

Learning and Skills Council, Essex



Braintree Area Profile



Learning+Skills Council
Essex



Foreword	iv
Understanding the data	v
Enquiries and Further Copies	vi
Key Statistics	1
PEOPLE	2
1. Population	2
1.1 Age	3
1.2 Gender	6
1.3 Ethnicity	7
1.4 Disability	8
2. The Labour Force	10
2.1 Unemployment	13
2.2 Employment	16
2.2.1 <i>The Braintree Based Workforce</i>	16
2.2.2 <i>Travel to Work Patterns</i>	23
3. Qualification and Skill Levels	29
3.1 NVQ Equivalence	29
3.2 Assessment of Essential Skills	33
4. Participation in Learning	37
4.1 Learning Patterns of Adults	39
4.1.1 <i>Motives, Barriers and Benefits of Learning for Adults</i>	43
4.1.2 <i>Information, Advice and Guidance for Learning</i>	49
4.1.3 <i>Future Learning Plans of Adults</i>	50
4.2 Learning Patterns of Young People	51
4.2.1 <i>Destinations of Year 11 Leavers</i>	52
4.2.2 <i>Barriers and Benefits of Learning for Young People</i>	60
4.2.3 <i>Future Learning Plans of Young People</i>	64
PROVISION	65
1. Secondary Schools	65
1.1 School Sixth Form Travel to Learn Patterns	66

1.2 School Performance Data.....	68
1.2.1 GCSE Level Tables	68
1.2.2 A/AS Level Tables.....	74
2. Further Education	76
2.1 Further Education Travel-to-Learn Patterns	77
3. Adult Community Learning	80
3.1 Adult Community Learning Travel to Work Patterns	82
4. Work Based Learning	85
4.1 Work Based Learning Travel to Learn Patterns	88
EMPLOYERS.....	92
1. Profile of Businesses.....	92
2. Vacancies.....	93
2.1 Incidence of vacancies by occupation.....	97
2.2 Impacts of hard to fill vacancy.....	99
2.3 Actions taken are result of having hard to fill vacancy	100
3. Skill Needs and Shortages	101
3.1 Incidence of skills gaps by occupation.....	101
3.2 Proportion of staff that are not fully proficient.....	105
3.3 Impact of skills gaps on the establishment	107
3.4 Actions taken by the establishment as a result of having skills gaps	108
4. Workforce Development.....	110
4.1 Whether establishment has funded or arranged any training for staff over past 12 months.....	110
4.2 Types of training funded or arranged for staff over last 12 months	112
4.3 Types of staff trained in the last 12 months	115
4.4 Derived number of staff trained over past 12 months	118
4.5 Whether establishment formally assesses whether individual employees have gaps in their skills	118

SUPPORTING DATA.....	119
1. Mapping the Indices of Deprivation.....	119
1.1 Map of Multiple Deprivation	119
1.2 Map of Education, Skills and Training Deprivation.....	120
1.3 Map of Employment Deprivation.....	122
1.4 Map of Barriers to Housing and Services Deprivation.....	123
1.5 Map of Income Deprivation.....	124
GLOSSARY.....	125

Foreword

Welcome to the Area Profile for the district of Braintree. This is one of a series of fourteen Area Profiles produced by the LSC, Essex Research & Data Team for the twelve local authority districts and two unitary authorities within our LSC area. This series of Area Profiles is the first updated version since their original release, while the format has remained the same you will find most of the information within has been updated using existing and new datasets, such as the Census 2001 and the National Employer Skills Survey 2003.

This Area Profile brings together key learning and skills data about the Braintree area from a host of sources. Some of these sources may be familiar to you, while some are from our own resources, most notably the survey. Please see the glossary for more details on all content.

The aim of this Area Profile is to provide a foundation for the development of our understanding of the learning and skill needs of the people and employers within in the district of Braintree. In sharing this digest of data with our partners and providers, we hope to develop, in partnership, a common understanding of the learning needs and characteristics of this area.

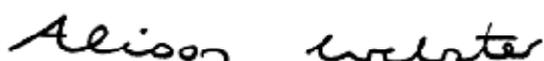
The Area Profile is divided into four sections – People, Provision, Employers and Supporting Data. The ‘People’ section focuses on Braintree residents, looking at their socio-economic characteristics, their skill and qualification levels, learning needs, and learning behaviour and patterns. The ‘Provision’ section focuses on the post-16 learning providers based in Braintree; namely Further Education (FE) providers, Adult Community Learning (ACL) providers, Work Based Learning (WBL) providers and the school sector. The ‘Employers’ section focuses on the workforce development issues of Braintree employers – looking at their profile, drivers of change, and their workforce development behaviour and patterns.

Please take time to read the short section entitled ‘Understanding the data’ before you look at the rest of the document. It provides useful information on how you can make the most of the data provided throughout the document. You will also find some further helpful information in the glossary at the end of the document - any terminology that is not familiar to you is likely to be explained in more detail in the glossary.

I would welcome any comments you may have with regard to the contents of this Area Profile. Please forward your comments to our Assistant Director of Research & Data, Liam Sammon whose contact details can be found on page vi.

I hope that you will find the Area Profiles to be both interesting and useful and I look forward to receiving your comments.

Kind regards,



Alison Webster

Understanding the data

Terms used throughout the document

Throughout the document, we make use of the term 'Essex'. Unless otherwise stated, this refers to the geographical area covered by LSC, Essex - that is, the county of Essex and the two unitary authorities of Southend and Thurrock. Likewise, where we use the term 'Basildon' or 'Thurrock' for example, unless stated otherwise, we are referring to the district of Basildon or the unitary authority of Thurrock.

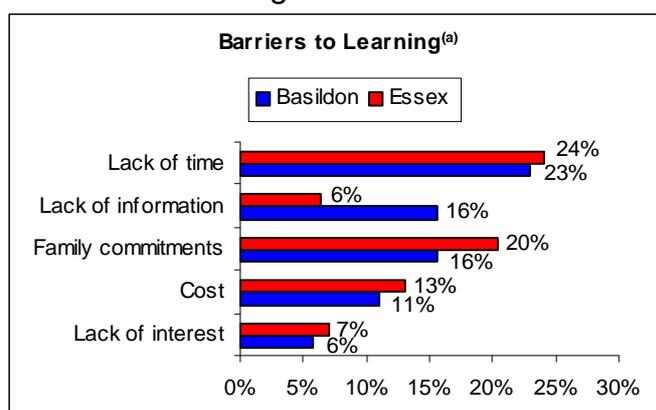
Understanding the 'notes' information on tables, charts and maps

Most of the data reported in this document is presented as a table, chart or map. Additional information in the form of sample bases and population bases are included so as to assist readers in their understanding and interpretation of the table, graph or map, and facilitate further calculations.

A sample base will be listed when the data reported is taken from a survey. The figures reported represent the number of people who responded to the question reported. In addition to the number of people in the sample, the description of the sample group will also be listed. In the example below, you will see that the sample base is 191 for Basildon and 2,662 for Essex, and that this relates to all 16-69 year olds.

A population base relates to the actual group of people that the sample refers to. In the example below, the sample of 191 is a sample of the 16-69 year old population. The population base is therefore the actual number of 16-69 year olds in Basildon or Essex. The population will vary from chart to chart according to the question that is being reported. The population base can be used to estimate the actual number of people in the population that the survey results represent. For example, 11% of Basildon residents say cost is a barrier to learning. By taking the population base of 101,000 and multiplying by 11% it is possible to say that approximately 11,110 Basildon residents regard cost as a barrier to learning.

'Barriers to Learning' ^(a)



Sample bases (16-69 year olds): Basildon, 191; Essex, 2,662

Notes:

(a) Includes factors that are either a 'fairly significant' or a 'significant' barrier

Enquiries and Further Copies

If you wish to discuss these Area Profiles in any further detail or have any comments please contact:

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Further copies of this Area Profile and the Area Profiles for other areas can be downloaded from www.lsc.gov.uk/essex. This document can be made available in alternative formats and other languages as required. Should such copies be required please contact:

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Key Statistics

	Braintree		Essex
		% share of Essex	
Population (2001)	132,199	8%	1,614,378
Economically active population (2004)	72,000	9%	827,000
VAT registered firms (2002)	4,495	10%	45,885
Unemployment rate (August 2004)	1.7%	-	1.9%
Deprivation ranking	8th	-	
% of 16-69 year olds with no qualifications	28%	-	29%
% of 16-69 year olds with NVQ 3+ equivalence ^(b)	22%	-	22%
Braintree resident School VI Form pupils ^(c)	603	5%	11,013
Braintree resident FE students	6,476	9%	74,405
Braintree resident ACC students ^(d)	1,451	6%	24,427
Braintree resident WBL students	751	10%	7,704

Notes:

(a) See glossary for definitions of key statistics

(b) Based on 16-69 population, whilst the LSC, Essex target for the percentage of adults with NVQ3 level qualifications or above is based on the 16-65 economically active population.

(c) Based on Pupil level annual school census (PLASC) 2002/2003

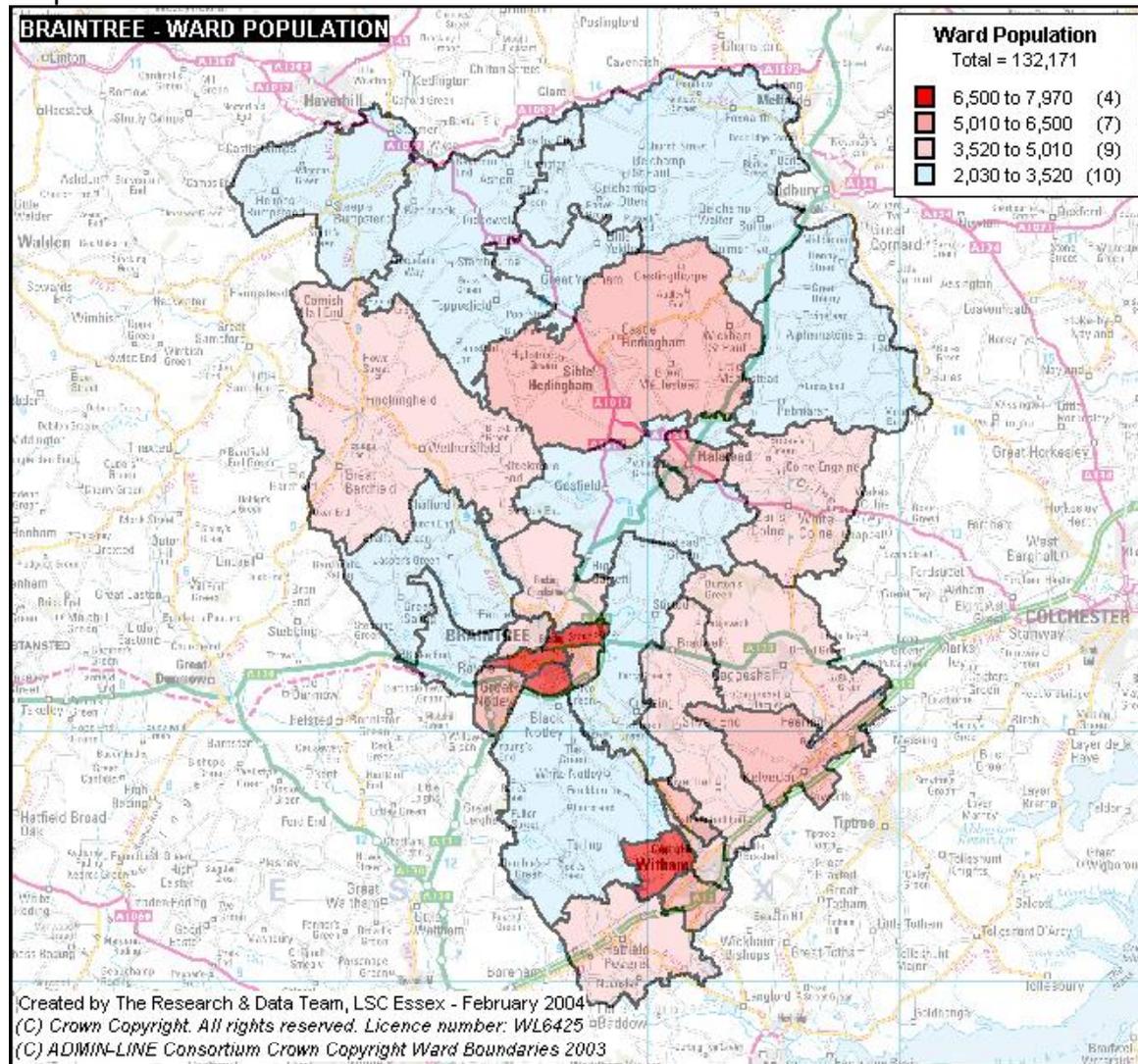
(d) Based on Individualised Learner Record, 2002/2003. For the ACL sector the ISR captures LSC funded FE provision only. FE provision covers everything in the former Schedule 2 category, which includes some non-accredited courses, but covers predominantly accredited courses. The LSC does fund former non-schedule 2 provision in the ACL sector, but this is not recorded by the ILR. See the Adult Community Learning section for details on non-ISR provision.

PEOPLE

1. Population

Map 1 shows the spread of the population in the district of Braintree according to the ward residents live in. Figures are based on the 2001 Census.

Map 1



Source: 2001 Census of Population, Office for National Statistics

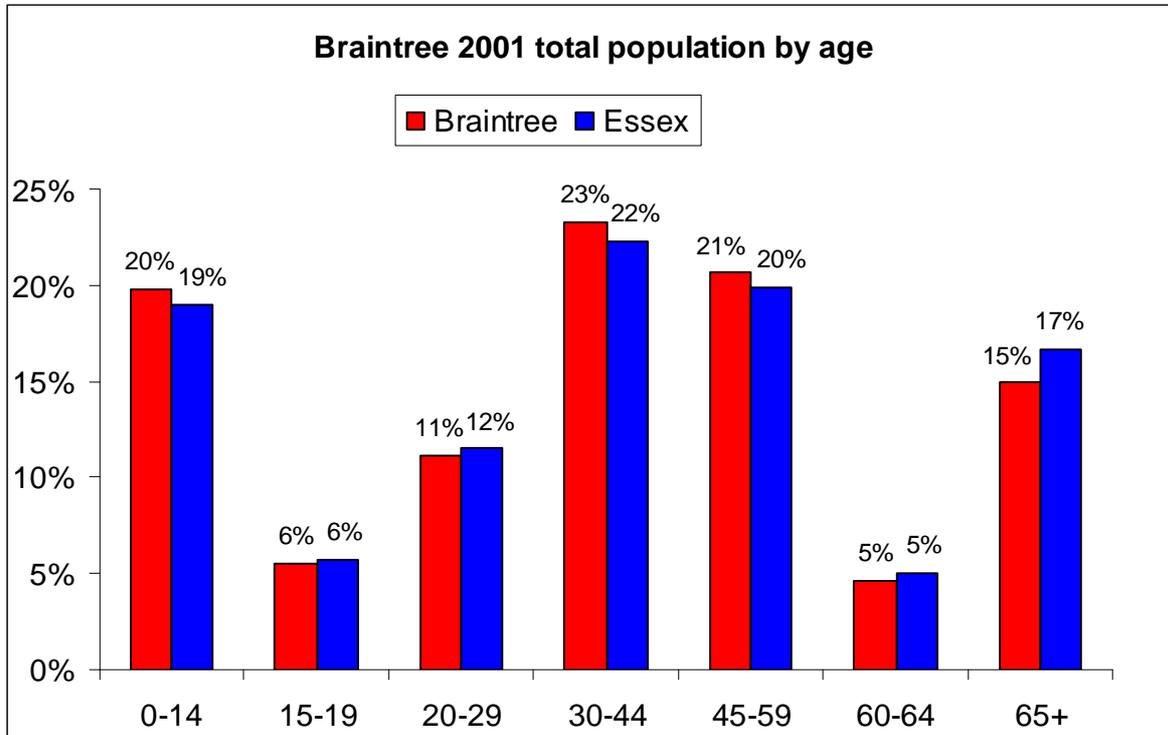
Ward	Population	Ward	Population
Black Notley and Terling	3,298	Hatfield Peverel	4,384
Bocking Blackwater	7,962	Hedingham and Maplestead	6,207
Bocking North	4,215	Kelvedon	5,019
Bocking South	4,978	Panfield	2,036
Bradwell, Silver End and Rivenhall	4,985	Rayne	2,162
Braintree Central	6,502	Stour Valley North	2,131
Braintree East	6,118	Stour Valley South	2,065
Braintree South	6,535	The Three Colnes	4,848
Bumpstead	2,418	Three Fields	3,818
Coggeshall and North Feering	4,778	Upper Colne	2,121
Cressing and Stisted	2,155	Witham Chipping Hill and Central	4,412
Gosfield and Greenstead Green	2,460	Witham North	5,018
Great Notley and Braintree West	5,420	Witham South	6,154
Halstead St Andrew's	6,280	Witham West	6,886
Halstead Trinity	4,773	Yeldham	2,041

Source: 2001 Census of Population, Office for National Statistics

1.1 Age

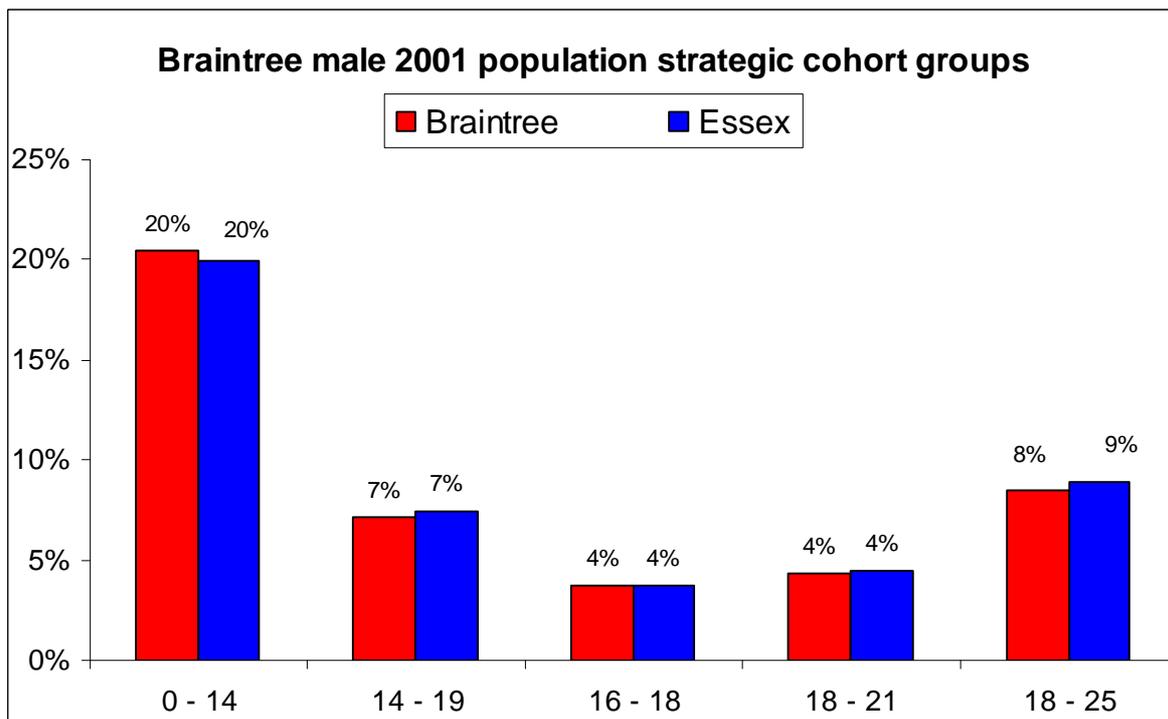
According to the 2001 Census of Population, the population of Braintree is 132,199. This comprises 7,320 15 – 19 year olds and 98,766 20+ year olds. Charts 1-4 give a detailed age breakdown of the population in a number of themes.

Chart 1



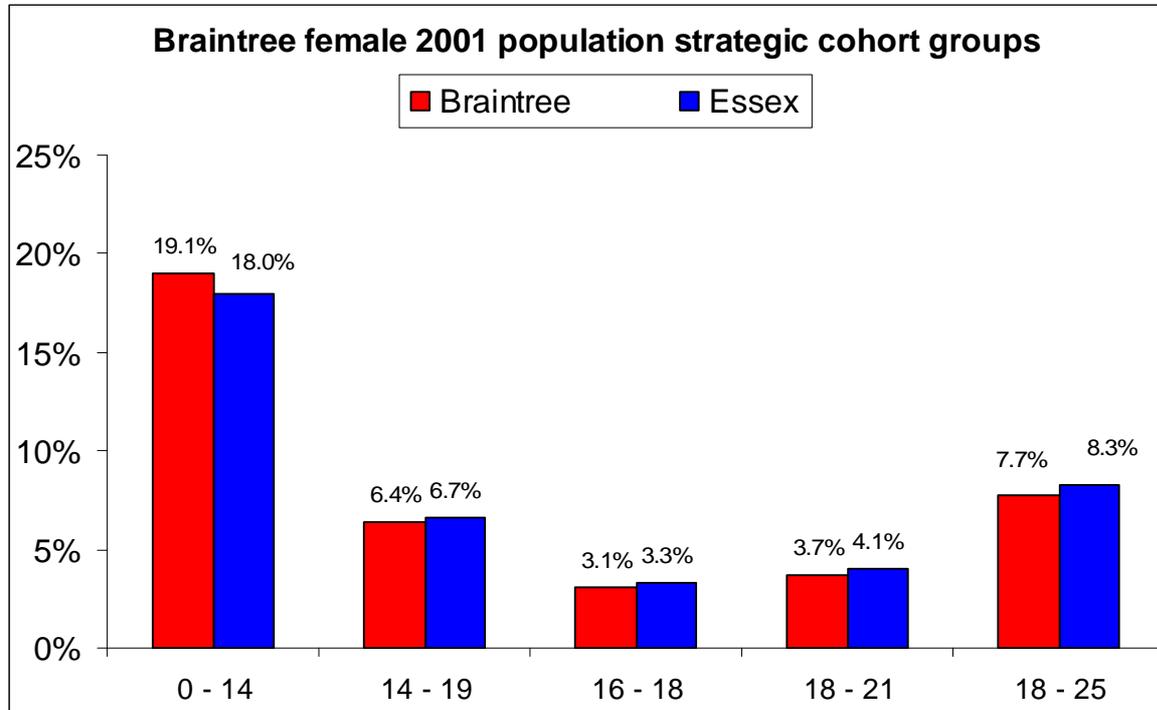
Source: 2001 Census of Population, Office for National Statistics
 Population base (total population): Braintree 132,199; Essex, 1,614,378

Chart 2



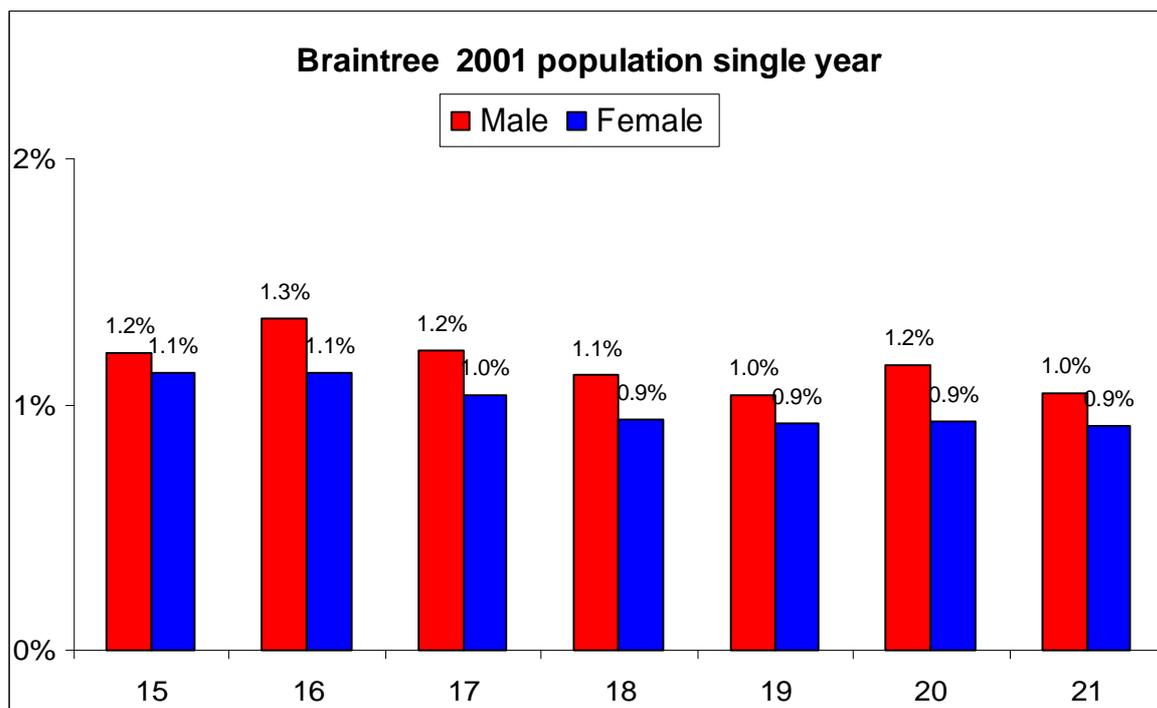
Source: 2001 Census of Population, Office for National Statistics
 Population base (total male population): Braintree, 65,128, Essex, 786,800

Chart 3



Source: 2001 Census of Population, Office for National Statistics
 Population base (total female population): Braintree, 67,071; Essex, 827,578

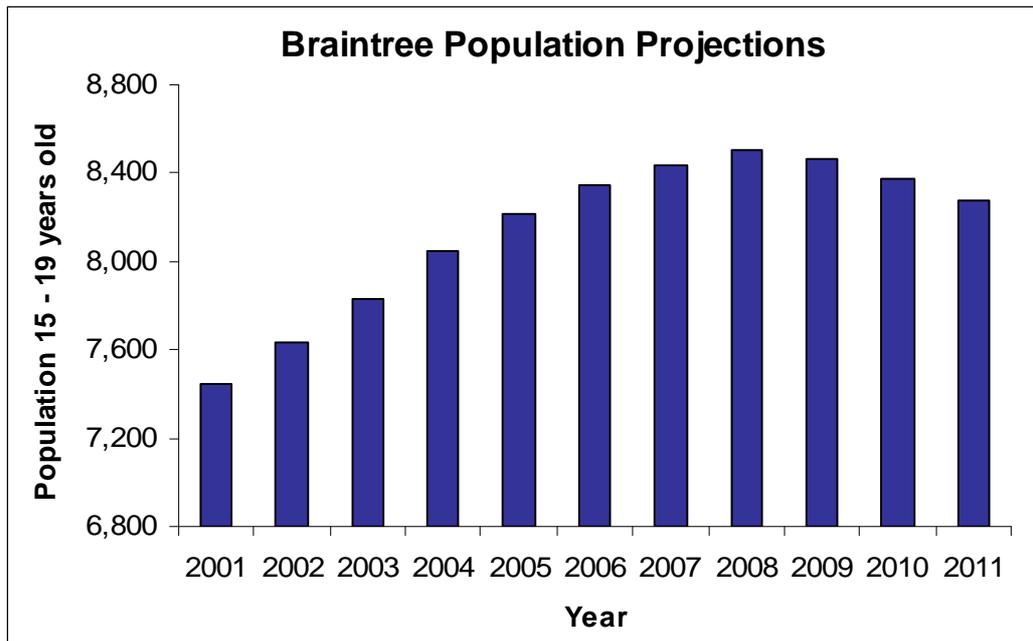
Chart 4



Source: 2001 Census of Population, Office for National Statistics
 Population base (total population): Male, 65,128, Female, 67,071

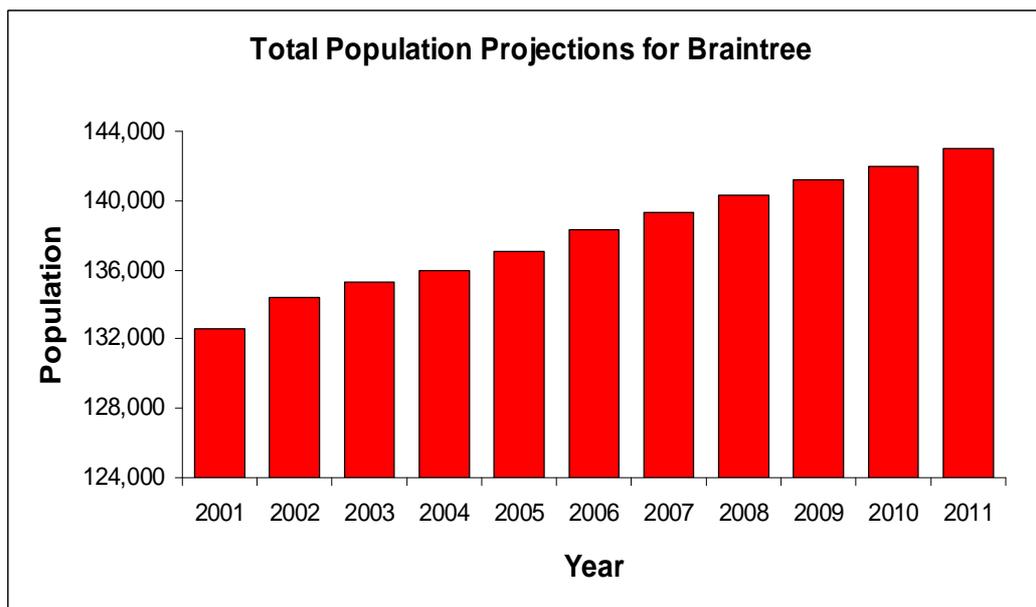
Charts 5 and 6 show the future projections of population in Braintree. As the chart shows, the 15–19 population will gradually reach a peak in 2008 and then begin to decline. However, overall the total population of Braintree is due to rise steadily into the future.

Chart 5



Source: Experian Business Strategies, February 2004

Chart 6



Source: Experian Business Strategies, February 2004

1.2 Gender

The total population of Braintree is made up of 65,128 males and 67,071 females. This represents a gender split of 49% male to 51% female.

1.3 Ethnicity

According to the 2001 Census of Population, just under 96% of Braintree's population class themselves as White British, a similar percentage to Essex.

Table 1 shows the ethnic group of the population in Braintree and Essex.

Table 1

Ethnic group				
	Braintree		Essex	
	As a % of total male population	As a % of total female population	As a % of total male population	As a % of total female population
White: British	96.1%	95.6%	94.3%	94.0%
White: Irish	0.7%	0.9%	0.8%	1.0%
White: Other	1.3%	1.6%	1.6%	1.8%
Mixed: White & Black Caribbean	0.2%	0.2%	0.3%	0.3%
Mixed: White & Black African	0.1%	0.1%	0.1%	0.1%
Mixed: White & Asian	0.2%	0.3%	0.3%	0.3%
Mixed: Other mixed	0.2%	0.2%	0.2%	0.2%
Asian or Asian British: Indian	0.2%	0.2%	0.6%	0.6%
Asian or Asian British: Pakistani	0.1%	0.0%	0.2%	0.2%
Asian or Asian British: Bangladeshi	0.1%	0.1%	0.2%	0.1%
Asian or Asian British: Other Asian	0.1%	0.1%	0.2%	0.2%
Black or Black British: Caribbean	0.2%	0.1%	0.2%	0.2%
Black or Black British: African	0.1%	0.1%	0.3%	0.3%
Black or Black British: Other Black	0.0%	0.0%	0.1%	0.0%
Chinese	0.1%	0.2%	0.3%	0.4%
Other ethnic group	0.1%	0.2%	0.2%	0.3%

Source: 2001 Census of Population, Office for National Statistics
Population base (total population): Braintree, 132,199; Essex, 1,614,378

1.4 Disability

The 2001 Census of Population provides data on the number of households with at least one person with a limiting long-term illness for Essex in table 2. Braintree is slightly below the Essex average with less than one in three households with at least one person with a limiting long-term illness.

Table 2

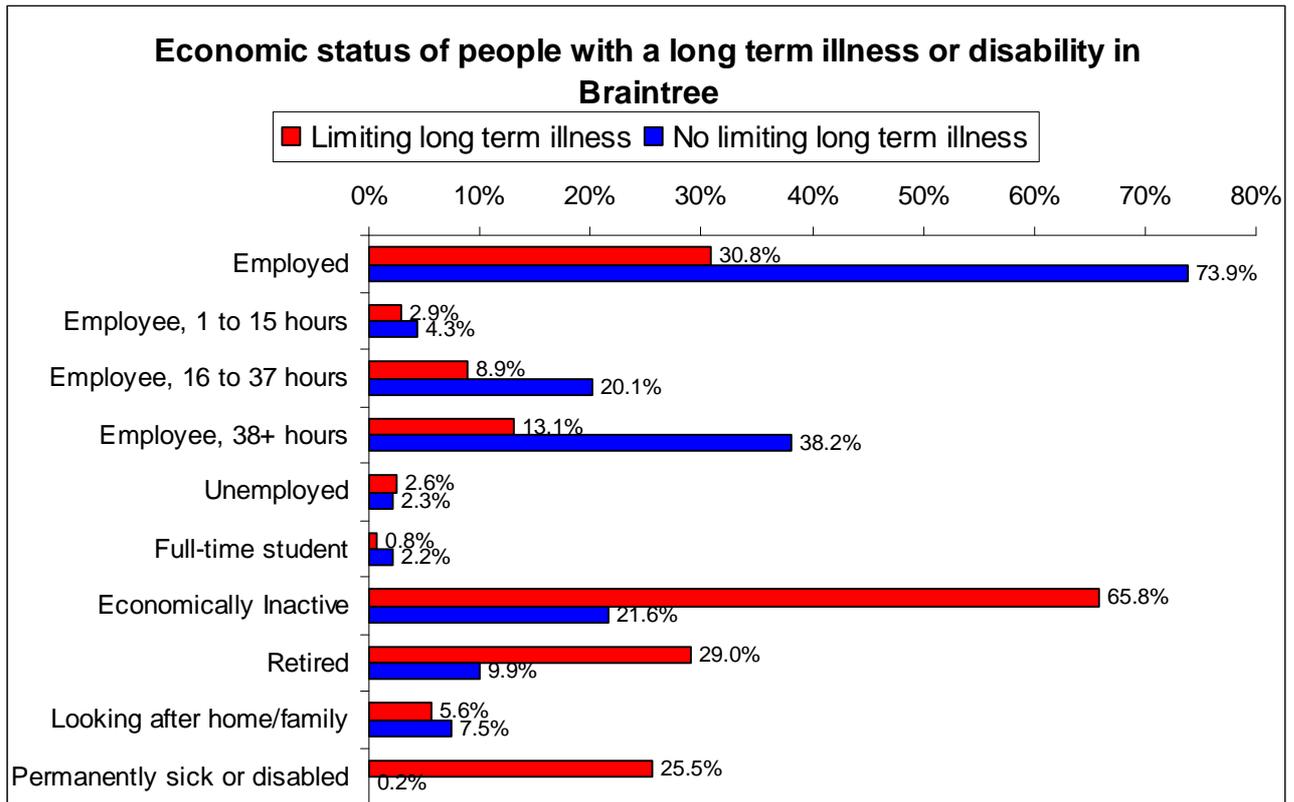
Households with one or more person with a limiting long-term illness		
	As a % of all households	All households
Basildon	33%	69,207
Braintree	29%	54,332
Brentwood	28%	28,767
Castle Point	33%	35,279
Chelmsford	27%	64,564
Colchester	31%	63,706
Epping Forest	30%	50,590
Harlow	31%	33,185
Maldon	30%	24,189
Rochford	31%	31,952
Southend	34%	70,978
Tendring	41%	61,411
Thurrock	32%	58,485
Uttlesford	27%	27,519
Essex	32%	674,164

Source: 2001 Census of Population, Office for National Statistics

The Census 2001 asked respondents whether or not they had a long-term illness or disability. Chart 7 uses this data to show the economic status of the Braintree population comparing those who have a long-term illness or disability with those who do not.

As chart 7 shows, Braintree residents who have a long-term illness or disability are much less likely to be in any form of employment and also much more likely to be economically inactive and retired.

Chart 7



Source: 2001 Census of Population, Office for National Statistics
 Population base Braintree: Limiting long-term illness, 13,331; No limiting long-term illness, 81,494

Official data relating to disability benefits is another indicator of the number of people with a disability. However, it is likely to underestimate the total number of people affected by a long-term illness or disability as it only relates to those people who are claiming one or more disability benefit. Nevertheless, this information is accurate at the district level and so is included in table 3.

Table 3

Disability benefit claimants, August 2003			
	DLA	IB	SDA
Braintree	4%	2%	1%
Essex	3%	3%	0%

Figures presented are those claiming as a percentage of the population
 Source: Office for National Statistics August 2003
 DLA: Disability Living Allowance
 IB: Incapacity Benefit
 SDA: Severe Disablement Allowance
 Total population: Braintree, 132,179; Essex, 1,614,220

Further sub-group analysis of those Essex residents who have a long-term illness/disability with those who do not can be found in sections 3.1, 4.1 and 4.1.1 in the People section of this document.

2. The Labour Force

Table 4 provides a breakdown of different sub-groups of the total population – the working age population, the economically active population and all employees.

