

Learning and Skills Council, Essex



Brentwood Area Profile



Learning+Skills Council
Essex



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Foreword

Welcome to the Area Profile for the district of Brentwood. 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 Brentwood 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 Brentwood. 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 Brentwood 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 Brentwood; 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 Brentwood 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.

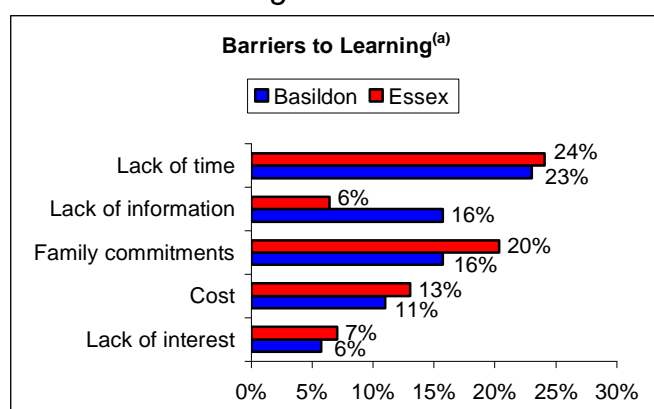
Understanding the 'notes' information on tables, charts and maps

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)



Source: LSC, Essex; Post 16 Learning Survey

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

| | Brentwood | % share of Essex | Essex |
|---|-----------|------------------|-----------|
| Population (2001) | 68,482 | 4% | 1,614,378 |
| Economically active population (2004) | 33,000 | 4% | 827,000 |
| VAT registered firms (2002) | 2,605 | 6% | 45,885 |
| Unemployment rate (August 2004) | 1.1% | - | 1.9% |
| Deprivation ranking | 11th | - | - |
| % of 16-69 year olds with no qualifications | 23% | - | 29% |
| % of 16-69 year olds with NVQ 3+ equivalence ^(b) | 31% | - | 22% |
| Brentwood resident School VI Form pupils ^(c) | 830 | 8% | 11,013 |
| Brentwood resident FE students | 2,597 | 3% | 74,405 |
| Brentwood resident ACC students ^(d) | 1,581 | 6% | 24,427 |
| Brentwood resident WBL students | 229 | 3% | 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

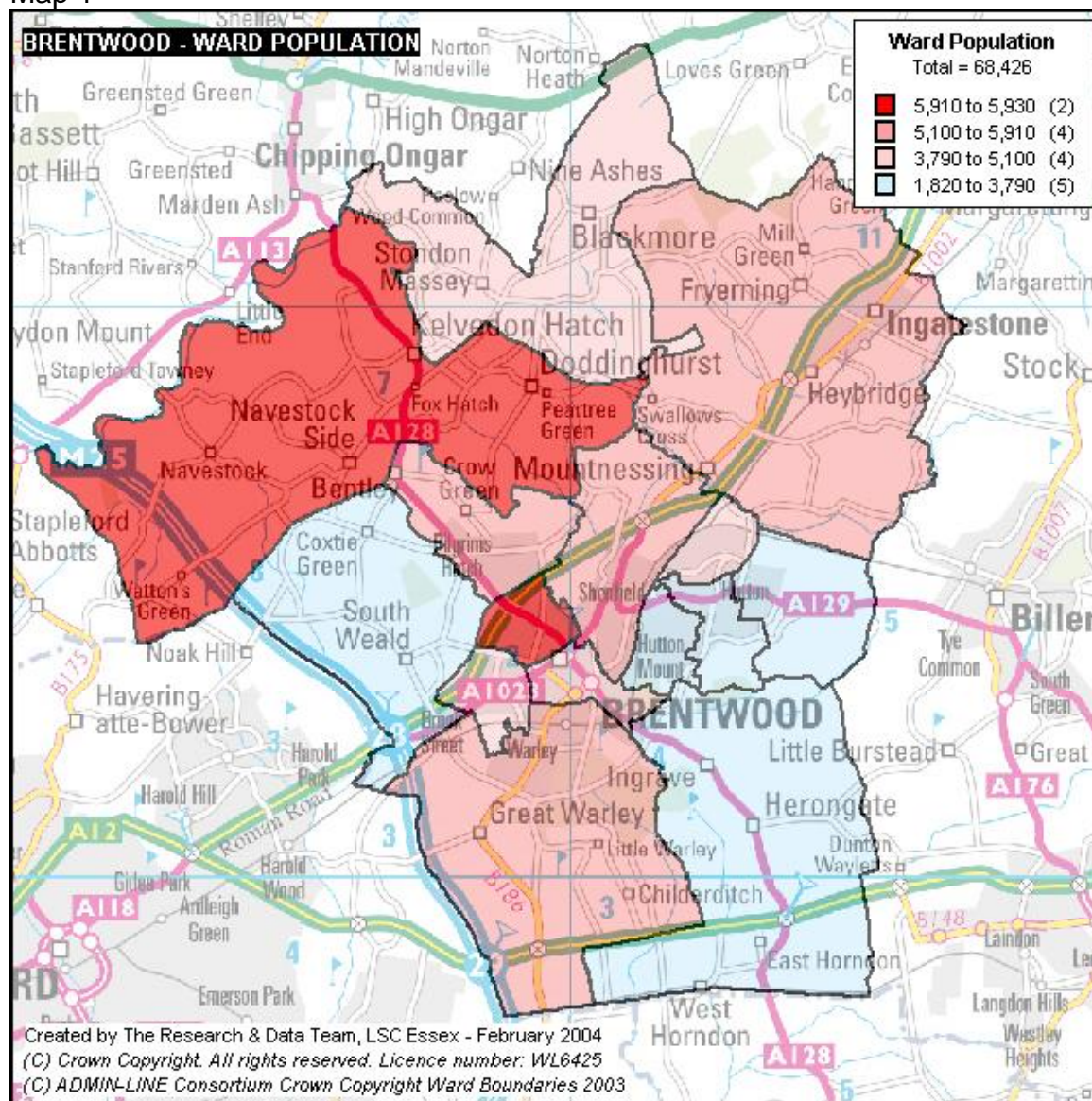
(d) Based on Individualised Learner Record, 2002/2003. For the ACL sector the ISR captures LSC funded FE provision only. FE provision covers everything in the former Schedule 2 category, which includes some non-accredited courses, but covers predominantly accredited courses. The LSC does fund former 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 Brentwood 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

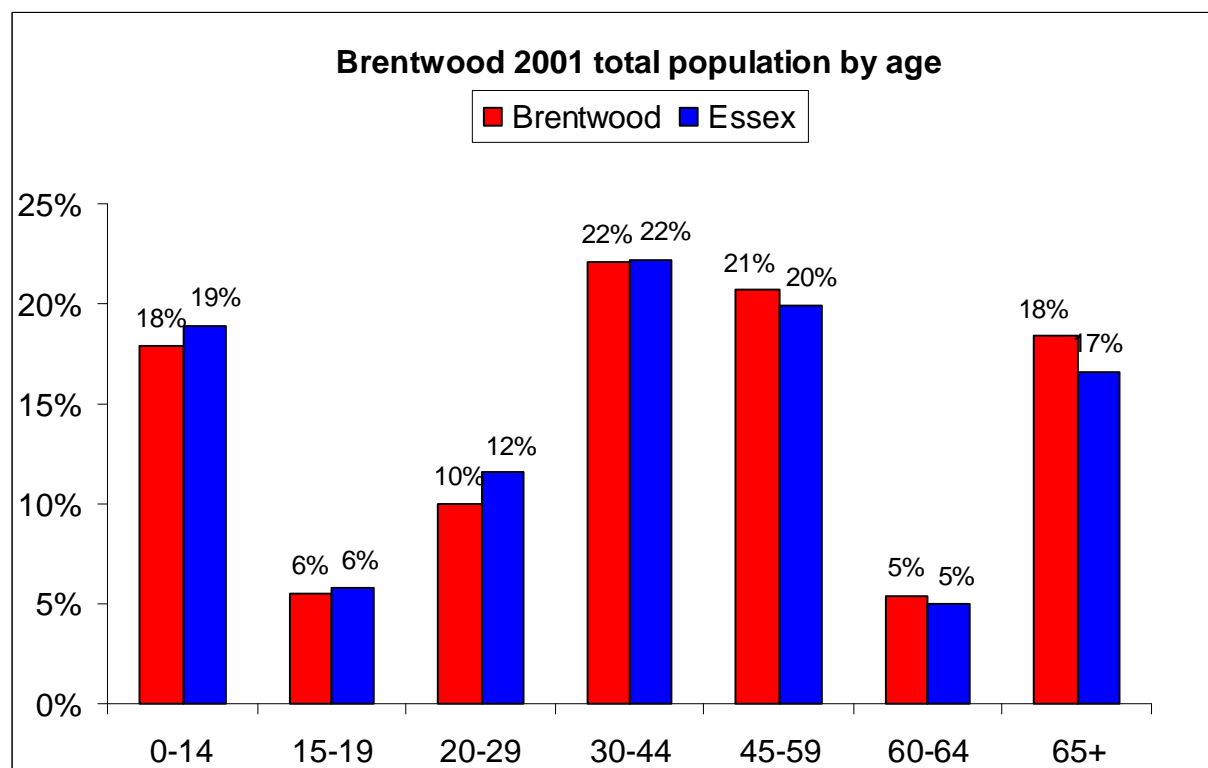
| Ward | Population | Ward | Population |
|-------------------------------------|------------|---|------------|
| Brentwood North | 5,919 | Hutton South | 3,786 |
| Brentwood South | 5,099 | Ingatestone, Fryerning and Mountnessing | 5,640 |
| Brentwood West | 4,887 | Pilgrims Hatch | 5,908 |
| Brizes and Doddinghurst | 5,923 | Shenfield | 5,144 |
| Herongate, Ingrave and West Horndon | 3,490 | South Weald | 1,828 |
| Hutton Central | 3,674 | Tipps Cross | 3,830 |
| Hutton East | 3,477 | Warley | 5,662 |
| Hutton North | 4,189 | | |

Source: 2001 Census of Population, Office for National Statistics

1.1 Age

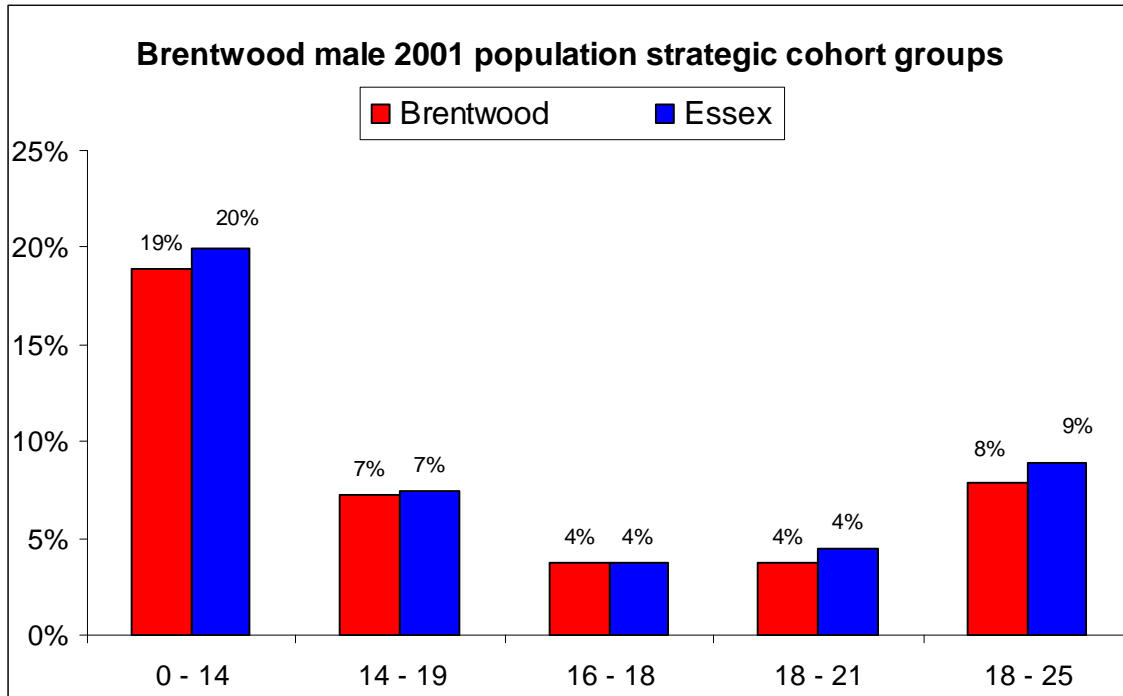
According to the 2001 Census of Population, the population of Brentwood is 68,482. This comprises 3,792 15 – 19 year olds and 52,469 20+ year olds. Charts 1-4 give a detailed age breakdown of the population in a number of themes.

Chart 1



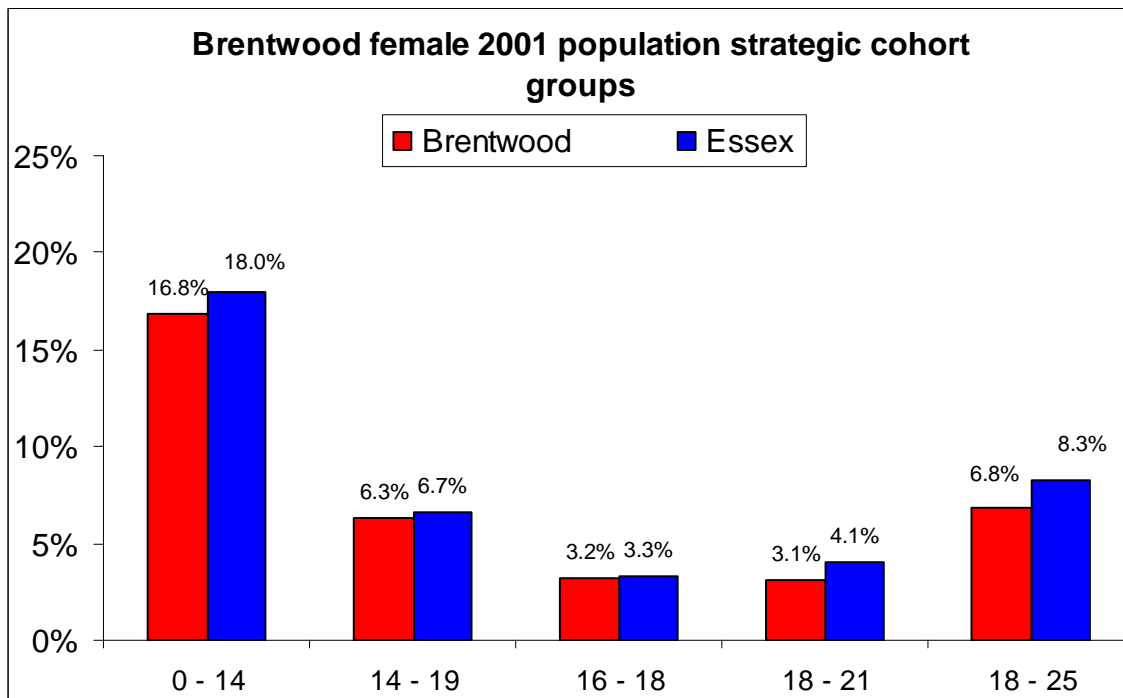
Source: 2001 Census of Population, Office for National Statistics
 Population base (total population): Brentwood, 68,482; Essex, 1,614,378

Chart 2



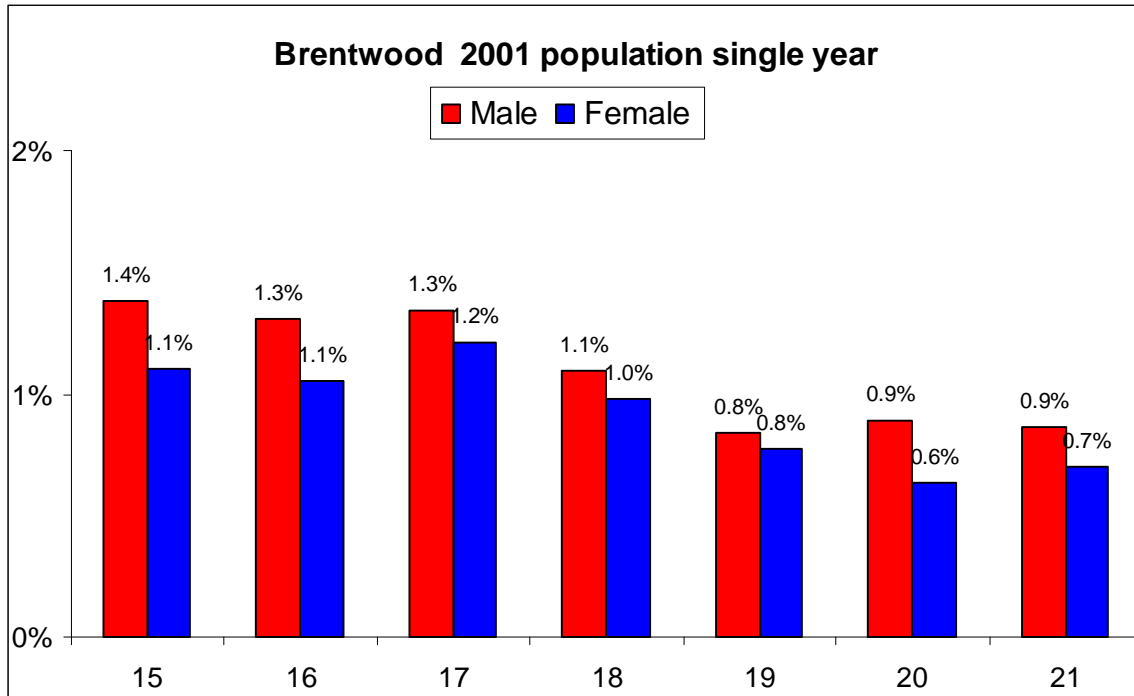
Source: 2001 Census of Population, Office for National Statistics
 Population base (total male population): Brentwood, 33,245, Essex, 786,800

Chart 3



Source: 2001 Census of Population, Office for National Statistics
 Population base (total female population): Brentwood, 35,237, Essex, 827,578

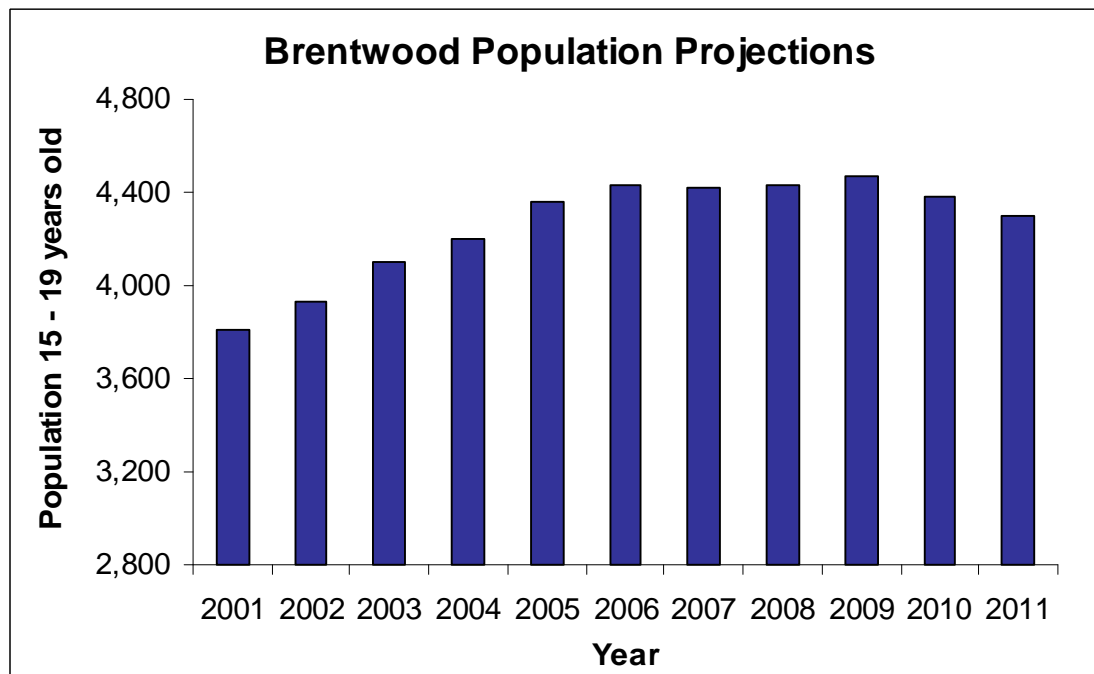
Chart 4



Source: 2001 Census of Population, Office for National Statistics
 Population base (total population): Male, 33,245, Female, 35,237

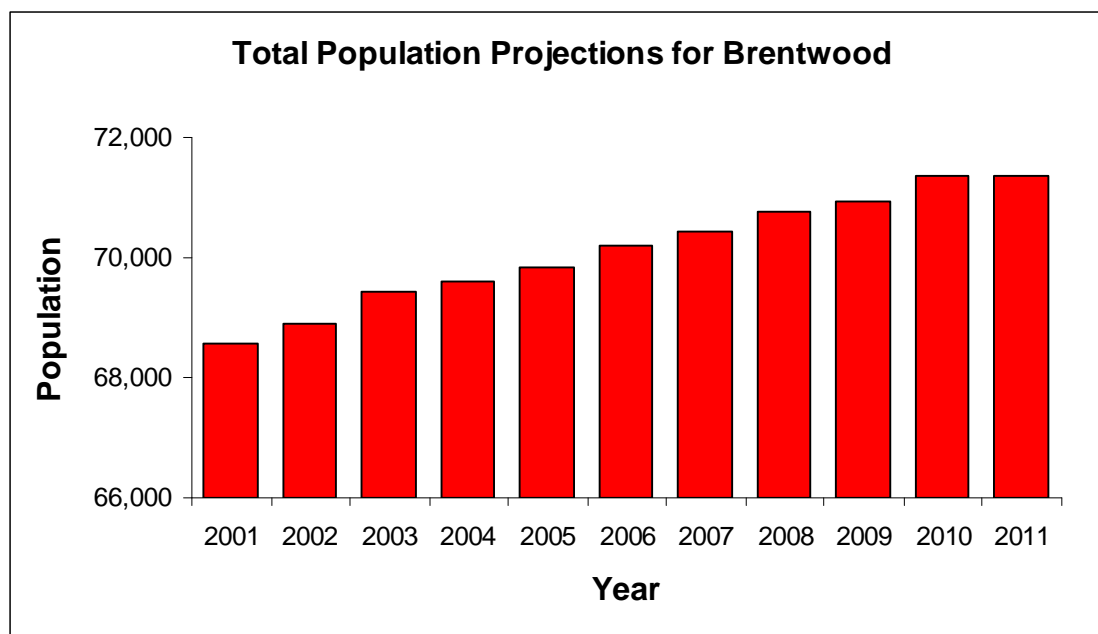
Charts 5 and 6 show the future projections of population in Brentwood. As Chart 5 shows the 15–19 population is due to peak in the next two years and remain level for several years before a gradual decline. The overall population is set to increase at a steady rate into the future.

Chart 5



Source: Experian Business Strategies, February 2004

Chart 6



Source: Experian Business Strategies, February 2004

1.2 Gender

The total population of Brentwood is made up of 33,245 males and 35,237 females. This represents a gender split of 49% male to 51% female.

1.3 Ethnicity

According to the 2001 Census of Population, just under 93% of Brentwood's population class themselves as White British, a similar percentage to Essex.

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

Table 1

| Ethnic group | | | | |
|-------------------------------------|---------------------------------|-----------------------------------|---------------------------------|-----------------------------------|
| | Brentwood | | 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 | 92.8% | 92.4% | 94.3% | 94.0% |
| White: Irish | 1.1% | 1.5% | 0.8% | 1.0% |
| White: Other | 2.3% | 2.6% | 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 | 0.4% | 0.3% | 0.3% | 0.3% |
| Mixed: Other mixed | 0.3% | 0.3% | 0.2% | 0.2% |
| Asian or Asian British: Indian | 0.8% | 0.6% | 0.6% | 0.6% |
| Asian or Asian British: Pakistani | 0.1% | 0.1% | 0.2% | 0.2% |
| Asian or Asian British: Bangladeshi | 0.1% | 0.2% | 0.2% | 0.1% |
| Asian or Asian British: Other Asian | 0.5% | 0.4% | 0.2% | 0.2% |
| Black or Black British: Caribbean | 0.2% | 0.2% | 0.2% | 0.2% |
| Black or Black British: African | 0.3% | 0.3% | 0.3% | 0.3% |
| Black or Black British: Other Black | 0.1% | 0.1% | 0.1% | 0.0% |
| Chinese | 0.4% | 0.4% | 0.3% | 0.4% |
| Other ethnic group | 0.2% | 0.3% | 0.2% | 0.3% |

Source: 2001 Census of Population, Office for National Statistics
Population base (total population): Brentwood, 68,482; 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. Brentwood is below the Essex average for having a household with at least one person with limiting long-term illness.

Table 2

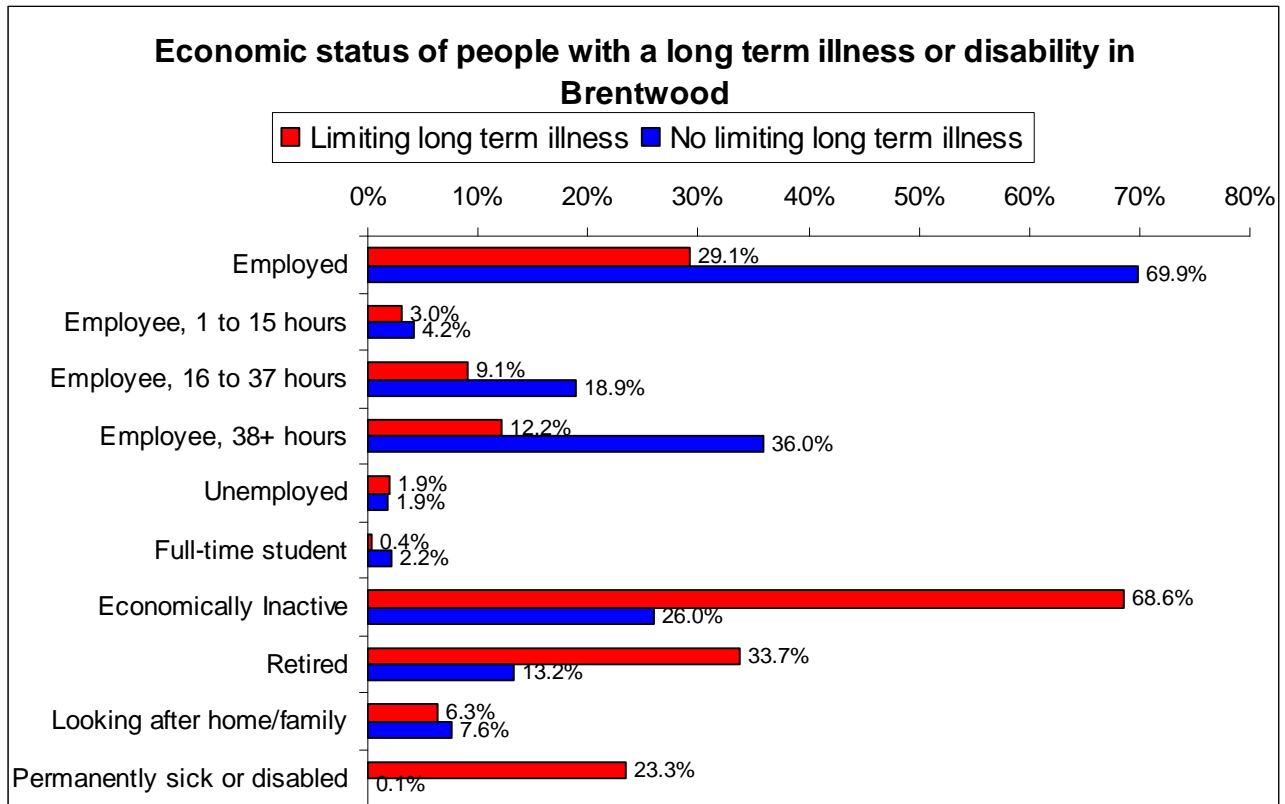
| Households with one or more person with a limiting long-term illness | | |
|---|---------------------------------|-----------------------|
| | As a % of all households | All households |
| Basildon | 33% | 69,207 |
| Braintree | 29% | 54,332 |
| Brentwood | 28% | 28,767 |
| Castle Point | 33% | 35,279 |
| 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 Brentwood population comparing those who have a long-term illness or disability with those who do not.

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

Chart 7



Source: 2001 Census of Population, Office for National Statistics
 Population base Brentwood: Limiting long-term illness, 6,651; No limiting long-term illness, 42,825

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 |
| Brentwood | 2% | 2% | 0% |
| 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: Brentwood, 68,482; Essex, 1,614,378

Further sub-group analysis of those Essex residents who have a long-term illness or 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.

