

Prioritisation Indicators

October 2015

1. Context and Indicators

In this report, The Careers & Enterprise Company has collated the most recent existing and publicly available open data from the UK Commission for Employment and Skills (UKCES) and gov.uk in order to prioritise geographic areas. This enables the whole system to improve, by highlighting areas and topics of the greatest need, and encouraging support to focus on these in the first instance.

The indicators included are:

Deprivation indicator:

- % Pupils known to be eligible for and claiming free school meals (FSM)¹ 2013/14

Employer engagement indicators i.e., “cold spots”

- % Employer establishments who had anyone in on work experience² in the last 12 months
- % Employer establishments who offered any work inspiration³ in the last 12 months

Outcome indicators:

- % Pupils attaining 5A*-C GCSE results in England 2013 – 14
- % A-levels entered that are STEM⁴ 2013 – 14
- % STEM⁴ A-levels that are entered by girls 2013 – 14⁵
- % In sustained apprenticeship destinations post key stage 4 (KS4) 2012/13
- % 16-17 year olds NEET (not in education, employment and training), as reported by LA in June 2015
- % Employers answering: 16 year old school leavers are “poorly” or “very poorly prepared” for work
- % Employers answering: 17-18 year olds recruited to first time job from school are “poorly” or “very poorly prepared” for work

Links to the data sources can be found in Appendix Table A.1.

¹ Different indicators of deprivation exist and are commonly used, including IDACI (income deprivation affecting children) and POLAR (participation of local areas – in HE). A recent study by the Institute for Fiscal Studies for Teach First recommended using FSM. Source: “A comparison of commonly used socio-economic indicators: their relationship to educational disadvantage and relevance to Teach First”, Crawford, C; Greaves E; IFS Jan 2013

² UKCES define work experience activities as any of education placements for schools, colleges and universities, as well as adult placements (e.g., work trials, targeted schemes for the unemployed or special needs), internships and grad programmes

³ UKCES define work inspiration activities as any of mock interviews, delivering talks, helping design or set coursework, providing one-on-one mentoring, participating or sponsoring enterprise competitions and holding site visits for students

⁴ “Maths & Sciences only” covers the subject groups of Maths, Further Maths, Physics, Biological Sciences, Chemistry, and Other Sciences, as defined by the DfE. Source: SFR03/2015 A level and other level 3 results: 2013 to 2014 (revised)

⁵ Calculated from best available data

This exercise has allowed us to independently assess which Local Enterprise Partnership⁶ (LEP) areas might be in need of more support. The chosen indicators are aimed at providing a rounded view of the context. Where different and similar indicators are available, the criteria for selection have been a combination of accuracy and sufficient granularity to capture LEP-level variations.

The apprenticeship data is taken from the Department of Education (DfE)'s KS4 Destination measures data which is still experimental⁷. Further, there is a time lag to the data collected, and is currently only available as revised data for the 2011/12 KS4 cohort (published 2013/14).

The NEET data used in this report is estimated based on transparency management information collected by Local Authorities (LAs) to track participation in education and training for 16 – 17 year olds in their LA⁸. These numbers are typically lower than the national numbers reported by DfE through the Labour Force Survey due to a proportion of activity not captured in the LA data collection (e.g., young people who have moved out of the LA, taken a gap year etc.) and the quality of each LA's data collection. However, the national figures are currently only available at a broader, regional level and this is not sufficiently granular to give a good view of variation at the LEP level. Over time, we will work with LEPs and partner organisations to improve the tracking of this metric.

This analysis will also be updated as more up-to-date information is available (e.g., 2015 UKCES Employer Skills Survey (ESS), revised GCSE and A-level attainment results 2014/15 etc.) and further conducted at the school and college level over time (e.g., number of employers engaged with each institution at the individual schools and colleges level). This will allow us to focus on helping the most in need even more specifically. In addition, this analysis will also be updated as new indicators become available overall⁹.

⁶ Voluntary partnerships between local authorities and the private sector, set up in 2011 by the Department for Business, Innovation and Skills to help determine local economic priorities and lead growth and job creation within local areas

⁷ Note from the DfE report main text: *"Destination measures are published as "experimental statistics" and do not display the National Statistics Logo, as data are still being evaluated and remain subject to further testing in terms of their reliability and ability to meet customer needs. There are still high percentages of activity not captured in the key stage 5 measure, probably due to limited employment and unemployment data from some Local Authorities. As improvements are made to the methodology of the measures, the data will be judged to establish whether the statistics meet the quality standards to be published as National Statistics in future years."*

⁸ Data also exists for 18 year olds in LAs but has been excluded as the proportion of "activity not known" ranges up to 75% of the number of 18 year olds known to the LA; activity for 16 and 17 year olds were more accurately captured. This maximum "activity not known" for 18 year olds in South Gloucestershire had correspondingly 18% and 25% for 16 and 17 year olds respectively.

⁹ For example, proportion of total school population going on to higher education

2. Analytical Approach

For each indicator, we have taken the full range of results and identified those LEPs that fell into the “bottom third” of that range (see Appendix Table A.2 for cut off boundaries for each indicator). A summary of how these ranges differ and where the corresponding “top, middle, bottom third” of the results range for each indicator is shown in Figure 1. Thus, varying numbers of LEPs will be identified as “in need” across the different metrics (see Table 2).

Range of results from LEPs

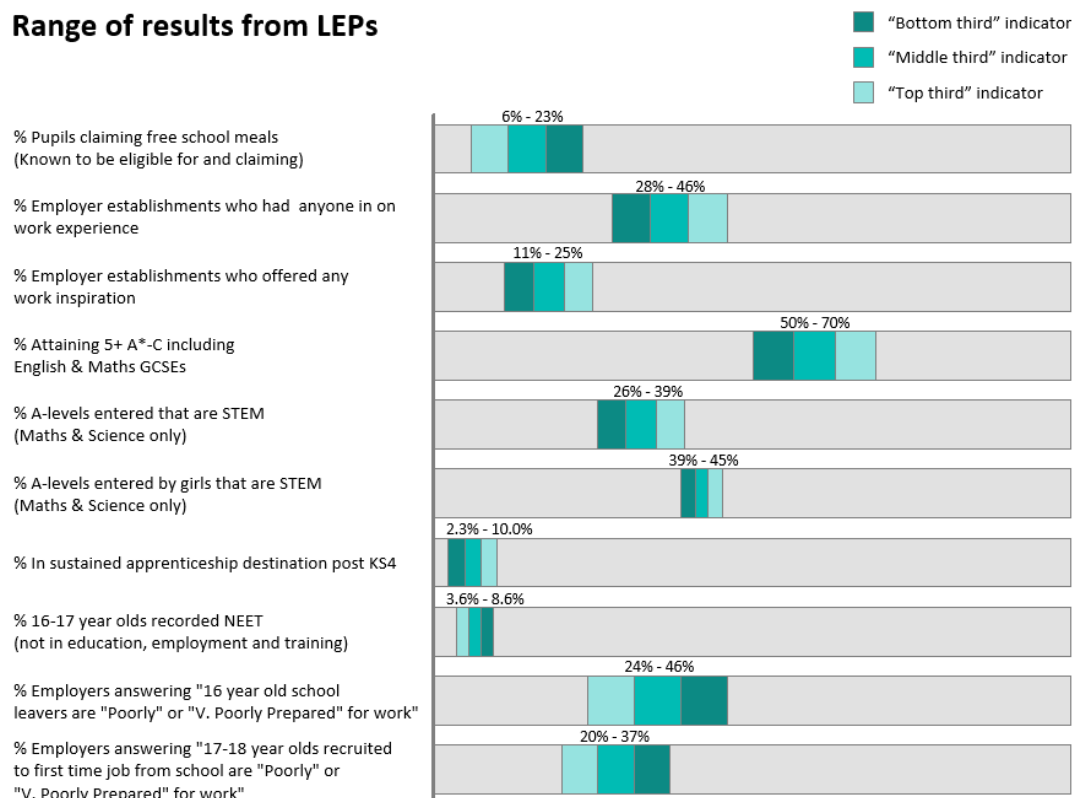


Figure 1. Range of LEP results, showing where the “top, middle, bottom third” boundaries lie in the full range. Note that for some indicators, i.e., “free school meals”, “NEETs” and “preparedness for work”, a higher percentage corresponds to “bottom third” indicators and a focus of need.