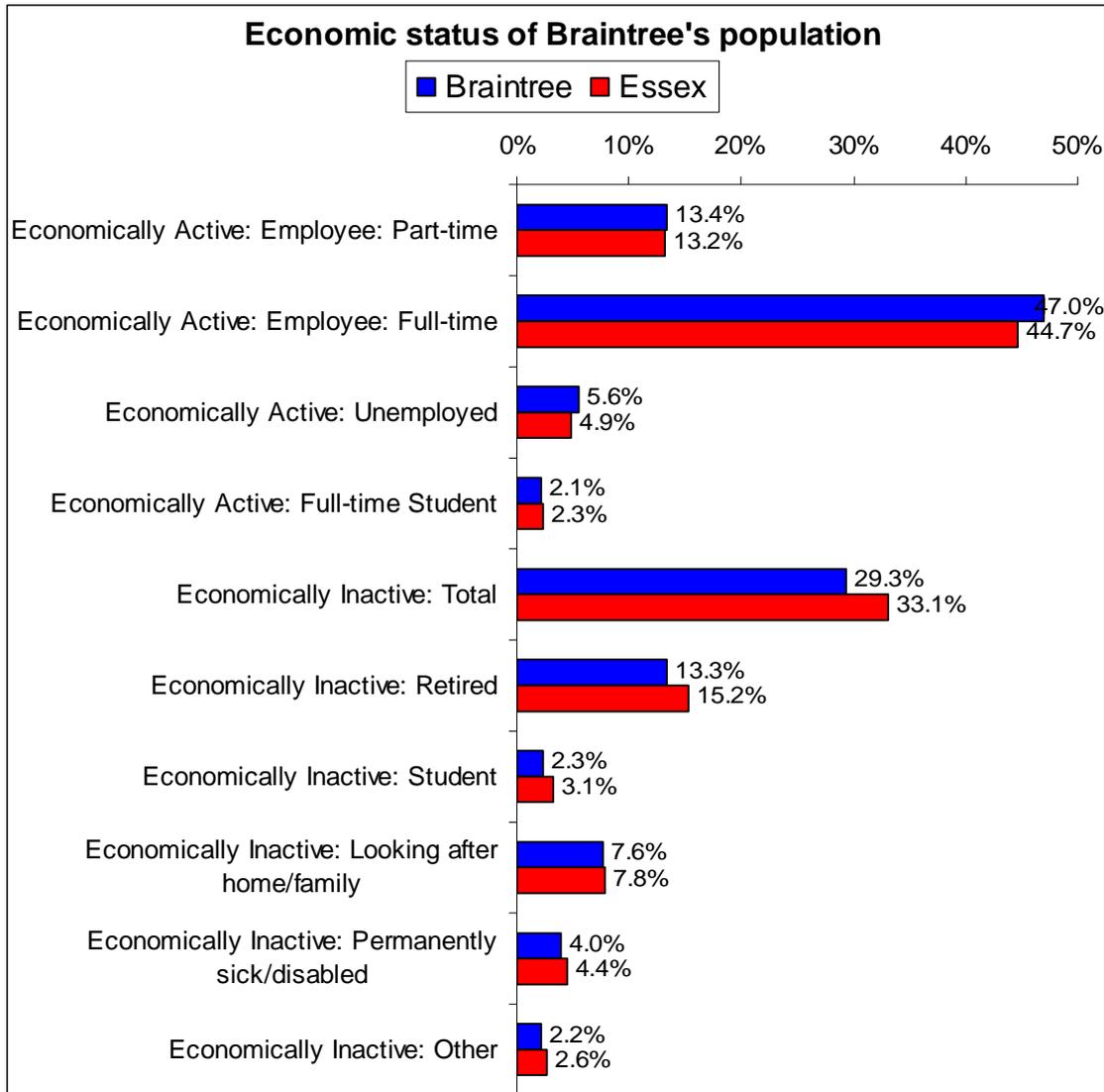
Table 4

Labour force information	Braintree	Essex
Working age population	83,000	981,000
Economically active population	72,000	827,000
All employees	70,000	795,000
Male working age population	48,000	507,000
Male economically active population	44,000	452,000
Male employees	43,000	433,000
Female working age population	35,000	474,000
Female economically active population	28,000	375,000
Female employees	27,000	362,000

Source: Labour Force Survey, ONS, June 2003-May 2004

A breakdown of the economic status of the district's population is illustrated in chart 8. The data in this chart is taken from the Census 2001. There is a greater instance of people in Braintree being economically inactive overall, when compared with Essex. It is also more likely that the Braintree population are in some form of employment.

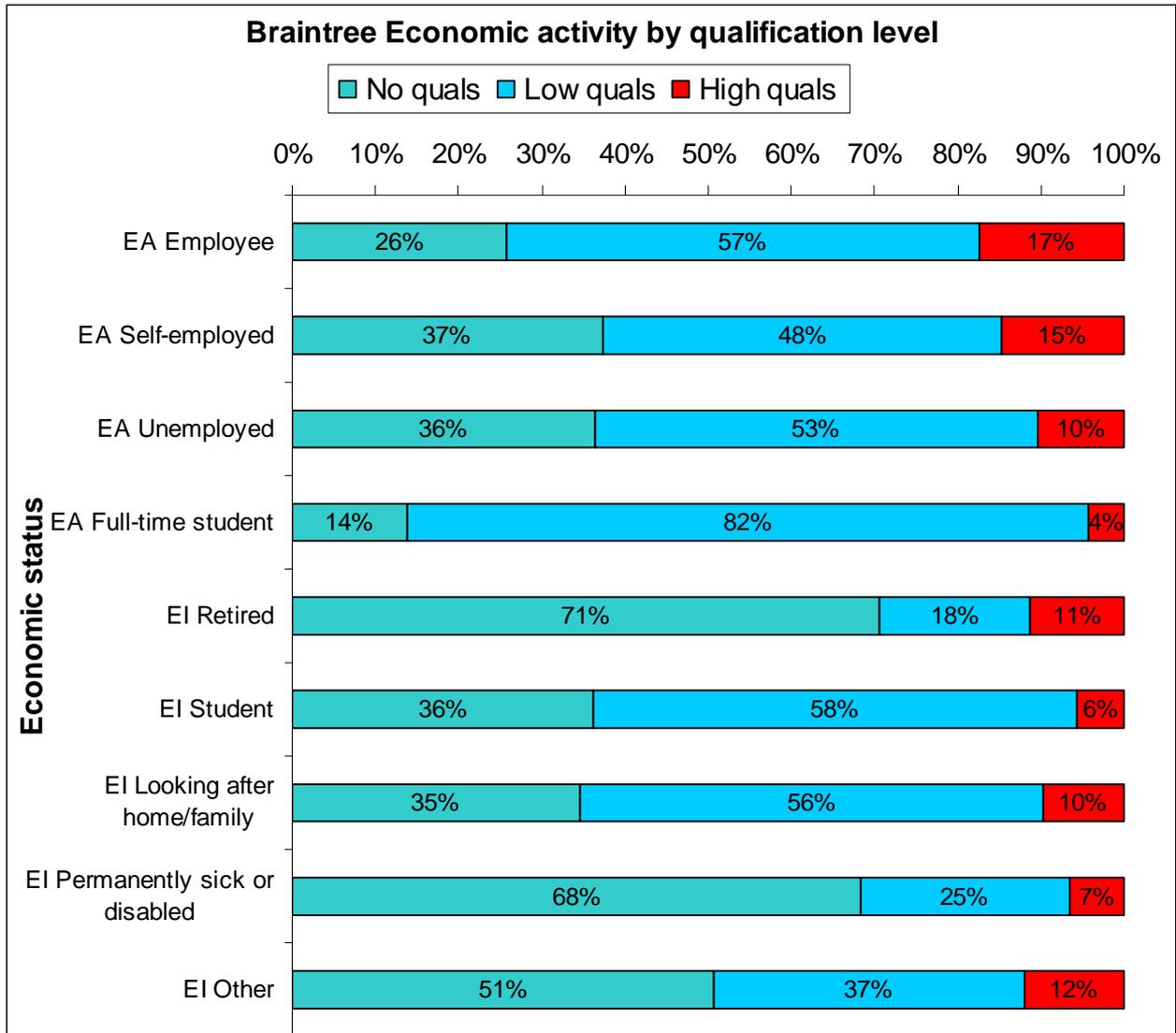
Chart 8



Source: 2001 Census of Population, Office for National Statistics
 Population base (16 - 69 year olds): Braintree, 90,039; Essex, 1,093,406

Further analysis of the economic status of the population here shows activity by general qualification level in chart 9. Those in employment are likely to hold more higher level qualifications in general than other economic groups. Also those retired, sick and disabled have very high proportions of no qualifications. Further analysis by qualification level can be found in section 3.1.

Chart 9

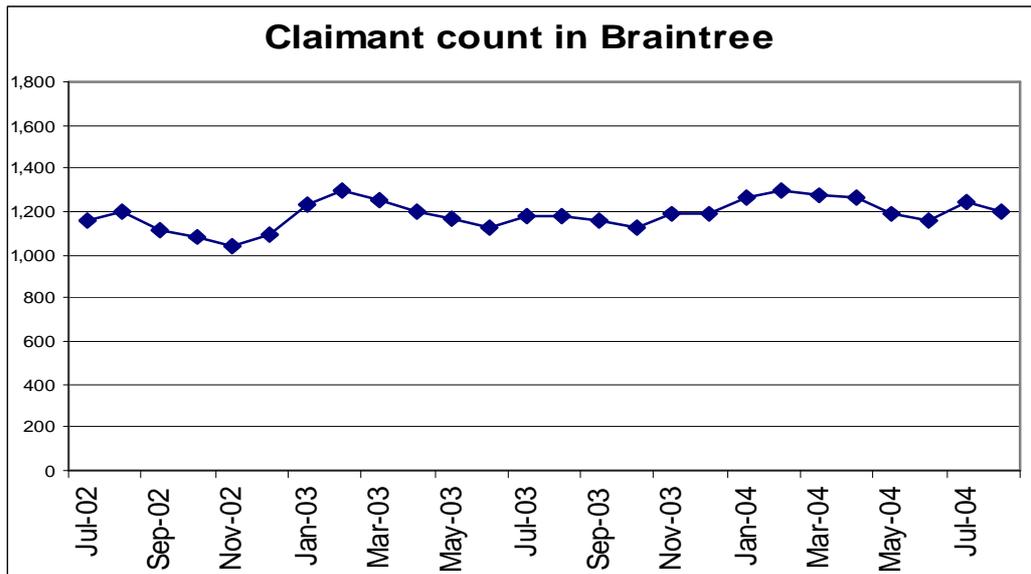


Source: 2001 Census of Population, Office for National Statistics;
 Population base (16-74 year olds), Braintree, 94,826
 Note: EI (Economically Inactive); EA (Economically Active)

2.1 Unemployment

There were 1,198 people claiming unemployment benefit in Braintree during August 2004. Chart 10 tracks the claimant count in Braintree from July 2002 until August 2004.

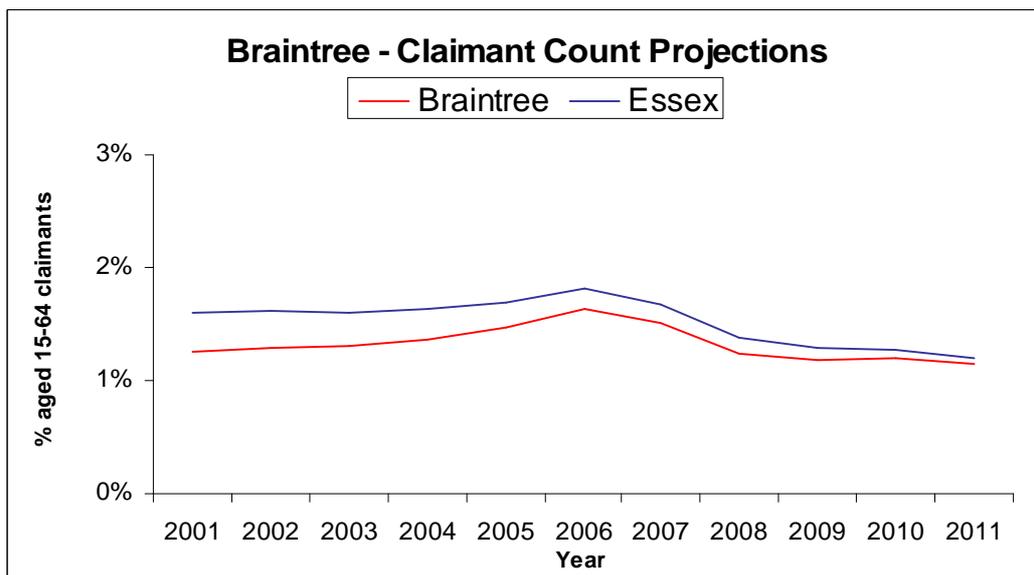
Chart 10



Source: Claimant Count, Office for National Statistics

Chart 11 shows the projections for claimant count in Braintree until 2011. Braintree follows a very similar pattern to Essex and looks to come closer to the Essex average as the year's progress.

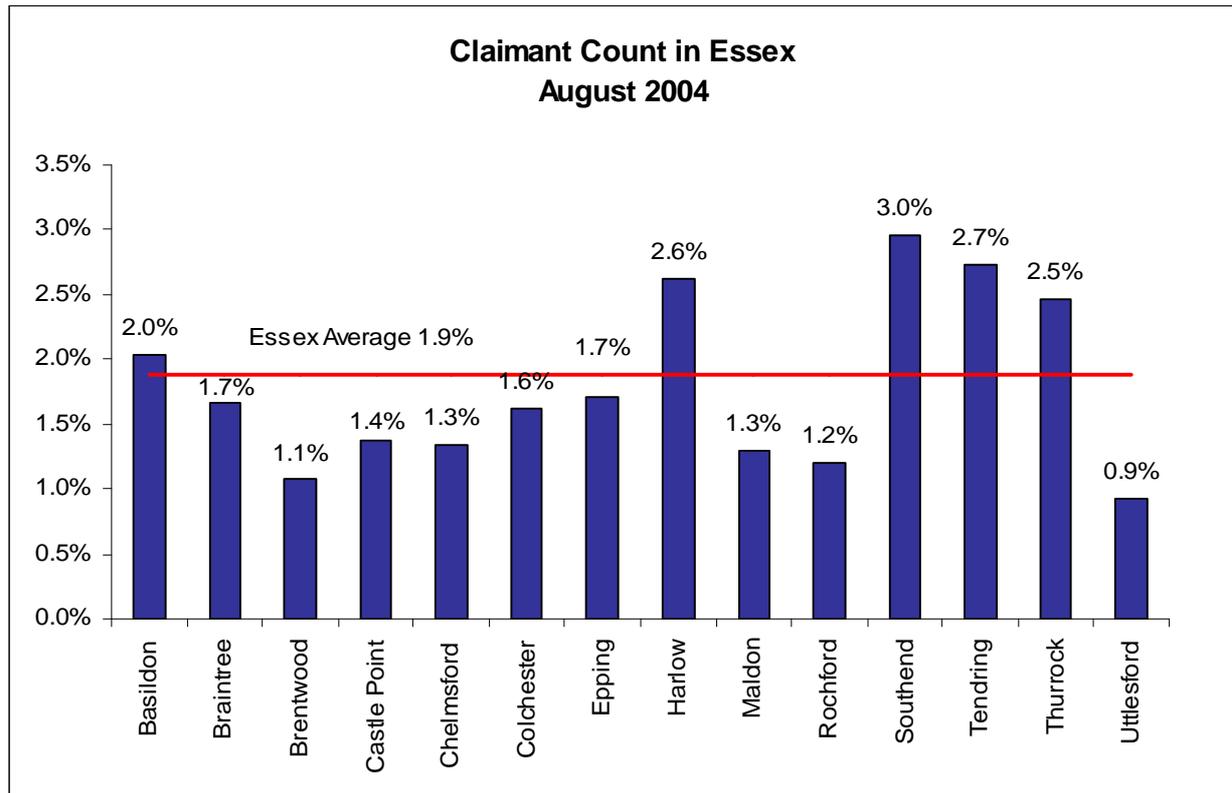
Chart 11



Source: Experian Business Strategies, February 2004

The claimant count can also be expressed as a rate – this is the claimant count expressed as a percentage of the economically active population. The claimant count rate in Braintree was estimated to be 1.7% in August 2004, slightly lower than the Essex rate of 1.9%. Chart 12 shows the claimant count rate in August 2004 for all the areas in Essex.

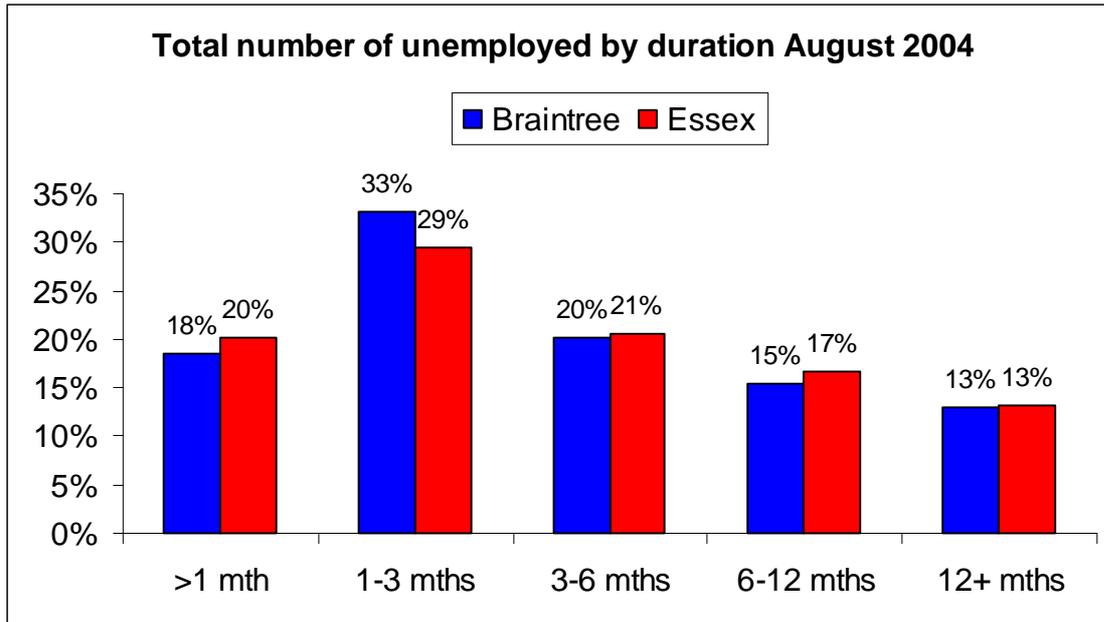
Chart 12



Source: Claimant Count, Office for National Statistics

Charts 13, 14 and 15 show unemployment by duration. The pattern is very similar to that of Essex and around half of those unemployed are so for less than three months.

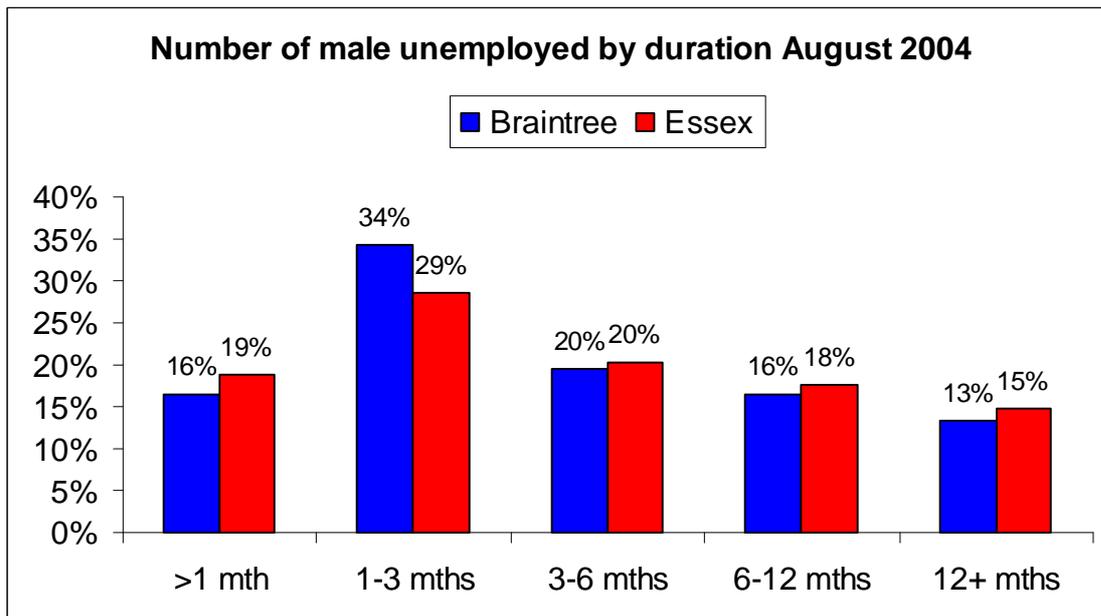
Chart 13



Source: Claimant Count, August 2004, Office for National Statistics
 Total Base: Braintree, 1,165; Essex, 15,245

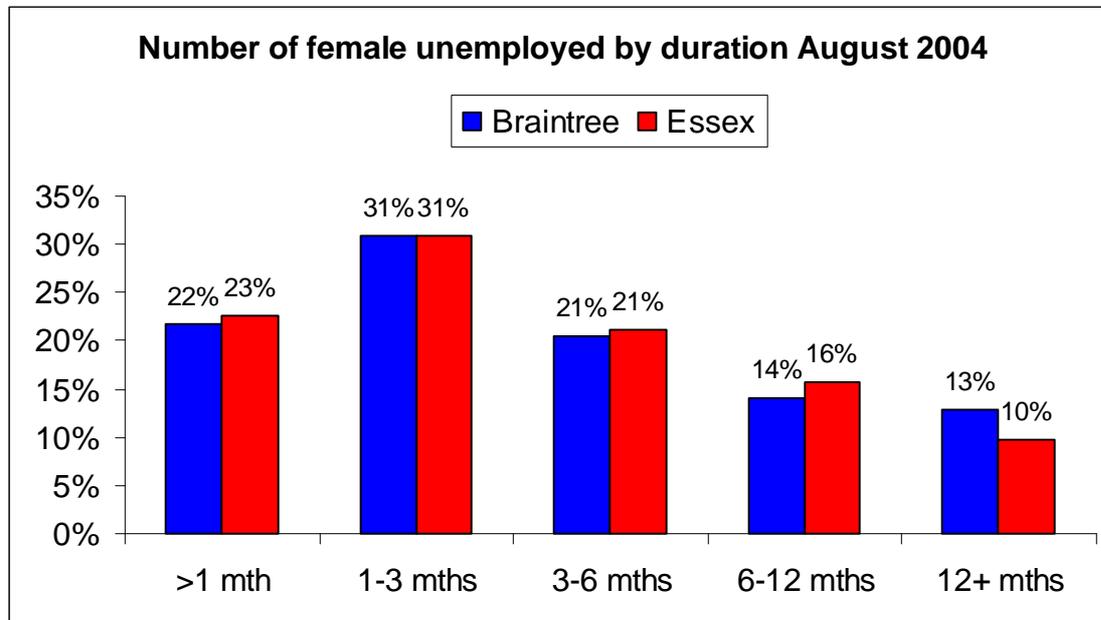
Charts 14 and 15 provide unemployment data by duration and gender.

Chart 14



Source: Claimant Count, August 2004, Office for National Statistics
 Male Base: Braintree, 790; Essex 10,420

Chart 15



Source: Claimant Count, August 2004, Office for National Statistics
 Female Base: Braintree, 390; Essex, 4,840

Further analysis of those Essex residents who are employed compared to those who are unemployed can be found in sections 3.1, 4.1 and 4.1.1 in the People section of this document.

2.2 Employment

There are two ways of looking at the workforce in a particular geographical area: the resident workforce, and the local workforce. The resident workforce includes all those who live in the area regardless of whether they work in that area, while the local workforce includes all those who work in the area regardless of whether they live in the area. It should be noted that there will be some people who are included in both the resident and local workforce if they live and work in the same area.

Due to the way the majority of employment related official statistics are collected, much of the information in the area profile relating to the employed will be based on the local workforce. It will be stated which workforce the data is based on at the start of each new employment related section.

2.2.1 The Braintree Based Workforce

The following section refers to the local workforce only.

There are approximately 46,300 workers in Braintree local workforce according to the Annual Business Inquiry, 2002.

Tables 5, 6 and 7 provide breakdowns of the local workforce by sector compared to Essex. The most notable difference is in the manufacturing sector that accounts for 21% of the workforce and just 13% in Essex. This gap has reduced by 1% from the original area profiles.

Table 5

Total employees by broad sector				
	Braintree		Essex	
	#	%	#	%
Utilities, agriculture and fishing	700	2%	9,500	2%
Manufacturing	9,500	21%	81,200	13%
Construction	300	7%	35,300	6%
Distribution, hotels and restaurants	11,200	24%	164,900	27%
Transport and communications	1,900	4%	41,700	7%
Banking, finance and insurance	8,300	18%	119,900	19%
Public administration, education & health	9,500	21%	138,000	22%
Other services	1,900	4%	28,700	5%

Source: Annual Business Inquiry, 2002

Tables 6 and 7 show the employee sector breakdown by gender. The main two differences are the dominance of male employee's in the manufacturing sector and the dominance of female employee's in the public administration, education & health sector. These differences are almost the same for Essex.

Table 6

Male employees by broad sector				
	Braintree		Essex	
	#	%	#	%
Utilities, agriculture and fishing	600	2%	6,200	2%
Manufacturing	7,000	29%	60,100	20%
Construction	2,400	10%	28,500	9%
Distribution, hotels and restaurants	5,300	22%	74,900	24%
Transport and communications	1,400	6%	30,400	10%
Banking, finance and insurance	4,200	17%	59,100	19%
Public administration, education & health	2,300	9%	34,200	11%
Other services	900	4%	14,100	5%

Source: Annual Business Inquiry, 2002

Table 7

Female employees by broad sector

	Braintree		Essex	
	#	%	#	%
Utilities, agriculture and fishing	200	0.9%	3,300	1%
Manufacturing	2,500	11%	21,100	7%
Construction	600	3%	6,800	2%
Distribution, hotels and restaurants	5,900	27%	90,000	29%
Transport and communications	500	2%	11,300	4%
Banking, finance and insurance	4,100	18%	60,800	20%
Public administration, education & health	7,300	33%	103,900	33%
Other services	1,000	5%	14,600	5%

Source: Annual Business Inquiry, 2002

Table 8 shows a more detailed sector breakdown of the Braintree local workforce tracking the change in the number of employees in Braintree based businesses between 1998 and 2002.

Table 8

Braintree employees by sector					
	Number of employees				
Industry sector	1998	1999	2000	2001	2002
Agriculture	900	700	700	700	700
Energy & Water	100	100	100	100	100
Manufacturing	4,200	3,900	3,600	3,700	3,600
Publishing & printing	900	900	700	700	600
Manufacture of furniture	600	700	600	600	600
Metals, Minerals & Chemicals	3,300	3,200	3,500	3,100	2,900
Manufacture of fabricated metal	1,900	2,100	2,300	2,000	1,800
Engineering	3,300	3,100	3,200	3,200	3,100
Construction	2,900	2,700	2,600	2,600	3,000
Distribution, Hotels & Catering	8,200	9,700	10,300	10,400	11,200
Sale, maintenance/repair motor vehicles	1,000	900	1,200	700	1,000
Wholesale trade/commission trade	2,300	2,800	2,300	2,400	2,800
Retail trade, except motor vehicles	3,600	4,000	4,700	4,900	5,500
Hotels & restaurants	1,400	2,100	2,100	2,400	1,900
Transport & Communication	2,000	2,800	2,000	2,100	1,900
Land transport; transport via pipelines	1,200	1,700	1,300	1,300	1,000
Supporting/auxiliary transport	400	500	300	300	300
Post & telecommunications	400	600	300	500	600
Financial & Business Services	6,400	5,600	7,300	7,600	8,300
Real estate activities	400	400	600	500	600
Computing and related activities	500	600	800	600	700
Other business activities	4,600	3,600	4,900	5,500	6,000
Public Services	8,300	7,600	8,800	10,000	9,500
Education	3,000	2,800	3,200	3,900	3,500
Health and social work	3,500	3,100	3,700	3,800	4,200
Other	1,600	2,100	1,800	2,000	1,900
Recreational, cultural and sporting	1,000	1,100	1,000	1,100	1,000
Other service activities	400	700	600	600	600

Source: Annual Business Inquiry 1999 - 2002, Annual Employment Survey 1998

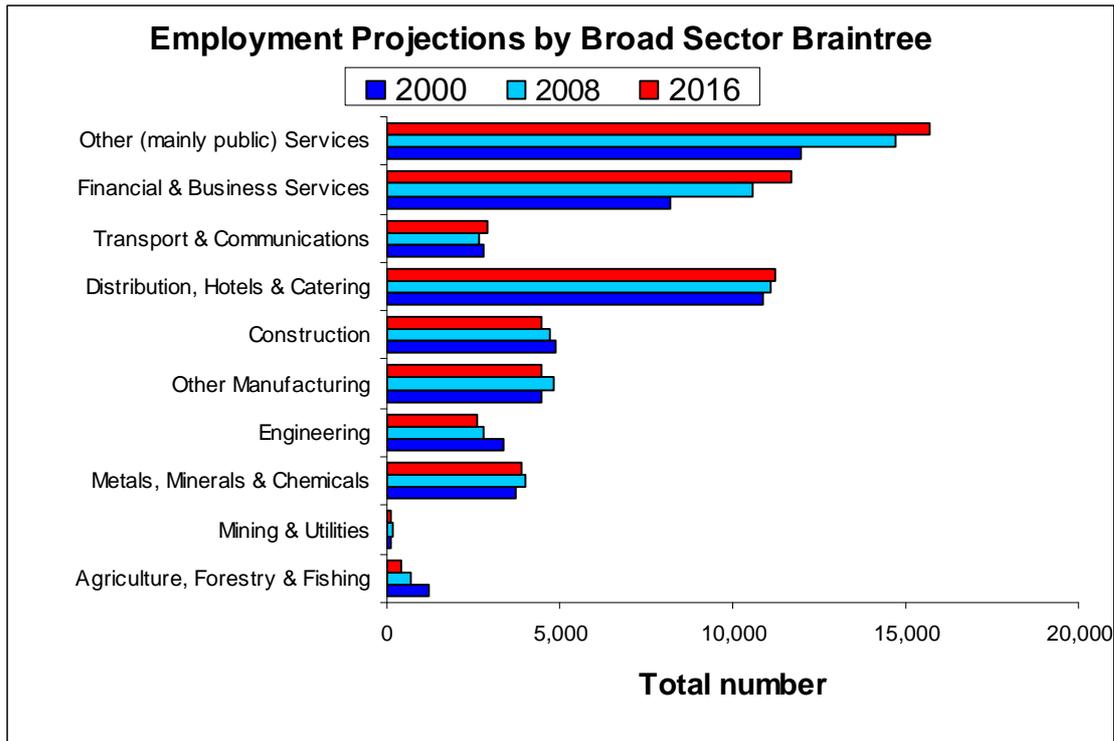
Notes:

Figures in bold are sector totals. Only figures for primary sub sectors are shown - subsets do not equal total

These figures have been omitted due to ONS suppression

Chart 16 shows the future employment projections of Braintree district. As the chart shows there is a marked increase in the demand for both financial & business services and other, mainly public, services in the future, with the remainder of the sectors rising or falling only gradually.

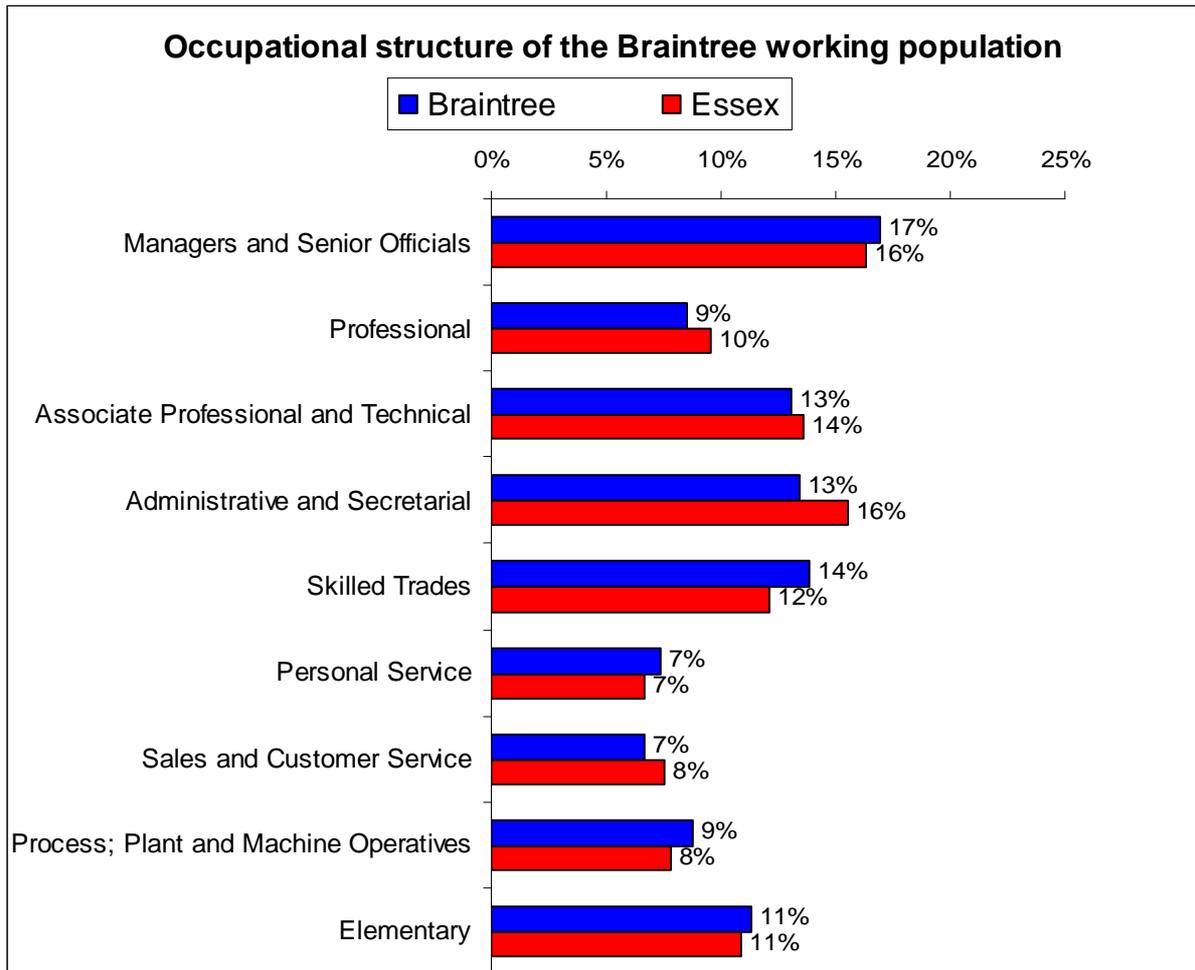
Chart 16



Source: Experian Business Strategies, February 2004

Chart 17 provides a breakdown of the Braintree resident workforce by occupation. The pattern of occupation follows that of Essex with the greatest difference being in the administrative and secretarial area with 13% in Basildon and 16% in Essex.

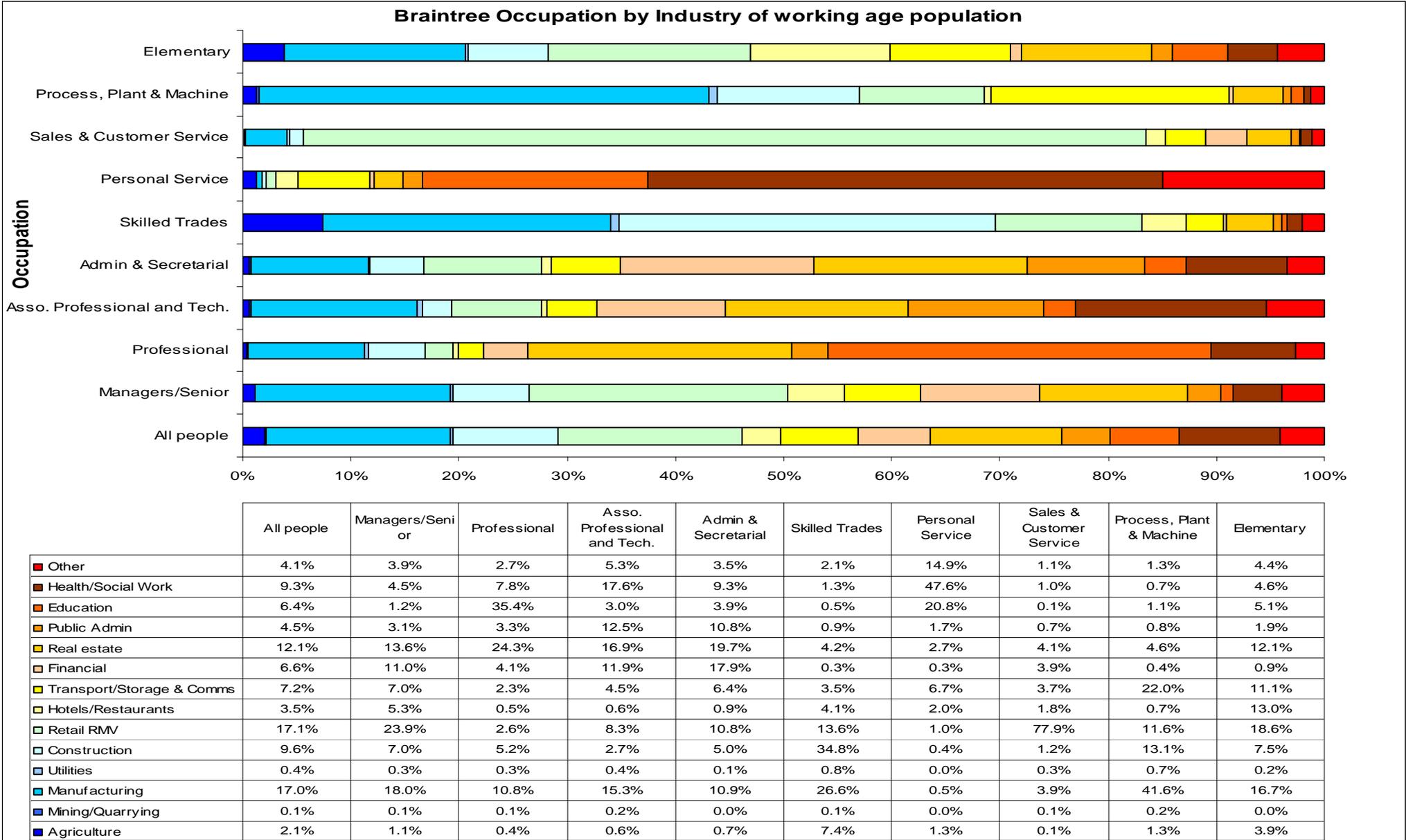
Chart 17



Source: 2001 Census of Population, Office for National Statistics
 Population base (16 - 74 years olds in employment): Braintree, 66,084; Essex, 765,116

Following on from this the next chart (18) gives us the picture of the type of occupation people in Braintree have by the type of industry in which they work. We see that the retail sector is vastly dominated by sales and customer service occupations (78%). Also the majority of skilled trades people are in the construction and manufacturing sectors.