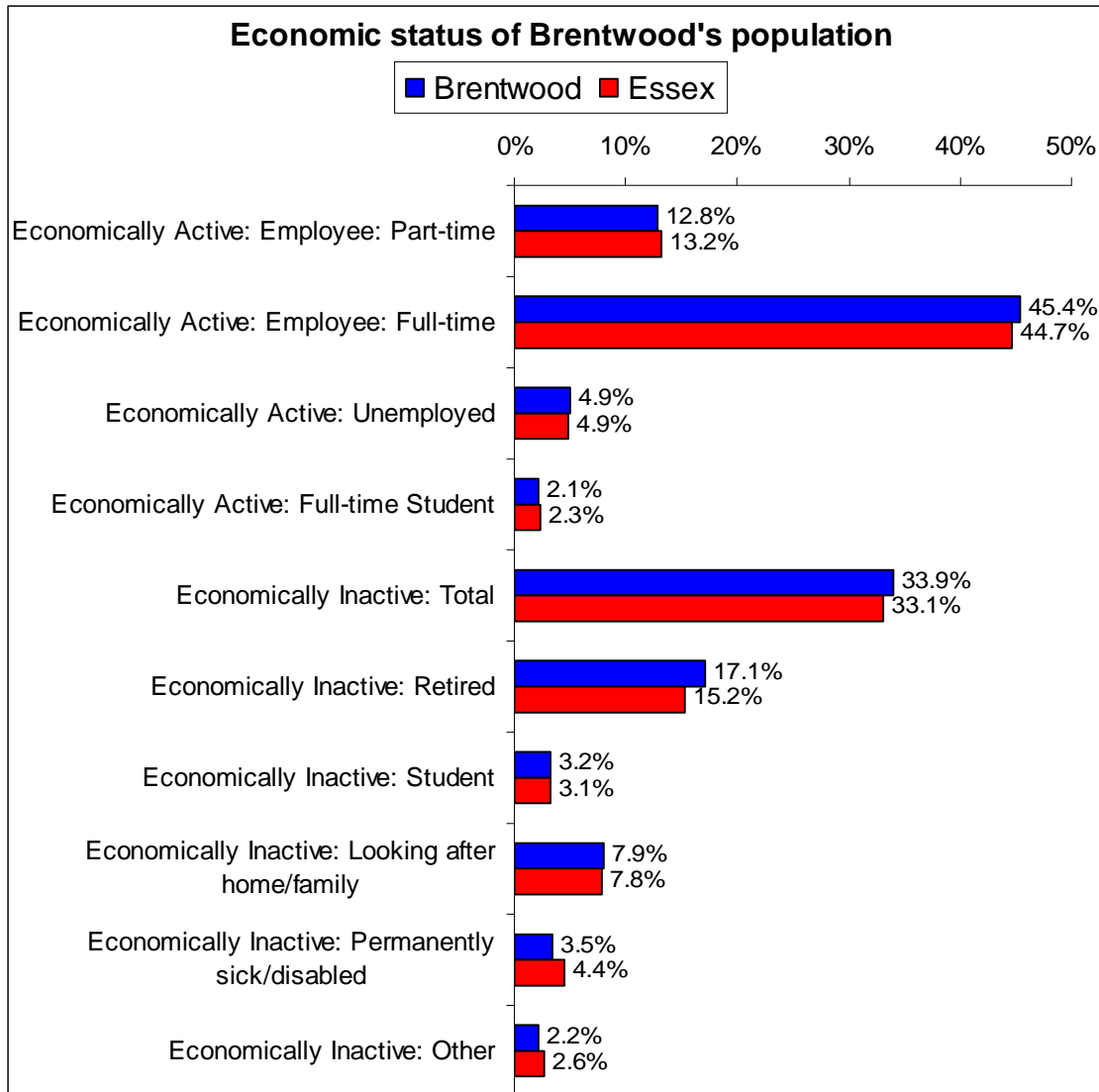
Table 4

| Labour force information | Brentwood | Essex |
|---------------------------------------|------------------|--------------|
| Working age population | 37,000 | 981,000 |
| Economically active population | 33,000 | 827,000 |
| All employees | 32,000 | 795,000 |
| Male working age population | 20,000 | 507,000 |
| Male economically active population | 19,000 | 452,000 |
| Male employees | 18,000 | 433,000 |
| Female working age population | 17,000 | 474,000 |
| Female economically active population | 14,000 | 375,000 |
| Female employees | 14,000 | 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. The pattern of economic status in Brentwood is almost identical to that of Essex with any significant exceptions.

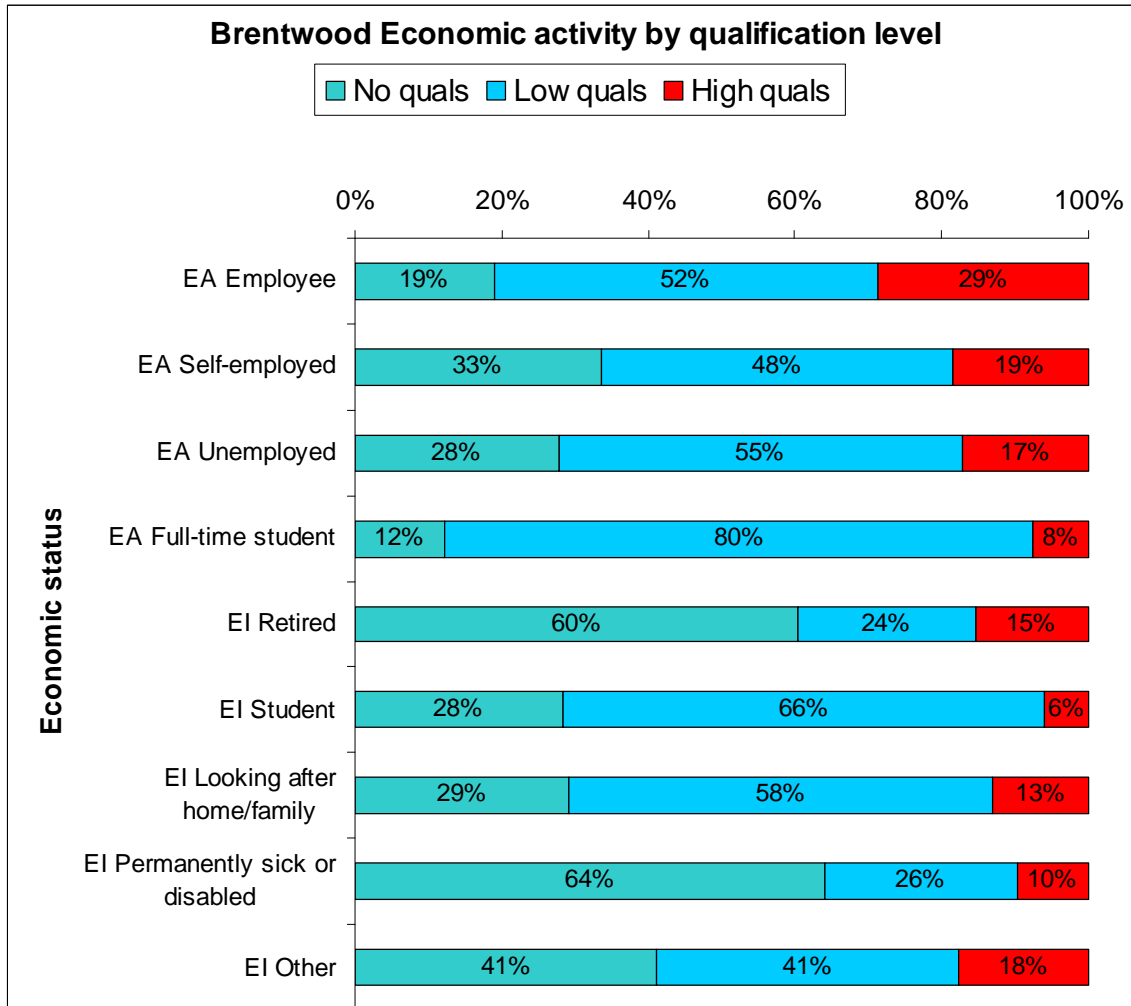
Chart 8



Source: 2001 Census of Population, Office for National Statistics
 Population base (16 - 69 year olds): Brentwood, 46,305; Essex, 1,093,406

Further analysis of the economic status of the population here shows activity by general qualification level in Chart 9. In Brentwood those who are an employee are much more likely to hold a higher-level qualification than any other category, even of those unemployed in Brentwood, 17% have a high level qualification. Further analysis by qualification level can be found in section 3.1.

Chart 9



Source: 2001 Census of Population, Office for National Statistics

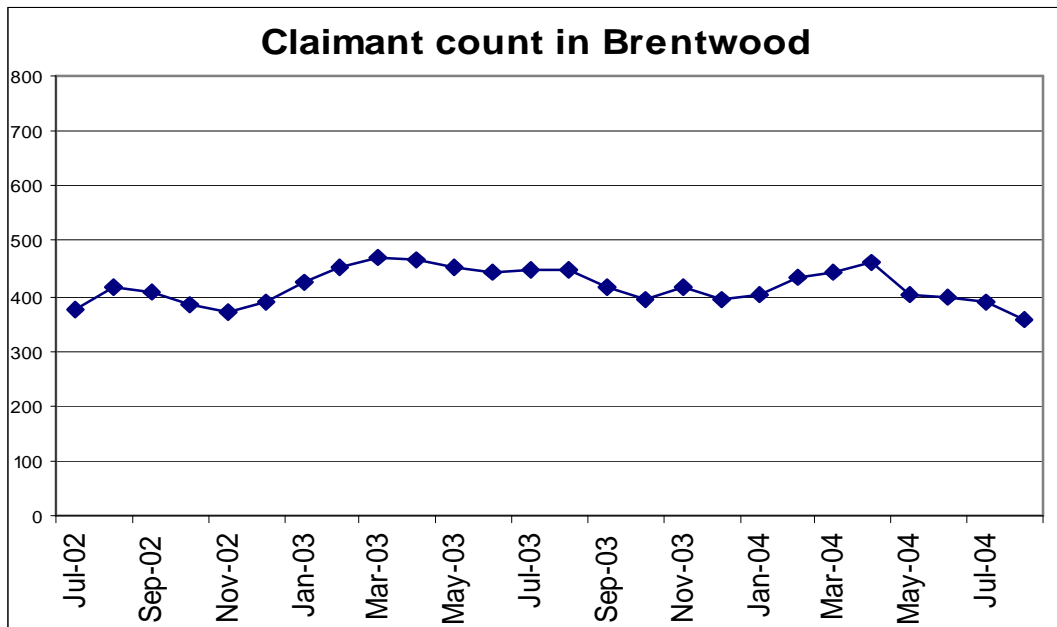
Population base (16-74 year olds): Brentwood, 49,514

Note: EI (Economically Inactive); EA (Economically Active)

2.1 Unemployment

There were 358 people claiming unemployment benefit in Brentwood during August 2004. Chart 10 tracks the claimant count in Brentwood from July 2002 until August 2004.

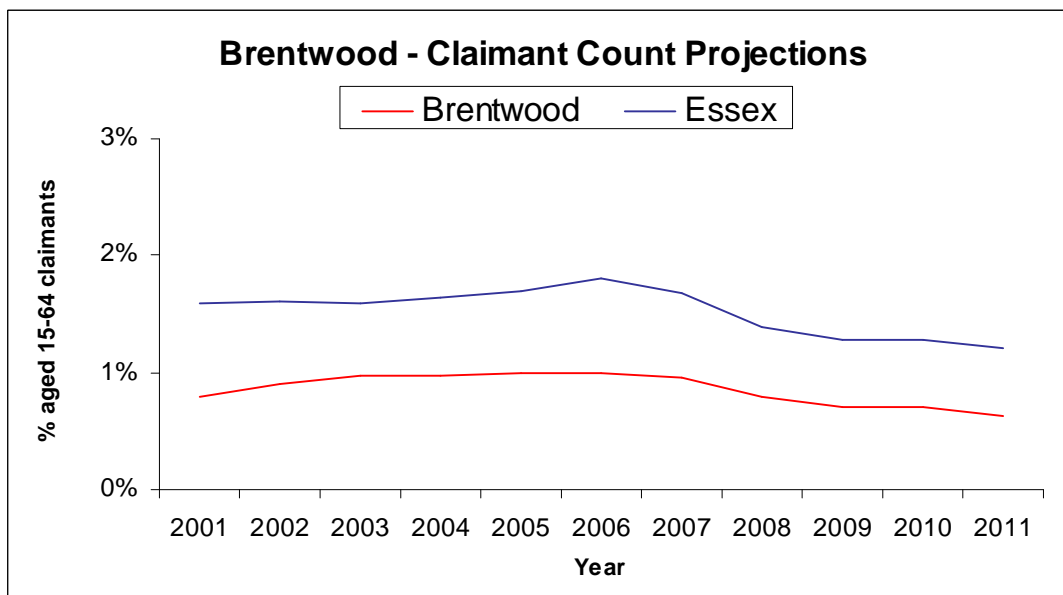
Chart 10



Source: Claimant Count, Office for National Statistics

Chart 11 shows the projections for claimant count in Brentwood until 2011. This is following a similar pattern to Essex and is due to decline overall.

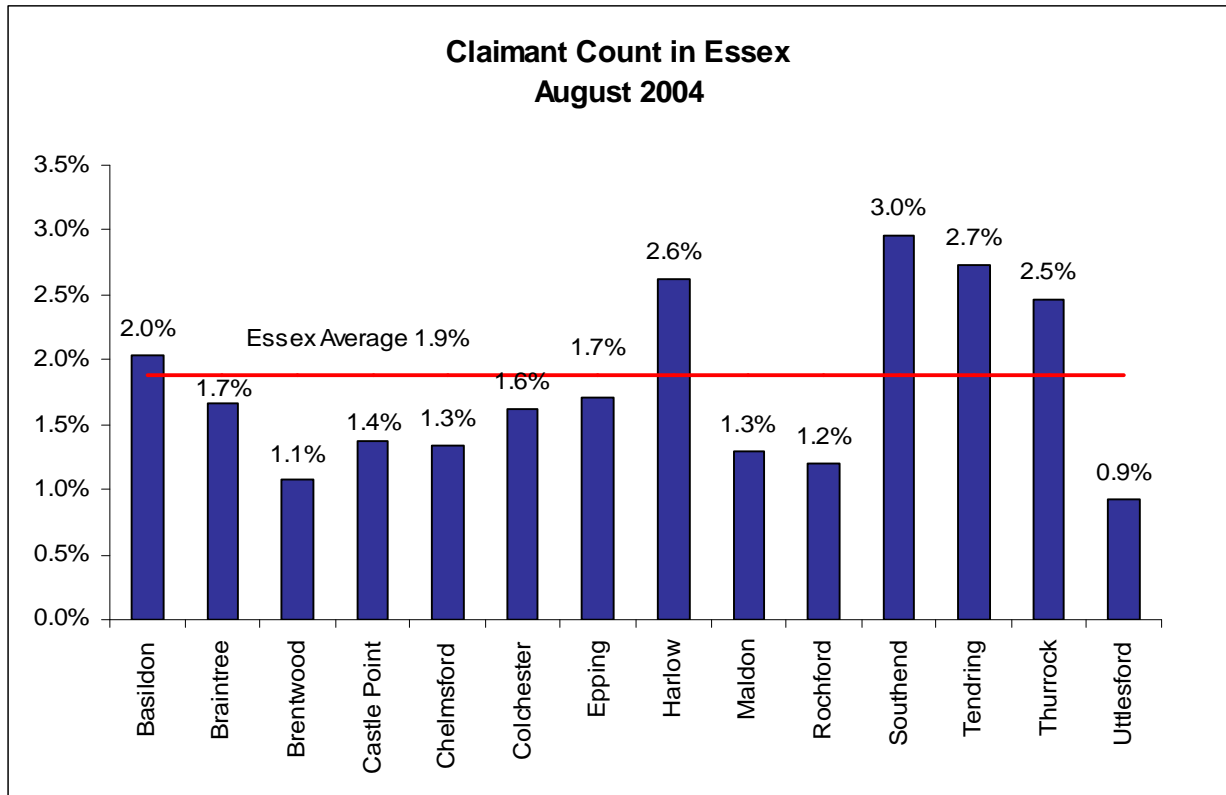
Chart 11



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 Brentwood was estimated to be 1.1% 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.

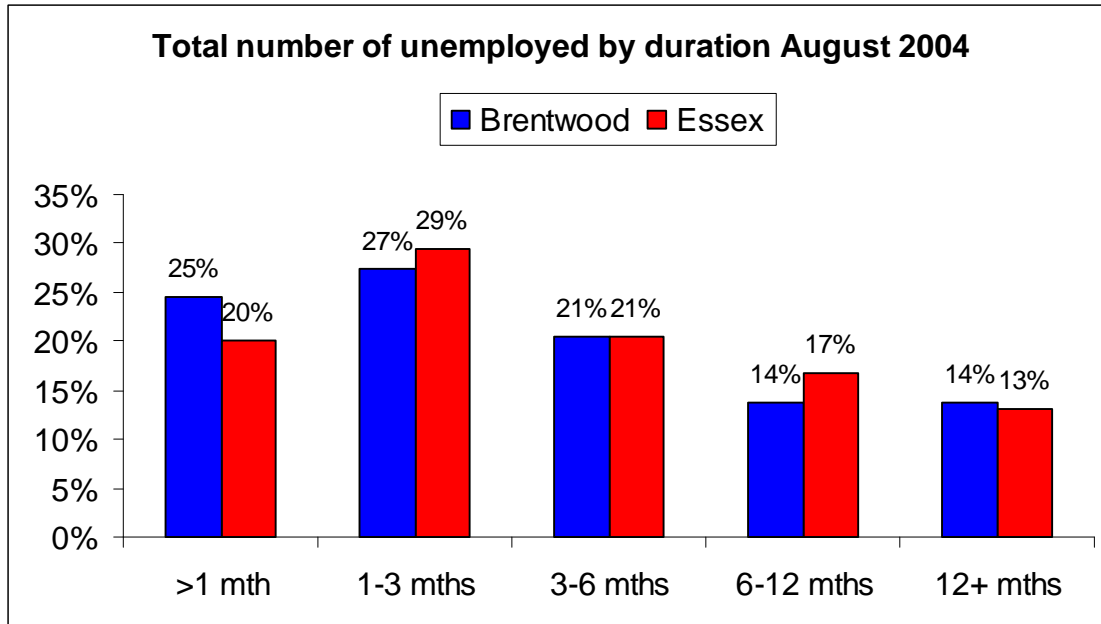
Chart 12



Source: Claimant Count, Office for National Statistics

Charts 13, 14 and 15 show unemployment by duration. The profile for Brentwood is similar to that of Essex but a quarter (25%) of claimants in Brentwood are for less than one month.

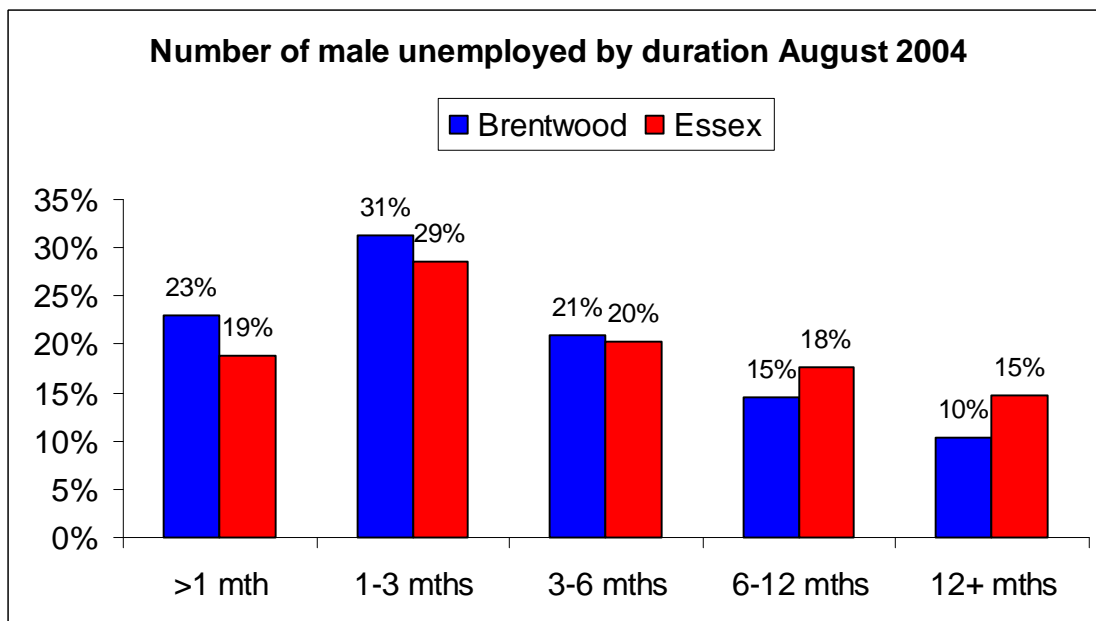
Chart 13



Source: Claimant Count, August 2004, Office for National Statistics
 Total Base: Brentwood, 365; Essex, 15,245

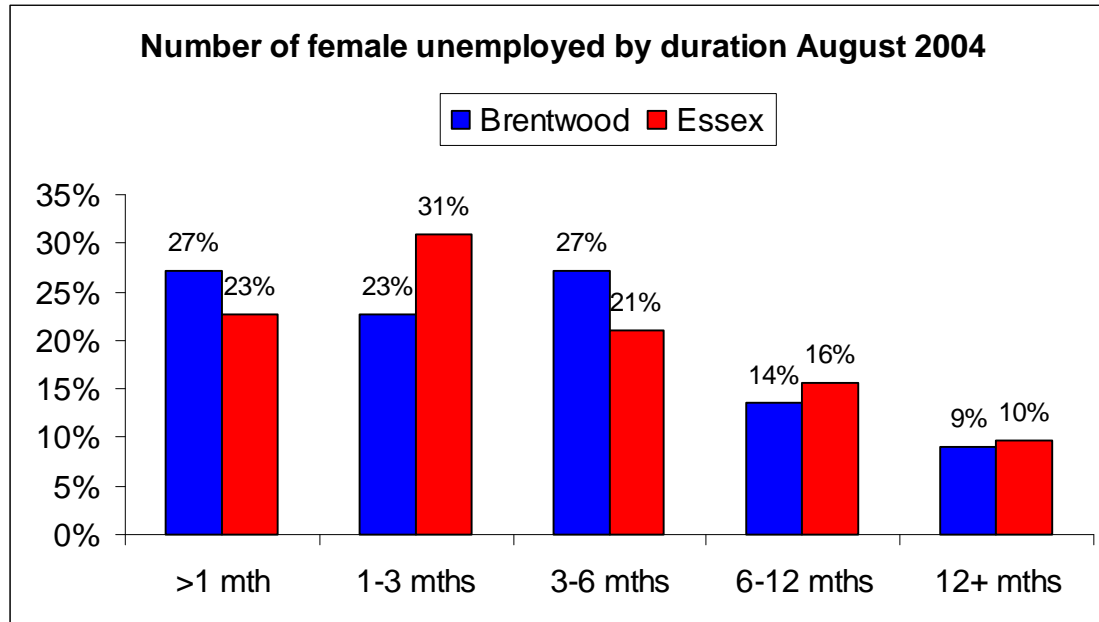
Charts 14 and 15 provide unemployment data by duration and gender.

Chart 14



Source: Claimant Count, August 2004, Office for National Statistics
 Male Base: Brentwood, 240; Essex, 10,420

Chart 15



Source: Claimant Count, August 2004, Office for National Statistics
 Female Base: Brentwood, 110; 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 Brentwood Based Workforce

The following section refers to the local workforce only.

There are approximately 31,000 workers in Brentwood 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 the dominance of the banking, finance and insurance sector in Brentwood at 29% and 19% in Essex. This margin has reduced to 10% from 14% in the original area profiles.

Table 5

| Total employees by broad sector | | | | |
|---|------------------|----------|--------------|----------|
| | Brentwood | | Essex | |
| | # | % | # | % |
| Utilities, agriculture and fishing | 300 | 0.8% | 9,500 | 2% |
| Manufacturing | 2,700 | 9% | 81,200 | 13% |
| Construction | 2,000 | 6% | 35,300 | 6% |
| Distribution, hotels and restaurants | 6,900 | 22% | 164,900 | 27% |
| Transport and communications | 2,700 | 9% | 41,700 | 7% |
| Banking, finance and insurance | 9,100 | 29% | 119,900 | 19% |
| Public administration, education & health | 5,700 | 18% | 138,000 | 22% |
| Other services | 1,600 | 5% | 28,700 | 5% |

Source: Annual Business Inquiry, 2002

Tables 6 and 7 show the employee sector breakdown by gender. The dominant sector for both genders is banking, finance and insurance with 30% for males and 29% for females. The most notable sector difference is that of Public administration, education & health with 9% of men in this sector from Brentwood and 28% of women.

Table 6

| Male employees by broad sector | | | | |
|---|------------------|----------|--------------|----------|
| | Brentwood | | Essex | |
| | # | % | # | % |
| Utilities, agriculture and fishing | 200 | 1% | 6,200 | 2% |
| Manufacturing | 2,100 | 13% | 60,100 | 20% |
| Construction | 1,500 | 10% | 28,500 | 9% |
| Distribution, hotels and restaurants | 3,100 | 20% | 74,900 | 24% |
| Transport and communications | 1,900 | 12% | 30,400 | 10% |
| Banking, finance and insurance | 4,600 | 30% | 59,100 | 19% |
| Public administration, education & health | 1,300 | 9% | 34,200 | 11% |
| Other services | 800 | 5% | 14,100 | 5% |

Source: Annual Business Inquiry, 2002

Table 7

| Female employees by broad sector | | | | |
|---|------------------|----------|--------------|----------|
| | Brentwood | | Essex | |
| | # | % | # | % |
| Utilities, agriculture and fishing | 100 | 0.5% | 3,300 | 1% |
| Manufacturing | 600 | 4% | 21,100 | 7% |
| Construction | 400 | 3% | 6,800 | 2% |
| Distribution, hotels and restaurants | 3,800 | 25% | 90,000 | 29% |
| Transport and communications | 800 | 5% | 11,300 | 4% |
| Banking, finance and insurance | 4,600 | 29% | 60,800 | 20% |
| Public administration, education & health | 4,400 | 28% | 103,900 | 33% |
| Other services | 9,009 | 6% | 14,600 | 5% |

Source: Annual Business Inquiry, 2002

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

Table 8

| Brentwood employees by sector | | | | | |
|--|----------------------------|--------------|--------------|--------------|--------------|
| | Number of employees | | | | |
| Industry sector | 1998 | 1999 | 2000 | 2001 | 2002 |
| Agriculture | 200 | 200 | 200 | 200 | 200 |
| Energy & Water | 500 | 400 | 300 | # | # |
| Manufacturing | 700 | 800 | 500 | 700 | 900 |
| Publishing & printing | 300 | 400 | 300 | 300 | 500 |
| Manufacture of furniture | 100 | 100 | 100 | 100 | 0 |
| Metals, Minerals & Chemicals | 600 | 400 | 500 | 500 | 500 |
| Manufacture of fabricated metal | 400 | 300 | 300 | 300 | 200 |
| Engineering | 1,300 | 1,500 | 1,300 | 1,000 | 1,300 |
| Construction | 1,800 | 1,700 | 1,800 | 1,800 | 2,000 |
| Distribution, Hotels & Catering | 5,700 | 6,800 | 6,400 | 7,000 | 6,900 |
| Sale, maintenance/repair motor vehicles | 700 | 600 | 700 | 500 | 600 |
| Wholesale trade/commission trade | 900 | 1,000 | 900 | 1,200 | 1,200 |
| Retail trade, except motor vehicles | 2,300 | 3,000 | 2,500 | 3,000 | 2,800 |
| Hotels & restaurants | 1,800 | 2,100 | 2,200 | 2,400 | 2,400 |
| Transport & Communications | 1,000 | 1,400 | 1,600 | 2,400 | 2,700 |
| Land transport; transport via pipelines | 400 | 600 | 500 | 400 | 500 |
| Supporting/auxiliary transport | 300 | 400 | 500 | 500 | 400 |
| Post & telecommunications | # | 400 | 500 | 1,500 | 1,700 |
| Financial & Business Services | 8,500 | 8,200 | 9,800 | 9,100 | 9,100 |
| Real estate activities | 600 | 500 | 1,100 | 900 | 1,100 |
| Computing and related activities | 1,100 | 800 | 800 | 800 | 800 |
| Other business activities | 4,100 | 3,500 | 4,800 | 4,000 | 4,100 |
| Public Services | 4,600 | 4,600 | 4,600 | 4,700 | 5,700 |
| Education | 2,200 | 2,000 | 1,700 | 1,600 | 2,200 |
| Health and social work | 1,700 | 1,700 | 1,900 | 2,400 | 3,000 |
| Other | 1,500 | 2,500 | 1,800 | 1,600 | 1,600 |
| Recreational, cultural and sporting | 800 | 900 | 900 | 800 | 800 |
| Other service activities | 400 | 1,100 | 500 | 500 | 500 |

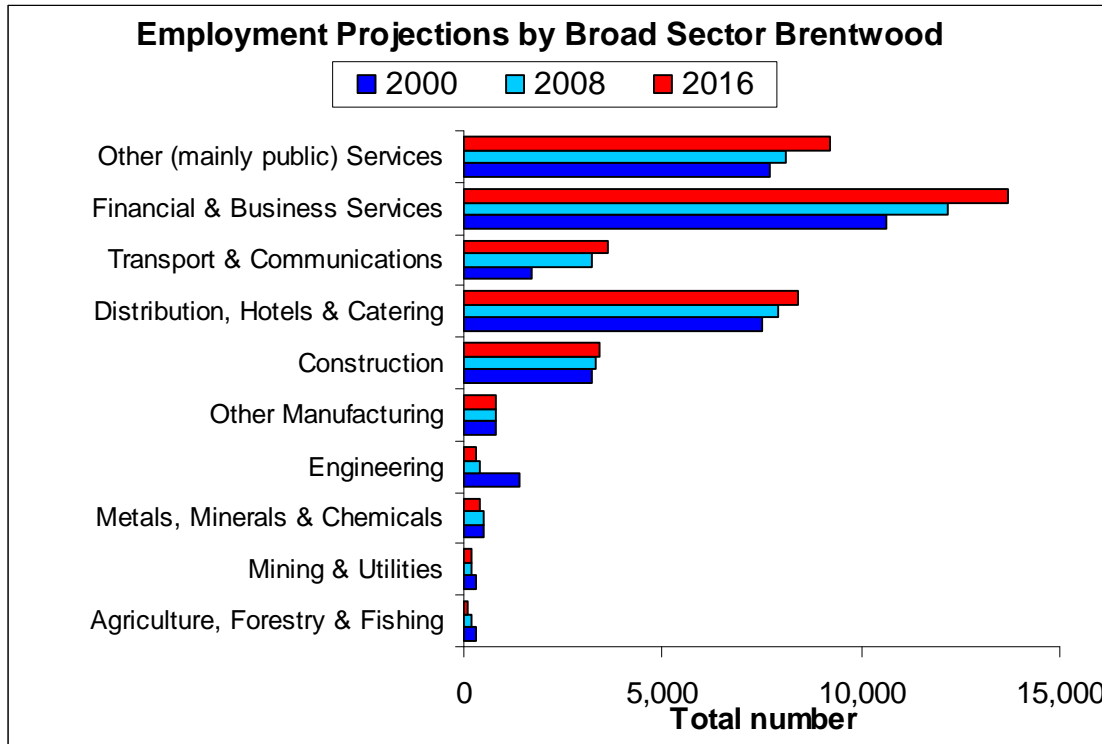
Source: Annual Business Inquiry 1999 - 2002, Annual Employment Survey 1998

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 Brentwood district. The chart predicts that the largest increases will be in financial and business services, transport and communications and other services. Although the numbers are small there is also a marked decline in engineering.

