – by gender, by reason, by age range/ Sep 2014, Sep 2015, Sep 2016 for England, South-East Midlands LEP and 13 local authorities. Data request – 5 April, 2017.
7. Department of Work and Pensions – nomis Query – Benefit claimants, employment and support allowance. https://www.nomisweb.co.uk/query/construct/components/stdListComponent.asp?menuopt=85&subco

mp=312 claimants 2014 – 2016, by area, by age, by gender for England, South-East Midlands LEP and 13 local authorities. Data request 6 April, 2017.

8. Department of Work and Pensions – nomis Query – Benefit claimants, employment and support allowance. https://www.nomisweb.co.uk/query/construct/components/stdListComponent.asp?menuopt=85&subcomp=312 Claimants Nov 2014, Nov 2015, Aug 2016, by area, by gender, by benefits duration for England, South-East Midlands LEP and 13 local authorities. Data request 6 April, 2017.
9. Office for National Statistics – nomis, Query – Annual population survey. https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17 Age 16 – 64, % with NVQXX, 2014, 2015, for England, South-East Midlands LEP and 13 local authorities. Data request 5 April, 2017.
10. *Progress report, 2016,* Gender pay gap figures. Women's Business Council; Page 25.
11. *Young People Not in Education, Employment or Training, Statistical Bulletin*, Office for National Statistics, UK: Feb 2017. https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/latest
12. Office for National Statistics – nomis, Query – Annual population survey. https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17 Employment by age range, by gender, Sep 2014, Sep 2015, Sep 2016, for England, South-East Midlands LEP and 13 local authorities. Data request 5 April, 2017.
13. Office for National Statistics – nomis, Query – Annual population survey. https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17 Employment for ethnic minorities, age 16 - 64, by gender, Sep 2014, Sep 2015, Sep 2016, for England, South-East Midlands LEP and 13 local authorities. Data request 5 April, 2017.
14. Office for National Statistics – nomis, Query – Annual population survey. https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17 Employment for EA core or work-limiting disabled, age 16 - 64, by gender, Sep 2014, Sep 2015, Sep 2016, for England, South-East Midlands LEP and 13 local authorities. Data request 5 April, 2017.
15. *Rough Sleeping in England*, Department for Communities and Local Government; Autumn 2016, 25 January 2017, Statistics [EXCEL] https://www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness
16. *Criminal Justice Statistics Quarterly*, Ministry of Justice; September 2016, https://www.gov.uk/government/statistics/criminal-justice-system-statistics-quarterly-september-2016 Offending history data [EXCEL]. Tables 6.04, 6.11.
17. *Statistical Digest of Rural England*, Department for Environment, Food and Rural Affairs; March 2017.
18. *English Indices of Deprivation,* Oxford Consultants for Social Inclusion, Most recent version - September 2015. http://indicesofdeprivation.co.uk/data-and-reports/

8.2 Reference table data

Reference tables are numbered by corresponding document figure. In some cases, multiple figures will have been derived from a single table, hence the tables may not be numerically consistent.

Demographics

Local Authority	% of total area
Aylesbury Vale	9.6%
Central Bedfordshire	13.9%
Cherwell	7.4%
Daventry	4.1%
East Northamptonshire	4.5%
South Northamptonshire	4.5%
Bedford	8.4%
Corby	3.4%
Kettering	4.9%
Luton	10.9%
Milton Keynes	13.3%
Northampton	11.3%
Wellingborough	3.9%