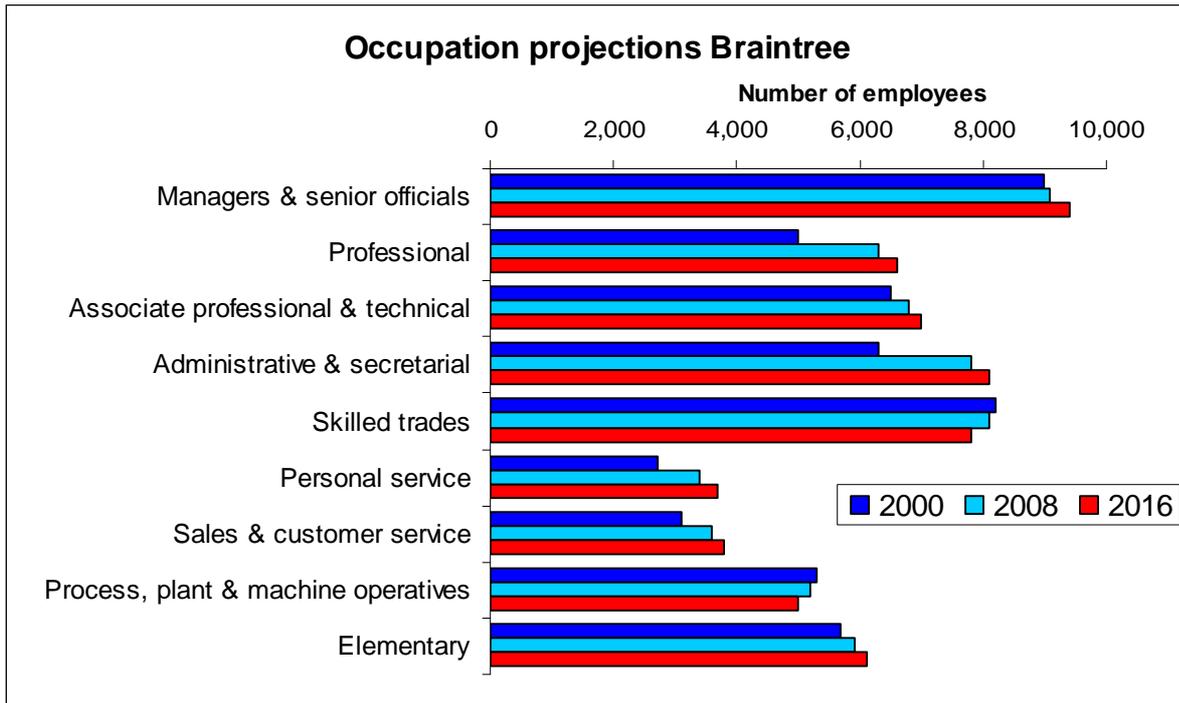
Chart 18



Source: 2001 Census of Population, Office for National Statistics
 Population base: (16-74 years olds in employment) Braintree, 66,163

Chart 19 shows us the future projections for occupations in Braintree. The sharpest increases are in the professional and administrative & secretarial occupations, with just two occupation sectors in decline.

Chart 19



Source: Experian Business Strategies, February 2004

2.2.2 Travel to Work Patterns

The LSC, Essex Post 16 Learning Survey allows us to analyse the travel to work patterns for all workers who reside in Essex.

Table 9 provides a broad picture of the travel to work outflow patterns, by grouping workers into those working in Essex, working outside of Essex, and those who work from their home. Maps 2 and 3 following this table give more detailed travel to work information.

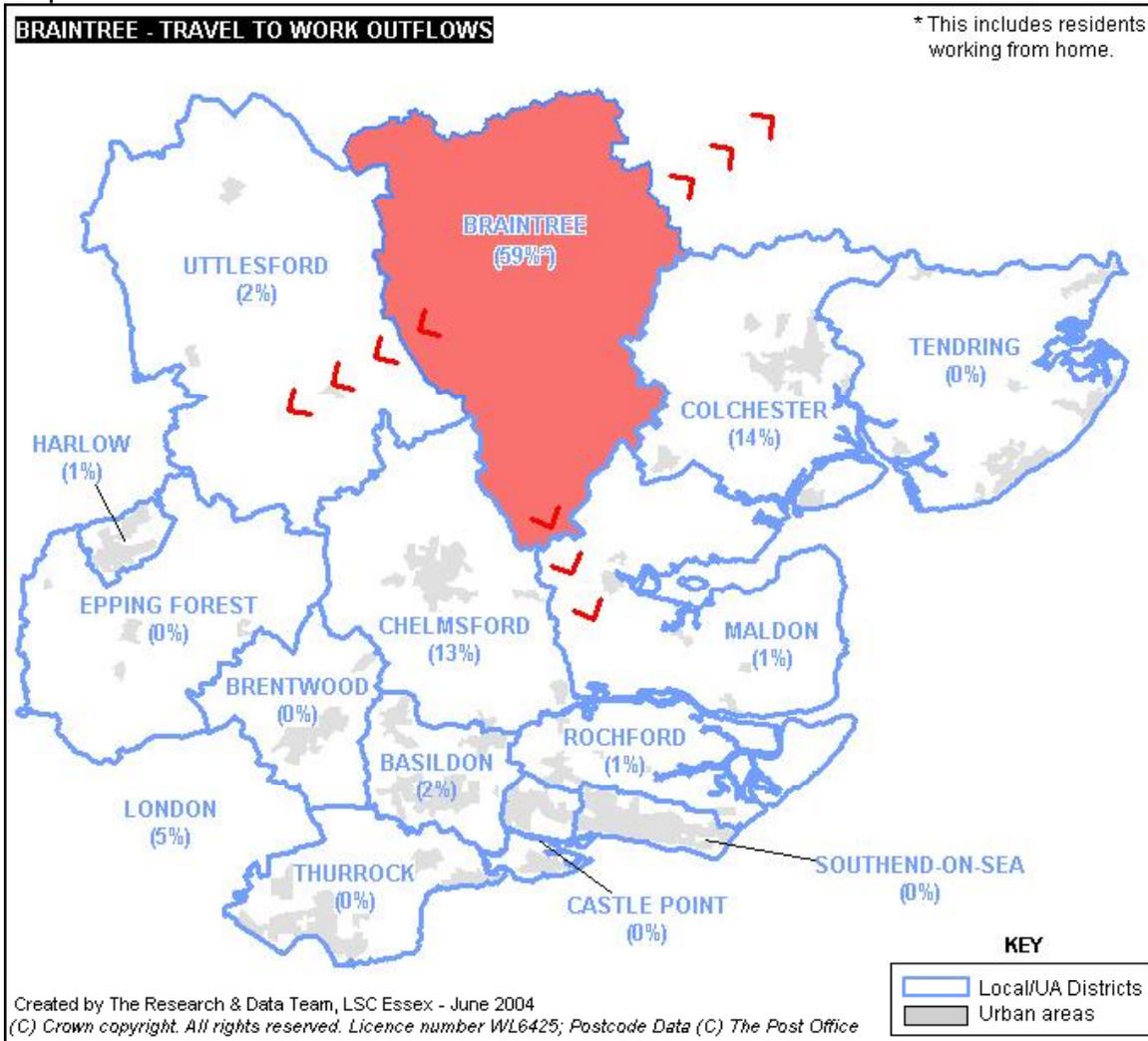
Table 9

Travel to work		
	Braintree	Essex
	% of workers	
In Essex	83%	70%
Out of Essex	9%	25%
Work from home	8%	6%
Refused	0%	1%
Total	100%	100%

Source: Post 16 Learning Survey, LSC, Essex, 2001
 Figures may not add due to rounding
 Sample bases: Braintree, 132; Essex, 1911
 Population bases (16-65 year old workers): Braintree, 64,600;
 Essex, 719,600

Map 2 shows the areas where Braintree residents travel to work. The figures in the map are expressed as a percentage of those who live in Braintree. Over half (59%) of people in Braintree work in Braintree. A further 14% travel to Colchester and 13% to Chelmsford, both of which are neighbouring districts. Very few Braintree residents travel to the rest of the county for work.

Map 2



Figures may not add due to rounding

Sample base (16-69 year old resident workers): Braintree, 132

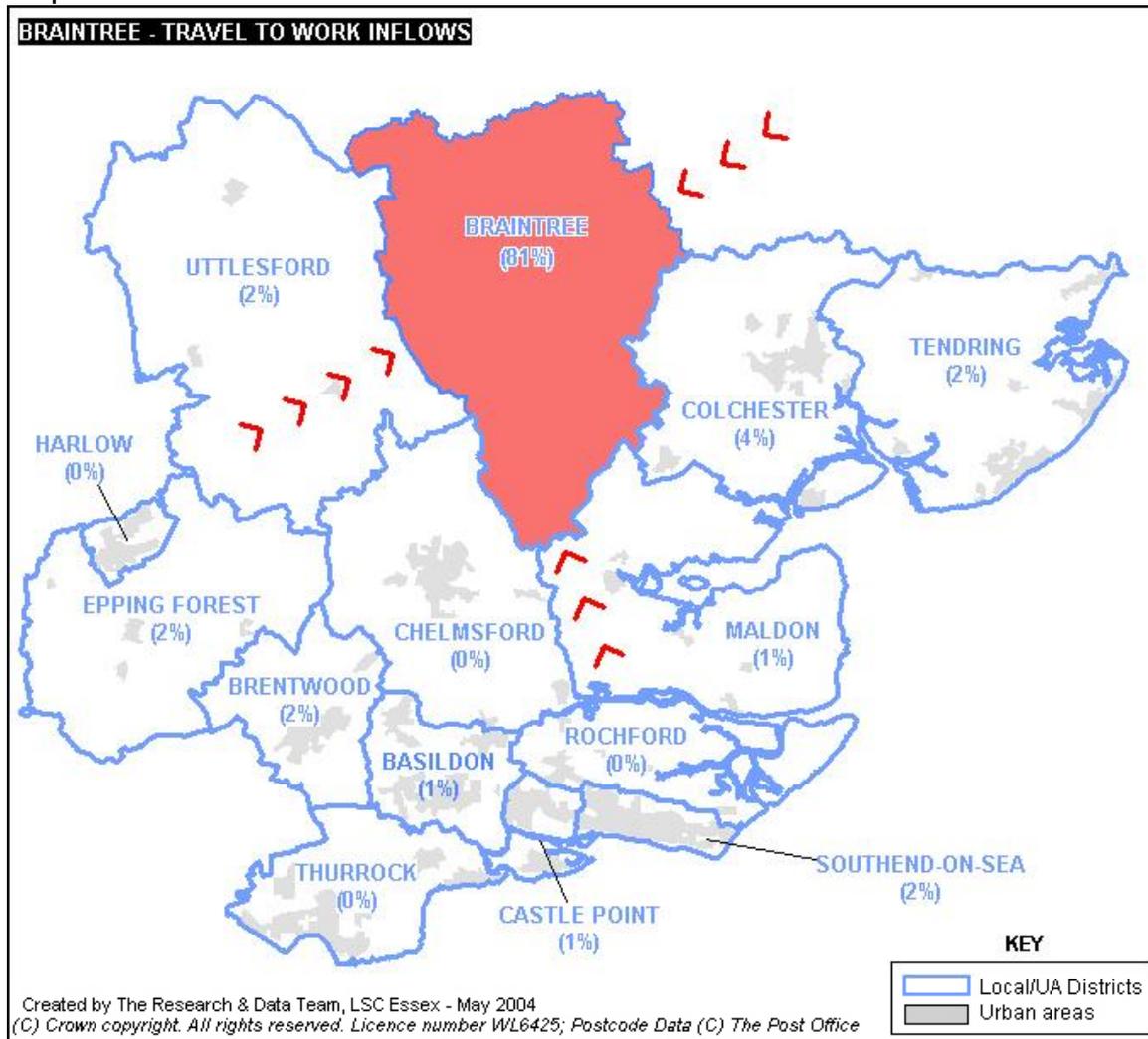
Based on 1991 boundaries

All percentages are rounded. 0% percentages indicate that a minimal number of workers travel between these districts.

Map 3 shows the areas that people who work in Braintree travel from. The figures in the map are expressed as a percentage of those who work in Braintree. As the Post 16 Learning Survey covered people living in Essex, workers who commute from outside of the county are not represented on this map.

The map shows that there is a considerable number (81%) of workers in Braintree who also live in the district. There are limited inflows of workers from the other areas in Essex – the largest inflow is from Colchester at 4%.

Map 3



Figures may not add due to rounding

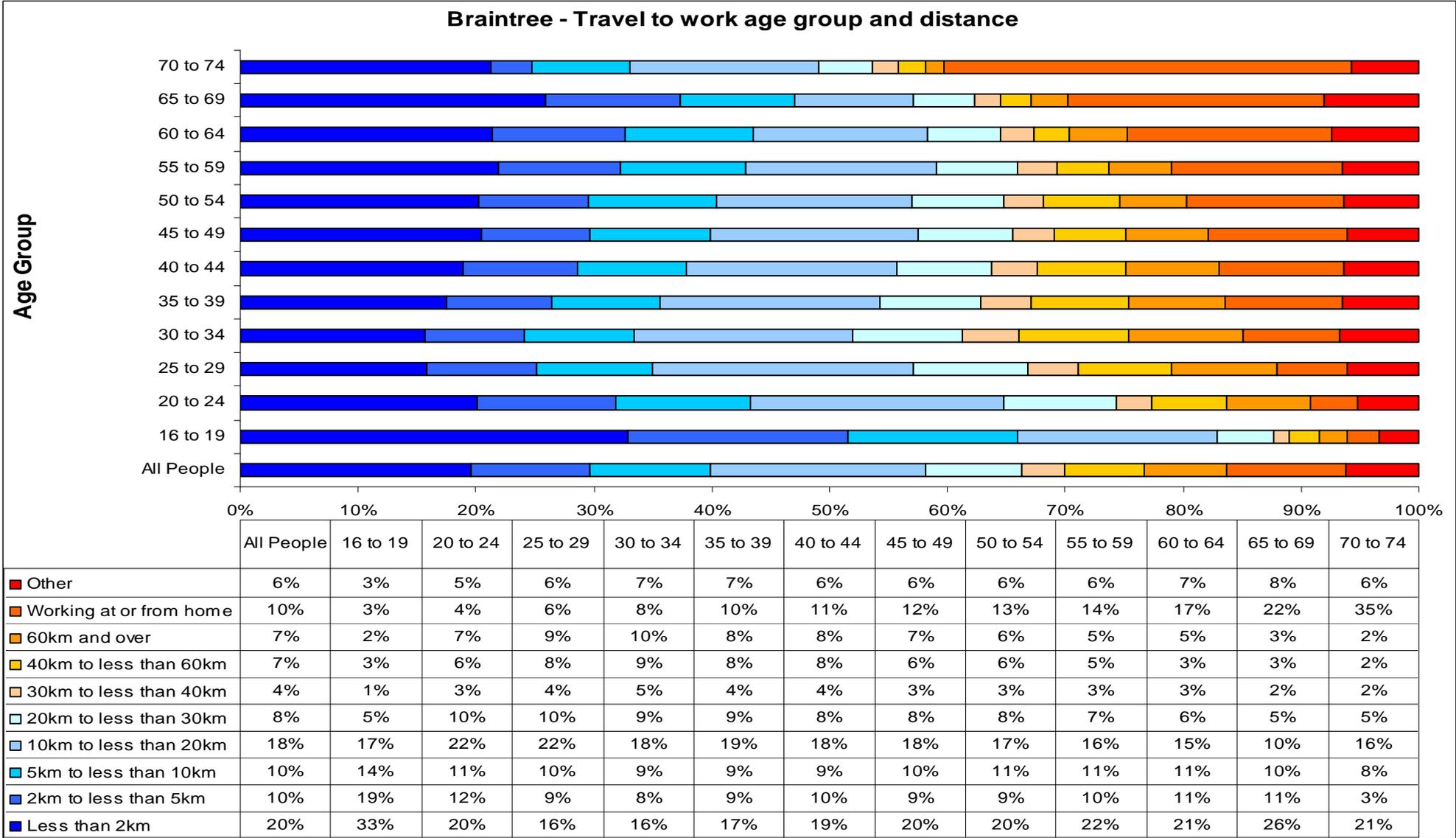
Sample base (16–69 year old Essex residents who work in Braintree): 84

Based on 1991 boundaries

All percentages are rounded. 0% percentages indicate that a minimal number of workers travel between these districts.

Chart 20 show us how far a particular age group travels to their place of work on a regular basis in Braintree. As the chart shows in general the older a person becomes in their working life the less distance they are travelling to work and the greater the chance they will be working from home. Collectively around 60% of people are travelling less than 20km, particularly in the 16 to 19 age group.

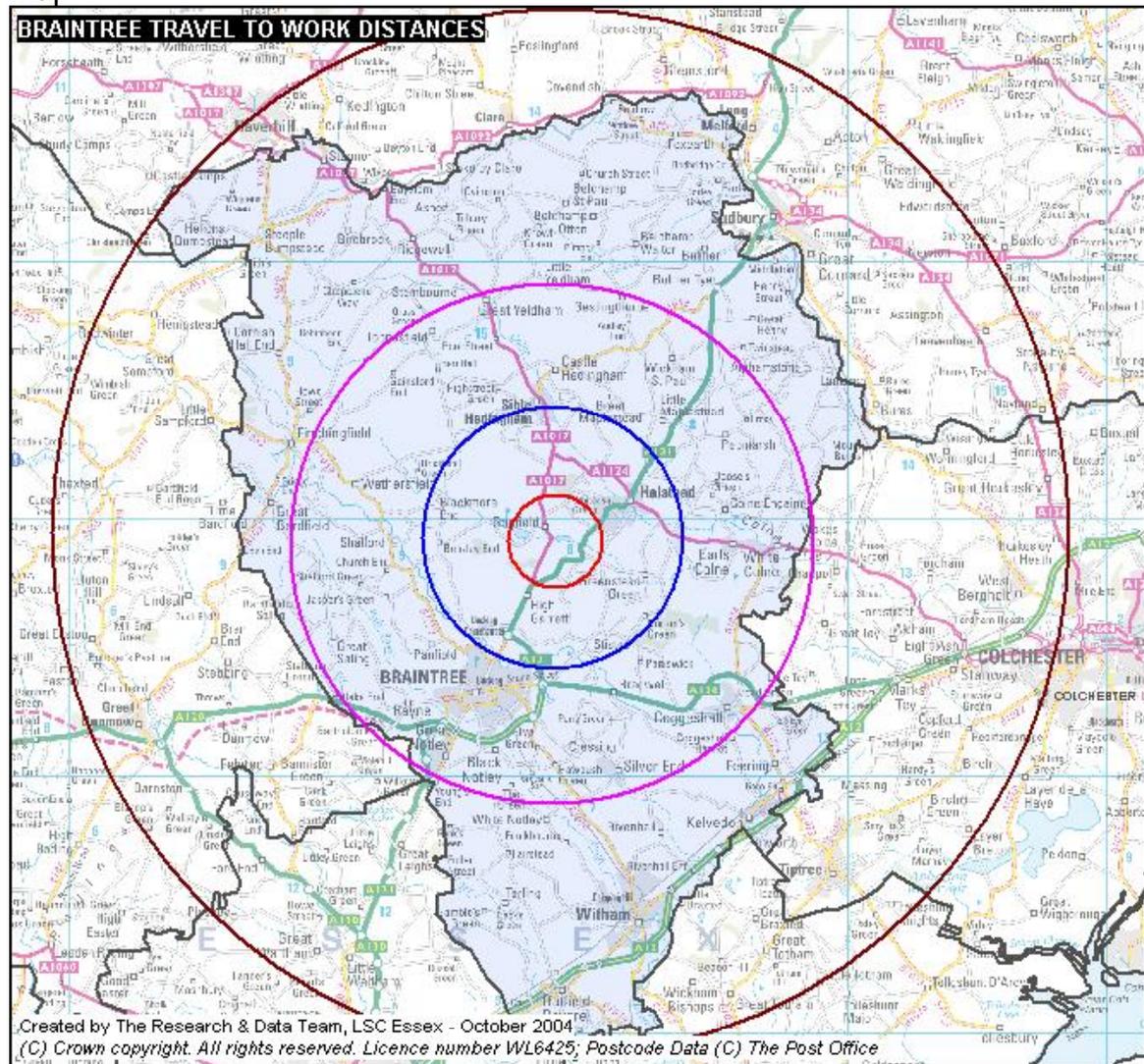
Chart 20



Source: 2001 Census of Population, Office for National Statistics; Population base (16-74 years olds in employment): Braintree, 66,144

The map below shows us a geographical representation of the distance travelled to work by Braintree residents.

Map 4



Source: 2001 Census of Population, Office for National Statistics

Braintree		
All people 66,144		
	Less than 2 km =	12,979
—	2 km to less than 5 km =	6,649
—	5 km to less than 10 km =	6,791
—	10 km to less than 20 km =	12,038
—	20 km to less than 30 km =	5,379

3. Qualification and Skill Levels

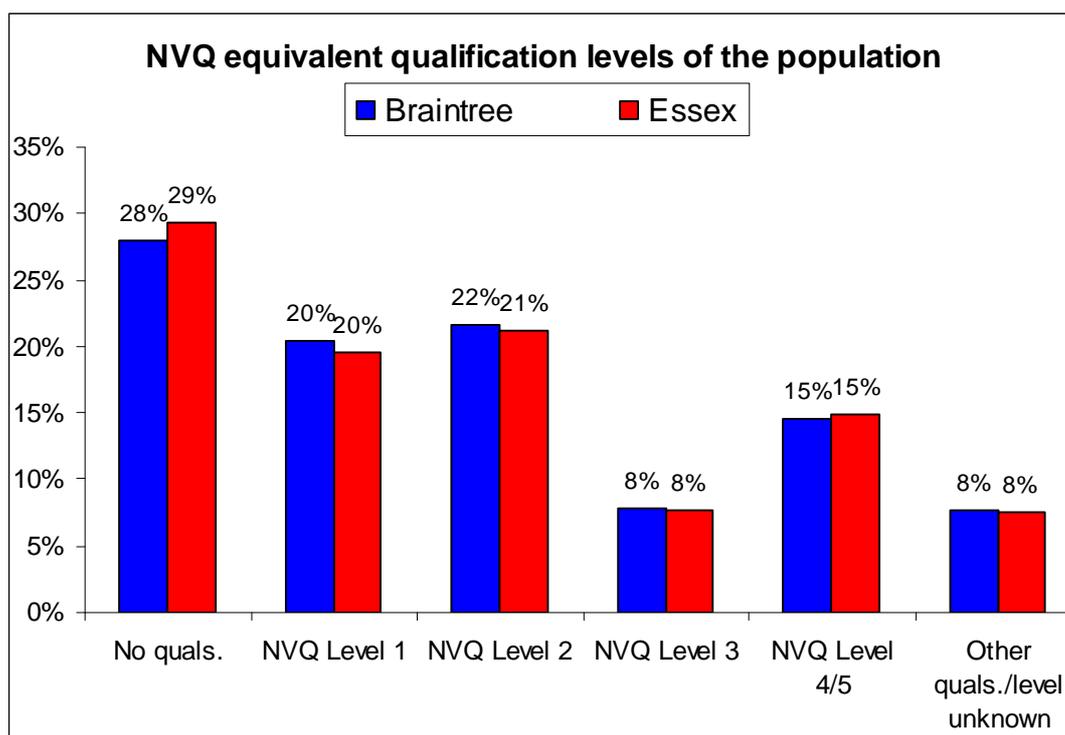
There are many different ways of measuring or assessing an individual's qualifications or skills. Qualifications tend to be easier to measure as each qualification is comprised of a set of criteria to be successfully completed. In addition, many qualifications have been assigned an equivalence level which means it is possible to compare very different qualifications, for example academic and vocational qualifications (for further explanation see NVQ equivalence entry in the glossary). Skills on the other hand, are difficult to measure. Unless gained through some form of qualification it is very difficult to measure via a survey or other written record, that an individual does or does not have a particular skill. Despite this difficulty of measurement, it is important to address the issue of skills as there are a wealth of skills that an individual will possess to a greater or lesser extent which are crucial within everyday life as well as at work.

The following sections will look separately at qualifications in the form of NVQ equivalence and skills by a series of different methodologies.

3.1 NVQ Equivalence

Chart 21 compares the NVQ equivalence of Braintree's population to that of the Essex population. Braintree has almost exactly the same profile as Essex in this regard on all levels.

Chart 21

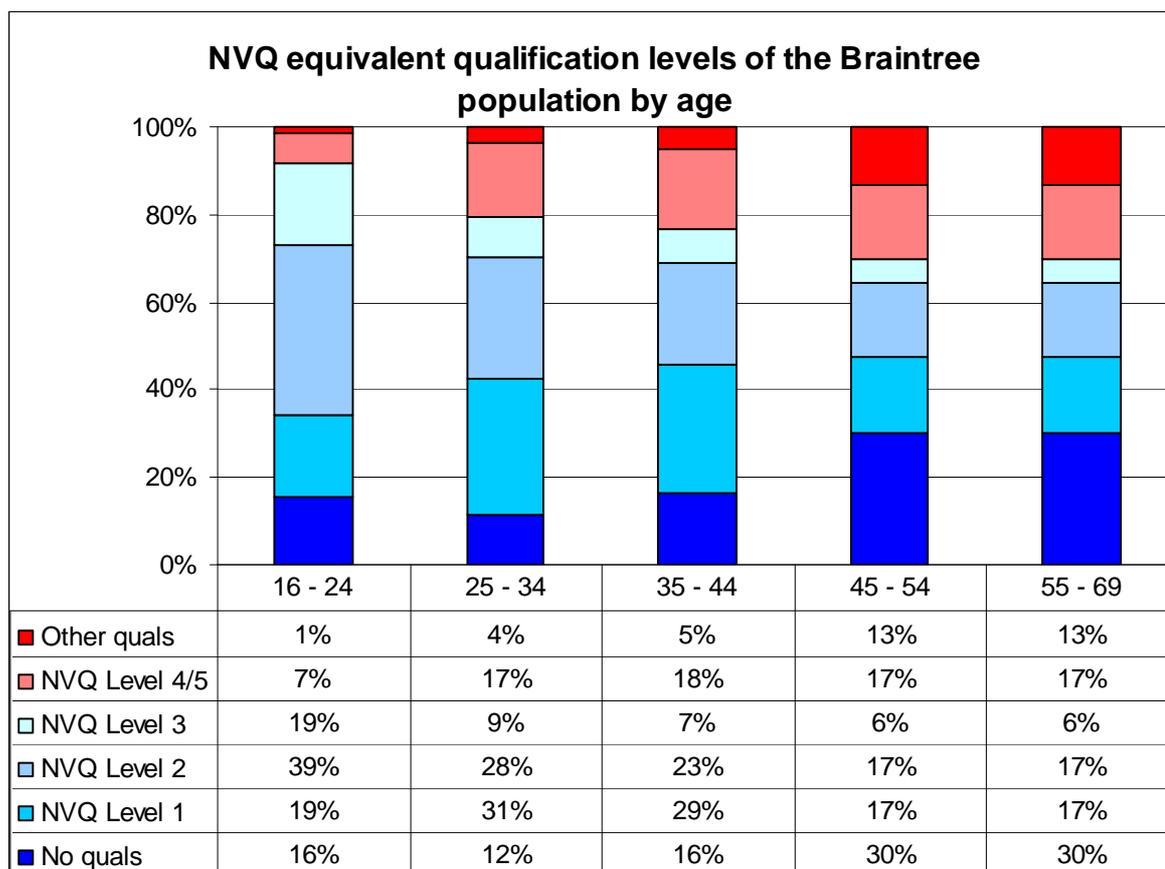


Source: 2001 Census of Population, Office for National Statistics
Population base (16-74 years olds): Braintree, 94,801; Essex, 1,160,342

Charts 22, 23 and 24 and table 10 look in more detail at the above data by comparing the NVQ equivalent qualifications by different sub-groups of the Braintree population.

Chart 22 compares the NVQ equivalent data by different age groups. While the older age groups are shown to be more likely to have no qualifications than the younger groups. We can see that the NVQ level 4/5 rate is almost identical across all but the youngest age group.

Chart 22



Source: 2001 Census of Population, Office for National Statistics
 Population base: 16-24 years, 12,401; 25-34 years, 18,627; 35-44 years, 20,276; 45-54 years, 19,353; 55-69 years, 19,384

Table 10 looks at the highest NVQ equivalent qualifications of workers by their occupation. Process, plant & machinery and elementary occupations have the highest rate of no qualifications while those in professional occupations are more than twice as likely to have NVQ level 4/5 than any other occupation.

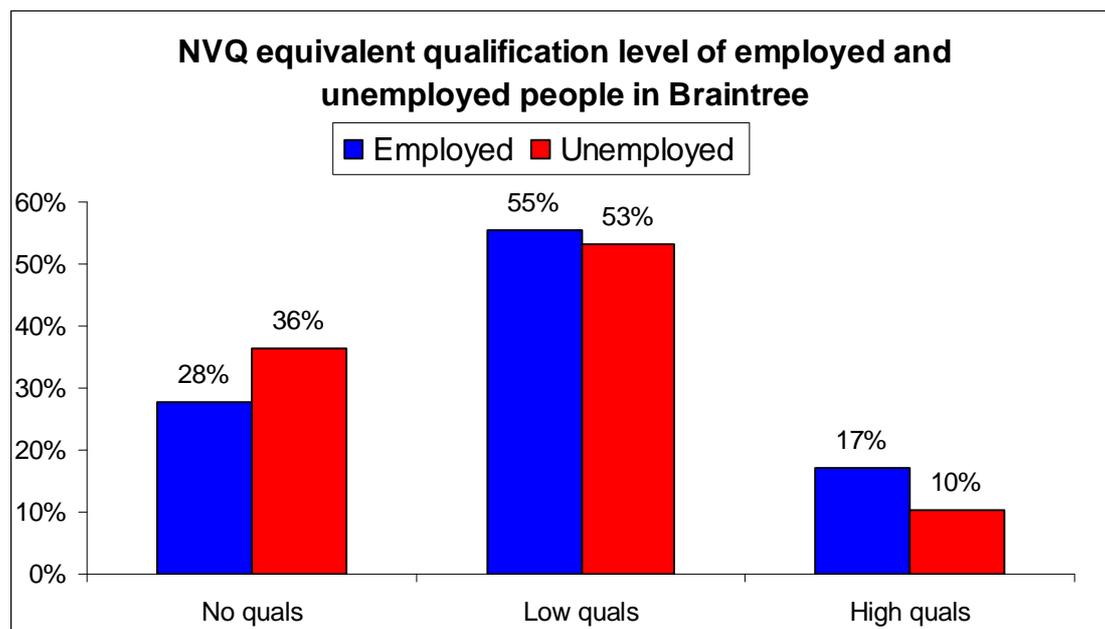
Table 10

Highest NVQ equivalent qualification levels of workers by occupation – Braintree						
% by standard occupational classification	No qual.	NVQ 1	NVQ 2	NVQ 3	NVQ 4/5	Other quals.
Managers & senior	13%	21%	26%	11%	22%	8%
Professional	3%	7%	13%	7%	67%	3%
Associate professional & technical	7%	19%	26%	13%	30%	5%
Administrative & secretarial	12%	26%	34%	13%	9%	6%
Skilled trades	28%	28%	19%	5%	4%	16%
Personal service	23%	25%	26%	10%	7%	8%
Sales & customer service	24%	26%	32%	9%	4%	5%
Process, plant & machine	42%	25%	14%	3%	3%	12%
Elementary	41%	26%	19%	5%	3%	6%

Source: 2001 Census of Population, Office for National Statistics
Population base (16-74 years olds): Braintree, 94,801; Essex, 1,160,342

Chart 23 compares the qualification levels of those who are employed with those who are unemployed. As the chart shows those people who have are in employment are more likely to have qualifications, particularly higher level ones.

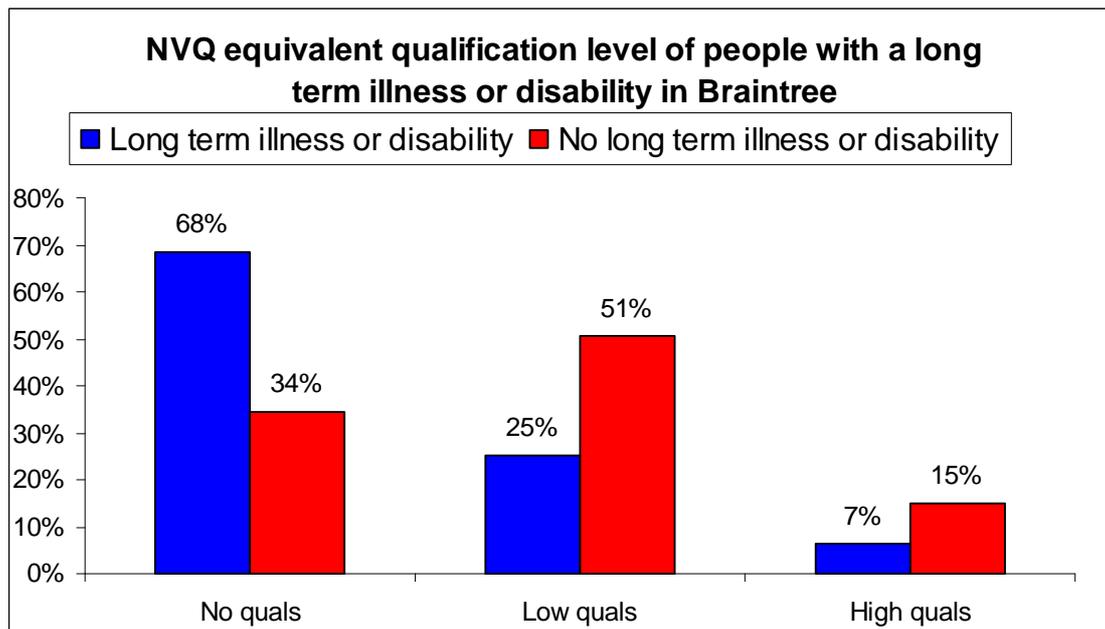
Chart 23



Source: 2001 Census of Population, Office for National Statistics
Population base (16-74 year olds): Employed, 64,345; Unemployed, 2,197

Chart 24 compares the qualifications of those people who have a long-term illness or disability with those who do not. Those with a long-term illness or disability are twice as likely to have no qualifications compared to those without. Also those without a long-term illness or disability are twice as likely to have low and high qualifications than those with.

Chart 24



Source: 2001 Census of Population, Office for National Statistics
Population base (16-74 year olds): Long-term illness, 3,569; No illness 91,419

3.2 Assessment of Essential Skills

In this document we refer to skills such as literacy, numeracy and communication skills as essential skills, reflecting the fact that they are essential in everyday life. We use two sources of data relating to essential skills, the Basic Skills Agency (BSA) data and the LSC, Essex Post 16 Learning Survey data – both sources using a different method to measure essential skills. The BSA survey included questions that tested respondents' reading, spelling and numeracy, whereas the Post 16 Learning Survey asked respondents to assess their own level of skill. The differences in the data from the BSA and the Post 16 Learning Survey are likely to be explained by this difference in data collection method.

According to the BSA data, a significant proportion of people in Braintree are estimated to have limited literacy and numeracy skills. They estimate that around 17,700 people - or 22% of those aged between 16 and 60 years - have poor literacy skills, and 17,600 - or 22% of those aged between 16 and 60 years - have poor numeracy skills. As table 11 shows, the figures for Braintree are in line with those for Essex.

Table 11

Adult literacy and numeracy				
	Total poor literacy		Total poor numeracy	
	Number	%	Number	%
Braintree	17,683	22.4	17,626	22.4
Essex	210,883	22.1	207,062	21.7

Source: Basic Skills Agency, 2001

The LSC, Essex Post 16 Learning Survey offers another measure of the essential skills of Braintree residents. It asked respondents to state whether they feel the need to improve their reading, writing and mathematical skills and also to assess the extent of their ability in certain essential skills.

As table 12 shows, the population of Braintree appear to be content with their essential skills of reading, writing and maths – in each case they are less likely than their Essex counterparts to say they need to improve their skills.

Table 12

Self assessment of need to improve essential skills						
	Reading		Writing		Maths	
	Braintree	Essex	Braintree	Essex	Braintree	Essex
Need to improve	5%	8%	6%	9%	12%	14%
No need to improve	94%	87%	93%	86%	87%	81%
Don't know	1%	12%	1%	5%	1%	6%
Total	100%	100%	100%	100%	100%	100%

Source: Post 16 Learning Survey, LSC, Essex, 2001
 Figures may not add due to rounding
 Sample base (16 – 69 year olds): Braintree, 194; Essex, 2,662

Tables 13 and 14 show how Braintree residents rate themselves in terms of their level of ability in certain essential skills. Both tables suggest that generally, Braintree residents consider themselves more likely to have a certain skill at an Intermediate level, but in most cases comparable at Advanced level than Essex residents.

Table 13

Self assessment of level of ability of essential skills								
	Numeracy skills		Reading skills		Spoken ability		Writing skills	
	Braintree	Essex	Braintree	Essex	Braintree	Essex	Braintree	Essex
Advanced level	37%	32%	49%	49%	53%	51%	48%	49%
Intermediate level	51%	42%	48%	32%	44%	31%	46%	32%
Basic level	10%	18%	2%	10%	4%	8%	6%	11%
Do not have these skills	2%	7%	0%	8%	0%	7%	0%	7%
Don't know/not relevant	0%	1%	0%	2%	0%	2%	0%	1%
Refused	1%	0%	0%	0%	0%	0%	0%	0%
Total	100	100%	100	100%	100%	100%	100%	100%

Source: Post 16 Learning Survey, LSC, Essex, 2001
 Figures may not add due to rounding
 Sample base: Braintree, 194; Essex, 2,662

Table 14

Self assessment of level of ability of other skills								
	IT/Computer skills		Working with other people		Leadership skills		Problem solving skills	
	Braintree	Essex	Braintree	Essex	Braintree	Essex	Braintree	Essex
Advanced level	8%	15%	47%	49%	40%	35%	37%	40%
Intermediate level	32%	32%	46%	32%	51%	39%	57%	38%
Basic level	38%	32%	7%	9%	9%	18%	6%	15%
Do not have these skills	22%	20%	0%	7%	0%	7%	0%	6%
Don't know/not relevant	0%	1%	0%	2%	0%	1%	0%	1%
Refused	1%	0%	1%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Post 16 Learning Survey, LSC, Essex, 2001

Figures may not add due to rounding

Sample base (16–69 year olds): Braintree, 194; Essex, 2,662

4. Participation in Learning

Table 15 shows the number of Braintree residents who are participating in LSC funded learning, by age and sector – please see footnote (a) in the table.