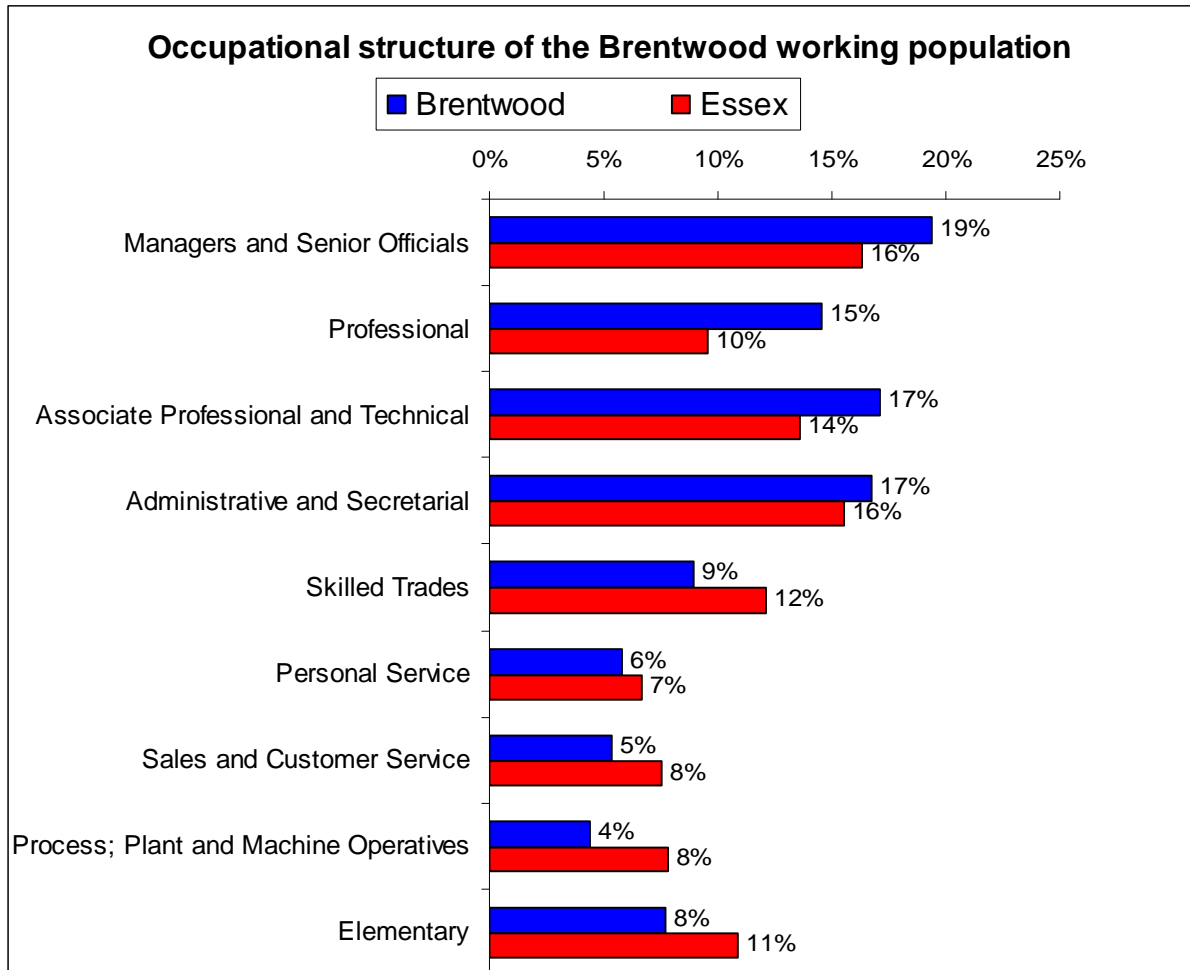
Chart 16



Source: Experian Business Strategies, February 2004

Chart 17 provides a breakdown of the Brentwood resident workforce by occupation. Residents in Brentwood are much more likely to have management, senior and professional type occupations when compared to Essex (51% in Brentwood and 40% in Essex).

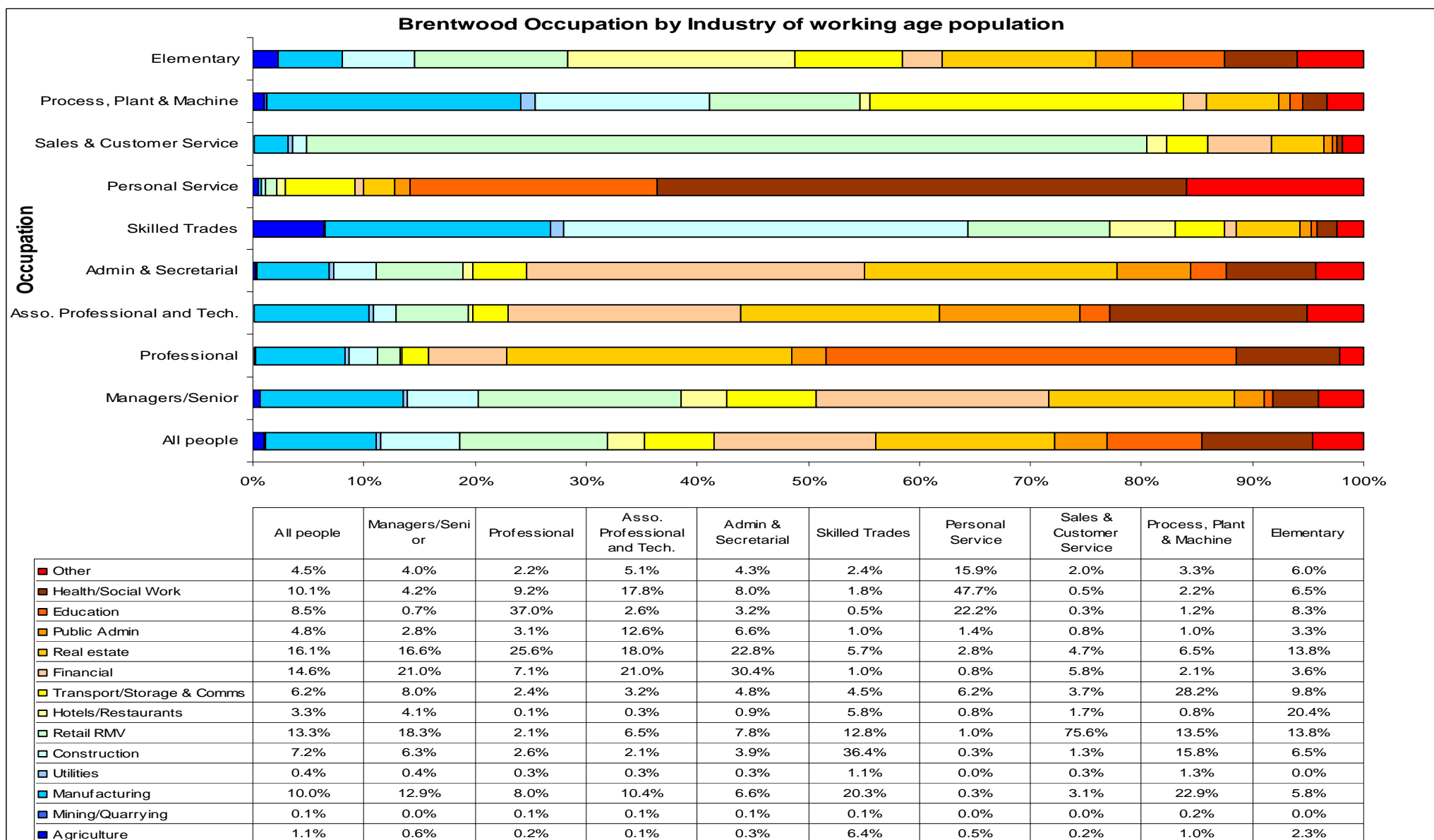
Chart 17



Source: 2001 Census of Population, Office for National Statistics
 Population base (16-74 years olds in employment): Brentwood, 32,890; Essex, 765,116

Following on from this the next chart (18) gives us the picture of the type of occupation people in Brentwood have by the type of industry in which they work. Over three-quarters (75.6%) of those in sales and customer service are working in the retail industry. The dominant sector for professionals is education (37%) and for skilled trades construction (36.4%).

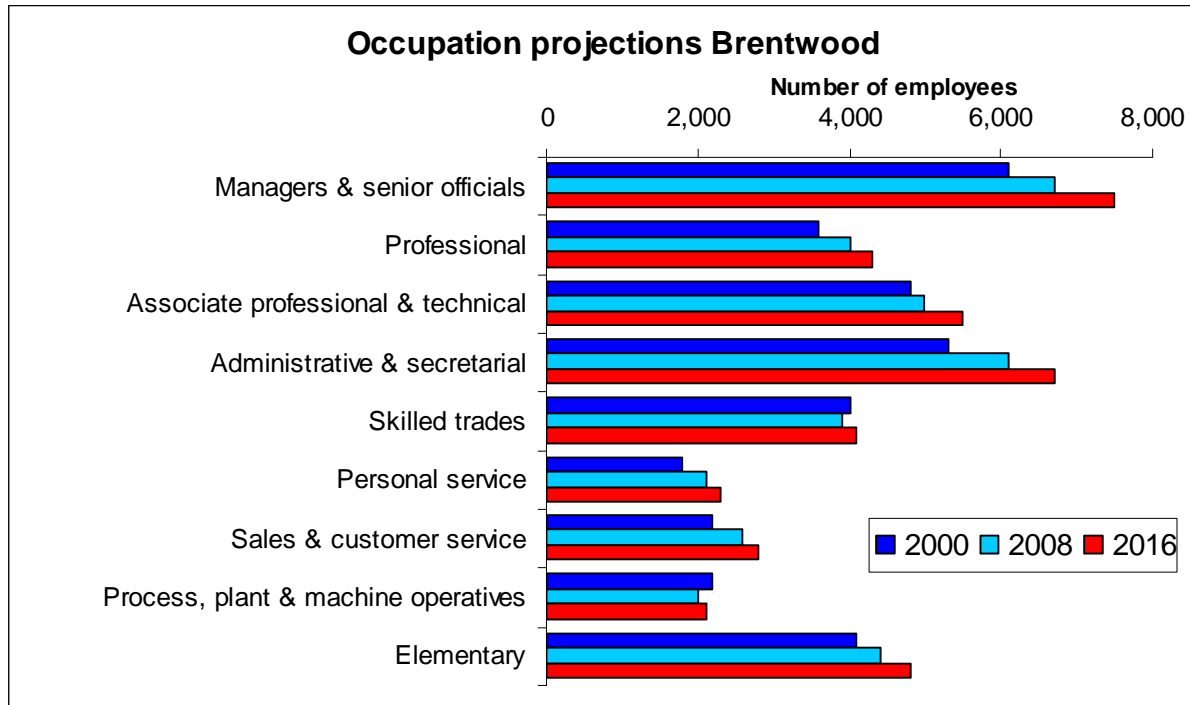
Chart 18



Source: 2001 Census of Population, Office for National Statistics
 Population base: (16-74 years olds in employment): Brentwood, 32,765

Chart 19 shows us the future projections for occupations in Brentwood. We see there is to be growth in almost all of the occupational areas but mainly for managers and senior officials.

Chart 19



Source: Experian Business Strategies, February 2002

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.

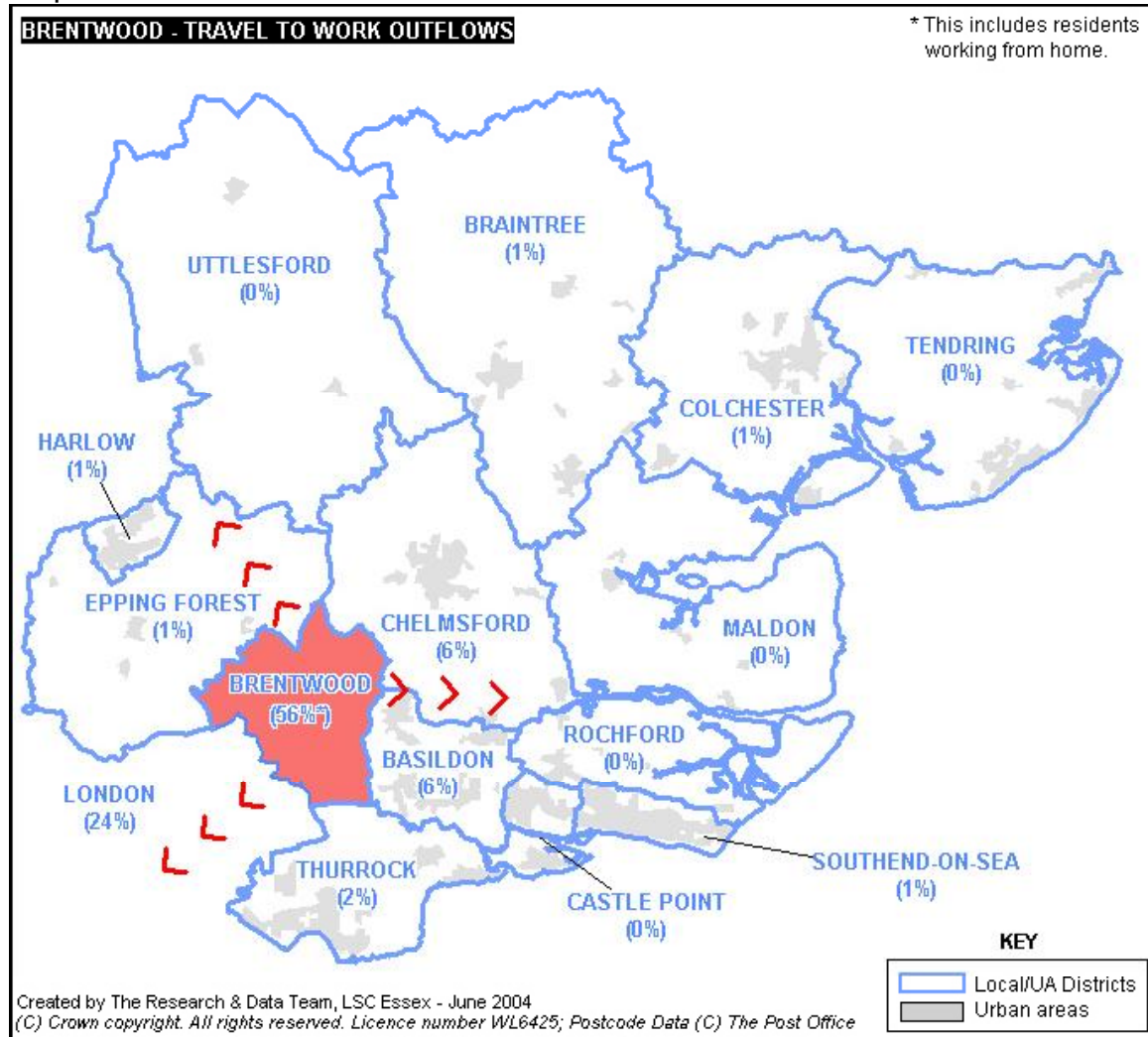
Table 9

| Travel to work | | |
|----------------|--------------|-------|
| | Brentwood | Essex |
| | % of workers | |
| In Essex | 61% | 70% |
| Out of Essex | 25% | 25% |
| Work from home | 14% | 6% |
| Refused | 0% | 1% |
| Total | 100% | 100% |

Source: Post-16 Learning Survey, LSC, Essex, 2001
 Figures may not add due to rounding
 Sample bases: Brentwood, 139; Essex, 1911
 Population bases (16-65 year old workers): Brentwood, 31,900;
 Essex, 719,600

Map 2 shows the areas where Brentwood residents travel to work. The figures in the map are expressed as a percentage of those who live in Brentwood. Over half (56%) of people in Brentwood work in Brentwood, while 24% travel to London. In contrast, very few Brentwood residents travel to the north of the county for work.

Map 2



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

Figures may not add due to rounding

Sample base (16-65 year old resident workers): Brentwood, 139

Population base (16-65 year old resident workers): Brentwood, 31,900

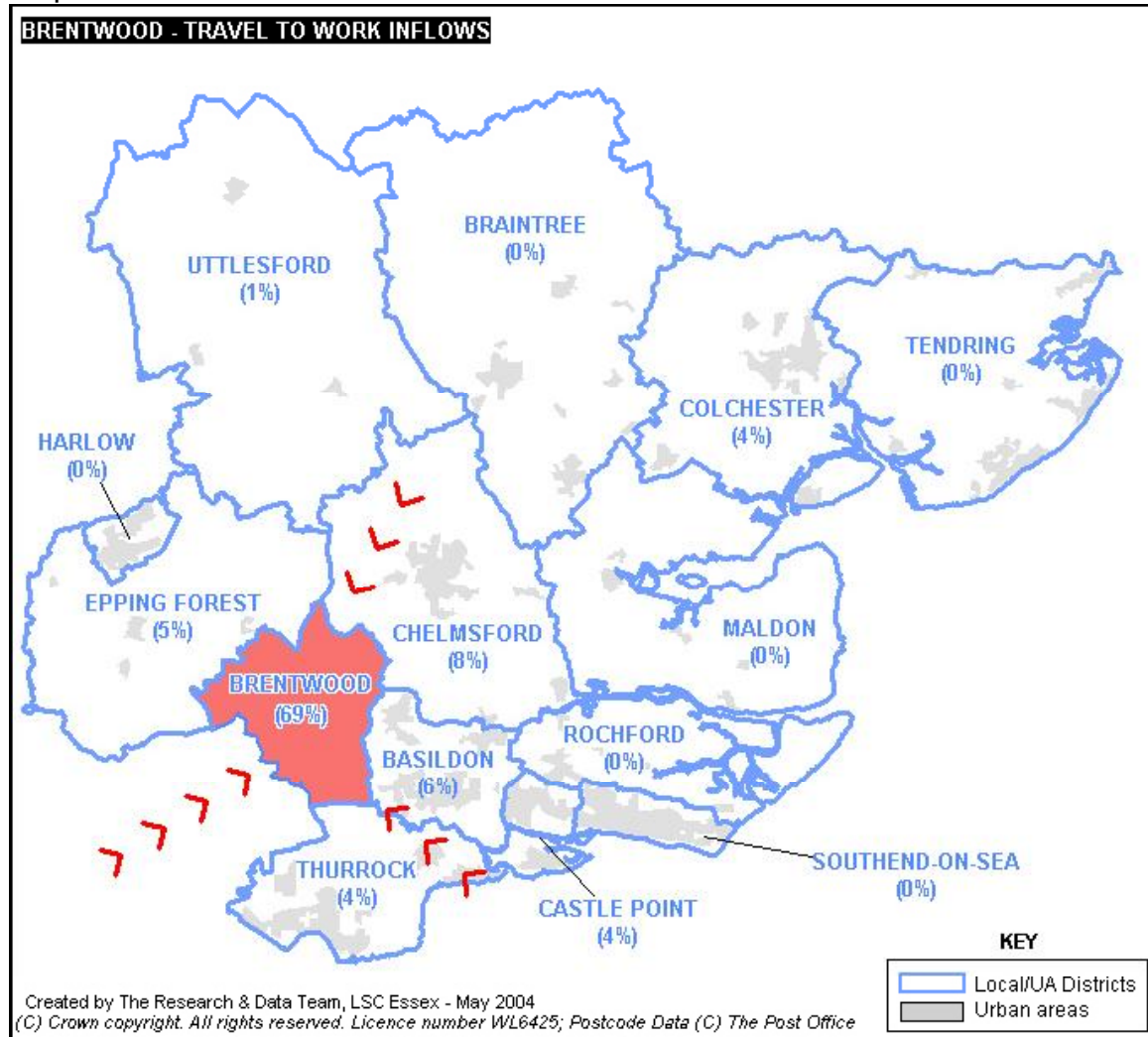
Based on 1991 boundaries

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 Brentwood travel from. The figures in the map are expressed as a percentage of those who work in Brentwood. 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 almost three-quarters (69%) of all workers in Brentwood also live in the district. A smaller share of workers in Brentwood travel in from surrounding districts including Chelmsford, Basildon and Epping Forest.

Map 3



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

Figures may not add due to rounding

Sample base (16–65 year old Essex residents who work in Brentwood): 85

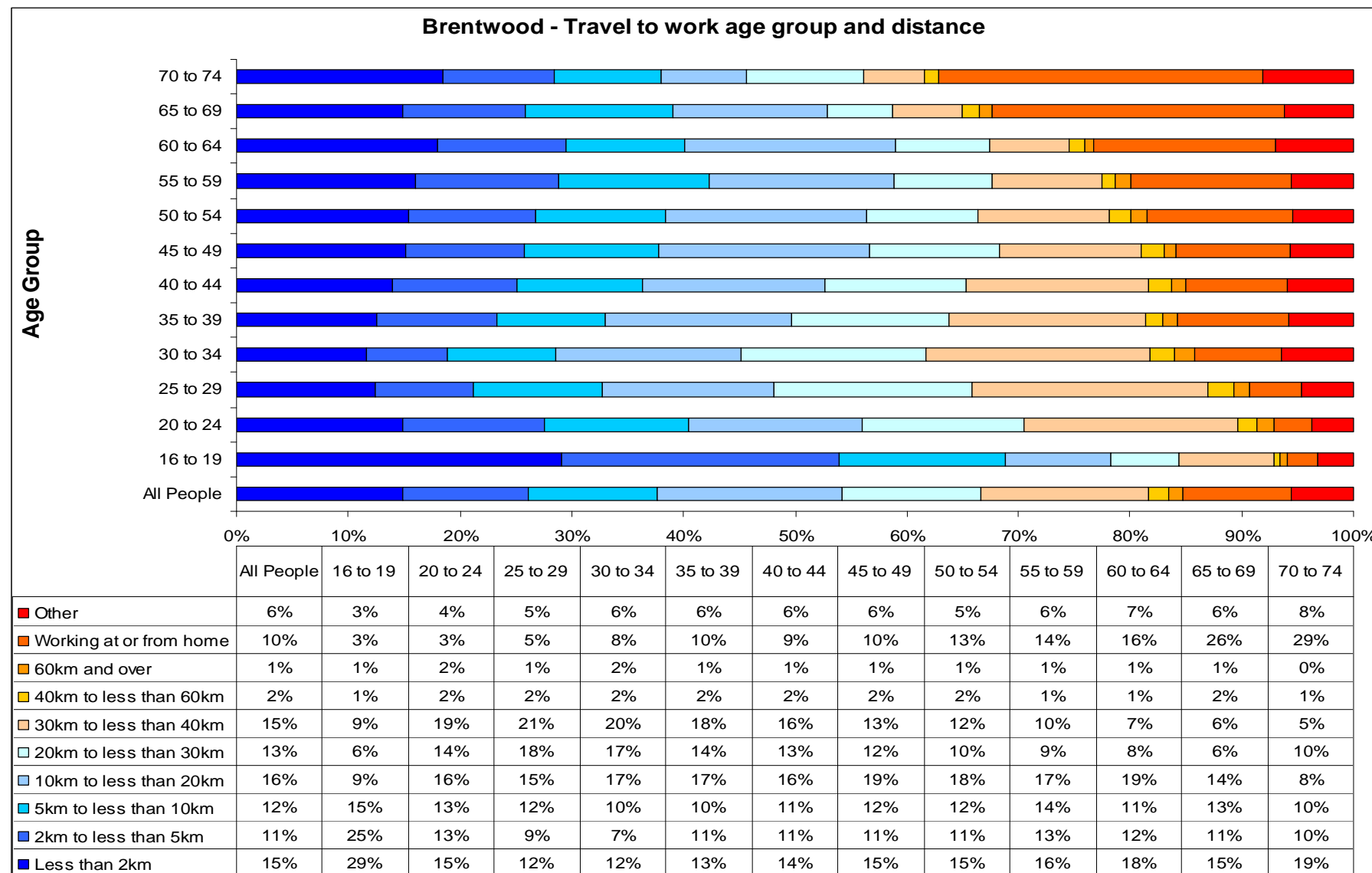
Population base (16–65 year old Essex residents who work in Brentwood): 65,400

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 Brentwood. Over half (54%) of all people travel less than 20km to work in Brentwood with the same percentage of 16 – 19 year olds travelling less than 5km. From the 30 – 34 age group the general pattern is the older you become the less distance you travel to work.

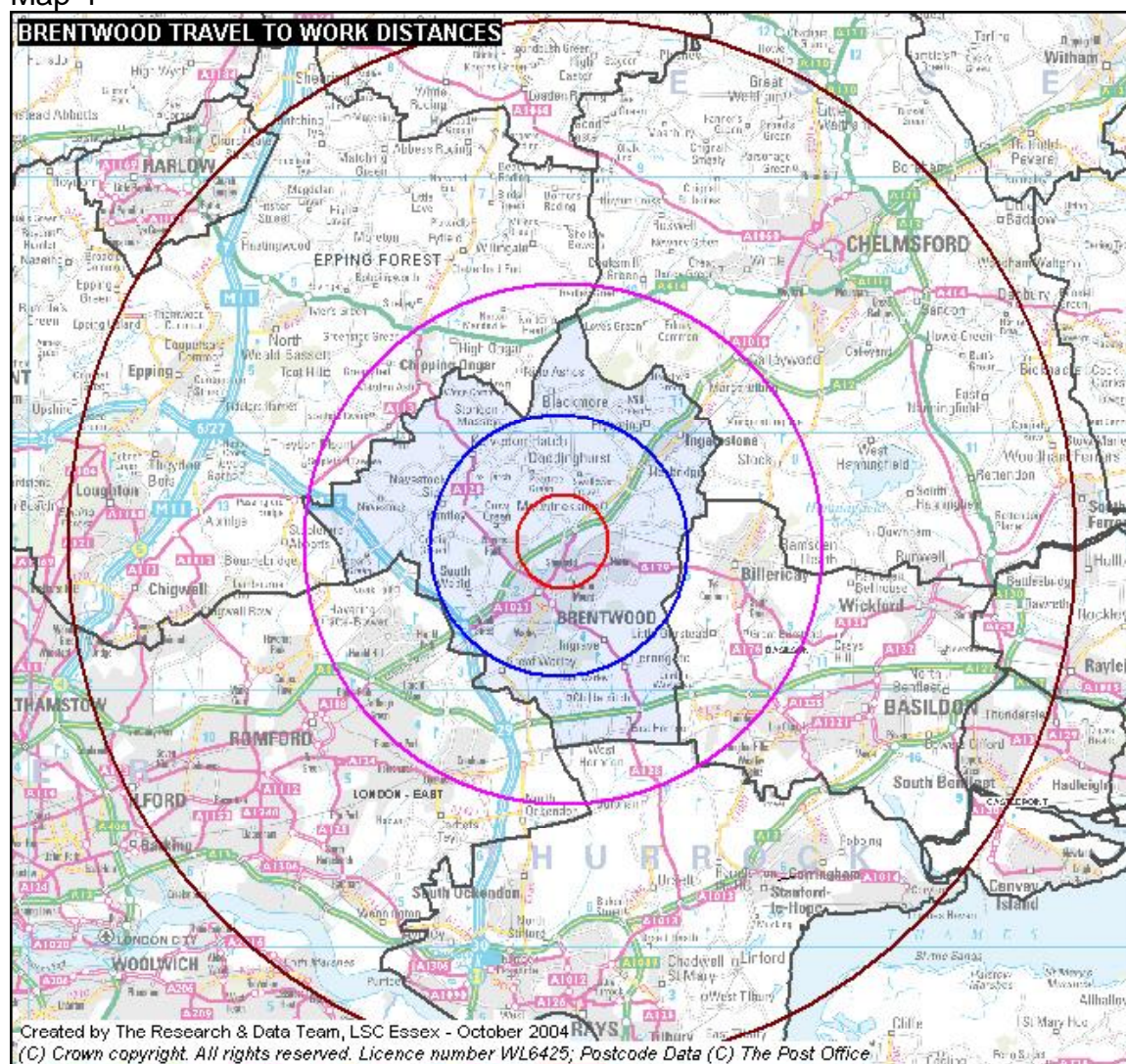
Chart 20



Source: 2001 Census of Population, Office for National Statistics; Population base (16 - 74 years olds in employment): Brentwood, 32,805

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

Map 4



Source: 2001 Census of Population, Office for National Statistics

| Brentwood | | |
|-------------------|----------------------------|-------|
| All people 32,805 | | |
| | Less than 2 km = | 4,880 |
| — | 2 km to less than 5 km = | 3,698 |
| — | 5 km to less than 10 km = | 3,787 |
| — | 10 km to less than 20 km = | 5,403 |
| — | 20 km to less than 30 km = | 4,104 |

3. Qualification and Skill Levels

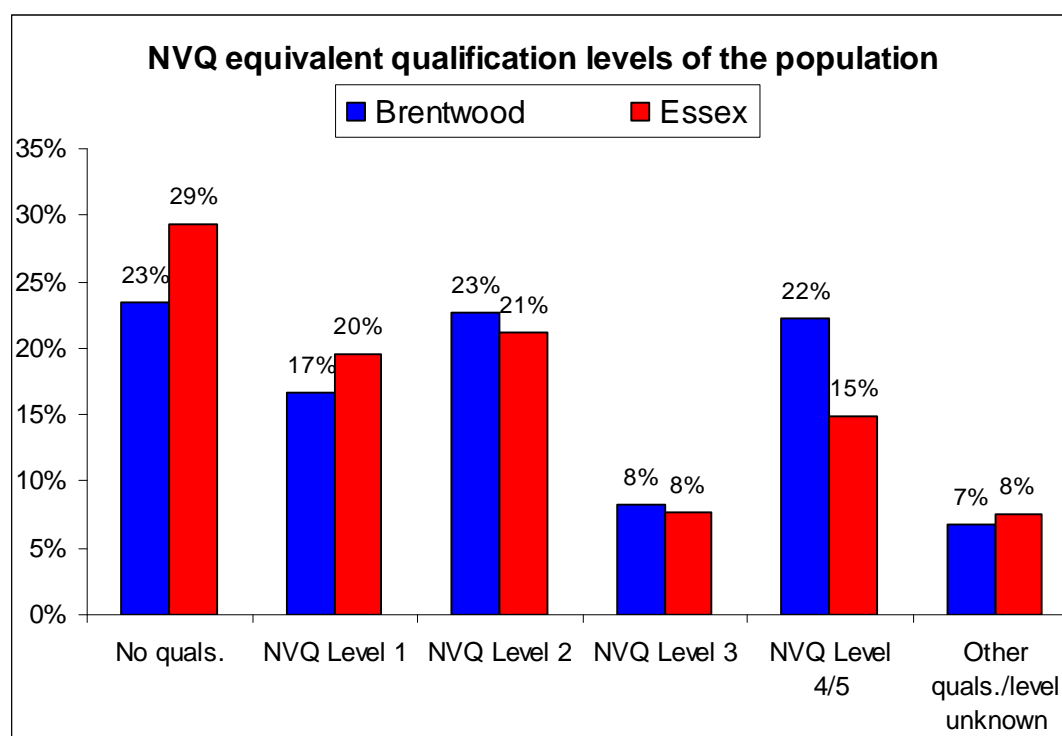
There are many different ways of measuring or assessing an individual's qualifications or skills. Qualifications tend to be easier to measure as each qualification is comprised of a set of criteria to be successfully completed. In addition, many qualifications have been assigned an equivalence level 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 Brentwood's population to that of the Essex population. Overall Brentwood residents are more likely to have qualifications than their Essex counterparts, particularly at the NVQ 4/5 Level, they are also less likely to have no qualifications.