Table 3.01.: % of 17 SEMLEP area by local authority

Area	% 18 - 24	% 25 - 29	% 30 - 34	% 35 - 39	% 40 - 44	% 45 - 49	% 50 - 54	% 55 - 59	% 60 - 64	% +65
Great Britain	9.0	6.9	6.8	6.3	6.6	7.1	7.0	6.0	5.3	17.7
2017 SEMLEP	7.7	6.5	7.0	6.8	7.1	7.4	7.1	6.0	5.3	16.0
Aylesbury Vale	7.3	6.0	6.2	6.7	7.2	7.9	7.6	6.4	5.4	16.4
Central Bedfordshire	7.2	6.3	6.5	6.7	7.2	7.6	7.7	6.4	5.6	17.2
Cherwell	7.0	6.1	7.1	6.6	7.1	7.7	7.4	6.2	5.3	17.3
Daventry	7.0	5.0	4.8	5.4	7.0	8.3	8.3	7.0	6.5	19.9
East Northamptonshire	6.9	5.1	5.3	5.7	7.2	8.1	7.5	6.4	6.3	19.8
South Northamptonshire	6.3	4.6	4.9	5.7	7.4	8.4	8.2	6.9	6.1	19.9
Bedford	8.1	6.0	6.7	6.6	6.9	7.4	7.1	6.1	5.2	17.2
Corby	7.7	7.1	8.0	6.7	6.5	7.2	7.3	6.1	5.1	14.0
Kettering	7.3	6.0	6.3	6.4	7.4	7.6	7.2	5.8	5.5	18.0
Luton	9.6	8.7	8.8	7.2	6.4	6.2	6.1	4.9	4.0	12.0
Milton Keynes	7.0	6.7	8.1	8.0	7.6	7.1	6.6	5.8	5.1	12.8
Northampton	9.3	7.3	7.9	7.1	7.0	6.7	6.6	5.5	4.8	14.6
Wellingborough	6.9	5.6	6.2	6.0	7.0	7.6	7.0	6.1	5.8	18.7

Table 3.0.2: Working age population by Local Authority age range

Jobs

Local Authority	Total jobs	Total employee jobs	Employee full time	Employee part time
2017 SEMLEP totals	0.82	0.71	0.50	0.21
Aylesbury Vale	0.74	0.61	0.44	0.18
Central Bedfordshire	0.64	0.53	0.37	0.16
Cherwell	0.89	0.79	0.55	0.24
Daventry	0.87	0.75	0.57	0.18
East Northamptonshire	0.62	0.47	0.33	0.15
South Northamptonshire	0.71	0.59	0.4	0.18
Bedford	0.79	0.7	0.48	0.22
Corby	0.76	0.7	0.49	0.19
Kettering	0.78	0.7	0.47	0.23
Luton	0.71	0.63	0.44	0.19
Milton Keynes	1.09	0.99	0.73	0.26
Northampton	0.99	0.86	0.61	0.26
Wellingborough	0.82	0.7	0.49	0.19

Table 5.1.1: Job Densities by Local Authority

Industry Sector	Total jobs
Mining and quarrying	250
Manufacturing	87,000
Electricity, gas, steam and air conditioning supply	2,500
Water supply; sewerage, waste management and remediation activities	4,500
Construction	39,000
Wholesale and retail trade; repair of motor vehicles and motorcycles	163,000
Transportation and storage	63,000
Accommodation and food service activities	49,000
Information and communication	31,000
Financial and insurance activities	24,000
Real estate activities	13,000
Professional, scientific and technical activities	67,000
Administrative and support service activities	90,000
Public administration and defence; compulsory social security	31,000
Education	79,000
Human health and social work activities	96,000
Arts, entertainment and recreation	20,000
Other service activities	23,000