Table 15

Number of learners in LSC funded provision					
Braintree	Further Education	School VI form	Work Based Learning	Adult Community Learning ^(a)	All sectors
16-18	1,787	603	463	13	2,866
19+	6,598	n/a	287	1,985	8,870

Source:

FE – Individualised Learner Record, 2002/2003

School VI form – Pupil Level Annual School Census (PLASC), 2002/2003

WBL – Individualised Learner Record, 2003/2004

ACL - Individualised Learner Record, 2003/2004 (non-accredited)

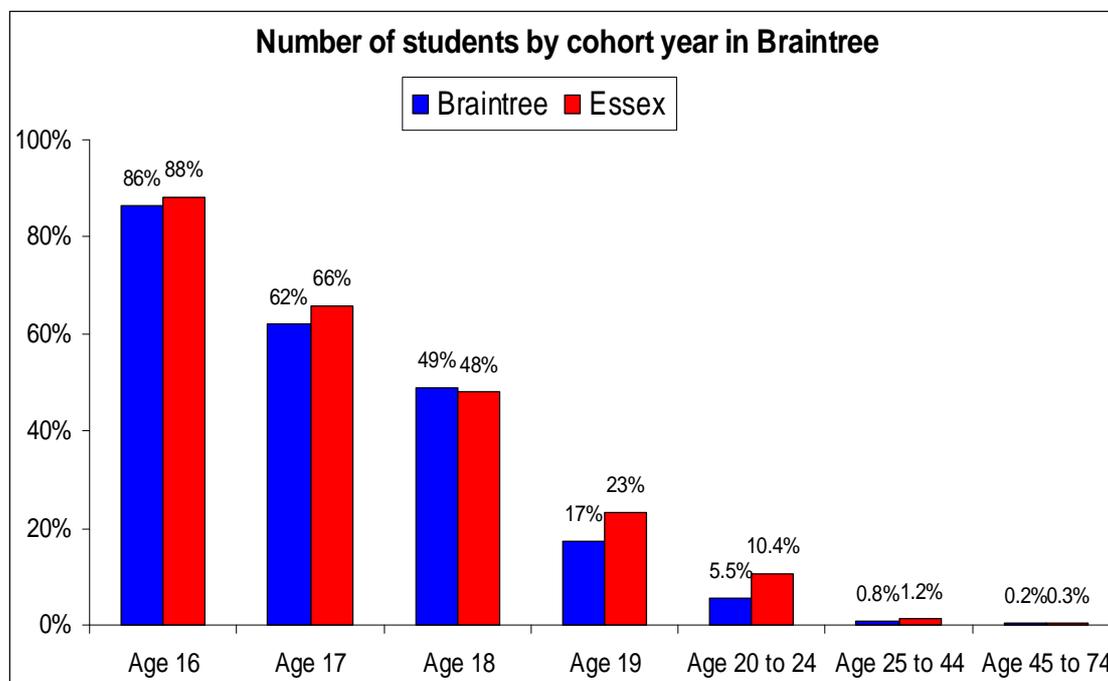
Notes:

Includes learners whose age is not recorded in 19+

(a) For the ACL sector the ILR captures LSC funded FE provision only. FE provision covers everything in the former Schedule 2 category, which includes some non-accredited courses, but covers predominantly accredited courses. The LSC does fund former non-schedule 2 provision in the ACL sector, but this is not recorded by the ILR. See the Adult Community Learning section for further information.

Chart 25 indicates the number of students there are in Braintree by a particular year or age group as compared to Essex. As the chart shows there are fewer students in all age groups, except 18, in Braintree than Essex, but not by significant margins.

Chart 25



Source: 2001 Census of Population, Office for National Statistics

Population base:

Braintree, Age 16, 1,636; Age 17, 1,489; Age 18, 1,353; Age 19, 1,290; Age 20-24, 6,644; Age 25-44, 38,886; Age 45-74, 43,528

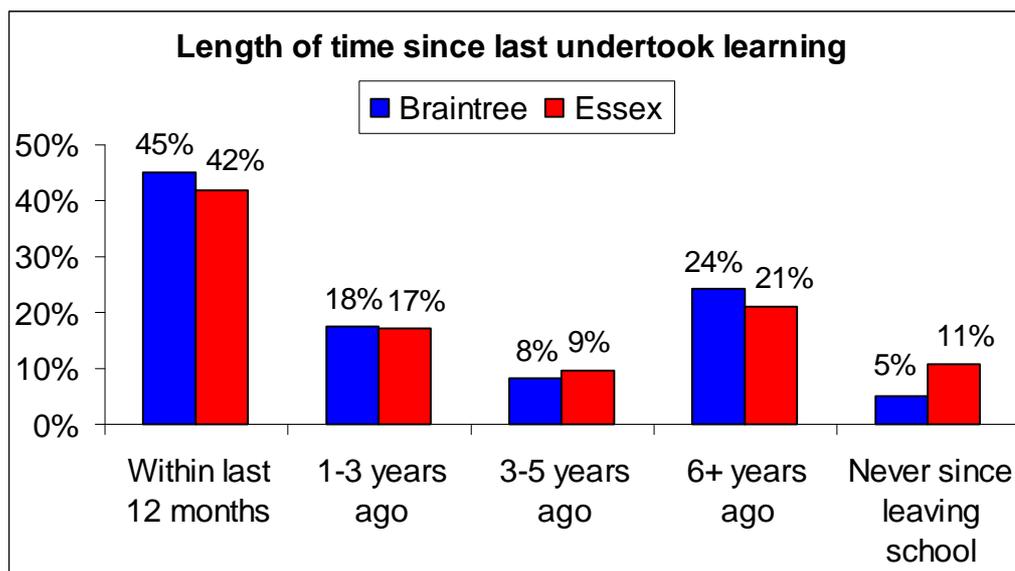
Essex, Age 16, 19,966; Age 17, 19,289; Age 18, 17,614; Age 19, 16,499; Age 20-24, 86,703; Age 25-44, 459,027; Age 45-74, 541,244

The next two sections will address the learning patterns and behaviours of adults and then specifically of young people. Both sections will follow a similar format, covering areas such as the job related and other benefits of learning, barriers to learning, sources of learning related advice and the likelihood of future learning. The adult section will also look at other issues such as the length of time since learning. The young people section also looks at the intended first destination of the 2000/2001 cohort of Year 11 pupils after finishing their compulsory education. The adult section reports data from the LSC, Essex Post 16 Learning Survey, while the young people section reports data from the LSC, Essex 16-18 Learning Survey and the Connexions Year 11 Activity Survey.

4.1 Learning Patterns of Adults

Chart 26 shows how long ago Braintree adult residents last undertook any form of learning (see glossary for definition of learning used). Over two-fifths (45%) undertook learning in the last 12 months, while only one in twenty (5%) residents have not undertaken learning since leaving school. Overall, the pattern for Braintree residents is very similar to that for Essex residents.

Chart 26



Source: Post 16 Learning Survey, LSC, Essex, 2001

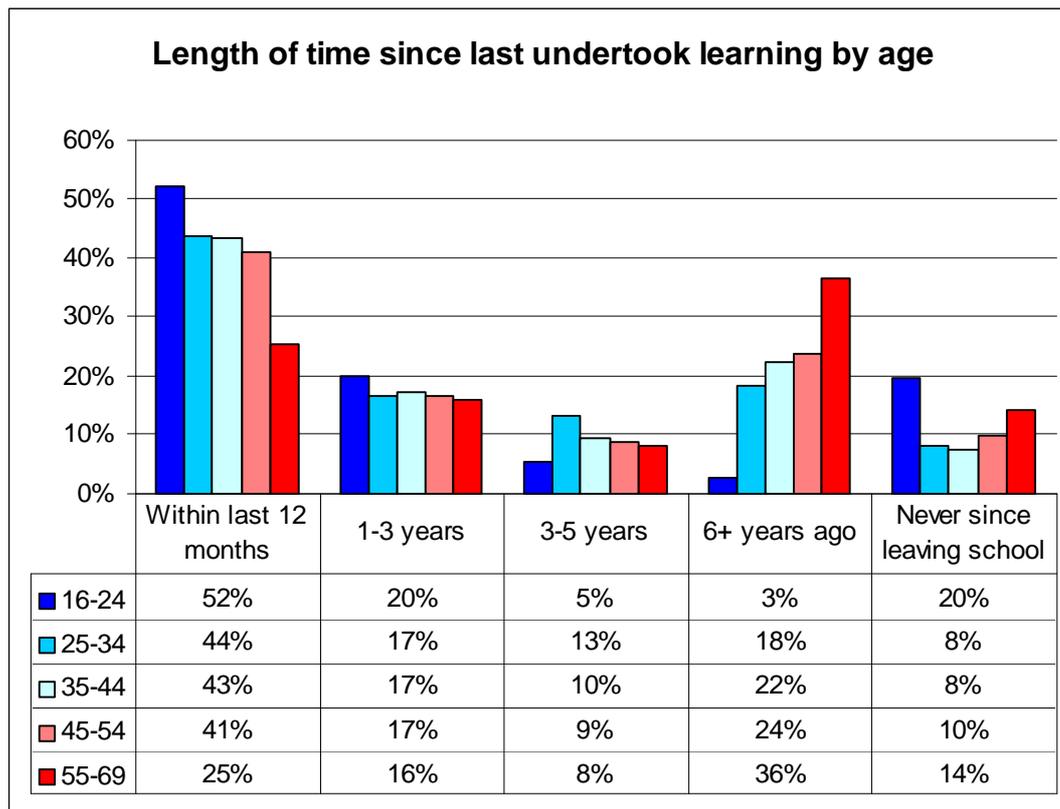
Sample bases: Braintree, 194; Essex, 2,662

Population bases (16-65 year olds): Braintree, 95,000; Essex, 1,013,000

Charts 27, 28 and 29 further explore the above data by looking at the length of time since learning for various sub-groups of the Essex population (due to the limited survey sample size at the district level it is not possible to use district level data).

Chart 27 looks at the length of time since last undertaking learning by age group. As the chart shows, there is a strong relationship between participation in learning and age - only 25% of those aged between 55 and 69 took part in learning in the last year compared to 52% of those aged between 16 and 24.

Chart 27



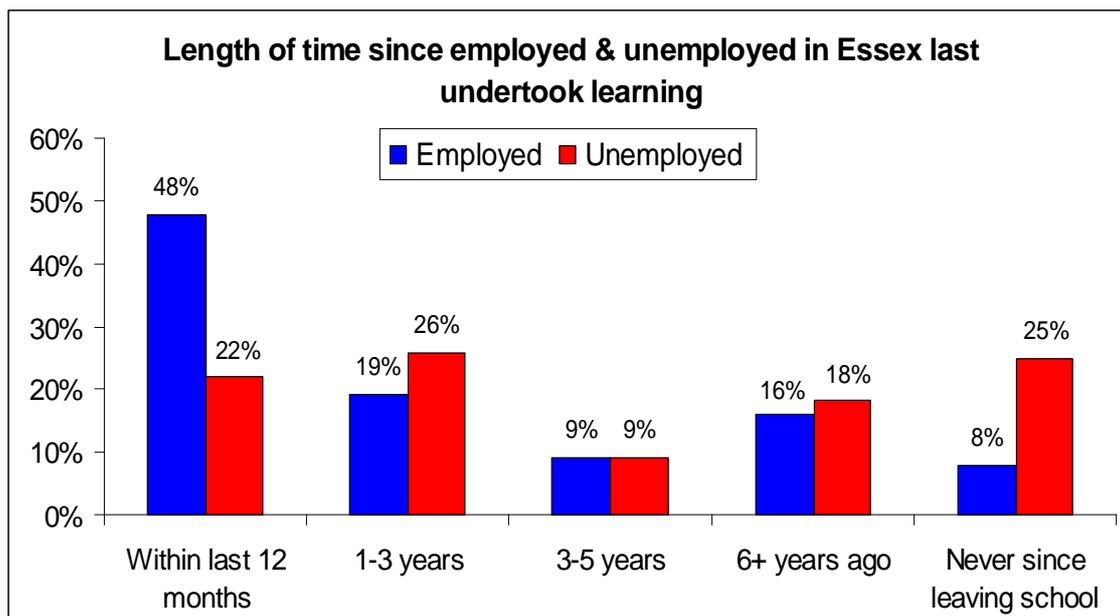
Source: Post 16 Learning Survey, LSC, Essex, 2001

Sample bases: 16-24 years, 384; 25-34 years, 583; 35-44 years, 808; 45-54 years, 514; 55-65 years, 373

Population bases: 16-24 years, 146,000; 25-34 years, 222,000; 35-44 years, 307,500; 45-54 years, 195,500; 55-65 years, 142,000

Chart 28 compares the learning patterns of the employed and unemployed population in Essex. The chart shows that the employed are more than twice as likely to have taken part in learning in the last 12 months than the unemployed. Conversely, one in four (25%) of the unemployed have not taken part in any sort of learning since leaving school compared to only eight per cent of those who are employed.

Chart 28



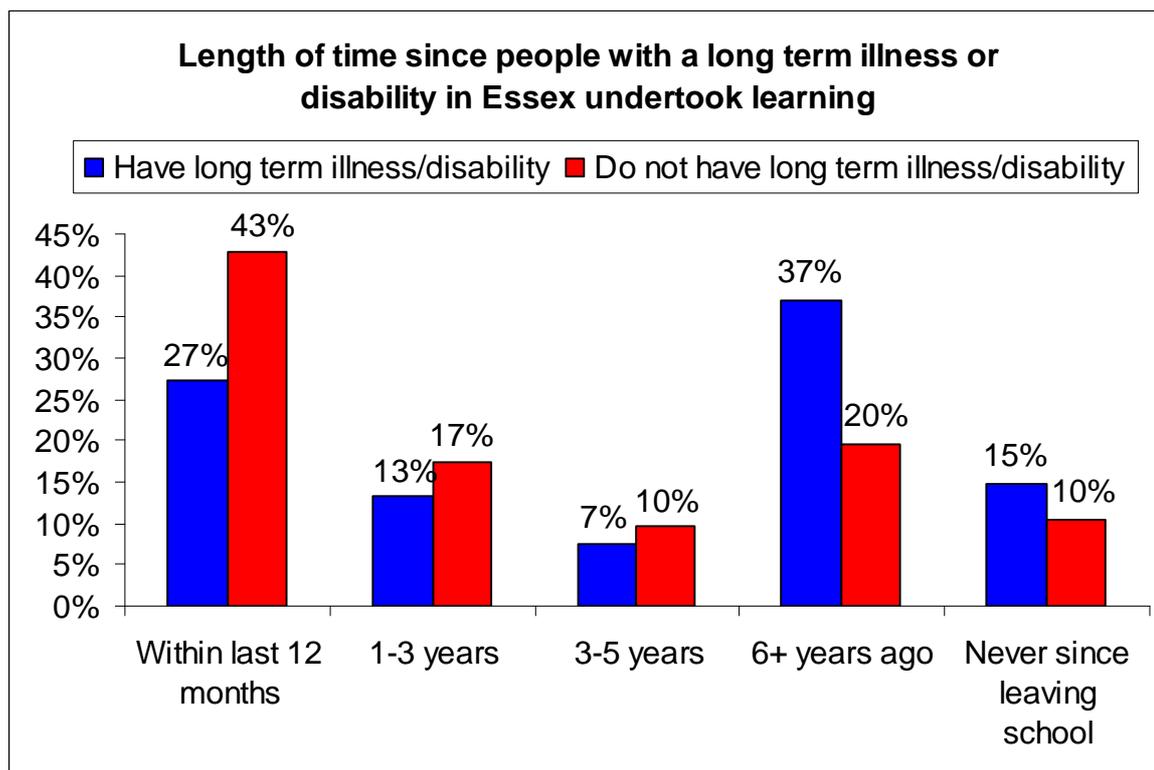
Source: Post 16 Learning Survey, LSC, Essex, 2001

Base: Employed, 1,882; Unemployed, 109

Population bases: Employed, 716,000; Unemployed 41,500

Chart 29 compares the length of time since undertaking any learning with those who have a long-term illness or disability with those who do not. As the chart shows, those who have a long-term illness or disability are less likely to have participated in learning over the last year.

Chart 29



Source: Post 16 Learning Survey, LSC, Essex, 2001

Sample bases: Have long-term illness/disability, 202; do not have long-term illness/disability, 2,453

Population bases: Have long-term illness/disability, 77,000; do not have long-term illness/disability, 936,000

Table 16 shows the reasons for learning given by those who have participated in learning in the last 12 months. Most learning undertaken is job related, with 79% of learners in Braintree undertaking training for job related reasons. This is slightly lower than the Essex average, though Essex residents are more likely to undertake learning for personal interest or development.

Table 16

Reasons for undertaking learning in the last 12 months		
	Braintree	Essex
	% of all learners in last 12 months	
Job related	79%	83%
Personal interest or development	20%	22%

Source: Post 16 Learning Survey, LSC, Essex, 2001

Figures may not add due to rounding

Sample bases (16 – 69 year old learners in last 12 months): Braintree, 87;

Essex, 1109

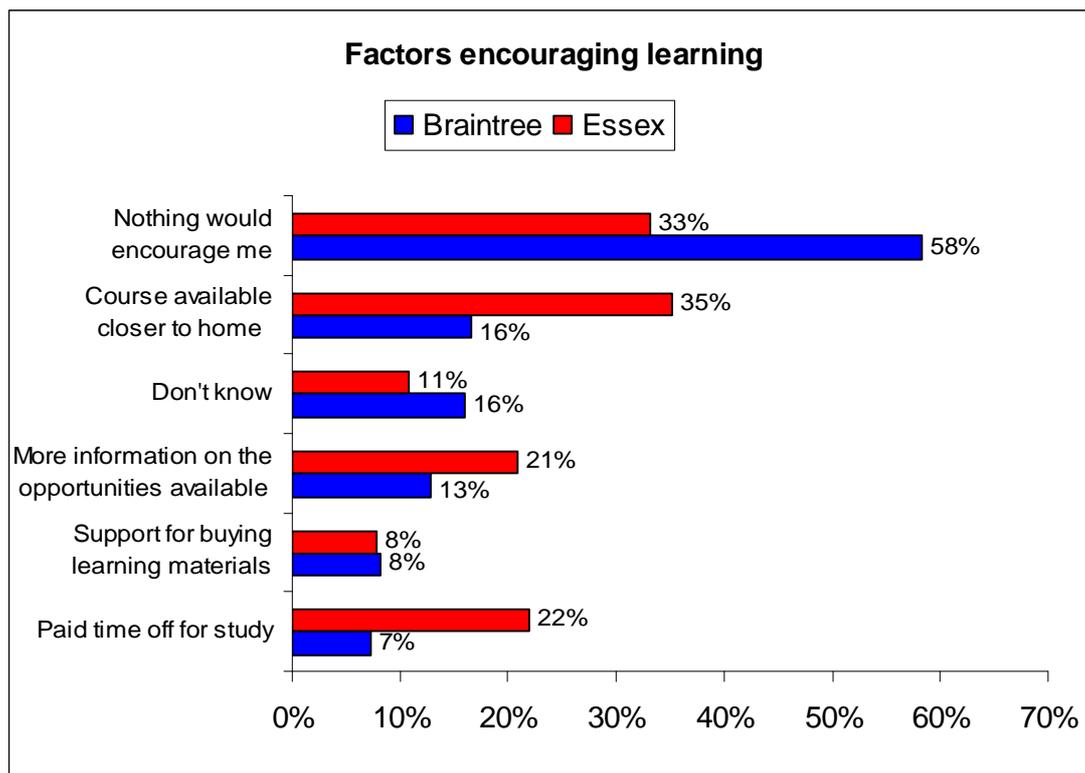
4.1.1 Motives, Barriers and Benefits of Learning for Adults

A key aim of the LSC, Essex Post 16 Learning Survey was to explore issues around which factors encourage Essex residents to learn, which act as barriers and what they perceive to be the key benefits of learning.

All residents were asked both what factors would encourage them to learn along with what factors would stop them learning.

Chart 30 shows the top six factors that would encourage Braintree residents to participate in learning. Whilst it would seem over half (58%) of the residents feel nothing would encourage them to participate in further learning, 16% feel geography is an issue in travelling to learn and 13% would like more clarity on learning opportunities.

Chart 30



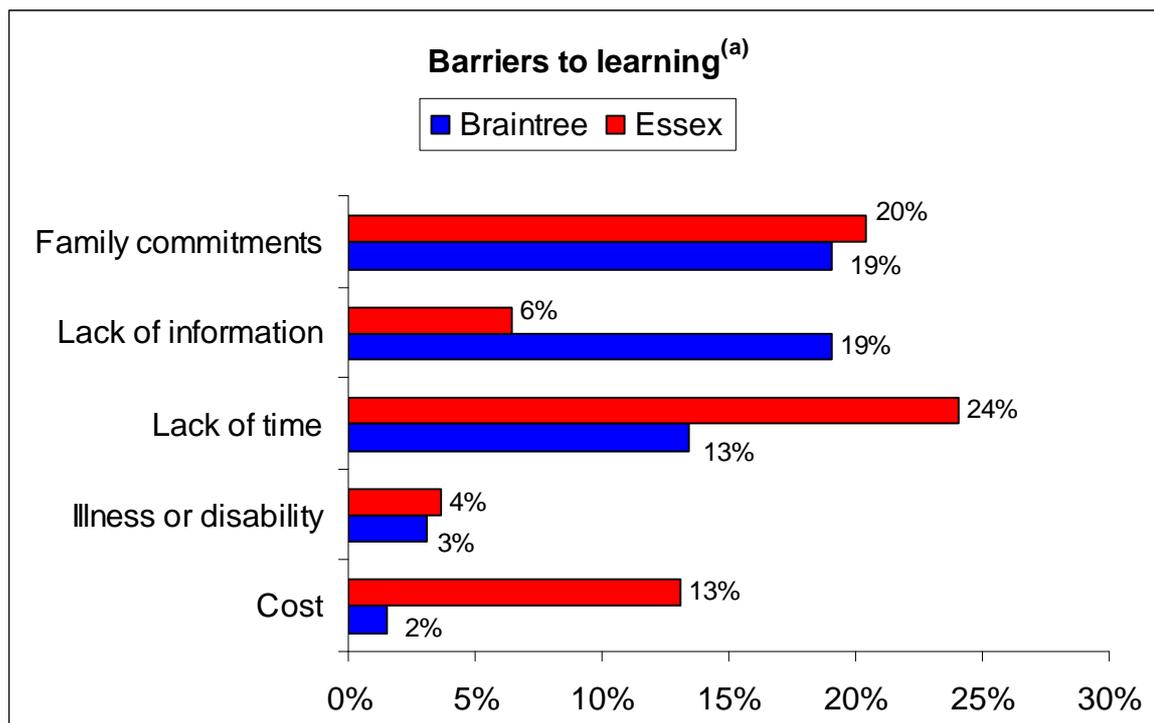
Source: Post 16 Learning Survey, LSC, Essex, 2001

Sample bases: Braintree, 194; Essex, 2,662

Population Base (16-65 year olds): Braintree, 95,000; Essex, 1,013,000

Chart 31 shows the top five barriers to learning for Braintree residents. Similar to Essex, one in five (19%) people in Braintree cite family commitments as a main barrier to learning, the ratio is the same for lack of information which scores just 6% in Essex. However just 2% of Braintree residents list cost as a barrier, which is over six times less than that of Essex at 13%.

Chart 31



Source: Post 16 Learning Survey, LSC, Essex, 2001

Sample bases: Braintree, 194; Essex, 2,662

Population bases (16-65 year olds): Braintree, 95,000; Essex, 1,013,000

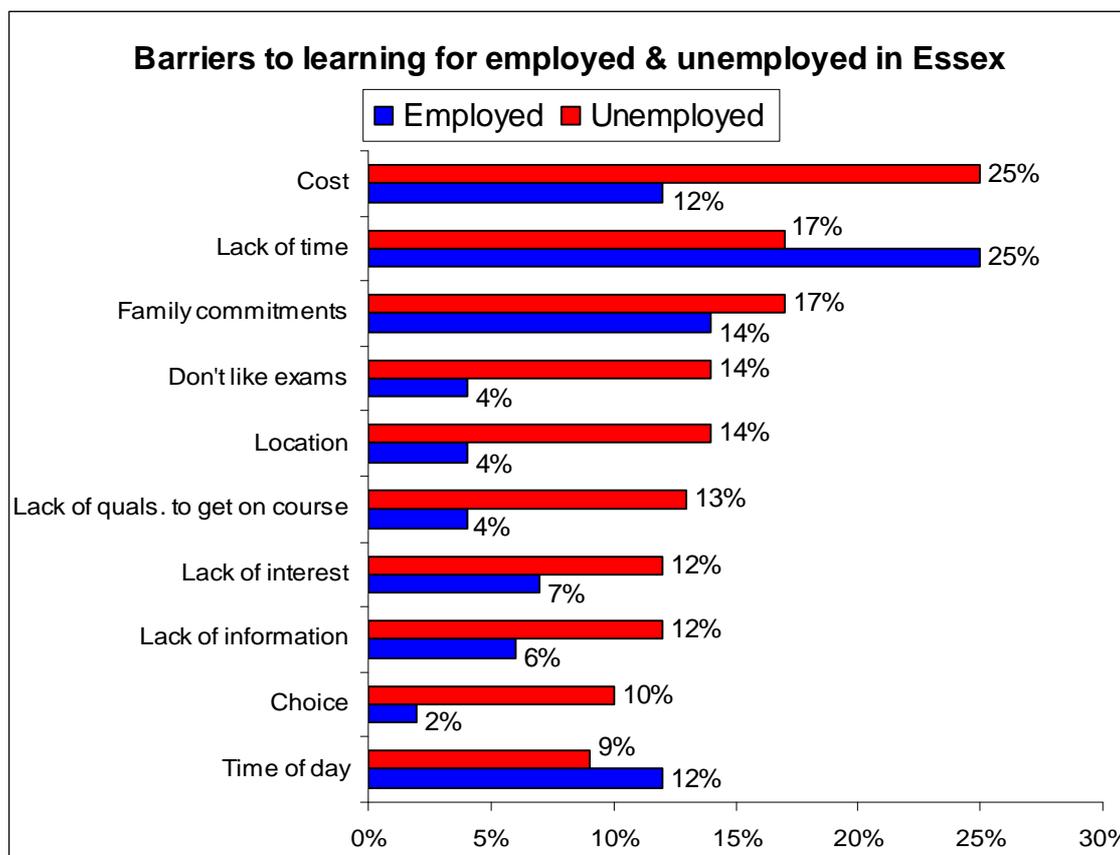
Notes:

(a) Includes factors that are either a 'fairly significant' or a 'significant' barrier

Charts 32 and 33 examine the above data in more detail by looking at the barriers to learning by two different sub-groups of the Essex population (due to the limited survey sample size at the district level it is not possible to use district level data).

Chart 32 compares the barriers to learning for the employed and unemployed population in Essex. The unemployed are more likely to cite cost of learning as a barrier, whilst those who are employed rank lack of time and time of day as their main barriers.

Chart 32



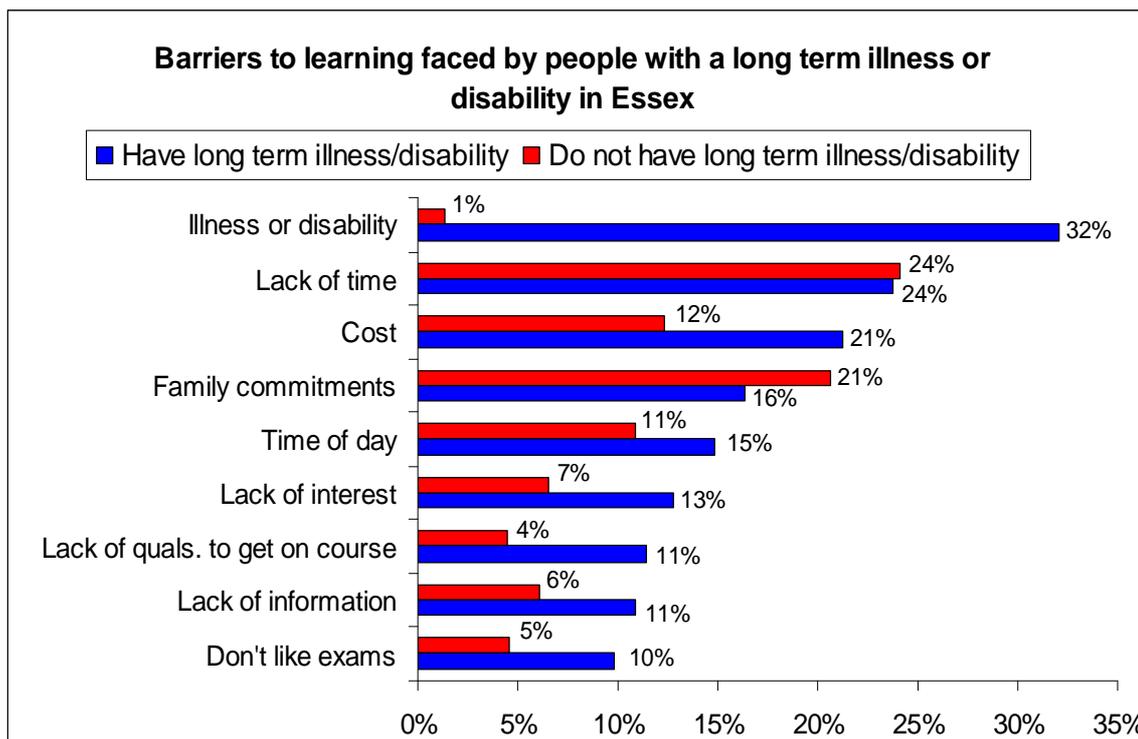
Source: Post 16 Learning Survey, LSC, Essex, 2001

Base: Employed, 1,882; Unemployed, 109

Population bases: Employed, 716,000; Unemployed 41,500

Chart 33 compares the barriers to learning for those who have a long-term illness or disability with those who do not. Significantly, one in three (32%) of those who have a long-term illness or disability state that their actual illness or disability is the main barrier to their learning.

Chart 33



Source: Post 16 Learning Survey, LSC, Essex, 2001

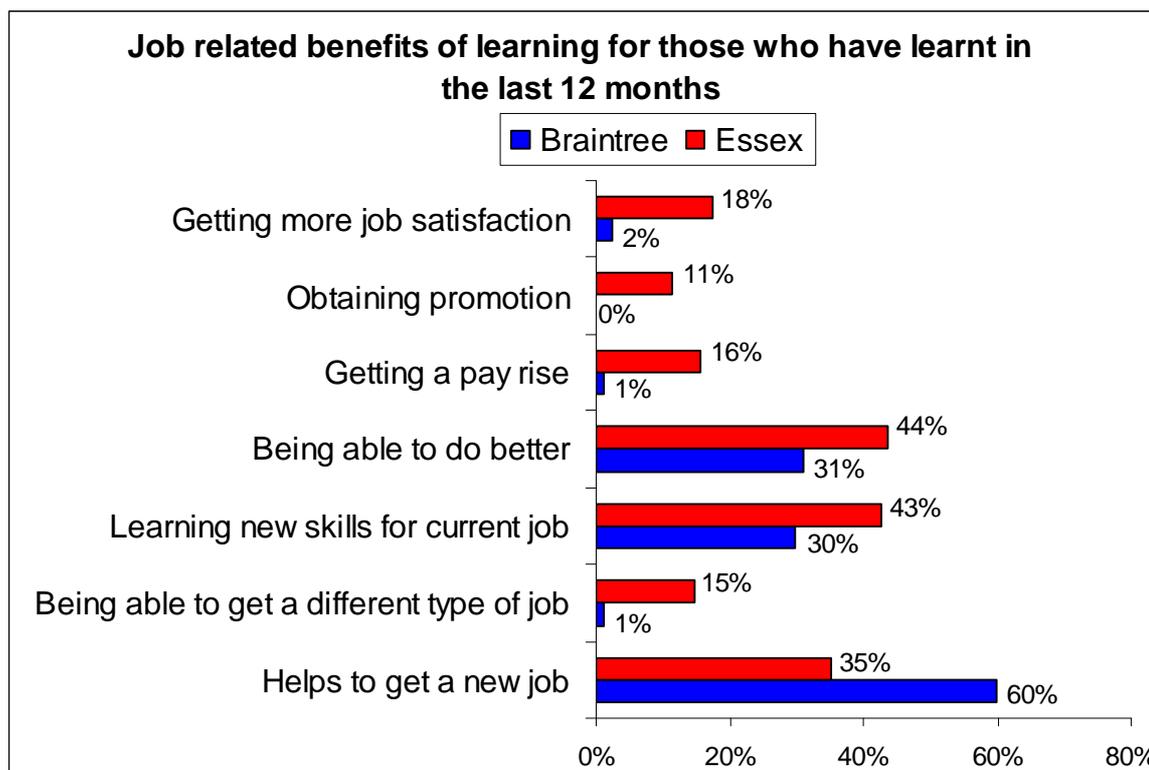
Sample bases: Have long-term illness/disability, 202; do not have long-term illness/disability, 2,453

Population bases: Have long-term illness/disability, 77,000; do not have long-term illness/disability, 936,000

Those residents who had taken part in learning in the last 12 months were asked about the benefits they thought they had received from their learning. The benefits were listed in terms of job related and other benefits.

As chart 34 shows, in terms of job related benefits over half of Braintree residents say they benefited from learning new skills to move jobs (60%) while almost a third said it helped them to do their job better or gained skills for their current job, (31% and 30% respectively) compared to Essex which was 44% and 43% respectively. Only negligible results were found for the remaining options in Braintree.

Chart 34



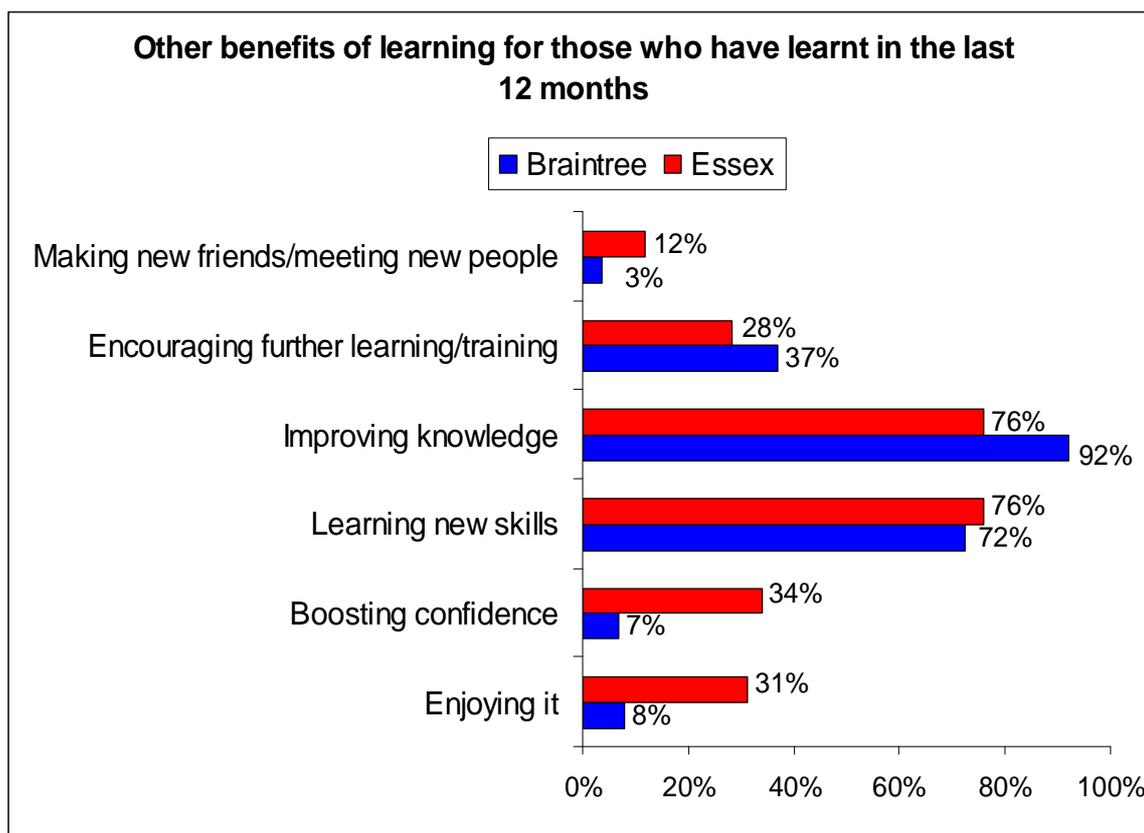
Source: Post 16 Learning Survey, LSC, Essex, 2001

Sample bases: Braintree, 87; Essex, 1,109

Population bases (16-65 year old learners in last 12 months): Braintree, 42,600; Essex, 422,000

As chart 35 shows, improving knowledge (92%), learning new skills (72%) and encouraging further learning/training (37%) were the top three other benefits of recent learning for Braintree learners. In the case of improving learning, this is likely to be considered as a much greater benefit by Braintree learners than their Essex counterparts, while Essex learners are more likely to include boosting confidence in future learning and enjoying the learning experience as a benefit.

Chart 35



Source: Post 16 Learning Survey, LSC, Essex, 2001

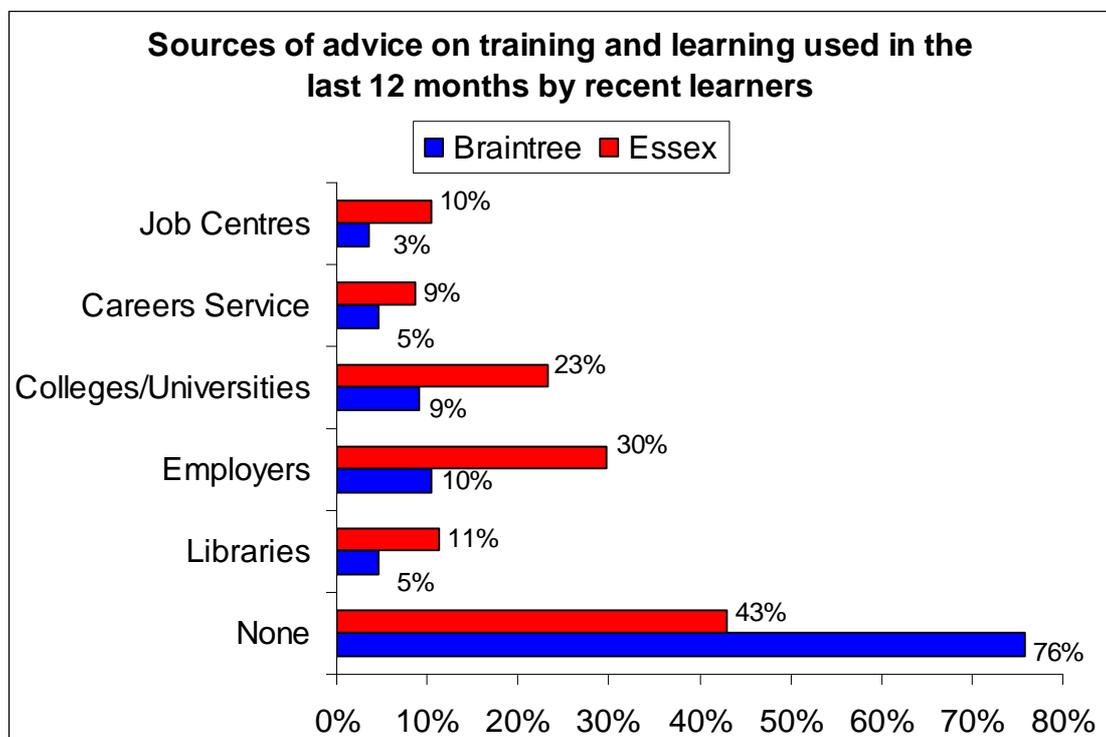
Sample bases: Braintree, 87; Essex, 1,109

Population bases (16-65 year old learners in last 12 months): Braintree, 42,600; Essex, 422,000

4.1.2 Information, Advice and Guidance for Learning

Braintree learners are considerably less likely to seek information, advice or guidance for learning than most Essex learners. As chart 36 shows, two in five Essex learners say they had no sources of advice however this increases to three out of four in Braintree. Of those that did get advice - and reflecting the link between adult learning and the workplace, 10% of all recent learners sought advice on learning from their employer.