Chart 21

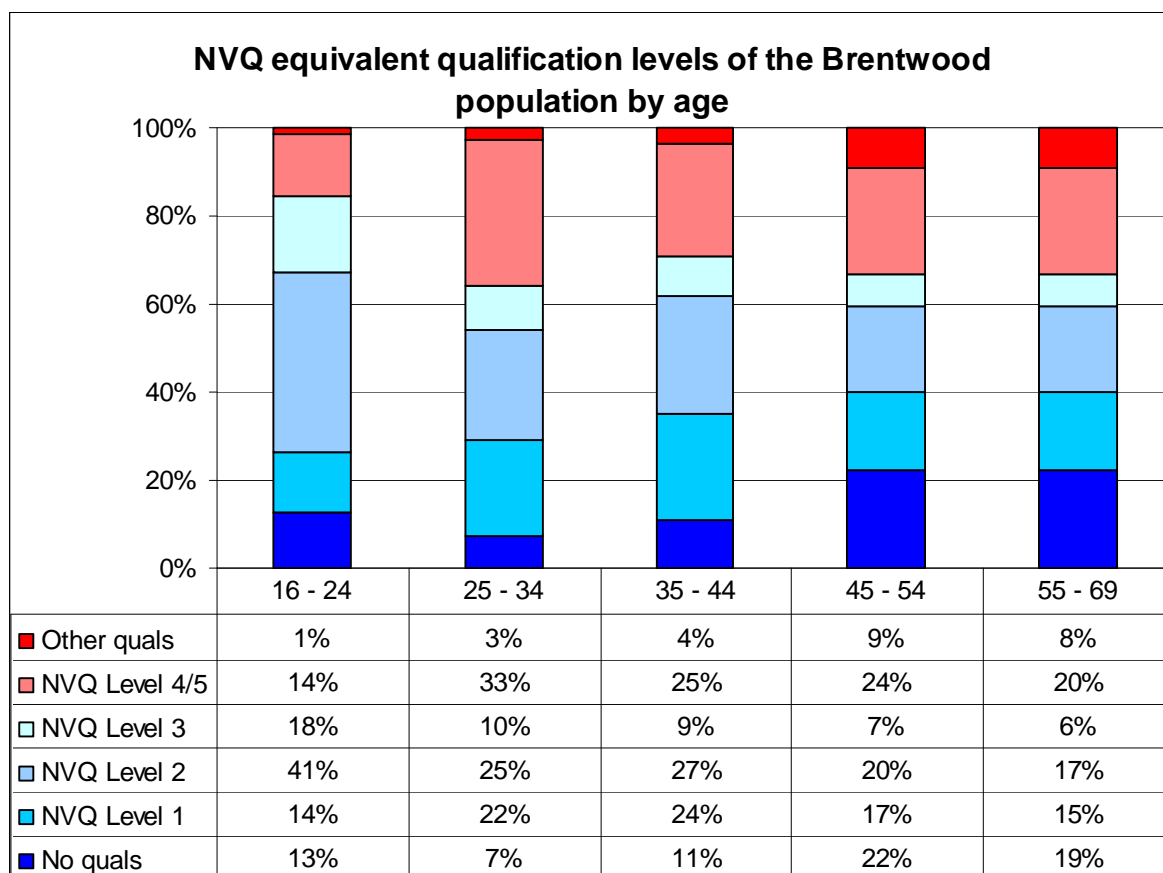


Source: 2001 Census of Population, Office for National Statistics
Population base (16 - 74 years olds): Brentwood, 49,490; Essex, 1,160,342

Charts 22, 23 and 24 and Table 11 look in more detail at the above data by comparing the NVQ equivalent qualifications by different sub-groups of the Brentwood population.

Chart 22 compares the NVQ equivalent data by different age groups. The 25 – 34 age groups has both the highest percentage for NVQ Level 4/5 at 33% and the lowest percentage for no qualifications at 7%. We also see the older age groups having much higher instances of no qualifications.

Chart 22



Source: 2001 Census of Population, Office for National Statistics
 Population base: 16-24 years, 5,992; 25-34 years, 8,487; 35-44 years, 10,406; 45-54 years, 9,804; 55-69 years, 11,592

Table 10 looks at the highest NVQ equivalent qualifications of workers by their occupation.

Table 10

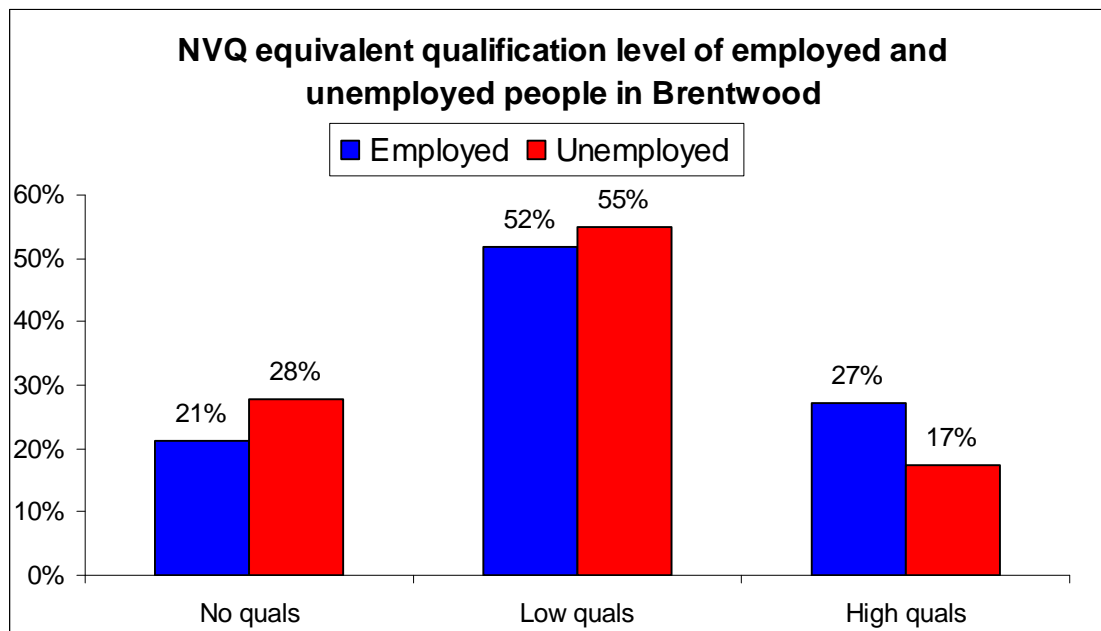
**Highest NVQ equivalent qualification levels of workers by occupation
– Brentwood**

| % by standard occupational classification | No qual. | NVQ 1 | NVQ 2 | NVQ 3 | NVQ 4/5 | Other quals. |
|--|-----------------|--------------|--------------|--------------|----------------|---------------------|
| Managers & senior | 11% | 18% | 25% | 11% | 28% | 6% |
| Professional | 2% | 5% | 10% | 6% | 75% | 2% |
| Associate professional & technical | 6% | 16% | 26% | 13% | 36% | 4% |
| Administrative & secretarial | 13% | 25% | 33% | 13% | 11% | 5% |
| Skilled trades | 28% | 26% | 18% | 5% | 6% | 18% |
| Personal service | 23% | 22% | 28% | 10% | 10% | 7% |
| Sales & customer service | 26% | 23% | 33% | 10% | 5% | 4% |
| Process, plant & machine | 40% | 23% | 14% | 3% | 7% | 14% |
| Elementary | 41% | 21% | 23% | 5% | 3% | 6% |

Source: 2001 Census of Population, Office for National Statistics
Population base (16 - 74 years olds): Brentwood, 49,490; Essex, 1,160,342

Chart 23 compares the qualification levels of those who are employed with those who are unemployed. As the chart shows the residents of Brentwood who are employed are much more likely to have higher qualifications than those who are unemployed and less likely to have no qualifications.

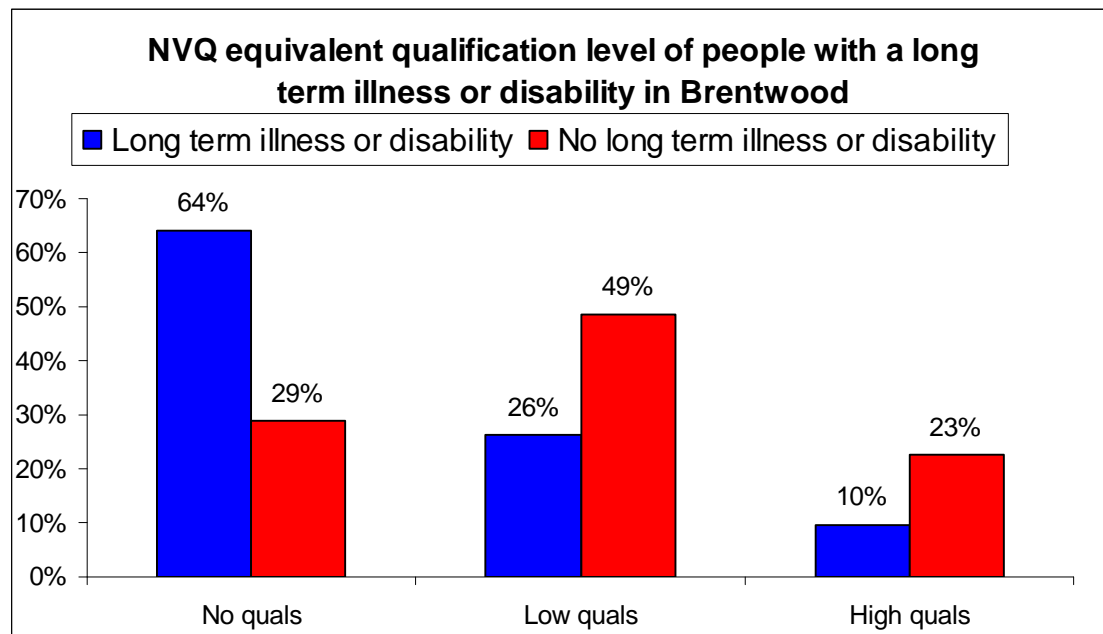
Chart 23



Source: 2001 Census of Population, Office for National Statistics
 Population base (16-74 year olds): Employed, 31,879; Unemployed, 926

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 not only more than twice as likely to have no qualifications, but half as likely to have low or high qualifications than those with no long-term illness or disability.

Chart 24



Source: 2001 Census of Population, Office for National Statistics
Population base (16-74 year olds): Long-term illness, 1,574; No illness 47,915

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 Brentwood are estimated to have limited literacy and numeracy skills. They estimate that around 7,900 people - or 18% of those aged between 16 and 60 years - have poor literacy skills, whilst 7,400 - or 17% of those aged between 16 and 60 years - have poor numeracy skills. As Table 11 shows, the figures for Brentwood are slightly lower than for Essex.

Table 11

| Adult literacy and numeracy | | | | |
|------------------------------------|----------------------------|----------|----------------------------|----------|
| | Total poor literacy | | Total poor numeracy | |
| | Number | % | Number | % |
| Brentwood | 7,854 | 18.2 | 7,370 | 17.1 |
| 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 Brentwood 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 Brentwood appear to be more content with their essential skills of reading, writing and maths than their Essex counterparts.

Table 12

| Self assessment of need to improve essential skills | | | | | | |
|--|------------------|--------------|------------------|--------------|------------------|--------------|
| | Reading | | Writing | | Maths | |
| | Brentwood | Essex | Brentwood | Essex | Brentwood | Essex |
| Need to improve | 5% | 8% | 7% | 9% | 15% | 14% |
| No need to improve | 95% | 87% | 93% | 86% | 85% | 81% |
| Don't know | 0 | 12% | 0 | 5% | 0 | 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: Brentwood, 196; Essex. 2,662

Tables 13 and 14 show how Brentwood residents rate themselves in terms of their level of ability in certain essential skills. Both tables suggest that generally, Brentwood residents consider themselves more likely to have a certain skill at a higher level than Essex residents.

Table 13

| Self assessment of level of ability of essential skills | | | | | | | | |
|---|-----------------|-------|----------------|-------|----------------|-------|----------------|-------|
| | Numeracy skills | | Reading skills | | Spoken ability | | Writing skills | |
| | Brentwood | Essex | Brentwood | Essex | Brentwood | Essex | Brentwood | Essex |
| Advanced level | 41% | 32% | 60% | 49% | 61% | 51% | 61% | 49% |
| Intermediate level | 52% | 42% | 36% | 32% | 37% | 31% | 36% | 32% |
| Basic level | 7% | 18% | 3% | 10% | 2% | 8% | 2% | 11% |
| Do not have these skills | 1% | 7% | 1% | 8% | 1% | 7% | 1% | 7% |
| Don't know/not relevant | 0% | 1% | 0% | 2% | 0% | 2% | 0% | 1% |
| Refused | 0% | 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: Brentwood, 196; 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 | |
| | Brentwood | Essex | Brentwood | Essex | Brentwood | Essex | Brentwood | Essex |
| Advanced level | 12% | 15% | 58% | 49% | 45% | 35% | 48% | 40% |
| Intermediate level | 42% | 32% | 40% | 32% | 52% | 39% | 48% | 38% |
| Basic level | 33% | 32% | 2% | 9% | 3% | 18% | 3% | 15% |
| Do not have these skills | 13% | 20% | 1% | 7% | 1% | 7% | 1% | 6% |
| Don't know/not relevant | 0% | 1% | 0% | 2% | 0% | 1% | 0% | 1% |
| Refused | 0% | 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 (16–69 year olds): Brentwood, 196; Essex, 2,662

4. Participation in Learning

Table 15 shows the number of Brentwood 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 | | | | | |
|--|-------------------|----------------|---------------------|---|-------------|
| Brentwood | Further Education | School VI form | Work Based Learning | Adult Community Learning ^(a) | All sectors |
| 16-18 | 553 | 830 | 144 | 6 | 1,533 |
| 19+ | 3,723 | n/a | 85 | 1,302 | 5,110 |

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)

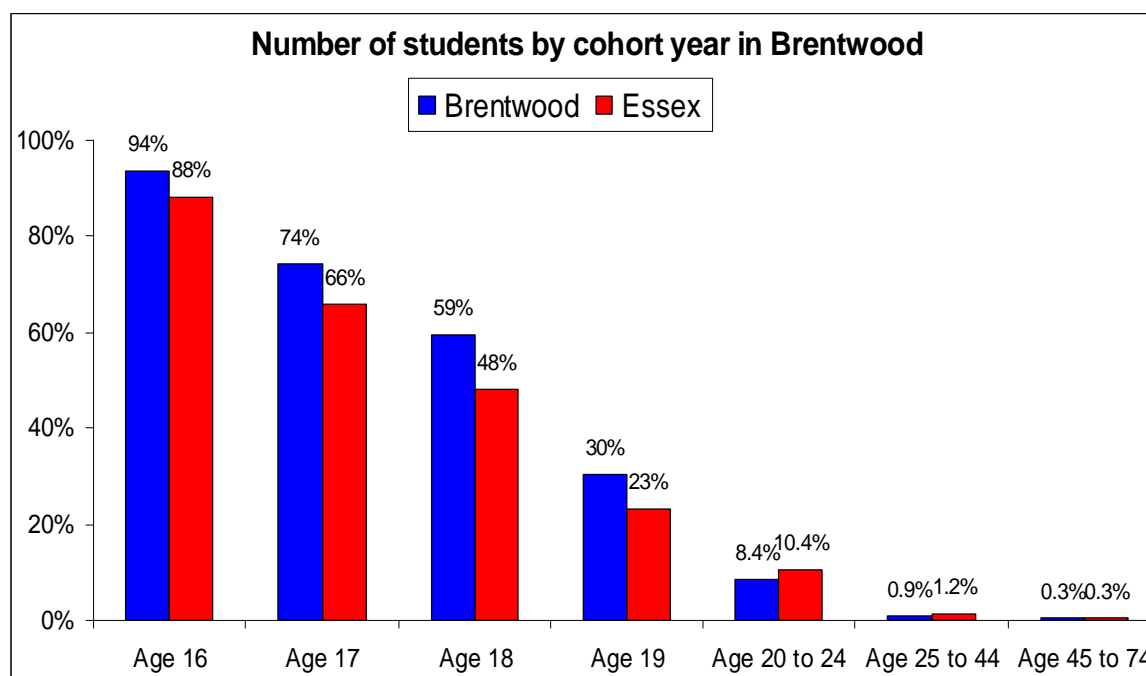
Notes:

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 Brentwood by a particular year or age group as compared to Essex. In all of the 16 to 19 ages there are notably more students on average in Brentwood than Essex, the largest difference being 11% in the 18 age cohort.

Chart 25



Source: 2001 Census of Population, Office for National Statistics

Population base:

Brentwood, Age 16, 805; Age 17, 874; Age 18, 710; Age 19, 552; Age 20-24, 3,078; Age 25-44, 18,885; Age 45-74, 24,610

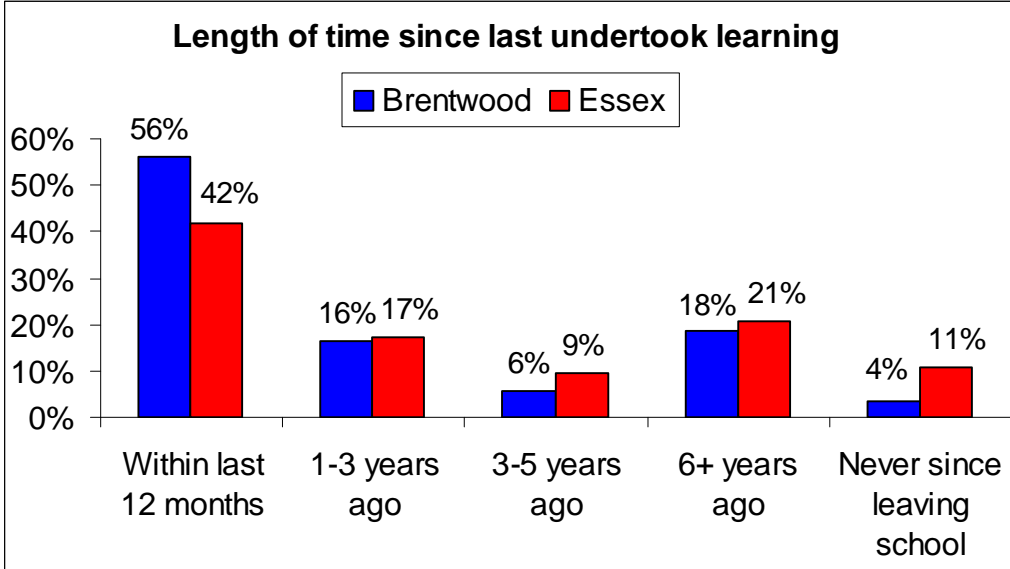
Essex, Age 16, 19,966; Age 17, 19,289; Age 18, 17,614; Age 19, 16,499; Age 20-24, 86,703; Age 25-44, 459,027; Age 45-74, 541,244

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 Brentwood adult residents last undertook any form of learning (see glossary for definition of learning used). Over half (56%) undertook learning in the last 12 months, while only 4% of residents have not undertaken learning since leaving school.

Chart 26

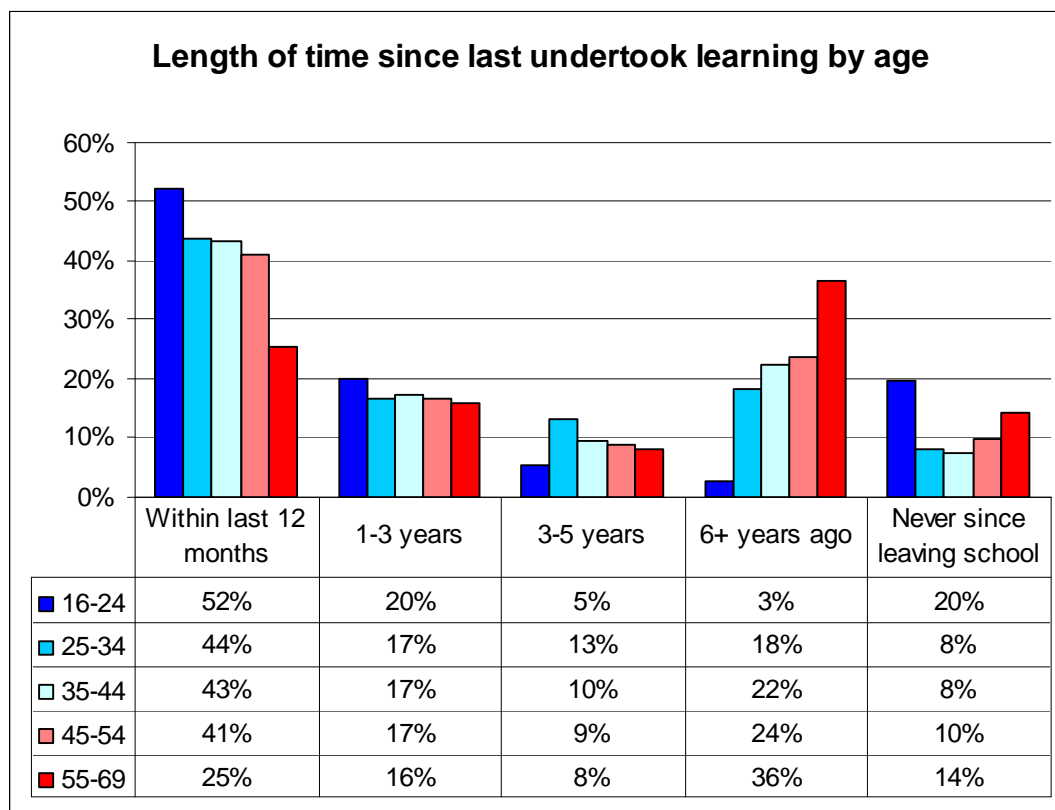


Source: Post-16 Learning Survey, LSC, Essex, 2001
Sample bases: Brentwood, 196; Essex, 2,662
Population bases (16-65 year olds): Brentwood, 45,000; Essex, 1,013,000

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



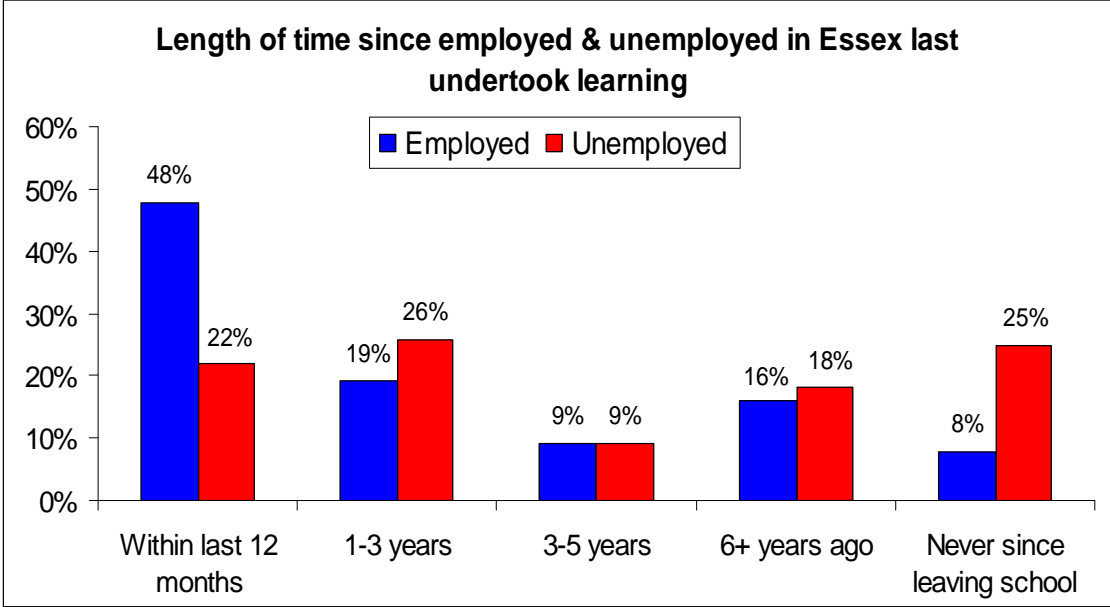
Source: Post-16 Learning Survey, LSC, Essex, 2001

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.

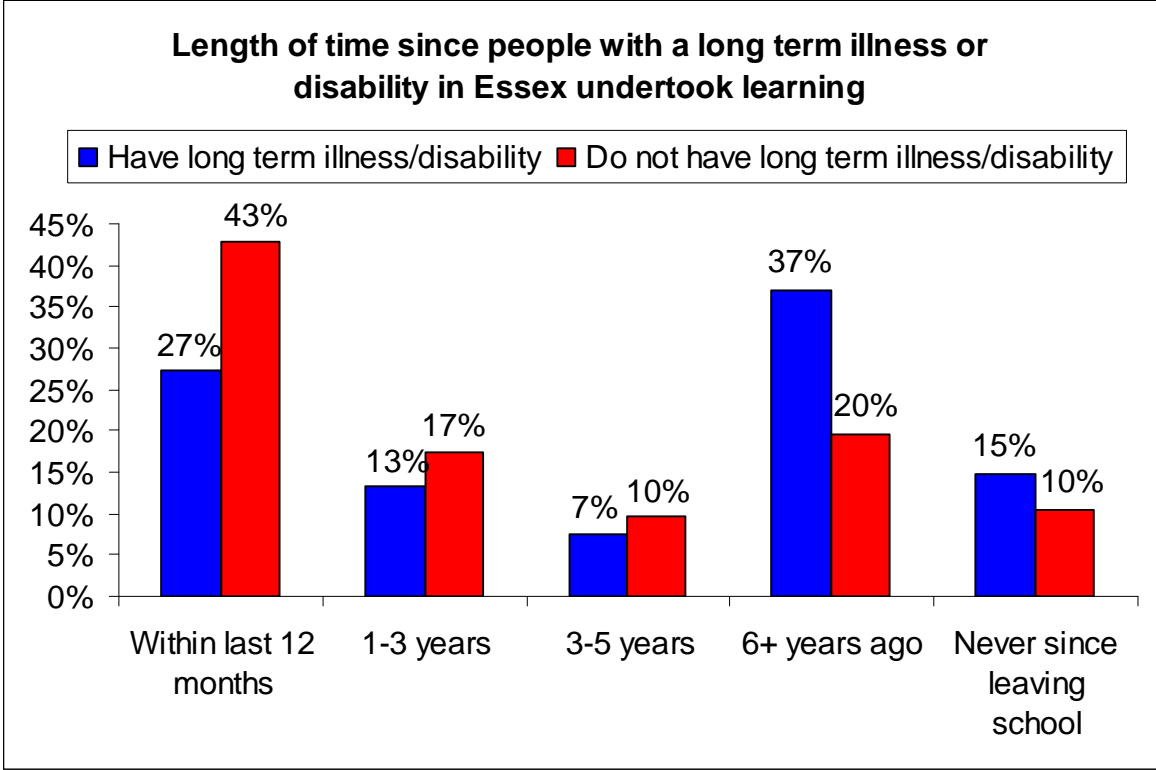
Chart 28



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 74% of learners in Brentwood undertaking training for job related reasons. This is lower than the Essex average, though Brentwood residents are more likely to undertake learning for personal interest or development.