Table 5.1.2: Jobs by industry sector in the 2017 SEMLEP area

Job Category	Great Britain	2017 SEMLEP	Aylesbury Vale	Central Bedfordshire	Cherwell	Daventry	South Northamptonshire	East Northamptonshire	Bedford	Corby	Kettering	Luton	Milton Keynes	Northampton	Wellingborough
1 Managers, directors and senior officials	10.8	10.5	15.3	10.1	9.6	20.9	12.9	13.9	9.1	10.7	9.2	6.5	10.8	7.1	6.5
2 Professional occupations	20.2	19.7	21.9	21.6	20.8	13.6	24.0	17.5	22.9	12.4	21.4	17.8	19.4	18.3	15.4
3 Associate professional & technical	14.5	14.4	17.6	17.8	11	11.7	16.1	12.2	16.1	7.7	15.5	12.5	14.1	11.3	20.5
4 Administrative & secretarial	10.4	11.3	12.5	13.1	13.7	10.6	10.8	12.3	11.3	!	5.3	10.8	11.5	11.6	12.1
5 Skilled trades occupations	10.3	10.5	7.5	11.3	10	12.1	12.7	12.3	10.6	8.7	10.1	10.6	9.5	12.1	9.4
6 Caring, leisure and Other Service occupations	9	8.7	6	6.9	10.3	8.3	6.8	8.8	6.8	12.2	14	11	8.2	10.4	7.2
7 Sales and customer service occs	7.4	7.7	8	5.7	9	2.7	6.4	10.0	8.9	7.2	10.3	6.5	7.9	8.9	9.9
8 Process plant & machine operatives	6.4	7.1	5.1	5.9	6.8	8.2	2.4	3.0	7.4	17.1	6.3	8.8	6.2	9.4	10.2
9 Elementary occupations	10.7	10	6.1	7.8	8.8	11.8	7.9	10.1	7	19.5	8.1	15.3	11.8	11.1	8.9

Table 5.1.3 Employment by occupation by local authority

Business concern	2014 [1573 responses]	2015 [1918 responses]
The general economic climate	49%	42%
Increasing competition	39%	34%
Attracting or retaining customers	37%	34%
Over regulation / red tape	42%	34%
Cash flow	31%	31%
High cost of energy	39%	29%
Lack of skilled labour	31%	27%
Business rates	36%	27%
Transport costs e.g. fuel etc.	38%	26%
IT infrastructure / lack of high speed broadband	30%	26%
High cost of labour	27%	24%
Constraints with premises or location	22%	23%
Reduction in public sector expenditure	26%	23%
Interest rates / cost of finance	28%	20%
Access to finance	23%	20%
Lack of training available locally	15%	16%
Transport infrastructure [road, rail and sea]	20%	15%
Lack of appropriate business support	18%	14%
Access to public tranport	16%	12%
Difficulties with obtaining planning permission	16%	12%

Table 5.2.1: Business survey results on constraints to business growth.

Economic Activity and Employment

	England		17 SEMLEP	
	Active	Employed	Active	Employed
2014	77.5	72.3	80.3	76.1
2015	77.8	73.6	80.7	77.3
2016	78.1	74.1	80.4	77.6

Table 6.0.1: Activity and employment, 2014 - 2016

	Great Britain			17 SEMLEP		
	Average	Male	Female	Average	Male	Female
Economically active	77.8	83.1	72.6	80.4	86.9	74.0
Employed	74.1	79.2	69.0	77.6	83.7	71.5

Table 6.1.1: Economic activity by gender comparing SEMLEP and Great Britain.

			Males		Females	
	Active	Employed	Active	Employed	Active	Employed
Age 16 - 64	80.4	77.6	86.9	83.7	74.0	71.5
Age 16 - 19	42.0	35.1	44.8	34.7	38.9	35.5
Age 20 - 24	73.7	70.3	78.7	74.2	69.3	66.9
Age 50 - 64	77.4	75.5	83.9	81.4	70.8	69.6
Age 65+	9.0	9.0	12.9	12.7	5.6	5.6