Where data exists at a LA level and not LEP level, we have used the standard mapping from the Department of Business, Innovation and Skills (BIS)¹⁰ to assign District / Unitary LAs to LEPs. This then allowed a mapping of LAs to LEPs by matching LAs to District / Unitary LAs and thus to LEPs.

In order to be consistent across datasets, the figures for LAs were weighted by the relevant population for each metric to account for the varying sizes and populations

¹⁰ For mapping, see: <https://www.gov.uk/government/publications/local-enterprise-partnerships-local-authority-mapping>

within LAs, e.g., “number of end of KS4 students” for the GCSE attainment metric; “number of pupils on roll” for the FSM metric.

Where there are LAs that are covered by multiple LEPs, the figures have been attributed to both LEPs in the first instance, in order to ensure full coverage. Consequently, the totals do not sum to the overall national figures as overlaps create double counting. Over time, we anticipate that LEPs will work with each other to de-duplicate provision across these overlapping LAs. Further, in tracking these metrics at the school level, we will be able to clearly attribute individual results to LEPs.

3. Table of indicators by LEP

Combining context / deprivation, employer engagement and outcome indicators gives a holistic view of the needs in each geography. The full results can be seen in Table 1 below and a geographic view can be seen in Figure 2.

<div><div></div>“Bottom third” indicator<div></div>“Middle third” indicator<div></div>“Top third” indicator</div>										
	Deprivation indicator	Employer Engagement Indicators i.e., “Cold Spots”		Outcome indicators						
Source	DfE GCSE and equivalent attainment by pupil characteristics 2013/14	UKCES EPS 2014	UKCES EPS 2014	DfE Revised GCSE and equiv results 2013/14	DfE Revised A-level and equiv results 2013/14	DfE Revised A-level and equiv results (Maths and science) 2013/14	DfE Destinations of key stage 4 pupils: 2012/13	DfE Participation in education and training: local authority figures June 2015	UKCES ESS 2013	UKCES ESS 2013
Indicator	% Pupils claiming free school meals (Known to be eligible for and claiming)	% Employer establishments who had anyone in on work experience	% Employer establishments who offered any work inspiration	% Pupils attaining 5+ A*-C GCSEs (including English & Maths)	% A-levels entered that are STEM (Maths & Science only)	% STEM A-levels that are entered by women (Maths & Science only)	% in sustained apprenticeship destination post KS4	% 16-17 year olds recorded as NEET (not in education, employment and training)	% Employers answering: 16 year old school leavers are “poorly” or “very poorly prepared” for work	% Employers answering: 17-18 year olds recruited to first time job from school are “poorly” or “very poorly prepared” for work
LEP										
England	15%	38%	18%	57%	30%	43%	5.0%	6.1%	36%	29%
Black Country	21%	38%	13%	50%	31%	42%	4.8%	5.6%	41%	37%
Buckinghamshire Thames Valley	6%	38%	22%	70%	39%	40%	3.0%	4.4%	33%	34%
Cheshire and Warrington	9%	46%	25%	59%	27%	41%	5.0%	5.3%	46%	32%
Coast to Capital	10%	40%	14%	59%	28%	41%	2.6%	5.5%	41%	30%
Cornwall and the Isles of Scilly	12%	31%	14%	55%	32%	41%	5.0%	5.6%	40%	37%
Coventry and Warwickshire	12%	34%	15%	57%	31%	42%	5.4%	4.7%	35%	29%
Cumbria	10%	31%	15%	57%	31%	43%	10.0%	6.8%	37%	30%
Derby, Derbyshire, Nottingham and Nottinghamshire	15%	34%	17%	54%	29%	44%	6.4%	4.9%	31%	24%
Dorset	10%	31%	22%	59%	32%	40%	5.6%	6.4%	24%	24%
Enterprise M3	8%	39%	17%	61%	28%	40%	4.1%	5.2%	34%	28%
Gloucestershire	8%	44%	17%	61%	29%	43%	4.0%	4.8%	29%	20%
Greater Birmingham and Solihull	13%	41%	18%	57%	30%	43%	4.3%	6.1%	39%	29%
Greater Cambridge & Greater Peterborough	10%	37%	16%	57%	28%	40%	4.3%	7.5%	36%	32%
Greater Lincolnshire	11%	35%	15%	55%	29%	43%	5.3%	6.2%	30%	24%
Greater Manchester	20%	37%	20%	56%	27%	45%	5.8%	6.8%	38%	32%
Heart of the South West	12%	37%	11%	55%	31%	43%	6.1%	7.5%	27%	26%
Hertfordshire	8%	36%	20%	66%	31%	40%	3.0%	6.5%	29%	21%
Humber	16%	29%	14%	53%	26%	41%	8.0%	6.4%	34%	24%
Lancashire	15%	36%	19%	55%	30%	44%	5.8%	6.2%	41%	33%
Leeds City Region	16%	36%	15%	54%	29%	43%	5.6%	6.2%	33%	30%
Leicester and Leicestershire	12%	31%	17%	55%	34%	42%	4.0%	6.7%	37%	33%
Liverpool City Region	22%	42%	22%	53%	28%	45%	6.0%	7.0%	42%	28%
London	23%	46%	20%	61%	33%	45%	2.3%	3.6%	41%	31%
New Anglia	11%	42%	21%	52%	28%	39%	5.5%	7.6%	39%	30%
North Eastern	17%	35%	18%	55%	29%	44%	7.6%	6.8%	35%	31%
Northamptonshire	12%	33%	16%	52%	26%	42%	5.0%	7.1%	32%	27%
Oxfordshire	9%	35%	23%	59%	32%	40%	5.0%	6.8%	36%	32%
Sheffield City Region	15%	31%	18%	54%	29%	43%	6.5%	5.2%	29%	23%
Solent	11%	35%	16%	56%	27%	41%	4.9%	5.9%	33%	24%
South East	12%	32%	19%	57%	27%	43%	4.2%	7.9%	40%	30%
South East Midlands	11%	39%	16%	57%	31%	40%	4.1%	6.2%	38%	33%
Stoke-on-Trent and Staffordshire	12%	31%	18%	54%	26%	41%	6.0%	6.2%	36%	32%
Swindon and Wiltshire	9%	30%	17%	56%	31%	42%	3.7%	5.2%	31%	23%
Tees Valley	22%	34%	11%	53%	28%	43%	7.1%	8.6%	31%	27%
Thames Valley Berkshire	9%	38%	20%	63%	35%	42%	3.8%	6.2%	38%	27%
The Marishes	11%	28%	16%	55%	31%	40%	5.2%	8.4%	27%	22%
West of England	13%	37%	17%	57%	30%	41%	6.3%	6.5%	25%	27%
Worcestershire	11%	32%	15%	59%	27%	40%	4.0%	6.8%	33%	24%
York and North Yorkshire	8%	32%	13%	60%	30%	41%	5.9%	4.4%	28%	25%

Table 1. Prioritisation indicators by LEP, where % are of the total number of the relevant population within a LEP¹¹. Whether that LEP result lies in the “top, middle and bottom third” of the results range is shown for each indicator by the shading

¹¹ e.g., % pupils claiming free school meals = number pupils in LEP claiming FSM / total number of pupils in all state funded schools and colleges in the LEP

The variation in the combination of indicators that are in the “bottom third” range for each LEP supports our approach of taking local differences into account when addressing the needs of young people in different parts of the country.