Chart 36



Source: Post 16 Learning Survey, LSC, Essex, 2001

Sample bases: Braintree, 87; Essex, 1,109

Population bases (16-65 year old learners in last 12 months): Braintree, 42,600; Essex, 422,000

4.1.3 Future Learning Plans of Adults

In terms of their plans for future learning, Braintree residents' views of what they will do slightly differ from that of all Essex residents. As table 17 shows, while slightly fewer say that they plan to learn within the next year, considerably less are considering it in the immediate future and almost half have no plans for any learning at all.

Table 17

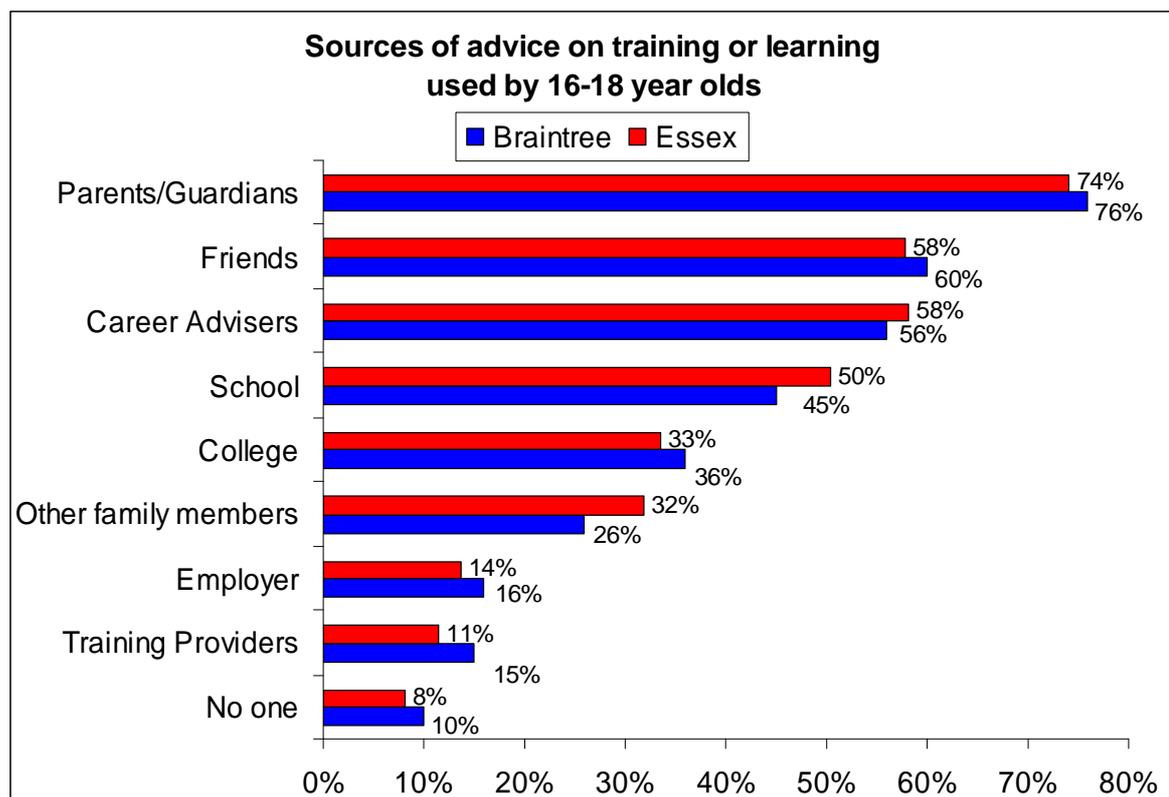
Likelihood of participating in learning in future		
	Braintree	Essex
	% of population	
Within the next 12 months	29%	31%
Not within the next 12 months but possibly at a later date	15%	23%
No plans for future learning	49%	33%

Source: Post 16 Learning Survey, LSC, Essex, 2001
 Sample bases: Braintree, 194; Essex, 2,662
 Population bases (16-65 year olds): Braintree, 95,000; Essex, 1,013,000

4.2 Learning Patterns of Young People

Young people were asked whom, if anyone, they went to for advice about their plans after leaving Year 11. As chart 37 shows, Braintree young people broadly follow the pattern of Essex young people, with three in four using their parents/guardians as a source of advice. Friends and Careers Advisers were all mentioned as a source of advice by at least one in two young people.

Chart 37



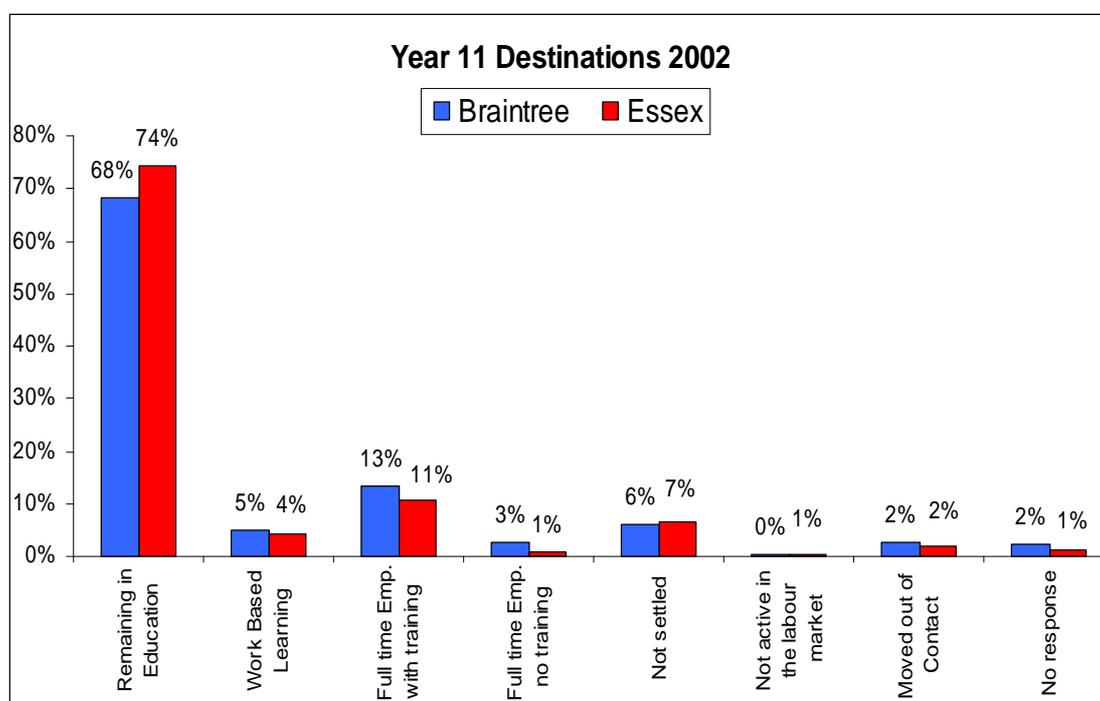
Source: 16-18 Learning Survey, LSC, Essex, 2002
 Sample bases: Braintree, 100; Essex, 1,420
 Population bases (16-18 year olds): Braintree, 2,500; Essex, 23,700

4.2.1 Destinations of Year 11 Leavers

Each year the Connexions service completes an Activity Survey of Year 11 school leavers from all schools in Essex. It tracks the intended next step of all Year 11 leavers. The data for the survey is collected for every Year 11 pupil attending a school in Essex, as such, the data presented in this section is based on pupils who attended any school in the district of Braintree regardless of where they reside.

Chart 38 shows the intended first destination all Year 11 Leavers at the end of the 2000-2001 academic year. While the majority are shown to be staying in education this is less than the Essex proportion, 68% to 74%.

Chart 38



Source: Connexions Activity Survey, 2002

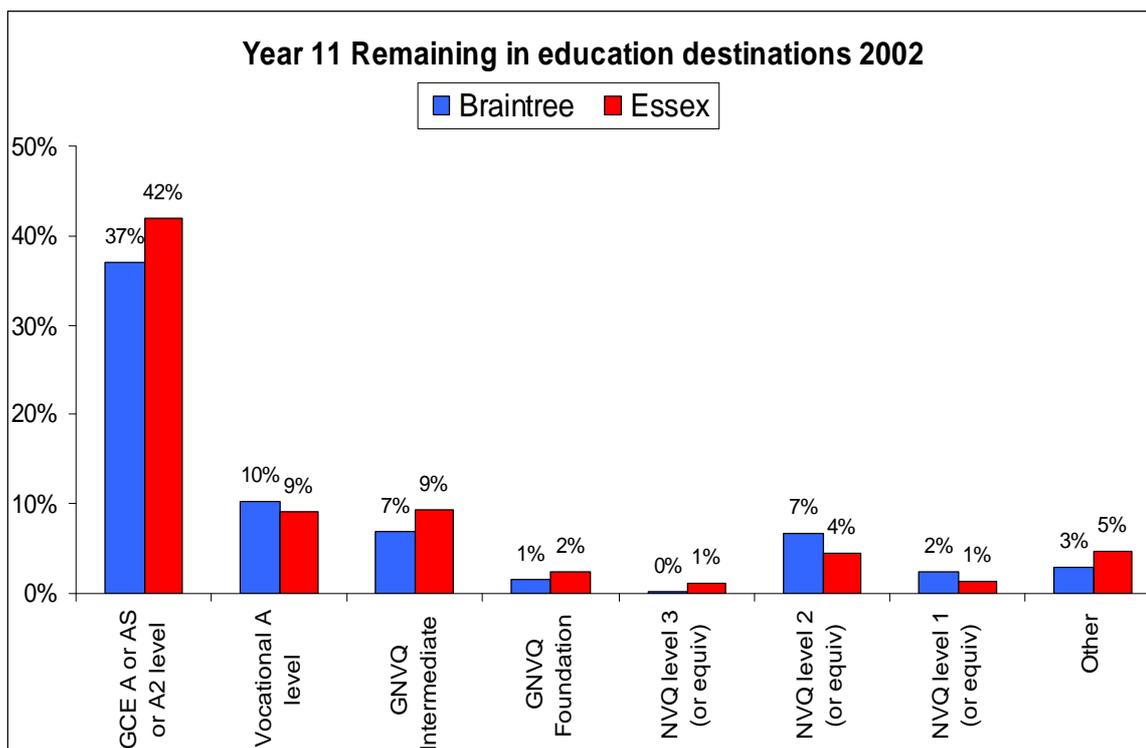
Base: Braintree, 1,284; Essex, 19,586

Note:

Expressed as a percentage of all Year 11 leavers

Chart 39 looks in more detail at the group that continue in education. As chart 39 shows, students in Braintree are less likely to pursue A level studies than the Essex average, but more likely to follow vocational routes.

Chart 39



Source: Connexions Activity Survey, 2002

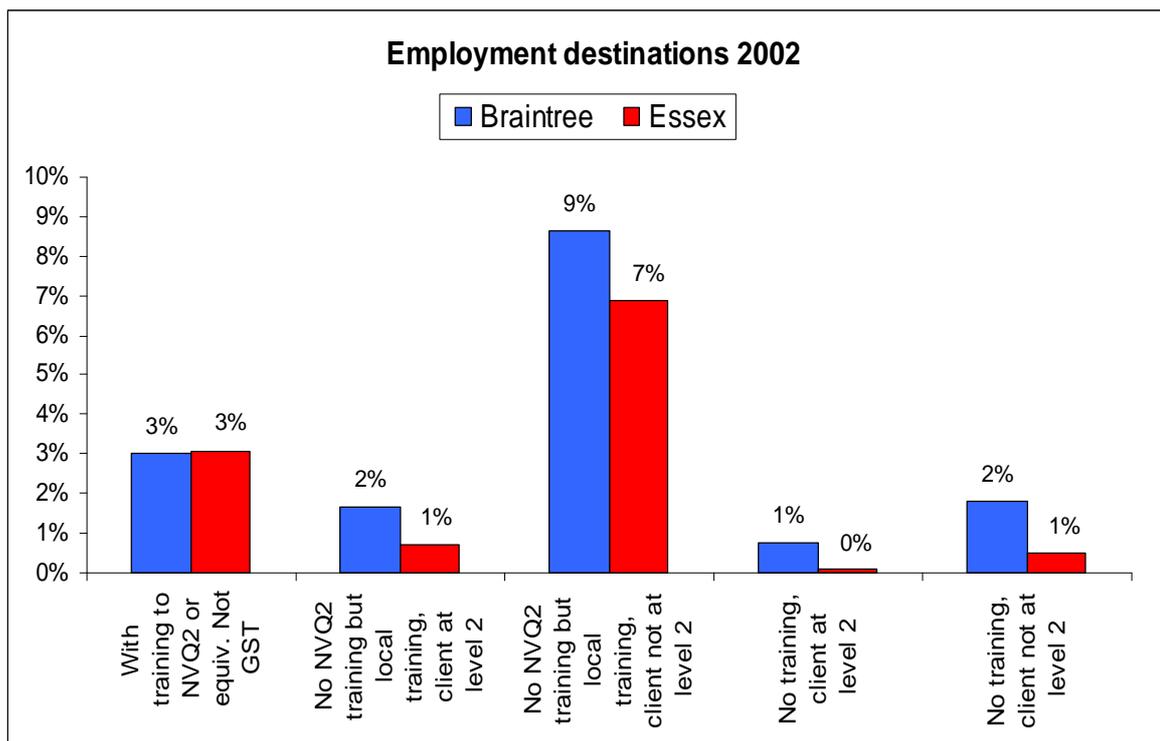
Base: Braintree, 1,284; Essex, 19,586

Note:

Expressed as a percentage of all Year 11 leavers remaining in education

Chart 40 focuses on the 16% of Braintree leavers that intended to move to some form of employment. A high proportion of these students in Braintree are entering employment that offers little in the way of structured training. It should be noted that the WBL referred to in chart 37 includes all those who are classed as WBL with employed status, whereas chart 40 refers only to those who are referred to as non-employed status (see glossary for details).

Chart 40



Source: Connexions Activity Survey, 2002

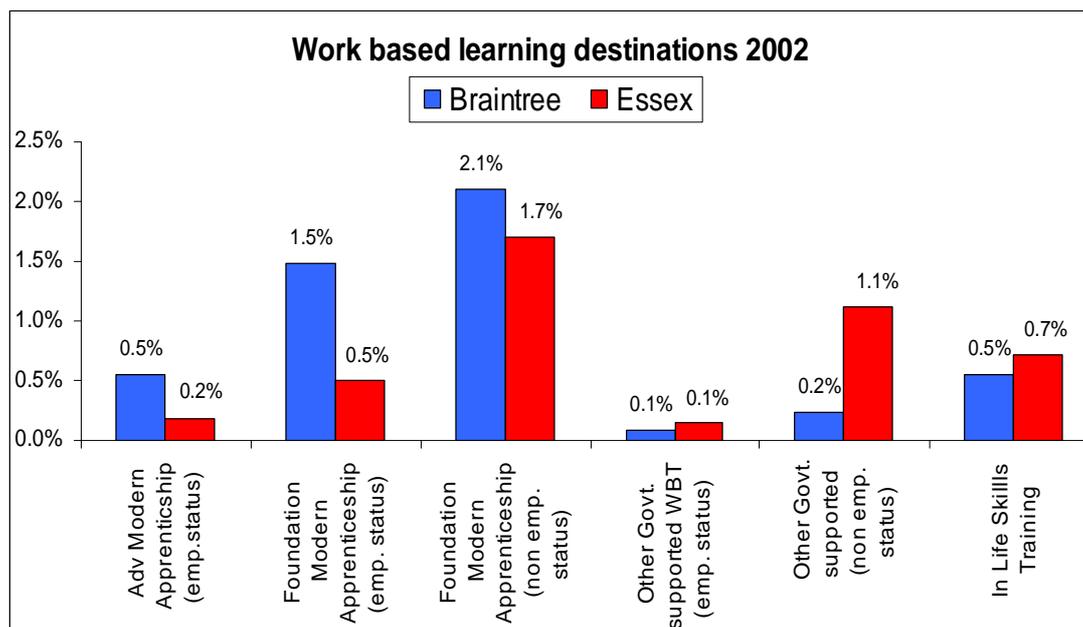
Base: Braintree, 1,284; Essex, 19,586

Note:

Expressed as a percentage of all Year 11 leavers entering employment

Chart 41 looks at the group of leavers who have entered WBL, but do not have a job (see glossary for details). In all examples of modern apprenticeships there are more students entering this training in Braintree than the Essex average. 4.1% to 2.4%.

Chart 41



Source: Connexions Activity Survey, 2002

Base: Braintree, 1,284; Essex, 19,586

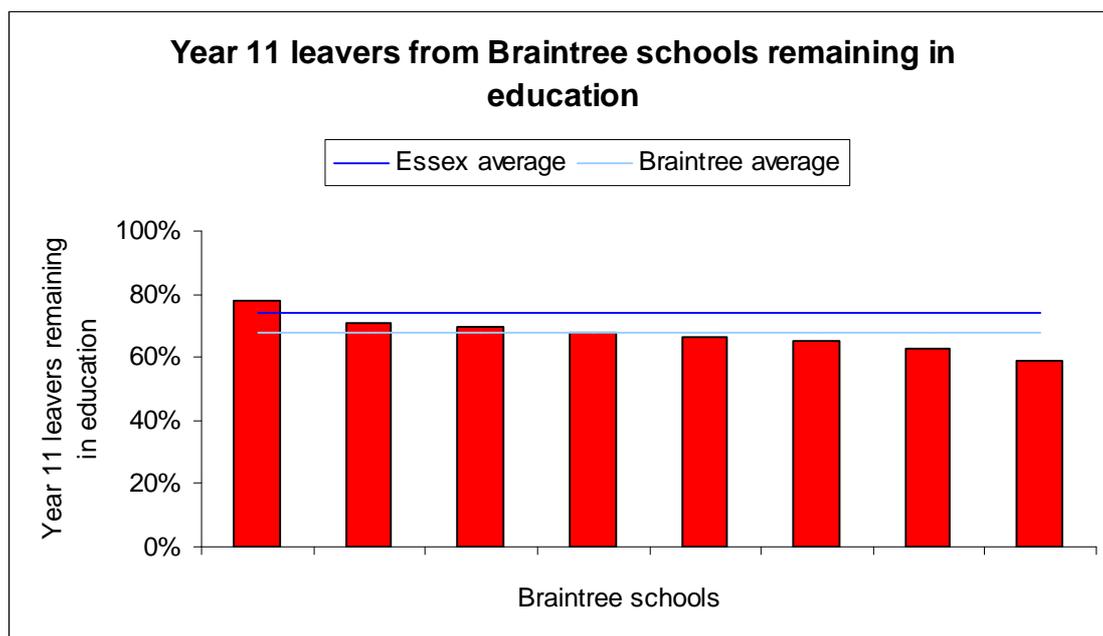
Note:

Expressed as a percentage of all Year 11 leavers entering WBL

Charts 42 to 45 are based on the same Activity Survey Data, but explore the patterns of first destinations by the schools within the district in more detail. Each chart compares the LEA-maintained schools in Braintree (schools are not named) with the average figures based on all LEA-maintained schools in Essex.

Chart 42 shows the proportion of Year 11 leavers continuing in education for each LEA-maintained school in Braintree.

Chart 42

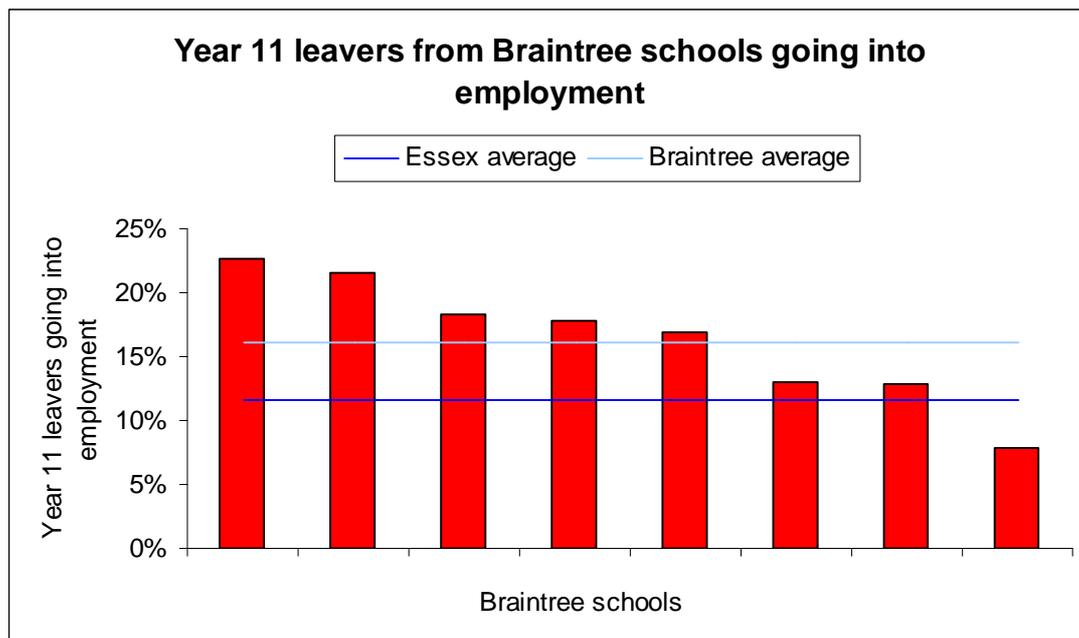


Source: Connexions Activity Survey, 2002

Note: Expressed as a percentage of the total number of Year 11 leavers

Chart 43 shows the proportion of Year 11 leavers entering employment for each LEA-maintained school in Braintree.

Chart 43

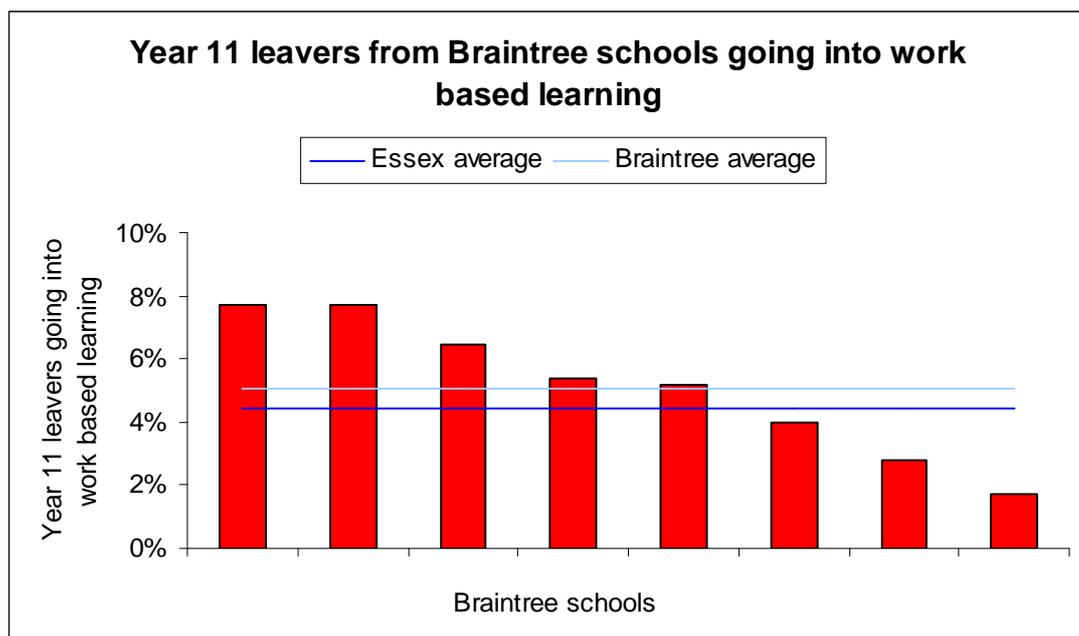


Source: Connexions Activity Survey, 2002

Note: Expressed as a percentage of the total number of Year 11 leavers

Chart 44 shows the proportion of Year 11 leavers entering non-employed work based learning for each LEA-maintained school in Braintree.

Chart 44

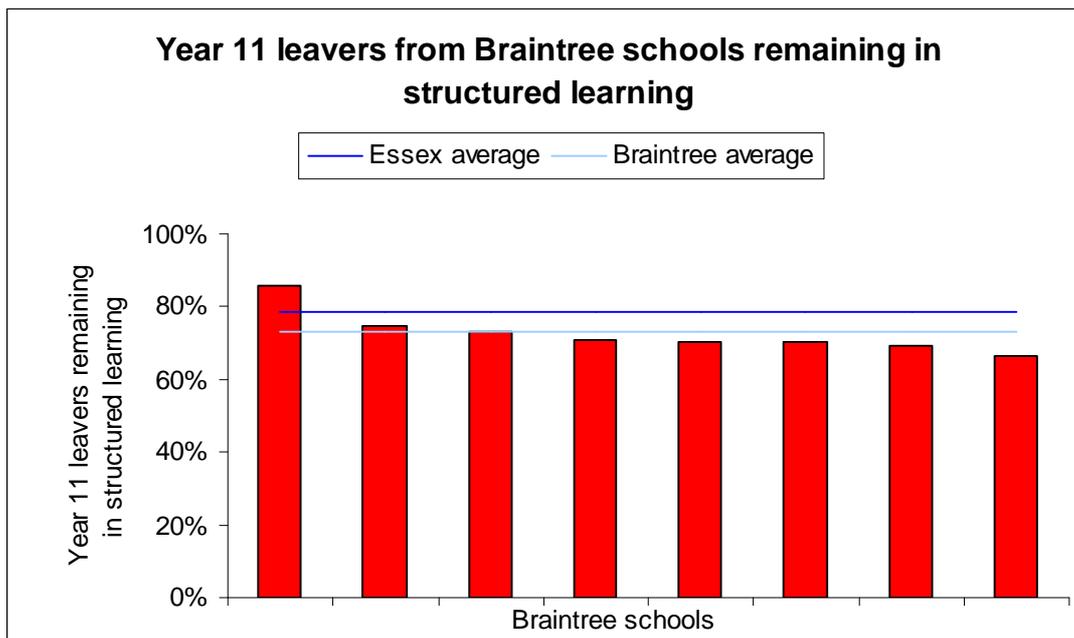


Source: Connexions Activity Survey, 2002

Note: Expressed as a percentage of the total number of Year 11 leavers

Another way of analysing the first destination of Year 11 leavers is to look at all those who enter a form of structured learning as shown in chart 45. The definition of structured learning is remaining in education and non-employed work based learning.

Chart 45

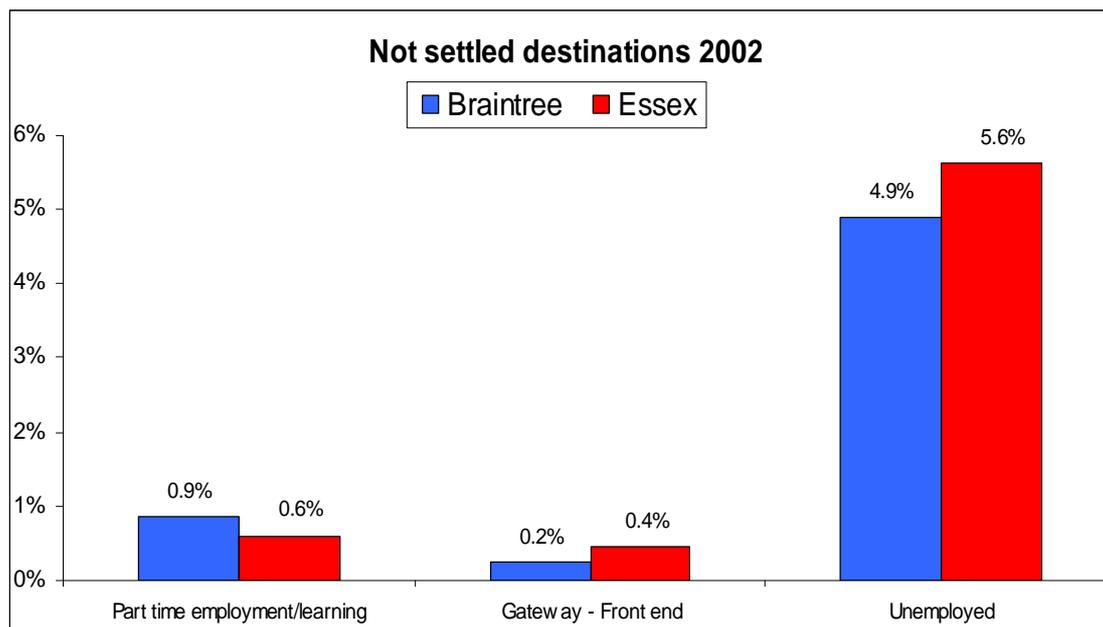


Source: Connexions Activity Survey, 2002

Note: Expressed as a percentage of the total number of Year 11 leavers

Chart 46 is also based on data from the Connexions Year 11 Leavers Survey. The chart looks at all those whose first destination after leaving Year 11 is not full time education or employment – in the survey their first destination is classed as ‘not settled’. As chart 46 shows Braintree school leavers are slightly less likely to be unemployed when leaving school than the Essex average.

Chart 46



Source: Connexions Activity Survey, 2002

Base: Braintree, 1,284; Essex, 19,586

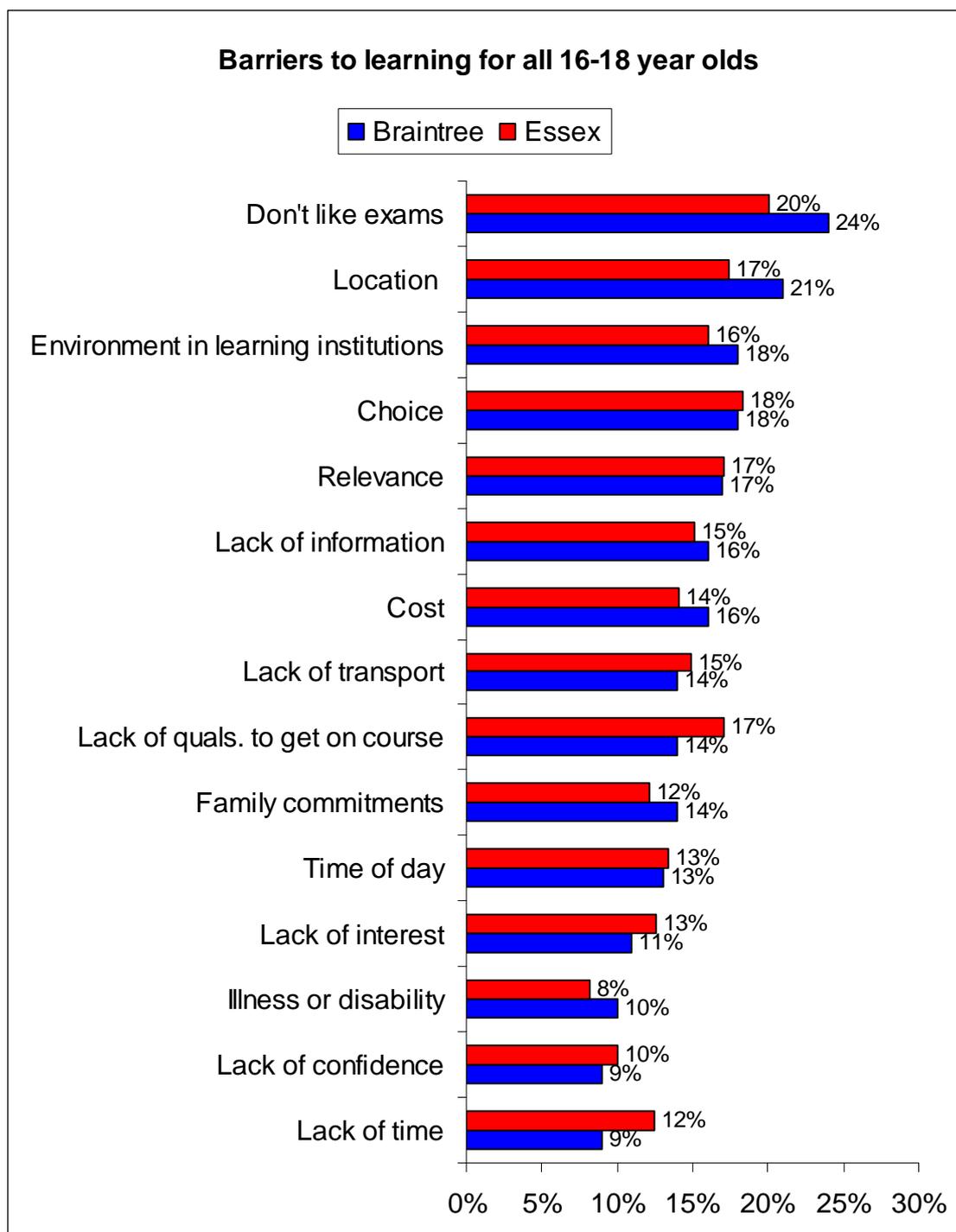
Note:

Expressed as a percentage of all Year 11 leavers who are not settled

4.2.2 Barriers and Benefits of Learning for Young People

As chart 47 shows, Braintree 16-18 year olds appear to perceive more barriers to learning than 16-18 year olds across Essex. One in four 16-18 year olds cite the dislike of exams (24%), one in five location (21%) and learning environment (18%) as barriers to learning – in each case, slightly more than for Essex.

Chart 47



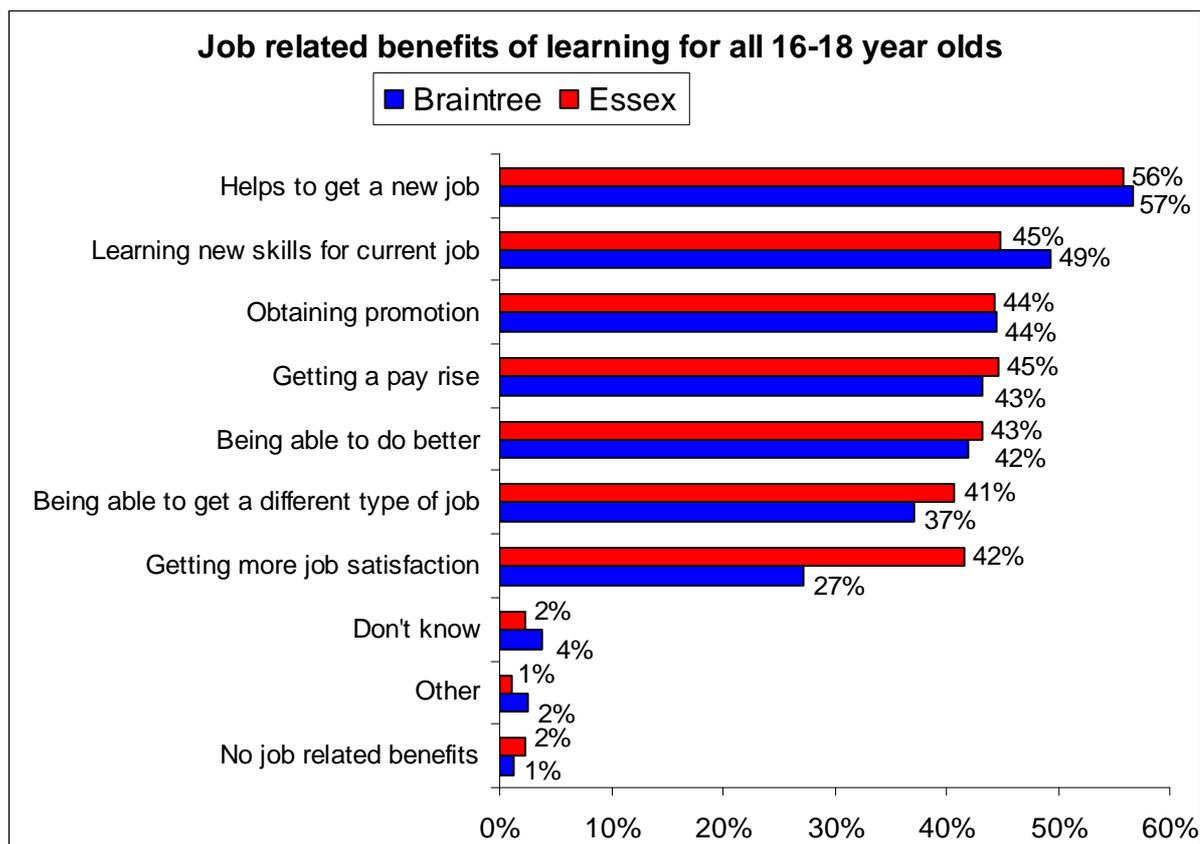
Source: 16-18 Learning Survey, LSC, Essex, 2002

Sample bases: Braintree, 100; Essex, 1,420

Population bases (16-18 year olds): Braintree, 2,500; Essex, 23,700

All 16-18 year olds – regardless of whether or not they have undertaken further learning – were asked what they perceived to be the job related and other benefits of learning. As chart 48 shows, Braintree young people consider the key benefit of learning to be that it helps to get a new job (57%).