Table 6.1.2: Economic activity for working age edge groups by age and gender

Economic Inactivity

Area	Male			Female		
	2014	2015	2016	2014	2015	2016
England	16.9	16.5	16.4	28.1	27.8	27.3
17 SEMLEP	13.5	13.2	13.1	25.8	25.3	26.0
Aylesbury Vale	12.9	10.8	12.0	22.9	24.2	25.6
Central Bedfordshire	9.8	11.5	11.8	22.3	25.7	26.2
Cherwell	17.2	18.1	15.4	28.4	25.3	25.6
Daventry	8.1	13.7	13.0	30.3	29.6	20.8
East Northamptonshire		8.0		29.2	25.7	28.5
South Northamptonshire	6.7	9.4	7.7	23.9	26.0	23.6
Bedford	10.6	8.7	6.4	21.9	24.5	24.0
Corby	8.3	8.9	10.1	26.7	20.3	26.6
Kettering	21.5	16.6	14.9	20.0	16.0	15.9
Luton	20.6	19.2	18.6	33.0	35.1	36.6
Milton Keynes	14.9	13.8	16.0	24.6	23.7	29.9
Northampton	16.8	12.5	16.7	26.5	23.9	19.7
Wellingborough	11.2	18.5	12.5	30.9	18.9	24.4

Table 6.2.1, 6.2.2, 6.2.3: Economic inactivity by gender for 2014 - 2016.

Benefit Claimants

Area	Total claimants	Job seekers	ESA and incapacity benefits	Lone parents	Carers	Others on income related benefits	Disabled	Bereaved	Main out-of-work benefits†
Great Britain	11.3	1.2	6.1	1.0	1.7	0.2	0.8	0.2	8.6
17 SEMLEP	8.8	1.0	4.6	0.9	1.3	0.2	0.6	0.2	6.6
Aylesbury Vale	6.7	0.5	3.4	0.7	1.0	0.1	0.8	0.2	4.7
Central Bedfordshire	7.2	0.6	3.6	0.8	1.2	0.1	0.8	0.2	5.0
Cherwell	7.1	0.4	3.9	0.6	1.1	0.1	0.8	0.2	5.0
Daventry	6.6	0.7	3.6	0.6	1.1	0.1	0.4	0.2	4.9
East Northamptonshire	7.5	0.7	4.0	0.8	1.4	0.1	0.3	0.2	5.6
South Northamptonshire	4.9	0.4	2.6	0.4	0.9	0.1	0.4	0.2	3.4
Bedford	10.2	1.5	5.1	1.0	1.4	0.2	0.8	0.2	7.8
Corby	12.0	1.0	7.0	1.4	1.8	0.2	0.3	0.2	9.7
Kettering	9.9	1.1	5.6	1.0	1.5	0.2	0.4	0.2	7.8
Luton	11.4	1.4	5.6	1.2	1.9	0.2	0.8	0.2	8.5
Milton Keynes	9.4	1.1	4.7	1.1	1.3	0.1	0.8	0.2	7.1
Northampton	10.1	1.4	5.5	1.1	1.4	0.2	0.3	0.2	8.3
Wellingborough	11.2	1.4	5.9	1.3	1.7	0.2	0.4	0.2	8.8

Table 6.2.4, 6.2.6: Benefits claimants by benefit and by local authority compared to the Great Britain and SEMLEP areas.

Local Authority	% of area Dec 2015 Jobseekers claims	% of area 2015 population estimates
Aylesbury Vale	4.7	9.6
Central Bedfordshire	9.7	13.9
Cherwell	2.3	7.4
Daventry	2.3	4.1
East Northamptonshire	3.3	3.9
South Northamptonshire	1.8	4.5
Bedford	12.6	8.4
Corby	3.8	3.4
Kettering	5.7	4.9
Luton	17.5	10.9
Milton Keynes	14.3	13.3
Northampton	16.7	11.3
Wellingborough	5.2	4.5

Table 6.2.5: % of jobseekers claims to % of working age population.

Age	Feb-14	May-14	Aug-14	Nov-14	Feb-15	May-15	Aug-15	Nov-15	Feb-16	May-16	Aug-16
aged 18-24	4,100	4,190	4,450	4,540	4,590	4,590	4,600	4,530	4,620	4,620	4,620
aged 25-34	7,530	7,790	8,160	8,320	8,530	8,480	8,520	8,490	8,570	8,640	8,780
aged 35-44	9,720	9,970	10,230	10,490	10,570	10,560	10,520	10,590	10,680	10,610	10,580
aged 45-49	7,020	7,170	7,360	7,480	7,530	7,470	7,380	7,420	7,530	7,550	7,610
aged 50-54	7,260	7,480	7,780	7,970	8,160	8,170	8,130	8,220	8,330	8,370	8,470
aged 55-59	7,650	7,870	8,170	8,260	8,340	8,360	8,260	8,320	8,390	8,420	8,510
aged 60+	5,000	5,370	5,630	5,810	6,050	6,100	6,260	6,340	6,510	6,700	7,010

Table 6.2.7: 2014 - 2016 ESA claims by age range.