This report does not put any further interpretation on this data. We want to encourage an open discussion of hypotheses around these issues, and to promote innovation in the potential interventions and solutions required to address them.

4. Maps

In Figure 2, we present a picture of the country showing each LEP on the basis of the total number of indicators in that LEP identified as being in the “bottom third” of the range for that indicator.

4.1 Prioritisation indicators: total number of indicators in “bottom third” range identified in each LEP

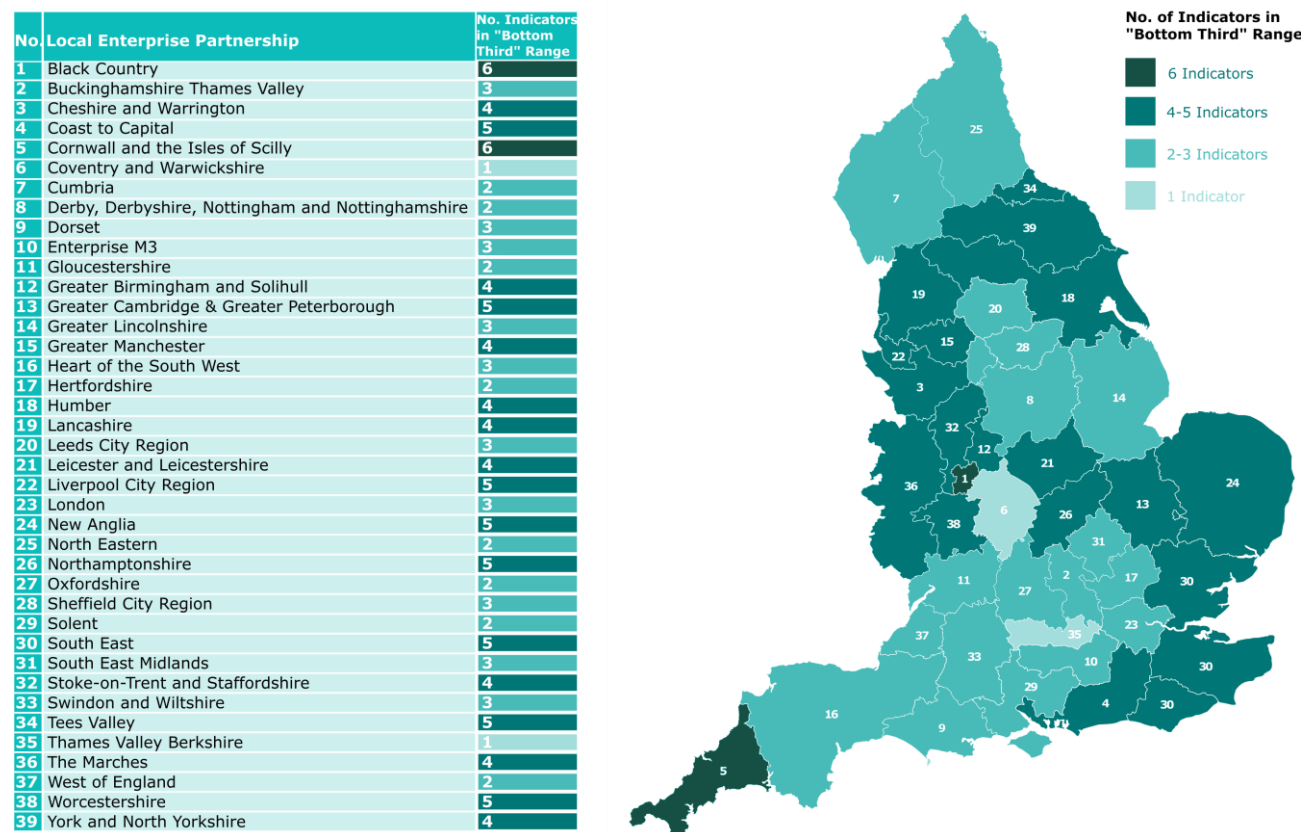


Figure 2. Overall combined prioritisation indicators, including employer engagement. Sources: GCSE and equivalent attainment by pupil characteristics 2013/14, UKCES Employer Perspectives Survey (2014), Revised GCSE & equivalent results in England (2013/14), A-level and other Level 3 Results Revised (2013/14), Destination of Key Stage 4 and 5 pupils (2012/13), Participation in education and training: local authority figures (June 2015), UKCES Employer Skills Survey (2013)

5. Further discussion

5.1. Overall combined indicators

The total number of indicators in each LEP which are in the “bottom third” range is shown summarised in Table 2. All LEPs have at least one indicator in the “bottom third”, with almost half (19 of 39) having between 3 and 4 “bottom third” indicators.

Number of “bottom third” indicators	Number of LEPs
0	0
1	2
2	8
3	10
4	9
5	8
6	2

Table 2. LEPs with different numbers of “bottom third” indicators

The full breakdown can be seen in detail in Appendix Table A.3.

The Black Country and Cornwall have 6 indicators of need, with at least one indicator of “employers engaged in work experience” or “employers engaged in work inspiration” and both of the two “preparedness for work” in the “bottom third” range. Cornwall also has GCSE attainment and STEM uptake by girls in the “bottom third” of the range.

5.2. The Sub-LEP story

This analysis is focused at a LEP level to support their work in coordinating activities in their areas, including the Enterprise Adviser network¹². LEPs are large areas and the overall LEP figure masks sub-LEP variations. In each LEP are more local stories which drive the results e.g., East Sussex in the South East has more indicators of need than other areas around them. Over the coming weeks we will be making this data available at a more granular (Local Authority) level to drive further pin-pointing within each LEP area.

Further, we note that though the quantity of employer engagement activity is captured by the data available (i.e., employers engaged in work experience and work inspiration), the quality or consistency of engagement across schools is not captured. Over time, we will work with LEPs to capture more information at the school and college level.

5.3. Employer Engagement

A more specific visualisation of employer engagement in work experience and work inspiration activities can be seen in Appendix Figure A.2. and Appendix Figure A.3 respectively.

It is worth noting that at a national level, the proportion of employers offering work experience was 38% in England. This is a combination of employers engaging with multiple different demographics and it is interesting to note that only 20% engage with schools and 12% with FE colleges. However, the proportion of employers reporting that work experience was “critical” or “significant” in what they look for when recruiting was 66%.

The range of employers offering work experience placements across all the LEPs varies from 28 – 46%. Of the 39 LEPs, 13 fall into the “bottom third” range, where fewer than 34% of employers in that LEP had anyone in on work experience in the last 12 months.

The range across all the LEPs of employers participating in work inspiration activities varies from 11-25%. 12 of the 39 LEPs fall into the “bottom third” range where fewer than 16% of employers in that LEP were involved in any work inspiration activities in the last 12 months.

Only 5 of these LEPs had “bottom third” indicators on both employer engagement in work experience and work inspiration. These were Cornwall and the Isles of Scilly, Cumbria, Humber, Worcestershire, and York and North Yorkshire.

¹² More information about the Enterprise Adviser Network is available at: www.careersandenterprise.co.uk/enterprise-advisers

5.4. Breakdown by establishment and organisation size

a) Establishment size

Establishments are sites which could be part of multi-site organisations.

The 2014 UKCES Employer Perspectives report shows that engagement varies substantially by establishment size. At a national level, 79% of establishments with more than 100 employees offered at least one work placement in the past 12 months and 56% offer work inspiration.

This contrasts with a much lower set of figures: 28% of establishments with 2-4 employees, and 49% of establishments with 10-24 employees on work experience (see Table 3), and 13% of establishments with 2-4 employees, and 16% of establishments with 10-24 employees on work inspiration.