Table 16

| Reasons for undertaking learning in the last 12 months | | |
|---|--|--------------|
| | Brentwood | Essex |
| | % of all learners in last 12 months | |
| Job related | 74% | 83% |
| Personal interest or development | 28% | 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): Brentwood, 110; Essex, 1,109

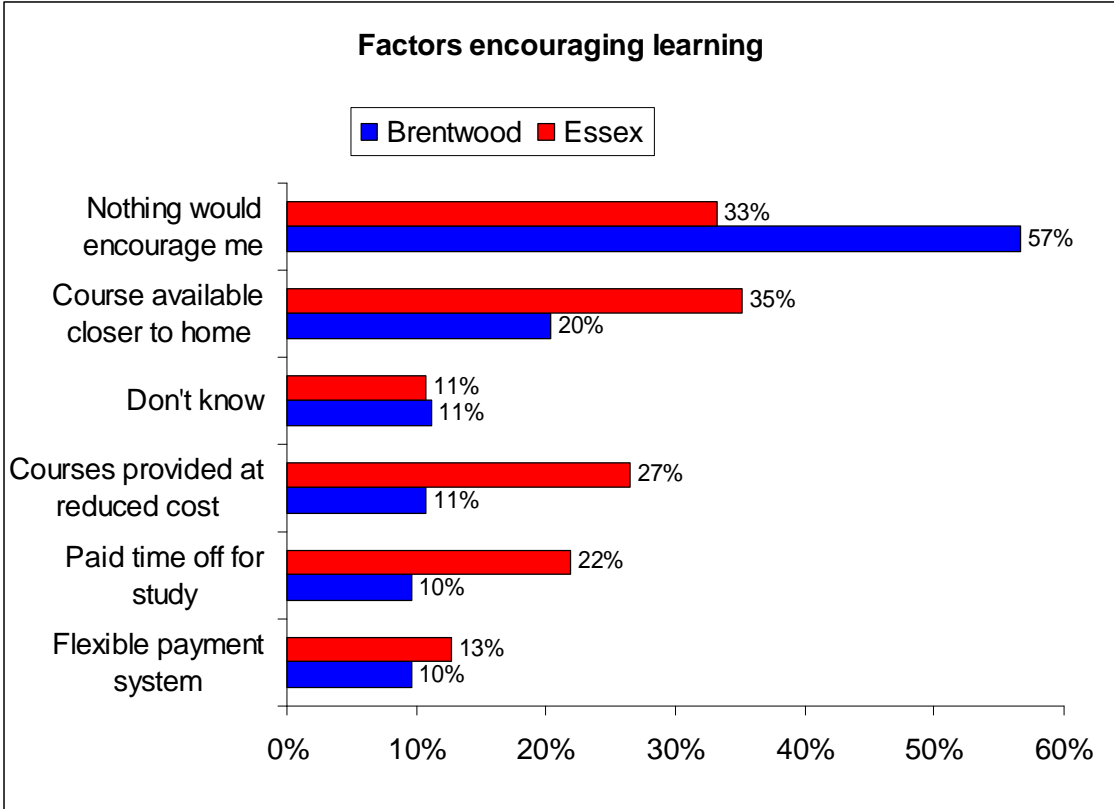
4.1.1 Motives, Barriers and Benefits of Learning for Adults

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 Brentwood residents to participate in learning. Over half (57%) of potential learners in Brentwood say that nothing would encourage them to undertake further learning, significantly higher than the 33% in Essex. Courses being available close to home comes a distant second in priority with one in five potential learners (20%) choosing this option, while only just over a third (35%) of all Essex residents do so.

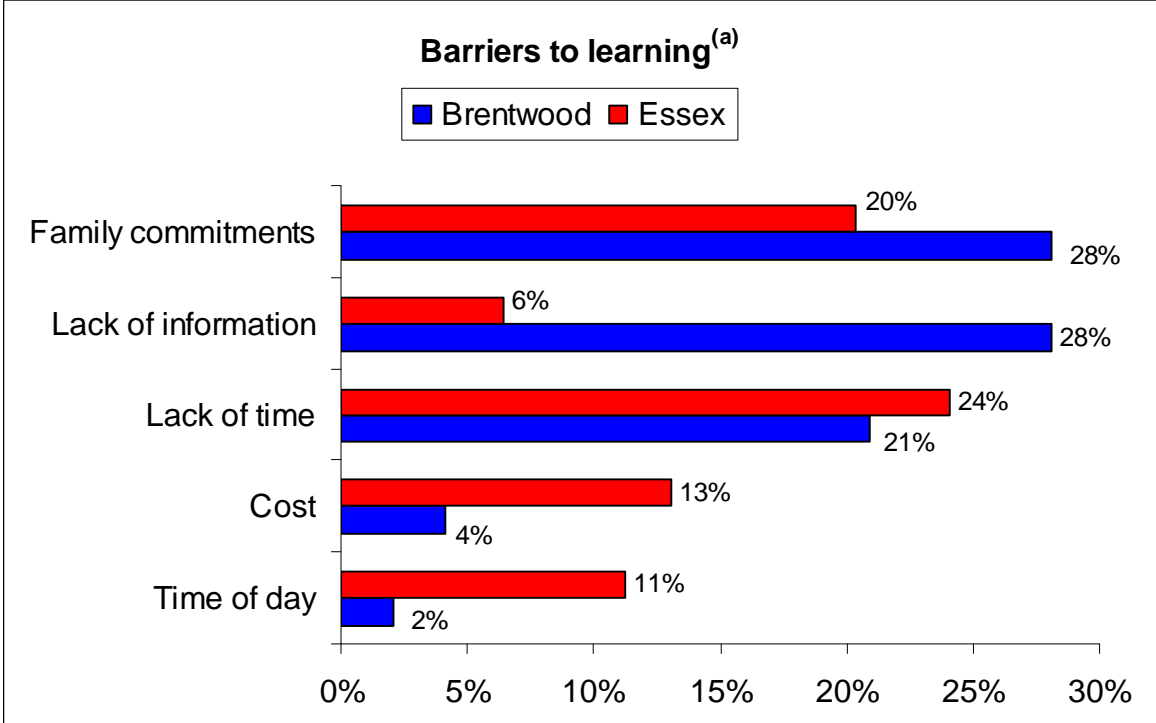
Chart 30



Source: Post-16 Learning Survey, LSC, Essex, 2001
Sample bases: Brentwood, 196; Essex, 2,662
Population Base (16-65 year olds): Brentwood, 45,000; Essex, 1,013,000

Chart 31 shows the top five barriers to learning for Brentwood residents. The barriers perceived by Brentwood residents differ from those of Essex residents with lack of information and family commitments being the key barriers for over one in four people (Brentwood, 28% for both; Essex, 20% and 6% respectively). However, only 4% of Brentwood residents cite cost of learning opportunities as opposed to 11% of Essex residents.

Chart 31



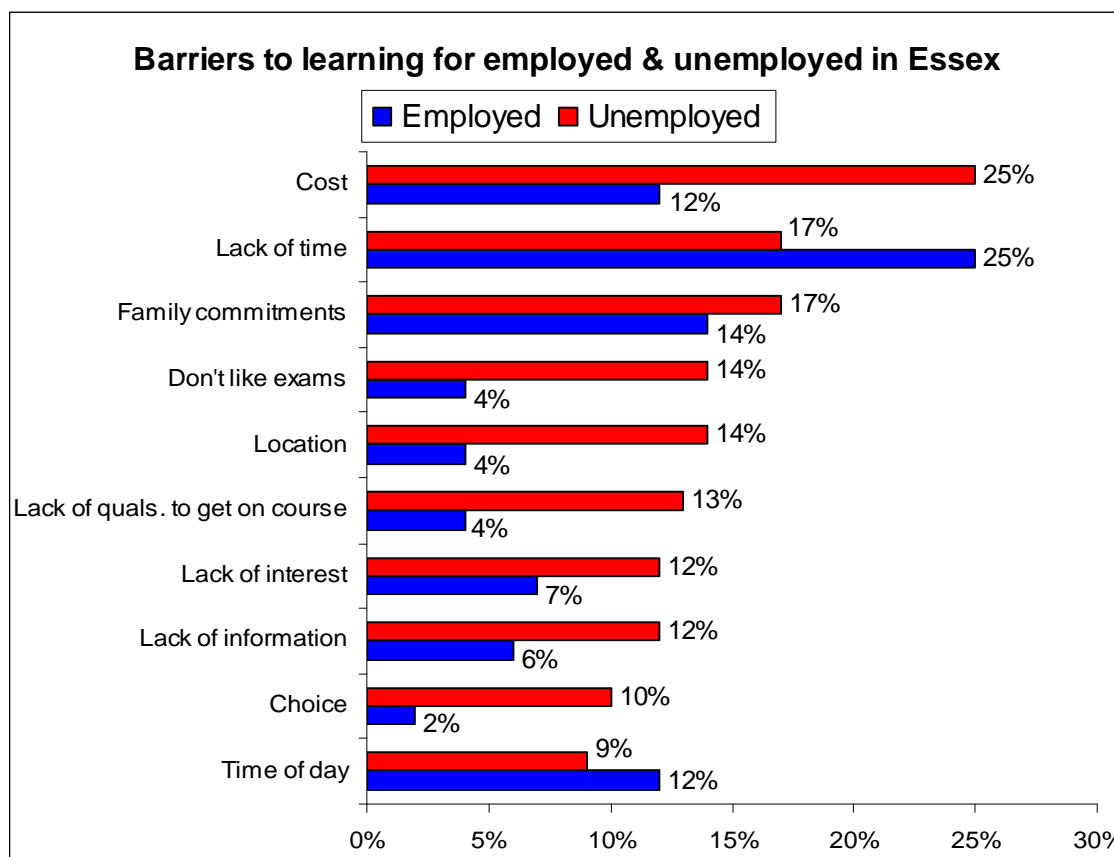
Source: Post-16 Learning Survey, LSC, Essex, 2001
Sample bases: Brentwood, 196; Essex, 2,662
Population bases (16-65 year olds): Brentwood, 45,000; Essex, 1,013,000

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.

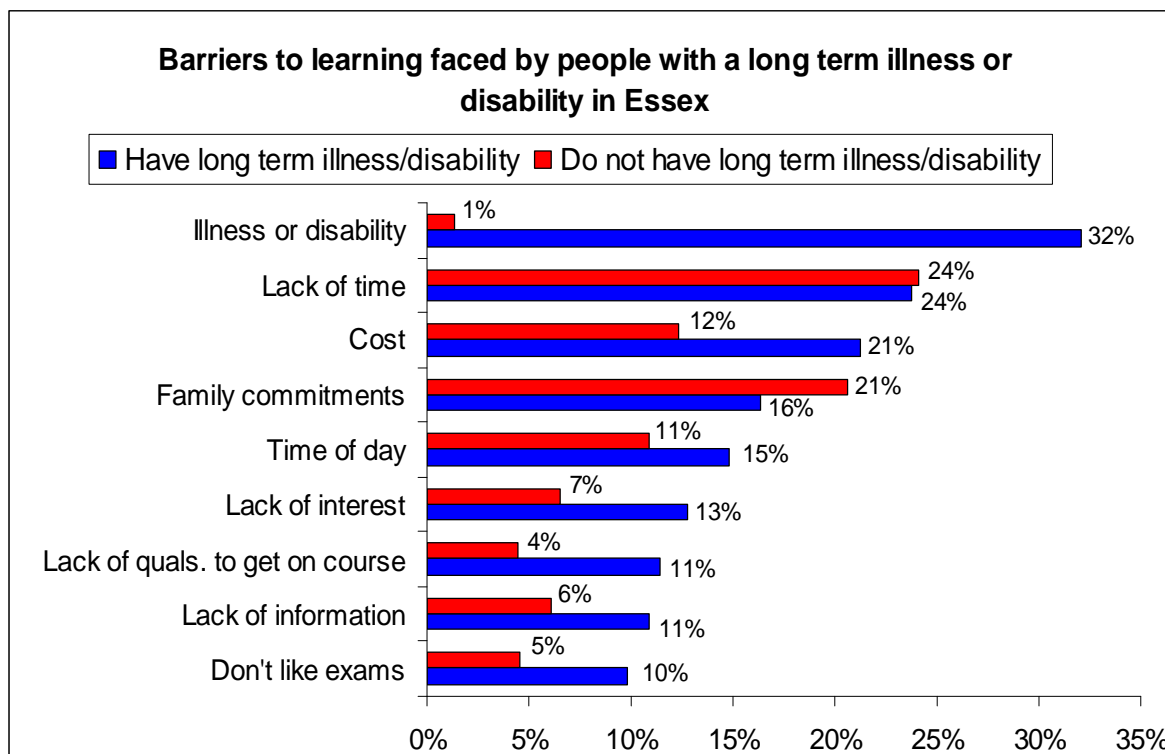
Chart 32



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

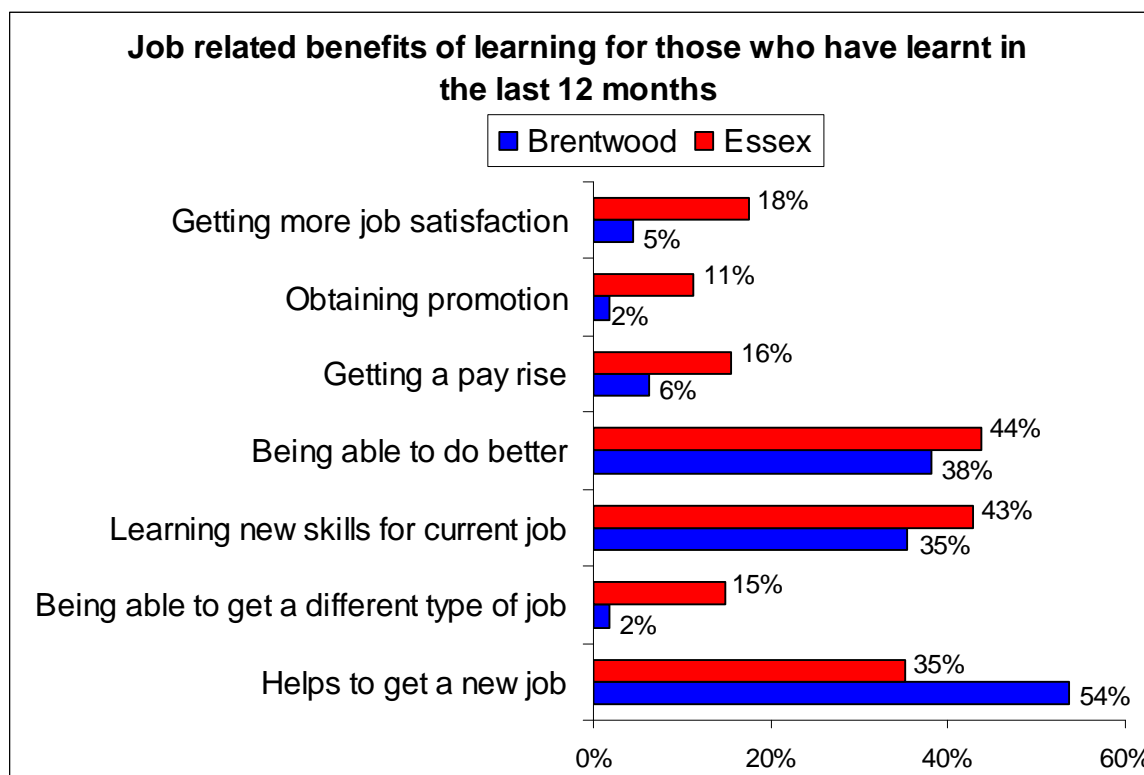
Sample bases: Have long-term illness/disability, 202; do not have long-term illness/disability, 2,453

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.

In terms of job related benefits, as Chart 34 shows, well over half of Brentwood residents say they benefited from learning new skills in order to get a new job (54%). Over a third said they benefited from learning news skills for their current job (35%) and being able to do their job better (38%), as opposed to 43% and 44% respectively for Essex recent learners.

Chart 34



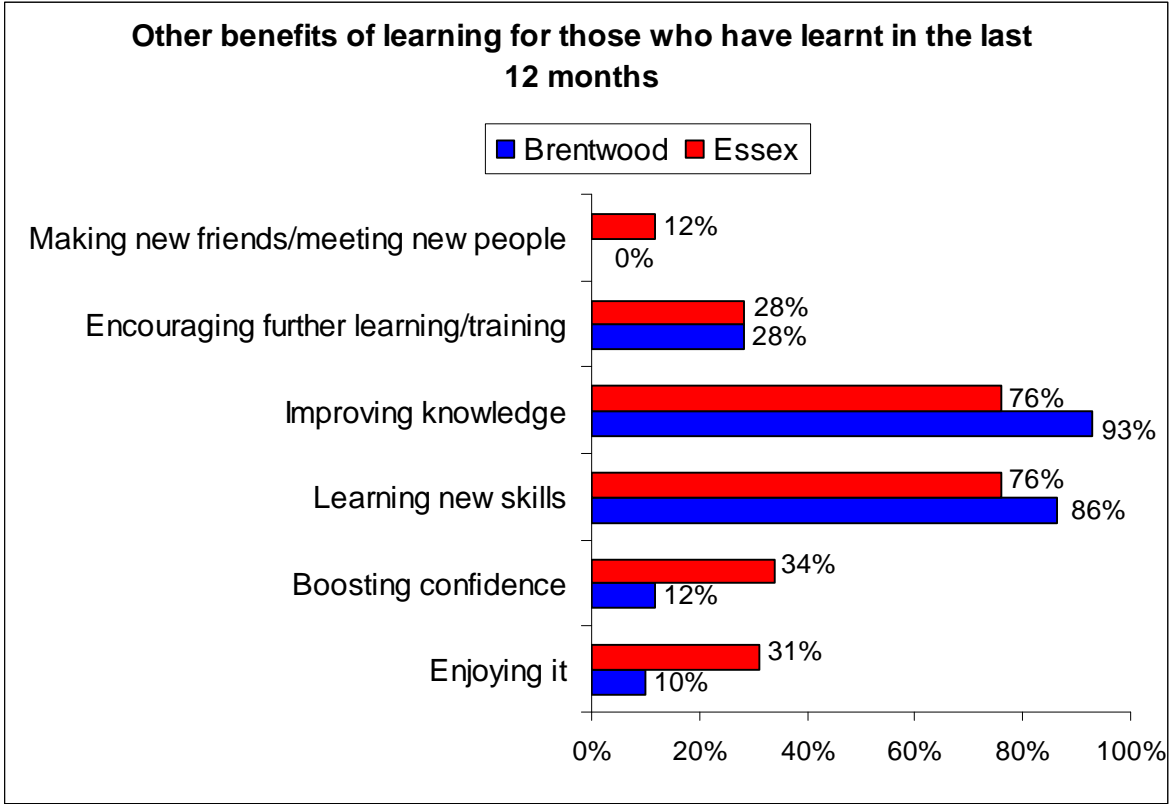
Source: Post-16 Learning Survey, LSC, Essex, 2001

Sample bases: Brentwood, 110; Essex, 1,109

Population bases (16-65 year old learners in last 12 months): Brentwood, 25,300; Essex, 422,000

As Chart 35 shows, improving knowledge (93%) and learning new skills (86%) are the top two other benefits of recent learning for Brentwood learners. In each case, these three factors are more likely to be considered as benefits by Brentwood learners than their Essex counterparts, while Essex learners are more likely to include boosting confidence and enjoying it as a benefit.

Chart 35

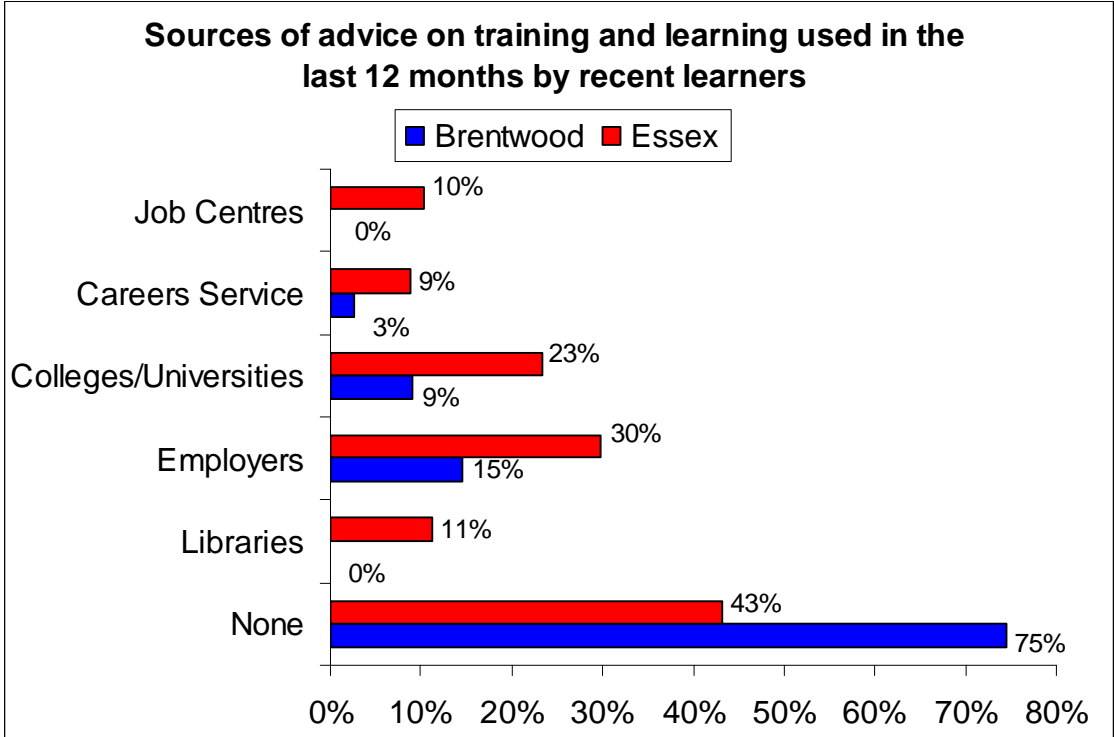


Source: Post-16 Learning Survey, LSC, Essex, 2001
Sample bases: Brentwood, 110; Essex, 1,109
Population bases (16-65 year old learners in last 12 months): Brentwood, 25,300; Essex, 422,000

4.1.2 Information, Advice and Guidance for Learning

Brentwood learners are considerably less likely to seek information, advice or guidance for learning than all Essex learners. As Chart 36 shows, two in five Essex learners say they had no sources of advice as opposed to three in four in Brentwood. Of those that did get advice, 15% of all recent learners sought advice on learning from their employer, with a further 11% using libraries for advice.

Chart 36



Source: Post-16 Learning Survey, LSC, Essex, 2001
Sample bases: Brentwood, 110; Essex, 1,109
Population bases (16-65 year old learners in last 12 months): Brentwood, 25,300; Essex, 422,000

4.1.3 Future Learning Plans of Adults

In terms of their plans for future learning, Brentwood residents' views of what they will do differ slightly from that of all Essex residents. As Table 17 shows, a higher proportion of Brentwood residents say that they plan to take part in learning within the next 12 months (43% in Brentwood versus 31% in Essex). However, over a third (38%) of Brentwood residents say that they have no plans for learning, slightly above the figure for Essex.

Table 17

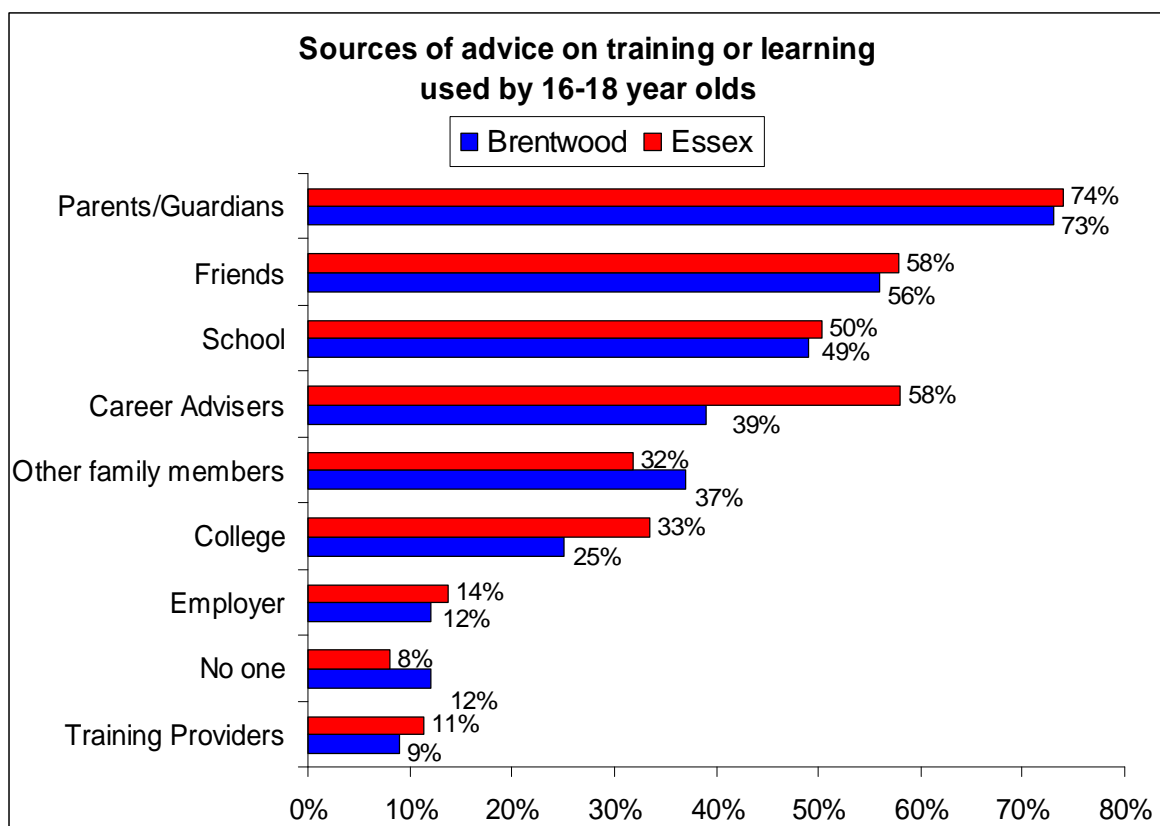
| Likelihood of participating in learning in future | | |
|--|-----------------|-------|
| | Brentwood | Essex |
| | % of population | |
| Within the next 12 months | 43% | 31% |
| Not within the next 12 months but possibly at a later date | 16% | 23% |
| No plans for future learning | 38% | 33% |

Source: Post-16 Learning Survey, LSC, Essex, 2001
 Sample bases: Brentwood, 196; Essex, 2,662
 Population bases (16-65 year olds): Brentwood, 45,000; 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, Brentwood 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 Schools were mentioned as a source of advice by at least one in two young people, though Career Advisers were used less by Brentwood young people than those in Essex.

Chart 37



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

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

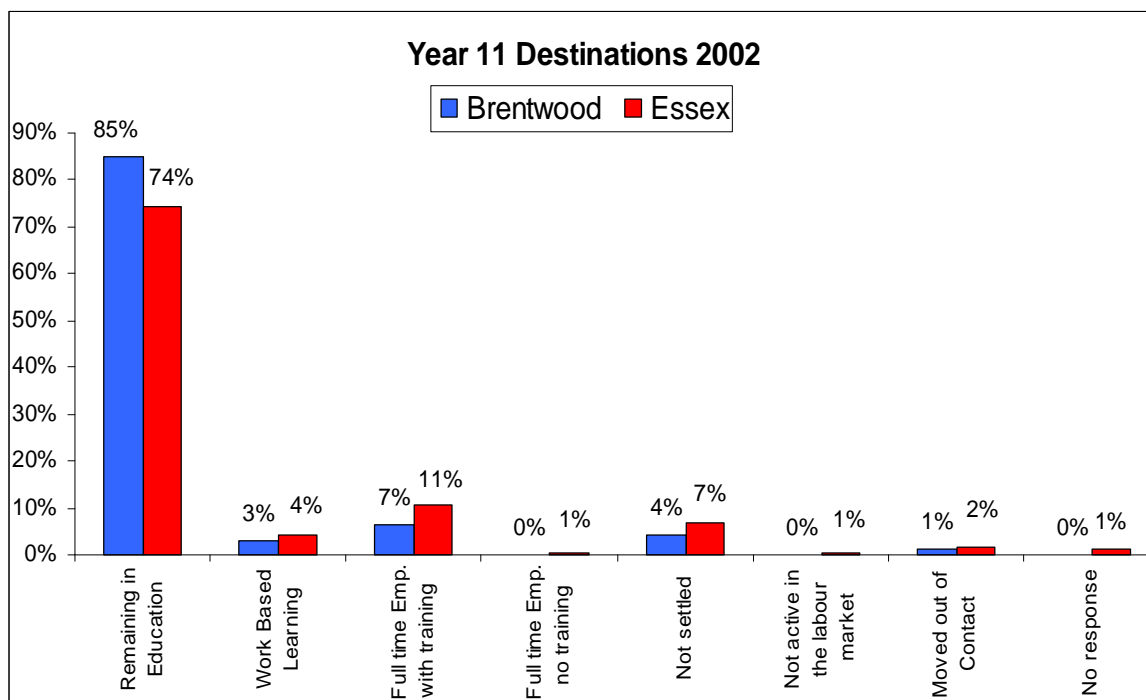
Population bases (16-18 year olds): Brentwood, 1,200; Essex, 23,700

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 Brentwood regardless of where they reside.

Chart 38 shows the intended first destination all Year 11 Leavers at the end of the 2001-2002 academic year. The majority of year 11 leavers in Brentwood choose to stay in education, significantly more than Essex as a whole, 85% to 74%.