Chart 48



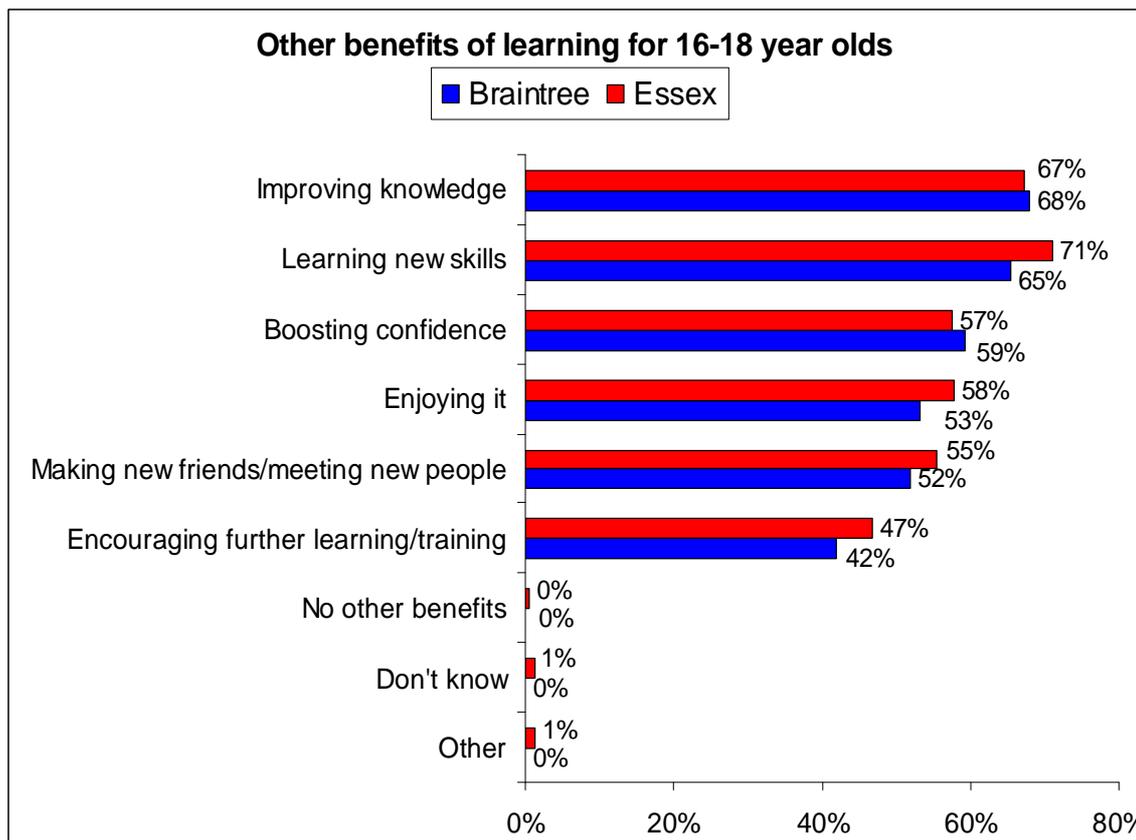
Source: 16-18 Learning Survey, LSC, Essex, 2002

Sample bases: Braintree, 100; Essex, 1,420

Population bases (16-18 year olds): Braintree, 2,500; Essex, 23,700

As chart 49 shows, improving knowledge (68%) and learning new skills (65%) are the top two other benefits of learning for Braintree young people.

Chart 49



Source: 16-18 Learning Survey, LSC, Essex, 2002

Sample bases: Braintree, 100; Essex, 1,420

Population bases (16-18 year olds): Braintree, 2,500; Essex, 23,700

Those young people who are not currently learning at all were asked why this was. Due to the small numbers involved it is only possible to report this at the Essex level. As table 18 shows, the key reason is the desire to work – the case for two in five young people. A lack of interest in learning is also common with one in three giving this as a reason. A further one in ten are actually waiting to start their learning.

Table 18

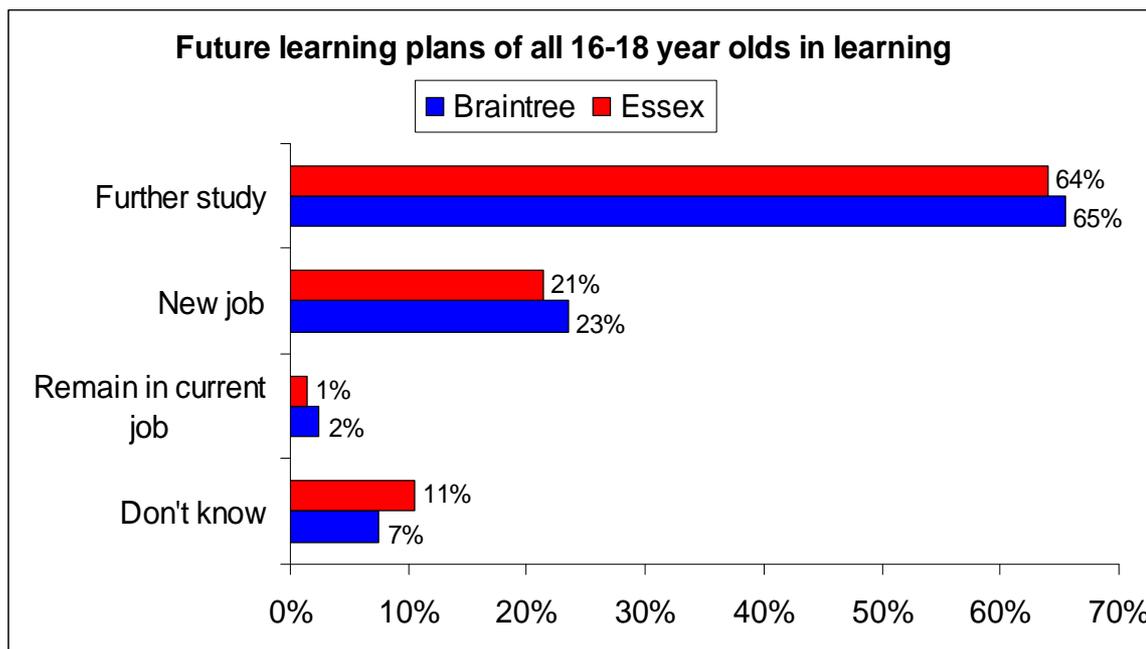
Reasons for not participating in learning for 16-18 year olds	
	Essex
	as % of all non-learners
In work/wanted to work instead	43%
Don't want to/not interested in study	29%
Looking for a placement/waiting to start	12%
Having a child/had a child	5%
Do not like school	3%
Cannot afford to study	2%
Taking a break from education	2%
Health reasons	1%

Source: 16-18 Learning Survey, LSC, Essex, 2002
Sample base: Essex, 263
Population base (16-18 year old non-learners): Essex, 4,400

4.2.3 Future Learning Plans of Young People

All those 16-18 year olds who are currently in some kind of structured learning were asked their plans for when they finished this learning. As chart 50 shows, Braintree young people follow the same pattern as for Essex, with over six in ten saying they will continue with some form of further study, two in ten finding a new job and one in ten unsure.

Chart 50



Source: 16-18 Learning Survey, LSC, Essex, 2002

Sample bases: Braintree, 76; Essex, 1,154

Population bases (16-18 year old learners): Braintree, 2,000; Essex, 19,300

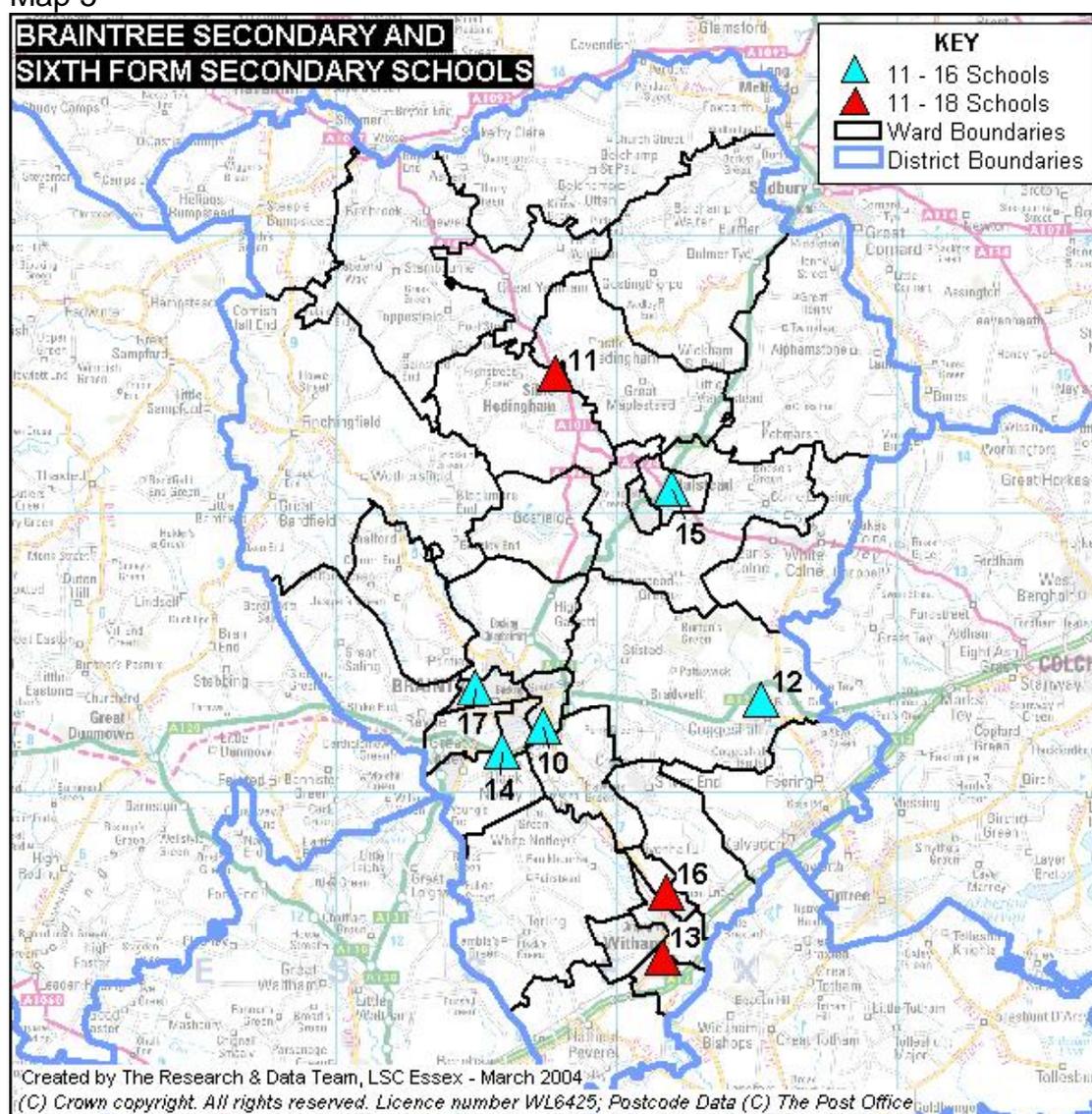
PROVISION

This section looks at each of the learning sectors funded by the LSC. For each sector there is a map of provision in the district, basic travel to learn analysis and any official published performance data that is currently available.

1. Secondary Schools

Map 5 shows all LEA-maintained 11-16 and 11-18 schools in Braintree. The numbers on the map relate to the table below the map. The table lists the names of all the schools along with the number of pupils on roll in January 2003.

Map 5



11-16 schools in the LSC, Essex area:

Number	School	Number on roll January 2003
10	Alec Hunter High School	787
12	The Honywood Community School	870
14	The Notley High School	1,113
15	The Ramsey School	739
17	Tabor High School	1,032

11-19 schools in the LSC, Essex area:

NUMBER	School	Number on roll January 2003	
		11 -16	16 -19
11	Hedingham School	922	113
13	The John Bramston	1,025	73
16	The Rickstones	671	86

Source: Essex School Organisation Plan, 2003-2008, Essex County Council, 2003

1.1 School Sixth Form Travel to Learn Patterns

Table 19 below shows the schools that sixth form pupils living in Braintree travel to, and the district the schools are located in. Please note that schools are only listed where they have more than 10 learners attending from this area, as such the column percentages in the table will not always add to 100%. Less than 50% of the resident school VI form students in Braintree attend schools in the district, of those that do the Rickstones School has the largest share with 14.1%. One in five students attend school in neighbouring Chelmsford.

Table 19

Braintree resident School VI Form pupils by institution		
	% share of all Braintree resident School VI Form pupils	District/LEA
Anglo European School	3.2%	Brentwood
Chelmer Valley High School	2.8%	Chelmsford
Chelmsford County High School for Girls	2.7%	Chelmsford
Colchester County High School for Girls	4.8%	Colchester
Colchester Royal Grammar School	5.1%	Colchester
Edith Borthwick School *	1.5%	Braintree
Great Cornard Upper School & Technology College	1.7%	Suffolk
Hedingham School	18.1%	Braintree
Helena Romanes School and Sixth Form College	3.5%	Uttlesford
The John Bramston School	11.8%	Braintree
King Edward VI Grammar School	3.8%	Chelmsford
The Rickstones School	14.1%	Braintree
Saffron Walden Country High School	6.3%	Uttlesford
The Sandon School	1.8%	Chelmsford
St. John Payne Catholic Comprehensive School	9.0%	Chelmsford
Sudbury Upper School	2.5%	Suffolk

Source: Pupil Level Annual School Census (PLASC) 2002/2003
Population base (Braintree resident Year 12, 13 & 14 pupils): 603
Notes:
School VI Form pupils defined as all National Curriculum Year 12, 13, and 14 pupils.
Schools are not listed where their percentage share is < 1% or have fewer than 10 learners
* Special school

1.2 School Performance Data

The following section presents some of the Department for Education & Skills School Performance Tables. The first section mainly provides performance data on GCSE/GNVQ results, while the second section provides performance data on A/AS/ANVQ results. It should be noted that Independent schools are included in the performance tables.

1.2.1 GCSE Level Tables

Table 20

Secondary school performance tables – trend data for 2001, 2002 & 2003

	Braintree schools GCSE/GNVQ results								
	5+ A*-C			5+ A*-G			No passes		
	2001	2002	2003	2001	2002	2003	2001	2002	2003
Alec Hunter High School	44%	43%	33%	89%	90%	89%	6%	2%	7%
Gosfield School (i)	69%	50%	67%	100%	100%	100%	0%	0%	0%
Hedingham School	45%	58%	57%	93%	98%	94%	3%	1%	3%
The Honeywood Community School	65%	68%	72%	98%	99%	98%	1%	1%	0%
The John Bramston School	52%	42%	45%	97%	93%	91%	0%	1%	3%
The Notley High School	59%	59%	66%	93%	93%	96%	6%	5%	3%
The Ramsey School	41%	46%	38%	97%	92%	91%	0%	3%	2%
The Rickstones School	43%	39%	43%	91%	90%	92%	1%	4%	5%
Tabor High School	50%	45%	53%	94%	92%	97%	2%	5%	2%
England average	50%	52%	53%	89%	90%	89%	6%	5%	5%

Source: Department for Education and Skills, 2001, 2002 & 2003
(i): Independent school

Table 21

Secondary school performance tables, 2003 – pupils not achieving 5+ A* - C at GCSE/GNVQ ^(a)

Braintree	Number of 15 year olds	Number not achieving 5+ A* - C	as a % of number of 15 year olds
Alec Hunter High School	163	109	67%
Gosfield School (i)	15	5	33%
Hedingham School	149	64	43%
The Honywood Community School	170	48	28%
The John Bramston School	176	97	55%
The Notley High School	200	68	34%
The Ramsey School	141	87	62%
The Rickstones School	148	84	57%
Tabor High School	175	82	47%
England average	-	-	47%

Source: Department for Education and Skills, 2003

Notes:

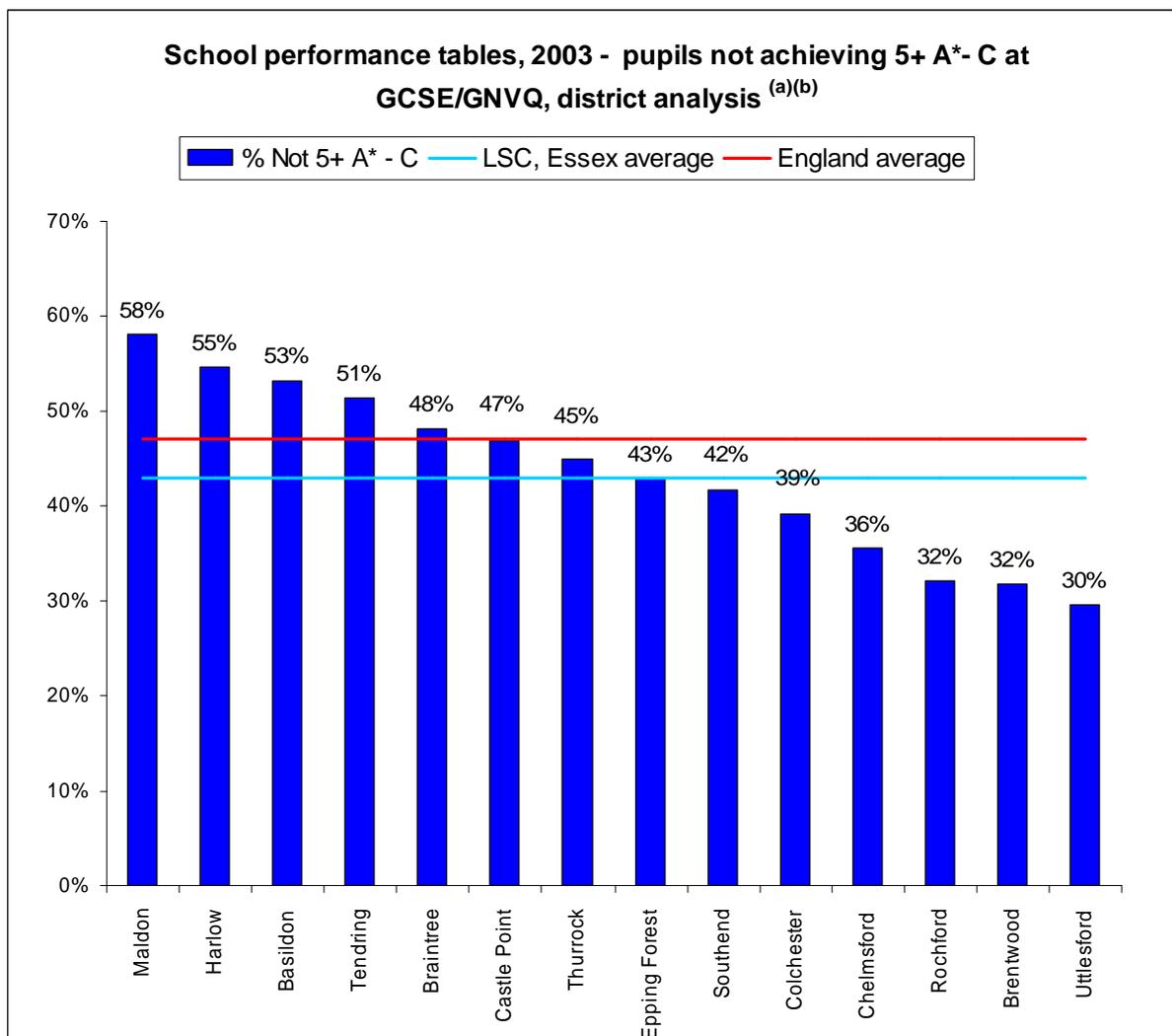
(a) This is calculated from the standard data on those achieving 5+ A* - C at GCSE/GNVQ in the DfES Secondary School Performance Tables, 2003

(i): Independent school

Chart 51 compares the number of pupils not achieving 5+ A*-C at GCSE/GNVQ between the 12 districts and two unitary authorities in Essex. Individual schools data has been combined into district level data to give an overall percentage of those pupils who are not achieving 5+ A*-C at GCSE/GNVQ. The lines on the chart show the Essex and England averages.

Braintree is ranked fifth of the 14 areas in Essex, with 48% of pupils not achieving 5+ A*-C at GCSE/GNVQ, This compares to an Essex average of 43% and an England average of 47%.

Chart 51



Source: Department for Education and Skills, 2003

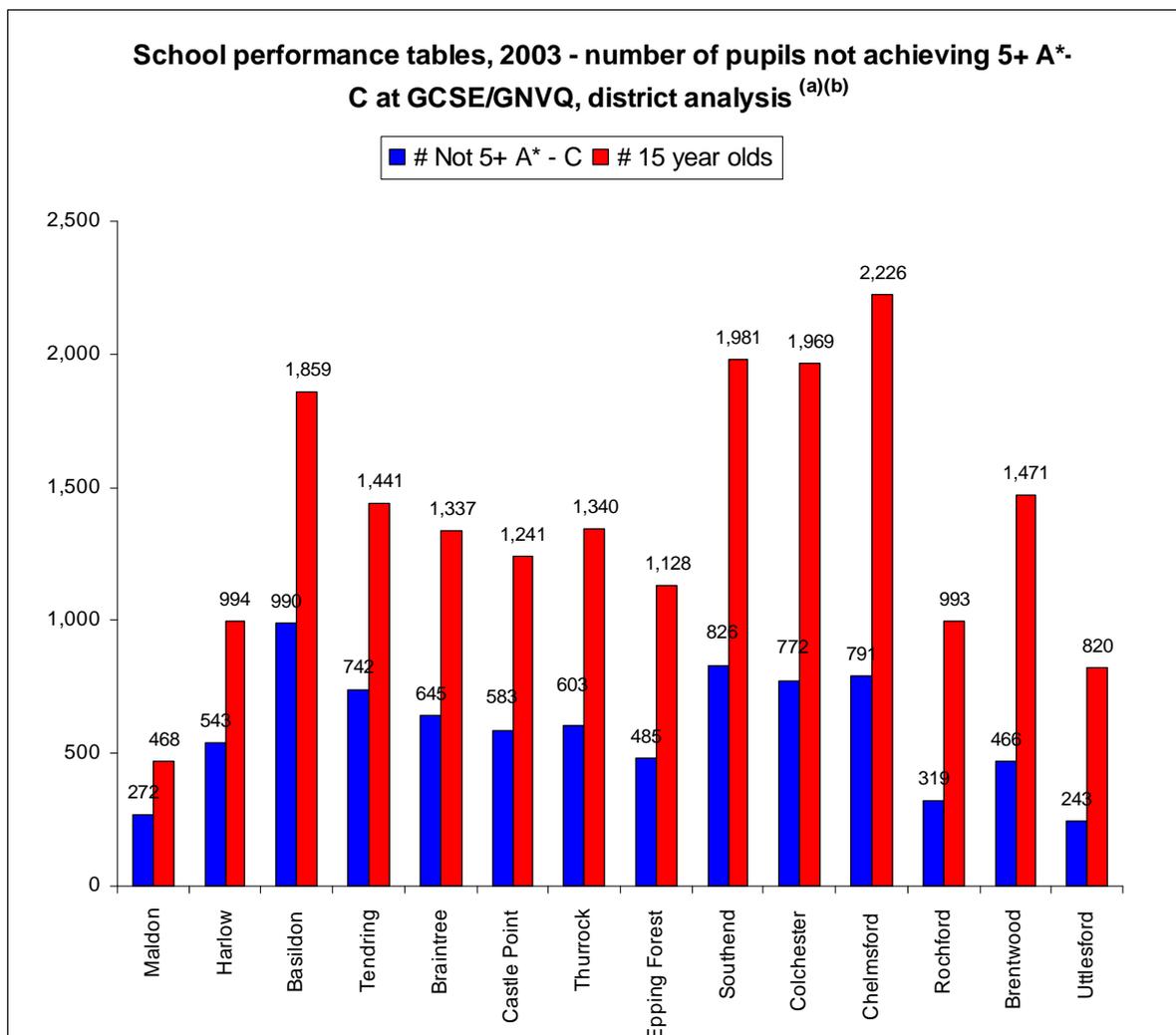
Notes:

(a) Based on pupils attending schools in each district, rather than pupils resident in each district e.g. pupils (from anywhere) attending schools in Chelmsford rather than pupils resident in Chelmsford

(b) This is calculated from the standard data on those achieving 5+ A*- C at GCSE/GNVQ in the DfES Secondary School Performance Tables, 2003

Chart 52 shows the same information as chart 51 but this time as a count of students not a rate. In the case for Braintree its mid level position in terms of rate is almost 650 students.

Chart 52



Source: Department for Education and Skills, 2003

Notes:

(a) Based on pupils attending schools in each district, rather than pupils resident in each district e.g. pupils (from anywhere) attending schools in Chelmsford rather than pupils resident in Chelmsford

(b) This is calculated from the standard data on those achieving 5+ A*- C at GCSE/GNVQ in the DfES Secondary School Performance Tables, 2003

Table 22

Secondary school performance tables, 2003 – key stage 3 to GCSE/GNVQ value added

Braintree	Value added measure ^(a)	% of pupils included in calculation ^(b)	Average number of GCSE/GNVQs taken by pupils in calculation ^(c)	% of pupils included in VA calculation at the school for both KS3 and GCSE/GNVQ ^(d)
Alec Hunter High School	97.6	93%	8.2	97%
Gosfield School	102.2	100%	10.1	93%
Hedingham School	101.2	99%	9.0	96%
The Honywood Community School	103.8	99%	9.6	99%
The John Bramston School	100.2	98%	10.6	99%
The Notley High School	102.1	96%	10.0	97%
The Ramsey School	95.2	97%	8.1	96%
The Rickstones School	101.5	94%	10.3	97%
Tabor High School	99.3	99%	9.3	98%

Source: Department for Education and Skills, 2003

Notes:

(i): Independent school

Indicates that a school's value added measure has been suppressed because coverage is less than 50% of the cohort.

(a): The value added measure for each school is based on the progress made by individual pupils between KS3 and GCSE/GNVQ. Each pupil's value added score is calculated by comparing their GCSE/GNVQ performance with the median - or middle - performance of other pupils with the same or similar prior attainment at KS3. The individual scores are averaged to give a score for the school which is represented as a number based around 100. This indicates the value the school has added on average for their pupils.

In the 2003 tables, the top 5% of schools nationally on the KS3-GCSE VA measure achieved scores of 105.5 or above. The bottom 5% of schools on this measure achieved scores of 94.7 and below. The table below also shows the scores of schools in the top and bottom quarters.

Schools in quarter:	top 5%	top quarter	lowest quarter	lowest 5%
Range of KS3-GCSE /GNVQ VA measures	105.5 and above	101.2 and above	94.8 and below	94.7 and below

(b): This shows the percentage of 15-year old pupils that are included in the value added calculation. This gives some indication of schools where the value added measures may be unrepresentative.

(c): This shows the average number of GCSE/GNVQs taken by each pupil in the value added calculation. This gives an indication of the average number of GCSEs/GNVQs pupils take at the school.

(d): This shows the percentage of pupils included in the value added calculation that were at the same school for both their Key Stage 3 tests and their GCSE/GNVQ examinations.

Table 23

Secondary school performance tables, 2003- number of half days missed through absence

Braintree	Number of pupils	Authorised absences as % of number of pupils	Unauthorised absences as % of number of pupils
Alec Hunter High School	817	8.0%	0.8%
Gosfield School (i)	195	1.9%	0.0%
Hedingham School	932	7.3%	0.7%
The Honeywood Community School	883	6.1%	<
The John Bramston School	1,041	8.3%	2.5%
The Notley High School	1,142	7.0%	0.4%
The Ramsey School	757	8.0%	1.6%
The Rickstones School	671	7.6%	0.8%
Tabor High School	1,071	8.1%	0.9%
England average	-	7.1%	1.1%

Source: Department for Education and Skills, 2003

(i): Independent school

<: less than 0.05%

Table 24

Secondary school performance tables, 2003 - pupils with special educational needs (SEN)

Braintree	Number of 15 year olds	With SEN with statements		With SEN without statements	
		Number	%	Number	%
Alec Hunter High School	163	3	1.8%	24	14.7%
Hedingham School	149	4	2.7%	10	6.7%
The Honywood Community School	170	-	-	18	10.6%
The John Bramston School	176	4	2.3%	43	24.4%
The Notley High School	200	4	2.0%	16	8.0%
The Ramsey School	141	1	0.7%	6	4.3%
The Rickstones School	148	3	2.0%	19	12.8%
Tabor High School	175	4	2.3%	11	6.3%

Source: Department for Education and Skills, 2003
(i): Independent school

1.2.2 A/AS Level Tables

Table 25

(Post-16) school and college performance tables, 2003

Braintree	GCE and VCE results			
	Number of students aged 16-18	Number entered	Average point score per student	Average point score per examination
Braintree College	1,072	225	1,663.8	63.1
Gosfield School (i)	6	3	273.3	78.1
Hedingham School	113	37	209.7	66.6
The John Bramston School	73	41	211.7	63.4
The Rickstones School	86	41	234.4	72.8
England average	-	-	258.6	77.4

Source: Department for Education and Skills, 2003
(i): Independent school

Table 26

(Post-16) school and college performance tables, 2003

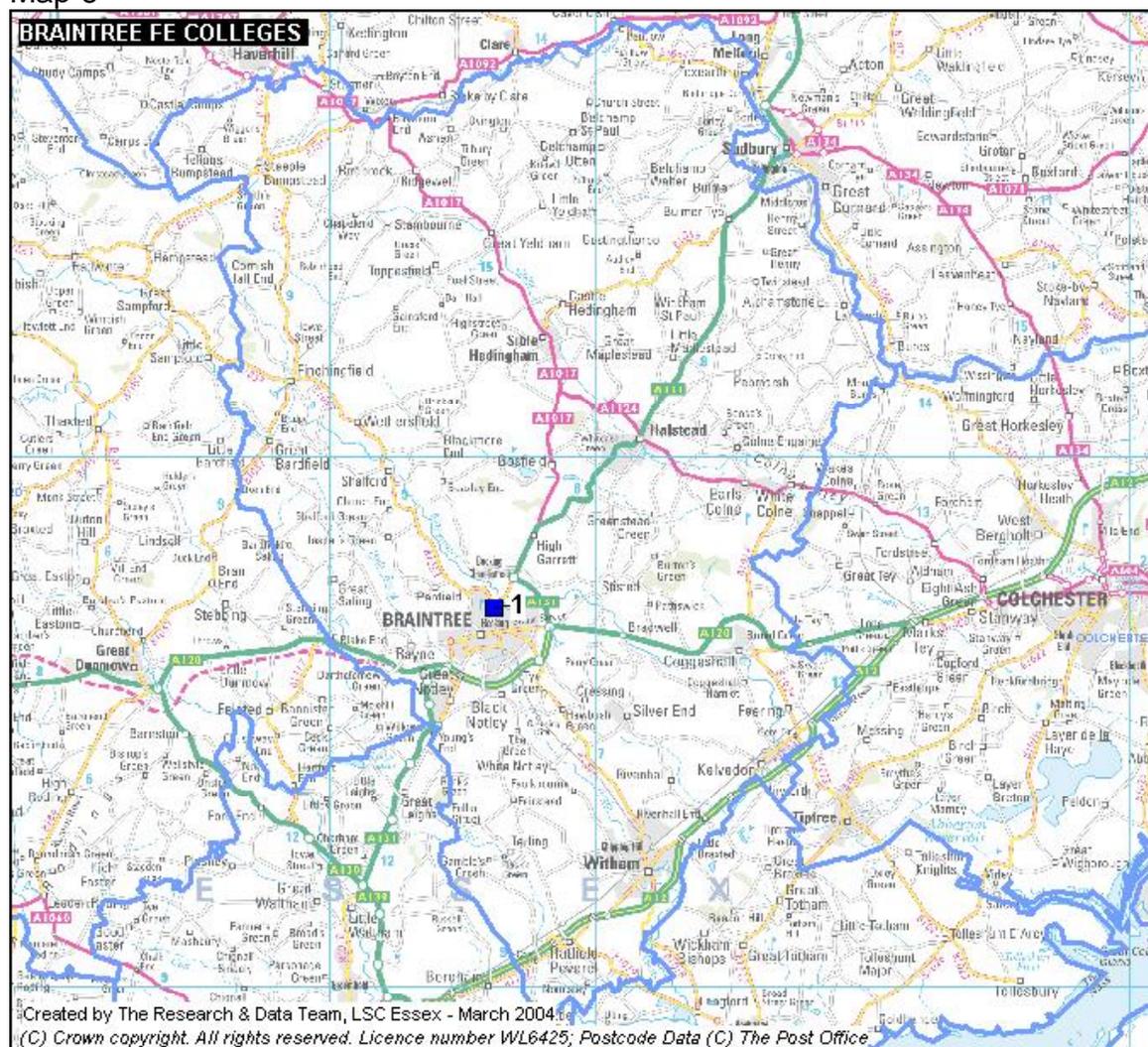
	Advanced Extension Awards		Other Advanced	
Braintree	Number of students	% achieving qual	Number of students	% achieving qual
Braintree College	3	0%	59	75%
Hedingham School	-	-	-	-
The Rickstones School	-	-	-	-
England average	-	55%	-	82%
	Intermediate VQ		IB Diploma	
Braintree	Number of students	% achieving qual	Number of students	% achieving qual
Braintree College	227	57%	-	-
Hedingham School	14	100%	-	-
The Rickstones School	9	100%	-	-
England average	-	74%	-	-

Source: Department for Education and Skills, 2003

2. Further Education

Map 6 shows FE colleges in Braintree. FE provision delivered by ACL providers is covered in section 3. The table below the map shows the number of learners at the institution.

Map 6



Further Education colleges in the Braintree area:

Number	College	Number of learners	
		2002/03	
		Full-time	Part-time
1	Braintree College	1,065	7,038

Source: PPQI 2002/03

2.1 Further Education Travel-to-Learn Patterns

Table 27 shows the FE colleges that FE learners who live in Braintree travel to, and the district the providers are located in. Please note that FE colleges are only listed where they have more than 10 learners attending from this area, as such the column percentages in the table will not always add to 100%. The table looks separately at learners aged 16-18 and 19+.

Over half (51.4%) of the 16-18 students in Braintree attend the Braintree College for further education. A third (33.5%) travel to Colchester to attend the two colleges there. The remainder attend at Chelmsford with the exception of a small number who attend out of county.

For the 19+ age group again we see that Braintree College is the main provider with 43.6%. Chelmsford and Colchester have the next largest share with 13% and 10.9% respectively and a larger number, 14.6%, attend out of county provision.

Table 27

Braintree resident FE learners by institution			
	% share of all Braintree resident FE learners		District/LLSC
	16-18	19+	
Braintree College	51.4%	43.6%	Braintree
Chelmsford College	7.6%	13.0%	Chelmsford
Colchester Institute	14.1%	10.9%	Colchester
Colchester Sixth Form College	19.4%	n/a	Colchester
Merton College	<	4.0%	London South
Otley College of Agriculture & Horticulture	<	2.9%	Suffolk
Southport College	<	1.5%	Greater Merseyside
West Suffolk College	1.2%	6.2%	Suffolk

Source: Individualised Learner Record, 2002/2003

Notes: Apparent long distances may be due to residents giving their home address while studying away.

Population base: (16-18 learners 1,730; 19+ learners 4,738)

<: denotes less than 10 learners or less than 1% of all learners within age category

Excludes learners whose age is not recorded

Tables 28 and 29 offer further analysis showing enrolments of Braintree residents FE learners by qualification level and also area of learning.

Table 28

Enrolments for Braintree resident FE learners by Level				
	16-18		19+	
	Enrolments	% Share	Enrolments	% Share
Level 1 and Entry	659	8%	2,727	43%
Level 2	2,044	26%	1,456	23%
Level 3 or Higher	3,335	43%	1,014	16%
Other	1,748	22%	1,164	18%

Source: Individualised Learner Record, 2002/2003

Population base: (16-18 Braintree resident FE learners), 7786 ;(19+ Braintree resident FE learners), 6361

Notes:

<: denotes less than 10 learners or less than 1% of all learners within age category

These are the number of enrolments, not the number of learners.

Excludes learners whose age or level is not recorded

Table 29

Enrolments for Braintree resident FE learners by Area of Learning				
	16-18		19+	
	Enrolments	% Share	Enrolments	% Share
Business administration, Management and Professional	454	5.8%	850	13.4%
Construction	<	<	328	5.2%
Engineering, Technology and Manufacturing	195	2.5%	143	2.2%
English, Languages and Communications	1,395	17.9%	178	2.8%
Foundation Programmes	228	2.9%	333	5.2%
Hairdressing and Beauty Therapy	103	1.3%	405	6.4%
Health, Social Care and Public Services	207	2.7%	1,276	20.1%
Hospitality, Sports, Leisure and Travel	467	6.0%	757	11.9%
Humanities	915	11.8%	159	2.5%
Information and Communication Technology	715	9.2%	1,180	18.6%
Land based provision	<	<	<	<
Not Known	1,592	20.4%	176	2.8%
Retailing, Customer Service and Transportation	<	<	<	<
Science and Mathematics	721	9.3%	254	4.0%
Visual and Performing Arts and Media	694	8.9%	235	3.7%

Source: Individualised Learner Record, 2002/2003

Population base: (16-18 Braintree resident FE learners), 7786 ; (19+ Braintree resident FE learners), 6361

Notes:

<: denotes less than 10 learners or less than 1% of all learners within age category

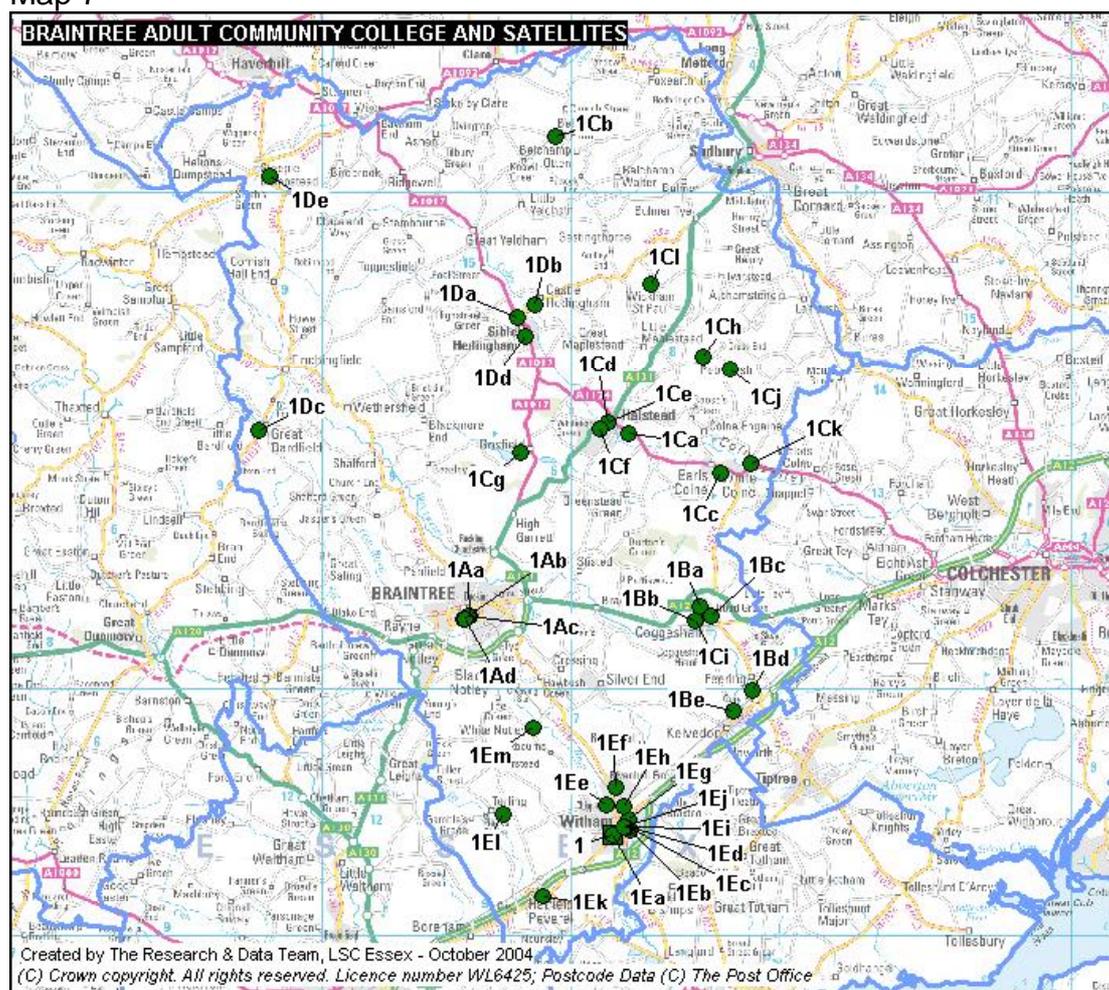
These are the number of enrolments, not the number of learners.