Number of employees in establishment	Number of establishments	% Employers offering work placements
UK Overall	1,488,174	38%
2-4	767,588	28%
5-9	329,159	40%
10-24	230,276	49%
25-99	128,214	65%
100+	32,937	79%

Table 3. Proportion of employers offering at least one work placement in the last 12 months; Source: UKCES Employer Perspectives Survey 2014

Number of employees in establishment	Number of establishments	% Employers offering work inspiration
UK Overall	1,488,174	17%
2-4	767,588	13%
5-9	329,159	16%
10-24	230,276	21%
25-99	128,214	33%
100+	32,937	56%

Table 4. Proportion of employers who offered work inspiration activity in the last 12 months; Source: UKCES Employer Perspectives Survey 2014

b) Organisation size

Organisations (which could be multi-site, with sites varying in size across different locations), are classified as SMEs if they employ fewer than 250 employees¹³

In England, 49% of establishments that are part of organisations with 250 or more employees offer work experience, whereas for establishments that are part of SME organisations, this figure is only 41%. On work inspiration activities, the difference is more significant, with only 16% of establishments that belong to SME organisations participating in work inspiration activities and 22% of establishments in larger organisation engaging. See Table 4.

	% Organisations with fewer than 250 employees (SMEs)	% Organisations with more than 250 employees (large)
Work experience	41%	49%
Work inspiration	16%	22%

Table 4. *Proportion of employers, by size of organisation, engaged in work experience or work inspiration in the last 12 months;*
Source: UKCES Employer Perspectives Survey 2014

Not unexpectedly, there is strong regional variation in employer engagement by size of establishment and size of organisation. The proportion of SMEs that offer work experience ranges from 29% in Yorkshire and the Humber to 50% in the West Midlands. In larger companies, the level of engagement is higher and slightly more consistent: from 36% in the West Midlands to 50% in the South East.

For work inspiration, the variation in proportion of SMEs engaging across regions varies from 16% in Yorkshire and the Humber to 29% in North West. Correspondingly, establishments belonging to large organisations vary from 18% in the South West to 31% in East Midlands.

A detailed breakdown of engagement in work experience and work inspiration by region can be found in Appendix Tables A.5 and A.6.

The implication is that part of the difference in employer engagement will be explained by the difference in the proportion of large, medium and small establishments and organisations. We can show this breakdown at a regional level (see Appendix Table A.4), but not at LEP level. We will endeavour to show this over time.

¹³ As the survey is anonymised, UKCES identifies whether establishments are part of SME organisations or larger organisations with survey field A4: whether organisation employs 250 employees or more (Y/N)

Appendix

A.1. Sources of Data

Category	Indicator	Data source	Link to Data File
Deprivation	% Pupils claiming free school meals (Known to be eligible for and claiming)	DfE SFR06/2015: GCSE and equivalent attainment by pupil characteristics	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/402634/SFR06_2015_National_and_LA.xls
Employer Engagement	% Employer establishments who had anyone in on work experience	UKCES Employer Perspectives Survey 2014	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/415506/EPS_2014_England_LEP_Summary_data_tables.ods
	% Employer establishments who offered any work inspiration		
Outcome	% Pupils attaining 5+ A*-C GCSEs (including English & Maths)	DfE SFR02/2015: Revised GCSE and equivalent results in England: 2013 to 2014	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/410765/SFR2_2015_Additional_Tables.xlsx
	% A-levels entered that are STEM subjects	DfE: A level and other level 3 results: 2013 to 2014 (revised)	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/398725/SFR03_2015_LA_tables_12_to_13.xlsx
	% STEM A-levels entered that are entered by girls		https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/398730/SFR03_2015_Science_and_maths_tables_18_to_20.xlsx
	% In sustained apprenticeship destination post KS4	DfE SFR01/2015: Destinations of key stage 4 and key stage 5 pupils: 2012 to 2013	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/397949/KS4_National_and_LA_tables_1213.xlsx
	% 16-17 year olds recorded NEET (not in education, employment and training)	DfE Transparency Data: Participation in education and training: local authority figures	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/460548/Proportion_of_16-17_year_olds_recorded_in_education_and_training_June_2015.xls
	% Employers answering: 16 year old school leavers are "poorly" or "very poorly prepared" for work	UKCES Employer Skills Survey 2013	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/354714/ESS2013_England_LEP_Tables.ods
	% Employers answering: 17-18 year olds recruited to first time job from school are "poorly" or "very poorly prepared" for work		

Table A.1 Data source for each indicator, with corresponding link to data file

A.2 Boundaries for Indicator

Category	Indicator	Range	"Top third"	"Bottom third"	National figure
Deprivation	% Pupils claiming free school meals (Known to be eligible for and claiming)	6% – 23%	12%	18%	15%
Employer Engagement	% Employer establishments who had anyone in on work experience	28% - 46%	40 %	34%	38%
	% Employer establishments who offered any work inspiration	11% - 25%	20%	16%	18%
Outcome	% Pupils attaining 5+ A*-C GCSEs (including English & Maths)	50% - 70%	63%	57%	57%
	% A-levels entered that are STEM subjects	26% - 39%	35%	30%	30%
	% STEM A-levels entered that are entered by girls	39% - 45%	43%	41%	43%
	% In sustained apprenticeship destination post KS4	2.3% - 10.0%	7.4%	4.9%	5.0%
	% 16-17 year olds recorded NEET (not in education, employment and training)	3.6% - 8.6%	5.3%	6.9%	6.1%
	% Employers answering: 16 year old school leavers are "poorly" or "very poorly prepared" for work	24% - 46%	31%	39%	36%
	% Employers answering: 17-18 year olds recruited to first time job from school are "poorly" or "very poorly prepared" for work	20% - 37%	26%	31%	29%

Table A.2 Boundary of "top third" and "bottom third" of the range of results for each indicator. Source: UK Commission's Employer Perspectives Survey 2014

A.3 Number of “bottom third” indicators for each LEP

LEP	# “bottom third” indicators	LEP	# “bottom third” indicators
Black Country	6	Leicester and Leicestershire	4
Buckinghamshire Thames Valley	3	Liverpool City Region	5
Cheshire and Warrington	4	London	3
Coast to Capital	5	New Anglia	5
Cornwall and the Isles of Scilly	6	North Eastern	2
Coventry and Warwickshire	1	Northamptonshire	5
Cumbria	2	Oxfordshire	2
Derby, Derbyshire, Nottingham and Nottinghamshire	2	Sheffield City Region	3
Dorset	3	Solent	2
Enterprise M3	3	South East	5
Gloucestershire	2	South East Midlands	3
Greater Birmingham and Solihull	4	Stoke-on-Trent and Staffordshire	4
Greater Cambridge & Greater Peterborough	5	Swindon and Wiltshire	3
Greater Lincolnshire	3	Tees Valley	5
Greater Manchester	4	Thames Valley Berkshire	1
Heart of the South West	3	The Marches	4
Hertfordshire	2	West of England	2
Humber	4	Worcestershire	5
Lancashire	4	York and North Yorkshire	4
Leeds City Region	3		

Table A.3 There is variation in the number of “bottom third” indicators across LEPs.