Chart 38



Source: Connexions Activity Survey, 2002

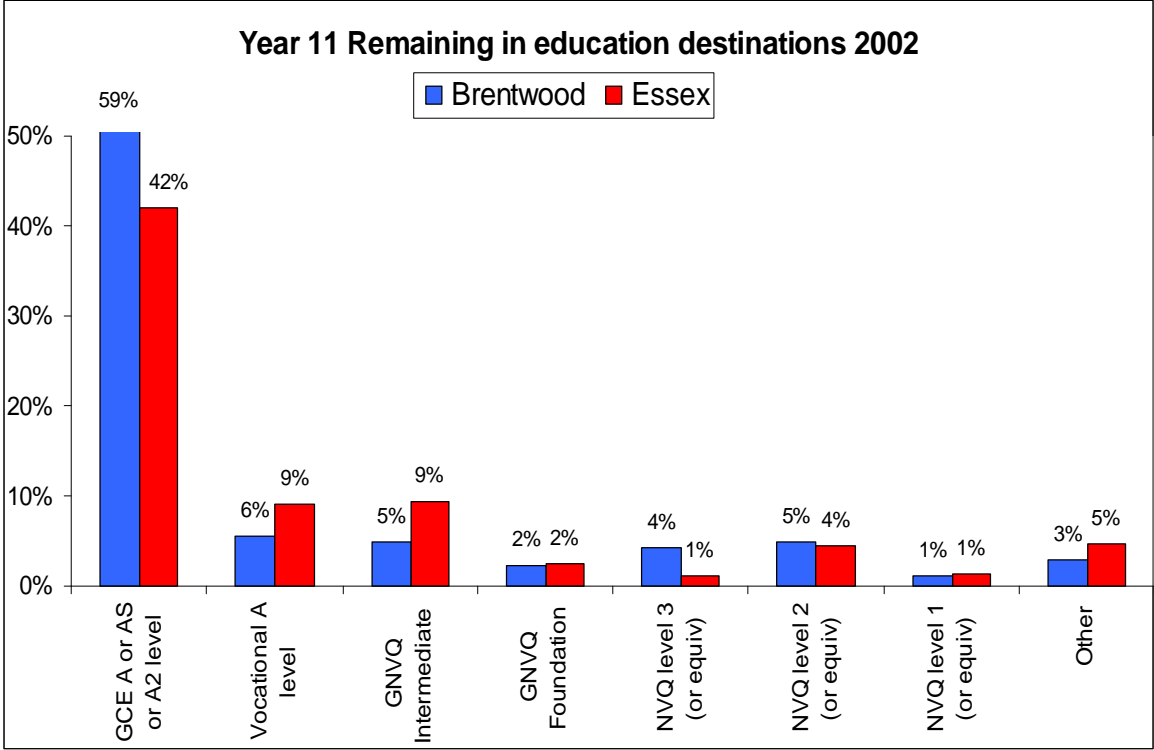
Base: Brentwood, 1,308; Essex, 19,586

Note:

Expressed as a percentage of all Year 11 leavers

Chart 39 looks in more detail at the group that continue in education. Out of the education destinations taken it is clear that A level study is the popular choice in Brentwood with 59% of those remaining in education choosing this option.

Chart 39



Source: Connexions Activity Survey, 2002

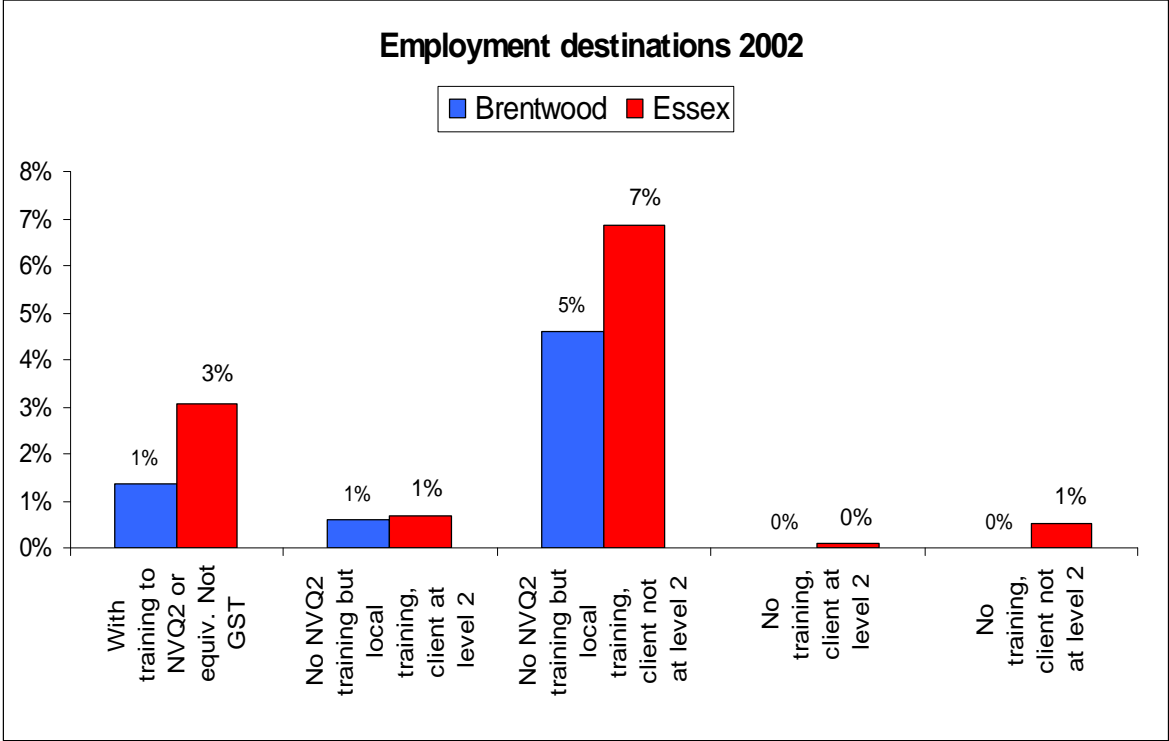
Base: Brentwood, 1,308; Essex, 19,586

Note:

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

Chart 40 focuses on the 7% of Brentwood leavers that intended to move to some form of employment. The majority of these (5%), choosing jobs with only local 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

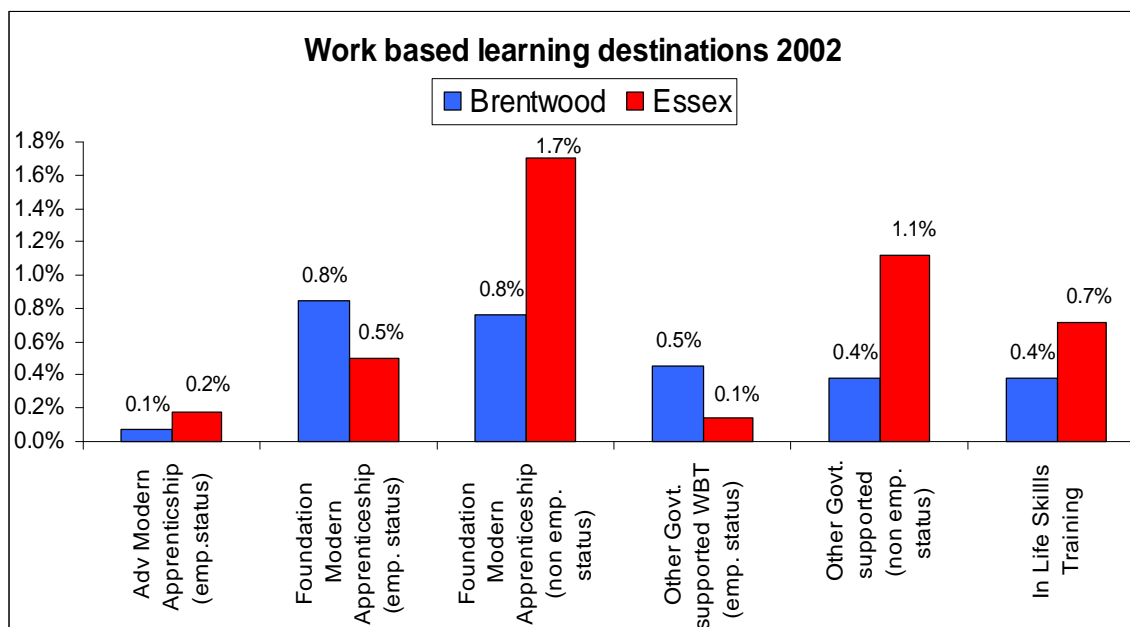
Base: Brentwood, 1,308; Essex, 19,586

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). Within Brentwood this is a very small percentage of the overall figure, but does show foundation modern apprenticeships to be the most popular choice.

Chart 41



Source: Connexions Activity Survey, 2002

Base: Brentwood, 1,308; Essex, 19,586

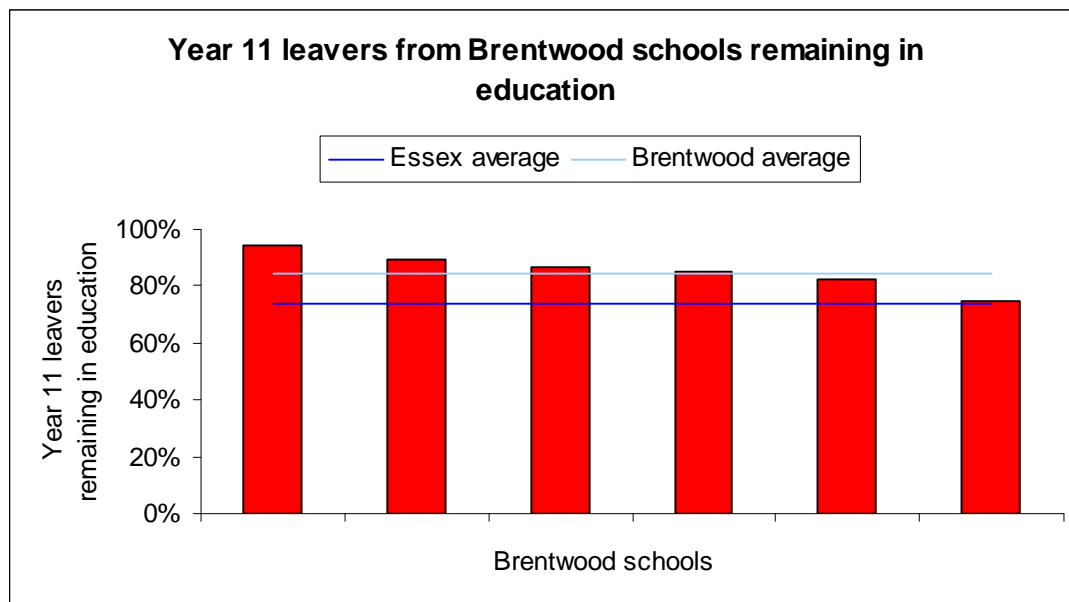
Note:

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 Brentwood (schools are not named) with the minimum and maximum 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 Brentwood.

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 Brentwood.

Chart 43

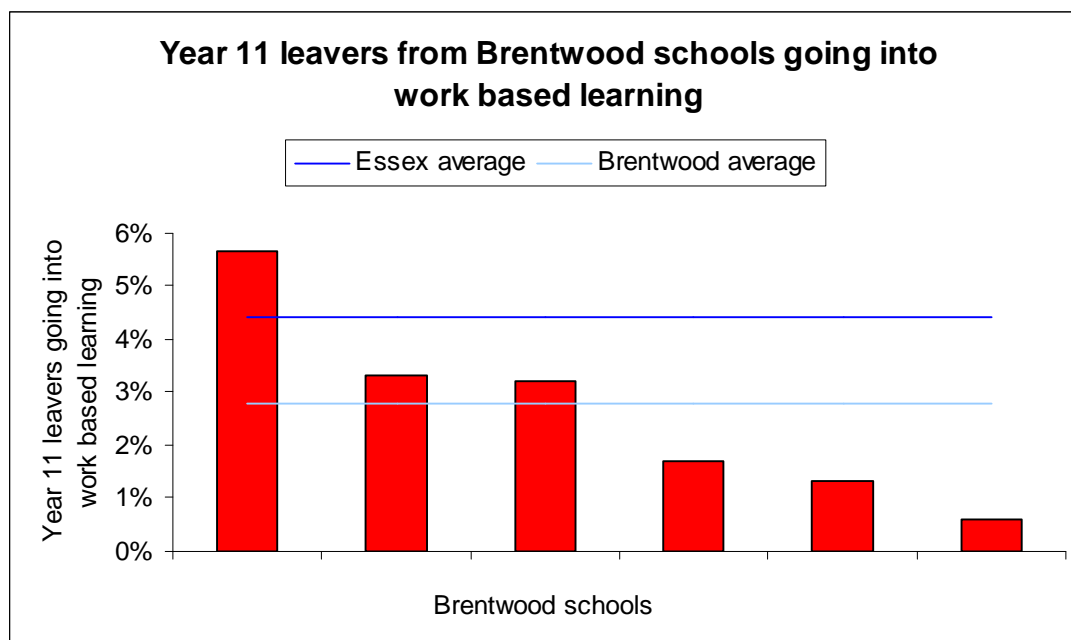


Source: Connexions Activity Survey, 2002

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 Brentwood.

Chart 44

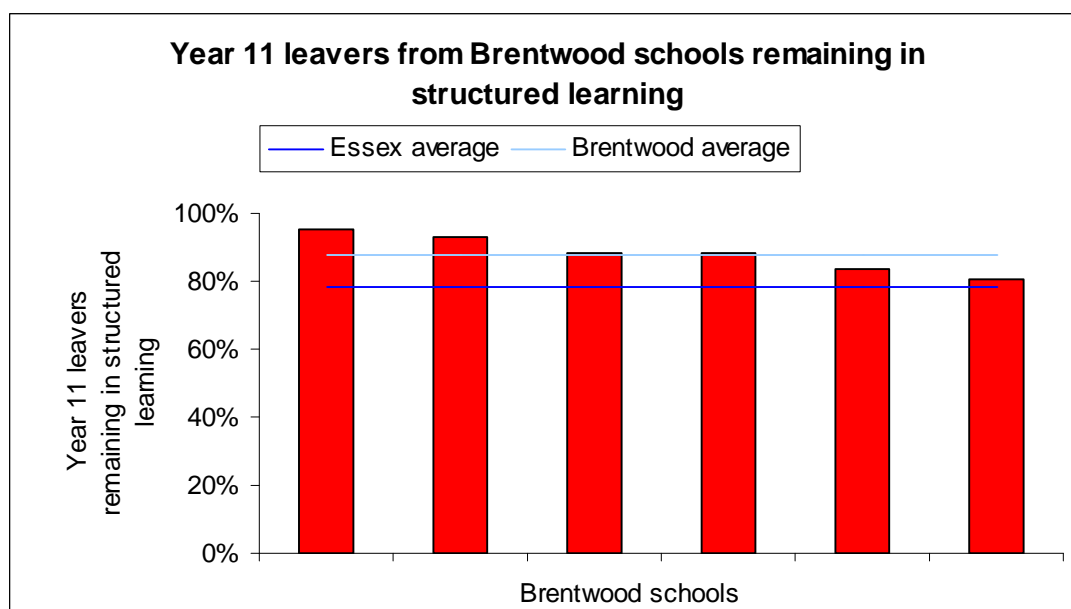


Source: Connexions Activity Survey, 2002

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

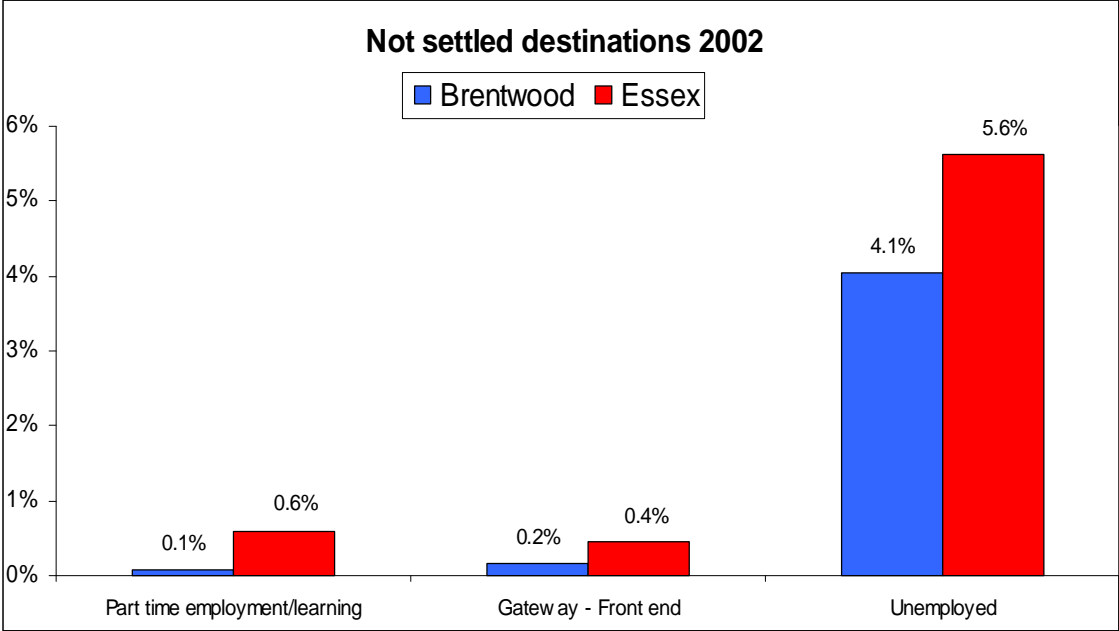


Source: Connexions Activity Survey, 2002

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 the chart indicates, Brentwood school leavers are much less likely to be unemployed than the Essex average.

Chart 46



Source: Connexions Activity Survey, 2002

Base: Brentwood, 1,308; Essex, 19,586

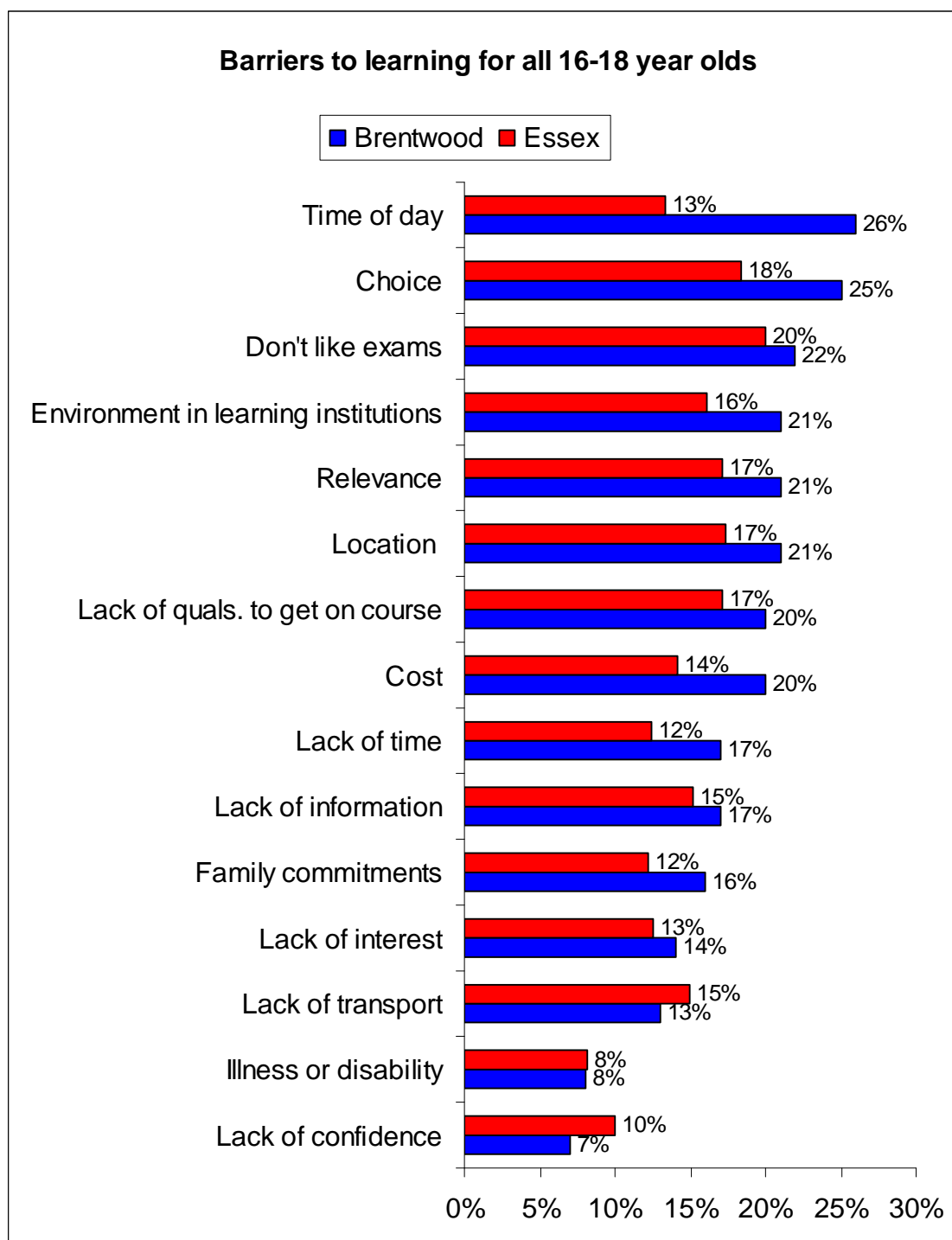
Note:

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, Brentwood 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 time of day (26%) and choice (25%) as barriers to learning – in each case, considerably more than for Essex.

Chart 47



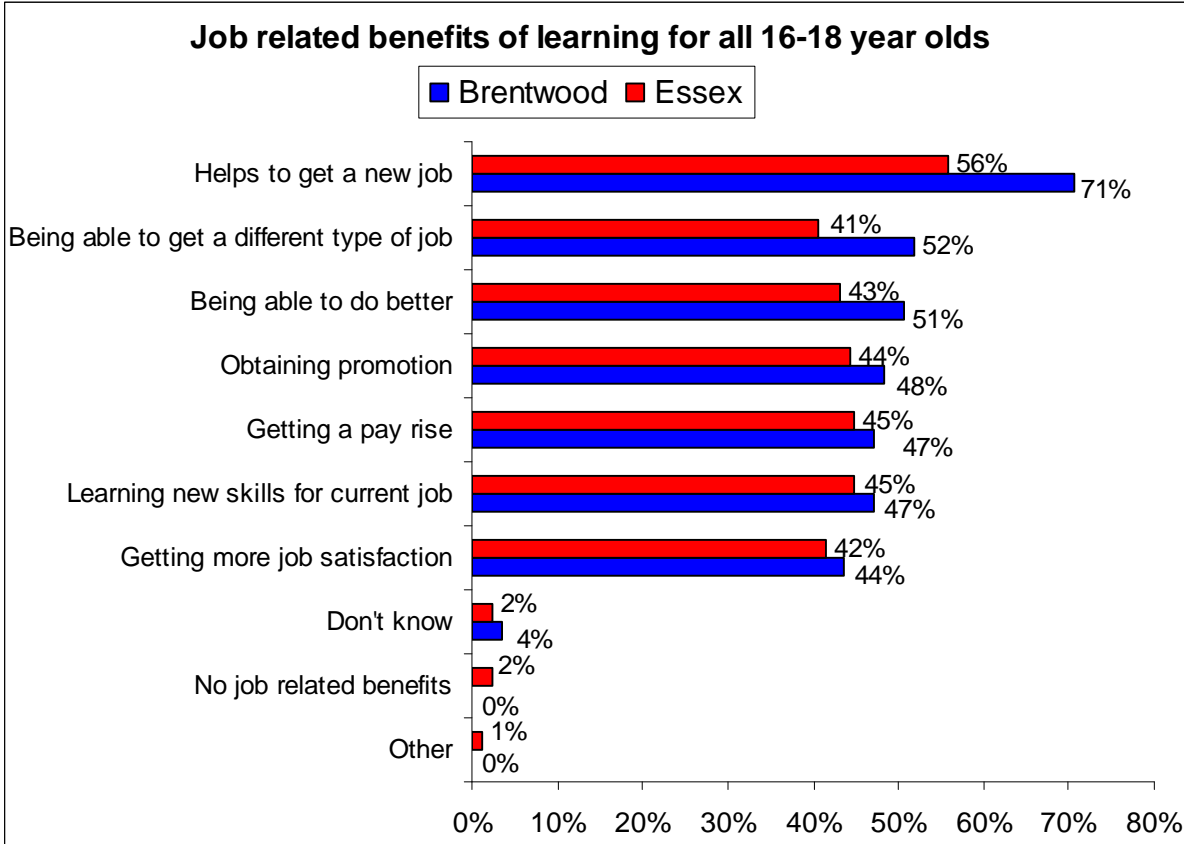
Source: 16-18 Learning Survey, LSC, Essex, 2002

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

Population bases (16-18 year olds): Brentwood, 1,200; 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, those in Brentwood are more likely to perceive the benefits of learning than those in Essex, with the main benefit seen to be that it helps to get a new job.

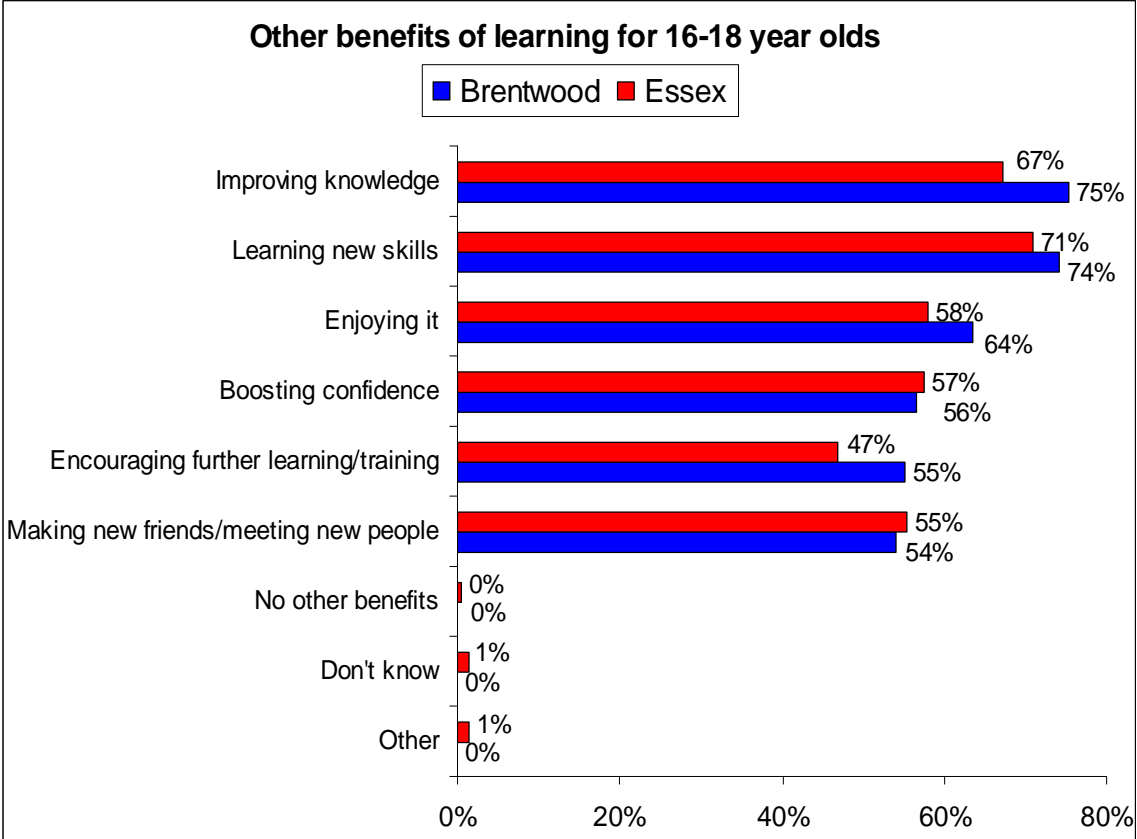
Chart 48



Source: 16-18 Learning Survey, LSC, Essex, 2002
Sample bases: Brentwood, 100; Essex, 1,420
Population bases (16-18 year olds): Brentwood, 1,200; Essex, 23,700

As Chart 49 shows, the main other benefits of learning are seen to be improving knowledge and learning new skills, with three-quarters of Brentwood young people ranking these highly.

Chart 49



Source: 16-18 Learning Survey, LSC, Essex, 2002
Sample bases: Brentwood, 100; Essex, 1,420
Population bases (16-18 year olds): Brentwood, 1,200; 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

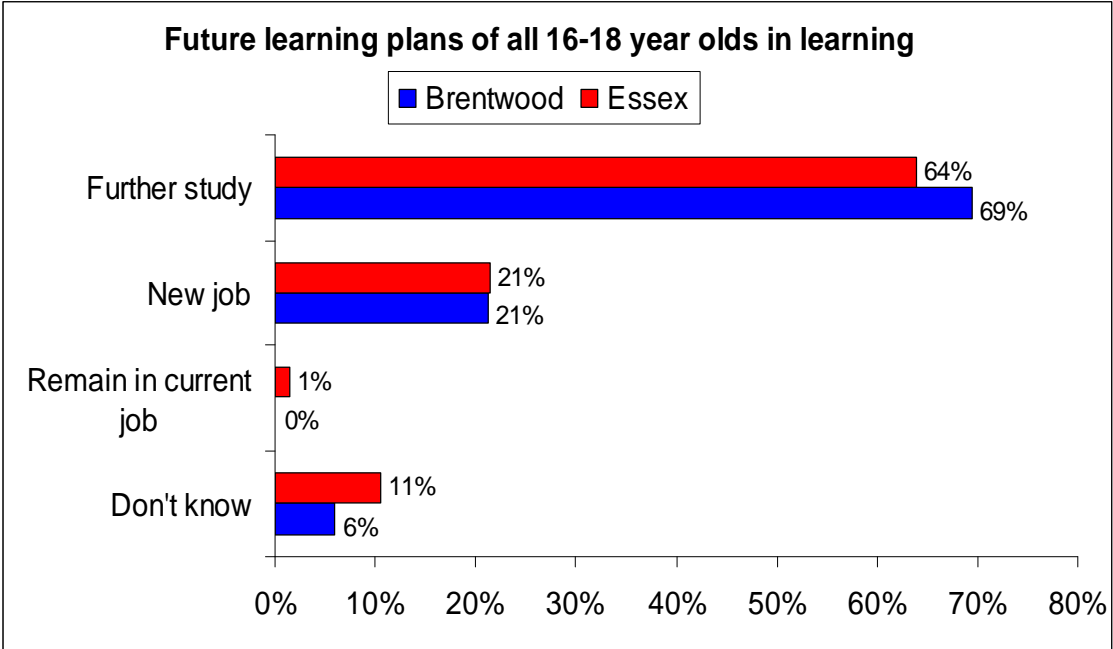
| Reasons for not participating in learning for 16-18 year olds | |
|--|---------------------------------|
| | Essex |
| | as % of all non-learners |
| In work/wanted to work instead | 43% |
| Don't want to/not interested in study | 29% |
| Looking for a placement/waiting to start | 12% |
| Having a 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 about their future plans. As Chart 50 shows, Brentwood young people follow the same pattern as for Essex, with almost 70% saying they will continue with some form of further study and a further 21% intending to find a new job.