Excludes learners whose age or area of learning is not recorded

3. Adult Community Learning

Map 7 shows the location of North Essex Adult Community College and its satellite locations. It will also show any satellites linked to other Adult Community Colleges that are located in Braintree district. The table below the map shows the number of learners at the institution.

Map 7



Source: Adult Learning 2004-2005 issued North Essex ACC, Essex County Council

Adult Community Learning providers in the Braintree area:

Number	College
1	North East Adult Community College - Witham

North Essex ACC satellites:

Number	Name of Satellite
1Aa	Braintree Community Association
1Ab	Braintree Foyer
1Ac	Braintree Library
1Ad	Braintree Technology Centre
1Ba	Honywood School
1Bb	St Peter's Hall
1Bc	St Peter's Primary School

Number	Name of Satellite
1Bd	Feering Community Centre
1Be	Kelvedon Institute
1Ca	Halstead Centre
1Cb	Belchamp St Paul Community Centre
1Cc	Earls Colne Village Hall
1Cd	Great Maplestead Village Hall
1Ce	Halstead Baptist Church
1Cf	Halstead Library
1Cg	Maurice Rowson Hall
1Ch	Pebmarsh Village Hall
1Ci	Quaker Meeting House
1Cj	Ramsey School
1Ck	White Colne Village Hall
1Cl	Wickham St Paul Village Hall
1Da	Heddingham School
1Db	Castle Heddingham Memorial Hall
1Dc	Great Bardfield Town Hall
1Dd	Sible Heddingham Village Hall
1De	Steeple Bumpstead Village Hall
1Ea	John Bramston School
1Eb	Masonic Hall
1Ec	Parkside Youth Centre
1Ed	Powers Hall Infant & Junior School
1Ee	Spring Lodge Community Centre
1Ef	Templars Infant School
1Eg	Witham Library
1Eh	Witham Technology Centre
1Ei	Witham Town Hall
1Ej	Witham United Reformed Church
1Ek	Hatfield Peverel Village Hall
1El	Terling Village Hall
1Em	White Notley Village Hall

3.1 Adult Community Learning Travel to Work Patterns

Table 30 shows the ACL providers that ACL learners who live in Braintree travel to, and the districts the providers are in. Please note that ACL providers are only listed where they have more than 10 learners attending from this area, as such the column percentages in the table will not always add to 100%. This relates to those ACL learners who are on LSC-funded FE courses within ACL provision (see glossary for explanation on ACL learner data), which accounts for around one third of all ACL learners.

Almost two-thirds of all adult community learners (65.7%) attend locally in the North Essex ACC. The rest are fairly evenly spread among neighbouring districts with the exception of those attending St Johns Ambulance.

Table 30

Braintree resident Adult Community learners by institution		
	% share of all Braintree resident Adult Community learners	Location of provider^(b) / LLSC
Chelmsford ACC	7.2%	Chelmsford
Colchester ACC	7.4%	Colchester
East Essex ACC	6.5%	Maldon
Essex Adult Education Service	1.2%	Chelmsford
North Essex ACC	65.7%	Braintree
North & West Essex ACC	2.8%	Harlow
St Johns Ambulance	7.4%	National LSC

Source: Individualised Learner Record 2002/03
Population base: 1,451
Notes:
Adult Community Learning providers are not listed where their percentage share is < 1% or have fewer than 10 learners
(a) Refers only to LSC funded FE provision in ACCs – see glossary for further explanation.
(b) Refers to the main location of the provider. Learning may occur at other sites that may or may not be within this district.

Tables 31 and 32 offer further analysis showing enrolments of Braintree residents ACL learners by qualification level and also area of learning.

Table 31

Enrolments for Braintree resident ACL learners by Level		
	Enrolments	% Share
Level 1 and Entry	775	44%
Level 2	383	22%
Level 3 or Higher	160	9%
Other	445	25%

Source: Individualised Learner Record, 2002/2003

Population base: (Braintree resident ACL learners), 1763

Notes:

<: denotes less than 10 learners or less than 1% of all learners within age category

These are the number of enrolments, not the number of learners.

This is for FE Accredited provision that is delivered within an Adult Community College

Excludes learners whose age or level is not recorded

Table 32

Enrolments for Braintree resident ACL learners by Area of Learning		
	Enrolments	% Share
Business administration, Management and Professional	134	8%
Construction	<	<
English, Languages and Communications	122	7%
Foundation Programmes	622	35%
Hairdressing and Beauty Therapy	<	<
Health, Social Care and Public Services	195	11%
Hospitality, Sports, Leisure and Travel	35	2%
Humanities	30	2%
Information and Communication Technology	273	15%
Land based provision	<	<
Not Known	172	10%
Retailing, Customer Service and Transportation	<	<
Science and Mathematics	56	3%
Visual and Performing Arts and Media	87	5%

Source: Individualised Learner Record, 2002/2003

Population base: (Braintree resident ACL learners), 1763

Notes:

<: denotes less than 10 learners or less than 1% of all learners within age category

These are the number of enrolments, not the number of learners.

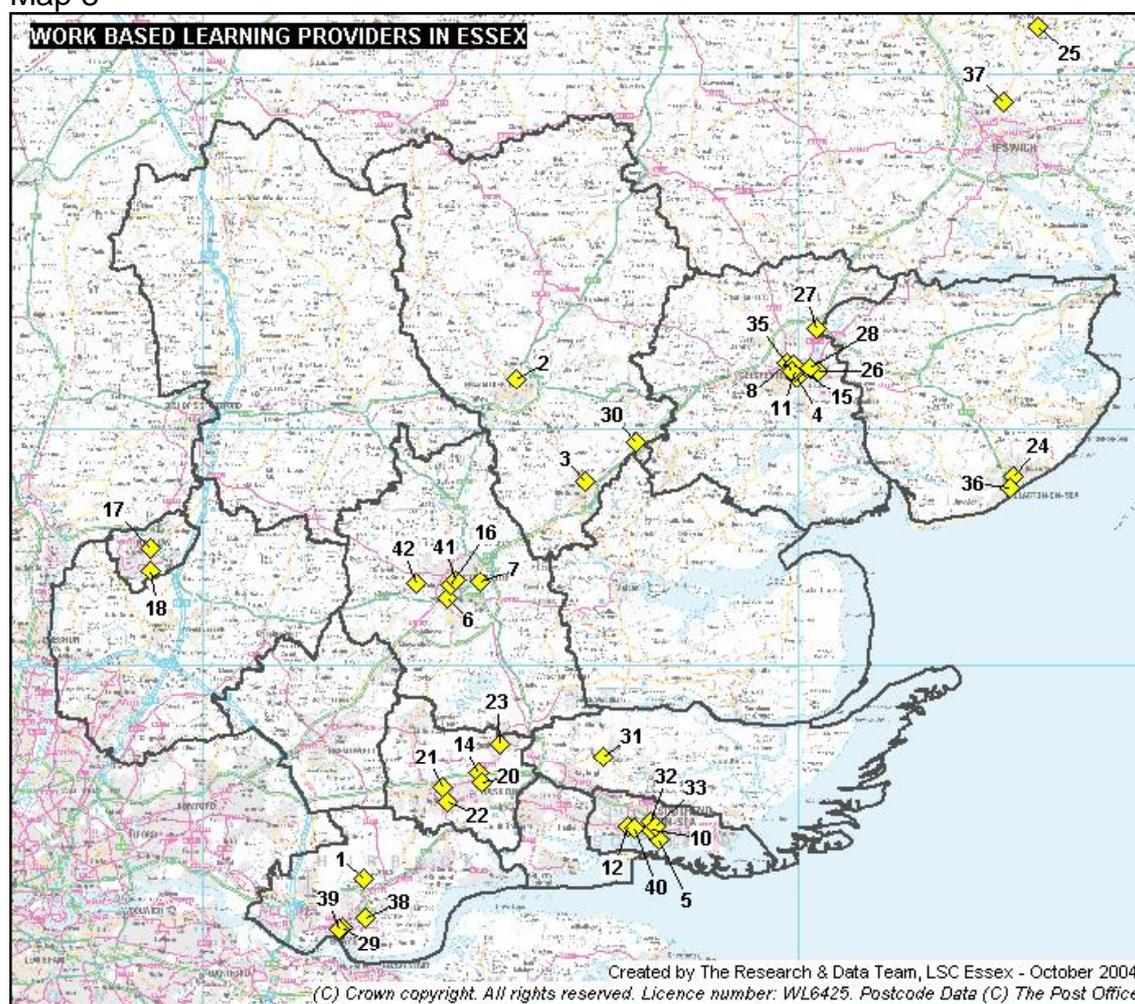
This is for FE Accredited provision that is delivered within an Adult Community College

Excludes learners whose age or level is not recorded

4. Work Based Learning

Map 8 and the tables below it detail all the Work Based Learning (WBL) providers that LSC, Essex contracts with (as at July 2004). The locations shown on the map are a provider's main office or a training centre. However, actual training may occur at other sites via sub-contracted provision or at the place of employment. The four out of county providers are listed in the second table below - their training will be delivered via sub-contracted provision or at the place of employment. The table also indicates those providers only delivering Lifeskills provision – see the glossary for more details about the different types of learning that WBL providers deliver.

Map 8



Source: Individualised Learner Record 2003/2004

Work Based Learning providers in LSC, Essex area:

Number	WBL Provider	Number in learning
1	Badgehurst Training	78
2	Braintree College	94
3	Braintree DC (trading as Witham Technology Centre)	75
4	Catten College Limited	75
5	Central Training Academy	198
6	Chelmsford College	157
7	Chelmsford Training Services	143
8	Colchester Institute	369
10	Crown Secretarial College	103
11	Easi Hairdressing Academy Limited	79
12	Eden Training	88
14	Endaim Limited ¹	723
15	Essex Chamber of Commerce and Industry	44
16	Essex County Council, HRS: Staff Development	64
17	Harlow College	282
18	Harlow ITEC	73
20	ITEC Learning Technologies	90
21	J & E Training Limited	99
22	Lifeskills Solutions Limited	22
23	METCOM Training	54
24	NACRO	53
26	Pelcombe Training Limited ²	66
27	Protocol Skills Limited	296
28	Quantica plc	37
29	Rathbone Training	43
30	Roxywood Limited	87
31	SEETEC Business Technology Centre Limited	105
32	Sentra Training Services Ltd.(trading as Prospects)	189
33	South East Essex College of Arts and Technology	253
35	TBG Learning Limited	209
36	Tendring District Council / Career Track	45
38	Thurrock and Basildon College	89
39	Thurrock Council (trading as Thurrock Youth & Play Service)	29
40	Vocational Training Services	527
41	VT Plus Training PLC	360
42	Writtle College	141

Source: Individualised Learner Record 2003/2004

¹ No longer holds a work based learning contract in 2004/05

² No longer holds a work based learning contract in 2004/05

Out of county providers:

Number	WBL Provider	Number in learning
9	Constant Browning Edmonds Limited	100
13	Education & Youth Services Limited	145
19	Hotel & Catering Training Company	57
25	Otley College of Agriculture and Horticulture	111
34	STS Training Limited	143
37	The Blacup Training Group	18

Individualised Learner Record 2003/2004

4.1 Work Based Learning Travel to Learn Patterns

Table 33 shows the WBL providers that WBL learners who live in Braintree learn with. Please note that WBL providers are only listed where they have more than 10 learners attending from this area, as such the column percentages in the table will not always add to 100%. The table looks separately at learners aged 16-18 and 19-24. As explained in the table notes, the learning can take place at various locations.

Table 33

Braintree resident WBL learners by institution			
	% share of all Braintree resident WBL learners		District/LLSC
	16-18	19+	
Braintree College	13.7%	<	Braintree
Braintree DC (Witham Technology Centre)	4.6%	7.8%	Braintree
Chelmsford College	2.8%	<	Chelmsford
Chelmsford Training Services	2.2%	<	Chelmsford
CITB – Construction Skills	4.8%	<	Out of County
Colchester Institute	9.5%	7.7%	Colchester
Easi Hairdressing Academy	3.5%	<	Colchester
Endaim Ltd	11.7%	5.7%	Basildon
Essex County Council	2.2%	<	Chelmsford
JTL	2.4%	<	Out of County
Otley College	2.5%	<	Out of County
Protocol Skills	5.1%	7.1%	Out of County
ReMIT	3.3%	N/a	Out of County
STS Training Ltd	2.4%	6.8%	Out of County
Vocational Training Services	<	6.3%	Southend
VT Plus	<	7.8%	Out of County
WS Training Ltd	2.4%	4.3%	Out of County

Source: Individualised Learner Record, 2003/2004, Average in Learning
Population base: (16-18 Braintree resident WBL learners), 463 ;(19+ Braintree resident WBL learners), 287

Notes:

<: denotes less than 10 learners or less than 1% of all learners within age category

Excludes learners whose age is not recorded

Apparent long distances may be due to residents giving their home address while studying away.

(a) Modern Apprenticeship, NVQ Training and E2E learners are all included. Where a provider offers only E2E provision this will be stated in the final column of the table.

(b) Refers to the location of the main office of the training provider - actual training may occur at other sites via sub-contracted provision or at the place of employment, either or which may or may not be within this district.

'Out of county' is listed if the provider's main office is not in Essex.

Tables 34 and 35 offer further analysis showing average in learning of Braintree residents WBL learners by qualification level and also area of learning.

Table 34

Average in Learning for Braintree resident WBL learners^(a) by Level				
	16-18		19+	
	Average in Learning	% Share	Average in Learning	% Share
Level 1 and Entry	44	9.5%	<	<
Level 2	321	69.4%	159	55.4%
Level 3	98	21.1%	124	43.1%
Level 4			<	<

Source: Individualised Learner Record, 2003/2004

Population base: (16-18 Braintree resident WBL learners), 463 ;(19+ Braintree resident WBL learners), 287

Notes:

<: numbers of 5 learners or less not shown for data confidentiality reasons

Excludes learners whose age or area of learning is not recorded

(a) The learners main learning aim is counted, any subsidiary aims (i.e. technical certificates, key skills) are not counted.

Table 35

Average in Learning for Braintree resident WBL learners ^(a) by Area of Learning				
	16-18		19+	
	Average in Learning	% Share	Average in Learning	% Share
Business administration, Management and Professional	55	13.2%	42	14.7%
Construction	61	14.5%	26	9.0%
Engineering, Technology and Manufacturing	93	22.3%	37	13.0%
Hairdressing and Beauty Therapy	73	17.5%	17	5.8%
Health, Social Care and Public Services	28	6.8%	51	17.9%
Hospitality, Sports, Leisure and Travel	43	10.3%	40	14.2%
Information and Communication Technology	<	<	7	2.5%
Land based provision	11	2.5%	8	2.7%
Retailing, Customer Service and Transportation	49	11.7%	56	19.8%
Visual and Performing Arts and Media	<	<	<	<

Source: Individualised Learner Record, 2003/2004

Population base: (16-18 Braintree resident WBL learners), 419 ;(19+ Braintree resident WBL learners), 284

Notes:

<: numbers of 5 learners or less not shown for data confidentiality reasons

Excludes learners whose age or area of learning is not recorded

(a) The learners main learning aim is counted, any subsidiary aims (i.e. technical certificates, key skills) are not counted.

EMPLOYERS

1. Profile of Businesses

There are over 5,500 businesses in Braintree, accounting for 9% of the total businesses in Essex. In line with Essex we see that the vast majority of businesses employ 10 or less people, 86% in Braintree and 85% in Essex.

Table 36

Number of businesses by employee size				
No. of employees	Braintree		Essex	
	1-4	4,058	73%	45,618
5-10	749	13%	8,820	14%
11-24	435	8%	5,113	8%
25-49	204	4%	2,420	4%
50-99	89	2%	1,145	2%
100+	57	1%	779	1%

Source: Annual Business Inquiry, 2002
Base: Braintree, 5,592; Essex, 63,895

Table 37 shows the number of businesses in Braintree by industry sector.

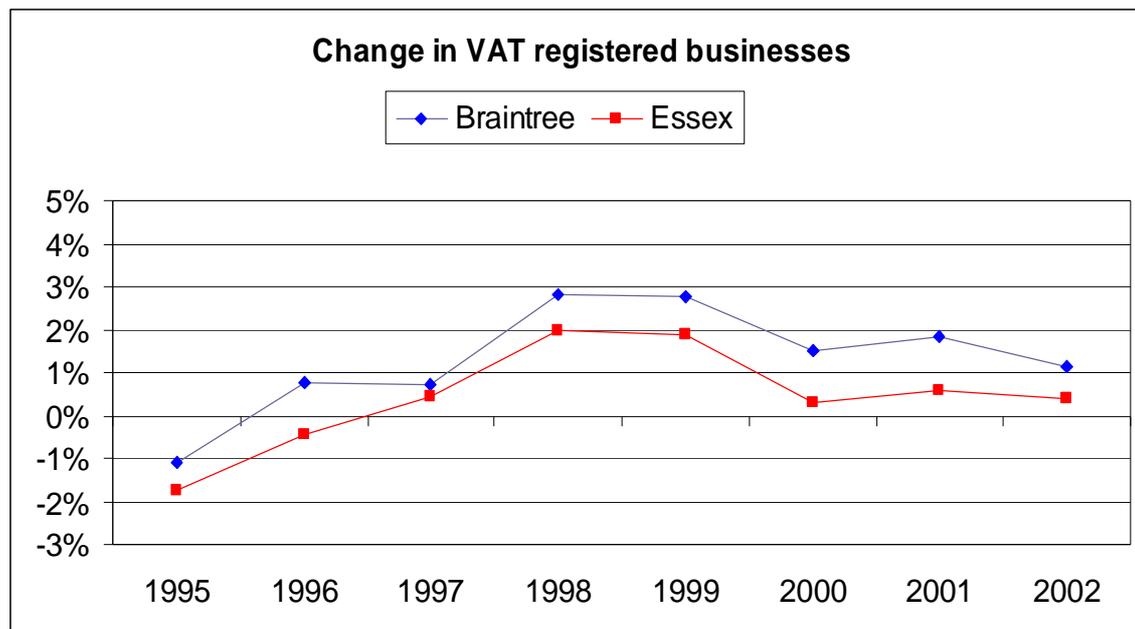
Table 37

Number of businesses by industry				
Industry sector	Braintree		Essex	
	Utilities, agriculture & fishing	48	0.9%	415
Manufacturing	619	11.1%	5,555	8.7%
Construction	796	14.2%	8,637	13.5%
Distribution, hotels & restaurants	1,477	26.4%	17,951	28.1%
Transport & communications	303	5.4%	3,535	5.5%
Banking, finance & insurance	1,461	26.1%	17,897	28.0%
Public administration, education & health	419	7.5%	4,833	7.6%
Other services	469	8.4%	5,072	7.9%

Source: Annual Business Inquiry, 2002
Base: Braintree, 5,592; Essex, 63,895

Chart 53 shows how the number of VAT registered businesses in Braintree has changed since 1995.

Chart 53



Source: VAT registrations & de-registrations, Small Business Service, 2002

The following three sections are based upon the Learning & Skills Council National Employer Skills Survey (NESS). The data presented is based upon the county of Essex rather than individual districts. This is due to the sample size being unreliable at district level. The sample size for Essex was 2,357 employer interviews, and has been weighted on the employer base in the following tables.

2. Vacancies

This section looks at the vacancy situation for Essex employers in a variety of different themes.

Table 38

Vacancies		%
Whether have any vacancies	Yes	17%
	No	83%
	Don't Know	0%
	Total	100%
Of those who have vacancies		
Whether have any hard to fill vacancies	Yes	46%
	No	50%
	Don't Know	4%
	Total	100%
Whether have any skills shortage vacancies (for randomly selected hard to fill vacancies)	Yes	54%
	No	46%
	Total	100%
Source: National Employer Skills Survey 2003		
Sample base: Vacancies; 2,357		
Hard to fill vacancies; 560		
Skills shortage vacancies; 251		
Note: 0% usually means less than 1% but greater than zero		

Table 39

Vacancies by employer size		Employee size band					
		1 to 24		25+		Total	
		Count	%	Count	%	Count	%
Whether have any vacancies	Yes	8,759	15%	1,726	41%	10,485	17%
	No	50,366	85%	2,435	58%	52,800	83%
	Don't Know	71	0%	45	1%	117	0%
	Total	59,196	100%	4,206	100%	63,402	100%
Whether have any hard to fill vacancies	Yes	4,122	47%	736	43%	4,858	46%
	No	4,278	49%	932	54%	5,211	50%
	Don't Know	358	4%	58	3%	416	4%
	Total	8,758	100%	1,726	100%	10,485	100%
Whether have any skills shortage vacancies (for randomly selected hard to fill vacancies)	Yes	2,230	54%	380	52%	2,610	54%
	No	1,893	46%	355	48%	2,248	46%
	Total	4,123	100%	735	100%	4,858	100%

Source: National Employer Skills Survey 2003

Sample base: Vacancies 1-24; 1,804, 25+; 553

Hard to fill vacancies 1-24; 329, 25+; 231

Skills shortage vacancies 1-24; 151, 25+; 100

Note: 0% usually means less than 1% but greater than zero

Company size bands have been aggregated due to sample size

Table 40

Sector classification	Whether have any vacancies					
	Yes		No		Don't Know	
	Count	%	Count	%	Count	%
Manufacturing	975	17%	4,722	83%	7	0%
Construction	664	8%	7,861	92%	10	0%
Personal household goods	2,030	14%	12,209	86%	15	0%
Hotels and restaurants	1,140	31%	2,500	69%	n/a	n/a
Transport, storage and communication	488	14%	3,114	86%	n/a	n/a
Real estate, renting and business activities	2,498	15%	13,935	85%	8	0%
Public admin, defence, education and health	1,205	27%	3,323	73%	10	0%
Miscellaneous services	1,208	24%	3,729	75%	66	1%
Total	10,485	17%	52,800	83%	117	0%

Source: National Employer Skills Survey 2003

Sample base: Vacancies; 2,357 (Manu; 211, Con; 303, PHG; 549, H&R; 135, Trans; 128, Real estate; 615, Public admin; 179, Misc; 180)

Note: Some sectors are omitted due to the small sample size and others have been aggregated

This is why the sectors shown will not add up to the total

0% usually means less than 1% but greater than zero

2.1 Incidence of vacancies by occupation

Table 41

Occupation	%
Vacancies for managers	16%
Vacancies for professionals	4%
Vacancies for associate professionals	11%
Vacancies for administrative/clerical staff	18%
Vacancies for skilled trades occupations	15%
Vacancies for personal services staff	12%
Vacancies for sales and customer services staff	17%
Vacancies for machine operatives	10%
Vacancies for elementary staff	18%
Vacancies for unclassified staff	1%
Total	10,485
Source: National Employer Skills Survey 2003	
Sample base: 560	
Note: Of those that do have vacancies	
This is a multiple choice question, % will not equal 100%	

Table 42

Occupation	Hard to fill vacancies		
	Yes	No	Total
Vacancies for managers	21%	12%	16%
Vacancies for professionals	6%	3%	4%
Vacancies for associate professionals	11%	10%	11%
Vacancies for administrative/clerical staff	12%	24%	18%
Vacancies for skilled trades occupations	17%	13%	15%
Vacancies for personal services staff	15%	9%	12%
Vacancies for sales and customer services staff	15%	17%	17%
Vacancies for machine operatives	10%	10%	10%
Vacancies for elementary staff	13%	23%	18%
Vacancies for unclassified staff	1%	2%	1%
Total	4,858	5,627	10,485

Source: National Employer Skills Survey 2003
Sample base: 560
Note: Of those that do have vacancies
This is a multiple choice question, % will not equal 100%

2.2 Impacts of hard to fill vacancy

Table 43

Cause to establishment	%
Loss of business or orders to competitors	46%
Delays developing new products or services	48%
Difficulties meeting customer service objectives	59%
Difficulties meeting required quality standards	38%
Increased operating costs	39%
Difficulties introducing new working practices	46%
Increased workload for other staff	85%
Increased pressure / stress / health problems for staff	4%
Low staff morale	0%
High turnover of staff	0%
Less training of staff	0%
Threatens future growth / not achieving potential	0%
Inability to continue offering certain products or services	0%
Difficulties introducing technological change	0%
Other difficulties	5%
No difficulties	5%
Don't know	0%
Total	4,858

Source: National Employer Skills Survey 2003

Sample base: 251

Note: Of those that do have vacancies

This is a multiple choice question, % will not equal 100%

0% usually means less than 1% but greater than zero

2.3 Actions taken are result of having hard to fill vacancy

Table 44

Effect on establishments	%
Increase salaries	33%
Increase training given to existing workforce in order to fill the vacancies	42%
Refine existing jobs	35%
Increase advertising / recruitment spend	59%
Increase/expand trainee programmes	36%
Expand recruitment channels	51%
Offer enhanced terms & conditions	0%
Make existing staff work longer hours	0%
Consider a wider range of applicants	0%
Hire (additional) part-time / temporary / agency / contract staff	1%
Recruit (additional) staff from overseas	n/a
Subcontract (more) work to outside organisations	n/a
Automate certain tasks	n/a
Do Other	2%
Do nothing	12%
Don't know	1%
Total	4,858
Source: National Employer Skills Survey 2003 Sample base: 251 Note: Of those that do have vacancies This is a multiple choice question, % will not equal 100% 0% usually means less than 1% but greater than zero	

3. Skill Needs and Shortages

This section looks at the skills shortage situation for Essex employers in a variety of different themes.

3.1 Incidence of skills gaps by occupation

Table 45

Occupation	%
Have a skills gap for managers	4%
Have a skills gap for professionals	2%
Have a skills gap for associate professionals	2%
Have a skills gap for admin/clerical staff	5%
Have a skills gap for skilled trades staff	3%
Have a skills gap for personal service staff	1%
Have a skills gap for sales/customer service staff	4%
Have a skills gap for machine operatives	1%
Have a skills gap for elementary staff	3%
Have a skills gap at all	18%
No skills gaps	82%
Cases	63,402

Source: National Employer Skills Survey 2003

Sample base: 2,357

Note: Of those that do have skills gaps

This is a multiple choice question, % will not equal 100%

Table 46

Occupation	Employee size band (sampling categories)				
	1-4	5-24	25-99	100+	Total
Of those that do have skills gaps					
Have a skills gap for managers	2%	8%	15%	33%	4%
Have a skills gap for professionals	1%	3%	4%	13%	2%
Have a skills gap for associate professionals	2%	2%	6%	6%	2%
Have a skills gap for admin/clerical staff	2%	7%	11%	18%	5%
Have a skills gap for skilled trades staff	2%	5%	7%	12%	3%
Have a skills gap for personal service staff	0%	2%	7%	3%	1%
Have a skills gap for sales/customer service staff	2%	10%	9%	9%	4%
Have a skills gap for machine operatives	1%	2%	5%	18%	1%
Have a skills gap for elementary staff	1%	7%	14%	27%	3%
Have a skills gap at all	12%	32%	39%	53%	18%
No skills gaps	88%	68%	61%	47%	82%
Cases	45,928	13,268	3,498	708	63,402

Source: National Employer Skills Survey 2003

Sample base: 1-4; 589, 5-24; 1,215, 25-99; 458, 100+; 95

Note: This is a multiple choice question, % will not equal 100%

Table 47

Occupation	Sector classification based on 14 sectors								
	Manufacturing	Construction	Personal household goods	Hotels and restaurants	Transport, communication and finance	Real estate, renting and business activities	Public admin, defence, compulsory social security	Miscellaneous services	Total
Have a skills gap for managers	5%	2%	3%	9%	2%	4%	9%	2%	4%
Have a skills gap for professionals	2%	1%	0%	0%	1%	3%	6%	0%	2%
Have a skills gap for associate professionals	2%	1%	1%	0%	1%	3%	5%	2%	2%
Have a skills gap for admin/clerical staff	5%	3%	2%	2%	7%	8%	9%	2%	5%
Have a skills gap for skilled trades staff	11%	6%	2%	8%	0%	1%	2%	2%	3%
Have a skills gap for personal service staff	n/a	n/a	0%	0%	0%	n/a	10%	5%	1%
Have a skills gap for sales/customer service staff	2%	0%	10%	8%	2%	3%	2%	3%	4%
Have a skills gap for machine operatives	4%	0%	1%	n/a	8%	1%	n/a	0%	1%
Have a skills gap for elementary staff	3%	1%	2%	26%	2%	1%	3%	3%	3%
Have a skills gap at all	20%	11%	17%	35%	16%	19%	25%	15%	18%
No skills gaps	80%	89%	83%	65%	84%	81%	75%	85%	82%
Cases	5,704	8,534	14,254	3,640	3,602	16,441	4,539	5,004	63,402

Source: National Employer Skills Survey 2003

Sample base: Vacancies; 2,357 (Manu; 211, Con; 303, PHG; 549, H&R; 135, Trans; 128, Real estate; 615, Public admin; 179, Misc; 180)

Note: Of those that do have skills gaps

This is a multiple choice question, % will not equal 100%

Table 48

Occupation	Hard to fill vacancies		
	Yes	No	%
Have a skills gap for managers	10%	4%	4%
Have a skills gap for professionals	5%	1%	2%
Have a skills gap for associate professionals	6%	2%	2%
Have a skills gap for admin/clerical staff	7%	5%	5%
Have a skills gap for skilled trades staff	6%	3%	3%
Have a skills gap for personal service staff	6%	1%	1%
Have a skills gap for sales/customer service staff	5%	4%	4%
Have a skills gap for machine operatives	2%	1%	1%
Have a skills gap for elementary staff	10%	3%	3%
Have a skills gap at all	33%	17%	18%
No skills gaps	67%	83%	82%

Source: National Employer Skills Survey 2003

Sample base: 2,357

Note: Of those that do have skills gaps

This is a multiple choice question, % will not equal 100%

3.2 Proportion of staff that are not fully proficient

Table 49

Employer base		
	Count	%
None (all fully proficient)	51,576	81%
5% or less	440	1%
6-10%	632	1%
11-15%	957	2%
16-20%	1,126	2%
21-25%	2,195	3%
26-30%	440	1%
31-35%	1,282	2%
36-40%	298	0%
41-45%	160	0%
46-50%	1,534	2%
51% or more	2,406	4%
Don't know	355	1%
Total	63,402	100%
Source: National Employer Skills Survey 2003 Sample base: 2,357		

Table 50

	Employee size band (sampling categories)									
	1-4		5-24		25-99		100+		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
None (all fully proficient)	40,344	88%	8,863	67%	2,081	59%	289	41%	51,576	81%
5% or less	n/a	n/a	178	1%	177	5%	85	12%	440	1%
6-10%	n/a	n/a	379	3%	231	7%	21	3%	632	1%
11-15%	n/a	n/a	643	5%	209	6%	106	15%	957	2%
16-20%	n/a	n/a	912	7%	156	4%	57	8%	1,126	2%
21-25%	1,622	4%	353	3%	190	5%	30	4%	2,195	3%
26-30%	n/a	n/a	264	2%	156	4%	20	3%	440	1%
31-35%	852	2%	335	3%	70	2%	24	3%	1,282	2%
36-40%	n/a	n/a	242	2%	54	2%	3	0%	298	0%
41-45%	n/a	n/a	140	1%	19	1%	n/a	n/a	160	0%
46-50%	1,220	3%	281	2%	33	1%	n/a	n/a	1,534	2%
51% or more	1,824	4%	508	4%	60	2%	15	2%	2,406	4%
Don't know	66	0%	171	1%	61	2%	57	8%	355	1%
Total	45,928	100%	13,268	100%	3,498	100%	708	100%	63,402	100%

Source: National Employer Skills Survey 2003
Sample base: 1-4; 589, 5-24; 1,215, 25-99; 458, 100+; 95

3.3 Impact of skills gaps on the establishment

Table 51

Cause to establishment	%
Loss of business or orders from competitors	28%
Delays developing new products or services	27%
Difficulties meeting customer service objectives	40%
Difficulties meeting required quality standards	43%
Increased operating costs	39%
Difficulties introducing new working practices	34%
None of the above	27%
Don't Know	0%
Cases	11,572

Source: National Employer Skills Survey 2003
Sample base: 669
Note: Of those that do have skills gaps
This is a multiple choice question, % will not equal 100%

Table 52

Cause to establishment	Employee size band (sampling categories)		
	1 to 24	25+	Total
Loss of business or orders from competitors	29%	18%	28%
Delays developing new products or services	27%	24%	27%
Difficulties meeting customer service objectives	38%	51%	40%
Difficulties meeting required quality standards	41%	50%	43%
Increased operating costs	38%	44%	39%
Difficulties introducing new working practices	33%	38%	34%
None of the above	28%	21%	27%
Don't Know	0%	0%	0%
Cases	9,825	1,746	11,572

Source: National Employer Skills Survey 2003
Sample base: 1-24; 430, 25+; 239
Note: Of those that do have skills gaps
This is a multiple choice question, % will not equal 100%

3.4 Actions taken by the establishment as a result of having skills gaps

Table 53

Effect on establishment	%
Increased recruitment	26%
Providing further training	82%
Changing working practices	46%
Reallocating work within the company	43%
Expand recruitment channels	23%
Increase/expand trainee programmes	59%
Increase salaries	0%
Implementation of mentoring / buddying scheme	0%
(More frequent) staff appraisal / performance reviews / feedback	4%
Build up team spirit / motivation	1%
More supervision of staff	1%
Subcontract (more) work	1%
Automate certain tasks	n/a
Make staff redundant	1%
Disciplinary action	1%
Other	2%
No particular action being taken	7%
Don't know	0%
Cases	11,572

Source: National Employer Skills Survey 2003

Sample base: 669

Note: Of those that do have skills gaps

This is a multiple choice question, % will not equal 100%

Table 54

Effect on establishment	Employee size band (sampling categories)		
	1 to 24	25+	Total
Increased recruitment	25%	32%	26%
Providing further training	81%	88%	82%
Changing working practices	45%	56%	46%
Reallocating work within the company	41%	51%	43%
Expand recruitment channels	20%	37%	23%
Increase/expand trainee programmes	56%	72%	59%
Increase salaries	0%	1%	0%
Implementation of mentoring / buddying scheme	n/a	1%	0%
(More frequent) staff appraisal / performance reviews / feedback	4%	2%	4%
Build up team spirit / motivation	1%	1%	1%
More supervision of staff	1%	2%	1%
Subcontract (more) work	1%	0%	1%
Automate certain tasks	n/a	n/a	n/a
Make staff redundant	2%	n/a	1%
Disciplinary action	2%	0%	1%
Other	2%	1%	2%
No particular action being taken	7%	3%	7%
Don't know	0%	0%	0%
Cases	9,825	1,746	11,572

Source: National Employer Skills Survey 2003

Sample base: 1-24; 430, 25+; 239

Note: Of those that do have skills gaps

This is a multiple choice question, % will not equal 100%

4. Workforce Development

This section looks at the skills shortage situation for Essex employers in a variety of different themes.