A.4 Regional variation in establishment sizes

<i>Establishment belongs to a company with ... employees</i>	250 or more (large company)	250 or less (SME)
TOTAL	288,353	209,672
East Midlands	53%	41%
East of England	58%	36%
London	52%	44%
North East	60%	35%
North West	61%	35%
South East	51%	43%
South West	51%	42%
West Midlands	59%	34%
Yorkshire and the Humber	55%	42%

Table A.4 Split of establishments that belong to SMEs vs. large companies and organisations, by region. Source: UK Commission's Employer Perspectives Survey 2014

<i>Establishment belongs to a company with ... employees</i>	250 or more (large company)	250 or less (SME)
<i>Offered work experience placement</i>		
ENGLAND	49%	41%
East Midlands	43%	43%
East of England	41%	45%
London	49%	48%
North East	43%	41%
North West	45%	42%
South East	50%	40%
South West	40%	39%
West Midlands	36%	50%
Yorkshire and the Humber	40%	29%

Table A.5 Proportion of establishments that belong to SMEs vs. large companies, by region, who offered work experience in the last 12 months. Source: UK Commission's Employer Perspectives Survey 2014

<i>Establishment belongs to a company with ... employees</i>	250 or more (large company)	250 or less (SME)
<i>Engaged in work inspiration activities</i>		
ENGLAND	22%	16%
East Midlands	31%	18%
East of England	22%	21%
London	25%	17%
North East	28%	18%
North West	24%	29%
South East	24%	21%
South West	18%	22%
West Midlands	20%	25%
Yorkshire and the Humber	27%	16%

Table A.6 *Proportion of establishments that belong to SMEs vs. large companies, by region, who were engaged in work inspiration activities in the last 12 months.*
Source: UK Commission's Employer Perspectives Survey 2014

A.5 Prioritisation indicator: pupils known to be eligible for, and claiming, free school meals

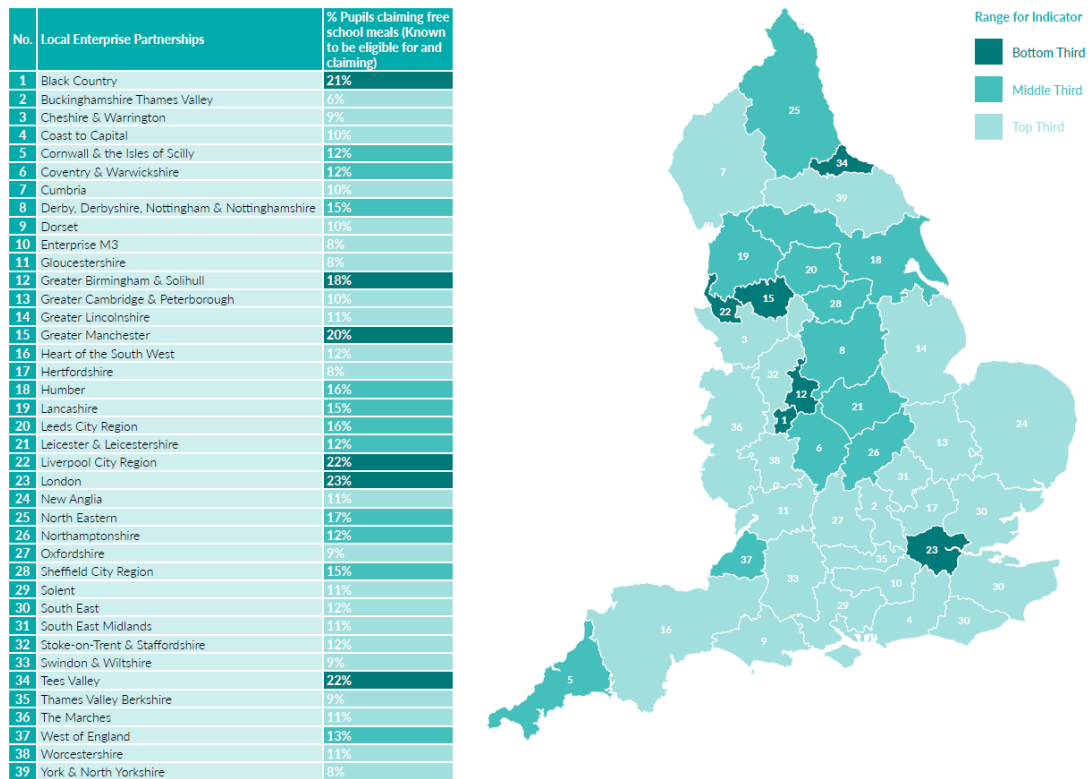


Figure A.1. % pupils known to be eligible for and claiming free school meals. Source: DfE SFR06/2015: GCSE and equivalent attainment by pupil characteristics

A.6 Prioritisation indicator: employer establishments who had anyone in on work experience placement

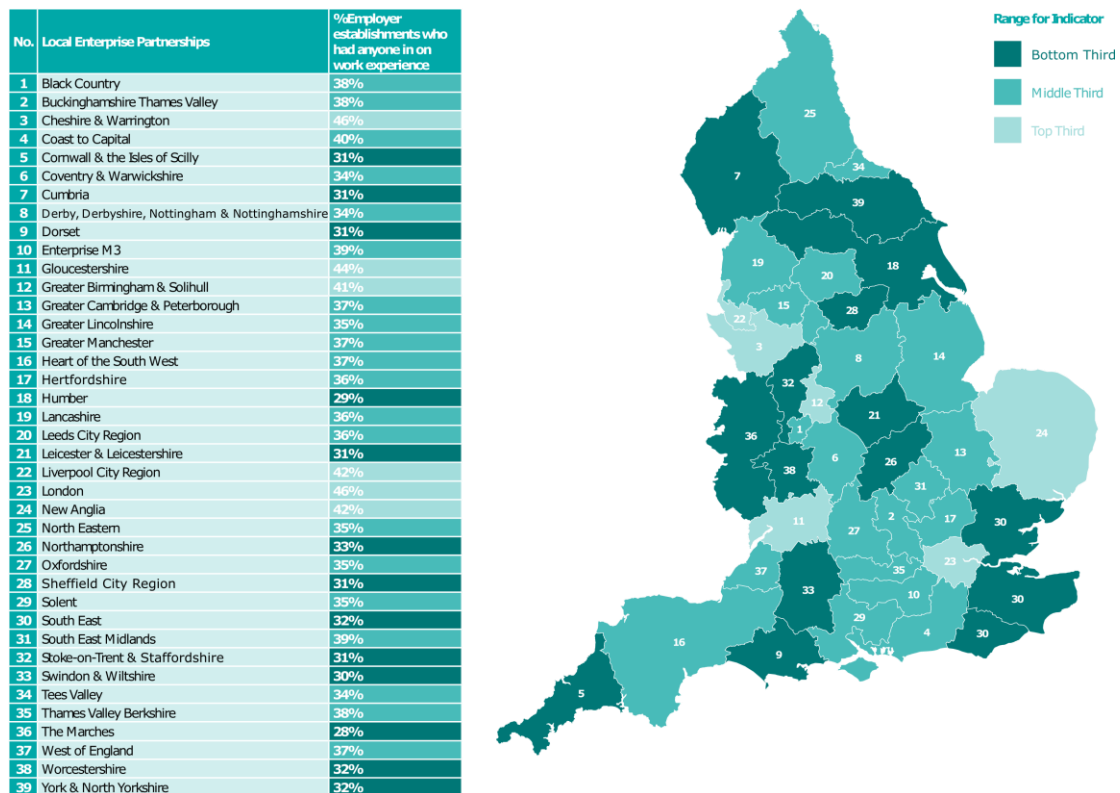


Figure A.2. Proportion of employers (all sizes of establishments and all sizes of organisations) who offered at least one work experience placement in past 12 months.
Source: UK Commission's Employer Perspectives Survey 2014

A.7 Prioritisation indicator: employer establishments who offered any work inspiration