	Total	6 months up to 1 year	1 year and up to 2 years	2 years and up to 5 years	5 years and over
2014	51,920	8,410	15,670	16,870	1,670
2015	53,790	5,980	10,530	26,250	3,470
2016	55,720	4,650	8,130	29,840	5,810

Table 6.2.8: 2014-2016 August ESA benefits claimants by duration

Education and skills

	with NVQ4+	with NVQ3	with NVQ2	with NVQ1	with other qualifications (NVQ)	with no qualifications (NVQ)
England	36.8	17.3	16.3	11.6	6.6	8.4
17 SEMLEP	34.0	16.4	17.8	12.7	6.7	9.0
Aylesbury Vale	43.7	17.4	15.0	12.6	2.1	7.1
Central Bedfordshire	38.6	15.3	18.5	12.6	5.0	6.9
Cherwell	36.0	16.0	17.5	13.9	7.1	6.5
Daventry	30.7	19.2	17.9	12.4	4.7	11.6
East Northamptonshire	27.7	22.1	22.4	14.6	5.9	4.7
South Northamptonshire	38.3	20.7	18.5	8.3	4.0	4.5
Bedford	37.7	13.0	11.2	15.5	9.9	7.9
Corby	19.7	22.8	18.7	12.6	11.5	8.9
Kettering	31.5	20.1	23.3	9.8	5.1	7.0
Luton	29.8	15.0	17.4	10.8	10.2	14.8
Milton Keynes	35.5	14.4	19.7	13.4	6.3	9.0
Northampton	30.1	16.1	18.9	11.7	6.1	12.2
Wellingborough	20.9	15.0	15.4	19.3	14.1	12.8

Table 6.3.1: Employment qualification levels for England, 17 SEMLEP and Local Authorities

Special interest groups

Reason	England			17 SEMLEP		
	2014	2015	2016	2014	2015	2016
Student	20.6	20.4	20.7	20.2	20.6	19.9
Family	37.3	37.5	36.4	38.0	39.0	37.5
ST ill	1.9	1.9	1.8	2.7	1.9	0.9
LT ill	16.2	16.7	17.3	13.8	14.5	15.0
Discouraged	0.4	0.4	0.3	0.5		
Retired	15.1	13.7	13.2	17.5	12.9	14.5

Table 6.4.1: Female reasons cited for economic inactivity

	England						17 SEMLEP					
	Total 16 - 64	Total 50 - 64	Males 16 - 64	Males 50 - 64	Females 16 - 64	Females 50 - 64	Total 16 - 64	Total 50 - 64	Males 16 - 64	Males 50 - 64	Females 16 - 64	Females 50 - 64
2014	72.3	68.5	77.4	74.2	67.3	63.0	76.1	71.9	81.6	78.0	70.7	66.2
2015	73.6	69.6	78.9	75.3	68.3	64.1	77.3	75.4	83.0	80.9	71.7	70.0
2016	74.1	70.5	79.2	75.8	69.0	65.5	77.6	75.5	83.7	81.4	71.5	69.6

Table 6.4.2: 2014 - 2016 employment rates aged 50-64 versus working age by gender.