Chart 50



Source: 16-18 Learning Survey, LSC, Essex, 2002
Sample bases: Brentwood, 85; Essex, 1,154
Population bases (16-18 year old learners): Brentwood, 1,000; Essex, 19,300

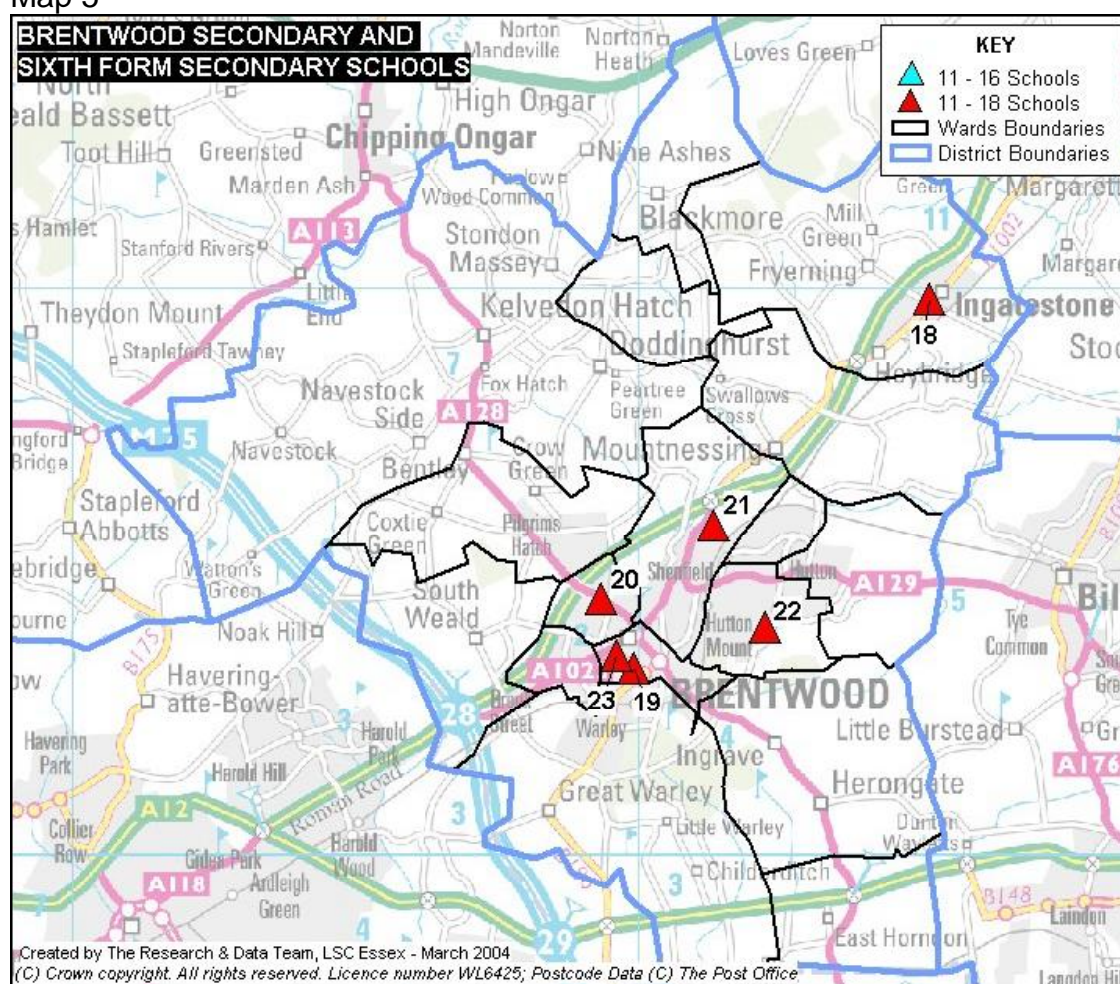
PROVISION

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 Brentwood. 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 2002.

Map 5



11-19 schools in the LSC, Essex area:

| Number | School | Number on roll January 2003 | |
|--------|--|--------------------------------|--------|
| | | 11 -16 | 16 -19 |
| 18 | Anglo-European School | 961 | 252 |
| 19 | Brentwood County High School | 1,226 | 197 |
| 20 | Sawyers Hall College of Science and Technology* | 1,237 | 199 |
| 21 | Shenfield High School | 1,251 | 246 |
| 22 | St. Martin's School | 1,376 | 267 |
| 23 | Ursuline Convent High School | 805 | 167 |

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

* Formerly know as The Hedley Walter High School

1.1 School Sixth Form Travel to Learn Patterns

Table 19 below shows the schools that sixth form pupils living in Brentwood 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 up. As the table shows the majority (83.4%) of resident VI form pupils in Brentwood attend schools in the same district, with St. Martin's School having the largest share at 27.5%. The remaining students are split between Chelmsford and Havering, 7.8% & 5% respectively.

Table 19

| Brentwood resident School VI Form pupils by institution | | |
|--|--|---------------------|
| | % share of all Brentwood resident School VI Form pupils | District/LEA |
| Anglo European School | 7.6% | Brentwood |
| Brentwood County High School | 11.6% | Brentwood |
| Brentwood Ursuline Convent High School | 7.0% | Brentwood |
| The Champion School | 2.7% | Havering |
| Chelmsford County High School for Girls | 2.9% | Chelmsford |
| The Coopers' Company & Coborn School | 2.3% | Havering |
| The Hedley Walter High School | 12.5% | Brentwood |
| King Edward VI Grammar School | 4.9% | Chelmsford |
| Shenfield High School | 17.2% | Brentwood |
| St. Martin's School | 27.5% | Brentwood |

Source: Pupil Level Annual School Census (PLASC) 2002/2003
Population base (Brentwood resident Year 12, 13 & 14 pupils): 830
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

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 | | | | | | | | | |
|--|-------------------------------------|------|------|---------|------|------|-----------|------|------|
| | Brentwood schools GCSE/GNVQ results | | | | | | | | |
| | 5+ A*-C | | | 5+ A*-G | | | No passes | | |
| | 2001 | 2002 | 2003 | 2001 | 2002 | 2003 | 2001 | 2002 | 2003 |
| Anglo European School | 74% | 74% | 77% | 96% | 97% | 98% | 1% | 3% | 1% |
| Brentwood County High School | 53% | 59% | 44% | 97% | 97% | 93% | 3% | 2% | 2% |
| Brentwood School (i) | 96% | 95% | 95% | 99% | 97% | 97% | 1% | 3% | 3% |
| Brentwood Ursuline Convent High School | 86% | 82% | 76% | 99% | 98% | 98% | 1% | 1% | 1% |
| Peniel Academy (i) | 100% | 100% | 100% | 100% | 100% | 100% | 0% | 0% | 0% |
| Sawyers Hall College of Science & Technology | 52% | 55% | 44% | 93% | 96% | 95% | 2% | 2% | 2% |
| Shenfield High School | 71% | 64% | 69% | 99% | 97% | 98% | 0% | 1% | 0% |
| St Martin's School | 69% | 65% | 81% | 95% | 97% | 98% | 2% | 2% | 1% |
| 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)

| Brentwood | Number of 15 year olds | Number not achieving 5+ A* - C | as a % of number of 15 year olds |
|--|------------------------|--------------------------------|----------------------------------|
| Anglo European School | 182 | 42 | 23% |
| Brentwood County High School | 227 | 127 | 56% |
| Brentwood School (i) | 171 | 9 | 5% |
| Brentwood Ursuline Convent High School | 152 | 36 | 24% |
| Peniel Academy (i) | 10 | 0 | 0% |
| Sawyers Hall College of Science & Technology | 234 | 131 | 56% |
| Shenfield High School | 224 | 69 | 31% |
| St Martin's School | 271 | 51 | 19% |
| England average | - | - | 47% |

Source: Department for Education and Skills, 2003

Notes:

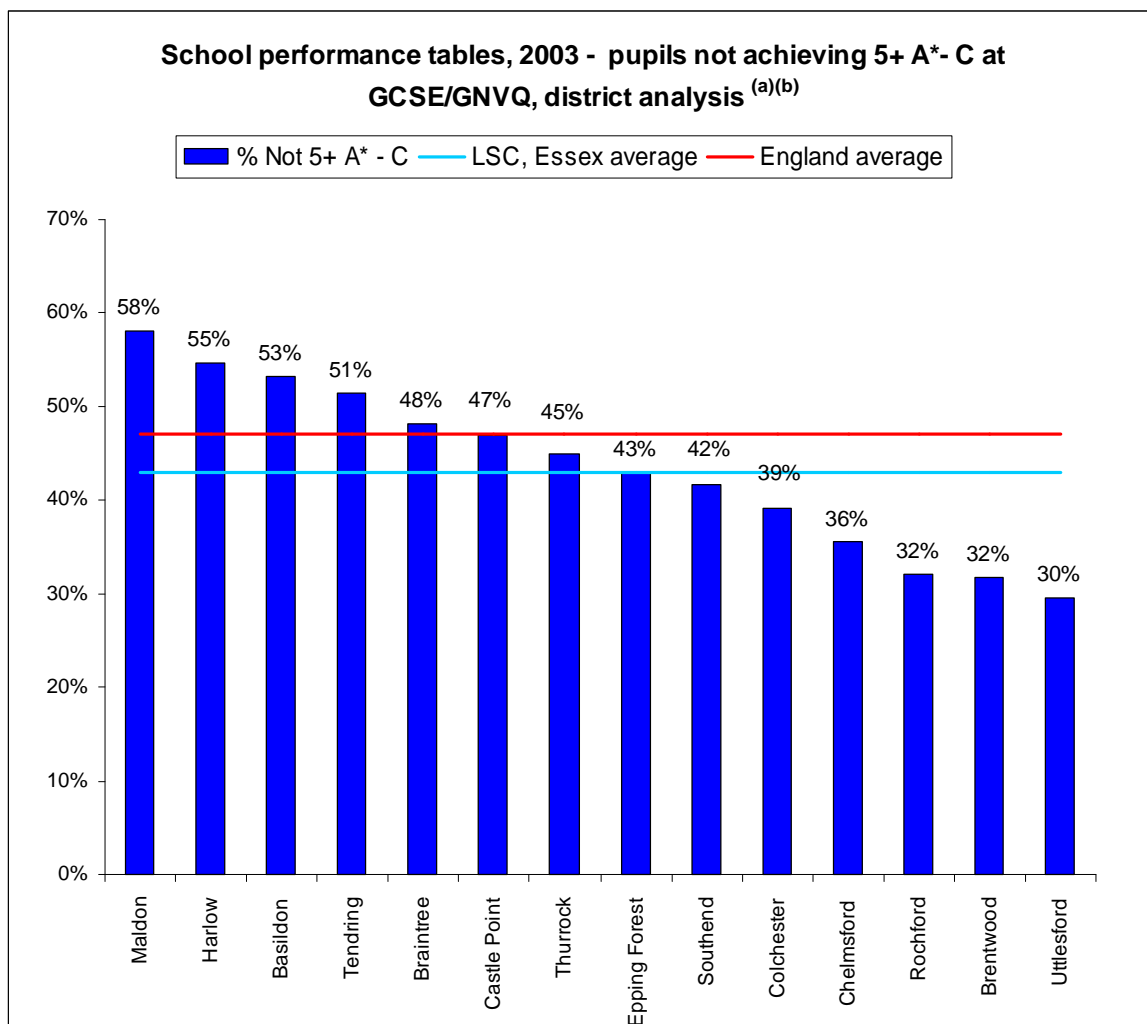
(a) This is calculated from the standard data on those achieving 5+ A* - C at GCSE/GNVQ in the DfES Secondary School Performance Tables, 2003

(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.

Brentwood is ranked thirteenth of the 14 areas in Essex, with 32% 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

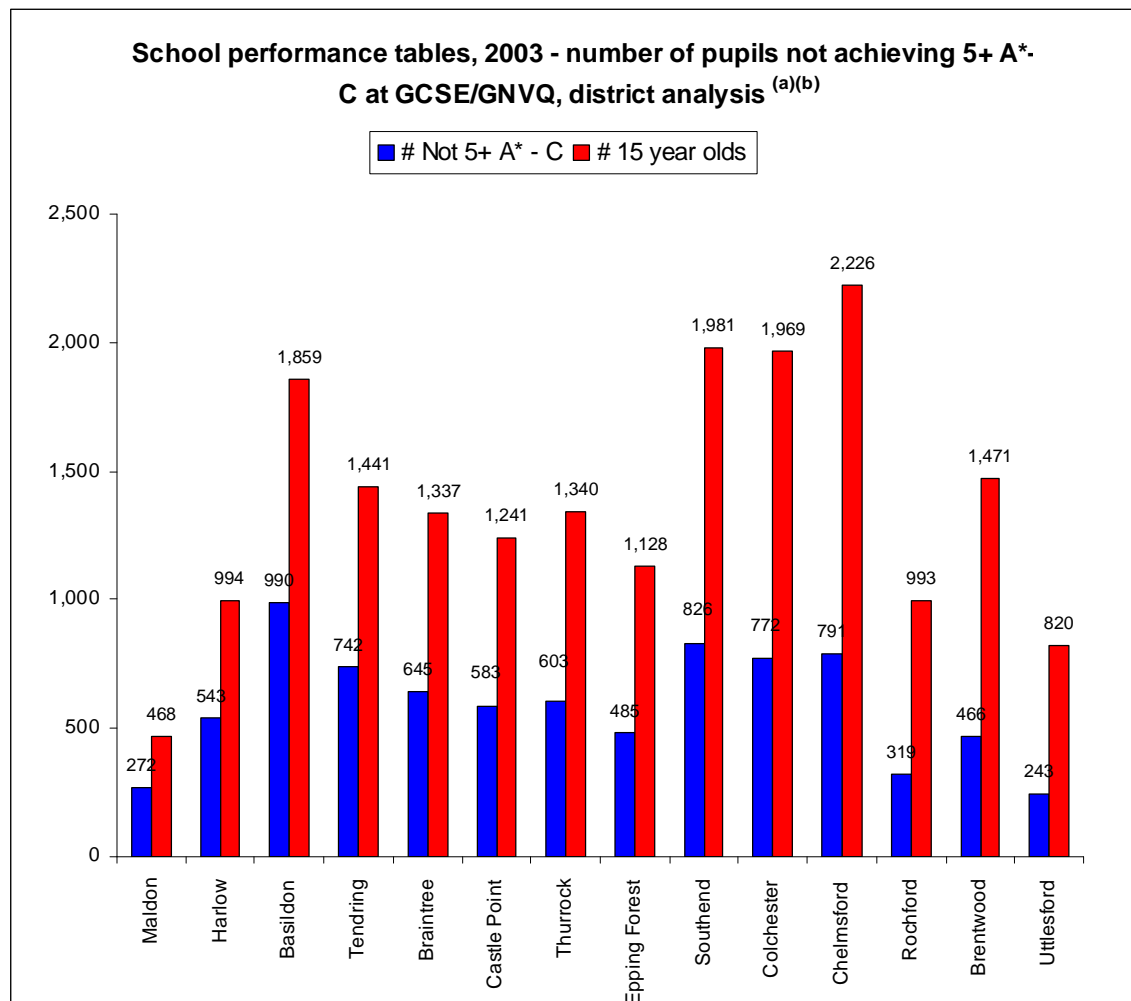
Notes:

(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. While Brentwood has one of the lowest rates for non achievement of 5+ A*-C's this still amounts to over 450 students, the figure is disguised by the relatively high number of students overall.

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

| Brentwood | 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) |
|--|------------------------------------|--|--|--|
| Anglo European School | 101.0 | 95% | 10.8 | 99% |
| Brentwood County High School | 97.0 | 96% | 9.2 | 97% |
| Brentwood School (i) | # | 2% | 9.5 | 0% |
| Brentwood Ursuline Convent High School | 99.2 | 99% | 10.8 | 99% |
| Peniel Academy (i) | 103.4 | 90% | 11.6 | 100% |
| St. Martin's School | 101.1 | 97% | 11.5 | 98% |
| Sawyers Hall College of Science & Technology | 96.9 | 98% | 10.1 | 98% |
| Shenfield High School | 98.1 | 100% | 9.5 | 100% |

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

| Brentwood | Number of pupils | Authorised absences as % of number of pupils | Unauthorised absences as % of number of pupils |
|--|-------------------------|---|---|
| Anglo European School | NIR | NIR | NIR |
| Brentwood County High School | 1,249 | 7.4% | 0.8% |
| Brentwood School (i) | 1,120 | 3.6% | < |
| Brentwood Ursuline Convent High School | 810 | 6.4% | 0.2% |
| Sawyers Hall College of Science & Technology | 1,263 | 8.2% | 1.2% |
| Peniel Academy (i) | 109 | 5.1% | < |
| Shenfield High School | 1,268 | 6.4% | 0.1% |
| St Martin's School | 1,390 | 5.0% | 0.5% |
| England average | - | 7.1% | 1.1% |

Source: Department for Education and Skills, 2003

(i): Independent school

<: less than 0.05%

NIR – no information received

Table 24

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

| Brentwood | Number of 15 year olds | With SEN with statements | | With SEN without statements | |
|--|------------------------|--------------------------|------|-----------------------------|------|
| | | Number | % | Number | % |
| Anglo European School | 182 | 3 | 1.6% | 2 | 1.1% |
| Brentwood County High School | 227 | 5 | 2.2% | 9 | 4.0% |
| Brentwood Ursuline Convent High School | 152 | 1 | 0.7% | 15 | 9.9% |
| Sawyers Hall College of Science & Technology | 234 | 5 | 2.1% | 16 | 6.8% |
| Shenfield High School | 224 | 1 | 0.4% | 19 | 8.5% |
| St Martin's School | 271 | - | - | 9 | 3.3% |

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

| Brentwood | GCE and VCE results | | | |
|--|-------------------------------|----------------|---------------------------------|-------------------------------------|
| | Number of students aged 16-18 | Number entered | Average point score per student | Average point score per examination |
| Anglo European School | 252 | 89 | 184.7 | 67.7 |
| Brentwood County High School | 197 | 81 | 308 | 74.4 |
| Brentwood School (i) | 286 | 135 | 325.1 | 91.2 |
| Brentwood Ursuline Convent High School | 167 | 84 | 354 | 81 |
| Peniel Academy (i) | 27 | 16 | 399.4 | 95.4 |
| Sawyers Hall College of Science & Technology | 199 | 71 | 280.6 | 66.8 |
| St Martin's School | 267 | 119 | 340.5 | 77.4 |
| Shenfield High School | 246 | 118 | 264.8 | 69.9 |
| 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 | |
| Brentwood | Number of students | % achieving qual | Number of students | % achieving qual |
| Anglo European School | - | - | - | - |
| Sawyers Hall College of Science & Technology | - | - | - | - |
| England average | - | 55% | - | 82% |
| | Intermediate VQ | | IB Diploma | |
| Brentwood | Number of students | % achieving qual | Number of students | % achieving qual |
| Anglo European School | - | - | 26 | 85% |
| Sawyers Hall College of Science & Technology | 16 | 75% | - | - |
| England average | - | 74% | - | - |

Source: Department for Education and Skills, 2003

2. Further Education

There are currently no further education colleges in the Brentwood district. Brentwood residents enrolled at FE colleges therefore travel outside the district for their learning. FE provision delivered by ACL providers in the Brentwood district is covered in section 3.

2.1 Further Education Travel to Learn Patterns

Table 27 shows the FE colleges that FE learners who live in Brentwood 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+.

As Table 27 shows, four out of five 16 – 18 learners attend provision at Chelmsford College, with 15.7% attending at Thurrock and Basildon College and 17.7% attending out of county provision in Havering.

For the 19+ age group the most popular option is Havering College of FHE in the neighbouring local LSC of London East with 53.9% share of this group. The remaining significant share is spread across Braintree, Chelmsford and Thurrock and the remaining small numbers being out of county.

Table 27

| Brentwood resident FE learners by institution | | | |
|--|--|------------|----------------------|
| | % share of all Brentwood resident FE learners | | District/LLSC |
| | 16-18 | 19+ | |
| Braintree College | < | 6.5% | Braintree |
| Barking College | < | 2.0% | London East |
| Chelmsford College | 40.9% | 8.0% | Chelmsford |
| Colchester Institute | < | 2.9% | Colchester |
| Havering College of FHE | 15.5% | 53.9% | London East |
| Havering Sixth Form College | 2.2% | n/a | London East |
| Harlow College | < | 1.2% | Harlow |
| Leicester College | < | 1.0% | Leicestershire |
| Merton College | n/a | 1.4% | London South |
| Palmer's College | 4.2% | n/a | Thurrock |
| SEEC | 9.3% | < | Southend |
| Southport College | n/a | 1.0% | Greater Merseyside |
| Thurrock and Basildon College | 15.7% | 6.4% | Thurrock |

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 504; 19+ learners 2,089)

<: 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 Brentwood residents FE learners by qualification level and also area of learning.

Table 28

| Enrolments for Brentwood resident FE learners by Level | | | | |
|---|-------------------|----------------|-------------------|----------------|
| | 16-18 | | 19+ | |
| | Enrolments | % Share | Enrolments | % Share |
| Level 1 and Entry | 364 | 16% | 1,177 | 39% |
| Level 2 | 716 | 31% | 484 | 16% |
| Level 3 or Higher | 882 | 39% | 395 | 13% |
| Other | 316 | 14% | 963 | 32% |

Source: Individualised Learner Record, 2002/2003

Population base: (16-18 Brentwood resident FE learners), 2278 ;(19+ Brentwood resident FE learners), 3019

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 Brentwood resident FE learners by Area of Learning | | | | |
|--|-------------------|----------------|-------------------|----------------|
| | 16-18 | | 19+ | |
| | Enrolments | % Share | Enrolments | % Share |
| Business administration, Management and Professional | 164 | 7.2% | 233 | 7.7% |
| Construction | 33 | 1.4% | 102 | 3.4% |
| Engineering, Technology and Manufacturing | 58 | 2.5% | 65 | 2.2% |
| English, Languages and Communications | 344 | 15.1% | 61 | 2.0% |
| Foundation Programmes | 147 | 6.5% | 108 | 3.6% |
| Hairdressing and Beauty Therapy | 240 | 10.5% | 145 | 4.8% |
| Health, Social Care and Public Services | 112 | 4.9% | 426 | 14.1% |
| Hospitality, Sports, Leisure and Travel | 98 | 4.3% | 96 | 3.2% |
| Humanities | 92 | 4.0% | 33 | 1.1% |
| Information and Communication Technology | 292 | 12.8% | 1,509 | 50.0% |
| Land based provision | < | < | < | < |
| Not Known | 221 | 9.7% | 71 | 2.4% |
| Retailing, Customer Service and Transportation | < | < | < | < |
| Science and Mathematics | 300 | 13.2% | 66 | 2.2% |
| Visual and Performing Arts and Media | 168 | 7.4% | 71 | 2.4% |

Source: Individualised Learner Record, 2002/2003

Population base: (16-18 Brentwood resident FE learners), 2278; (19+ Brentwood resident FE learners), 3019

Notes:

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

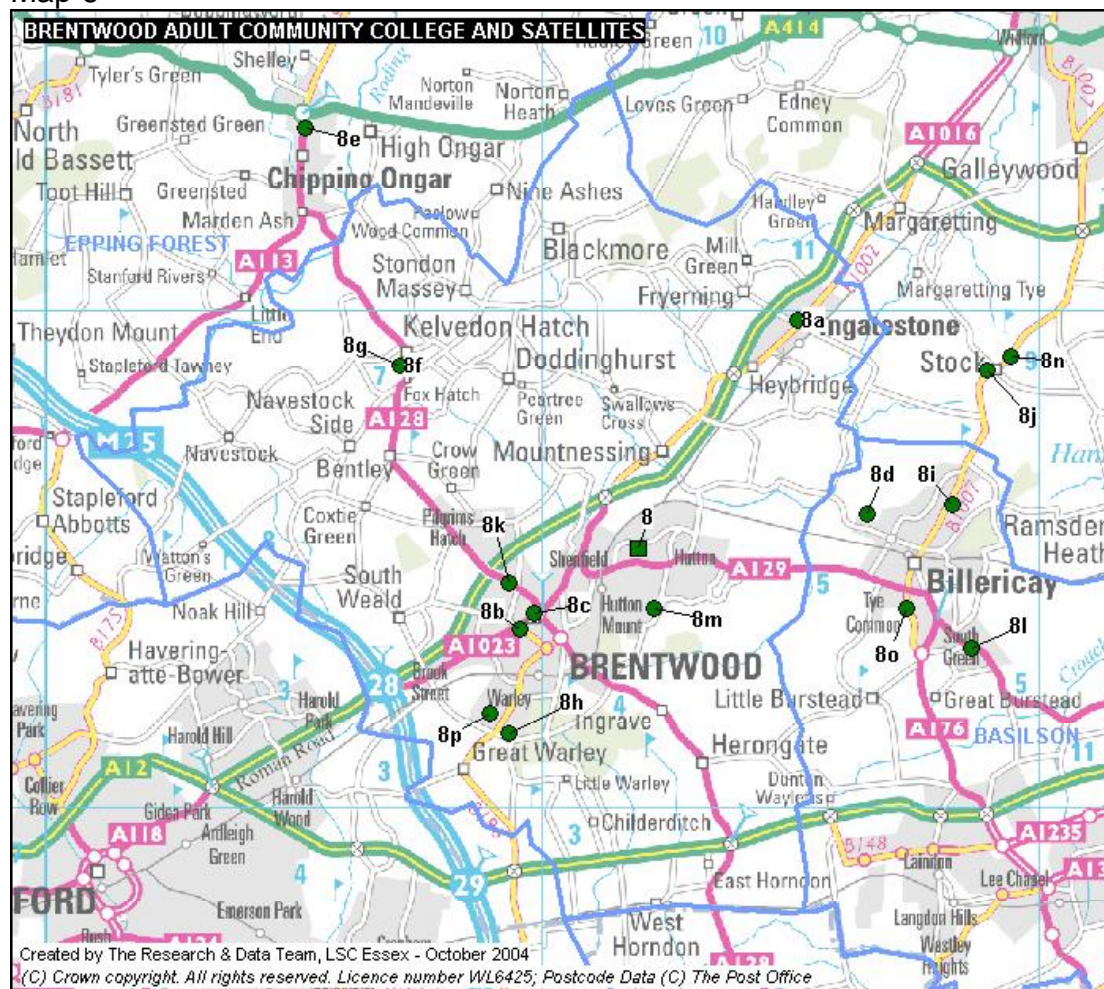
These are the number of enrolments, not the number of learners.

Excludes learners whose age or area of learning is not recorded

3. Adult Community Learning

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

Map 6



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

Adult Community Learning providers in the Brentwood area:

| Number | College |
|--------|---|
| 8 | Mid Essex Adult Community College - Brentwood |

Mid Essex ACC satellites:

| Number | Name of Satellite |
|--------|-------------------------------|
| 8a | Anglo European School |
| 8b | Brentwood Library |
| 8c | Brentwood Theatre |
| 8d | Brightside Primary School |
| 8e | Great Stony School |
| 8f | Kelvedon Hatch Primary School |
| 8g | Kelvedon Hatch Village Hall |
| 8h | Keys Hall |
| 8i | Mayflower High School |
| 8j | Rectory Hall |
| 8k | Sawyers Hall College |
| 8l | South Green Memorial Hall |
| 8m | St. Martins School |
| 8n | Stock Village Hall |
| 8o | The Fold |
| 8p | Walter Boyce Resource Centre |

3.1 Adult Community Learning Travel to Work Patterns

Table 30 shows the ACL providers that ACL learners who live in Brentwood 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%. The table 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.

The vast majority (84.5%) of these learners attend Mid Essex ACC located in Brentwood, with most of the remaining students attending in neighbouring London East and Chelmsford.

Table 30

| Brentwood resident Adult Community learners by institution^(a) | | |
|---|---|--|
| | % share of all Brentwood resident Adult Community learners | Location of provider^(b) / LLSC |
| Basildon ACC | 1.3% | Basildon |
| Chelmsford ACC | 5.7% | Chelmsford |
| London Borough of Havering | 4.4% | London East |
| Mid Essex ACC | 84.5% | Brentwood |
| St Johns Ambulance | 1.1% | National LSC |

Source: Individualised Learner Record 2002/03
Population base: 1,581
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 Brentwood residents ACL learners by qualification level and also area of learning.

Table 31

| Enrolments for Brentwood resident ACL learners by Level | | |
|--|-------------------|----------------|
| | Enrolments | % Share |
| Level 1 and Entry | 945 | 49% |
| Level 2 | 514 | 27% |
| Level 3 or Higher | 267 | 14% |
| Other | 205 | 11% |

Source: Individualised Learner Record, 2002/2003

Population base: (Brentwood resident ACL learners), 1931

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 Brentwood resident ACL learners by Area of Learning | | |
|---|-------------------|----------------|
| | Enrolments | % Share |
| Business administration, Management and Professional | 142 | 7% |
| Construction | < | < |
| Engineering, Technology and Manufacturing | < | < |
| English, Languages and Communications | 573 | 30% |
| Foundation Programmes | 283 | 15% |
| Hairdressing and Beauty Therapy | 37 | 2% |
| Health, Social Care and Public Services | 62 | 3% |
| Hospitality, Sports, Leisure and Travel | 33 | 2% |
| Humanities | 81 | 4% |
| Information and Communication Technology | 331 | 17% |
| Land based provision | < | < |
| Not Known | 176 | 9% |
| Retailing, Customer Service and Transportation | < | < |
| Science and Mathematics | 49 | 3% |
| Visual and Performing Arts and Media | 111 | 6% |

Source: Individualised Learner Record, 2002/2003

Population base: (Brentwood resident ACL learners), 1931

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.