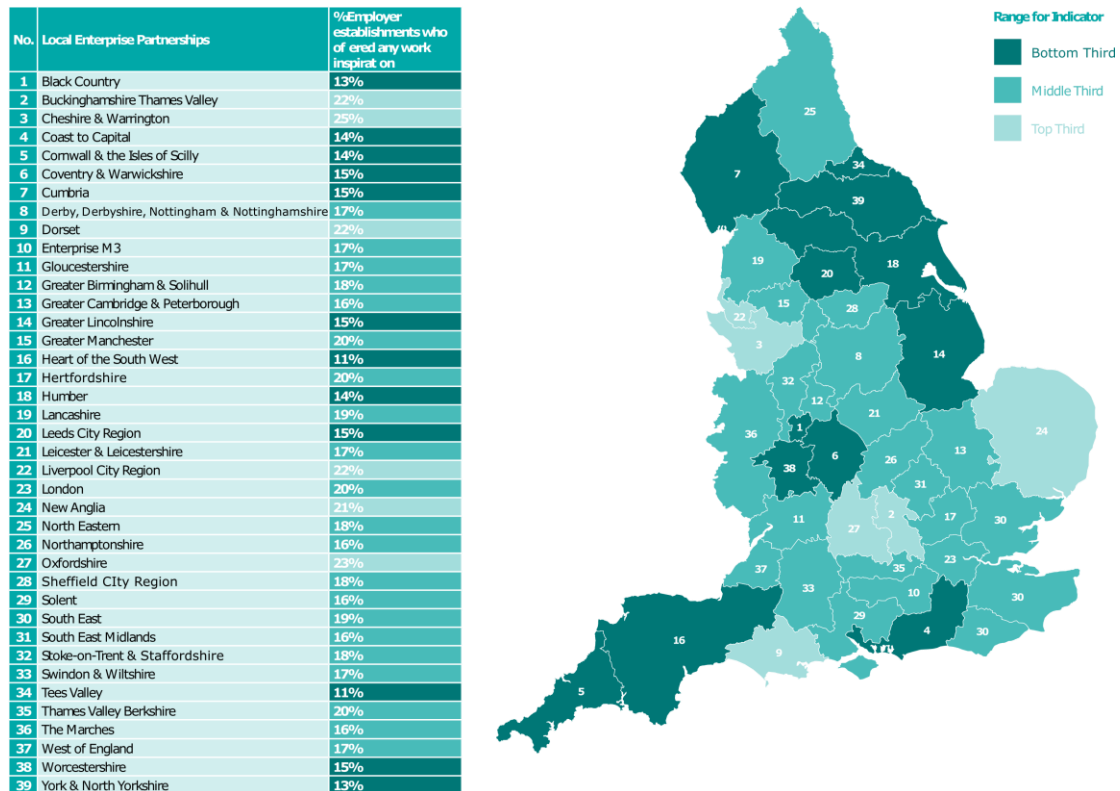


Figure A.3. Proportion of employers (all sizes of establishments and sizes of organisations) who participated in work inspiration activities in the past 12 months
Source: UK Commission's Employer Perspectives Survey 2014

A.8 Prioritisation indicator: pupils attaining 5+ A* - C GCSEs (including English and Maths)

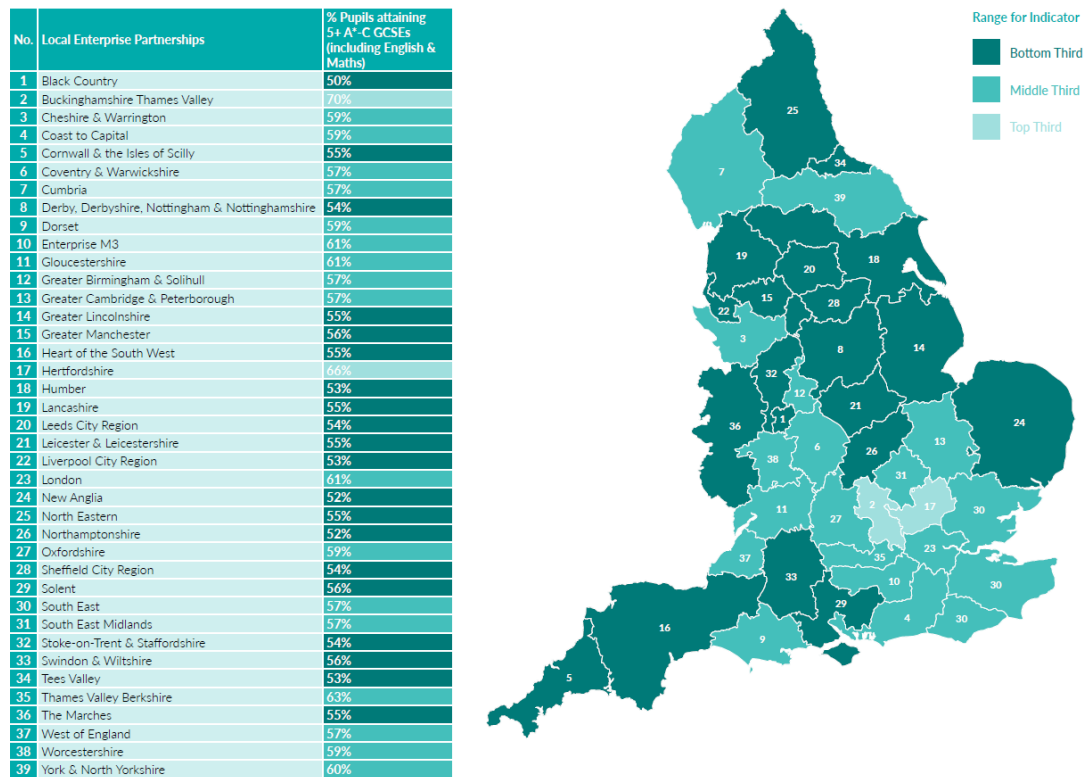


Figure A.4. % Pupils attaining 5+ A*-C GCSEs (including English & Maths. Source: DfE SFR02/2015: Revised GCSE and equivalent results in England: 2013 to 2014

A.9 Prioritisation indicator: A-levels entered that are STEM (Maths & Science only)

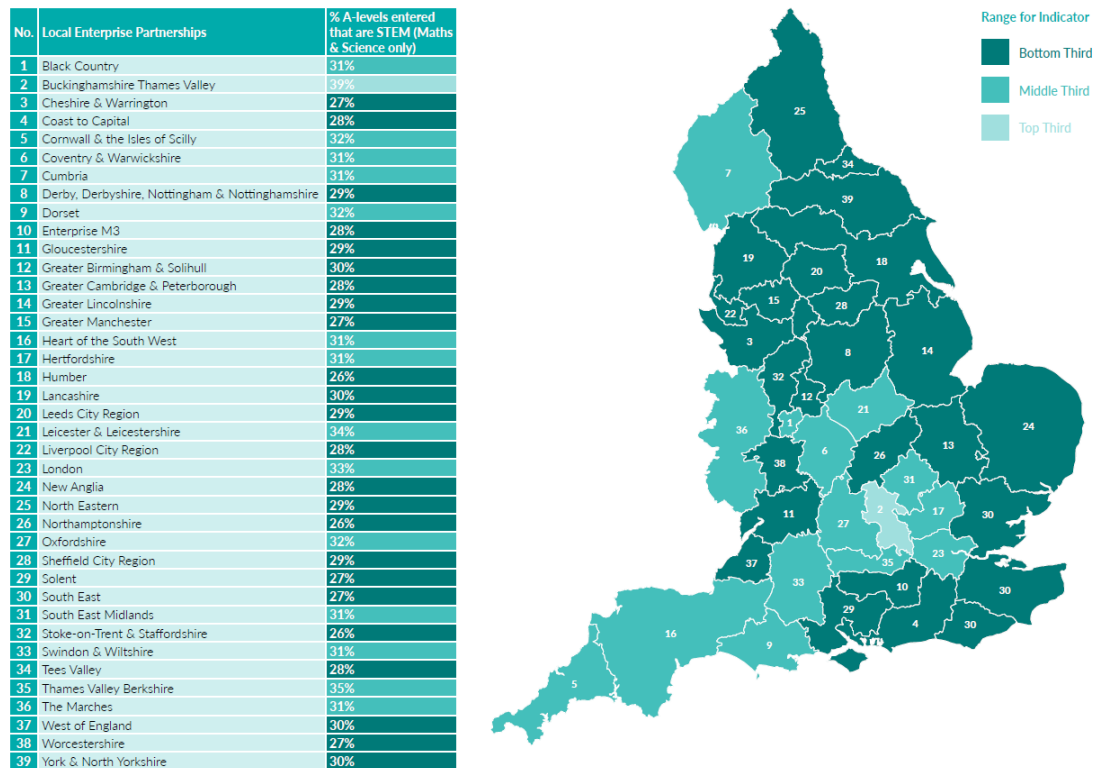


Figure A.5. % A-levels entered that are STEM subjects. Source: DfE: A level and other level 3 results: 2013 to 2014 (revised)