Area	Average	Males	Females
Great Britain	70.5	75.8	65.5
Aylesbury Vale	75.7	76.1	75.3
Central Bedfordshire	72.0	78.5	66.3
Cherwell	78.0	92.2	67.7
Daventry	85.2	88.0	82.4
East Northamptonshire	85.0	100.0	71.8
South Northamptonshire	73.9	86.5	62.6
Bedford	76.9	79.5	74.5
Corby	77.9	72.3	83.0
Kettering	77.7	79.1	75.7
Luton	67.7	69.8	65.2
Milton Keynes	72.8	79.3	65.4
Northampton	80.4	86.8	72.7
Wellingborough	69.2	90.0	45.3

Table 6.4.3: Employment rate aged 50-64 by local authority.

	England				17 SEMLEP			
	White male	Ethnic male	White female	Ethnic female	White male	Ethnic male	White female	Ethnic female
2014	78.8	69.5	69.9	53.0	82.8	73.3	73.0	56.8
2015	80.2	71.1	70.9	54.3	84.3	74.4	74.6	54.7
2016	80.3	73.2	71.7	55.1	84.6	77.3	74.9	49.5

Table 6.4.4: 2014 - 2016 employment by ethnicity and gender.

	England						17 SEMLEP					
	Total not disabled	Total disabled	Male not disabled	Male disabled	Female not disabled	Female disabled	Total not disabled	Total disabled	Male not disabled	Male disabled	Female not disabled	Female disabled
2014	78.0	48.5	83.2	50.6	72.7	46.6	81.3	52.4	86.6	56.5	76.0	48.9
2015	79.2	50.1	84.4	53.2	73.8	47.6	81.7	57.3	86.9	62.2	76.3	53.2
2016	79.8	51.2	84.9	53.9	74.6	49.1	81.9	56.0	87.6	60.0	75.9	53.1

Table 6.4.5: EA core and work limiting disabled employment rates, 2014 - 2016.

Numbers by area	2010	2011	2012	2013	2014	2015	2016
England	1,768	2,181	2,309	2,414	2,744	3,569	4,134
London	415	446	557	543	742	940	964
Rest of England	1,353	1,735	1,752	1,871	2,002	2,629	3,170
17 SEMLEP	56	74	94	139	166	230	274

Growth rate from 2010 baseline	2010	2011	2012	2013	2014	2015	2016
England	1.00	1.23	1.31	1.37	1.55	2.02	2.34
London	1.00	1.07	1.34	1.31	1.79	2.27	2.32
Rest of England	1.00	1.28	1.29	1.38	1.48	1.94	2.34
17 SEMLEP	1.00	1.32	1.68	2.48	2.96	4.11	4.89

Table 6.4.6, 6.4.7: Rough sleeping growth trends 2010 - 2016

	Q1	Q2	Q3	Q4
2012				45
2013	36	60	39	32
2014	5	21	7	13
2015	13	8	36	88
2016	94	100	30	16

Table 6.4.8: Families with children in B&B accomodation over 6 weeks

	2010	2011	2012	2013	2014
18 - 20	34.1	33.6	32.7	32.6	31.2
20 - 24	29.9	30.0	28.8	29.0	27.9
25 - 29	28.4	28.6	28.1	28.4	27.5
30 - 34	28.3	28.6	28.4	29.2	28.3
35 - 39	26.2	27.1	27.3	28.3	28.0
40 - 44	22.5	23.8	23.8	24.7	25.1
45 - 49	19.4	20.1	20.1	21.0	20.7
+50	12.7	13.3	13.3	13.9	13.9

Table 6.4.9: Male criminal reoffenders by age, England and Wales.

	2010	2011	2012	2013	2014
None	9.6	9.3	8.7	8.9	8.4
1 - 2	18.0	17.3	16.1	16.0	15.6
3 - 6	24.7	24.7	23.2	22.8	21.8
7 - 10	30.9	30.5	29.6	28.7	27.6
+11	47.5	47.5	46.2	46.7	45.0

Table 6.4.10: Male criminal reoffenders by previous offense, England and Wales.