4.1 Whether establishment has funded or arranged any training for staff over past 12 months

Table 55

	Count	%
Yes	34,563	55%
No	28,253	45%
Don't know	587	1%
Total	63,402	100%

Source: National Employer Skills Survey 2003
Sample base: 2,357

Table 56

	Employee size band (sampling categories)									
	1-4		5-24		25-99		100+		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	21,098	46%	9,711	73%	3,096	89%	657	93%	34,563	55%
No	24,346	53%	3,501	26%	372	11%	34	5%	28,253	45%
Don't Know	484	1%	56	0%	30	1%	16	2%	587	1%
Total	45,928	100%	13,268	100%	3,498	100%	708	100%	63,402	100%

Source: National Employer Skills Survey 2003
Sample base: 1-4; 589, 5-24; 1,215, 25-99; 458, 100+; 95

Table 57

Sector classification based on 14 sectors	Yes		No		Don't Know		Total
	Count	%	Count	%	Count	%	Count
Manufacturing	2,655	47%	3,041	53%	8	0%	5,704
Construction	4,078	48%	4,396	52%	60	1%	8,534
Personal household goods	6,270	44%	7,634	54%	349	2%	14,253
Hotels and restaurants	2,221	61%	1,413	39%	6	0%	3,640
Transport, storage and communication	1,239	34%	2,363	66%	0	0%	3,602
Real estate, renting and business activities	10,192	62%	6,152	37%	97	1%	16,441
Public admin, education and health	3,854	85%	685	15%	0	0%	4,539
Miscellaneous services	2,754	55%	2,183	44%	66	1%	5,004
Total	34,563	55%	28,253	45%	587	1%	63,402

Source: National Employer Skills Survey 2003

Sample base: Manu; 211, Con; 303, PHG; 549, H&R; 135, Trans; 128, Real estate; 615, Public admin; 181, Misc; 180

Note: Some sectors are omitted due to the small sample size and others have been aggregated

This is why the sectors shown will not add up to the total

0% usually means less than 1% but greater than zero

4.2 Types of training funded or arranged for staff over last 12 months

Table 58

Training	%
Induction	49%
Health and Safety	76%
Supervisory	35%
Management	33%
Training in new technology	56%
Training in foreign languages	3%
Job specific	80%
Basic skills (e.g. reading, writing, maths)	0%
Food hygiene	3%
IT	1%
First Aid	2%
Customer care/service	2%
Sales	1%
Soft skills (e.g. stress management, communication, personal development)	2%
Other	1%
Don't know	0%
Cases	34,563

Source: National Employer Skills Survey 2003
Sample base: 1,643
Note: 0% usually means less than 1% but greater than zero

Table 59

	Employee size band (sampling categories)			
	1-4	5-24	25+	Total
Induction	37%	63%	81%	49%
Health and Safety	69%	84%	94%	76%
Supervisory	25%	45%	60%	35%
Management	21%	46%	64%	33%
Training in new technology	57%	51%	60%	56%
Training in foreign languages	3%	1%	4%	3%
Job specific	78%	83%	87%	80%
Basic skills (e.g. reading, writing, maths)	n/a	0%	n/a	0%
Food hygiene	5%	2%	1%	3%
IT	1%	2%	3%	1%
First Aid	n/a	5%	3%	2%
Customer care/service	2%	2%	2%	2%
Sales	1%	1%	1%	1%
Soft skills (e.g. stress management, communication, personal development)	1%	3%	3%	2%
Other	1%	1%	2%	1%
Don't know	0%	0%	1%	0%
Cases	21,098	9,711	3,757	34,563

Source: National Employer Skills Survey 2003
Sample base: 1-4; 277, 5-24; 875, 25+; 491
0% usually means less than 1% but greater than zero

Table 60

	Sector classification based on 14 sectors								
	Manufacturing	Construction	Personal household goods	Hotels and restaurants	Transport, communication and finance	Real estate, renting and business activities	Public admin, defence, compulsory social security	Miscellaneous services	Total
Induction	42%	41%	44%	64%	54%	39%	82%	53%	49%
Health and Safety	88%	82%	78%	97%	70%	56%	95%	85%	76%
Supervisory	40%	30%	30%	41%	39%	23%	65%	42%	35%
Management	22%	18%	33%	46%	31%	26%	68%	31%	33%
Training in new technology	59%	39%	49%	28%	57%	66%	66%	67%	56%
Training in foreign languages	3%	n/a	1%	n/a	2%	5%	8%	1%	3%
Job specific	81%	79%	77%	82%	88%	78%	84%	79%	80%
Basic skills (e.g. reading, writing, maths)	n/a	n/a	0%	n/a	n/a	n/a	n/a	0%	0%
IT	1%	2%	2%	n/a	13%	6%	n/a	0%	3%
Food hygiene	0%	n/a	1%	8%	0%	n/a	4%	1%	1%
First Aid	0%	0%	1%	3%	1%	1%	9%	1%	2%
Customer care / service	n/a	1%	1%	2%	2%	1%	0%	6%	2%
Sales	0%	n/a	2%	n/a	n/a	2%	n/a	n/a	1%
Soft skills (e.g. stress management, communication, personal development)	1%	1%	1%	4%	n/a	2%	5%	4%	2%
Other	1%	0%	2%	2%	1%	1%	1%	n/a	1%
Don't know	1%	n/a	0%	n/a	n/a	1%	1%	1%	0%
Cases	2,655	4,078	6,270	2,221	2,291	10,192	3,854	2,754	34,563

Source: National Employer Skills Survey 2003

Sample base: Manu; 141, Con; 182, PHG; 348, H&R; 99, Trans; 107, Real estate; 450, Public admin; 173, Misc; 129

Note: Some sectors are omitted due to the small sample size and others have been aggregated. This is why the sectors shown will not add up to the total
0% usually means less than 1% but greater than zero

4.3 Types of staff trained in the last 12 months

Table 61

	%
Managers	44%
Professionals	20%
Associate Professionals & Technical Occupations	14%
Admin and Secretarial occupations	35%
Skilled Trade Occupations	23%
Personal Service Occupations	7%
Sales and Customer Service Occupations	20%
Process, Plant and Machine operatives	7%
Elementary Occupations	14%
None of the above	0%
Subject of training mentioned rather than category of staff	n/a
Other	1%
Don't know	1%
Cases	34,563
Source: National Employer Skills Survey 2003	
Sample base: 1,643	
Note: 0% usually means less than 1% but greater than zero	

Table 62

	Employee size band (sampling categories)				
	1-4	5-24	25-99	100+	Total
Managers	33%	55%	74%	88%	44%
Professionals	16%	20%	35%	52%	20%
Associate Professionals & Technical Occupations	12%	14%	21%	32%	14%
Admin and Secretarial occupations	31%	32%	58%	77%	35%
Skilled Trade Occupations	21%	25%	26%	39%	23%
Personal Service Occupations	2%	12%	21%	16%	7%
Sales and Customer Service Occupations	13%	28%	31%	50%	20%
Process, Plant and Machine operatives	4%	9%	17%	31%	7%
Elementary Occupations	7%	21%	37%	45%	14%
None of the above	0%	0%	0%	n/a	0%
Subject of training mentioned rather than category of staff	n/a	n/a	n/a	n/a	n/a
Other	1%	2%	1%	1%	1%
Don't know	1%	0%	0%	n/a	1%
Cases	21,098	9,711	3,096	657	34,563

Source: National Employer Skills Survey 2003
Sample base: 1-4; 277, 5-24; 875, 25-99; 402, 100+; 89

Table 63

	Sector classification based on 14 sectors								
	Manufacturing	Construction	Personal household goods	Hotels and restaurants	Transport, communication and finance	Real estate, renting and business activities	Public admin, defence, compulsory social security	Miscellaneous services	Total
Managers	42%	22%	43%	56%	61%	36%	80%	36%	44%
Professionals	15%	6%	7%	1%	16%	31%	41%	18%	20%
Associate Professionals & Technical Occupations	15%	3%	11%	0%	13%	19%	26%	13%	14%
Admin and Secretarial occupations	43%	37%	23%	7%	51%	42%	47%	19%	35%
Skilled Trade Occupations	48%	54%	30%	39%	5%	8%	10%	11%	23%
Personal Service Occupations	0%	n/a	1%	0%	2%	0%	40%	24%	7%
Sales and Customer Service Occupations	15%	2%	44%	25%	28%	17%	7%	13%	20%
Process, Plant and Machine operatives	28%	5%	8%	1%	17%	3%	2%	8%	7%
Elementary Occupations	19%	11%	8%	63%	5%	4%	22%	17%	14%
None of the above	n/a	n/a	0%	0%	n/a	1%	n/a	0%	0%
Subject of training mentioned rather than category of staff	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other	1%	5%	1%	n/a	n/a	0%	2%	1%	1%
Don't know	n/a	n/a	2%	n/a	n/a	n/a	n/a	5%	1%
Cases	2,655	4,078	6,270	2,221	2,291	10,192	3,854	2,754	34,563

Source: National Employer Skills Survey 2003

Sample base: Manu; 141, Con; 182, PHG; 348, H&R; 99, Trans; 107, Real estate; 450, Public admin; 173, Misc; 129

Note: Some sectors are omitted due to the small sample size and others have been aggregated. This is why the sectors shown will not add up to the total 0% usually means less than 1% but greater than zero

4.4 Derived number of staff trained over past 12 months (as proportion of number of employees)

Table 64

	Count	%
Less than 10%	473	1%
10-24%	1,489	4%
25-49%	5,017	15%
50-59%	4,210	12%
60-69%	2,252	7%
70-79%	2,063	6%
80-89%	810	2%
90-99%	368	1%
100%	12,971	38%
101%+	3,188	9%
Don't know	1,723	5%
Total	34,563	100%

Source: National Employer Skills Survey 2003
Sample base: 1,643

4.5 Whether establishment formally assesses whether individual employees have gaps in their skills

Table 65

	Count	Col %
Yes	33,238	52%
No	29,202	46%
Don't Know	962	2%
Cases	63,402	100%

Source: National Employer Skills Survey 2003
Sample base: 2,357

SUPPORTING DATA

1. Mapping the Indices of Deprivation

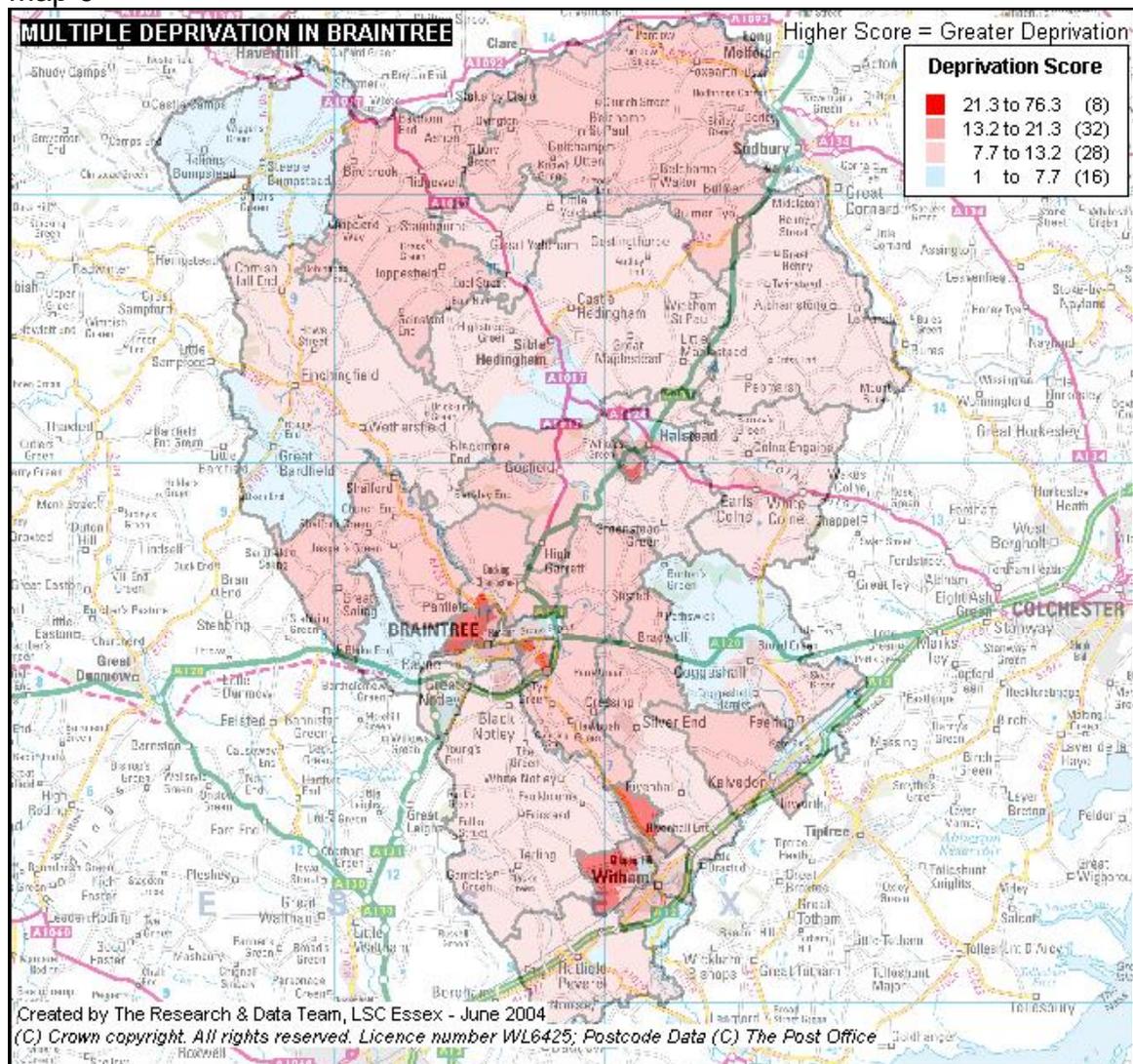
The Indices of Deprivation is a method of measuring levels of deprivation across England. The Office of the Deputy Prime Minister produced the Indices originally in 2000, these are the updated 2004 indices which look at super output areas as opposed to ward. An overall multiple indices of deprivation is calculated by combining the seven domains of deprivation used – Education, Skills and training, Employment, Living environment, Health and disability, Barriers to housing and services, Crime and Income. In addition to the multiple indices, each indicator has its own deprivation score and can be looked at independently. A deprivation score is available for every super output area in England.

The Multiple Indices of deprivation, as well as the domains of Education, Employment, Housing and Income are presented in a map format below. The maps presented are graded by colour to represent the score in each ward with red at one end of the scale to indicate a high deprivation score, and at the other end blue to indicate a lower score. Each map has a key with the deprivation score range displayed. This range is relevant to all wards in Essex so if a district has a high score, it is high in comparison to all the wards in Essex.

1.1 Map of Multiple Deprivation

As the key in map 9 shows, the Essex multiple deprivation score range of 1 to 76.3 for its 1,065 super output areas. For the 32,482 super output areas in England, the range is 0.59 to 86.83. The most overall deprived super output area in Essex is in the ward of Golf Green in Tendring, ranked 102 out of 32,482. The least deprived Essex super output area is in the ward of Saffron Walden Audley in Uttlesford, ranked 32,458. This range of rankings indicates the contrasting levels of deprivation to be found in Essex.

Map 9



Source: Indices of Deprivation 2004, SOA Lower Layer Level, Office of the Deputy Prime Minister ONS Super Output Area Boundaries. Crown copyright 2004. Crown copyright material is reproduced with the permission of the Controller of HMSO.

1.2 Map of Education, Skills and Training Deprivation

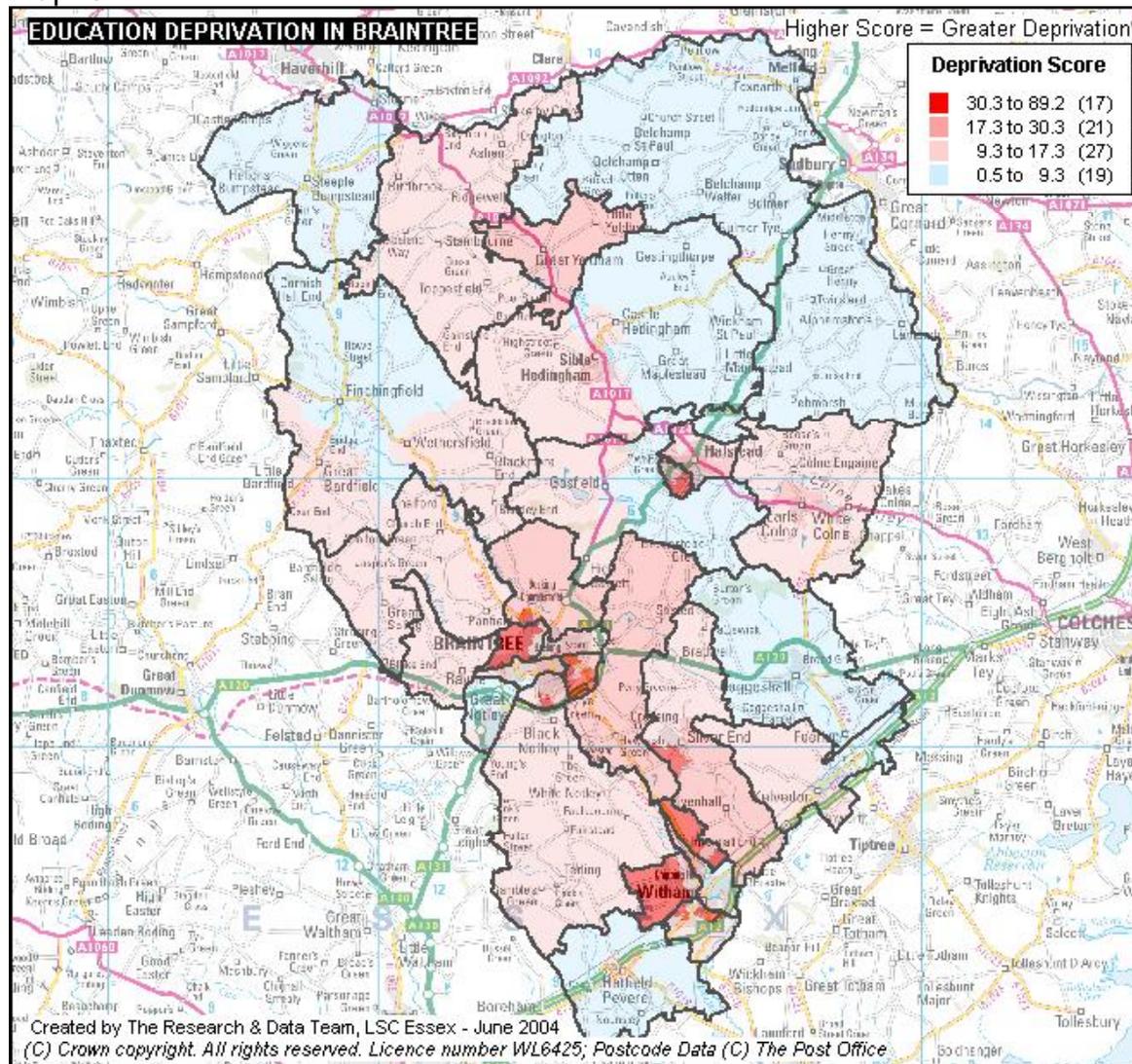
The indicators used to calculate the education score are:

1. Average points score of pupils at Key Stage 2 (end of primary)
2. Average points score of pupils at key stage 3
3. Average points score of pupils at Key stage 4 (GCSE/GNVQ – best of eight results)
4. Proportion of young people not staying on in school or non-advanced further education above 16
5. Secondary school absence rate
6. Proportion of those aged under 21 not entering higher education

BRAINTREE

As the key in map 10 shows, the Essex education deprivation score range is between 0.5 and 89.2. The score range for the 32,482 super output areas in England is 0.03 to 99.22. The most educationally deprived super output area in Essex is in the Tilbury St Chads ward in Thurrock, ranked 128 out of 32,482. The least educationally deprived super output area in Essex is in the Christ Church ward in Colchester, ranked 32,302. This indicates that Essex wards are amongst the best and worst in England in terms of education, skills and training.

Map10



Source: Indices of Deprivation 2004, SOA Lower Layer Level, Office of the Deputy Prime Minister ONS Super Output Area Boundaries. Crown copyright 2004. Crown copyright material is reproduced with the permission of the Controller of HMSO

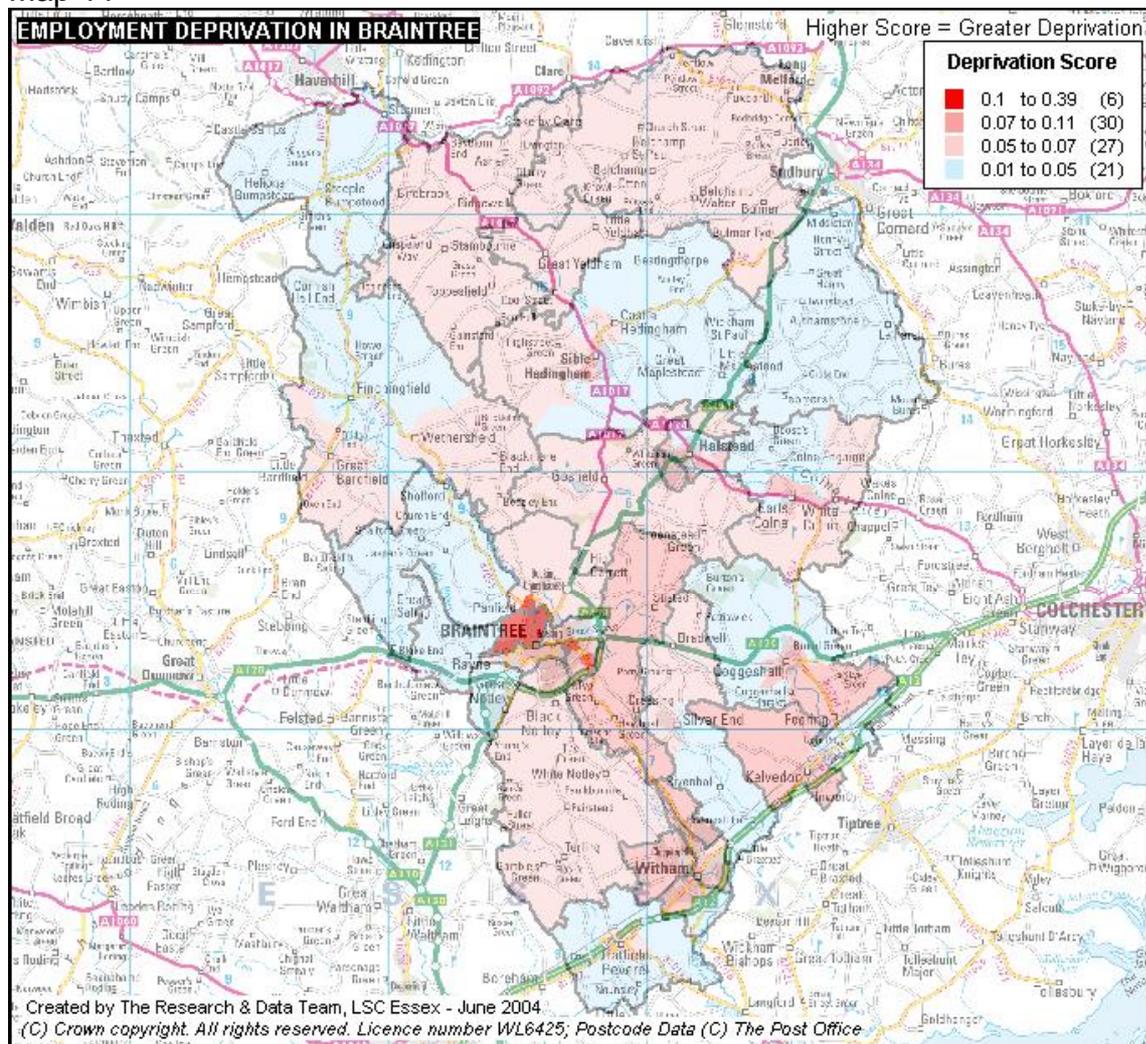
1.3 Map of Employment Deprivation

The indicators used to calculate the employment score are:

1. Unemployment Claimant Count (JUVOS) of women aged 18-59 and men aged 18-64;
2. Incapacity benefit claimants women aged 18-59 and men aged 18-64;
3. Severe disablement allowance claimants, women aged 18-59 and men aged 18-64;
4. Participants in New Deal for the 18-24's who are not included in the claimant count;
5. Participants in New Deal for the 25+ who are not included in the claimant count;
6. Participants in new deal for lone parents aged 18 and over.

As the key in map 11 below shows, the score range for employment deprivation in Essex is between 0.01 and 0.39. The score range for the 32,482 super output areas in England is 0.00 to 0.69. The most deprived super output area in Essex in terms of employment is in the ward of Golf Green in Tendring, ranked 142 out of 32,482. The least deprived super output area in terms of employment is Wivenhoe Cross in Colchester, ranked 32,427.

Map 11



Source: Indices of Deprivation 2004, SOA Lower Layer Level, Office of the Deputy Prime Minister ONS Super Output Area Boundaries. Crown copyright 2004. Crown copyright material is reproduced with the permission of the Controller of HMSO

1.4 Map of Barriers to Housing and Services Deprivation

The indicators used to calculate the barriers to housing and services score are:

Sub-Domain: Wider Barriers

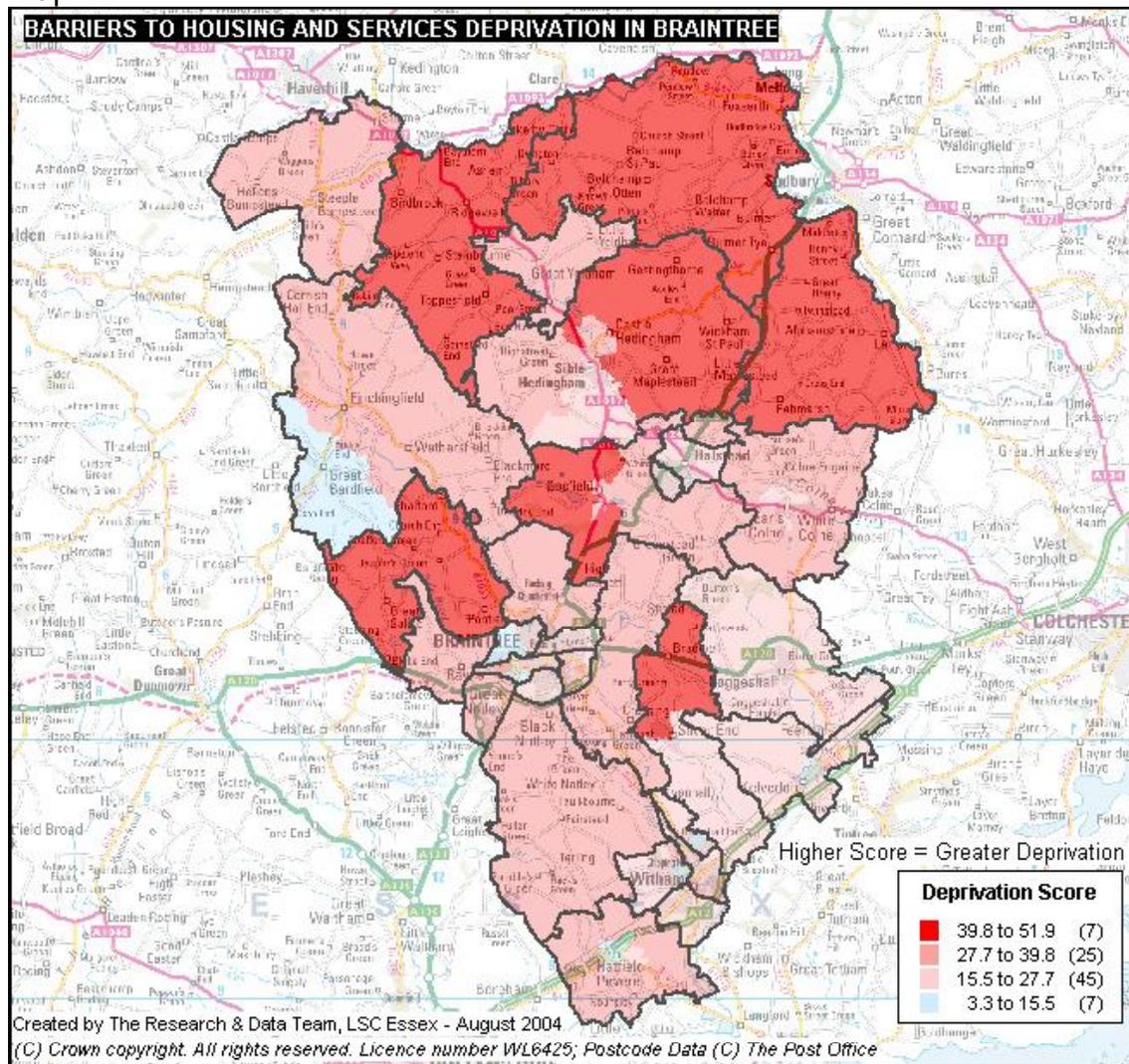
1. Difficulty of access to owner occupation
2. Household overcrowding;
3. LA level percentage of households for whom a decision on their application for assistance under the homeless provisions of housing legislation has been made.

Sub-Domain: Geographical Barriers

1. Road distance to GP premises;
2. Road distance to supermarket or convenience store;
3. Road distance to Primary school;
4. Road distance to Post Office.

As the key in the map 12 shows, the Essex score range for housing and services deprivation is 3.3 to 51.9. The England range for all 32,482 super output areas is between 0.28 and 66.98. The most deprived super output area in Essex in terms of housing and services is Panfield in Braintree, ranked 150 out of 32,482. The least deprived is in the Hawkwell South ward in Rochford, ranked 32,123.

Map 12



Source: Indices of Deprivation 2004, SOA Lower Layer Level, Office of the Deputy Prime Minister

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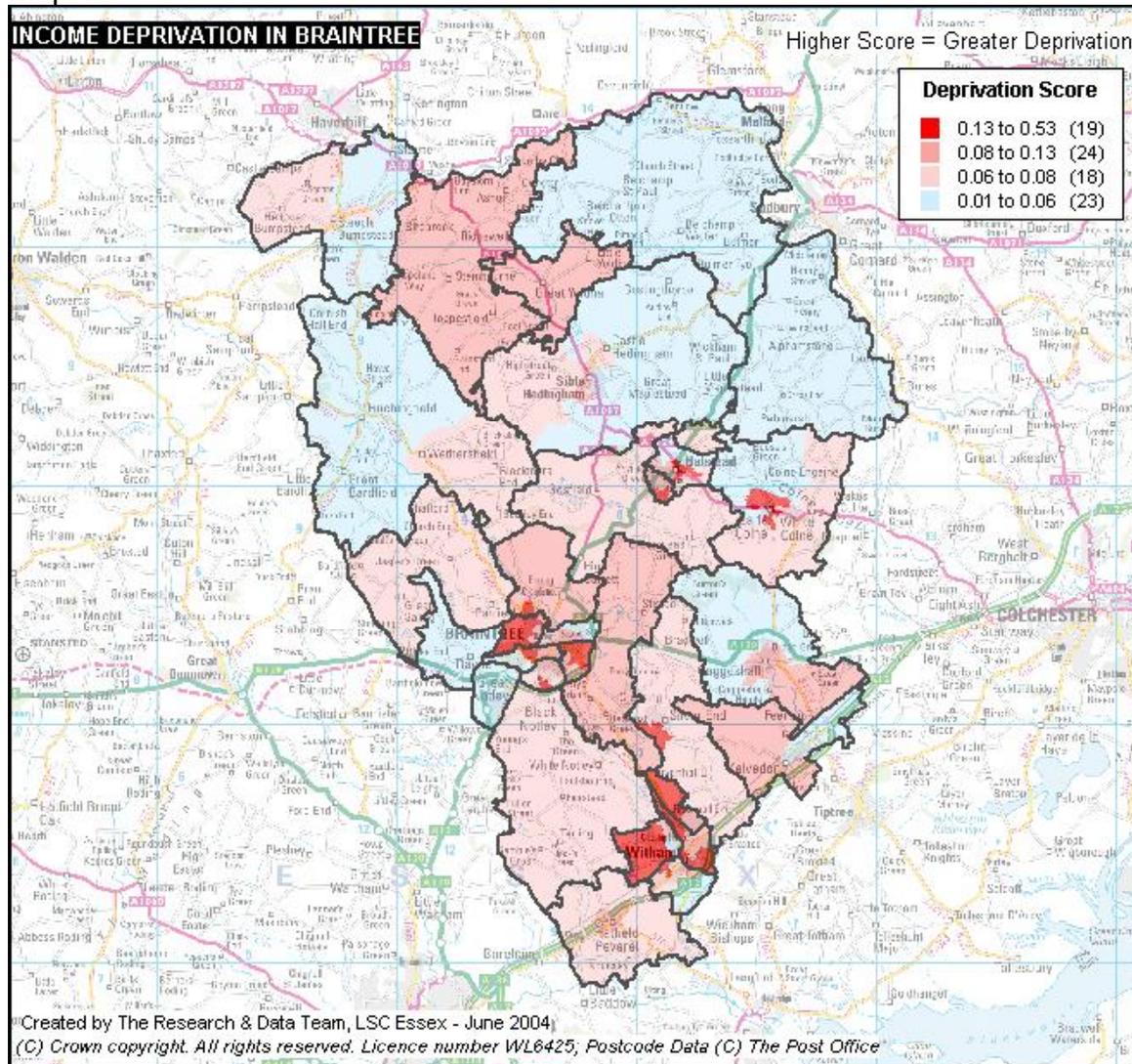
1.5 Map of Income Deprivation

The indicators used to calculate the income score are:

1. Adults and children in Income Support households;
2. Adults and children in income based Job Seekers Allowance households;
3. Adults and children in Working families tax credit households;
4. Adults and children in Disabled persons tax credit households; and
5. National Asylum Support Service (NASS) supported asylum seekers in England.

As the key in map 13 shows, the Essex score range for income deprivation is between 0.01 and 0.53. The England range for all 32,482 super output areas is between 0.00 and 0.96. The most deprived super output area in Essex in terms of income is in the ward of Kursaal in Southend, ranked 208 out of 32,482. The least deprived is in the ward of Hutton South in Brentwood, ranked 32,469.

Map 13



Source: Indices of Deprivation 2004, SOA Lower Layer Level, Office of the Deputy Minister
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GLOSSARY

16-18 Learning Survey	The 16-18 Learning Survey was conducted by Bostock Marketing Group (BMG) on behalf of LSC, Essex. Fieldwork was conducted during early 2002. A total of 1,400 16-18 year olds were interviewed; 100 in each of the 14 local authority districts that comprise the LSC, Essex area. Interviews were conducted by telephone. The figures reported throughout this document are weighted if they relate to Essex, and unweighted if they relate to the district/unitary authority.
Achievement rate	The achievement rate is one of the statistics reported on in the Summary Statistics document. (See also entry for Summary Statistics.) It is defined as: $\frac{\text{Number of qualifications achieved}}{\text{Total number of qualifications which have been completed}} \times 100$
ACL	Adult Community Learning. The ACL enrolment and student figures reported in this document are taken from the Individualised Student Record (ISR) data set. For the ACL sector the ISR data set captures Learning and Skills Council funded Further Education provision only. Further Education provision covers everything in the former Schedule 2 category, which includes some non-accredited courses, but covers predominantly accredited courses. The LSC does fund former non-Schedule 2 provision in the ACL sector, but this is not recorded by the ISR.
Activity Survey	An annual survey conducted by the Connexions in Essex into the first destinations of Year 11 students after they have completed their statutory education.
Census 2001	A complete survey of the entire population gathering demographic information every ten years.
Claimant Count	The claimant count records the number of people claiming unemployment-related benefits. These are currently the Jobseeker's Allowance (JSA) and National Insurance credits, claimed at Employment Service local offices. People claiming JSA (formerly Unemployment Benefit) must declare that they are out of work, capable of, available for and actively seeking work during the week in which the claim is made.
DETR	Department for the Environment, Transport and Regions. (Now disbanded and split into the ODPM, Office for the Deputy Prime Minister and the DFT, Department for Transport).
Dwelling	Property that exists either occupied or unoccupied.
Economically active	All those in employment plus also those who have actively sought work in the last four weeks.
FE	Further Education.

HE	Higher Education.
Household	Property that is in constant occupation by one or more persons.
Indices of multiple deprivation	This measure is an amalgamation of seven separate indices that show the relative deprivation of a super output area against all super output areas measured.
Individual Learner Record (ILR)	The data collection mechanism of the Learning & Skills Council. The ILR currently collects data for learners participating in Further Education, Work Based Learning and accredited Adult Community Learning in the 2002/2003 academic year. School Sixth forms will also be included in future.
Individualised Student Record (ISR)	The ISR was previously used to collect data on learners in Further Education institutions and learners participating in accredited learning in Adult Community Colleges. The Individual Learner Record will replace the ISR from the 2002/2003 academic year.
In-year retention rate	<p>The retention rate is one of the statistics reported on in the Summary Statistics document. (See also entry for Summary Statistics.) It is defined as:</p> $\frac{\text{Number of learners who continued to attend their course (of 12 weeks or more) at the end of the qualification, or the end of the teaching year (whichever is sooner)}}{\text{Total number of learners participating in a course of 12 weeks or more}} \times 100$
Learning	<p>The definitions of learning used in the two Learning Surveys commissioned by LSC, Essex are:</p> <p>“Taught learning which involves some teaching or instruction, either face to face or using written materials, audio tapes, video tapes, CD Rom etc”, <i>and/or non-taught learning, which is</i> “learning that has not involved any teaching or instruction but has led to you developing your skills, improving your knowledge or working towards a qualification”.</p> <p>Unless otherwise specified, both types of learning are included in any references to learning.</p>
Learning Gateway	A programme to help 16 and 17 year olds who have had negative experiences of learning. Life skills, one element of the Learning Gateway, can help a young person to gain new skills that may lead to employment or help progress into further learning. For more information see www.careersbp.co.uk .
Life skills	See entry for Learning Gateway.
NESS 2003	National Employer Skills Survey. One of the largest employer surveys in the UK undertaken each year by the National Learning and Skills Council.
Median	The number in the middle of a set of numbers; that is, half the numbers have values that are greater than the median and half have values that are less.

Modern Apprenticeships	Part of the Government approved Work Based Learning scheme for 16 to 24 year olds. They involve a young person going into the workplace combining working and learning about a job whilst training towards a National Vocational Qualification (NVQ). A young person will have either employed status or non-employed status when enrolled on a foundation MA, but must have employed status when enrolled on an advanced MA.	
NVQ equivalence	The definitions of attainment levels listed here are those used by the Department for Education and Skills and are based on qualifications available from the Labour Force Survey.	
	Level 5 Higher degree	NVQ level 5
	Level 4 First degree Diploma in higher education RSA higher diploma Teaching (including FE, secondary, primary & others)	Other degree HNC, HND, BTEC etc higher Other HE below degree NVQ level 4 Nursing etc
	Level 3 NVQ level 3 RSA advanced diploma Scottish CSYS (67% of) Trade apprenticeship (50% of) GNVQ advanced	OND, ONC, BTEC etc national SCE higher or equivalent (3+) A level and equivalent (2+) City & guilds advanced craft AS level or equivalent (4+)
	Level 2 NVQ level 2 RSA diploma AS level or equivalent (2 or 3) BTEC, SCOTVEC first or general diploma O levels, GCSE or equivalent (5+ grades A-C)	GNVQ intermediate City & Guilds craft Trade apprenticeship (50% of) A level and equivalent (1) Scottish CSYS (33% of) SCE higher or equivalent (1 or 2)
	Below Level 2 NVQ level 1 CSE below grade 1 City & Guilds other AS level or equivalent (1) GNVQ/GSVQ foundation GCSE below grade C	SCOTVEC modules BTEC, SCOTVEC first or general certificate Less than 5 GCSE grades A-C RSA other YT, YTP certificate

Post 16 Learning Survey	The Post 16 Learning Survey was conducted by Bostock Marketing Group (BMG) on behalf of LSC, Essex. Fieldwork was conducted during Autumn/Winter 2001. A total of 2,800 people aged 16-69 were interviewed; 200 in each of the 14 local authority districts that comprise the LSC, Essex area. Interviews were conducted face to face in the respondent's home. The figures reported throughout this document are weighted if they relate to Essex, and unweighted if they relate to the district/unitary authority.
Sample and population bases	The sample base is referred to whenever survey data is cited at the foot of the chart, table or map. It refers to the number of people actually interviewed in relation to the chart/table/map. The population base is referred to whenever possible when a sample base is given. The population base allows you to apply the survey results to the population as a whole.
School performance tables	As produced by the Department for Education and Skills (www.dfes.gov.uk).
SIC	Standard Industrial Classification. Serves to classify a business by the type of economic activity they are engaged in.
SOC	Standard Occupational Classification. Serves to classify an individual by the type of economic activity they are engaged in.
UCAS	University and Colleges Admissions Service.
VAT de-registrations	The number of businesses de-registering from VAT each year. This is an indicator of the number of closures. It excludes the very smallest businesses which operate below the threshold for VAT registration (at the end of 2001, the VAT threshold was an annual turnover of £54,000). Businesses de-registering from VAT do so due to closure, or (in a minority of cases) because turnover has fallen below the registration threshold. Closure does not necessarily involve bankruptcy or insolvency proceedings, which make up only around one in four closures.
VAT registrations	The number of enterprises registering for VAT each year. This is an indicator of the number of business start-ups. It excludes the very smallest businesses which operate below the threshold for VAT registration (at the end of 2001, the VAT threshold was an annual turnover of £54,000).

WBL	Work Based Learning. Also see entries for Modern Apprenticeships and Learning Gateway.
Workforce Development Survey	The Workforce Development Survey was conducted by Prism Research on behalf of LSC, Essex. Fieldwork was conducted during Autumn/Winter 2001. A total of 1,400 employers were interviewed; 100 in each of the 14 local authority districts that comprise the LSC, Essex area. Interviews were conducted by telephone. The figures reported throughout this document are weighted if they relate to Essex, and unweighted if they relate to the district/unitary authority.