A.10 Prioritisation indicator: STEM A-levels entered that are by girls (Maths & Science only)

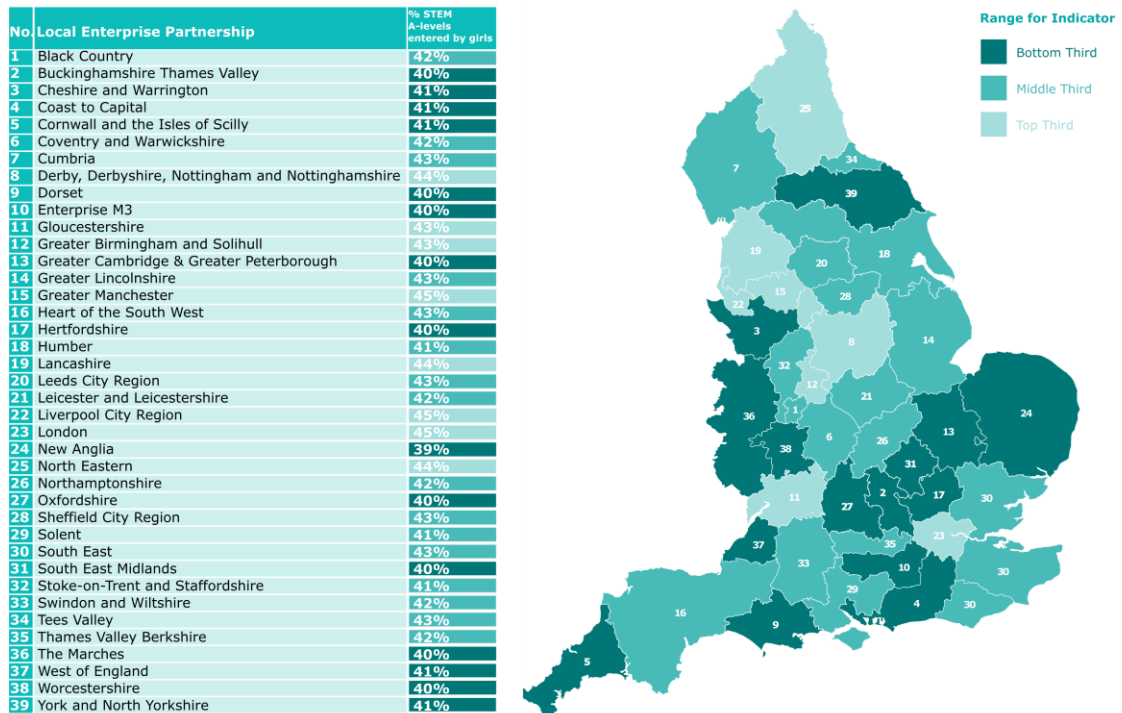


Figure A.6. % STEM A-levels entered that are by girls. Source: DfE: A level and other level 3 results: 2013 to 2014 (revised)

A.11 Prioritisation indicator: post-KS4 in sustained apprenticeships

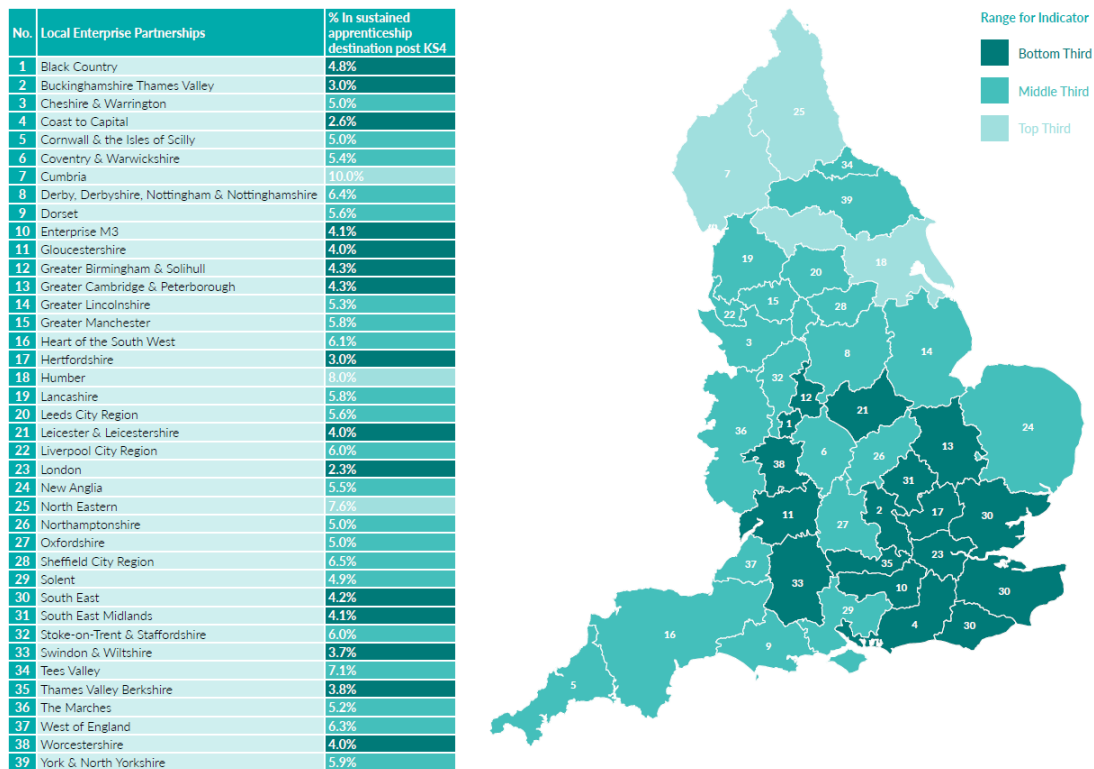


Figure A.7. % In sustained apprenticeship destination post KS4. Source: DfE SFR01/2015: Destinations of key stage 4 and key stage 5 pupils: 2012 to 2013