	2010	2011	2012	2013	2014
18 - 20	18.9	18.1	17.7	18.7	17.3
20 - 24	18.5	18.3	17.4	17.5	17.2
25 - 29	19.8	20.4	20.1	21.1	19.6
30 - 34	20.8	21.9	21.8	22.7	22.3
35 - 39	18.6	20.1	20.1	22.0	21.5
40 - 44	15.6	16.1	15.7	18.5	18.4
45 - 49	13.6	14.0	15.2	15.3	14.9
+50	8.3	8.5	9.1	9.9	9.7

Table 6.4.11: Female criminal reoffenders by age, England and Wales.

	2010	2011	2012	2013	2014
None	5.8	5.8	5.7	6.0	5.5
1 - 2	14.3	13.6	12.6	13.4	12.8
3 - 6	22.8	21.8	20.9	20.9	19.9
7 - 10	28.7	28.2	27.3	30.5	27.9
+11	47.9	48.4	47.1	49.4	47.2

Table 6.4.12: Female criminal reoffenders by previous offense, England and Wales.

Indices of deprivation

	IMD	Income	Employment	Health and disability	Education and training	Housing and services	Crime and disorder	Environment
2004	8.5%	10.5%	6.0%	5.1%	16.6%	15.8%	15.2%	5.8%
2010	11.0%	12.9%	9.7%	8.6%	17.7%	15.9%	21.4%	3.2%
2015	13.0%	13.0%	11.0%	9.7%	17.9%	26.2%	17.7%	7.7%

Table 7.2.1: Time trend for percentage of SEMLEP LSOAs in the UK bottom 20%

	UK bottom 5%	UK bottom 10%	UK bottom 20%
Aylesbury Vale	0.0%	0.0%	2.6%
Central Bedfordshire	0.0%	0.0%	3.2%
Cherwell	0.0%	0.0%	4.3%
Daventry	0.0%	2.3%	2.3%
East Northamptonshire	0.0%	0.0%	2.1%
South Northamptonshire	0.0%	0.0%	0.0%
Bedford	1.9%	2.9%	8.7%
Corby	4.9%	4.9%	19.5%
Kettering	1.8%	5.3%	5.3%
Luton	1.7%	5.8%	22.3%
Milton Keynes	3.3%	2.6%	7.2%
Northampton	6.0%	6.0%	15.0%
Wellingborough	6.4%	2.1%	14.9%

Table 7.2.2: LSOAs in UK bottom 20% by Local Authority

Local Authority	IMD	Income	Employment	Health and disability	Education and training	Housing and services	Crime and disorder	Environment
Aylesbury Vale	2.6%	1.7%	3.5%	0.9%	12.2%	26.1%	3.5%	1.7%
Central Bedfordshire	3.2%	6.4%	3.2%	0.6%	10.2%	11.5%	14.0%	0.6%
Cherwell	4.3%	3.2%	1.1%	2.2%	15.1%	24.7%	4.3%	4.3%
Daventry	4.5%	2.3%	4.5%	2.3%	13.6%	31.8%	6.8%	6.8%
East Northamptonshire	2.1%	4.3%	6.4%	0.0%	12.8%	19.1%	6.4%	6.4%
South Northamptonshire	0.0%	0.0%	0.0%	0.0%	0.0%	19.6%	0.0%	9.8%
Bedford	13.6%	19.4%	18.4%	9.7%	18.4%	27.2%	9.7%	15.5%
Corby	29.3%	26.8%	34.1%	43.9%	53.7%	4.9%	26.8%	0.0%
Kettering	12.3%	8.8%	10.5%	8.8%	17.5%	5.3%	21.1%	8.8%
Luton	29.8%	28.9%	16.5%	19.0%	18.2%	55.4%	41.3%	17.4%
Milton Keynes	13.2%	15.1%	12.5%	9.2%	15.1%	29.6%	16.4%	1.3%
Northampton	27.1%	21.8%	17.3%	25.6%	32.3%	35.3%	35.3%	18.0%
Wellingborough	23.4%	21.3%	25.5%	8.5%	27.7%	17.0%	29.8%	6.4%

Table 7.2.3: Percentage of each local authority's LSOAs ranking in the UK's worst 20% by deprivation category.