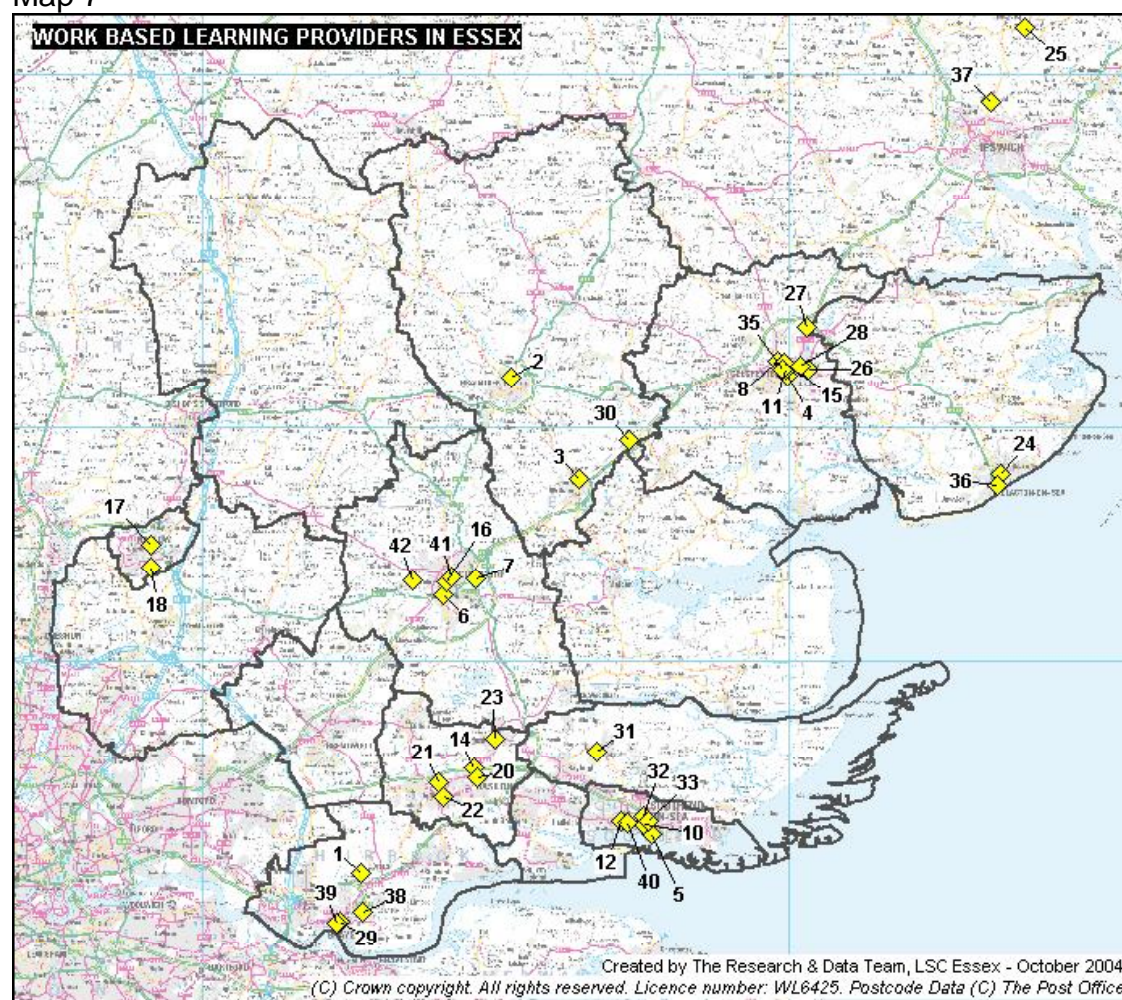
This is for FE Accredited provision that is delivered within an Adult Community College

Excludes learners whose age or level is not recorded

4. Work Based Learning

Map 7 and tables 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 7



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 |

Source: 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 Brentwood 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

| Brentwood resident WBL learners by institution | | | |
|--|--|-----|---------------|
| | % share of all Brentwood resident WBL learners | | District/LLSC |
| | 16-18 | 19+ | |
| Endaim | 7.5% | < | Basildon |
| JTL | 12.8% | N/a | Out of County |
| ReMIT | 8.2% | < | Out of County |

Source: Individualised Learner Record, 2003/2004, Average in Learning
Population base: (16-18 Brentwood resident WBL learners), 144 ;(19+ Brentwood resident WBL learners), 85

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 Brentwood residents WBL learners by qualification level and also area of learning.

Table 34

| Average in Learning for Brentwood resident WBL learners^(a) by Level | | | | |
|---|----------------------------|----------------|----------------------------|----------------|
| | 16-18 | | 19+ | |
| | Average in Learning | % Share | Average in Learning | % Share |
| Level 1 and Entry | 17 | 11.8% | | |
| Level 2 | 69 | 47.6% | 49 | 57.5% |
| Level 3 | 58 | 40.6% | 35 | 40.9% |
| Level 4 | | | < | < |

Source: Individualised Learner Record, 2003/2004

Population base: (16-18 Brentwood resident WBL learners), 144 ;(19+ Brentwood resident WBL learners), 85

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 Brentwood resident WBL learners ^(a) by Area of Learning | | | | |
|--|---------------------|---------|---------------------|---------|
| | 16-18 | | 19+ | |
| | Average in Learning | % Share | Average in Learning | % Share |
| Business administration, Management and Professional | < | < | 7 | 8.5% |
| Construction | 19 | 15.3% | < | < |
| Engineering, Technology and Manufacturing | 40 | 31.3% | 8 | 9.5% |
| Hairdressing and Beauty Therapy | 26 | 20.3% | 16 | 19.4% |
| Health, Social Care and Public Services | 11 | 8.3% | 13 | 15.1% |
| Hospitality, Sports, Leisure and Travel | 7 | 5.3% | 19 | 22.7% |
| Information and Communication Technology | < | < | < | < |
| Land based provision | < | < | < | < |
| Retailing, Customer Service and Transportation | 15 | 11.9% | 15 | 17.1% |
| Visual and Performing Arts and Media | < | < | | |

Source: Individualised Learner Record, 2003/2004

Population base: (16-18 Brentwood resident WBL learners), 127; (19+ Brentwood resident WBL learners), 85

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 just over 3,400 businesses in Brentwood, accounting for 5% of the total businesses in Essex.

Table 36

| Number of businesses by employee size | | | | |
|---------------------------------------|-----------|-------|-------|--------|
| No. of employees | Brentwood | | Essex | |
| | 1-4 | 2,528 | 74% | 45,618 |
| 5-10 | 456 | 13% | 8,820 | 14% |
| 11-24 | 227 | 7% | 5,113 | 8% |
| 25-49 | 118 | 3% | 2,420 | 4% |
| 50-99 | 55 | 2% | 1,145 | 2% |
| 100+ | 45 | 1% | 779 | 1% |

Source: Annual Business Inquiry, 2002
Base: Brentwood, 3,429; Essex, 63,895

The banking, finance and insurance sector accounts for the largest share of businesses in Brentwood (37%), followed by distribution businesses, hotels & restaurants (26%). As table 37 shows, this is a higher share overall than for Essex and demonstrates the importance of the service sector to the local economy.

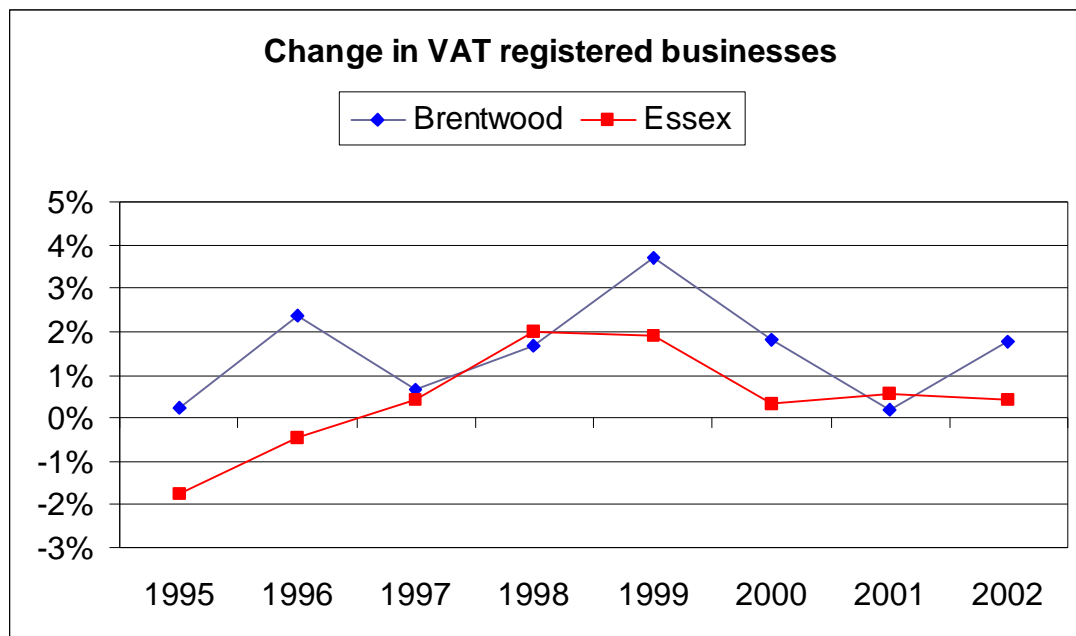
Table 37

| Number of businesses by industry | | | | |
|---|----------------------------------|-------|--------|-------|
| Industry sector | Brentwood | | Essex | |
| | Utilities, agriculture & fishing | # | # | 415 |
| Manufacturing | 216 | 6.3% | 5,555 | 8.7% |
| Construction | 390 | 11.4% | 8,637 | 13.5% |
| Distribution, hotels & restaurants | 905 | 26.4% | 17,951 | 28.1% |
| Transport & communications | 182 | 5.3% | 3,535 | 5.5% |
| Banking, finance & insurance | 1,266 | 36.9% | 17,897 | 28.0% |
| Public administration, education & health | 162 | 4.7% | 4,833 | 7.6% |
| Other services | 298 | 8.7% | 5,072 | 7.9% |

Source: Annual Business Inquiry, 2002
Base: Brentwood, 3,429; Essex, 63,895

Chart 53 shows how the number of VAT registered businesses in Brentwood 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

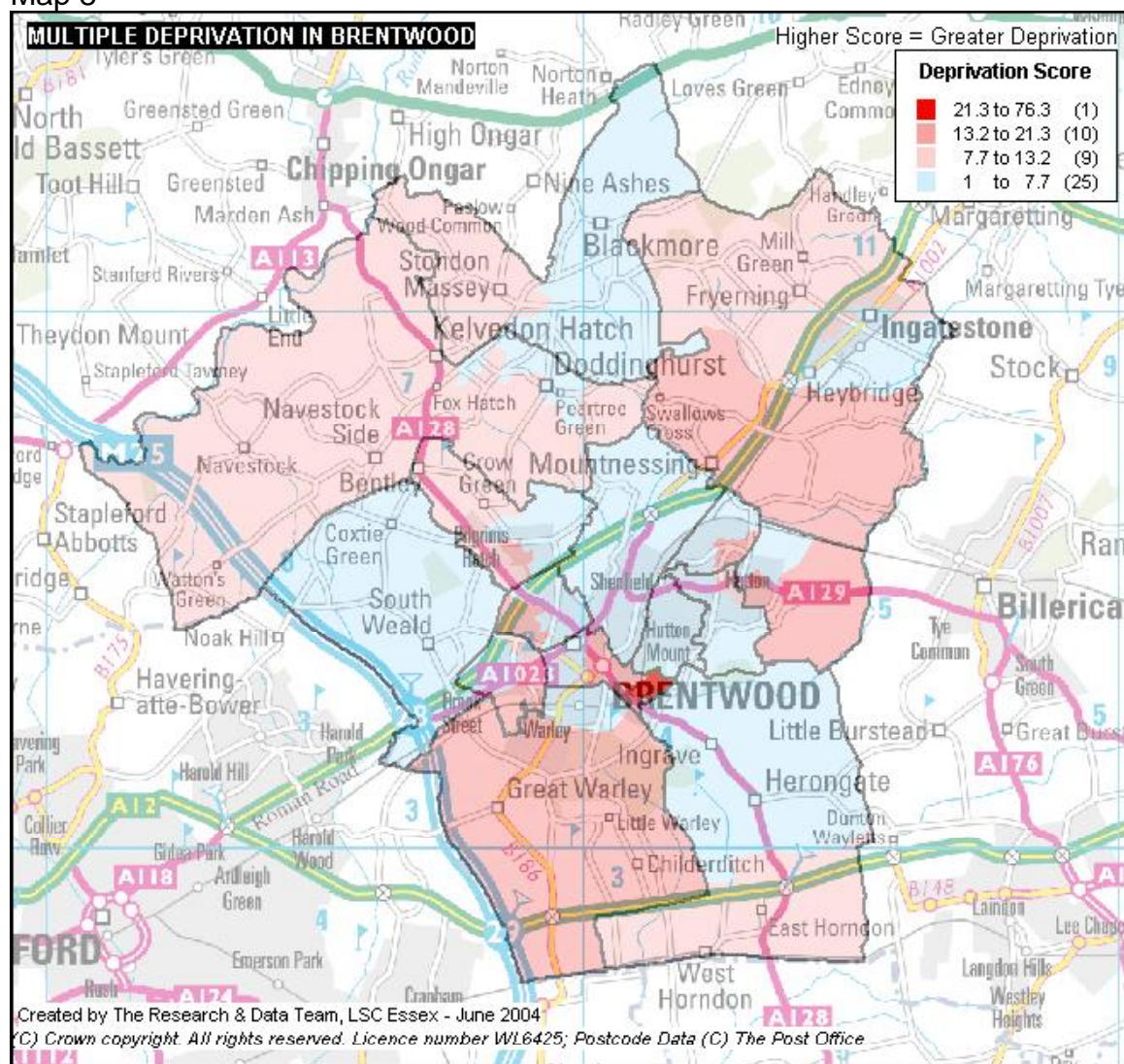
The Indices of Deprivation is a method of measuring levels of deprivation across England. The Office of the Deputy Prime Minister produced the Indices originally in 2000, these are the updated 2004 indices which look at super output areas as opposed to ward. An overall multiple indices of deprivation 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 8 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 8



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.

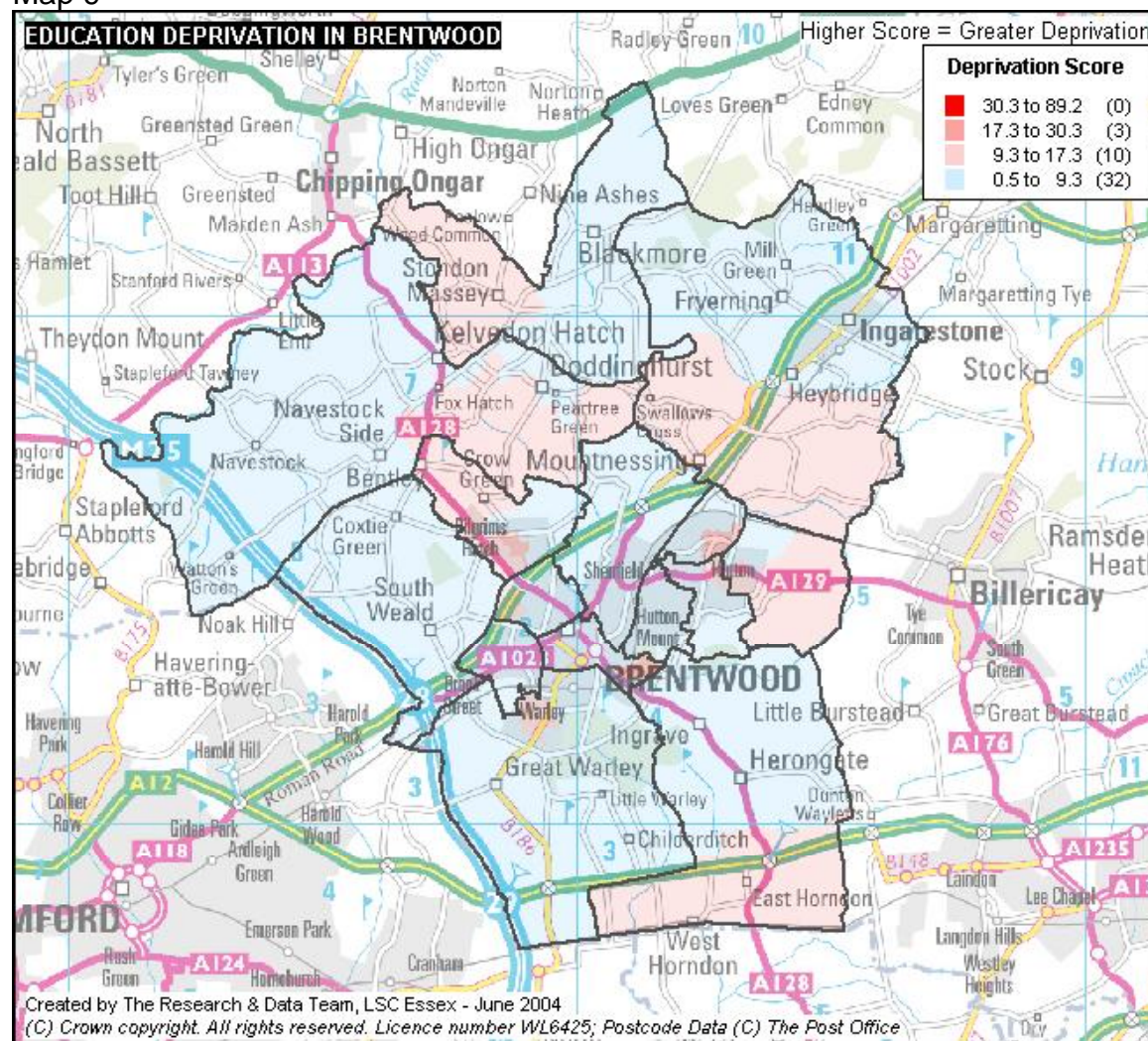
1.2 Map of Education, Skills and Training Deprivation

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

As the key in map 9 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.

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.

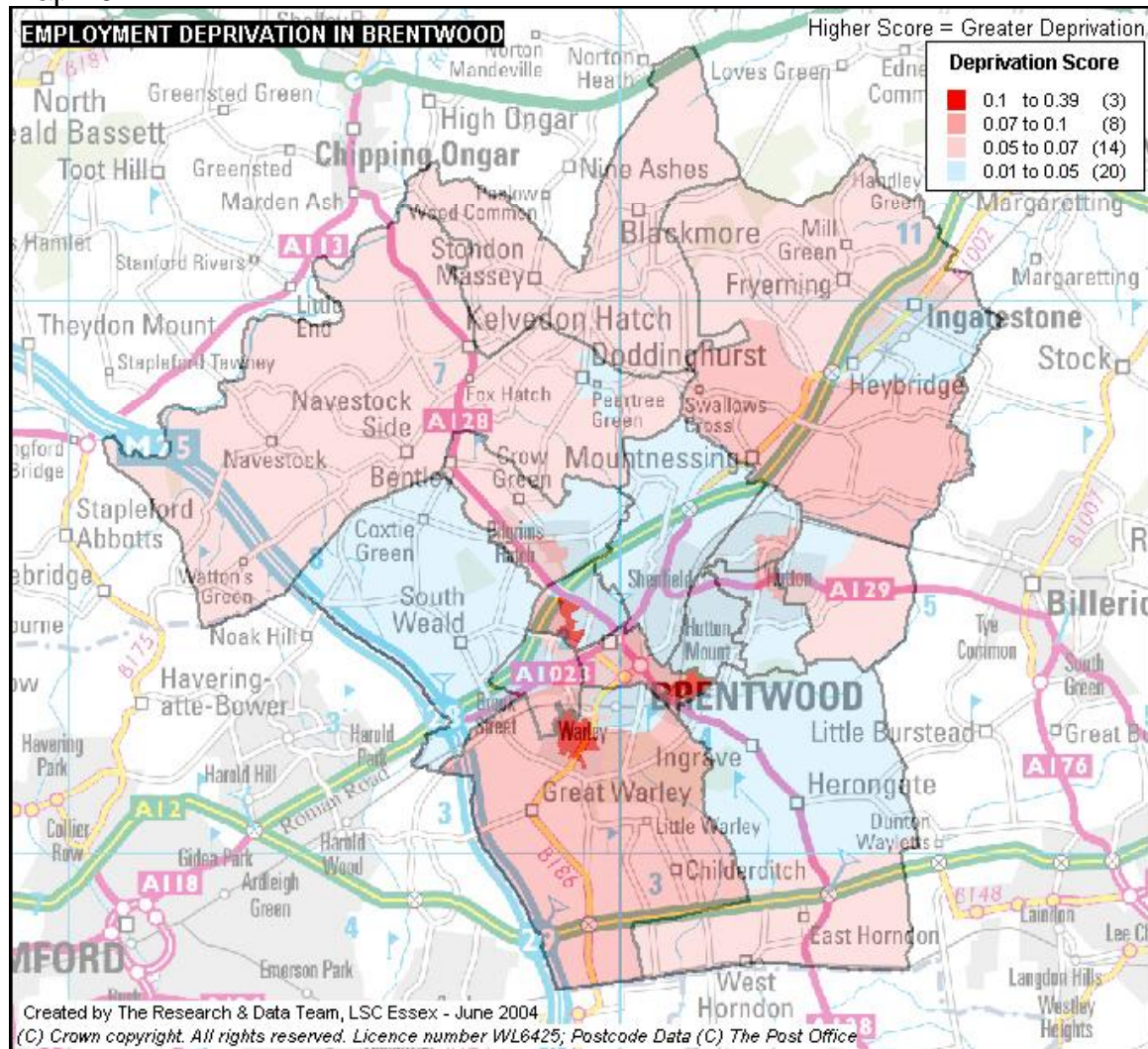
1.3 Map of Employment Deprivation

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 10 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 10



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

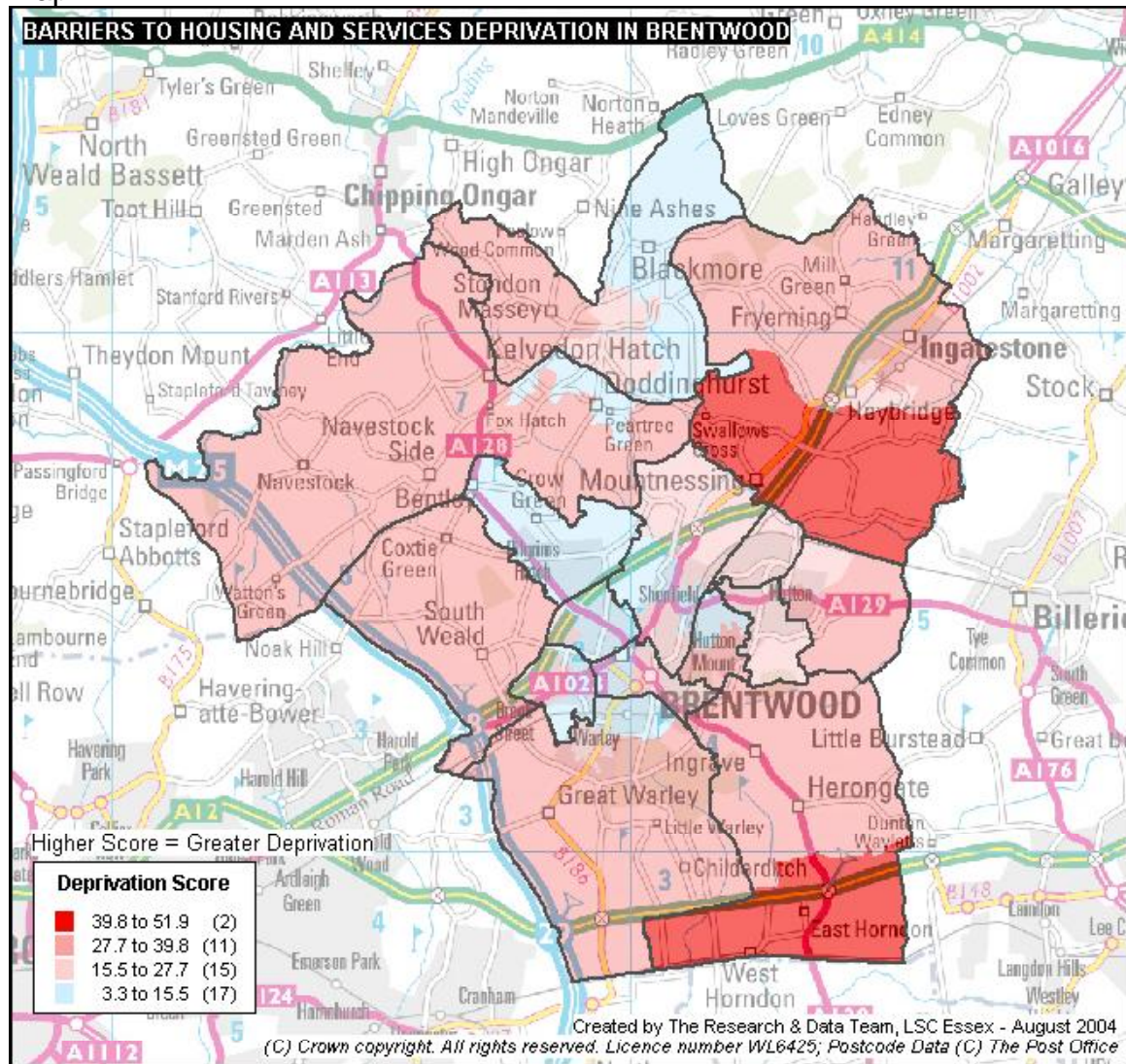
1. Difficulty of access to owner occupation
2. Household overcrowding;
3. LA level percentage of households for whom a decision on their application for assistance under the homeless provisions of housing legislation has been made.

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 11 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 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
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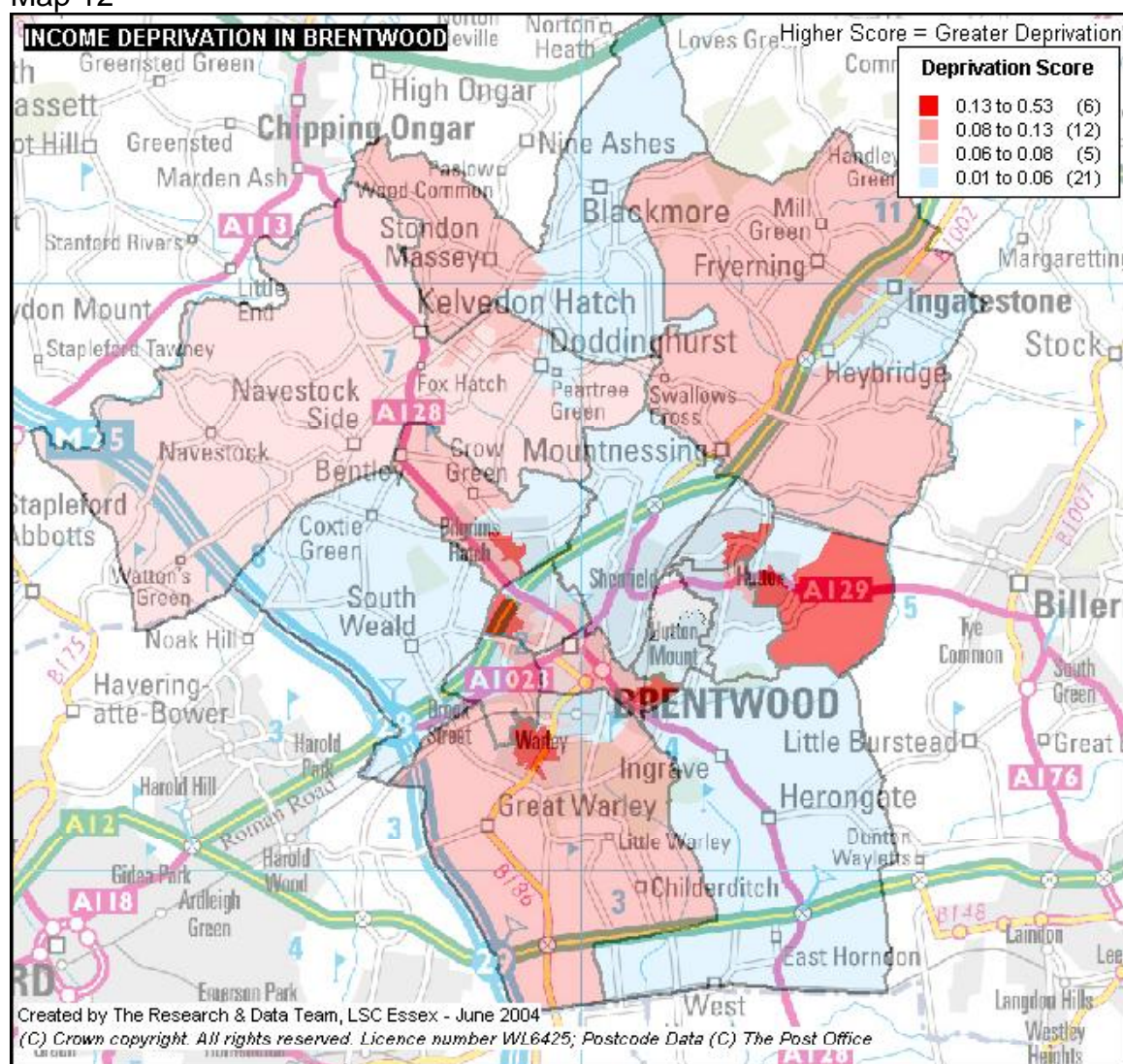
1.5 Map of Income Deprivation

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 12 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 12



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.

GLOSSARY

| | |
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| 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. |

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| 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 “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”.</i></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. |

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| 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 |

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| 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). |

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| 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. |