A.12 Prioritisation indicator: 16-17 year olds who are NEET

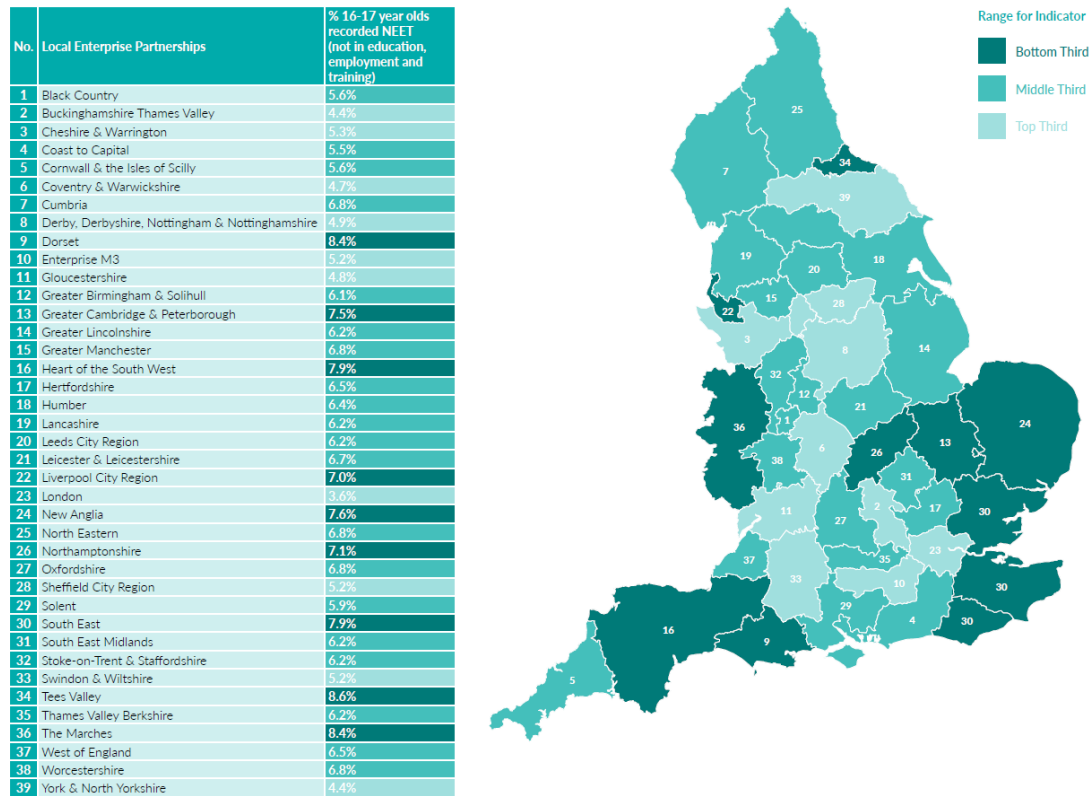


Figure A.8. % 16-17 year olds recorded NEET (not in education, employment and training). Source: DfE Transparency Data: Participation in education and training: local authority figures

A.13 Prioritisation indicator: employers answering “16 year old school leavers are poorly or very poorly prepared for work”

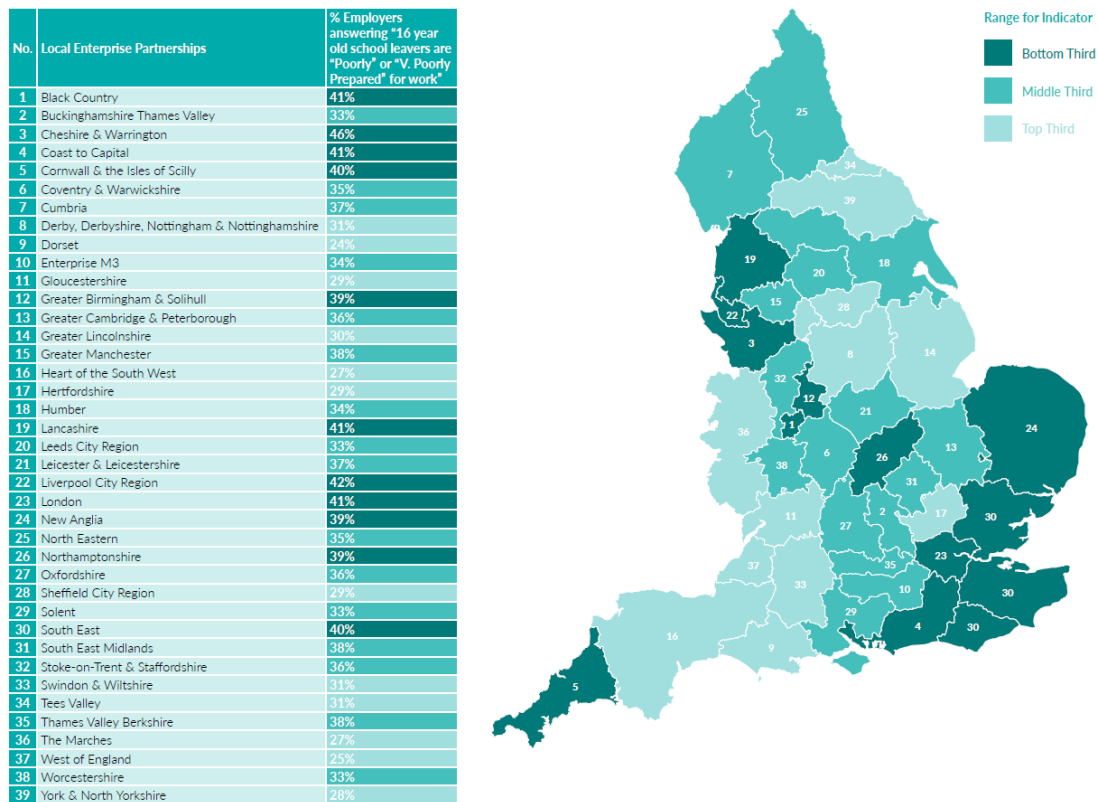


Figure A.9. % Employers answering: 16 year old school leavers are “poorly” or “very poorly prepared” for work. Source: UKCES Employer Skills Survey 2013

A.14 Prioritisation indicator: employers answering “17-18 year olds recruited to first time job from school are poorly or very poorly prepared for work”

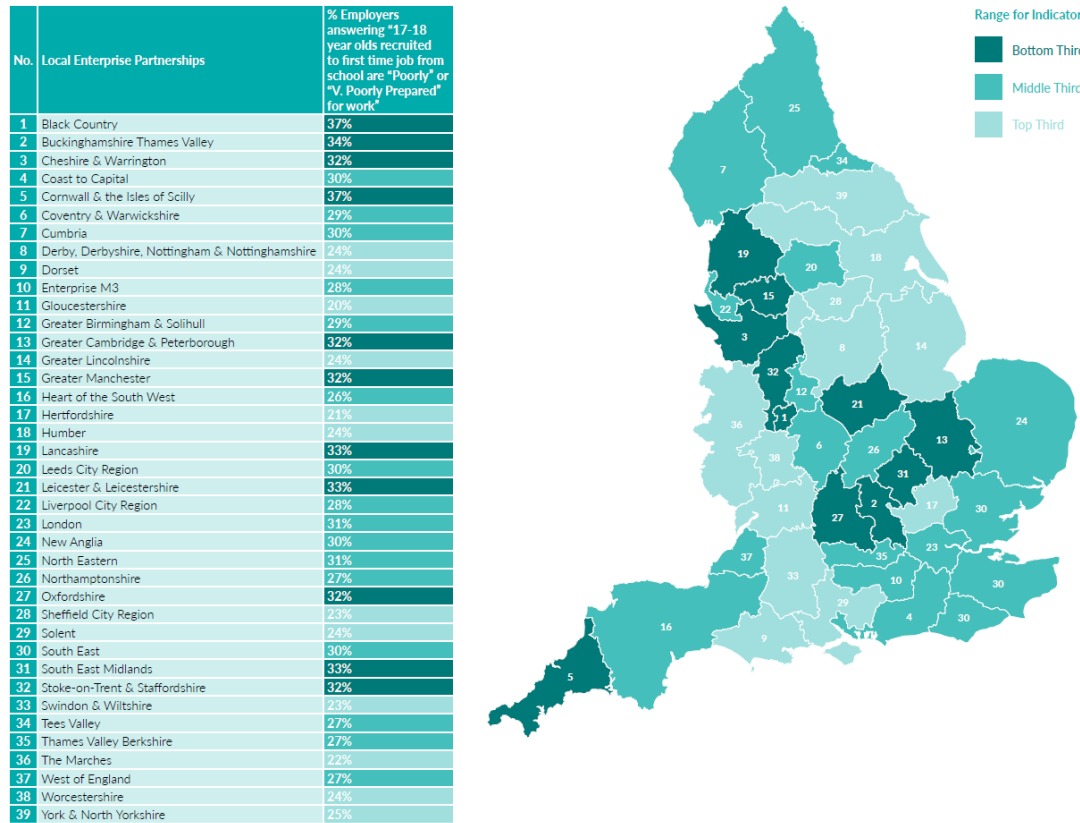


Figure A.10. % Employers answering: 17-18 year olds recruited to first time job from school are “poorly” or “very poorly prepared” for work. Source: UKCES Employer Skills Survey 2013